

## What are the Benefits of MiHR's Wage Subsidy Programs?

The Mining Industry Human Resources Council's (MiHR) wage subsidy programs benefit youth, post-secondary students, mining workers and employers. They help recruit, retain and develop the workforce by enabling mining employers to provide work opportunities to build competency in new talent, allow workers to practice newly acquired skills on the job, and expand the skilled labour pool for industry to meet labour demands.

### Gearing Up

Wage subsidies up to \$7,000 to mining employers that create work opportunities for post-secondary students enrolled in science, technology, engineering and math (STEM) or business programs. Includes co-op placements, internships, field placements or applied projects.

#### Student Participants

- Registered in a Canadian post-secondary institution full or part-time program.
- A Canadian citizen, permanent resident or person with refugee protection under the law.
- Legally able to work in Canada.
- Studying in fields related to STEM and/or business.

#### Hiring Organizations

- Small, medium or large companies and not-for-profit organizations that are Canadian-owned or a Canadian subsidiary and involved in the mining and mineral exploration sectors.
- Employers who can demonstrate an increase in work opportunities from the prior year's participation in Gearing Up.



Meet your labour demands and help shape the next generation of Canada's mining workforce.

### Green Jobs

Wage subsidies up to \$30,000 to mining employers that help job-ready youth gain relevant and meaningful work experience through paid placements or training opportunities that focus on clean technology and innovation.

#### Youth Participants

- Between the ages of 18 and 30.
- Canadian Citizens, Permanent Residents or Protected Persons as defined by the Immigration & Refugee Protection Act.
- Legally entitled to work in Canada.
- Unemployed or underemployed.
- Not enrolled in school full-time.

#### Hiring Organizations

- Canadian owned or Canadian subsidiary non-profit, for-profit and Indigenous organizations.
- Provincial, territorial, regional and municipal governments.
- Public health, educational and cultural organizations.



Leverage talent for future recruitment needs.

### Canadian Mining Work Placement Program

Wage subsidies up to \$15,000 to hiring organizations who offer job opportunities to workers in operation and production level positions. Participants practice newly acquired skills in an operating environment and can work towards obtaining certification under MiHR's Canadian Mining Certification Program (CMCP).

#### New Workers

Employers receive a wage subsidy to offer job opportunities for new workers to practice recently acquired skills and competencies from relevant occupational training.

#### Existing Workers

Employers receive a wage subsidy to offer job opportunities for existing workers to upskill and explore career advancement, and to practice recently acquired skills and competencies from relevant occupational training.

#### Workers Employed by Contractors

Contractors receive a wage subsidy to offer job opportunities for workers to practice recently acquired skills and competencies from relevant occupational training. Contractors must provide proof of contract to conduct work at a mine or work site.



Support effective skills development and a highly skilled and competent workforce.



**Leading Collaboration Across Canada's Mining Sector**

Understanding labour market trends, identifying opportunities and developing solutions.

## Questions?

Contact [wagesubsidies@mihr.ca](mailto:wagesubsidies@mihr.ca)



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