

# MILESTONE TIMELINE

## 1992 **Calls for an HR Council: The Whitehorse Mining Initiative Leadership Council Accord**

The mining industry looked to develop a new strategic vision and create solutions for the 21<sup>st</sup> Century. The Mining Association of Canada (MAC) took a suggestion for a multi-stakeholder process to the mines ministers of all senior governments at their annual conference in Whitehorse in September 1992, who became co-sponsors and trustees of the process that included the participation of the mining industry, senior governments, labour unions, Indigenous peoples and the environmental community. The resulting Accord's strategic vision for a healthy mining industry included many calls to action – including the establishment of a council to pursue HR initiatives.<sup>1</sup>

## 1996 **The Council is Incorporated**

Breaking New Ground, a report commissioned by a joint committee of employer and union representatives, recommended establishing a mining industry council to address sector-wide HR issues. As a result of the report and the Leadership Council Accord, MAC and three mining sector unions<sup>2</sup> established the Mining Industry Training and Adjustment Council (MITAC), a joint business labour council for the mining industry funded by Human Resources and Skills Development Canada (HRSDC).

### MITAC's Mandate

Enable Canadian mining companies, unions and employees to pool their expertise, resources and experience to improve the quality, cost-effectiveness and availability of training and to maximize the skills, adaptability and employability of mining workers.

## 2002 **Federal Funding Changes Prompt Review of Industry HR Priorities**

HRSDC established specific criteria to determine its Sector Council Program funding levels and no longer funded MITAC's training development activities or Youth Opportunities Program, prompting MITAC to undertake a process to re-confirm the industry's HR priorities.

## 2005 **HR Priority Review Spearheads Sector Study**

Funded by HRSDC, MITAC undertook a comprehensive sector study of the short- and long-term HR issues and challenges facing the industry. *Prospecting the Future – Meeting Human Resources Challenges In the Canadian Minerals And Metals Industry* noted that the industry must make better use of all potential sources of HR including youth, women, Indigenous peoples and newcomers. It also highlighted the need for coordinated efforts to define specific skills requirements, to create tools to ensure a skilled workforce and the ongoing need for MITAC's expertise to address mining HR challenges.

<sup>1</sup> <https://www.nrcan.gc.ca/science-data/science-research/earth-sciences/earth-sciences-resources/earth-sciences-federal-programs/whitehorse-mining-initiative/8698>

<sup>2</sup> The United Steelworkers of America, the Communication, Energy and Paperworkers Union of Canada, and the Canadian Autoworkers Union of Canada.

## 2006

### MITAC Becomes MiHR

Using sector study findings, MITAC undertook a strategic planning process that resulted in a new mandate, future direction and Council name: The Mining Industry Human Resources Council (MiHR), effective February 2006.

#### MiHR's Mandate

MiHR is a catalyst and industry leader by spearheading the collaboration among the Canadian mining sector's communities of interest to identify emerging human resources opportunities and challenges, develop targeted solutions and facilitate their implementation.

## 2011

### Business Model Evolves

The federal government announced substantial changes to sector council funding, essentially abolishing the Sector Council Program. MiHR again undertook a process to revalidate industry's HR issues including exploring various business models to financially support the Council.

MiHR also began custom research projects. The Canadian Mining Certification Program (CMCP) was launched at a gala hosted by the Canadian Institute of Mining, Metallurgy and Petroleum (CIM), and the Mining Essentials: A Work Readiness Training Program for Indigenous peoples was established in partnership with the Assembly of First Nations (AFN). Mining Essentials helps companies and communities meet employment needs by teaching both the essential skills and work readiness skills necessary to gain an employment in the Canadian mining industry.

## 2012

### Industry Commits its Support

MiHR secured annual funding from MAC to support its core operations. This annual contribution was leveraged to secure several project funding agreements from various government departments for the next 10 years.

MiHR signed a licensing agreement with the Government of Nunavut to develop career awareness brand Explore for More Nunavut.

## 2013

### Pathways to Education and Employment

MiHR hosted the Aboriginal Mining Education Forum to forge stronger pathways to education and employment. Approximately 150 representatives from Aboriginal organizations, education, mining and mineral exploration, and government attended the strategic and culturally appropriate networking event.

## 2014

### Sectoral Initiatives Program Supports Key Programming

With the abolishment of the Sector Council Program, Employment and Social Development Canada (ESDC – formerly HRSDC) announced the creation of the Sectoral Initiatives Program (SIP) and funded two of the Council's key areas of work: 1) Labour Market Intelligence and Research and 2) Development of National Occupational Standards, certification and training.

In collaboration with industry, MiHR developed and maintains NOS for seven key mining occupations: Underground Miner, Surface Miner, Minerals Processing Operator, Diamond Driller, Industry Trainer, Hoist Operator and Frontline Supervisor. MiHR reviewed and revised its Bylaws and developed a monitoring and evaluation system for the CMCP that focuses on program operations, both within MiHR and at the CMCP-designated sites. It also developed common competency, industry trainer and diamond driller occupational training.

## 2015

### Program Expansion & Certification of 1000<sup>th</sup> Mining Worker

With MiHR being successful in diversifying its funding, the Council began to launch expanded programming. Gender Equity in Mining Works (GEM Works) was launched, providing mining organizations with proven, industry-developed tools to help eliminate systemic barriers to gender inclusion in the workplace.

MiHR also celebrated the certification of the 1000<sup>th</sup> mining worker through the CMCP via an awareness and media campaign.

## 2016 **Strengthening Mining's Talent Alloy Addresses Skills Gaps**

To help the sector address talent gaps and skills shortages, MiHR's Strengthening Mining's Talent Alloy – Exemplary Practices in Inclusion research program studied employment barriers specific diversity groups face within mining and strategies for their greater engagement.

MiHR also hosted its first virtual career fair, developed 50 career seeker job profiles, and launched ENSEMBLE: the Canadian Mining Diversity Network – a free, online social network of professionals interested in supporting and driving diversity and inclusion in Canada's mining industry.

## 2017 **New Programs Support Students and Job-Ready Youth**

Funded in part by the Government of Canada's Student Work Placement program (SWPP), MiHR's Gearing Up Program was launched to bring industry stakeholders together to create 1000 work-integrated learning (WIL) opportunities to better position post-secondary students to secure employment in their field of study. Gearing Up offers a wage subsidy to mining employers who create WIL opportunities such as co-ops, internships, field placements, applied projects, capstone projects or case competitions.

With funding from Natural Resources Canada's Science and Technology Internship Program (STIP), MiHR's Green Jobs Program was launched to help job-ready youth gain relevant and meaningful work experience in mining through paid placements or training opportunities that focus on clean technology and innovation, and ultimately provide an environmental benefit to Canada.

## 2018 **New Programs Support Skills Training and Integration into Mining**

Two new programs were implemented to support skills training and career development. The Mining Potential program was developed with the same foundation as the Mining Essentials training program to provide an industry-validated essential and work readiness skills training program targeted at women, youth and newcomers, and the Mining Professional Immigrant Network (M-PIN) connected Ontario mining employers, internationally trained professionals and immigrant serving organizations to help improve integration of new Canadians into the Ontario mining industry.

## 2019 **Strategic Plan is Revitalized for 2019-2024**

MiHR's Board of Directors approved a new strategic plan for the organization based on significant consultations with the mining sector.

### **Our Mission**

To lead collaboration across the Canadian mining sector to understand labour market trends, identify opportunities, and develop solutions.

### **Our Vision**

An inclusive, skilled and sustainable Canadian mining workforce that anticipates and adapts to volatility and innovation.

### **Our Values**

Collaboration | Engagement | Inclusion | Efficiency | Respect | Integrity | Knowledge

### **Our Strategic Priorities**

Labour Market Information | Inclusion, Diversity & Career Development | National Occupational Standards & Workforce Development | Stakeholder Engagement and Partnerships.

## 2020 **Canadian Mining Commits to Equity, Diversity and Inclusion**

MAC and its members, which include 45 of Canada's leading mining companies, as well as MiHR, committed to several tangible objectives focused on ensuring discrimination, racism and sexism have no part in Canada's mining sector.

MiHR then launched the Intercultural Awareness Training Program to deepen mining stakeholders' understanding of the value of inclusive and diverse workplaces, help drive change and encourage professional integration of more immigrants within the sector.

In response to the COVID-19 pandemic, MiHR conducted a study to illustrate its short- and long-term effects on the mining labour market, describe the industry's early response and identify which segments of the labour force were particularly affected.

2021

## Responding to the Mining Labour Market Challenges of Today and Tomorrow

As the trusted knowledge centre of mining labour market information (LMI), MiHR launched an interactive labour market dashboard to communicate MiHR's up to date LMI to Canadian mining stakeholders.

In response to the Truth and Reconciliation Commission of Canada's Calls to Action 92 iii, MiHR launched online Indigenous Awareness Training that provides an introduction to Indigenous peoples, values, histories and experiences to build understanding and respectful relationships across cultures in support of reconciliation in communities as well as in the mining workplace and supply chain. As a second component of industry's response to Call to Action 92 iii, the Council is developing an Indigenous Inclusion Training Standard to address the need for skills-based training focused on intercultural competency, conflict resolution, human rights and anti-racism. The Standard is being pilot tested in 2021.

A new mining career awareness campaign themed ***We Need Mining. Mining Needs You.*** was initiated to raise awareness and the profile of mining, support Canada's mining leadership in human resource effort and make mining a career of choice for students.

To support the campaign, MiHR, the Prospectors and Developers Association of Canada (PDAC) and the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) partnered on a virtual career fair under the campaign's theme.

MiHR also unveiled a scholarship program for post-secondary students in mining-related programs to commemorate its 25<sup>th</sup> anniversary and to support the career awareness campaign. Spread over five fiscal years, MiHR will award 10 \$2,500 scholarships for a total of \$25,000 in scholarships. Applicants are required to submit a short video under the theme ***I CHOSE MINING. MINING CHOSE ME.***, aligning with the ***We Need Mining. Mining Needs You.*** career awareness campaign theme.

Over its 25-year journey, MiHR has successfully managed over 30 projects funded by various federal government departments. In 2021, MiHR submitted a three-year project proposal to ESDC to continue to identify, forecast and address mining sector human resources and skills issues. MiHR's proposed project focuses on addressing mining industry labour market challenges through Canadian mining sector LMI, a National Mining Skills Development Strategy and mining sector equity, inclusion and diversity solutions.

***MiHR looks forward to many more years of researching labour market trends, identifying opportunities and developing solutions.***



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