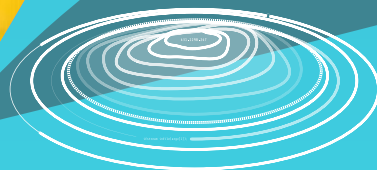
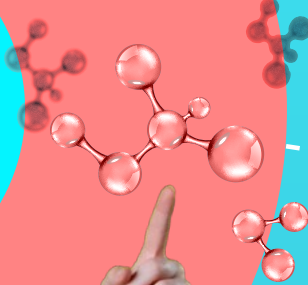


MINING NEEDS YOU.  
Career Ambassador Program

# PROFILE, RECOGNITION AND COMPENSATION



### The success of the Mining Needs You. Career Ambassador Program

relies on qualified and passionate individuals who can effectively communicate mining's value to our quality of life and inspire youth to pursue careers in the sector. The Program connects knowledgeable and enthusiastic individuals with youth to raise awareness of mining careers, improve

industry perceptions, and encourage pursuit in mining. Career Ambassadors volunteer for a minimum one-year commitment, including two speaking engagements.

**Ambassadors are selected based on the following set of desired skills, experience, and qualities, though applicants need not meet all qualifications and may offer additional relevant qualifications not outlined below.**

## General Experience and Profile

- Experience with mining employment, including job entry points, available opportunities, and the demands of mining jobs.
- Experience as a Canadian educator, including a range of experiences in the education sector and subject matter expertise.
- Basic understanding of the four stages of the mining cycle: exploration, development, operation, and closure/reclamation.
- Knowledge of advancements in environmental protection, health and safety, technology, innovation, equity, diversity, inclusion, and work-life balance within the mining sector.
- Awareness of mining's economic and social impact on Canada, including contribution to GDP, the number of workers in mining, salaries, and the growing gap between worker demand and supply.
- Strong interpersonal communication skills, both verbal and written, with enthusiasm and confidence.
- Ability to engage diverse youth audiences using effective, respectful, and inclusive facilitation methods.
- Passionate and dedicated to an innovative and progressive future for Canada's mining sector.

### Education

- Enrolled in mining studies or a related discipline, ideally having completed a third-year level of courses at a post-secondary university or technical mining institution.
- Completed post-secondary university or educational institution mining studies, education studies or related discipline.

**Note:** Individuals without a post-secondary education who are employed in the mining industry are eligible to be Career Ambassadors

### Employment

- Currently employed in the early stages of a mining career. **or**
- Previously held mining operation work experience. **or**
- Currently employed as an educator.

**Note:** Levels and types of work can range from job placements to part-time and full-time employment. The important attribute is the individual's effort to pursue a mining career and willingness to speak about their career journey.

## Volunteerism

- Diverse experience in volunteerism and community service.
- Membership in mining organizations, university clubs, community associations.
- Outreach experience in STEM clubs, science centers, educational programs.

**Note:** Previous volunteer experience is considered an asset.

## Diversity

To ensure the Program appeals to various youth and involves all social and cultural groups, the Career Ambassador selection process is to reflect Canada's diverse make-up. Career Ambassadors are to reflect Canada's diversity as per the Mining Association of Canada's formal statement on equity, diversity and inclusion:

- I. Women
- II. Youth
- III. Indigenous peoples
- IV. Newcomers
- V. Persons with disabilities
- VI. LGBTQ2S+ communities
- VII. Racialized persons

# Responsibilities

- **Complete** a Career Ambassador information training session facilitated by the MiHR Program Coordinator, along with equity-focused modules that will help Ambassadors get started.
- **Review and respect** the program's Code of Conduct.
- **Incorporate** the provided program toolkit resources into all Career Ambassador Program-related presentations.
- **Conduct** outreach in conjunction with the MiHR program team to high schools, post-secondary institutions, community groups and other organizations to secure speaking engagements.
- **Deliver** a minimum of two speaking engagements per year with diverse youth audiences.
  - » Speaking engagements can be virtual and/or in-person.
- » Audiences may include, but are not limited to, community, high school and post-secondary education groups/clubs, science/STEM classes and online study groups.
- » Presentations will include a Career Ambassador's lived mining experience; provide audiences with information about Canada's mining sector; promote innovative and current aspects of the sector; and offer career guidance and advice.
- **Remain** current and aware of mining news, advances in technological innovation and the sector's contribution to environmental, social and governance (ESG) criteria, including its focus on equity, diversity and inclusion.
- **Evaluate** each speaking engagement through the MiHR-provided evaluation form and survey.

# Compensation

Career Ambassadors participate in the Program on a volunteer basis, and do not receive financial compensation. Non-monetary compensation

is provided through:

- Clear recognition of the Career Ambassador program's value and the importance of its participants.
- Increased visibility in MiHR and CIM publications, websites, and social media.
- Volunteer credits.
- Formal recognition in CIM Magazine annually.
- Opportunities for university/technical students to meet senior industry representatives.
- Invitation to provide Program video testimonials and speaking engagements to industry.

**Note:** MiHR's Program Coordinator maintains regular contact with Career Ambassadors to ensure ongoing engagement and satisfaction in the Program.