



GEARING UP

Developing Mining Talent Through Work-Integrated Learning

What is Gearing Up?

Gearing Up brings mining employers, service providers, industry associations and post-secondary institutions together to create new work-integrated learning (WIL) opportunities for post-secondary students to be better positioned to secure employment in their field of study.

Funded in part by the Government of Canada's Student Work-Placement program (SWPP), Gearing Up offers a wage subsidy of up to \$7,000 to mining employers who create new WIL opportunities such as co-ops, internships, field placements, applied projects, capstone projects or case competitions.

What is Gearing Up's Objective?

Gearing Up's objective is to change the way students in mining-related post-secondary educational programs perceive, pursue and acquire the skills needed for in-demand mining careers.

Its goal is to create 850 new WIL opportunities in mining over four years. Wage subsidies are tiered to promote early attachment to, and diversity in high-demand mining occupations. Employers can receive subsidies up to 50 per cent of the wage cost for a placement, and up to 70 per cent for underrepresented students: first year students, women in Science, Technology, Engineering of Math (STEM) or business programs, Indigenous students, persons with disabilities, and newcomers to the country. The maximum wage subsidy per placement for these two categories are \$5,000 and \$7,000, respectively.

 Help shape the next generation of Canada's mining workforce

How will Gearing Up Achieve its Objective?

Gearing Up consists of five main project ‘gears’, each comprised of sub components that support overall project objectives.



INDUSTRY-EDUCATION PARTNERSHIPS

A consortium of mining companies and post-secondary institutions help guide and inform Gearing Up and are program ambassadors.



ATTRACTION OF KEY TALENT

Awareness, outreach and recruitment strategies promote the mining industry, its career opportunities and encourage program participation.



REMOVAL OF WORKPLACE BARRIERS

Training that addresses systemic barriers to gender equity in mining and cross-cultural communication is required to receive a wage subsidy.



EIGHT HUNDRED AND FIFTY MINING WIL OPPORTUNITIES

A total of 850 wage subsidies are available to employers who create new WIL placements.



EVALUATION AND SUSTAINABILITY

Ongoing and timely information collection and analysis is fed back to the Consortium to ensure program sustainability.

How to Benefit from Gearing Up

Gearing Up benefits post-secondary students by providing them with valuable experiential learning experiences, and benefits the Canadian mining industry by introducing a talent pool that can help alleviate ongoing and increasing labour and skills gaps. Applying is easy – employers can receive multiple wage subsidies for multiple WIL opportunities, and need only apply online through a simple, one-page form at MiHR.ca (one form per opportunity). Eligible companies must be Canadian-owned or a Canadian subsidiary, a small, medium or large company involved in the mining sector, a post-secondary institution, or a not-for-profit organization.

Employers and participating students also must complete the first module of MiHR’s Gender Equity in Mining Works (GEM Works) training – helping foster a metals and minerals industry where both women and men have the best opportunities for making great contributions and having rewarding careers.

Frequently asked questions and other program information are available at MiHR.ca

Step up and apply for a Gearing Up wage subsidy today.

ABOUT THE MINING INDUSTRY HUMAN RESOURCES COUNCIL (MiHR)

MiHR is Canada’s knowledge centre for mining labour market information. An independent, non-profit organization, MiHR leads collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify opportunities and address the human resource and labour market challenges facing the Canadian minerals and metals sector.

VISIT MIHR.CA