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NOVEMBER 2024

SECURING OUR  
**Critical  
Mineral  
Future**

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Responsible Mining,  
Opportunity Ready



## Indigenous Land Acknowledgement

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We recognize that Manitoba is on the Treaty territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk peoples. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.



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# Message from Minister Jamie Moses and Minister Ian Bushie

Manitoba is a minerals powerhouse. We have what the world needs. With a high standard of Indigenous engagement and environmental regulation, a business-friendly government and a skilled workforce, our province is ready to partner with global companies and our NATO-allies to supply the critical minerals that are key to the clean energy economy.

In the global market, security is paramount. We must ensure our supply of critical minerals grows to meet demand in a way that protects and enhances Canada's national security and that of our allies. Manitoba is well positioned to help companies supporting our democratic allies source the raw materials they need while demonstrating excellence in meeting high environmental, social and governance standards.

Manitoba is a strong democracy that values freedom and human rights. As such, we are a trusted partner for Canada's NATO allies including our largest trading partner, the United States. With our affordable cost of living and clean hydroelectricity our province is a desirable location for companies and countries looking to expand their critical mineral supply.

We know capital for critical mineral investment is crucial for companies looking for places to invest. Our strategy meets that need by introducing a new single-desk concierge service to shorten project timelines and stand-up projects faster. Through this initiative we will work with industry and Indigenous

communities to provide service excellence, streamlining the permitting process, helping to navigate Manitoba's competitive incentive programs, and facilitating informed and enthusiastic partnerships with Indigenous communities. Our government's new mandate to prioritize grid connection for economic projects will help us get projects running much faster than other jurisdictions.

In the past, Manitoba hasn't been ready to market our critical mineral advantage, but that is already changing under our new government. One year into our mandate we are engaging with large, global companies who are looking to Manitoba as a place where they can meet their economic and ESG needs.

Our government's new Nation-to-Nation approach with Indigenous Nations builds new opportunities for Indigenous and northern Manitoba communities to benefit from resource partnerships, training in the skilled trades, and family-supporting jobs close to home. We are committed to doing all of this while working with Indigenous communities on the goal of protecting 30 per cent of Manitoba's diverse landscapes by 2030.

This strategy is an active document with policies and programs that will set in motion the next phase of economic development in Manitoba to grow our economy and make life better for everyone. Let's get to work!



**Minister Jamie Moses**

Minister of Economic Development,  
Investment, Trade and Natural Resources



**Minister Ian Bushie**

Minister of Municipal and  
Northern Relations  
Minister of Indigenous  
Economic Development

NORTHWEST TERRITORIES

NUNAVUT

SASKATCHEWAN

ONTARIO

NORTH DAKOTA

MINNESOTA

Port of Churchill

Lynn Lake

Thompson

Snow Lake

Flin Flon

The Pas

Bissett

Winnipeg








Lac du Bonnet

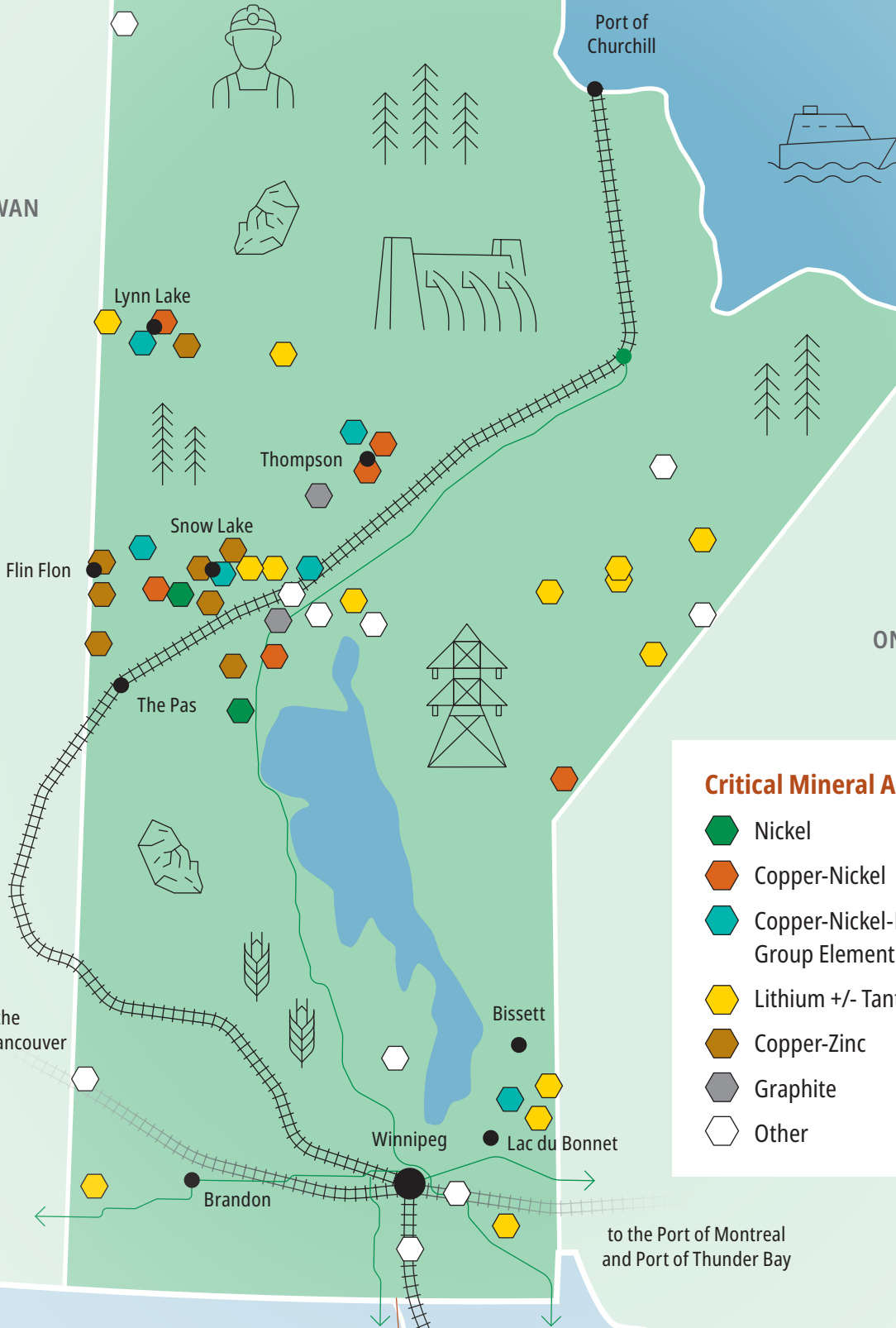
Brandon

to the Port of Vancouver

to the Port of Montreal and Port of Thunder Bay

### Critical Mineral Activity

-  Nickel
-  Copper-Nickel
-  Copper-Nickel-Platinum Group Elements +/- Cobalt
-  Lithium +/- Tantalum Cesium
-  Copper-Zinc
-  Graphite
-  Other



# Manitoba's Strategic Advantages

Manitoba is a trusted trade partner that is ready to work with industry and Indigenous communities to unlock our mining opportunity. We have the critical minerals the world needs for the energy transition and are a strong democracy and secure place to invest for the North American economy. Our government is committed to being a trusted partner to shorten project timelines, while maintaining high environmental standards.

## Secure, reliable resources for the North American economy

Manitoba's commitment to democracy, freedom and human rights is shared across the country. We are a strong democracy and a trusted partner for our NATO allies including our largest trading partner, the United States. As our allies look to create secure, reliable North American supply chains for critical minerals, Manitoba stands out as an excellent place to invest. We offer: geopolitical stability, a global transportation network connected by road, rail, sea and air, low-cost clean hydroelectricity, a skilled workforce and a commitment to working with business, labour and Indigenous people to identify viable projects and accelerate their timeline to completion.

## World class deposits

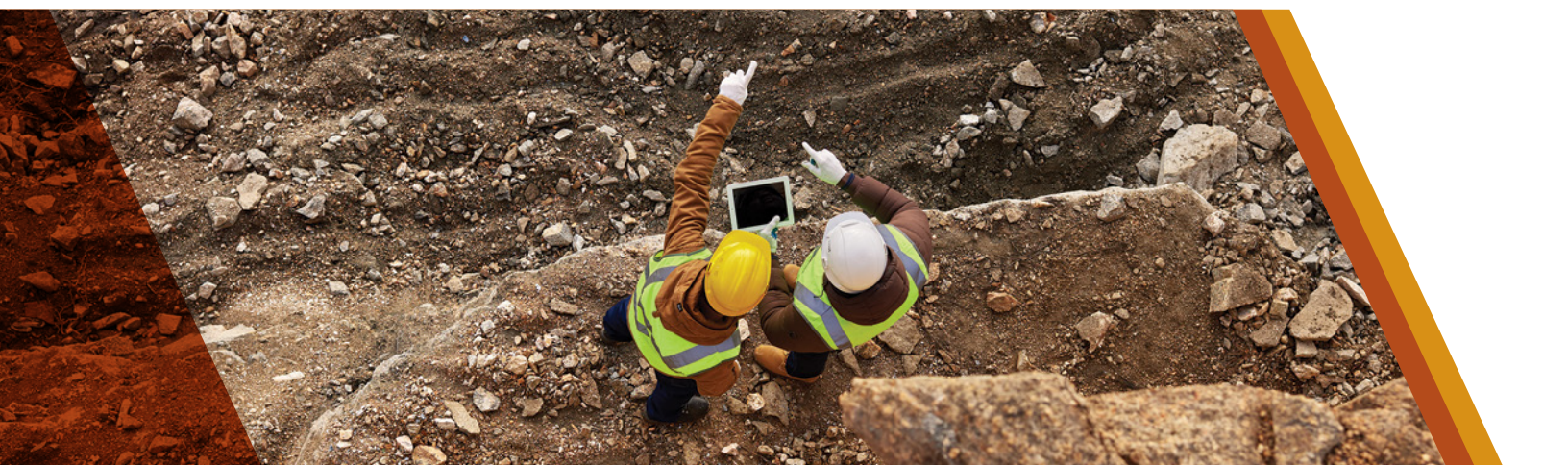
Manitoba's geological conditions are among the best globally, in terms of quality and accessibility, and host most of the critical minerals in high demand internationally. Manitoba has been relatively under-explored and under-developed, meaning that there is significant opportunity for future growth, including in areas close to established infrastructure.

## Competitive business costs and supportive incentives

In 2023, the Fraser Institute ranked Manitoba the 6<sup>th</sup> most attractive destination for investors in the global mining sector. This impressive standing is supported by our strong institutional framework that fosters mining activities. We offer a competitive, diverse range of incentives, including credits, grants, flow-through shares, and various funding opportunities, ensuring Manitoba remains open for business. The demand for critical minerals is expected to double by 2040. We are ensuring Manitoba is ready with the business tools needed to capture that investment and capitalize on this growing sector.

## Low-cost, high-quality renewable energy

Manitoba's industrial electricity rates are among the most competitive and affordable in North America, making it an attractive destination for businesses. Manitoba Hydro provides world-leading clean energy, which massively reduces the carbon footprint of all mining activities. We boast a wealth of environmentally sustainable, reliable and high-quality hydroelectric and wind power resources, and our *Manitoba Affordable Energy Plan* ensures we will continue to do so for generations to come.



## Did You Know?

- There are **45 active exploration and development companies** exploring for critical minerals in Manitoba. In 2022, exploration companies spent over **\$190-million** on exploration projects in Manitoba.
- In 2022, Manitoba produced **30.7 per cent** of Canada's zinc, **8.1 per cent** of Canada's nickel, **100 per cent** of Canada's cesium and lithium. In 2024, Manitoba remains home to only one of two lithium mines in North America.
- Manitoba's total annual mineral production is **\$1.4-billion**. In 2023, mining, quarrying and related support activities contributed **\$662-million** to Manitoba's economy.

### International trade corridors linking the Arctic Ocean to Mexico

Manitoba is located strategically in the middle of the continent with links to the US and Mexico, the Atlantic Trade Corridor, and the Asia Pacific Trade Corridor. We are a maritime province at the centre of the North American market with the Port of Churchill, a deep-water seaport, as the only arctic port connected to the North American surface transportation network. This network is connected to the tri-modal inland port and Foreign Trade Zone, Centreport Canada, which links infrastructure spanning the continent and is within a 24-hour drive of 100 million people. No matter where minerals need to go, we can transport them via sea, land, or air.

### Leading environmental practices

Investors today know that mining companies must be more environmentally and socially conscious and operate with greater transparency using responsible practices. Manitoba's high standards provide attractive advantages in meeting industry environmental, social and governance (ESG) objectives, and our mining industry is a leader throughout the sector. Manitoba is committed to working with industry on implementing best practices in mining and processing operations such as reducing water consumption, transitioning to renewable energy sources and energy-efficient technologies, minimizing land disturbance, effectively managing waste, and protecting biodiversity.

### Commitment to strong social license

Building the social licence to operate requires building respectful and trusting relationships with Indigenous communities. Manitoba is committed to reconciliation and economic empowerment for Indigenous Nations. This means respecting the Treaty relationship and recognizing Indigenous communities as original stewards of the land. Ensuring that communities benefit from critical mineral development requires establishing mechanisms for continuous dialogue with Indigenous Nations and communities to actively seek input early in the process, build trust, and promote collaborative partnerships.

### Highest governance standards

Strong responsible and accountable mining practices are fostered by regulatory frameworks that are implemented effectively and ethically. Manitoba has a transparent and stable regulatory and permitting regime, strong labour laws and a high respect for workers' rights, and is a leader in Indigenous reconciliation. By adhering to robust regulatory frameworks that are transparent and accountable, and fostering collaboration among government, industry, and Indigenous communities, we will build trust and boost investor confidence for responsible resource development.





## Our Critical Mineral Landscape

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Manitoba is home to 30 of the 34 minerals on Canada’s 2024 critical minerals list and contains all six that have been prioritized for their exceptional capacity to drive economic growth and strengthen supply chains – cobalt, copper, graphite, lithium, nickel, and rare earth elements. Building on this strong foundation, Manitoba is a secure place to invest in critical minerals, boasting high-cost competitiveness and strong labour and environmental standards.

Our mineral wealth is hosted across the province in the Thompson Nickel Belt, Lac du Bonnet, and Flin Flon-Snow Lake world-class deposits. While 45 companies are engaged in exploring critical minerals in Manitoba, there are significant areas with high mineral potential in remote regions and at lower geological depths that are still under-explored, presenting significant opportunities to expand Manitoba’s minerals sector.

### Did You Know?

- Of Manitoba’s 30 critical minerals identified by Canada as critical for clean energy, **19 are actively being explored**. These include lithium, graphite, nickel, cobalt, copper, and rare earth elements – six minerals prioritized for their exceptional capacity to drive economic growth.
- Manitoba also has **45 out of 50 minerals** on the 2022 List of Critical Minerals identified by the United States Geological Survey for their role in national security or economic development.
- In addition, Manitoba boasts occurrences of **24 out of 34 critical and strategic raw materials** on the European Union’s 2023 list that have been recognized for economic importance and supply risk.



## MANITOBA'S KEY CRITICAL MINERALS

Mineral(s)	Description
<b>Cobalt</b>	Cobalt is a key component in the construction of electronics. In Manitoba, cobalt occurs as a byproduct of mineral production of nickel, copper, and platinum group elements.
<b>Copper</b>	Copper is the primary material used in energy networks in wires and cables. Occurrences of copper in Manitoba are commonly associated with other critical minerals including nickel, zinc, cobalt, and platinum-group metals.
<b>Graphite</b>	Graphite has a multitude of applications in industrial manufacturing and energy storage technology. It occurs along the Thompson Nickel Belt.
<b>Lithium</b>	Lithium is the key resource for lithium-ion battery production used in electronics and electric vehicles. Hard rock spodumene is mined from the world-class pegmatite in the southeastern region of the province. There are further lithium-bearing pegmatite fields and dikes in the northeast and southwest of the province.
<b>Magnesium</b>	Magnesium is a valuable critical mineral primarily used as an alloy to aluminum for structural components in automobiles and machinery. In Manitoba, magnesium is extracted from magnesium-rich dolomite primarily in the Interlake region.
<b>Nickel</b>	Nickel is used in stainless steel, solar panel, and battery production. Manitoba has world-class nickel deposits along the Thompson nickel belt, Fox River belt, and Winnipegosis komatiite belt as well as in the eastern portions of the province along the Bird River and Island Lake belts.
<b>Rare Earth Elements (REEs)</b>	REEs are a crucial element for building permanent magnets with broad applications in green technology, such as EVs and wind turbines. REEs are known to occur in Burntwood Lake, Brezden Lake and Cinder Lake, with the most significant known occurrence in Manitoba located east of Lynn Lake in the Eden Lake Complex.
<b>Silica</b>	Silica is the necessary compound to produce silicon metal which is essential to the construction of solar panels and wind turbines. Manitoba has among the purest silica sand deposits in North America, with some exceeding 99.5 per cent purity. The Winnipeg Formation's Carman sand unit, which is largely unexplored, is a single, continuous, and uniform sand body with an area of over 16,000 km. <sup>2</sup> There are further outcrops in the south of Lake Winnipeg, Flin Flon, Snow Lake, and multiple communities in the south of the province.
<b>Zinc</b>	Zinc has uses in concentrating solar power, hydro, wind power, and energy storage. It is found alongside copper in Manitoba and produced at Hudbay's Lalor mine outside of Snow Lake.

# Drilling Down to Details

Manitoba is fortunate to have the minerals the world needs to power the clean energy economy and drive national security. Developing a real critical minerals strategy is part of our new government's economic approach to make sure we benefit as a secure trade partner from rapidly increasing global demand and become a low carbon leader for generations to come.

The actions in this document respond to recommendations brought forward over the past year through surveys and in meetings with First Nations and Métis, industry associations, post-secondary institutions, environmental organizations, advocates, and mining companies. As a listening government we will continue to engage and seek feedback, making this a living document that will incorporate learnings and adapt along the way.



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## STANDING UP CRITICAL MINERAL DEVELOPMENT FASTER

Attracting investment to fuel critical minerals development and build a robust supply chain is key to Manitoba's future success in the transition to a green economy. A business climate that helps attract mineral investment is essential, including competitive incentives and the most efficient permitting framework in Canada to support mineral exploration and critical mineral development.

*1.1 Speed up project timelines and access to strategic investments and permitting with new single-desk Critical Minerals Office.*

Manitoba has attractive incentives and tax credits along with many initiatives that make our province one of the best places to invest in critical minerals. To better navigate these opportunities along the critical minerals supply chain, industry needs to be able to access information and navigate incentives and permits in a timely manner. Manitoba's new single-desk Critical Mineral Office will provide business concierge and permitting navigation services to streamline the process and get new projects online faster.

This office will help industry navigate incentives through a coordinated investment attraction strategy. It will also support early mineral exploration, providing guidance, assistance and advice to support industry and help foster relationships between companies and Indigenous Nations and communities. This means we are prepared to support project development every step of the way from early exploration through mine development and closure.

## Did You Know?

Manitoba has a range of tax credits and incentives to support critical mineral exploration and development, including:

- A competitive mining tax rate that is progressive with respect to profits
- **Exploration Tax Credit** that supports Manitobans who invest in flow-through shares of qualifying mineral exploration in Manitoba by providing a non-refundable tax credit of 30 per cent of investments in flow-through shares
- **Mine Tax Holiday** that exempts new mines or major expansions from mining tax until their capital investment is recovered
- **Processing Allowance Tax Credit** that supports the processing of any mineral or mineral product mined in Manitoba from an approved mineral processing establishment in the province, based on eligibility under The Mining Tax Act
- **Green Energy Equipment Tax Credit** that provides a refundable tax credit up to 15 per cent to support the production and purchase of machinery and equipment used to generate renewable energy in Manitoba
- **Manitoba Works Capital Incentive** that provides companies with a rebate of incremental education-related property taxes generated as a result of capital investments on the property

## Key Actions

- Help companies maximize opportunities and access government funding and incentive programs through a coordinated investment attraction strategy and dedicated, single window Critical Mineral Office.
- Ensure exploration companies have access to business support programs.
- Optimize use of tax credits and programs offered provincially and federally to increase the competitiveness of investing in Manitoba.
- Invest in high priority regional infrastructure projects, in partnership with the federal government and Indigenous Nations, to bring more investment to Manitoba. This includes continued investment in the Port of Churchill and CentrePort.

### *1.2 Enhance our regulatory framework and ensure efficient and transparent permitting processes.*

A clear, predictable and robust regulatory regime is key to boosting investor confidence, attracting investment and ensuring responsible resource development. Timely and clear permitting processes will reduce the start up time for mineral extraction. This provides businesses with the certainty they need to invest in Manitoba.

Manitoba will be streamlining policy and regulations that oversee the life cycle of critical mineral development from early and advanced exploration projects throughout mine development, rehabilitation and closure.



## Did You Know?

The Manitoba government facilitates industry-community-business-trade connections that strengthen Manitoba's critical mineral supply chain. The new Critical Minerals Office and Permit Office work closely with other departments, all levels of government, Indigenous communities and industry partners to identify and promote local workforce, business services, and available industrial sites to support future critical mineral processing and manufacturing opportunities. Creating a one-window approach provides clarity and certainty for industry and investors, while protecting the best interests of Manitobans by ensuring the safe, responsible development of the province's mineral resources.

### Key Actions

- Align the Permit Office with the single-desk Critical Minerals Office to prioritize project advancement and inter-departmental coordination that streamlines regulatory and permitting approvals.
- Launch updated mineral exploration guidelines to provide clarity throughout the entirety of the assessment and licensing process for proponents, Indigenous communities and the public. Further work will also be undertaken to clarify requirements for heritage impact assessments with a focus on efficiency and promoting best practices.
- Modernize Manitoba's regulatory and permitting framework to streamline the process and decision-making timelines, strengthen environmental protections, reflect Indigenous communities' rights and incorporate participation where necessary. Efforts will be made to coordinate the new regulatory framework with federal regulatory requirements.

### *1.3 A ready partner in government to get mines built faster.*

Our government is open for business and a ready partner with industry, willing to find creative solutions to build critical mineral opportunities in Manitoba. With impressive published incentives, and further opportunities, we are open to discussing projects and finding ways to get the deal done in a way that is beneficial for industry, for local Indigenous communities, and for all Manitobans.

### Key Actions

- Work with the Critical Minerals Office to bring together relevant, cross-government Ministries for a streamlined approach to dealmaking.



#### *1.4 High quality geoscience information and support for mineral exploration.*

Providing better publicly available geological information helps the public, industry, landowners and Indigenous communities better understand our resource potential. This includes conducting information sessions within Indigenous and northern communities to share geoscience information and build awareness of mining activities.

Manitoba has heard from mineral exploration and mining stakeholders that, to remain competitive, they need continued access to leading-edge geoscience information that informs the discovery of mineral deposits. Private sector investment decisions depend on access to this high-quality geoscience information.

The extent and quality of Manitoba's geology allows for abundant opportunity as a globally recognized resource of critical minerals and base metals. With digitization and modernization of data and information, Manitoba will be able to further increase the accessibility and range of distribution of its mineral information.

Enhanced sector awareness involves communication of the mineral exploration and mining sectors to several audiences. This includes local education on the role that geoscience and mining can have to strengthen communities, as well as delivering information through presentations and workshops at conferences and events on a national and international stage.

#### **Key Actions**

- Promote Manitoba's geological and business advantages to build global awareness of our critical minerals geoscience information, and improve access to drill core libraries.
- Prioritize proactive mineral mapping for under-explored areas of Manitoba that show high potential for critical minerals, as well as emerging pore space resources.

## 2


## BUILDING SECURE, TRANSPARENT SUPPLY CHAINS FOR THE FUTURE

Increased geopolitical uncertainty means industry must be more strategic about investment. The importance of secure and transparent supply chains is more urgent than ever, and countries are beginning to turn more often to 'friendly' countries for investment along the critical mineral supply chain.

The importance of critical mineral resources is well established, but transforming these raw commodities into finished products remains a gap. This can include everything from refining to intermediary processing and end product manufacturing. Manitoba's approach to building out critical mineral supply chains includes a focus on developing and attracting industries that will be able to make the most of our resources, including efforts to expand production, processing, and recycling capacities. This creates a reliable and uninterrupted future flow of critical minerals within Manitoba.







### *2.1 Increase value-added processing and manufacturing of critical minerals for secure economic growth.*

Manitoba has an opportunity to further build capacity throughout the critical mineral value chain, assisting industry development with policy that supports long-term stability and enhanced economic development. Attracting investments along the supply chain and partnering with our allies will bring the most benefit to Manitobans from our critical mineral supply, while improving national and global security.

Value-added processing and manufacturing are industries being built up that benefit from our low-cost clean energy, highly skilled and diverse workforce, central location and international trade corridor. Added to Manitoba's robust advanced manufacturing capacity and clean technology infrastructure makes the perfect combination to drive value-added downstream processing opportunities.

### **Key Actions**

- Work with Indigenous communities and municipalities to identify sites for development opportunities, ensuring investment readiness.
- Increase business-to-business introductions along the full critical minerals supply chain.
- Invest in research and development related to critical minerals processing and battery components as well as recycling.
- Partner with the federal government to facilitate strategic investments into downstream and value-added processing opportunities.



### 3 INDIGENOUS PARTNERSHIPS AND ECONOMIC RECONCILIATION FOR LONG-TERM PROSPERITY

Manitoba recognizes the lands that contain rich mineral deposits in this province have been stewarded by Indigenous Nations since time immemorial. Moving ahead and toward responsible mineral development, relationships will be based on recognition of the Treaty relationship and will be guided by the principles of Manitoba's Path to Reconciliation Act including respect, engagement, understanding, and action, as well as the Calls to Action of the Truth and Reconciliation Commission.

The success of mineral exploration and development projects is based on positive working relationships with Indigenous Nations that are built on trust. Early notification of proposed mineral activity will help communities become involved at the outset to build trusting relationships with industry. Working toward economic reconciliation, both industry and government must incorporate principles of respect, engagement, and understanding to integrate meaningful participation at the earliest stages of mineral development. Engagement may include mutually agreed to partnerships and economic benefit agreements that reflect Indigenous values and priorities while balancing responsible resource stewardship.

#### Did You Know?

Manitoba's commitment to early and ongoing consultation will help to ensure that environmental impacts are mitigated, and that Indigenous and northern communities benefit from the development of critical minerals. Creating a clear path forward to gain the social licence is a critical component towards ensuring business certainty and responsible development.

## Did You Know?

Manitoba is advancing the development and growth of Indigenous-owned businesses providing services to the mining sector and supporting the advancement of critical mineral activities, such as the **First Peoples Economic Growth Fund**, a partnership in collaboration with the Assembly of Manitoba Chiefs, which offers business development and non-traditional lending options to Indigenous Manitobans. Manitoba also plans to collaborate with the Manitoba Métis Federation to provide a sustainable mechanism offering access to capital for Métis entrepreneurs. In addition, the Communities Economic Development Fund's Business Loan Program provides a reliable source of capital for northern economic business development and expansion.

### *3.1 Ensure meaningful, ongoing engagement with Indigenous communities and early notification of proposed mineral activity.*

Manitoba has a duty to consult with Indigenous Nations when an action or decision may adversely impact the exercise of Aboriginal or Treaty rights, and our government is working faster to notify Indigenous Nations earlier in the mineral development process. Manitoba will continue to work with industry to ensure they understand these responsibilities and the benefits of engagement in fostering positive relationships with First Nations, Métis and Inuit peoples.

### **Key Actions**

- Develop an early notifications system when Mineral Exploration Licences are being sought for proposed mineral activity.
- Include Indigenous Nations in the environmental assessment process.
- Fulfil duty to consult to ensure social licence and respect for Treaties, including the implementation of a new Indigenous Engagement Standard, dedicated consultation resources and Indigenous Nation-specific mineral development protocols.
- Establish a Mining Advisory Council with broad Indigenous representation to guide the implementation of the critical minerals strategy and support the review of Manitoba's regulatory process.
- Partner on a Northern Mining Conference and concurrent youth summit to create stronger, collaborative conversations about northern economic development.
  - » The summit will bring together federal, provincial, municipal and Indigenous Nations, Indigenous representative organizations, and industry stakeholders to discuss best practices, opportunities for partnerships, and strategies for economic growth in the mining and minerals sector.
- Build informational tools in collaboration with Indigenous Nations and communities, and undertake further and ongoing targeted engagement and discussions in community to foster a better understanding of mineral exploration and development activity, as well as the benefits of mineral development.



### *3.2 Support Indigenous participation, ownership and capacity building through Indigenous procurement, revenue sharing and equity partnerships.*

The economic opportunities available through responsible critical minerals development must benefit Indigenous communities. This can happen through employment, contracting and business opportunities, project labour agreements, equity participation in projects, ownership models, community infrastructure development, revenue sharing and more. The Manitoba government is committed to working with Indigenous Nations to realize the full potential of economic and social benefits to the communities where the resources are located.

### **Key Actions**

- Develop a provincial revenue sharing model for mining in collaboration with Indigenous Nations.
- Continue the Manitoba Mineral Development Fund with a renewed focus on Indigenous inclusion.
- Work with federal partners to support Indigenous participation in mining and associated economic development projects including capacity building and workforce training.
- Create opportunities for Indigenous businesses and communities through a new Indigenous procurement policy and the Indigenous Economic Development Strategy.

### **Did You Know?**

**Mineral Development Protocols** are collaboratively developed agreements between Manitoba and Indigenous Nations that specify how consultations will occur throughout all phases of the mineral development process. These agreements ensure Indigenous Nations are active participants on projects within their Traditional Territory and can contribute to project certainty and predictable timelines.





## 4 MORE FAMILY SUPPORTING JOBS CLOSE TO HOME

The mining sector in Manitoba has often been a source of good paying union jobs. Manitoba already has an experienced, skilled workforce. Working with industry, post-secondary institutions and union training halls, we are committed to grow this advantage to meet growing demand across the wide range of careers required for successful mineral development. The creation of more sustainable, good paying jobs will help build resilient communities and contribute to Manitoba's economic success.

### *4.1 Grow a highly skilled workforce and expand local employment opportunities.*

The Mining Industry Human Resources Council forecasts that 113,000 new workers will be needed across Canada by 2030 to meet new demand and replace workers anticipated to exit the mining workforce.

Growing the critical minerals sector presents a unique opportunity to create more high-quality employment opportunities for residents of northern Manitoba and Indigenous communities.

This includes geoscientists, mining engineers and metallurgists, heavy equipment operators, and workers skilled in computer technology and emerging technologies such as artificial intelligence, automation, minerals processing, and automotive assembly. It also presents opportunities to employ more women, and more Black, Indigenous and people of colour throughout the critical minerals sector.

The Manitoba government will continue to collaborate with businesses that are expanding or locating new operations in the province with cost-shared training for new or existing employees to foster productivity in a highly competitive global market.



### Did You Know?

There are over **2,600 mining and quarry jobs** in Manitoba, with average weekly earnings that are **90 per cent** higher than the provincial average. With the abundance of critical minerals, this represents a real opportunity as exponential job growth is expected over the next 10 to 12 years.



## Did You Know?

**The University College of the North** (UCN) exists by legislation to enhance the economic and social well-being of northern Manitoba by providing a broad range of educational opportunities.

- UCN has **12 campuses** in communities throughout the north, including: Bunibonibee (Oxford House); Churchill; Chemawawin (Easterville); Flin Flon; Mathias Colomb (Pukatawagan); Misipawistik (Grand Rapids); Nisichawayasihk (Nelson House); Norway House; Opaskwayak; Pimicikamak (Cross Lake); St. Theresa Point; Swan River; Tataskweyak (Split Lake). Its main campuses are in The Pas and Thompson.

UCN hosts the Northern Manitoba Mining Academy which offers a **Mining Readiness Program** to equip new entrants into the mining industry with the skills needed to enter the workforce, where and when it is required. The cutting edge and industry endorsed NORCAT training program ranges from introductory mining to more advanced programming.

### Key Actions

- Partner with business, labour, post-secondary institutions, industry associations, training providers and communities to develop a Northern Manitoba Labour Force Development Strategy to promote careers in the mining sector especially to women and under-represented groups, to maximize local employment opportunities for a stable and skilled workforce.
  - » The strategy will consider other growing needs for strong communities, such as health care, education, and child care. This will be critical in ensuring that northern and Indigenous participation is maximized to meet the future labour force needs, anticipated to grow exponentially over the next 10-12 years.
- Engage and excite youth and young adults, particularly from northern Manitoba and Indigenous communities, about opportunities in the critical minerals sector.
  - » Connect post-secondary institutions with mining sector businesses to offer work-integrated learning opportunities.
- » Expand apprenticeship training opportunities, particularly for in-demand trades, in partnership with industry partners.
- » Enhance access and training opportunities for UCN's Northern Manitoba Mining Academy NORCAT program to support new entrants into the mining sector.
- » Hold a youth summit to ensure these voices and perspectives are incorporated into planning.
- » Work with K-12 education partners to ensure secondary students are aware of employment and education opportunities for a career in the mining sector.
- Work with the Communities Economic Development Fund, Manitoba Labour and Immigration and the federal government to explore opportunities to attract new talent as a secondary means of supporting future labour demands of the sector in Manitoba.

## 5 FOSTERING RESPONSIBLE MINING ACTIVITY THAT RESPECTS THE ENVIRONMENT

A strong focus on environmental protections, alongside land use planning to protect endangered species, wildlife, lands and water will ensure that social licence is gained for these projects to advance. Practices, data collection and technologies to mitigate negative environmental and social impacts must be explored as the mining sector evolves.

### *5.1 Strengthen environmental protection, management, and responsible development that benefits future generations.*

As Manitoba looks to expand its critical mineral sector, it is important that this development is done in a responsible manner that protects and preserves our natural environment. To ensure responsible mineral development, mining projects are required to obtain a licence under The Environment Act. Proposed developments undergo a comprehensive evaluation to determine the project's impact to the environment. This ensures that appropriate license conditions are developed and enforced to help mitigate adverse impacts.

Manitoba acknowledges that we must achieve balance to responsibly use our natural resources and grow the clean economy while pursuing our environmental

protection and climate change goals. Manitoba remains committed to working with Indigenous communities on the goal of protecting 30 per cent of Manitoba's diverse landscapes by 2030, taking action to fight the climate crisis, as well as investing in our parks and protected areas.

### Key Actions

- Engage early with Indigenous Nations on environmental assessment, as well as land-use and wildlife planning.
- Modernize The Environment Act to improve environmental protection and increase reporting requirements to communities.
- Develop carbon capture and storage activities and pursue the federal Carbon Capture, Utilization, and Storage Investment Tax Credit for Manitoba.
- Support Manitoba's commitment to protecting 30 per cent of Manitoba's lands and inland by 2030.
- Explore lower-impact techniques for exploration and mining, reusing waste – such as reprocessing tailings, rehabilitation of exploration and mining sites, and incorporating clean technology to reduce emissions.

### Did You Know?

Manitoba recently published over **19,600 new mineral occurrences** as part of the provincial government's effort to update the online Mineral Deposits Database. This information can be queried and searched by prospectors and exploration companies to assist in mineral potential assessments. Mineral exploration activities may include prospecting, sampling (rock, soil), surveying, mapping, drilling (land- or water-based), line cutting, geophysical exploration, stripping (mechanical, hydraulic, or chemical), trenching, access trail creation, water crossings, scientific studies, timber removal, blasting, temporary works camps, water crossings, ORV use of designated trails, drone use and other activities that support the ongoing exploration for future potential mine development. Mineral exploration licences are required to undertake these activities and work is underway to ensure early notification and engagement with Indigenous communities.

# A Clean Energy Leader for Tomorrow

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Manitoba is ready to provide the critical minerals the world needs. *Securing our Critical Mineral Future* will ensure Manitoba benefits from rapidly increasing global demand for critical minerals. A single-desk Critical Minerals Office will get new projects online faster and shorten project timelines. Building out investment along the critical minerals supply chain will capture more value at home while developing secure and transparent links that leverage our strong industry and innovative manufacturers. Our high environmental standards will help industry meet their ESG goals while protecting our air, land and water for future generations.

This strategy lays the foundation for a critical minerals sector in Manitoba that drives Indigenous reconciliation. Empowering Indigenous Nations to benefit from mining activities in meaningful ways will contribute to healthier communities. Securing highly skilled, family-supporting jobs and training opportunities in Manitoba's north will stand up opportunities for generations to come.

With our world-class mineral deposits and Nation-to-Nation approach, we know Manitoba is ready to lead in responsible critical minerals development. In the past, Manitoba hasn't been ready to take advantage of these opportunities. This strategy ensures we can, and that we are ready to meet the demands of the future.





**Contact**

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