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## **IMII Launches Workforce Development Challenge to Strengthen Saskatchewan's Minerals Industry Talent Pipeline**

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**Saskatoon, SK:** The International Minerals Innovation Institute (IMII) is inviting Expressions of Interest (EOIs) for its Workforce Development Challenge Program, an initiative designed to address urgent and emerging labour market needs in Saskatchewan's minerals industry.

Saskatchewan is home to world-leading mining operations and globally critical minerals such as potash and uranium. However, the sector faces significant challenges – from a shift towards a retiring workforce and widening age gap, to rapid advancements in technology reshaping the nature of work and skills required, to underrepresentation of youth, Indigenous peoples, women, and new Canadians. Taken together, Saskatchewan's mining and minerals industry is facing critical labour market gaps.

"With demand for mineral resources accelerating and a labour gap of nearly 4,000 workers projected by 2034, the time to act is now," said Al Shpyth, Executive Director. "This challenge is about building new and inclusive pathways into the mining and minerals sector – and doing so in ways that are innovative, scalable, and aligned with industry needs."

### **Focus Areas**

Expressions of interest are invited for one or more of the following pathway areas:

- FlexPath – Non-linear career pathways for youth outside the traditional K–12 and post-secondary systems.
- AI-Supported Remote Learning – Bringing mining-relevant training to rural, remote and reserve communities using advanced technologies.
- Entry-Level Instrumentation Interns – New, work-first pathways for in-demand technical roles in instrumentation and automation.
- Mining-Like Engineers – Alternative routes into engineering careers critical to mining, including applied and interdisciplinary approaches.

Expressions of interest must be submitted by June 27, 2025, with selected applicants invited to submit full proposals in the fall.

This call is open to eligible post-secondary institutions, industry partners, and community-based organizations interested in developing innovative training models or career pathways that help Saskatchewan's mining and minerals sector attract, train, and retain the workforce it needs for the future.

To learn more and download the full REOI document, visit [www.imii.ca/workforce-development/](http://www.imii.ca/workforce-development/).

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**About IMII:**

The International Minerals Innovation Institute (IMII) is the trusted hub for expertise and innovation in Saskatchewan's minerals industry, driving transformative change, inspiring actionable solutions, and building a sustainable and globally respected minerals sector in the province. As a member-based organization governed by industry, post-secondary education, and government, we unite to accelerate technological innovation, develop a representative workforce, and promote thought leadership. Together, we drive progress and shape the future of the minerals sector.