

STRATEGIC PLAN 2025-2029

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

OUR MISSION: To lead collaboration across the Canadian mining sector to analyze and disseminate labour market information and develop actionable solutions to industry HR challenges.

OUR VALUES

Inclusiveness: Foster an inclusive environment that respects and values the diversity of perspectives and cultures within the Canadian mining sector.

Collaboration: Cultivate effective and ongoing communication and relationships with all stakeholders and communities of interest to be aware of their evolving needs and to promote collaborative approaches that consider all input to increase effectiveness of MiHR programs.

Integrity: Commit to the highest ethical and professional standards, integrating honesty, integrity and trust in all individual and organizational relationships.

OUR STRATEGIC PRIORITIES



OUR STRATEGIC OBJECTIVES



To be the leading and trusted knowledge centre of labour market information for the Canadian mining sector.



To increase awareness of and access to Canadian mining careers.



To enable respectful and inclusive workplaces in the Canadian mining industry.



To ensure training and skills are aligned and recognized to the needs of industry.



To collaborate with partners to respond to Canadian mining labour market challenges.

LABOUR MARKET CHALLENGES

- An ageing workforce with rising retirements, while fewer young people enter the industry.
- Shrinking enrolment in mining-related post-secondary programs.
- A low mining unemployment rate and higher than average vacancy rates.
- Continued challenges to attract and retain youth and underrepresented groups.