



Canadian Mining Work Placement Program

Image courtesy of Agnico Eagle

Solutions to Meet Forecasted Mining Labour Demand

The mining industry recognizes the critical importance of work placement opportunities as a component of effective skills development and the creation of a highly skilled and competent workforce. Providing wage subsidies to hiring organizations who offer meaningful work placements supports a productive, safe and highly skilled supply of labour. Supporting an opportunity to acquire the necessary work experience to apply newly acquired skills in the real-world mine environment will help to meet the forecasted labour demand facing the industry over the next 10 years.

What is the Canadian Mining Work Placement Program

The Canadian Mining Work Placement Program (CMWP) is a critical component of the Canadian Mining Skills Development Strategy (CMSDS). The program provides wage subsidies of up to 70% of a worker's wage to a maximum of \$10,000 (up to \$15,000 for equity-deserving groups*) to hiring organizations who offer meaningful placements to workers in support, operation and production level positions. The work experience enables participants to practice new skills and competencies acquired from recent and relevant occupational training and provides the opportunity to work towards obtaining certification under MiHR's Canadian Mining Certification Program (CMCP).

The CMCP is the industry-standard for validating the skills, knowledge, and experience of workers in the mining sector. It allows individual mine workers to demonstrate and gain recognition for competencies and expertise by meeting the National Occupational Standards (NOS) established for the Canadian mining industry.

**Equity-deserving groups include women, persons with disabilities, Indigenous peoples, racialized communities, newcomers, and 2SLGBTQIA communities.*

What are the CMWP's Objectives?

1. Equip participants with on-the-job training and work experience to allow them to practice their newly acquired skills in a mine or work site.
2. Provide funding to hiring organizations to provide work placements to build competency in new talent entering the sector.
3. Expand the labour pool of skilled, competent and experienced workers for the mining industry to meet their labour demands.
4. Increase the recognition of skills and competencies of the existing workforce by providing a credential through the CMCP.



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Who is Eligible?

New Workers

The CMWP provides a wage subsidy to hiring organizations who offer work placement opportunities to newly trained talent to practice newly acquired skills and competencies from recent and relevant occupational training.

Existing Workers

The CMWP provides a wage subsidy to hiring organizations to offer work placement opportunities for existing workers to upskill and explore advancement in new careers, and to practice newly acquired skills and competencies from recent and relevant occupational training.

Workers Employed by Contractors

Contractors can provide work placement opportunities to participants to practice newly acquired skills and competencies from recent and relevant occupational training. Contractors must provide proof that they are contracted to conduct work at a mine or work site.



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Visit **MiHR.ca** or contact
wagesubsidies@mihr.ca to apply
and learn more about CMWP's
wage subsidies.



MINING INDUSTRY
HUMAN RESOURCES COUNCIL

About the Mining Industry Human Resources Council

MiHR is Canada's knowledge centre for mining labour market information. An independent, non-profit organization, MiHR leads collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify opportunities and address the human resource and labour market challenges facing the Canadian minerals and metals sector.



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