

Mining Indigenous Workforce Development Roundtable

September 16, 2025
Rogers Centre, Ottawa



MINING INDUSTRY
HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIERE



Funded by the Government of
Canada's Indigenous Skills and
Employment Training Strategy Program

Canada



Welcome

Welcoming Remarks

- Ronald Kanutski, Facilitator
- Ryan Montpellier, Executive Director, MiHR

Opening Prayer

- Meeka Kakudluk, Inuit Elder



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Indigenous Voices in Mining

Speakers

- Benjamin Green-Stacey, Assembly of First Nations
- Tara Shea, Mining Association of Canada



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Setting the Stage: Labour Market Trends

Speakers

- Jamie Wolcott, MiHR
- Celine Pinsent,
Aboriginal
Employment Services



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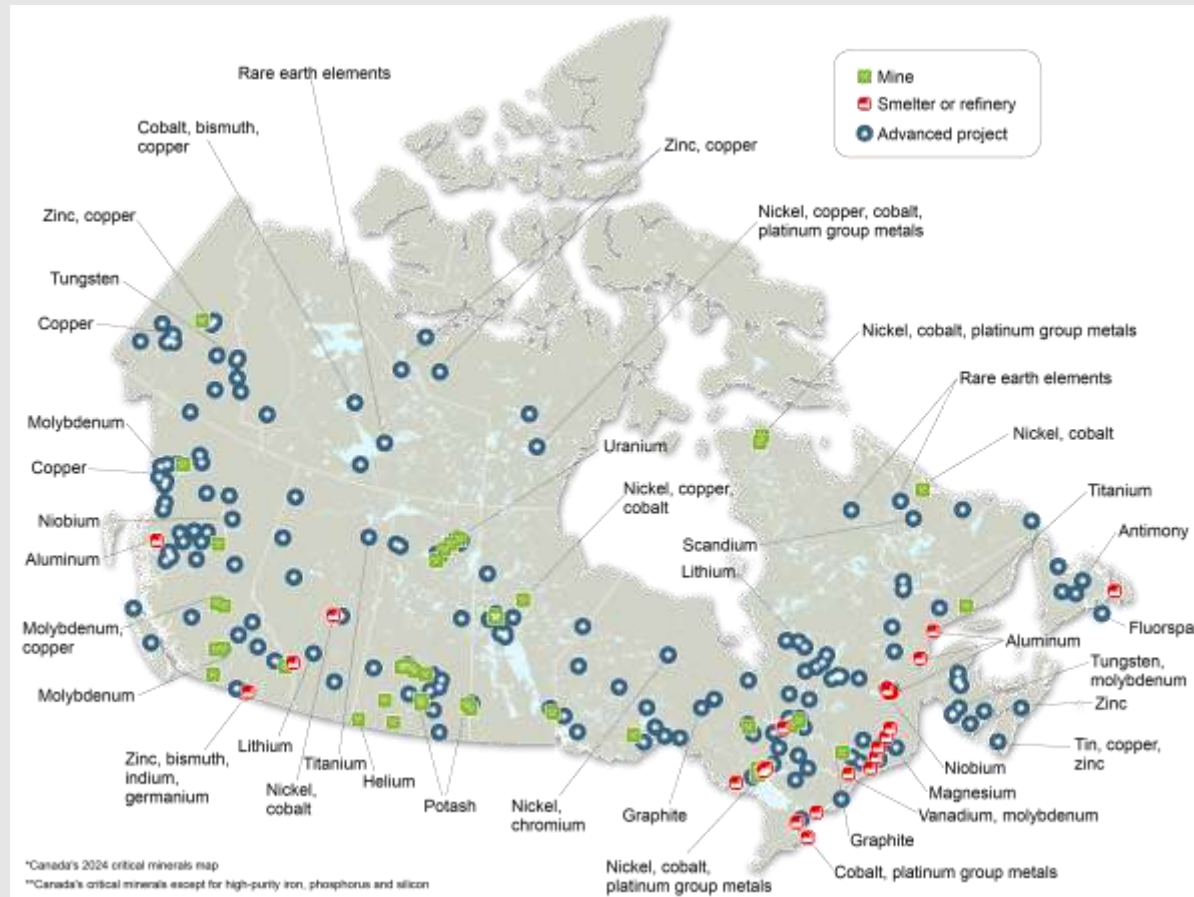
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Mining Labour Market Overview

Jamie Wolcott, Director of Labour Market Information



Canada's Bullish Mining Outlook



“Canada names gas plant, port, mines as major projects to be sped up.”

Reuters, September 11, 2025

“Canada’s critical advantage: A natural resources superpower — mining and critical minerals are central to Canada’s economic security and growth.”

Canadian Mining Journal, August 28, 2025

“Canada’s \$65B Critical Minerals Challenge: Can it keep up? Canada risks losing \$100B in investment by 2030 unless it acts fast.”

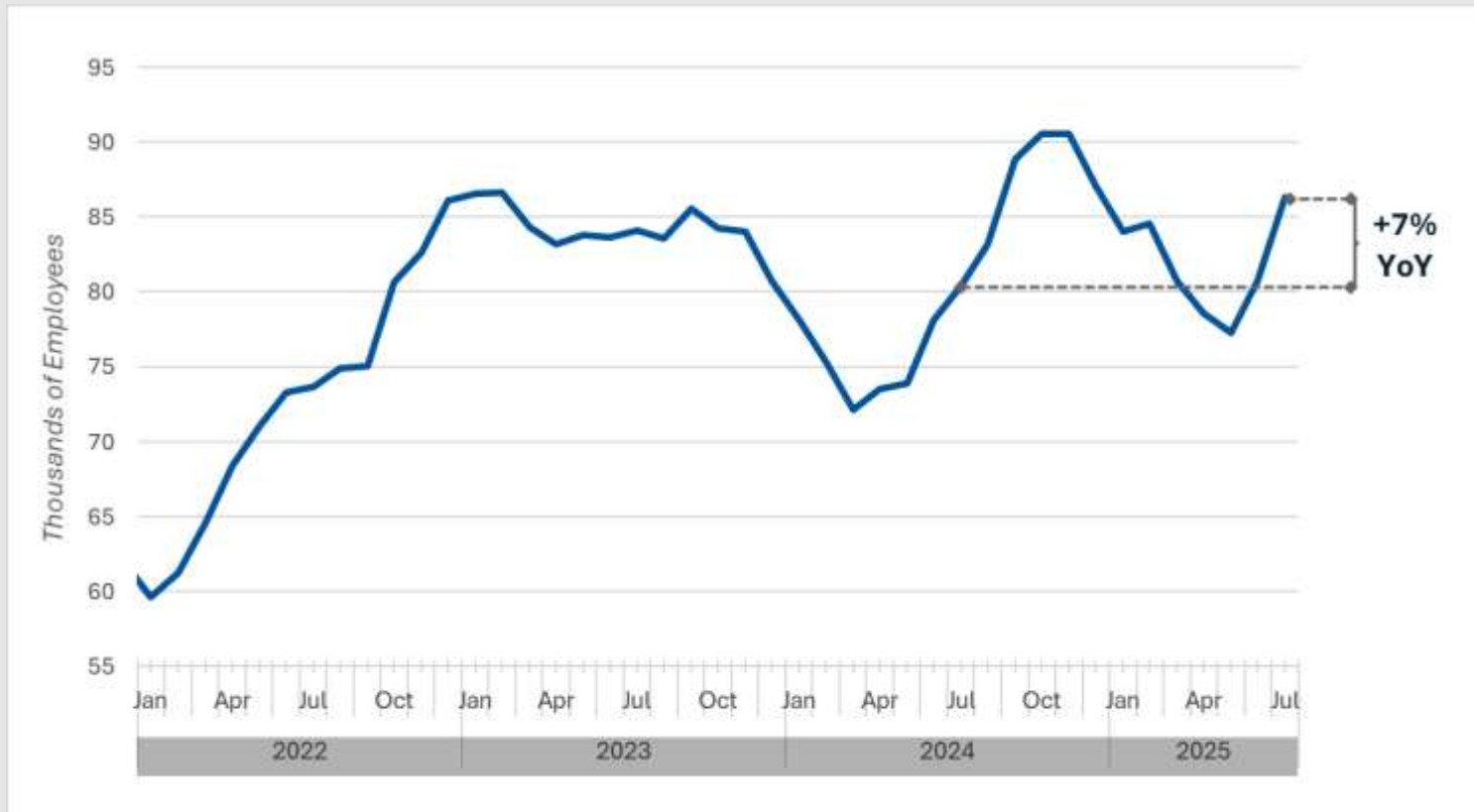
CarbonCredits.com, June 17, 2025

“Government of Canada strengthens the Critical Minerals Strategy to build the economy and secure the future.”

Yahoo Finance Canada, August 26, 2025

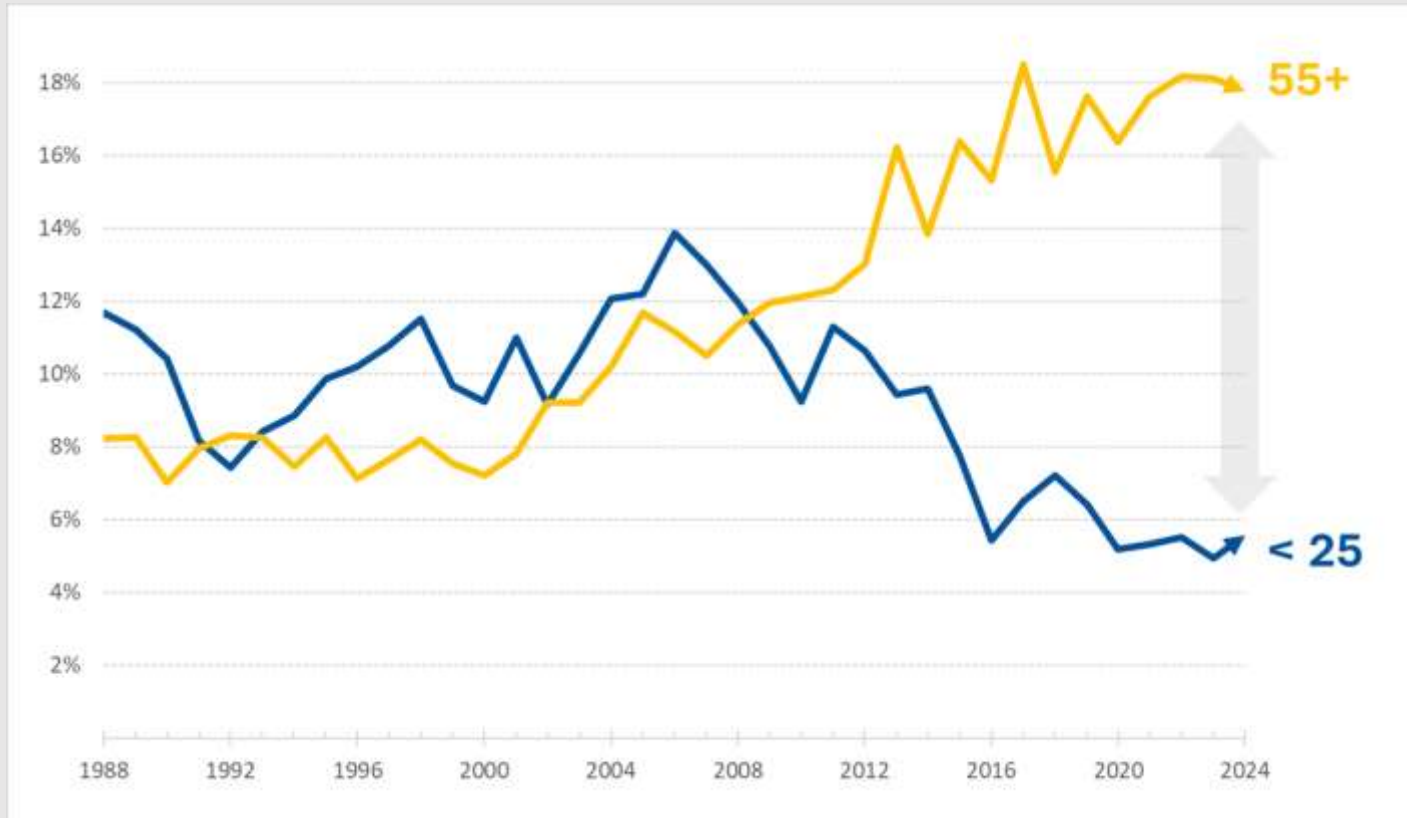
Employment Growth

Employment in Mining & quarrying (3-Month Moving Average) (2022-2025)



Widening Age Gap in the Mining Industry

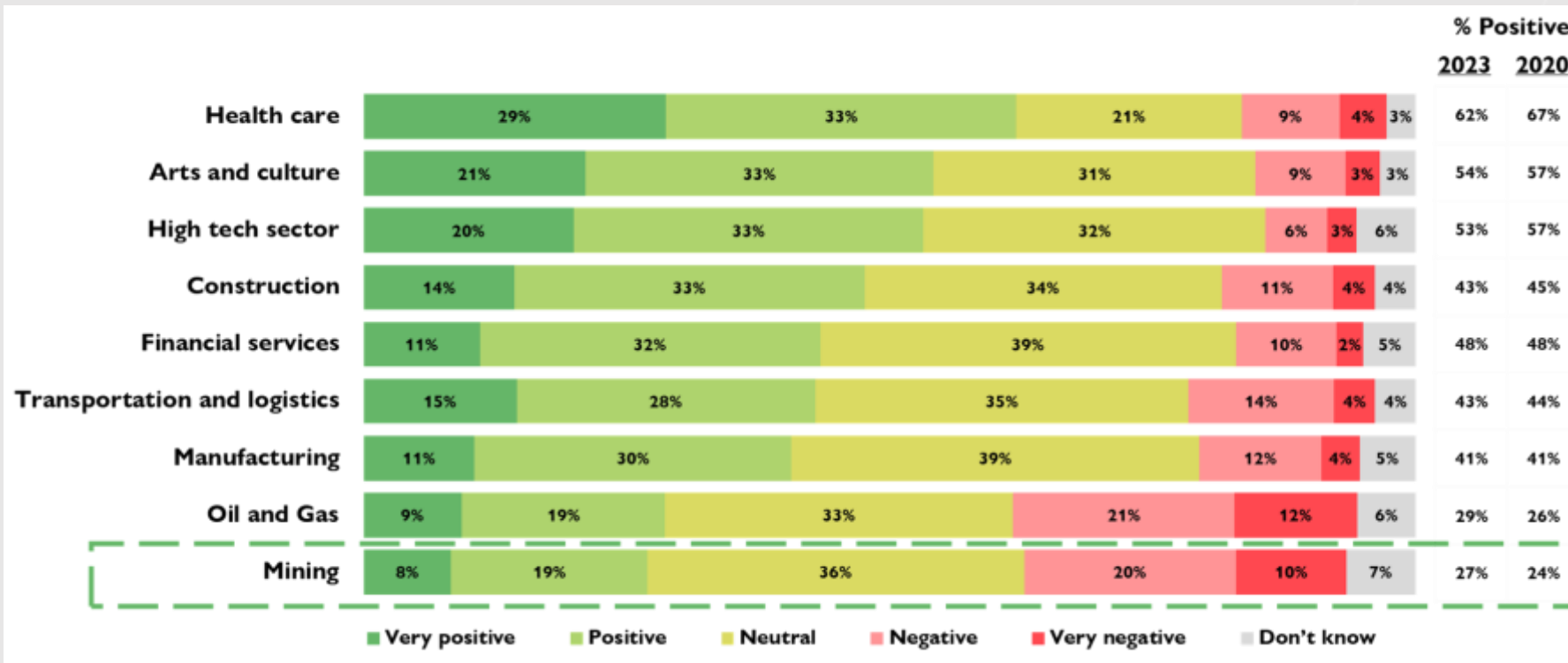
Share of the Mining Workforce Aged 55+ and under 25 (1988-2025)



Difficulty Attracting Youth

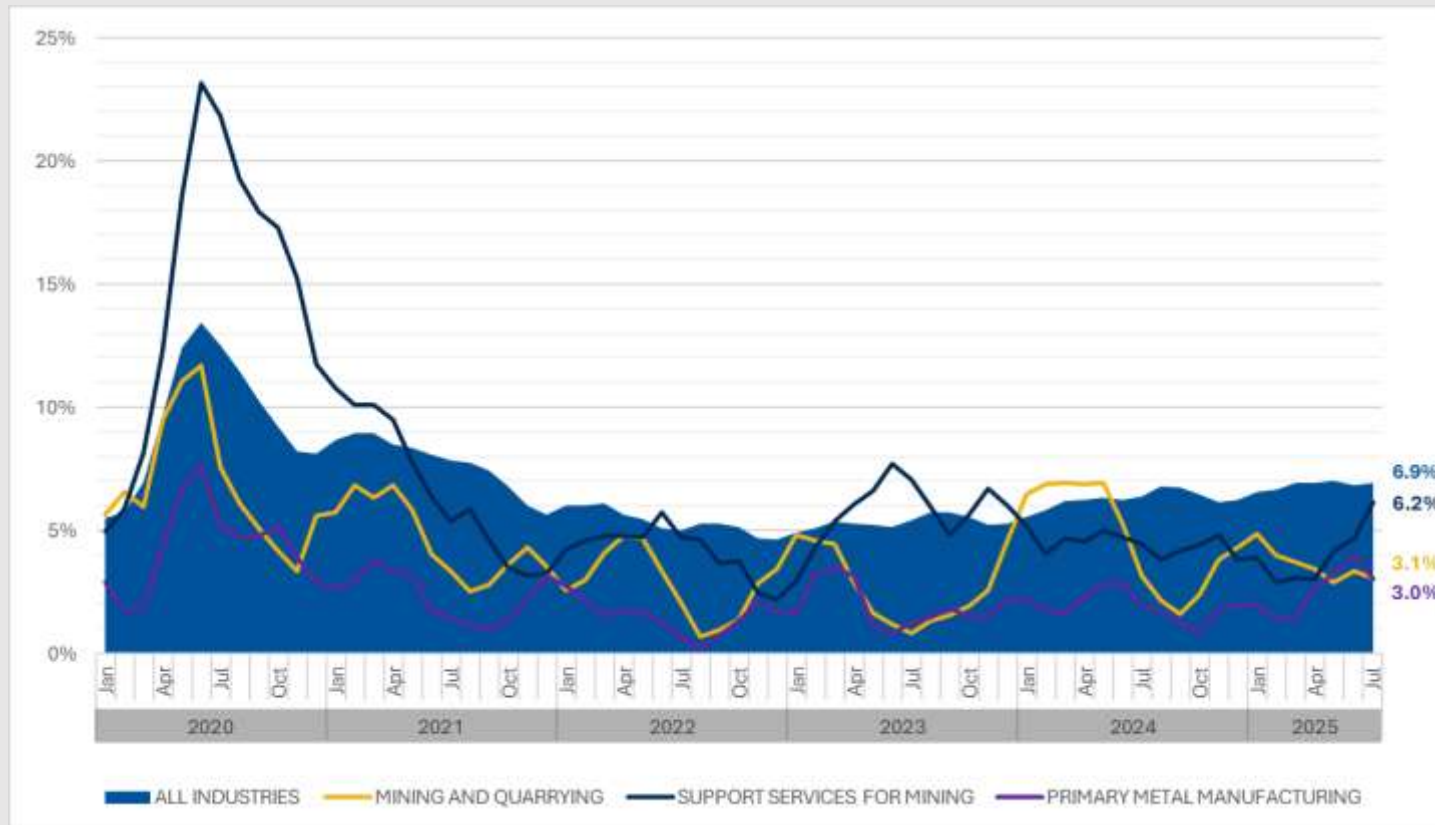
Responses of Young Canadians (Ages 15 to 30):

How likely, if at all, would you consider working in these sectors?



Low Unemployment Rate

Unemployment Rate (3-month moving average) in Different Mining Sectors (2020-2025)

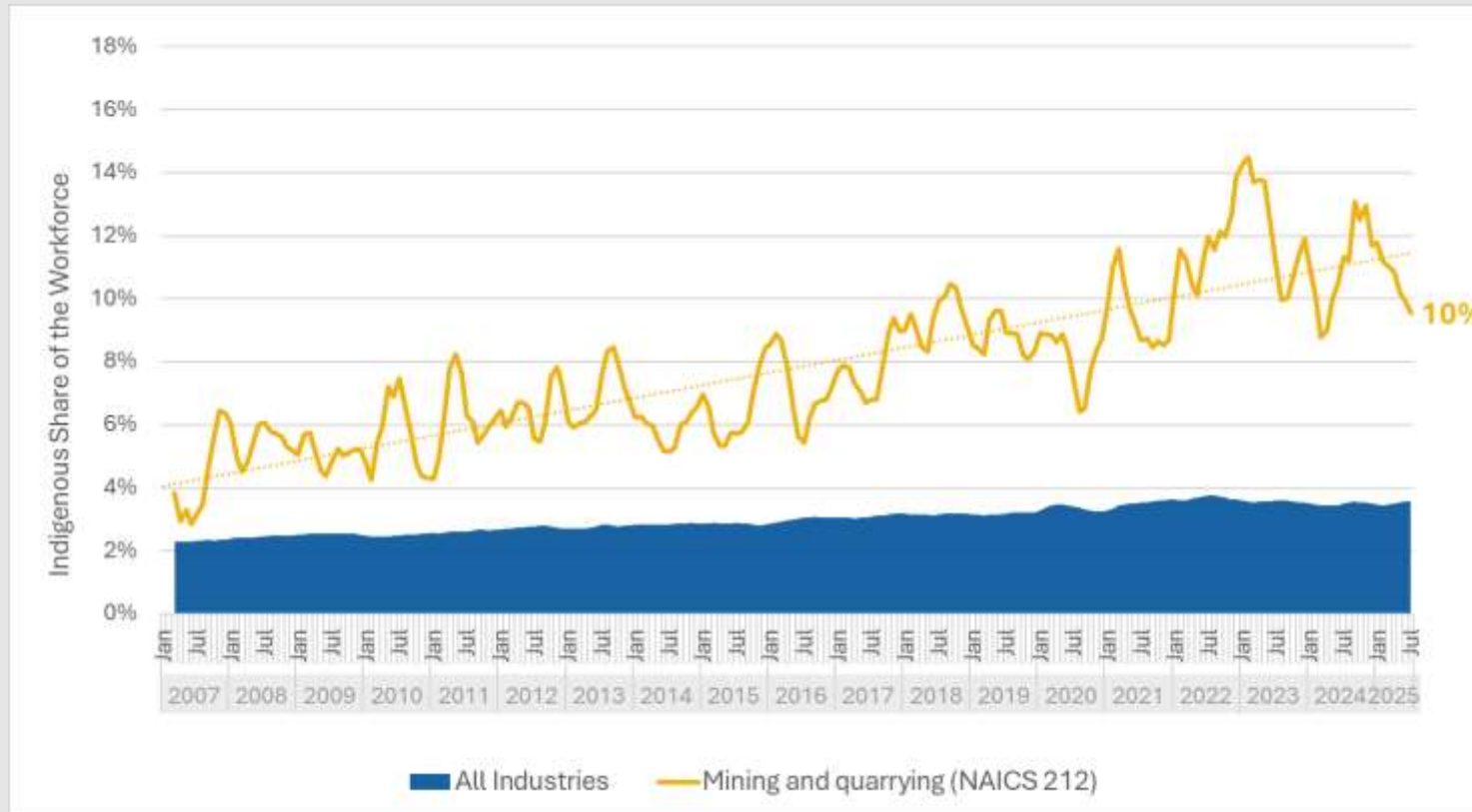


Indigenous Peoples in Mining

- 1) High (and Growing) Representation
 - 2) Geographical Connection
 - 3) Mining Outperforms Across Occupations
 - 4) In Jobs Requiring No Formal Education
 - 5) More Likely to Have *No certificate, diploma or degree*
 - 6) Certain occupational labour pools are too shallow
-

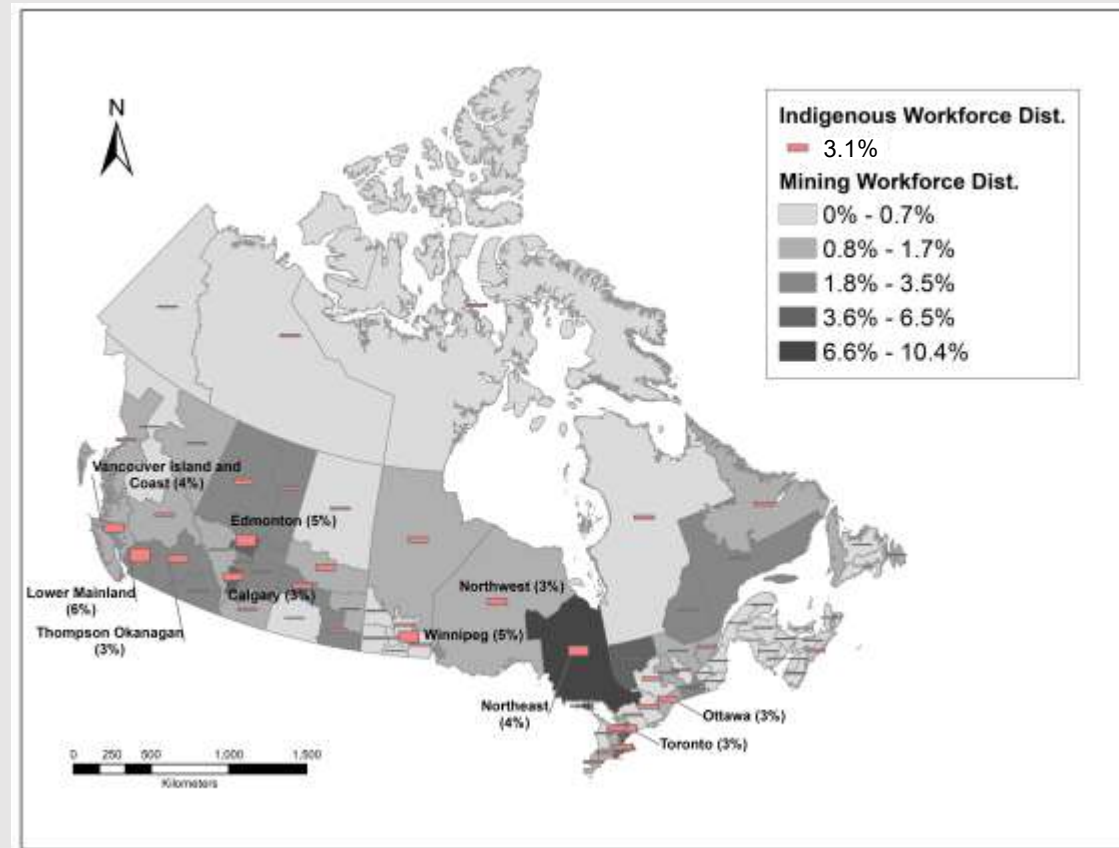
1) High (and Growing) Representation

Indigenous Share of the Labour Force in Canada (2007-2025)



2) Geographical Connection

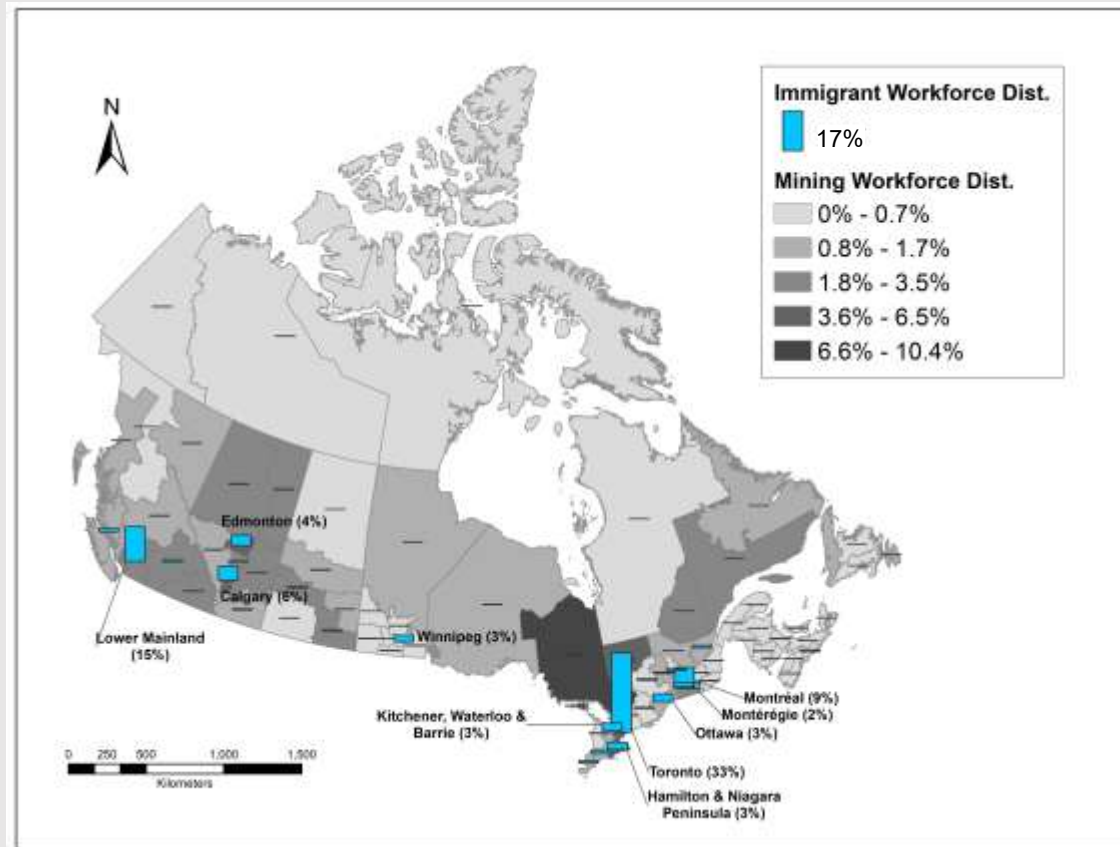
Comparing the Geographies of Canada's Indigenous Workforce and its Mining Workforce (2021)



Rank	Economic Region	Share of All Indigenous Workers (All Industries)	Share of All Mining Workers
1	Lower Mainland--Southwest, B.C.	41,830 (6%)	4,985 (3%)
2	Edmonton, Alta.	35,810 (5%)	12,270 (6%)
3	Winnipeg, Man.	33,500 (5%)	790 (0%)
4	Northeast, Ont.	29,675 (4%)	19,680 (10%)
5	Vancouver Island and Coast, B.C.	27,820 (4%)	1,570 (1%)
6	Toronto, Ont.	23,200 (3%)	7,340 (4%)
7	Calgary, Alta.	22,840 (3%)	10,030 (5%)
8	Thompson--Okanagan, B.C.	21,525 (3%)	4,580 (2%)
9	Northwest, Ont.	20,150 (3%)	3,200 (2%)
10	Ottawa, Ont.	18,905 (3%)	1,420 (1%)
Other Regions		405,175 (60%)	123,480 (65%)
Total		680,430 (100%)	189,345 (100%)

2) Geographical Disconnection

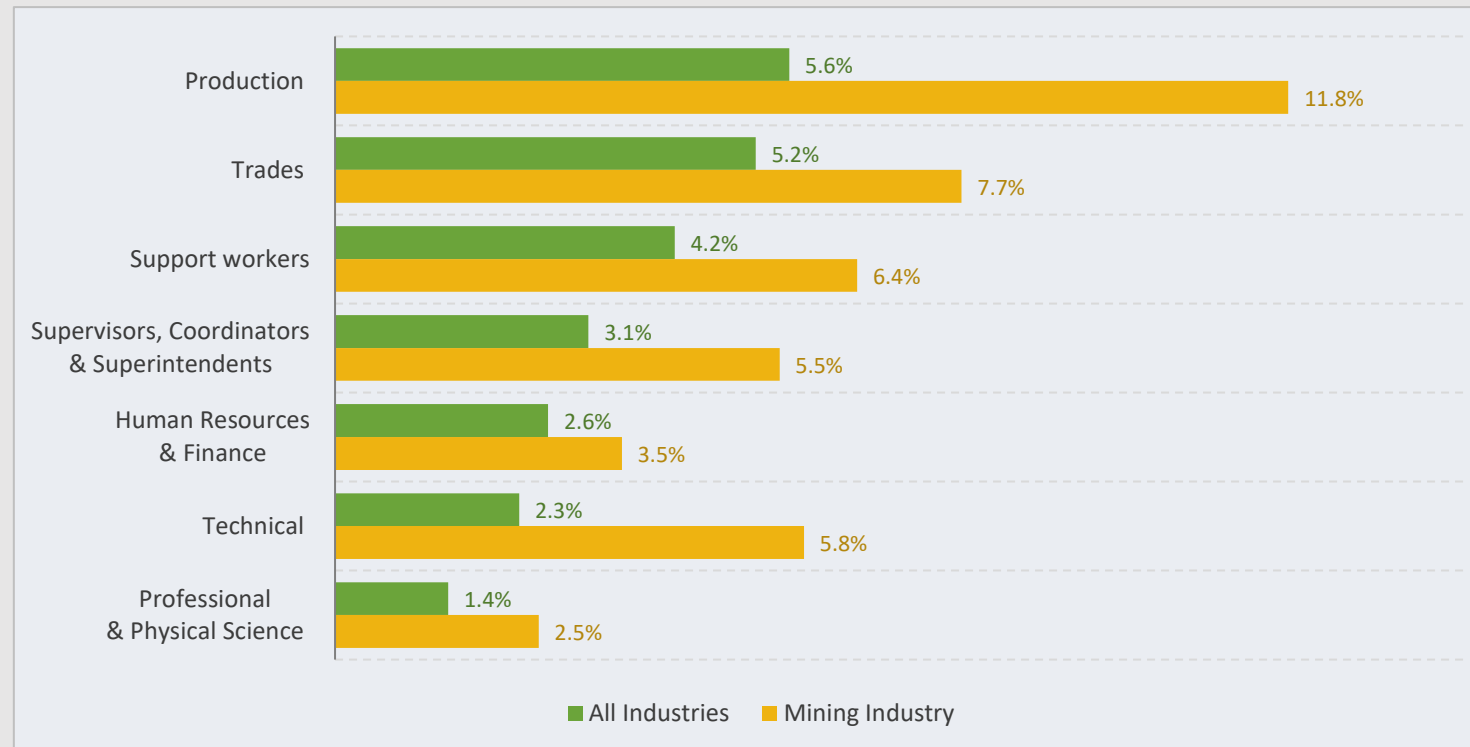
Comparing the Geographies of Canada's Immigrant Workforce and its Mining Workforce (2021)



Rank	Economic Region	Share of All Immigrant Workers (All Industries)	Share of All Mining Workers
1	Toronto, Ont.	1,656,645 (33%)	7,335 (4%)
2	Lower Mainland--Southwest, B.C.	729,790 (15%)	4,985 (3%)
3	Montréal, Que.	431,290 (9%)	2,150 (1%)
4	Calgary, Alta.	285,210 (6%)	10,030 (5%)
5	Edmonton, Alta.	221,845 (4%)	12,270 (6%)
6	Ottawa, Ont.	165,935 (3%)	1,415 (1%)
7	Kitchener--Waterloo--Barrie, Ont.	163,355 (3%)	2,235 (1%)
8	Hamilton--Niagara Peninsula, Ont.	150,690 (3%)	9,440 (5%)
9	Winnipeg, Man.	136,700 (3%)	790 (0%)
10	Montréal, Que.	122,280 (2%)	5,620 (3%)
Other Regions		912,515 (18%)	133,070 (70%)
Total		4,976,255 (100%)	189,340 (100%)

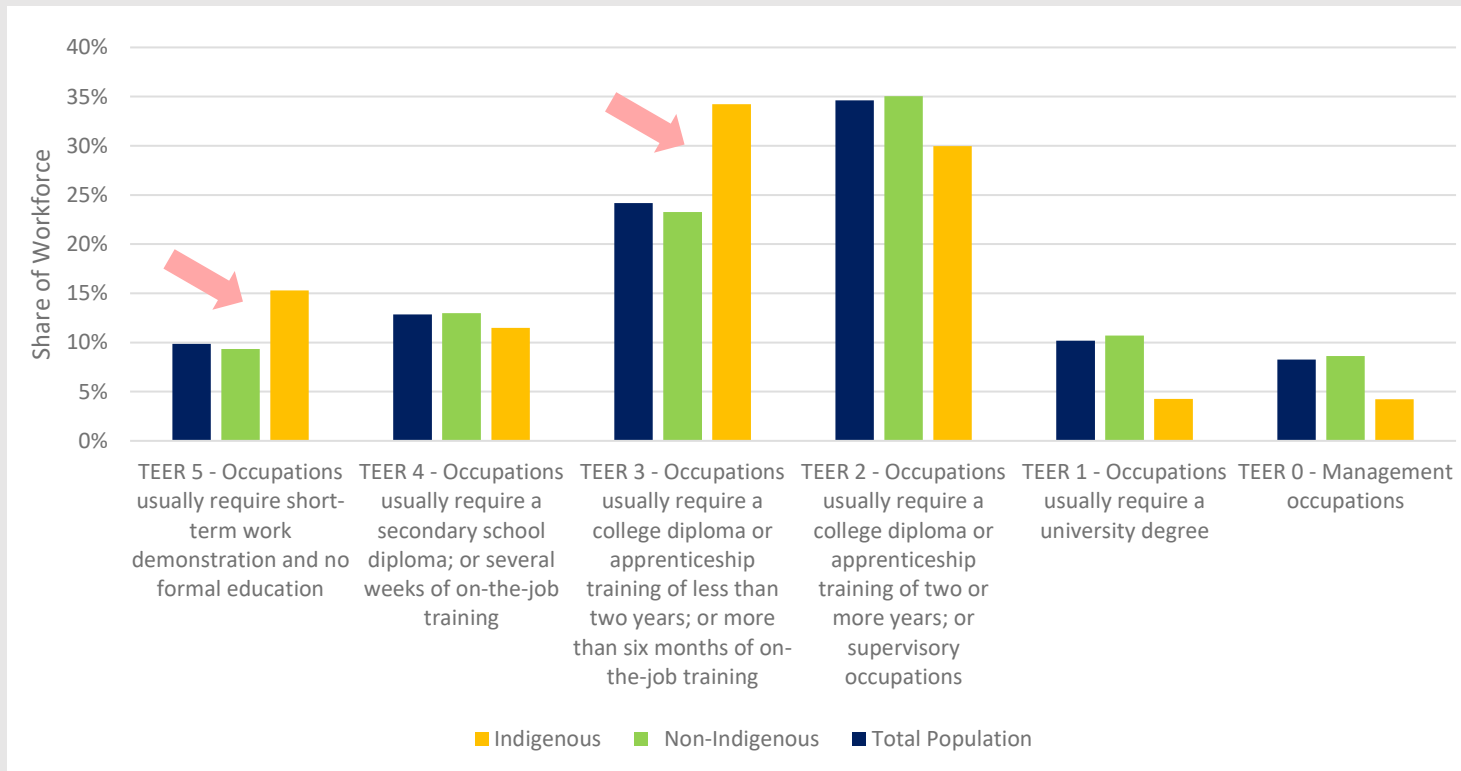
3) Mining Outperforms Across Occupations

Indigenous Share of the Labour Force by Broad Occupational Category
All Industries and Mining Industry (2021)



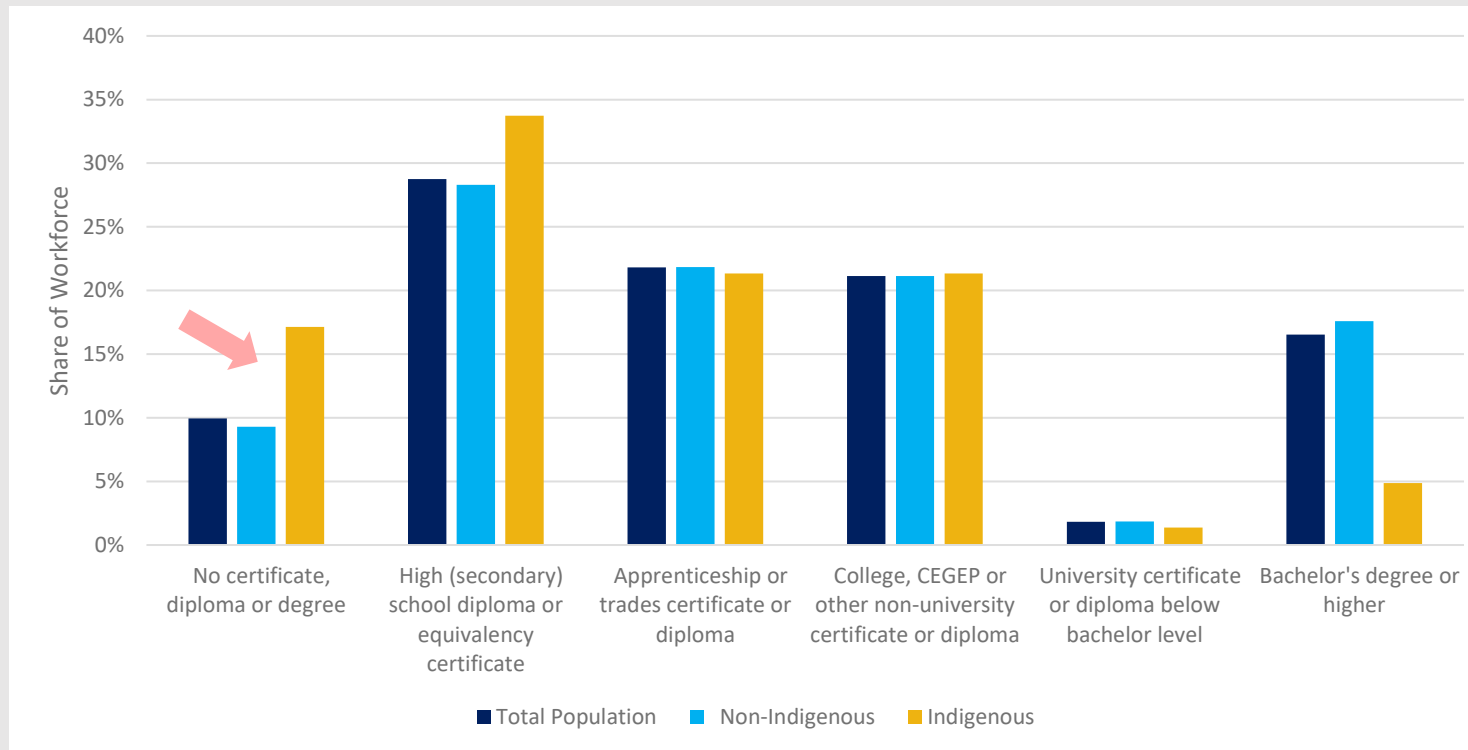
4) In Jobs Requiring No Formal Education

Distribution of TEER Categories by Indigenous Identity
Mining Industry (2021)



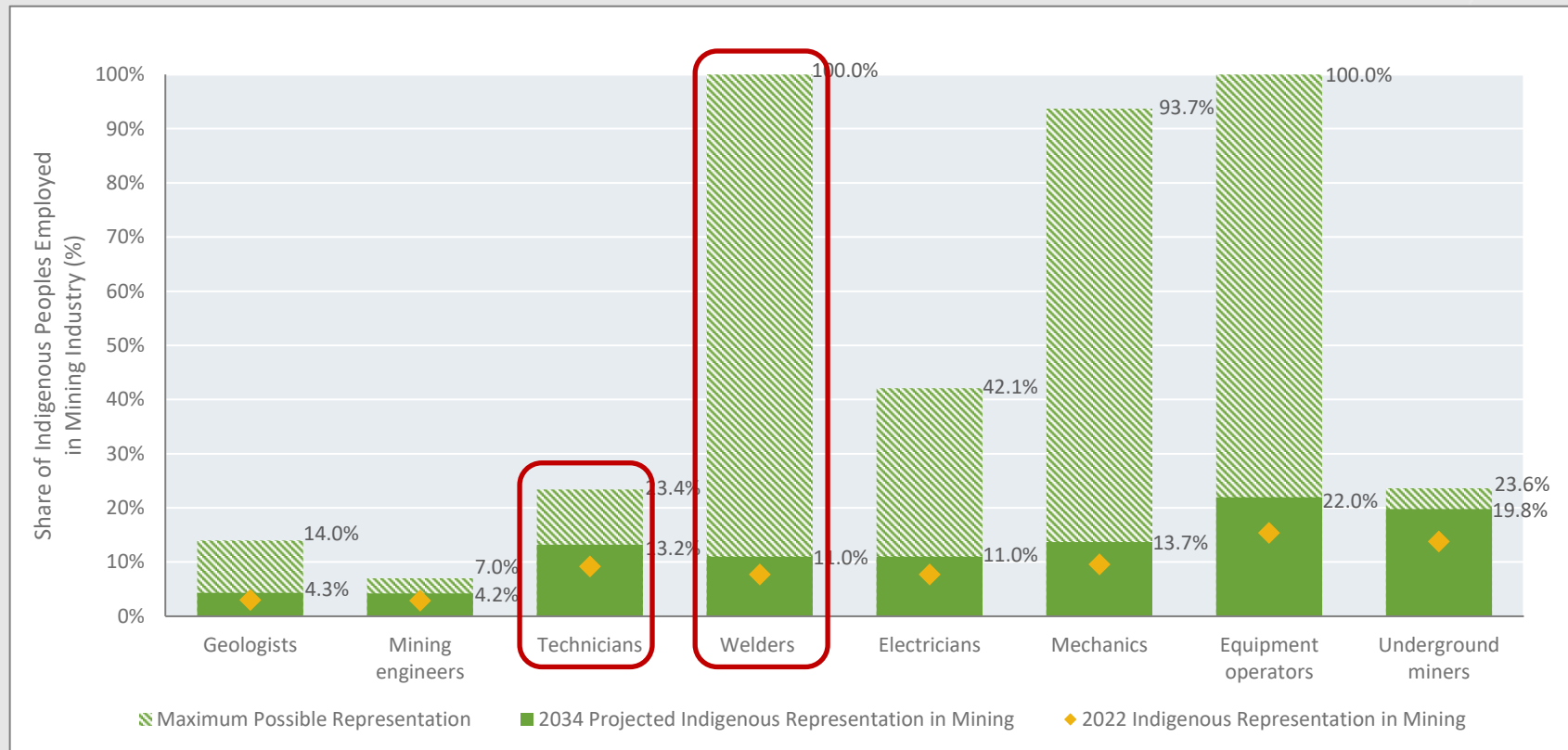
5) More Likely to Have *No certificate, diploma or degree*

Distribution of Educational Attainment by Indigenous Identity
Mining Industry (2021)

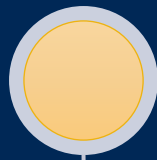


6) Certain Occupational Labour Pools are Too Shallow

Forecasted Indigenous Representation for Selected Occupations (Projected Year: 2034)



Occupation-Specific Strategies

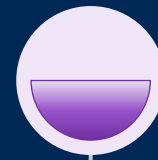


Deep Labour Pool

Grow mining's labour supply share by increasing:

- Recruitment
- Advertising
- Wages/Benefits

Competition Mode:
i.e. Recruiting



Shallow Labour Pool

Expand the occupation's overall labour supply size by boosting:

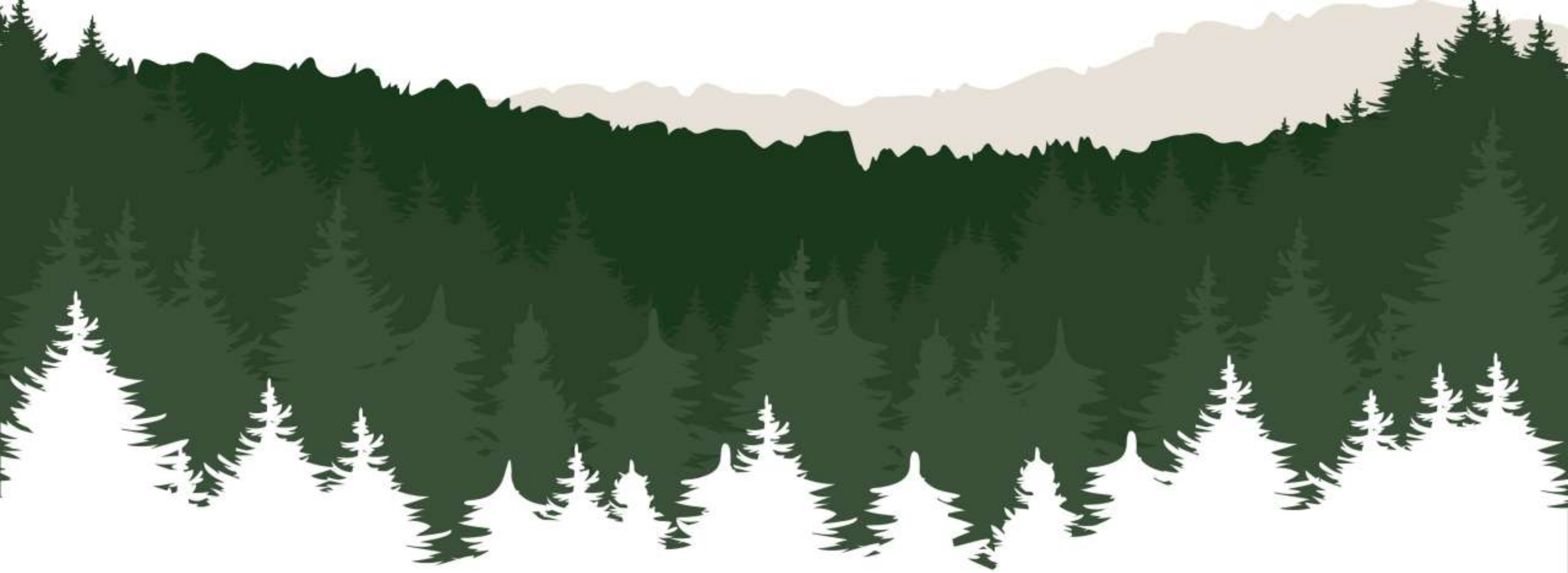
- Career/Occupational Awareness
- PSE & Industry Partnerships
- Education/Training

Collaboration Mode:
i.e. Training

THANK YOU.



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UNDERSTANDING LABOUR SUPPLY

Indigenous Labour Market Information Initiative

Mining Indigenous Workforce Development Roundtable

Ottawa - September 16, 2025



AES Inc.
Growing Sustainable Partnerships

Indigenous Labour Market Information (ILMI) Initiative Background

- **Context:** Existing LMI often has large gaps when considering First Nation communities (e.g., Statistics Canada – Census, Labour Force Survey) – particularly for reserves and rural/remote communities
- **Objective:** Test processes and tools that will improve First Nation communities' access to timely and useful community-level information about the labour force
- *Timely – Relevant – Local*



Indigenous Labour Market Information (ILMI) Initiative Overview

- Each participating community owns their own data
- Pilot – evolving; ongoing input from working groups
- Rapid growth since pandemic
- National – participating First Nations
 - ✓ 40,000 respondents; 60,000+ surveys
 - ✓ 164 participating communities' population (15+) $\approx$ 270,000
- Ontario - participating First Nations
 - ✓ 7,200 respondents; 10,000+ surveys
 - ✓ Participating communities' population (15+) $\approx$ 108,000



ILMI Agreement Holders (Ontario)

**Grand River
Employment and
Training Inc (GREAT)**

**Anishinabek Employment
and Training Services
(AETS)**

**Wikwemikong
Development
Commission**

Anishinabek Nation

**Kiikenomaga Kikenjigewen
Employment and Training
Services (KKETS)**

**Moose Cree Training &
Employment Unit**

**Mamaweswen
(North Shore Tribal
Council)**

**Aboriginal Labour
Force Development
Circle (ALFDC)**

**Walpole Island First
Nation**



ILMI Components

SURVEY OF COMMUNITY MEMBERS

(LABOUR SUPPLY)

15 years and older
12 months between surveys
On-line/Hard Copy
Multiple sections
Tailored modules

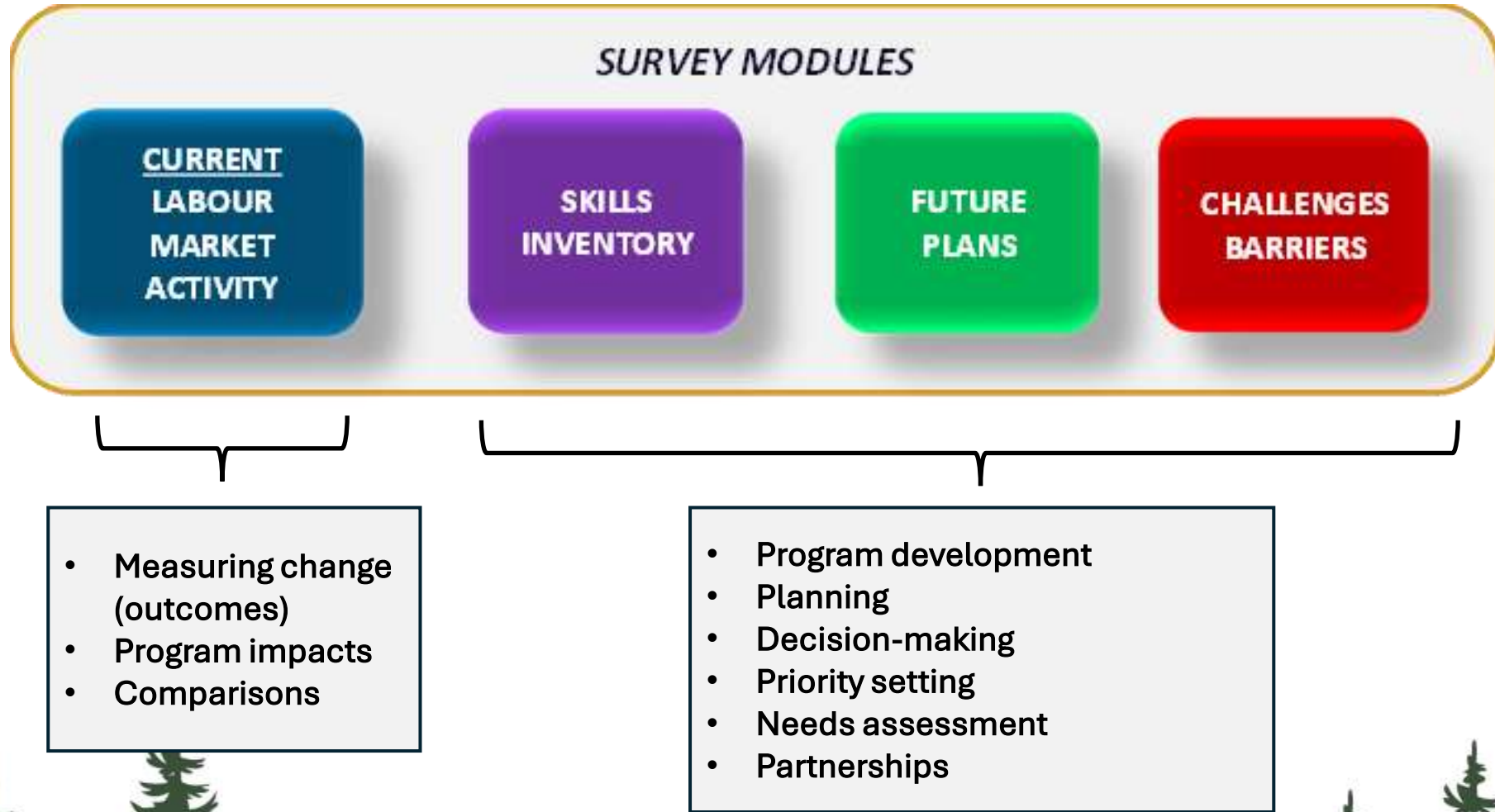
SURVEY OF EMPLOYERS

(LABOUR DEMAND)

Previous hiring
Current vacancies
Future hiring
Labour sources
Labour challenges



Community Member Survey

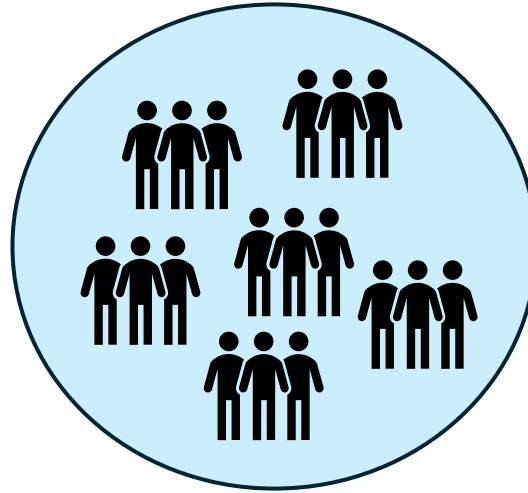


Information at multiple levels

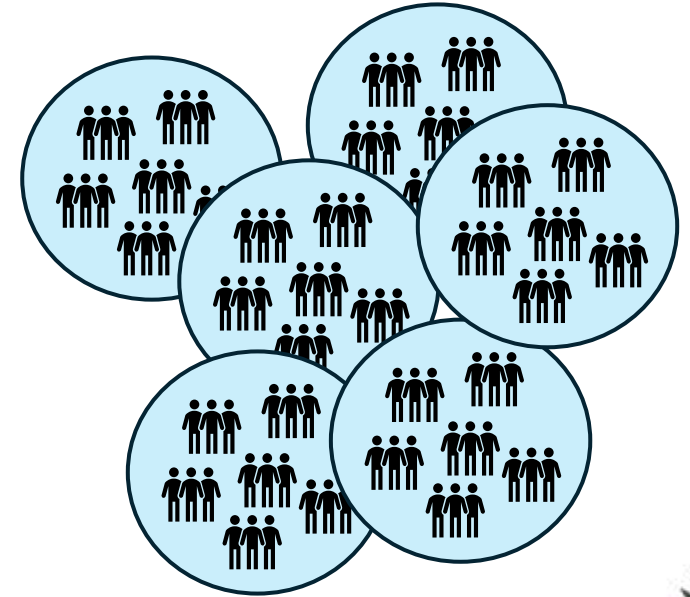
INDIVIDUAL



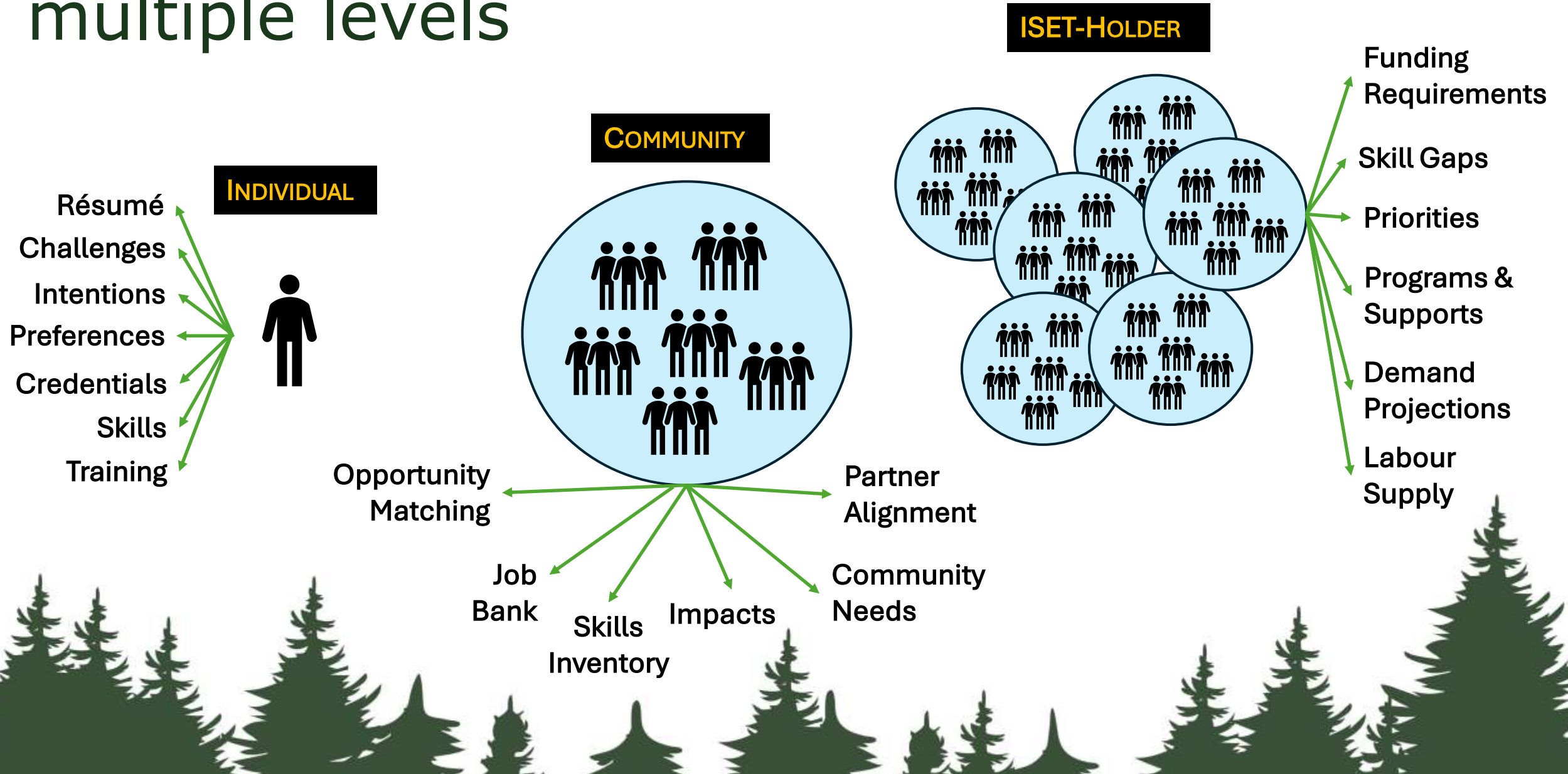
COMMUNITY



ISSET-HOLDER



Information at multiple levels

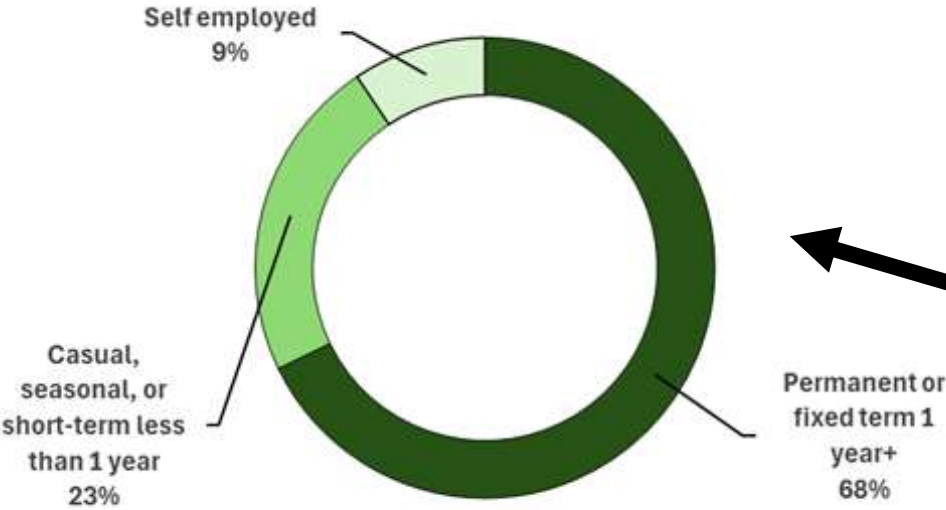


Some ILMI examples (Ontario data)

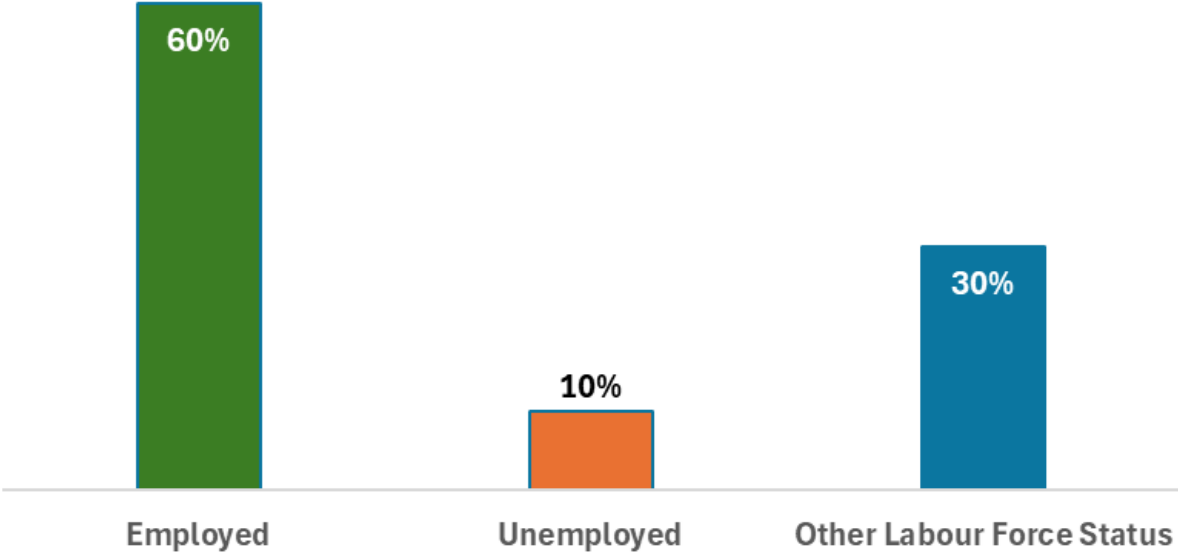
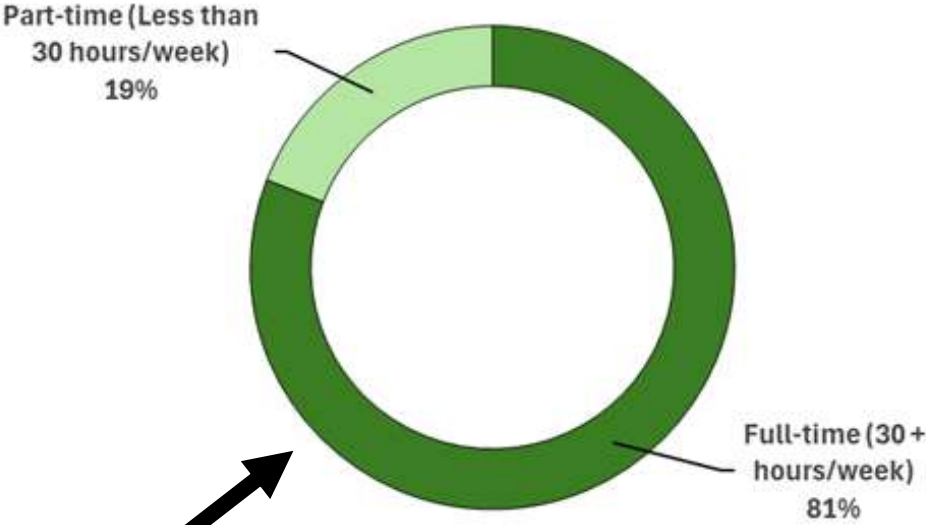


Labour Force Status

68% of the employed are in permanent positions



81% of employed are working full-time



MOST FREQUENTLY CITED OCCUPATIONS

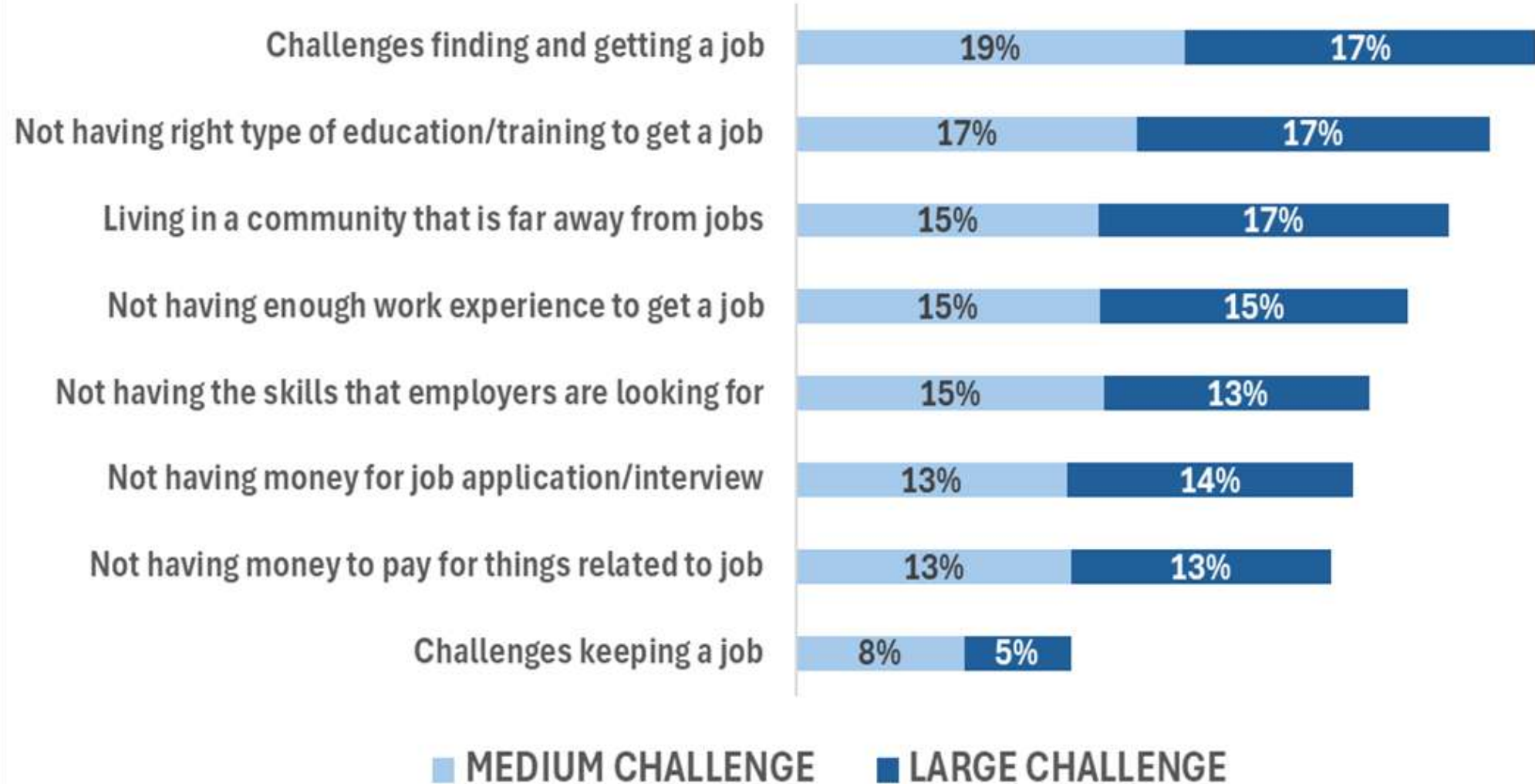
#	OCCUPATION CATEGORY	% Occupation Descriptions
1	Sales and service support occupations	13%
2	Professional occupations in law, education, social, community and government services	10%
3	Front-line public protection services and paraprofessional occupations in legal, social, community, education service	7%
4	Administrative and financial support and supply chain logistics occupations	7%
5	Administrative occupations and transportation logistics occupations	5%
6	Helpers and labourers and other transport drivers, operators, and labourers	5%
7	Technical trades and transportation officers and controllers	5%
8	Sales and service representatives and other customer and personal services occupations	5%
9	General trades	3%
10	Administrative and financial supervisors and specialized administrative occupations	3%

22% were working at a job that was “**not at all related**” to their education, experience, and skills.

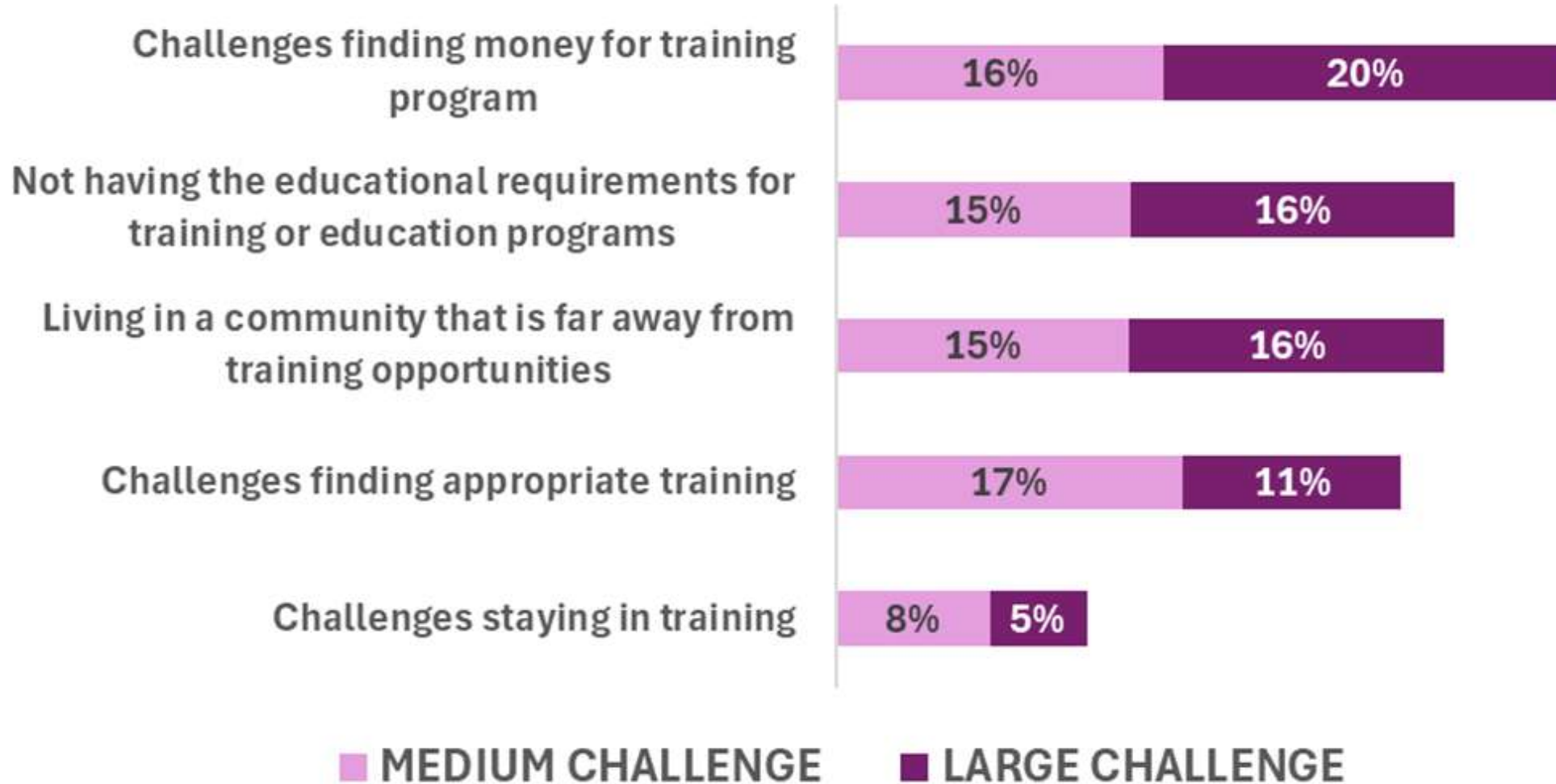
This could indicate a relatively high number of people are actually under-employed and may need assistance in finding more suitable employment opportunities.



Employment Challenges



Training Challenges



TOP AREAS OF INTEREST FOR ADDITIONAL TRAINING

Construction/heavy equipment/earthmoving equipment operation

Business administration and management, general

Mental health counselling/counsellor

Construction trades, general

Truck and bus driver/commercial vehicle operator and instructor

Social work, general

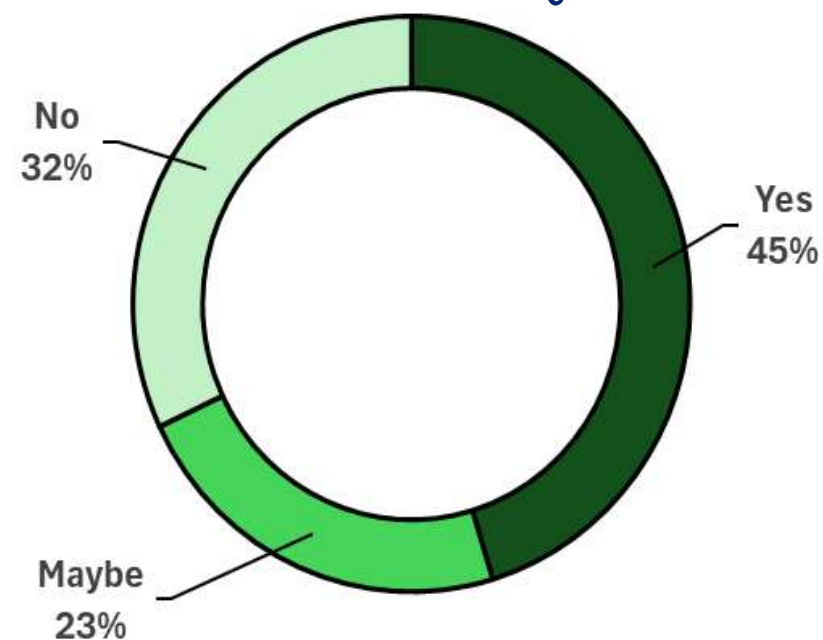
Aboriginal studies

Carpentry/carpenter

Heavy equipment maintenance technology/technician

Upgrading-general education

68% are interested
in additional training and/or
certification.



Looking for Employment

75% are interested in receiving notifications of employment opportunities that match their skills and interests.

TOP AREAS OF INTEREST FOR EMPLOYMENT NOTIFICATION
Professional occupations in law, education, social, community and government services
Technical trades and transportation officers and controllers
Sales and service support occupations
Front-line public protection services and paraprofessional occupations in legal, social, community, education service
Helpers and labourers and other transport drivers, operators, and labourers
General trades
Administrative occupations and transportation logistics occupations
Administrative and financial support and supply chain logistics occupations
Sales and service representatives and other customer and personal services occupations
Professional occupations in natural and applied sciences



Health Break (15 minutes)

Refreshments and snacks available in the hallway.



Mining Needs You Youth Career Awareness Campaign

Speaker

- Will Meyer, MiHR



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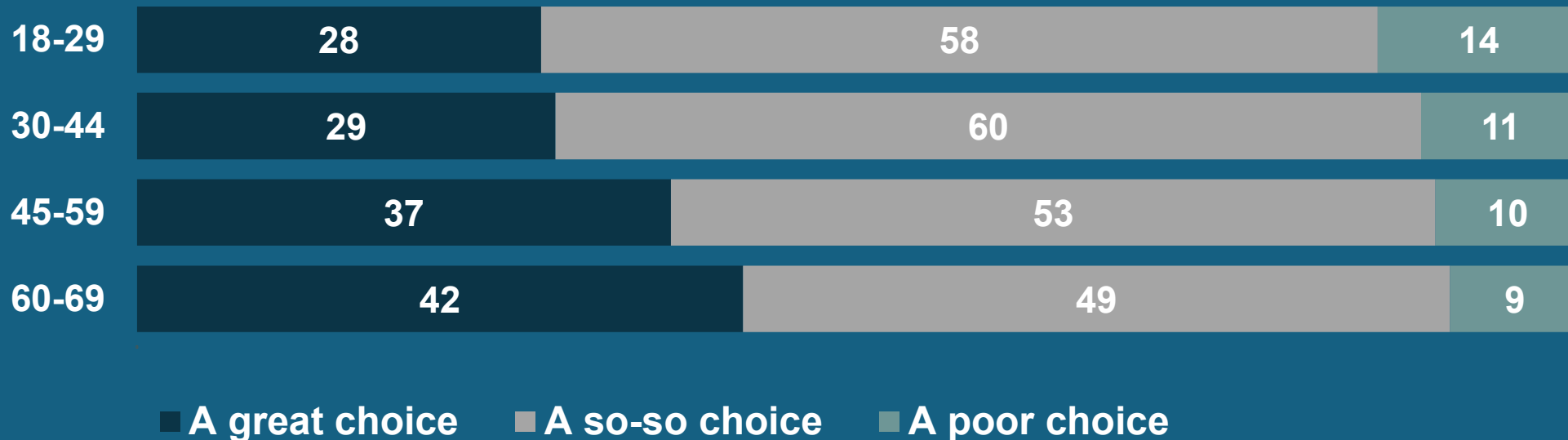
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Youth Perceptions of Mining

A majority of young people aren't sure a career in mining is a good choice, but aren't convinced it's a bad choice.



Building a Coalition of Partners

- Efforts to engage young people in mining are not working. Needed a different approach to communicate with youth and potential job seekers.
- Our Goal was to raise \$1 million per year for a 5-year national campaign (\$5 million total).
- Secured \$1 million to support the campaign in 2025 and work with partners toward common objectives:



Campaign Objectives & Target Audiences

OBJECTIVES

1. Address lack of awareness and negative perceptions among youth.
2. Support industry recruitment and align with federal government objectives.
3. Increase the mining talent pipeline

TARGET AUDIENCES

Youth 15 to 24, Influencers, Industry Stakeholders, Workers from Other Sectors

MINING
NEEDS
→ YOU

Campaign Components

A strategic multi-channel approach is essential to reach youth aged 15-24. Therefore, the campaign combines six key components.



**1. TARGETED REGIONAL
ADVERTISING CAMPAIGNS**



2. SOCIAL MEDIA STRATEGY



**3. CAREER AMBASSADOR
PROGRAM & PRESENTATIONS**



**4. CAREER AWARENESS
TOOLS & COLLATERAL**



5. CAREER FAIRS & EVENTS



6. MEDIA RELATIONS

MiningNeedsYou.ca

- Complete overhaul of MiningNeedsYou.ca content and visuals to adhere to new campaign branding & improve mobile experience.
- New menu structure
- Interactive World of Mining Careers and other features updated to new campaign branding and mobile standards.



Mining Career Seeker Dashboard

- Hosted on MiningNeedsYou.ca
- **Objective:** NRCan grant to design an interactive career map to assist students job seekers and students in navigating the diverse career opportunities within Canada's mining industry.
- **Key Audiences:** Grade 7 to 12 students; post-secondary students, job seekers.
- **Content:** The location of PSIs that offer mining-related education, operating mines and processing facilities and their company career pages, cost of living information.



Career Ambassador Program

- Partnership between MiHR and CIM
- Raises awareness of mining careers and the sector's role in environmental sustainability, social responsibility and technological innovation
- 60 ambassadors signed up to the program; many featured on MiningNeedsYou.ca



New Career Ambassador Webinar Series

- New career ambassador webinar series for all Mining Needs You audiences.
- First session was on June 26 in celebration of the International Day of Women in Mining:
 - Nearly 100 attendees, high engagement during Q&A
- Second webinar taking place October 1 in recognition of the National Day for Truth and Reconciliation.

CAREER AMBASSADOR WEBINAR SERIES

Exploring Mining Careers – Honouring Indigenous Voices

An insightful webinar with mining professional **Dan Miron**, Process Superintendent at VALE, in recognition of the National Day for Truth and Reconciliation.

Date: Wednesday, October 1, 2025
Time: 1:00 – 1:45 pm EST

Register:
bit.ly/mihr-ndtr



MINING
NEEDS
→YOU

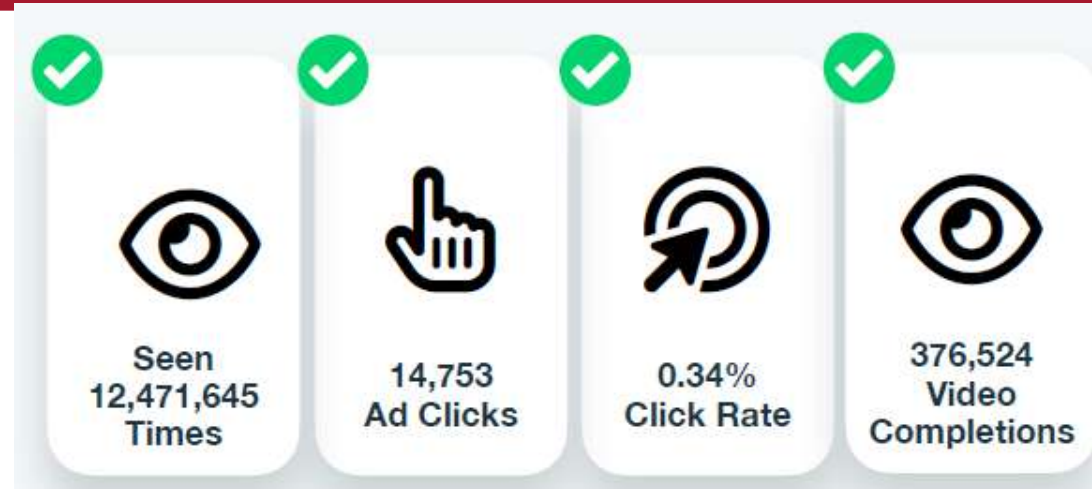
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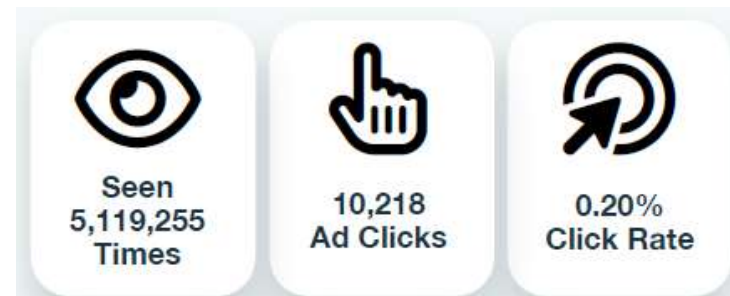
 CIM
ICM

Pilot Test of Campaign Creative

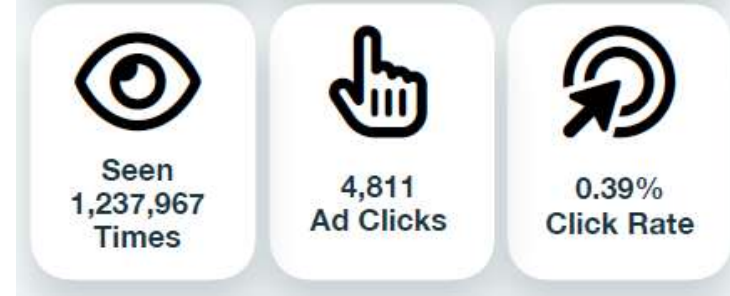
- Two pilot campaigns (Kamloops and Saskatoon) were launched on May 15 and ran until June 27.
- Channels:
 - Social: Instagram, Facebook, TikTok, Snapchat, YouTube
 - Streaming: Spotify
 - Paid Search: Google
 - Programmatic Display and Connected TV
 - OOH: Bus Interiors & Transit Shelters
- National campaign now running (Sept 2 – end of Dec)



Saskatoon:



Kamloops:



myBlueprint Micro Grant Contest

- Micro Grant Contest Sponsor within the '25-26 Industry Immersion Series
- Reach 1.1M Grade 7-12 students across Canada
- Promotion of contest via myBlueprint Student Dashboard
- Custom mining landing page and contest application form
- Newsletter sent to 40,000+ teachers/school employees
- Social media mentions
- Host a sponsored student webinar
- 3 You Do What!? Career Interviews featured in Student Content Hub
- Standalone lesson plan, guide and customized occupation content



360+

SCHOOL BOARDS



1,000,000+

USERS

Next Steps 2025

- Share campaign information
- Virtual career fair November 17-18
- Proposals to be submitted to partners Oct-Nov to build on what has been created and achieved in 2025.

A dark, blurred background image of a mining site with large white text overlay.

**Virtual Career Fair:
Mining Needs You**

Next Steps 2026

- Continue paid media campaign for remainder of 2025-2026 school year
- Expand targeted paid media campaign in other communities in the fall
- Expand national Career Ambassador Program
- Expand Scholarship Program
- Continue and expand social influencer strategy
- Support student mine tours



Thank You

MiningNeedsYou.ca

wmeyer@mihr.ca

Indigenous Engagement Initiatives

Speakers

- Pascale Larouche,
MiHR



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The Mining Industry Human Resources Council (MiHR)



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September 2025



Mining Essentials

A training to employment program that teaches the essential and work readiness (non-technical) skills which the industry has validated and deemed necessary for employment.

The training program is designed specifically for Indigenous peoples by incorporating teachings that are culturally relevant to this group.

Mining Essentials is the first step towards a rewarding career



Objectives:

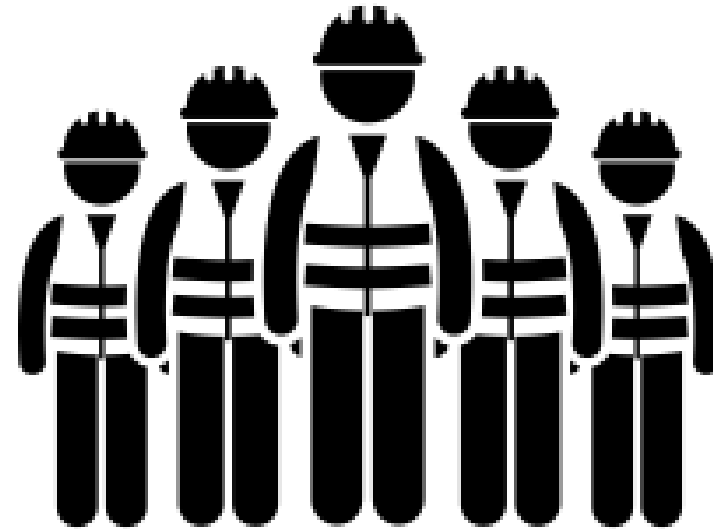
- Equip Indigenous peoples with transferable and foundational skills, attitudes and industry knowledge
- Provide a diverse, skilled and safety conscious workforce through partnerships
- Empower learners with information and access to opportunities for meaningful employment
- Deliver a nationally recognized work-ready skills development program



Two components to the learning experience:



150 hours of classroom
training



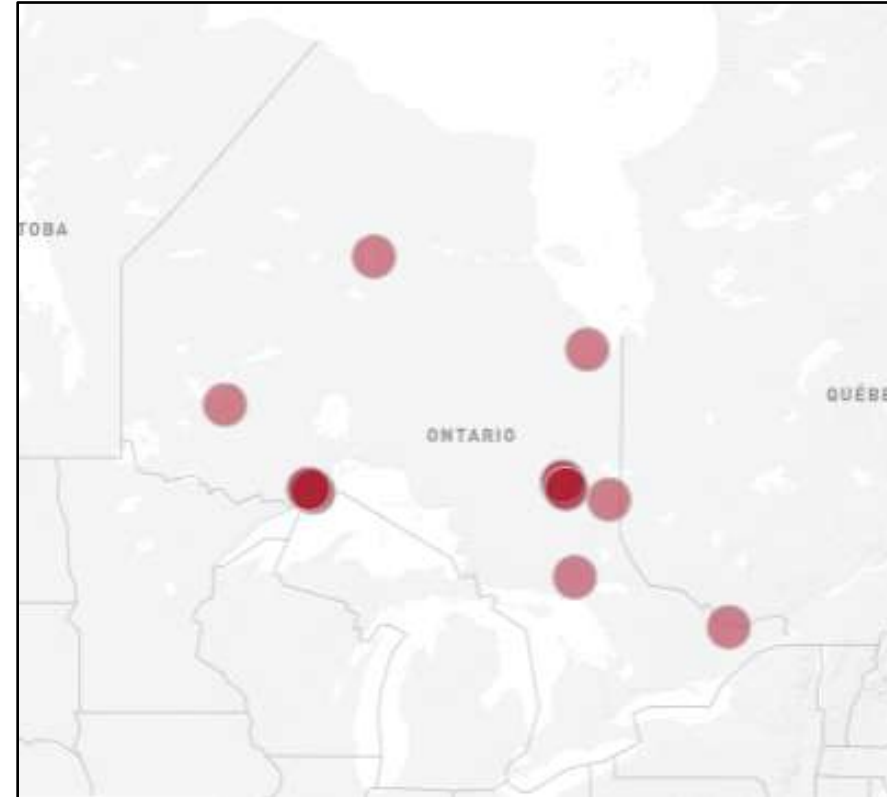
120 hours enrichment
activities

For a total of **270 hours**



Total of 68 deliveries

- British Columbia – 3 deliveries
- Saskatchewan – 9 deliveries
- Quebec – 11 deliveries
- **Ontario – 40 deliveries**
- Nova Scotia – 1 delivery
- Nunavut – 2 deliveries
- Northwest Territories – 2 deliveries





Results to Date (Canada wide):

Participants	Results
Total enrollment to date	904
Total graduates	+/- 60%
Graduates seeking further education or finding employment within 12 months of completion	+/- 50%



I am impressed with his growth and notice his confidence has grown substantially!! – Parent of a graduate



Indigenous Awareness Training

A 1-hour online introduction to Indigenous values, histories, peoples and experiences. Learners reflect on their understanding of Indigenous histories, peoples and the vital roles we may all play to advance reconciliation in Canada.

To date 5,766 have registered for the training.

In recognition of the National Day of Truth and Reconciliation, MiHR will be offering complimentary individual enrollments to MiHR's Indigenous Awareness training.

Email lms@mihr.ca to request your free training Sept 29 & 30, 2025.



- MiHR delivered to a total of 20 deliveries across Canada, resulting in 156 graduates.
 - 52% Indigenous, 48% Women, 5% Newcomers
- The training has been well received, with an overall satisfaction rate of 80%
- Delivery partners have continued to offer the training, either as a standalone training or integrated with other MiHR training programs or their own existing programs.

Building Respectful and Inclusive Workplaces

Respectful and Inclusive Workplaces

- **EDI Toolkit for Mining Companies** – Guides, tools and reports to assist mining organizations develop and implement EDI strategies, helping drive systemic industry change and innovation.
- **Safe Workplaces for All** – Expands employer, union and employee knowledge of, and response to, sexual harassment and violence. Supported by a set of posters, postcards, a report and infographic.



Building Respectful and Inclusive Workplaces

Respectful and Inclusive Workplaces

- **In-Person Workshop** on Preventing and Addressing Harassment and Gender-Based Violence in the Workplace
 - Developed in partnership with Ernst and Young (EY)
 - 3-hour in-person workshop on site
 - Build awareness, support co-workers and take accountability
 - Designed for all employees, frontline supervisors, mid-management.





MiHR, in partnership with Confederation College, secured \$1.6 million in funding from the Government of Ontario through its Skills Development Fund Initiative to develop an innovative, immersive two-phased training approach to attract and engage new talent in Northwestern Ontario's mining sector.

April 1, 2025 to March 31, 2026



Project Objectives:

1. Entry-level training that equips new talent with the mining skills needed by mining employers in Northwestern Ontario through:
 - eLearns
 - 360 videos
 - Interactive activities
 - VR Scenarios
2. 4-6 week work placement

Panel Session: Barriers and Best Practices

Panelists

- **Glenn Nolan** – Retired VP, Indigenous Enterprises, Wyloo Ring of Fire Metals
- **John DeGiacomo** – ED, AETS
- **Anne Johnson** – Assistant Professor, Queen's University Smith Engineering
- **Kyle Loney** – CEO, Taighwenini Technical Services Corporation (TTSC), Wahnapiatae First Nation



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HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIÈRE



Funded by the Government of
Canada's Indigenous Skills and
Employment Training Strategy Program



Lunch (45 minutes)

Guest Speaker:

- John Mason, Geological Consulting
- 12:30 pm



Northwestern Ontario:

a mining powerhouse

September 16, 2025

Island Gold Complex—Alamos Gold



Eagle River Mine—Wesdome Gold Mines



Mining in Northwestern Ontario



Legend

- Major Exploration Project
- Producing Mine
- First Nations Communities
- Existing Hydro Line
- Waasigan Route
- Watay Phase 2 Route
- Watay Phase 1 Route

Major Exploration Projects

Map #	Project Name
1	Albany Graphite Deposit
2	McFinley
3	Raleigh Lake Lithium Project
4	Black Thor
5	Blackbird Chromite
6	Brookbank
7	Cameron Lake
8	Dixie
9	Dona Lake
10	Eagle's Nest
11	Georgia Lake
12	Goldlund
13	Goliath
14	Great Lakes Nickel
15	Hammond Reef
16	Hasaga
17	Huronian
18	Junior Lake
19	Koper Lake
20	Marathon PGM
21	Moss Lake
22	Northmet
23	PAK-Spark
24	Pickle Crow
25	Root Lake
26	Separation Rapids
27	Seymour Lake
28	Springpole
29	Sunday Lake
30	Thierry
31	Thunder Bay North
32	Wabassi Project
33	Western Lake St. Joseph
34	Winston Lake Mine
35	Ishkoday Property
36	Pickle Lake Gold Project
37	Kenbridge Ni-Cu Deposit
38	Tower Mountain
39	Delta 1
40	Mavis Lake Lithium Project



Rainy River Mine —New Gold Inc.



Red Lake Mine—Evolution Mining





Musselwhite Mine—Orla Mining



Greenstone Mine—Equinox Gold



Indigenous Employment in Mining: —10.8% in much of Canada

Northwestern Examples that proudly exceed those #s:

LAC DES ILES MINE---13%

EAGLE RIVER MINE---14%

MUSSELWHITE MINE---19-24%

RAINY RIVER MINE---24%

GREENSTONE MINE—25%

Emerging Technology in Exploration/Mining

- Artificial Intelligence (A.I.)—machine learning
- Exploration geophysics for deep mineral deposits
- Drones—exploration and underground mines
- EV powered mining equipment —i.e. Borden Lake Mine
- (Ontario mines nickel and soon lithium to power u.g. battery vehicles)
- Autonomous vehicles
- Deep exploration drilling



KEVIN PALMER, LEAD CREATIVE
807.473.3648



Aerial Drone Capability

- HD Quality
- Excellent Preview of Land
- Northern Ontario Base
- Results Sent Via Vimeo
- Cost: \$1,000 / finished minute











Nova

Recommendations:

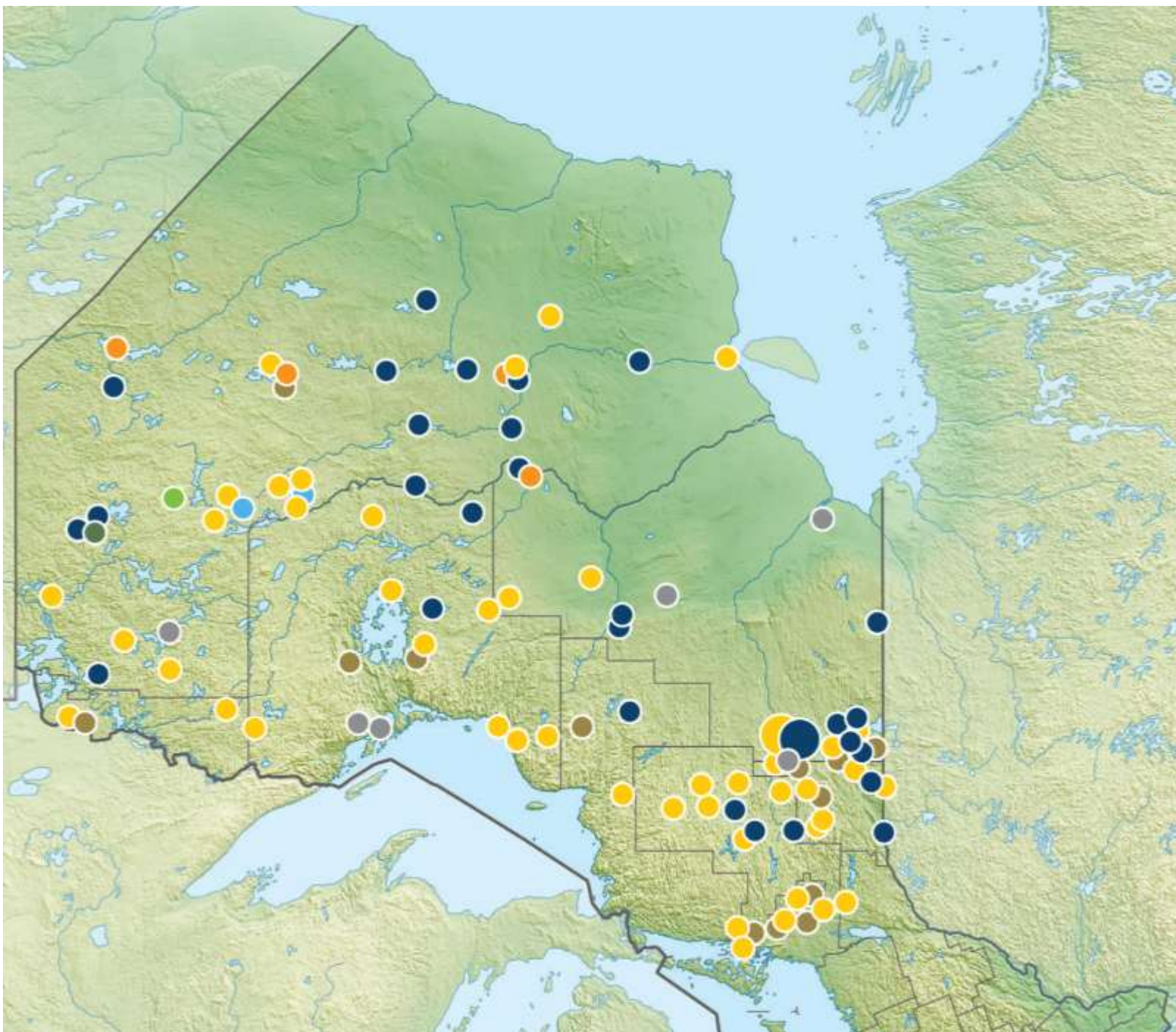
- Workforce budget is the largest cost at a mine (electricity is next)
- Meet the HR departments and exploration company geologists/VPS
- Students—Align with Mining Matters and OYEP
- Students—Communicate with Trade Unions, Community Colleges and Universities, early years of high school
- Students—explore dual credit opportunities
- Reach out to the OMA, PDAC and Mines (Ontario) for information about career paths and the sector as well as mine/field tours!
- As the OMA says: curiosity, conversation and classroom ignite mining and exploration careers

Careers in Mining/Mineral Exploration— The Positives

- Mining is a hi-tech and innovative industry
- Highest paying industrial sector (salary)
- Trades and professional occupations available
- Work is in the great outdoors
- See the world
- Grow in your position to be promoted
- It is a people industry
- Proud Canadian; some of the best geologists, engineers, tradespeople in the world
- Health and safety is paramount
- Gratifying because you are providing minerals for society
- Free time and flexibility with remote work
- Mining employs the highest % of indigenous people (relative to other industries)

Agreement Type

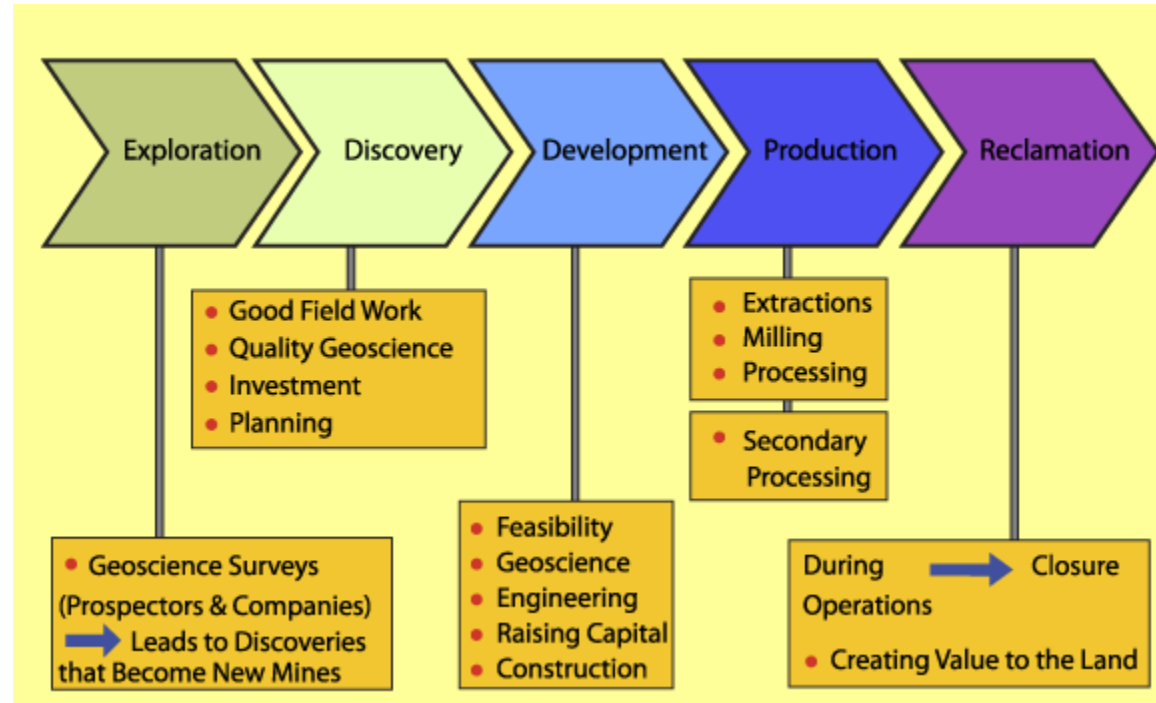
- Memorandum of Understanding
- Exploration Agreement
- Impact and Benefits Agreement
- Cooperation Agreement
- Engagement Agreement
- Letter of Intent
- Negotiation Protocol
- Participation Agreement
- Socio-Economic Agreement
- Other



PARTNERSHIPS ARE CRITICAL=WORKFORCE SOLUTIONS

- Minodahmun (MDLP) + Equinox Gold + Confederation College
- Treaty #3 (18 FNs) + New Gold Inc. + Seven Generations
- Musselwhite Agreement + Orla Mining + Lakehead U (CESME)
- Shared Spirits + Red Lake Mining Companies+ Confederation C

Mining Sequence-goal is to harness workforce/career development opportunities at each step!!



Thank You!



Lunch



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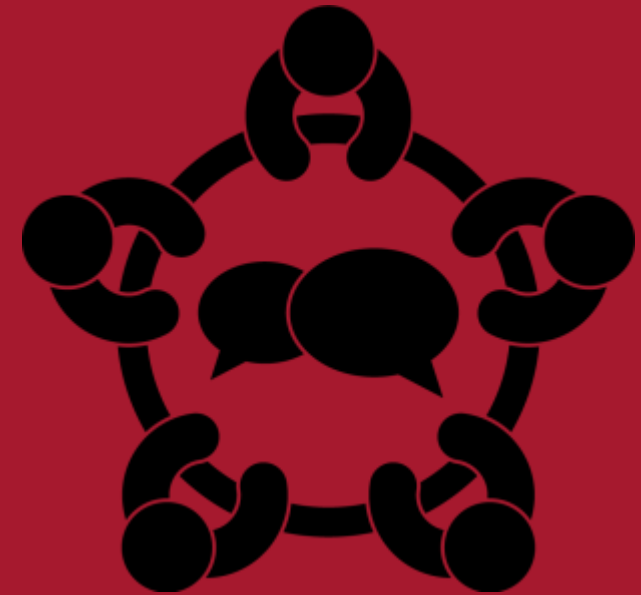
AETS
Anishinabek Employment
and Training Services

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Breakout Session



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Identified Barriers

STRUCTURAL BARRIERS

- Remote community locations and the high travel/relocation costs
- Limited access to local training programs and systemic gaps in education
- Lack of placement opportunities available.

EDUCATIONAL & AWARENESS BARRIERS

- Under-preparedness for mine life and culture shock
- Limited awareness of mining careers beyond extraction
- Lack of awareness or unrecognized transferable skills Indigenous individuals bring to the mining sector
- Need for micro skills/credentials to improve employability in mining

CULTURAL BARRIERS

- Cultural considerations—such as the need to leave family and land or concerns about environmental impacts
- Need for culturally safe workplaces
- Lack of Indigenous role models in the mining sector

SOCIAL BARRIERS

- Health, housing, childcare, and other social challenges

Question 1

Based on the identified barriers, what supports are currently in place in your region—or should be in place—to help Indigenous individuals overcome these employment barriers?

What approaches or strategies can be taken to help strengthen and support Indigenous participation in Ontario's mining workforce?

Question 2

What changes are needed in how training and education programs are designed and/or delivered to make them more accessible and successful for Indigenous learners?

Question 3

What is one concrete step that industry, training providers, Indigenous organizations, and government can each take to improve Indigenous employment outcomes in the mining sector?

Group Discussion

Groups will have 5 minutes each to share their insights and findings.



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Group Discussion

Let's reflect on the concrete steps presented.

How can we ensure these actions move beyond discussion and are implemented effectively?

What suggestions do you have to support follow-through?

Health Break (15 minutes)

Refreshments available in the hallway.



Summary and Next Steps

Speakers:

- Ryan Montpellier, MiHR
- John DeGiacomo, AETS



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Closing Remarks

Remarks

- **Hon. Patricia Hajdu**, Minister of Jobs and Families

Closing Prayer

- **Parmallia Burgie**, Senator representing the Métis
- **Mike Mitchell**, First Nation Elder



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