

30 YEARS OF IMPACT: ANNIVERSARY REPORT

Reflections from the Board Chair and Executive Director



Thirty years is a milestone worth celebrating. It is also a chance to recognize the partners, people and ideas that have shaped the Mining Industry Human Resources Council (MiHR) along the way.

Over three decades, MiHR has grown alongside Canada's mining industry, evolving from its early work to become a national leader in mining workforce development. Through research, collaboration and practical solutions, MiHR has helped the sector navigate changing workforce needs and prepare for what comes next.

As we mark 30 years of impact, we look ahead to the work still to be done. Canada's mining workforce is facing significant challenges, but also tremendous opportunity. MiHR is ready to build on its experience, partnerships and momentum to help shape the future.

Jenine Ellefson
Board Chair, MiHR



For 30 years, MiHR has brought people together to understand Canada's mining workforce and develop solutions to the challenges facing the sector.

Today, that work is more important than ever. Mining is growing, technology is changing the nature of work, and the demand for skilled workers continues to increase. Addressing these challenges will require collaboration across industry, government, labour, education, Indigenous communities and other partners.

As MiHR enters its next chapter, we are building on three decades of experience while taking on new opportunities to strengthen Canada's mining workforce. MiHR and the Mining and Minerals Workforce Alliance are integral to that future.

Ryan Montpellier
Executive Director, MiHR

MiHR's Story

For 30 years, the MiHR has brought together partners from across Canada's mining sector to understand workforce challenges, develop solutions and strengthen the industry's labour market.

MiHR's story began in 1992 with the Whitehorse Mining Initiative, a landmark multi-stakeholder process that brought together industry, government, labour, Indigenous peoples and environmental representatives to establish a new vision for Canada's mining sector. The resulting Accord identified the need for a council focused on human resources.

In 1996, the Mining Industry Training and Adjustment Council (MITAC) was established as a joint labour-management council. As the industry's workforce needs evolved, so did the Council. In 2006, MITAC became the Mining Industry Human Resources Council, with a broader mandate to identify emerging workforce opportunities and challenges, develop targeted solutions and facilitate their implementation.

Over the years, MiHR's work has expanded from training and workforce adjustment to encompass labour market intelligence, career development, skills development and recognition, respectful and inclusive workplaces, and industry collaboration. The Council has developed National Occupational Standards for seven key mining occupations, launched the Canadian Mining Certification Program, supported pathways into mining careers and helped connect employers, workers, students and communities. In 2024, MiHR celebrated the presentation of its 2,000th CMCP certificate, marking a significant milestone in recognizing skills and experience across the sector.

MiHR's work has also grown in scale. From managing more than 30 federally funded projects to securing \$17 million through the Sectoral Workforce Solutions Program in 2022, the Council has built a strong track record of turning partnerships and investment into practical workforce solutions. Today, programs such as Gearing Up are creating more than 2,500 work-integrated learning opportunities, while initiatives such as Mining Needs You are helping connect the next generation with mining careers through scholarships, industry career ambassadors, events and targeted advertising.

Today, MiHR works with partners across industry, government, labour, education, Indigenous organizations and other communities of interest to respond to the workforce needs of a changing mining sector.

Thirty years after its beginnings, MiHR is entering a new chapter with a strong foundation of experience, partnerships and knowledge. From labour market intelligence and career awareness to skills development and workforce solutions, the Council continues to evolve its work to meet the needs of Canada's mining industry.

MiHR's Impact Today

As MiHR marks its 30th anniversary, its programs, partnerships and workforce solutions are strengthening Canada's mining workforce by attracting talent, developing skills, advancing inclusion and preparing the industry for future workforce needs. Below mark accomplishments from the first half of fiscal year 2026-2027.

Attracting Talent

Helping more Canadians discover and pursue rewarding careers in mining.

Mining Needs You

- Over 1,600,000 Canadians reached through national career awareness initiatives, with that number expected to increase substantially by year end.
- 194,603 visits from 69,832 users following the launch of the Year 2 campaign.
- 39 scholarship applications received, the highest number to date.

Mining Industry Experience (MiEX)

- Nearly 700 applicants from 20+ post-secondary institutions.
- 50 students selected for immersive mining experiences.
- Expanding nationally in 2027, with new learning hubs planned.

Wage Subsidy Programs

- 482 students secured a co-op work placements co-funded through Gearing Up.
- 40 youth secured internships supported through Green Jobs placements.
- 108 post-secondary career offices engaged to strengthen awareness of mining careers and student employment opportunities.

Career Ambassador Program

- 82 mining professionals sharing their experiences and promoting mining careers across Canada, having reached over 3000 students.

Developing Talent

Building the skilled, job-ready and inclusive workforce needed for a modern mining industry.

Canadian Mining Skills Development Strategy (CMSDS)

- 139 certification candidates registered through the Canadian Mining Certification Program (CMCP).
- 93 additional certificates issued to 74 certified mining professionals through the CMCP. Over 2000 certificates issued since program inception.
- 21 additional workplace assessors trained to support workforce development.

Workforce Training

- 6 Occupational Skills Training cohorts delivered, with 2 in progress.
- 6 Essential Skills Training cohorts delivered, with 2 in progress.
- 1 Microlearning Cohort in progress.

Respectful & Inclusive Workplaces (RIW)

- 700+ EDI learning sessions completed.
- 200+ EDI resources accessed by industry stakeholders.
- 9 deliveries and 85 participants of the Preventing and Addressing Harassment workshops, supporting safer and more respectful workplaces.

MiHR's Impact Today

Strengthening the Sector

Providing the intelligence, partnerships and leadership needed to address workforce challenges across the sector.

Labour Market Information

- 6,647 Canadian Mining Workforce Analytics Dashboard views.
- 1,812 LMI document downloads.
- 3 custom workforce reports created for Canadian mining stakeholder partners.

Collaboration & Partnerships

- Partnerships with Indigenous organizations, including Anishinabek Employment & Training Services (AETS), to advance Indigenous workforce participation and career awareness.
- Partnerships with industry organizations including Canadian Institute of Mining, Metallurgy and Petroleum (CIM), Women in Mining Canada, Mining Association of Canada, Prospectors & Developers Association of Canada, and regional mining associations to support workforce development initiatives.
- Active participation in six national industry committees and advisory groups, helping shape workforce, inclusion and labour market priorities for the sector.

Sector Engagement

- 20,697 social media followers.
- 82,642 visits to MiHR.ca from 59,234 users.
- 21 media articles highlighting workforce challenges, opportunities and solutions in Canada's mining sector.

Shaping the Future

Positioning Canada's mining workforce to anticipate and respond to emerging labour market challenges and opportunities.

Mining & Metals Workforce Alliance (MMWA)

- Establishing a national workforce alliance that brings together employers, organized labour, educators and governments to advance coordinated workforce solutions and strengthen Canada's mining and minerals workforce.

Mining Workforce Skills & Solutions (MWSS)

- Delivering a five-year workforce development strategy that expands labour market intelligence, training and skills development initiatives to help build a more skilled, inclusive and sustainable Canadian mining workforce.

Canada-Australia Mining Skills Exchange Project (CAMSEP)

- Strengthening collaboration between Canada and Australia to address critical skills shortages through workforce exchanges, knowledge transfer and skills development initiatives, with a target of 25 international exchanges between students, academics and industry professionals.

Changing Culture (WAGE)

- Advancing implementation of the Towards Sustainable Mining (TSM) protocols on Equitable, Diverse and Inclusive Workplaces and Safe, Healthy and Respectful Workplaces, while advancing women's participation, economic prosperity and long-term success in Canada's mining sector through training, tools and industry collaboration.

The Next Chapter

Canada's mining industry is entering a period of significant opportunity. The sector is essential to Canada's economy and to the materials needed for technology, infrastructure, the energy transition and national security. At the same time, the industry is experiencing a growing gap between the demand for skilled workers and the available workforce.

Demand for skilled labour is expanding faster than supply. MiHR's labour market research projects that Canada's mining sector will need more than 246,000 new workers by 2036. Meanwhile, the mining workforce is aging, competition for talent is increasing, and the industry continues to face challenges attracting and retaining younger workers and realizing the full potential of diverse talent pools. Declining post-secondary enrolment adds another layer to an already competitive labour market.

These pressures are not new, but their scale and urgency are changing. Meeting Canada's future critical mineral needs will require a workforce strategy that looks beyond individual organizations and responds to challenges across the sector.

Coordinating action through the Mining and Minerals Workforce Alliance

In 2026, MiHR took on a new role in that effort by leading the Mining and Minerals Workforce Alliance (MMWA). The MMWA was established as part of the Government of Canada's broader workforce strategy and is one of six workforce alliances created to identify and advance industry-led solutions to pressing labour market challenges.

As the Alliance lead, MiHR brings together representatives from across the mining and minerals sector, including industry, labour, education, Indigenous organizations and other stakeholders. Together, the Alliance will work to identify workforce priorities, strengthen collaboration and advance solutions that respond to the sector's evolving needs.

The Alliance builds on MiHR's 30 years of experience as a convener, researcher and workforce development partner. It also reflects a clear reality: meeting Canada's workforce needs requires collaboration across the sector.

Looking ahead

MiHR's next chapter will be defined by greater coordination, stronger partnerships and a continued focus on turning labour market information into action. Through the MMWA and its broader portfolio of programs and resources, MiHR will continue to support the development of an inclusive, skilled and sustainable Canadian mining workforce that can adapt to changing technologies, labour market conditions and industry needs.

The opportunity ahead is significant. Canada has the resources, projects and expertise to support a growing minerals and metals sector. Ensuring there are enough people with the right skills to realize that opportunity will require sustained collaboration and investment. After 30 years of building partnerships and developing solutions, MiHR is ready to build on that foundation and help shape the workforce Canada's mining industry will need for the future.