



# PARTNERSHIPS THAT GROW TOMORROW'S WORKFORCE

Saskatchewan's mining industry has a long history of partnership with educational institutions and communities to ensure that young people, particularly Indigenous people – the fastest growing segment of the province's population – have the knowledge and opportunity to gain the experience required to work in the mining sector.

*In* response to the mining industry's increasing workforce needs several training and educational institutions have created programs such as the Saskatchewan Indian Institute of Technologies' Mining Industry Pre-Employment Program, the Mining Engineering Technology Program at Saskatchewan Polytechnic, and the Mineral Exploration Techniques Program at Northlands College in La Ronge. Discussions with mining companies and direct participation by industry representatives are informing their curriculum and providing opportunities for field-training, practicums, summer employment and apprenticeships.

In addition to programs offered at post-secondary education institutions, many of the mining companies are creating operations-specific training opportunities

and partnering with local communities and organizations for their delivery. One such collaboration is Orano Canada's Mill Operator training program. Orano has partnered with Northern Career Quest, a joint federal, provincial and local northern initiative, to offer several training programs. Since the start of the Mill Operator Training Program in 2012, over 100 residents of northern Saskatchewan have had the opportunity to learn new skills and experience life at the McClean Lake uranium operation in northern Saskatchewan. More than 85% of the trainees received opportunities to work at the McClean Lake operation, in the mill and in various positions around the site, while others are applying the skills they learned to other locations or industries. This year Orano welcomed a new cohort of

Orano – Teaching new recruits.



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**– GLENN LAFLEUR,  
NORTHERN AFFAIRS MANAGER,  
ORANO**

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Like many others, the mining industry is continuously changing - adapting to new technologies is a necessity. Mosaic Potash’s Digital Transformation Training Program responds to its need for a technology savvy workforce and provides an opportunity for Indigenous students to broaden their knowledge about the crop nutrient market, potash mining, processing and distribution, site safety, communication and automation.

The Digital Transformation Training Program was born from the International Minerals Innovation Institute’s 2021 call for projects to increase Indigenous representation within the mining and minerals industry. Morris Interactive, a Saskatoon-based business services provider, joined forces with Cowessess First Nation to develop an innovative digital training program for adult Indigenous people. The duo contacted Mosaic to join the partnership and help develop the curriculum. The partnership resulted in the launch of a 10-week program in January 2022, which included a two-week practicum at Mosaic’s Esterhazy mine site. “Mosaic is proud of the partnership we have with the Morris Interactive group and the

Cowessess First Nation. We strive to have a diverse workforce that represents the communities near which we operate. The students saw first hand how we use technology in the workplace,” says Braden

Domres, Human Resources Manager at Mosaic Potash Esterhazy.

“We have a mature workforce at our Esterhazy location and we project that over the next five to eight years, we will need to replace close to 200 retired workers. Programs such as this one help enrich the lives of people who reside nearby and will also help us secure the workforce needed for our operations,” adds Domres.

The first cohort of the Digital Transformation Training Program concluded successfully in March 2022 and since then Mosaic has hired several students while others have found work with local mining contractors. In August, Mosaic announced a \$1 million investment to further expand the program over the next five years. And in September the partnership kicked-off a second iteration of the program. Domres explains that “for this second cohort we partnered with the Gabriel Dumont Institute (GDI). The program takes place in Saskatoon and students will complete their two-week work practicum at our Colonsay operation. We are also preparing the third cohort, once again with the Cowessess First Nation in the spring of 2023.”

With training programs such as these, Saskatchewan’s mining sector and community partners are actively developing the workforce of tomorrow. 



Morris Interactive cheque presentation.

WORKFORCE