

# THE MINING SECTOR SKILLS AND SOLUTIONS STRATEGY FOR THE CLEAN ECONOMY (M4S)

## WHAT IS THE M4S PROJECT?

Mining in Canada means responsible supply chains for metals and minerals, sustainably sourced raw materials and high standards of environmental stewardship. A transition to a clean economy is expected to increase demand for responsibly sourced minerals and metals – making a diverse, skilled and knowledgeable mining workforce increasingly important for the mining sector's ongoing competitiveness and sustainability.

M4S is a collaborative, multi-stakeholder initiative that will undertake a series of activities to attract, recruit and develop a diverse, skilled and safe Canadian mining workforce in support of the industry's role in building a clean economy.



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in part by the Government of Canada

## WHAT ARE M4S' OBJECTIVES?

**M4S will focus on five main sub-projects to help address labour market challenges:**

- 1 Labour Market Intelligence (LMI) for the Canadian Mining Sector
- 2 Mining Career Awareness and Engagement
- 3 Canadian Mining Skills Development Strategy (CMSDS)
- 4 Mining Sector Equity, Diversity and Inclusion (EDI) Supports
- 5 Governance, Project Management, Industry Engagement and Communication

### The specific objectives of M4S are to:

- Support industry by producing timely and responsive LMI.
- Support employers with wage subsidies to provide a meaningful work placement to participants – enabling them to practice newly acquired skills and competencies from recent and relevant training in an operating mine or work site.
- Support industry and workers by updating National Occupational Standards (NOS) to reflect the shifting skills needs due to innovation, technology and the transition to a clean economy.
- Create National Occupational Training Standards (NOTS) and occupation specific training to reduce duplication and standardize training efforts across the sector.
- Create the Canadian Mine Training Recognition Program (CMTRP) to recognize training programs that are aligned with the NOTS, whether delivered by employers, educational institutions or training organizations to help assure employers that career seekers have been trained to needs of the industry.
- Provide workers with a credential and certification through the Canadian Mining Certification Program (CMCP) that recognizes their skills and competencies and creates a skills profile in the National Skills Registry showcasing excellent career pathways in the industry
- Create industry specific upskilling training and opportunities for Industry Trainer and Frontline Supervisor.
- Support industry attraction and recruitment by improving career perceptions of the mining industry among youth and equity deserving groups.
- Lead national, sector collaboration and networking to develop, implement and evaluate action-oriented programs, tools and indicators to advance equity and build an inclusive, skilled and sustainable Canadian mining workforce.



## HOW WILL M4S ACHIEVE ITS OBJECTIVES?

M4S will undertake numerous activities in support of its objectives, including:

- 1 Analyzing labour supply gaps, workforce barriers and diversity goals – and developing occupational and skills labour force profiles, career planning tools, an engagement and outreach strategy and an LMI analytics system.
- 2 Developing and delivering a marketing and communications strategy and career awareness campaign to increase participation from industry, employers, employees, youth and individuals seeking employment in mining.
- 3 Creating and implementing the CMSDS built on relevant and current NOS that address shifting skills requirements and inform work readiness, occupation-specific and equity and diversity training, workplace experience and recognition; recognizing training aligned to the NOTS under the CMTRP delivered by employers, educational institutions and training organizations; providing employers wage subsidies to support meaningful work placements to practice skills acquired through training in an operating mine or work site; and enhancing uptake of the certification and recognition of the skills and competencies of the workforce under the CMCP.
- 4 Amplifying EDI activities and sustaining progress by influencing collaborative approaches to sectoral networking, communications and promotional activities – and aligning with other EDI-focused sectoral initiatives.
- 5 Reporting aggregate data on individual and/or sectoral outcomes on a quarterly basis and managing financial reconciliations and reporting on a monthly basis.

## HOW CAN YOU GET INVOLVED IN M4S ACTIVITIES?

**Sector stakeholder collaboration and partnerships are integral to successfully delivering M4S' activities. Here are a few ways in which you can get involved:**

- Promote partnerships between employers, education and communities by delivering essential and work readiness training programs.
- Deliver occupational training to address the needs of the industry.
- Provide meaningful work placements to participants to enable them to practice newly acquired skills and competencies from recent and relevant training.
- Become a designated site to implement the CMCP program and certify your workforce, or get certified yourself.
- Align your training programs to the NOTS.

Contact MiHR today to discuss how you or your organization can get involved with and capitalize on the M4S project.

## WHAT WILL M4S ACCOMPLISH?

- Increased understanding of the shifting skills due to innovation and technology as the industry transitions to a clean economy.
- Increased labour pool of individuals trained to the needs of the industry.
- Increased number of individuals from equity deserving groups employed in the industry.
- Increased number of certified workers with the skills and competencies required to be proficient in their occupations.
- Recognized employers, educational institutions and training organizations delivering training programs aligned to the NOTS reducing duplication and standardize training efforts in the sector.
- Increased awareness and shifted behaviours with respect to EDI in the mining workforce.
- Increased industry cooperation and collaboration to build a safe, skilled and diverse workforce by reducing workplace barriers.

## 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.

*Building a diverse, skilled and safe Canadian mining workforce in support of industry's role in developing a clean economy.*





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# Labour Market Information and Research

**OBJECTIVE:** To provide valued, actionable and responsive labour market information (LMI) that supports the decision making and strategic initiatives of mining stakeholders.

## Mining Trends and Outlook Reports

- Labour market outlook and year in review reports analyzing mining labour market trends and the sector's ability to contribute to the clean economy.
- Workplace profile reports assessing the state of the labour market, exploring the demographic and occupational composition of the industry, and highlighting employment and wage opportunities for equity-deserving groups.
- A study analyzing the role of post-secondary institutions in labour supply and the extent to which the skilled worker pipeline can support the needs of the sector.
- A mineral exploration study in partnership with the Prospectors and Developers Association of Canada (PDAC) providing in-depth analysis on the mineral exploration labour market.
- A study providing in-depth analysis on the mining supply services sector and the state of its labour market.

## Dashboard for Effective Recruitment in Canadian Mining Regions

Labour market tightness dashboard providing an interactive online platform that provides national and regional labour market information to help navigate ongoing skills shortages and facilitate hiring.

## Preparing Canadians for the Future Mining Workforce

Occupational profile reports providing in-depth study of three occupations crucial to the industry's transition to the clean economy, including analysis of the extent to which equity-deserving groups participate in these occupations.

## Leveraging LMI for Equity, Diversity and Inclusion

A report providing in-depth study of participation and employment outcomes among equity-deserving groups and recommendations for effective labour force development strategies and better equity and diversity outcomes.

Mining Stakeholders – Capitalize on MiHR's trusted, relevant and responsive LMI.  
Contact [research@mihr.ca](mailto:research@mihr.ca) and visit [MiHR.ca](https://mihr.ca) to learn more.

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## Mining Career Awareness and Engagement

**OBJECTIVE:** To attract and recruit talent for the clean economy by leading the mining sector's efforts to address its labour supply challenges through innovative and collaborative mining career awareness strategies; enhance perceptions of mining among youth and equity-deserving groups; and improve connections among youth, education and mining sector employers.

### Mining Career Awareness and Engagement Advisory Group

An advisory group consisting of HR professionals, mining employers and youth to help advance MiHR's career awareness initiatives.

### Career Awareness Campaign: We Need Mining. Mining Needs You.

- A campaign anchored by MiningNeedsYou.ca that is raising awareness of mining and its profile; supporting leadership in HR efforts; and aiming to make mining a career of choice for youth.
- The campaign includes:
  - The Career Ambassador Program developed in partnership between MiHR and the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) to recruit Career Ambassadors who deliver in person and virtual mining career presentations to youth.
  - An interactive career awareness network for advisory group members, Career Ambassadors and others involved in career awareness activities.
  - The I Chose Mining. Mining Chose Me. Scholarship Program to support future mining talent.
  - The Interactive World of Mining Careers to explore six different mine work environments and the jobs in each area – including a career quiz and over 50 occupational profiles.
  - Promotional initiatives, such as video competitions, geotargeted social media campaigns and career advertising campaigns.
  - National virtual career fairs and participation in other career forums and events.
  - Educational mining career awareness curriculum for grade 7 – 10 educators.
  - Polling of over 1000 youth aged 15 to 30 and multiple surveys and focus groups on their perceptions of mining careers.
  - Collaboration with industry stakeholders to develop a mining career awareness map, promote mining careers to students, increase experiential learning opportunities and provide career development services to equity-deserving groups.

Mining Stakeholders – Collaborate with MiHR and capitalize on these resources.  
Contact [info@mihr.ca](mailto:info@mihr.ca) and visit [MiHR.ca](https://mihr.ca) and [MiningNeedsYou.ca](https://MiningNeedsYou.ca) to learn more.



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## Canadian Mining Skills Development Strategy

**OBJECTIVE:** To develop and implement the Canadian Mining Skills Development Strategy (CMSDS), consisting of a series of programs and initiatives built on relevant and current National Occupational Standards used to inform and align training and guide workplace experience – culminating with the development and recognition of training, skills and competencies.

### The Mining Industry's Suite of National Occupational Standards (NOS)

MiHR's suite of NOS is the foundation for the industry's CMSDS. Updating the NOS will ensure they reflect the shifting skills resulting from technology, automation and emerging environmental, social and governance standards.

### The Canadian Mining Training Recognition Program (CMTRP) & National Occupational Training Standards (NOTS)

- Creates a suite of NOTS that will inform standardized training development and delivery across the Canadian mining industry.
- Recognizes and provide employers, educational institutions and training organizations with up to \$10,000 to support the alignment of training programs to MiHR's NOTS.

### Training & Micro-Learning

- Provides employers, educational institutions or training organizations up to \$100,000 in funding to deliver MiHR's Essential and Work Readiness Training Programs.
- Provides employers, educational institutions and training organizations up to a \$20,000 subsidy (\$30,000 for equity deserving groups) and wraparound supports to deliver MiHR's face-to-face Common Competency, Diamond Driller, Underground Miner and Minerals Processing Operator training.
- Provides employers \$1,000 to support the delivery of upskilling opportunities to the existing workforce through the delivery of MiHR's face-to-face Industry Trainer and Frontline Supervisor occupational training.

### The Canadian Mining Work Placement Program (CMWPP)

Provides wage subsidies of up to \$10,000 (up to \$15,000 for equity deserving groups) to hiring organizations who provide a meaningful work placement to participants to enable them to practice newly acquired skills and competencies from recent and relevant training.

### Recognition of Skills and Competencies Through the Canadian Mining Certification Program (CMCP).

- Provides employers (Workplace Assessment Process) with a \$1,000 honorarium for each worker certified.
- Provides workers a \$200 incentive for the completion of certification (Examiner Panel Process).
- Provides Examiner Panel Members a \$500 honorarium for each worker they assess and certify.

Mining Employers & Training Organizations – Capitalize on these skills, training and recognition resources. Contact [standards@mihr.ca](mailto:standards@mihr.ca) and visit [MiHR.ca](https://mihr.ca) to learn more.

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## Equity, Diversity and Inclusion Supports

**OBJECTIVE:** To develop, implement and evaluate action-oriented programs, tools, resources and indicators that help build an inclusive, diverse and sustainable Canadian mining workforce.

### Employment Barriers Facing Equity-Deserving Groups

A barriers research report and infographic created in collaboration with mining stakeholders identifying effective practices and indicators for reducing equity-deserving groups' workplace barriers and supporting Indigenous reconciliation in the mining sector.

### Mining for Diversity Toolkit and Sectoral Hub

- A toolkit and eLearning modules within a web-based hub focusing on issues such as bias and systemic racism, worldviews and sexual harassment.
- Research, analyze and report on opportunities for integrating newcomers into the mining sector by researching existing federal and provincial funding and support programs as well as any regional and community-based programs/proponents.

### Augmented Integration of Persons with Disabilities into the Workforce

- Identify and report on the opportunities for enhanced integration of persons with disabilities in the sector owing to automation.
- A report exploring opportunities for engaging persons with disabilities in automated mining workplaces.

Mining and Education Stakeholders – Collaborate with MiHR and capitalize on these resources.  
Contact [inclusion@mihr.ca](mailto:inclusion@mihr.ca) and visit [MiHR.ca](https://mihr.ca) to learn more.