

Mine Training Society

Context

The demand for a skilled work force is growing in the N.W.T. as new mines plan to develop or evolve their current operations in the North. The Mine Training Society (MTS) is a unique partnership between Aboriginal groups, government, and the mining industry. For more than a decade, the MTS has supported Aboriginal peoples and Northerners in finding long-term employment in the mining industry.

Pre-exploration	Exploration	Development	Operation	Closure	Post-closure
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Leads: Government, industry, and community (N.W.T.)

Step of the Mineral Development Sequence: Development, operation

Key Finding: The collaboration with all levels of public government, Aboriginal leadership, educational institutions, and businesses that comprise the North's mining industry is essential to the successes of the Mine Training Society and its students. The opportunity to access training in Aboriginal and local communities and gain exposure at local mine sites are key attributes of the programs that contribute to students' success, and thus fosters community readiness.

Description of Measures Implemented

The MTS assists Aboriginal applicants in training-to-employment programs and with obtaining employment in the mine and mine services sector in the N.W.T. The program evaluates applicants, trains, and then places Northerners in meaningful and permanent jobs in the mining and mining-related sectors. Applicants have the opportunity to receive training in their communities and cooperative mine training at mine sites in the N.W.T. They provide hands-on mentoring and job coaching to their clients throughout their careers. The MTS also helps Aboriginal applicants remove barriers to employment, such as criminal records.

The MTS works with mining companies looking for northern employees, as well as local and southern colleges, to tailor the programs to meet industry needs.

Individuals from N.W.T. communities applying for training can access substantial financial support. Assistance for accommodation, food, transportation, utilities, tuition, and books can all be accessed from the GNWT's Department of Education, Culture and Employment through the MTS.

Results

The MTS program benefits go beyond immediate employment; the training provides valuable skills that will remain in the communities. Since its inception in 2003, the MTS has provided more than 1 900 Northerners with training and/or career counselling and has placed more than 830 students in high-paying and fulfilling jobs. Recently, the MTS has partnered with Kitikmeot Inuit Association to deliver mining sector training opportunities to people from the Kitikmeot Region of Nunavut.

N.W.T. residents from smaller communities are provided with the type of skills, trades, and services that are in demand from local industry, and are guided into training that will suit the individual. With the training, local people become more competitive for employment opportunities.

Lessons Learned

Collaboration among all levels of public government, Aboriginal leadership, educational institutions, and businesses that comprise the North's mining industry is essential to the successes of the MTS and its students. The opportunities to access training in Aboriginal and local communities and gain exposure at local mine sites are key attributes of the programs that contribute to students' success and thus foster community readiness.

For more information:

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