

Mining Industry Human Resources Council's Mining Essentials Program

Context

The Mining Industry Human Resources Council (MiHR) developed the Mining Essentials Program in partnership with the Assembly of First Nations (AFN) and in collaboration with industry, educators, Natural Resources Canada and other Indigenous organizations (Inuit Tapiriit Kanatami, Métis National Council, and Native Women's Association of Canada). The Program is designed to bring the employer, educator and community together in partnership so that while an employer's training and hiring goals are met, communities are also able to provide their members with rewarding local work opportunities. The Program focuses on the essential and work readiness skills (non-technical) that the mining industry has validated and deemed necessary to gain entry-level employment. With the goal of providing training designed by industry and through consultation with Indigenous organizations, the Program works to bridge the gap to employment.



Lead: Non-governmental organization (Ont.)

Steps of the Mineral Development Sequence:

Pre-exploration, exploration, development, operation, closure, post-closure

Key Finding: The delivery of training programs through a partnership approach between the community, the employer and the educator ensures everyone comes to the table with shared goals and a mutual understanding of the process.



MINING ESSENTIALS

Description of Measures Implemented

The Program partners (industry employers, educational institutions and communities) establish their mutual goals and commitments, which are then used to customize the training program. The partnership approach increases work opportunities and exposure for graduates, ensures focused training for specific industry needs and jobs requirements, and is inclusive and respectful of the culture and heritage of the region.

The Program can be delivered through community training bodies, colleges and universities, and employers. Program duration is approximately 360 hours, with half to a third of the time spent in classroom-style learning, using industry and government documents, traditional knowledge methods, and workplace example activities. The rest of the time is spent on application and enrichment activities, such as environmental experiences, mine or exploration site visits, additional certificate training, and practice interviews, all intended to make the learner more employable. The Program is unique in that skills are taught using workplace examples (e.g., scenarios, workplace documents) and traditional teaching methods (e.g., sharing circles, involvement of elders). It is divided between classroom curriculum training and enrichment opportunities, such as on-site industry visit/work experiences, safety certificate training, and environmental education, to deliver a well-rounded approach to learning.



MiHR graduates

Results

Since it started in 2010, Mining Essentials has been delivered in British Columbia, Saskatchewan, Ontario, the Northwest Territories and Nunavut for a total of 33 intakes and the enrollment of 450 learners. Seventy-five percent of the participants have graduated from the program and 56 percent of the graduates have found employment or have furthered their education within three to twelve months of program completion.

Lessons Learned

Several lessons were learned through the development and implementation of Mining Essentials over the years:

- Mine site visits are valuable enrichment activities that help the learners better understand the industry and available jobs, and begin to build a relationship with the employer.
- The partnership approach between the community, the employer and the educator ensures everyone comes to the table with shared goals and a mutual understanding of the process.
- The involvement of elders and traditional teaching methods keeps learners connected to their culture and community and improves classroom engagement.
- By delivering the program in the community, learners are able to access valuable support (e.g., health care, child care), enabling them to focus on training.



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