

The Manitoba Critical Minerals Strategy: Driving Sustainable Growth





Table of Contents

Foreword from the Premier of Manitoba	2
Foreword from the Minister of Economic Development, Investment and Trade	2
Indigenous Land Acknowledgment	3
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Manitoba’s Advantages and Critical Mineral Opportunities	4
Critical Minerals in Manitoba: Rich in Opportunities.....	4
Manitoba’s Competitive Advantages.....	5
Top Critical Mineral Opportunities	6
Lithium.....	7
Copper	8
Nickel	9
Silica.....	10
Manitoba’s Additional Critical and Strategic Mineral Commodities.....	11
Other High-Priority Commodities in Manitoba.....	12
The Future of Critical Mineral Development in Manitoba	13
<hr/>	
Manitoba’s Critical Mineral Priorities	14
The Manitoba Critical Minerals Strategy	14
Our Vision.....	14
Our Mission	14
Strategic Priorities	15
<hr/>	
Our Pathway to Success.....	16
Pillar 1: Global Awareness of Manitoba’s Competitive Advantages.....	17
Pillar 2: Advancing Indigenous Involvement in the Mineral Economy	20
Pillar 3: High-Quality Geoscience Information	23
Pillar 4: Streamlined Regulatory and Permitting Processes	25
Pillar 5: A Supportive Ecosystem of Value-Added Activities.....	27
Pillar 6: Targeted Training and Skills Development Pathways.....	29
Looking Forward	32



Foreword from the Premier of Manitoba

Manitoba is experiencing a period of significant growth, driven by our diverse, inclusive, and dynamic economy.

Our government is leveraging our established competitive advantages and making

critical strategic investments across key economic sectors to enhance Manitoba's global reputation as a preferred destination to live, work, and invest.

Looking forward, Manitoba is poised to experience accelerated economic growth due to our central location with links to national and international trade corridors, clean and low-cost energy sources, competitive business costs, a young and skilled workforce, and world-class education and research institutions. These clear advantages position Manitoba as a prime location for industry investment, today and in the future.

As part of our ambitious economic development efforts, and in recognition of the great potential that exists within our mining sector, we are proud to unveil the **Manitoba Critical Minerals Strategy: Driving Sustainable Growth**. This modern, comprehensive plan will coordinate the work of government, local communities, and the private sector to capitalize on our province's strategic advantages and generate investment in critical mineral exploration and development.

We are committed to fostering meaningful relationships with Indigenous governments and working in collaboration to advance opportunities that contribute to economic reconciliation, sustainability, and prosperity for all Manitobans.

This strategy marks a historic milestone for Manitoba and our mining sector. It will focus the collaborative efforts of government, Indigenous Peoples, and industry as we work to ensure that our province is an innovative, responsive, and globally recognized leader in resource development

Honourable Heather Stefanson

Premier of Manitoba



Foreword from the Minister of Economic Development, Investment and Trade

Manitoba is known for its abundant natural resources, rich mineral deposits, and an established history of

mining and exploration that has been an essential part of our economic growth and prosperity.

Today, with unprecedented global demand for key minerals needed for so many modern technologies and products, Manitoba's rich critical mineral resources provide us with a unique opportunity to become a global leader in the mining and minerals sector.

Those looking to invest in Manitoba will benefit from our integrated network of partnerships that support ongoing and future development, world-class mineral deposits, and underexplored regions that represent incredible

future potential. Combined with Manitoba's established competitive advantages, we are confident we will witness a significant expansion of our mining and critical minerals industries.

To support and accelerate this work, we have developed the **Manitoba Critical Minerals Strategy: Driving Sustainable Growth**, a modern vision to guide our efforts to make Manitoba a worldwide leader in critical mineral investment, exploration, and production.

The strategy establishes key actions that will increase global awareness of Manitoba's minerals sector, deepen partnerships and advance Indigenous Peoples' involvement in the mineral economy, improve access to geoscience data, streamline regulatory and permitting processes, expand valued-added activities, and enhance training and skills development.

Manitoba is open for business and we are proud to present our new critical minerals strategy to the world.

Honourable Jeff Wharton

Indigenous Land Acknowledgment

The Manitoba government recognizes that Manitoba is on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishininewuk, 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 Inuit.

For generations, Indigenous Peoples have lived on and cared for the land, sustaining cultures, traditions, and ways of life with a deep connection to the natural resources, including the minerals found throughout the region.

Mining and quarrying in Manitoba has a long history dating back to pre-contact extraction and processing of flint, salt, and copper. Indigenous Peoples who settled in Manitoba also quarried red ochre/hematite from the Red Cliff area on what is now called Black Island. This deposit became a valuable cultural resource, as the red rock was crushed to make a pigment used in body decoration and rock paintings. These activities were tied to social and economic systems, playing an important role in the development of trade networks and cultural exchange throughout the region.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership and consultation with First Nations, Inuit and Métis people to understand and address concerns and priorities, and to engage in responsible and sustainable mineral development practices that respect Indigenous rights, culture, and way of life.

With this critical minerals strategy, we commit to:

- stronger, meaningful government-to-government dialogue that encourages a culture of partnership, knowledge sharing, and opportunities to strengthen sustainable mineral development
- economic reconciliation with Indigenous Peoples by mitigating industry barriers to full participation, ensuring access to education and training, and exploring opportunities for revenue sharing with Indigenous governments
- fostering Indigenous cultural awareness in government and industry to learn more about the values, traditions and belief systems of Indigenous Peoples relating to the history and sacredness of lands and waters to strengthen environmental protection and socio-economic well-being.



Manitoba's Advantages and Critical Mineral Opportunities

Critical Minerals in Manitoba: Rich in Opportunities

Manitoba's mineral sector has a rich history of industrial activity dating back over 100 years, predated by the extraction, modification, and use of minerals by Indigenous Peoples for many generations. Our abundant natural resources, notably high-quality deposits of critical minerals, position us as a top destination for investment.

Critical minerals are essential for a wide range of applications, including clean energy technologies, electronics, telecommunications, defense systems, and advanced manufacturing. There is increasing global demand for these minerals, which play a vital role in economic growth, innovation, and national security.

Manitoba has significant potential in terms of critical and strategic minerals, with 29 of the 31 minerals on Canada's 2021 Critical Minerals List found in our province. This includes lithium, graphite, nickel, cobalt, copper, and rare earth elements, which are the six minerals prioritized by the Canadian government as having the greatest opportunity to spur economic growth and fuel domestic capacity to support priority supply chains.

Almost 50 companies are currently exploring for critical minerals in Manitoba, representing over 70 per cent of all exploration companies operating in the province. At the same time, large areas of high mineral potential in remote regions remain under-explored and represent further opportunities for growth in Manitoba's critical and strategic minerals sector.

There is also great potential for significant economic advantages for northern and Indigenous communities located near future mineral exploration and development projects. It is crucial that Manitoba work in partnership with First Nation governments and Indigenous representative organizations to strengthen ongoing government-to-government dialogue and advance collaborative opportunities that support economic reconciliation and prosperity for everyone.



Photo courtesy of Callinex Mines Inc.

Manitoba's Competitive Advantages

Manitoba has an established mineral ecosystem with competitive advantages that provide a strong foundation for future growth and development. These include:

Government Prioritization of Sector Development

- The Manitoba government is open for business and committed to developing its critical mineral sector through this strategy and other policy initiatives. This is reflected by the recent investment of \$5 million to strengthen capacity, build awareness, and significantly streamline and expedite mineral permitting.

A Strong Mineral History

- Manitoba's long history of mining activity and historic development of a network of 70 mines has given rise to several mining centres and enabled the province to develop an established infrastructure of suppliers, training providers, skilled workers, industry associations, and a culture that supports ongoing and future development.

World-class Geological Resources

- The quality and accessibility of Manitoba's geological environment are among the best in the world and the large areas of high mineral potential in under-explored remote regions represent significant opportunities for growth.

Leading Sustainable Development

- The principles of sustainable development have been codified in The Mines and Minerals Act and have become the legal framework to implement the concept in Manitoba's mining sector.

Connections to Key Transportation Networks

- Manitoba has distinct strategic advantages due to its geographic location in the centre of North America with tri-modal links to the United States and Mexico, the Atlantic Trade Corridor, the Asia-Pacific Trade Corridor, and the Port of Churchill.

High-quality, Low-cost Power

- Manitoba's reliable and non-emitting hydroelectric power boasts one of the lowest published electrical rates in North America. This minimizes emissions along the entire value chain while companies sourcing and processing critical minerals in the province enjoy reduced operating expenses and renewable power.

The Right Skills

- Manitoba has an established workforce and education and training institutions in the minerals and manufacturing sectors available to support new projects and associated facilities.

CentrePort Canada is North America's largest tri-modal inland port and Foreign Trade Zone situated in the heart of the continent, just one hour north of the United States.

With links to global trade markets, including a consumer population of 100 million people living within a 24-hour drive, the inland port's 20,000 acre footprint offers on-site access to world-class rail, truck and air cargo operations, ideal for companies engaged in global supply chain activities.

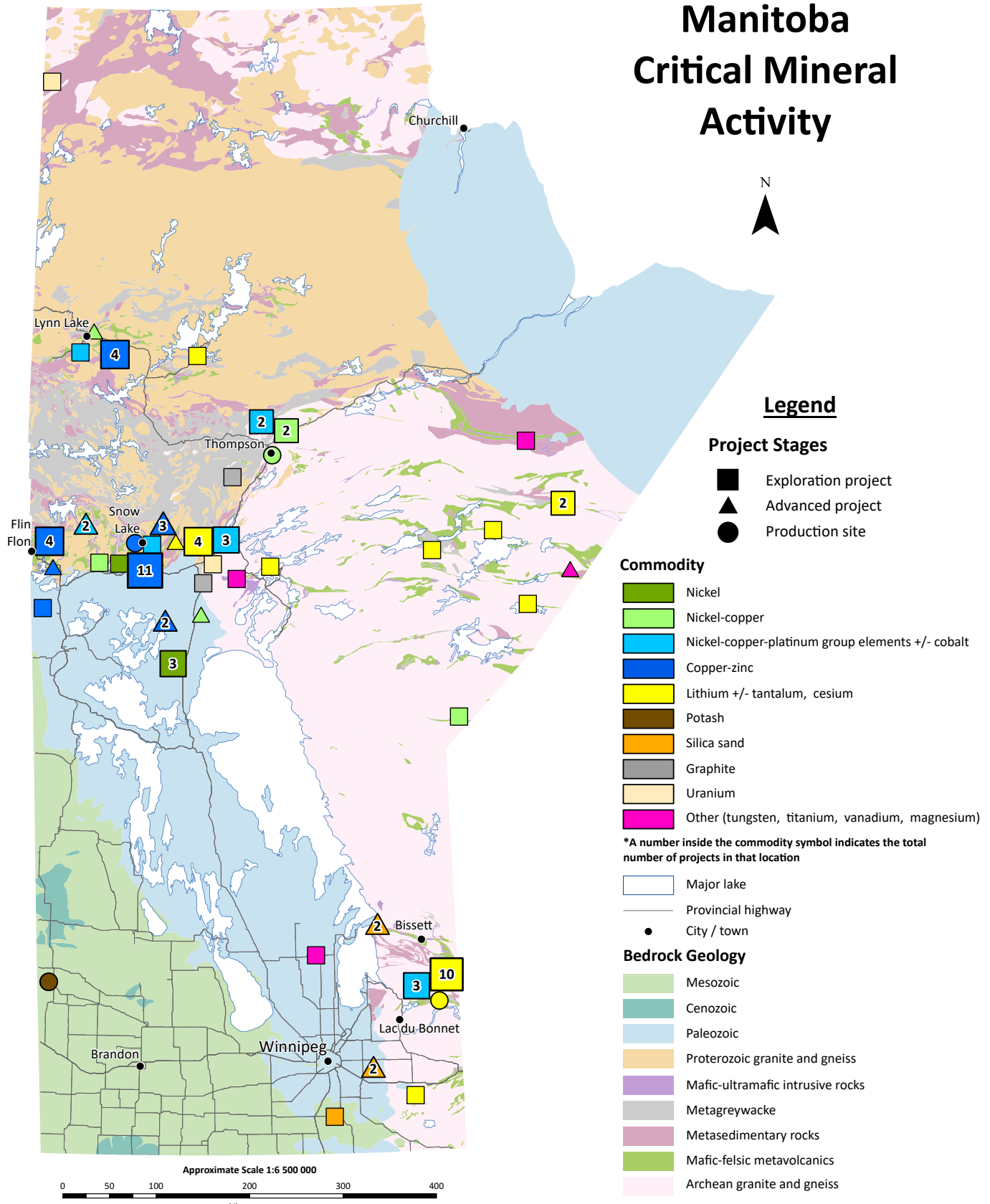
CentrePort Canada's ample available industrial land and flexible approach to development is ideal for opportunities across the sector value chain including warehousing, distribution centres, equipment suppliers, processing plants, manufacturers, and recycling operations.



Photo courtesy of Communities Economic Development Fund.

Top Critical Mineral Opportunities

This section provides an overview of some of the top critical mineral opportunities in Manitoba. The map below highlights areas with critical mineral project activity occurring in Manitoba.



Lithium

Lithium is essential for green technologies that underpin the transition to a low-carbon economy. This includes the manufacturing of rechargeable batteries for electronics, electric vehicles (EVs), and grid storage, which represented 74 per cent of the demand for lithium in 2021.



Photo courtesy of Quantum Minerals Corp.

Lithium plays a critical role in battery performance, longevity, and energy density and is used to power smartphones, laptops, and other electronic devices by storing energy from renewable sources such as wind and solar. Lithium is also well-suited for

use in pharmaceuticals, lubricants, glass and ceramics, and aerospace technologies.

Lithium Activity in Manitoba

There are currently 20 firms pursuing lithium exploration and development in Manitoba.

Exploration hubs for lithium are concentrated in the southeastern portion of the province, which host lithium-cesium-tantalum deposits, as well as other pegmatites. Additional areas of lithium exploration are near Cross Lake and Wekusko Lake, east of the Town of Snow Lake.

Manitoba's lithium production currently comes from hard rock spodumene mined from the world-class Tanco pegmatite in the southeastern region of the province at Sinomine Resource's (Tantalum Mining Corporation of Canada Ltd.) Tanco Mine.

Additionally, there are lithium-bearing pegmatite fields or dikes in northeastern areas of the province surrounding Red Sucker Lake, Gods Lake, Red Cross Lake, and McLaughlin Lake. Areas in northwestern Manitoba also hold widespread pegmatite occurrences with potential for lithium mineralization, such as those surrounding South Bay, Southern Indian Lake, and Granville Lake.

Manitoba's Opportunity in Lithium

With the surge in demand for clean energy technologies, the need for lithium has risen significantly and is expected to continue to increase over the coming decades. According to a report by the International Energy Agency, lithium demand for use in EVs and battery storage is forecast to grow by over 40 times by 2040, the fastest rate assessed by the report.

With our rich endowment of lithium deposits, Manitoba is well-positioned to become a global player in the lithium market. Mining of lithium can also lay the groundwork for value-added processing steps along the value chain.

Potential Opportunities for Lithium in Manitoba

Brines: The production of lithium-bearing saline brines from deep aquifers or extracting lithium from oil field brines. Current exploration in the western regions indicates good potential for lithium extraction from brines in deep aquifers in Manitoba.

Concentration: This step generally happens close to a mine site; concentration facilities can serve one or several mines if they are close together.

Carbonate/hydroxide production: These chemical-based steps are generally undertaken in larger cities due to the need for chemical inputs and access to skills.

Cathode manufacturing: This step currently does not exist in Canada, but will be required to fully develop Canadian lithium value chains. Key inputs are technology partners, capital, and skill inputs.



Photo courtesy of Sinomine Resources Group.

Copper

Copper is an important element for electricity networks and one of the main materials used in wires and cables due to its superior conductivity of electric current. Copper is a fundamental building block of stable and dependable power systems and plays an essential role in enabling clean energy technologies such as electricity networks, solar power, wind power, EVs, and battery storage.

Copper has other industrial applications in facilitating heat exchange as an excellent thermal conductor and its global uses include equipment manufacturing, building construction, infrastructure, transportation, and industrial uses.

Copper Activity in Manitoba

Historically, Manitoba has spurred 12 copper-producing mines and there are currently 10 firms pursuing copper exploration and development in over 30 project areas in Manitoba.

Occurrences of copper in Manitoba are commonly associated with other critical minerals including nickel, zinc, cobalt, and platinum-group metals. Based on preliminary data from Statistics Canada for 2022, Manitoba produced four per cent of Canada's annual copper production of 510,782 tonnes.

Exploration hubs for copper are concentrated in the northwestern portion of the province, clustered in significant mining districts in Flin Flon, Snow Lake, and the surrounding area. Copper activity also occurs further north, in the areas surrounding Lynn Lake.

Manitoba's copper production currently comes from Hudbay Minerals' Lalor Mine, which recently increased ore production by 18 per cent to support copper and zinc ore processing at its nearby Stall Concentrator.

Manitoba's Opportunity in Copper

Manitoba's rich copper deposits present an excellent opportunity for the province given the projected surge in global demand for copper. As the world transitions towards a greener future, the demand for copper in EVs, battery technology, and other renewable energy infrastructure will increase substantially.

The share of the total demand for copper used for clean energy technologies is expected to increase by more than 40 per cent in the next two decades and overall demand for copper is expected to double by 2035. Manitoba is well positioned to capitalize on this upward demand trend by harnessing our copper reserves to serve emerging EV and battery manufacturing hubs in Canada and the United States.



Photo courtesy of Manitoba Mineral Development Fund.

Nickel

Nickel is a vital mineral for energy storage and powering electric and hybrid vehicles. It is an important component of lithium-ion batteries and its chemical compound nickel sulfate is used in the production of battery cathodes.

Clean energy technologies account for about 10 per cent of global nickel demand, where it is used in the manufacturing of batteries and in technologies related to renewable energy sources such as wind and solar power. Currently, stainless steel accounts for over two thirds of nickel consumption and other uses include electroplating and nonferrous alloys.

Nickel Activity in Manitoba

Historically, seven nickel-producing mines have been developed in Manitoba and there are currently 14 firms pursuing nickel exploration and development in over 25 project areas.

Occurrences of nickel in Manitoba are commonly associated with other critical minerals including cobalt, copper, and platinum-group metals.

Based on preliminary data from Statistics Canada for 2022, Manitoba produced 9.6 per cent of Canada's annual nickel production of 143,266 tonnes.

Major deposits and exploration hubs for nickel are concentrated 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. Nickel activity also occurs in the northwest along the Lynn Lake and Flin Flon–Snow Lake belts. Continued exploration successes and favourable, yet underexplored, geology indicate high potential for new nickel discoveries throughout Manitoba.

Manitoba's nickel production currently comes from Vale Canada's Thompson Mine. In recent years, Vale has been aggressively expanding exploration activities throughout their Thompson properties, resulting in a historic amount of nickel-focused activity in Manitoba.

Manitoba's Opportunity in Nickel

With the global shift to clean energy technologies, nickel demand for use in EVs and battery storage is expected to grow 20 to 25 times by 2040. Manitoba has an opportunity to leverage its substantial nickel reserves to play a vital role in meeting surging global requirements for nickel.



Photo courtesy of Manitoba Mineral Development Fund.

Silica

Silica (silicon dioxide) is a compound of silicon and oxygen increasingly recognized as a vital mineral resource for clean energy transitions. Silica sand is an essential component in the production of solar photovoltaic (PV) panels that transform sunlight into electricity and is also used in manufacturing wind turbines because of its unique durability and strength.



Manitoba's high-quality silica sand can also be used to create silicon for medical glass, semiconductors, computer chips, batteries, and the production of electronic components such as

display screens, fiber optic cables, and electronic ceramics. Other potential uses of silica sand include creating silicon carbide, silicon metal, and enamels.

Although silica is not currently listed as a critical mineral on Canada's 2021 Critical Minerals List, the International Energy Authority, Australia, and Japan consider silicon a critical mineral. Manitoba prioritizes silica as a critical resource based on its strategic importance to the province, exceptional quality, increasing demand, and the value-added opportunities it presents.

Silica Activity in Manitoba

With quality silica sand deposits that meet or exceed the specifications for high purity glass making and silicon production, Manitoba has the potential to provide and process a significant amount of silica. The province is attracting increasing investment interest in silica deposits with quality exceeding 99.5 per cent in some of the largest and purest silica sand deposits in North America.

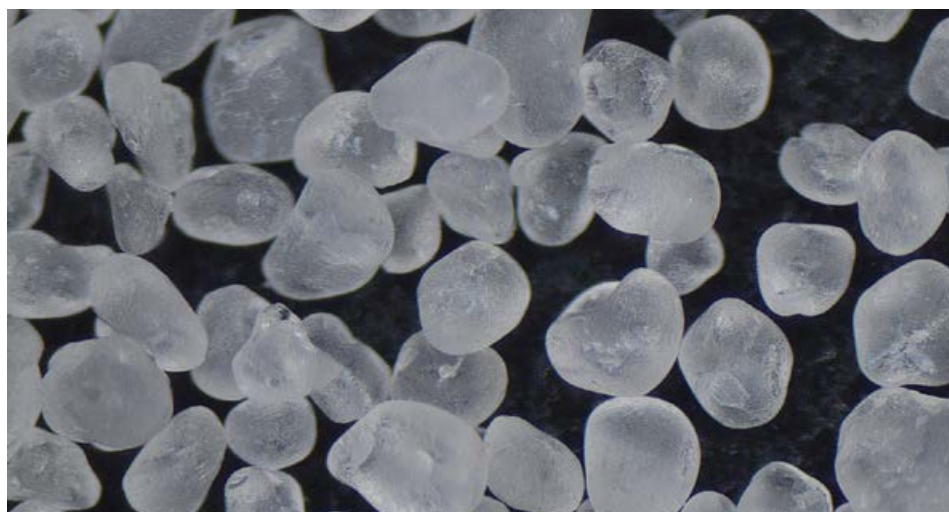


Photo courtesy of Sio Silica.

The high-purity silica sand of the Winnipeg Formation in southern Manitoba was historically quarried to produce glass, which was processed in Winnipeg and later Selkirk. 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 km².

Silica sand outcrops have been found along some shorelines in the south basin of Lake Winnipeg and in the vicinity of Flin Flon and Snow Lake. Subsurface deposits of high-purity silica sand have also been identified north of Grand Rapids and in southern Manitoba between the communities of Vivian and Glenboro.

There are currently four firms pursuing silica sand exploration and development through seven project areas in the province.

Manitoba's Opportunity in Silica

Canadian Premium Sand and Sio Silica are companies proposing to build silica processing facilities in Manitoba. Canadian Premium Sand has proposed Canada's first solar glass manufacturing facility in the City of Selkirk that will utilize high-purity silica mined at its Wanipigow Sand Extraction Project in Manitoba. This development demonstrates that extraction of silica sand in Manitoba can provide a foundation for investments within the province that add further value to the resource and play a much larger role in North America's solar panel manufacturing supply chain.

The United States (U.S.) is making significant investments to bolster its semiconductor manufacturing capabilities and Manitoba's substantial silica deposits present an excellent opportunity for the province to contribute to U.S. semiconductor production.



Photo courtesy of Canadian Premium Sand.

Manitoba’s Additional Critical and Strategic Mineral Commodities

Mineral(s)	Description
Cesium and Tantalum	Cesium is used in many technologies including solar panels and devices that convert heat into energy. Tantalum is used in electric capacitors, the foundation of modern electronic devices. Cesium and tantalum are secondary commodities for a number of lithium projects. Both minerals have been historically mined at the Tanco Mine, which boasts one of the world’s largest reserves of cesium.
Chromite	Chromite is the ore from which chromium and chromium compounds are obtained. Chromium is particularly important for clean energy technologies including geothermal, nuclear, wind, hydro, and concentrating solar power. Manitoba has chromite deposits in the Bird River Sill in the southeastern region.
Cobalt	Cobalt has many industrial and commercial applications including use in EVs and battery storage. Cobalt is a by-product of other mined metals or minerals in Manitoba, including nickel, copper, and platinum group elements.
Graphite	Graphite is used in many industrial manufacturing products and is a key ingredient in lithium-ion batteries and energy storage technologies. Graphite deposits are currently being explored along the Thompson nickel belt.
Helium	Helium is a versatile gas with current exploration focused on southern Manitoba. While some helium occurs within oil fields, most helium in Manitoba is classified as “green helium” and is not associated with any oil and gas.
Platinum-group elements (PGEs)	PGEs have unique catalytic and stable electrical properties and are increasingly recognized for their use in hydrogen technologies. PGEs are by-products of other mined metals or minerals in Manitoba, including nickel and copper.
Potash	Potash is mainly used as an agricultural fertilizer with other uses in pharmaceuticals, ceramics, and water conditioners. The first potash development project in southwestern Manitoba, advanced by Potash and Agri Development Corporation of Manitoba and its equity partner Gambler First Nation, recently began pilot production.
Rare-earth elements (REEs)	REEs are an important material used in permanent magnets required for manufacturing 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.
Tungsten	Tungsten is an excellent conductor widely valued for its high density and ability to withstand high temperatures, making it a useful element in the production of EV batteries. Tungsten deposits are known to occur as a potential byproduct in high-grade gold deposits situated in northeastern Manitoba near Stull Lake.
Uranium	Uranium has high energy density and is an essential source of fuel for nuclear power plants and small modular reactors. Historically, uranium exploration has been focused in the Lac Brochet area. However, uranium potential has recently been identified for further exploration in areas east of the Town of Snow Lake.
Vanadium, Titanium and Magnesium	Vanadium, titanium, and magnesium are important elements in clean, renewable energy technologies. These are actively being explored in Manitoba, with vanadium and titanium activity in the Cross Lake area and magnesium exploration in south-central Manitoba.
Zinc	Zinc has applications in energy storage, concentrating solar power, hydro and wind power, and other clean energy technologies. Zinc is considered a primary commodity alongside copper at a number of exploration sites in Manitoba and is currently produced at Hudbay Minerals’ Lalor Mine near Snow Lake.
Other known critical mineral occurrences	Antimony, bismuth, fluorspar, gallium, germanium, helium, molybdenum, niobium, and the REE scandium are all on Canada’s critical minerals list and have been found in Manitoba. Arsenic, beryllium, and rubidium, which are critical minerals identified by the U.S., also occur in the province.

Other High-Priority Commodities in Manitoba

In addition to our substantial reserve of critical minerals, Manitoba is endowed with a rich array of commodities that hold strategic importance including gold, diamonds, silver, oil and gas, aggregates, concrete, and gypsum. These commodities remain a key priority for Manitoba due to their strong potential to bring significant economic opportunities and new avenues of growth and development to the province.

Along with focusing on the development of critical minerals, the Manitoba government will actively pursue economic opportunities associated with these commodities, placing significant emphasis on harnessing investment opportunities and facilitating exploration, mining, and production activities.



Photo courtesy of Potash and Agri-Development Corporation of Manitoba.

The Future of Critical Mineral Development in Manitoba

Building on our competitive advantages and rich critical mineral resources, Manitoba is prioritizing new investment, exploration, and processing opportunities that will stimulate economic growth and diversify our economy.

The **Manitoba Critical Minerals Strategy** will focus our efforts as we harness the tremendous untapped potential for wealth and job creation using a socially and environmentally responsible approach to mineral exploration and mining.

The strategy will also advance integrated supply chains within Manitoba to develop a robust, sustainable ecosystem for the extraction, processing, and distribution of critical minerals that will contribute to global supply and security for Canada and its trading partners.

The strategy also reaffirms the Manitoba government's continued commitment to respectful, transparent engagements and Crown-Indigenous consultations that consider Indigenous rights and values and mitigate barriers to growth and meaningful participation throughout the sector.



Photo courtesy of Foremost Lithium.



Photo courtesy of Manitoba Mineral Development Fund.



Photo courtesy of Leeuwin Metals.

Manitoba's Critical Mineral Priorities

Our Vision

To ensure Manitoba's minerals sector grows and prospers in ways that respect the land, natural resources, and people and establishes the province as a worldwide leader in critical mineral investment, exploration, production, and downstream activities.

Our Mission

Driving sustainable growth across the minerals sector through investment, partnerships, and workforce development to meet environmental, social, and economic needs.

The Manitoba Critical Minerals Strategy

The **Manitoba Critical Minerals Strategy** provides a roadmap for sector growth and the development of our mineral potential to build a stronger and more prosperous mining sector in Manitoba.

The strategy will guide important and ongoing collaborative efforts that will facilitate future growth of the sector and provide the increasing volume of critical minerals required to support the global demand for raw materials and the downstream production of energy transition technologies.

It is designed to evolve and strengthen through ongoing three-way dialogue between government, communities, and industry that will ensure continued alignment for all stakeholders and allow Manitoba to maintain a competitive ecosystem positioned to take advantage of shifting critical mineral demands over time.

The **Manitoba Critical Minerals Strategy** will create an environment that accelerates long-term sustainable economic development in critical minerals extraction, production, and processing in our province. The Manitoba government will facilitate the safe and responsible exploration and development of critical mineral resources while increasing economic opportunities for Indigenous Peoples, mitigating environmental risks, and protecting public safety.

A collective effort to advance significant and meaningful opportunities for working together will help to ensure that Manitoba is a place where businesses in the mining and critical minerals sector can continue their successful growth, and where enhanced relationships and partnerships lead to stronger environmental, social, and economic benefits.



Strategic Priorities

The **Manitoba Critical Minerals Strategy** establishes six strategic pillars essential to realizing Manitoba’s mineral sector potential.

These pillars were selected and shaped by input and feedback received through engagements with industry associations, First Nation governments and Indigenous representative organizations, academic institutions, and companies conducting mineral exploration and development in Manitoba.

The six pillars are:



The following guiding principles underpin the strategic actions identified within each of the pillars:

Foster robust and transparent government, industry, and Indigenous collaboration

Develop Manitoba’s critical and strategic minerals sector in partnership with Indigenous governments and representative organizations, local communities, governments, and industry. Continuous dialogue starting at the earliest stages will foster understanding and cooperation, advance opportunities based on trust, and build approaches tailored to local context.

Maintain a highly competitive and supportive business environment for exploration, mining, processing, and manufacturing of critical minerals

Bolster provincial supports for upstream and downstream activities that build capacity and provide a competitive business environment across value chains, from mineral exploration to processing and manufacturing. A focus on innovative and streamlined processes will attract investment, support partnerships, advance projects, and help companies and communities in Manitoba continue to grow and thrive.

Promote Manitoba as a destination of choice for investors and consumers focused on sustainable environmental, social, and governance practices

Promote responsible environmental, social, and governance (ESG) practices of the sector to raise the profile and attractiveness of Manitoba’s mineral sector and encourage responsible ESG practices throughout the value chain. We will pursue collaboration, partnerships, and education to increase sustainability and create positive outcomes for consumers, the public, and the environment.



Our Pathway to Success

Measuring our progress and success will ensure accountability and help guide continued progress towards implementation of our strategic actions.

Manitoba has identified six overarching strategic measures that focus on foundational areas for continued growth of the minerals sector:

Increase global awareness and recognition of Manitoba's minerals sector

Increase the quality of sector partnerships and relationships

Increase access to competitive data

Increase permitting approvals within a competitive timeframe

Increase exploration and development investment

Increase sector skills development and employment

Additionally, the Manitoba government will be tracking success to inform future enhancements to the strategy, including new actions and investments to improve our competitiveness, increase Indigenous involvement, advance exploration and development opportunities, create high-quality jobs for Manitobans, and enhance Manitoba's global reputation as a top destination for mining and mineral development.



Photo courtesy of New Age Metals.

Pillar 1: Global Awareness of Manitoba's Competitive Advantages

Manitoba has significant critical mineral opportunities, with the quality of our geology putting us among the top mining jurisdictions in Canada.

We are working strategically to increase investor awareness of Manitoba's geological potential and competitive advantages that make our province an investment location of choice. Benefits of investing and working in Manitoba include our low cost of doing business, a supportive tax and policy environment, and government commitment to maintaining and enhancing our competitive environment.

Additionally, we are focused on raising awareness among Manitobans about the important role mineral exploration and development will play in our future economic growth, as well as promoting the benefits of careers in the sector to ensure we have the future workforce talent the industry needs.



Photo courtesy of Quantum Minerals Corp.

Key Actions Underway

Competitive Ecosystem of Investment Supports

The Manitoba government is ensuring our province is recognized as a competitive place to do business through a suite of supportive incentives and tax measures that encourage mineral exploration and development.

Easy Access to Digital and Business Services

Manitoba is developing a modernized and innovative digital presence to enhance awareness of provincial mineral activity, processes, Internet-based tools, and our suite of mineral exploration and development incentive programs and tax credits.

Recognizing that pathfinding services are pivotal for companies looking to invest or expand, Manitoba has established new Business Navigation Services and Business Development Services units to provide wrap-around client-centred services.

Our business support units provide a concierge service and work across government departments, industry partners, and other levels of government to connect businesses with relevant programs, proactively pursue investment leads, and promote Manitoba's competitive advantages to global investors.

What We Heard

- Increase investor confidence by marketing Manitoba's geological potential, advantages, and environmental practices.
- Strengthen Manitoba's profile and brand as a mineral-friendly jurisdiction to help exploration companies raise funds.
- Increase public interest and support for mineral development by promoting its economic importance, particularly to the northern economy.
- Provide government support by taking an active role in building awareness with investors.
- Enhancing the flow of information with Industry and Indigenous communities is an important driver for growth.

Promote Manitoba's Advantages and Opportunities

The province is actively promoting Manitoba's geological and business advantages to attract investment and build domestic and global awareness. This includes participating at trade shows and conferences, launching targeted trade collaborations through strategic delegations with critical mineral and business development expertise, and working with our industry and economic development partners to promote the Manitoba advantage across Canada and the world.

In collaboration with the **Mining Association of Manitoba Inc.**, we are working to produce and deliver a public education and marketing campaign that will communicate the tremendous potential for Manitoba to support increasing global demand for minerals by provincial, national, and global audiences. The campaign will help spur community initiatives and partnerships to boost sustainable economic growth and prosperity by communicating the opportunity for business engagement and jobs and will enhance the profile of Manitoba's mining sector.



Manitoba's Mining and Exploration Incentives

Manitoba Mineral Development Fund: Provides up to \$300,000 for northern economic development and mining projects that advance exploration, create Indigenous partnerships, increase mineral supply chains, and stimulate investment in Manitoba.

Assessment Credit Doubling Program: Supports companies and prospectors by doubling their real exploration expenditures as equivalent assessment work credits required to maintain their tenure in good standing.

Manitoba Mineral Exploration Tax Credit: Supports Manitobans who invest in flow-through shares of a qualifying Manitoba-based exploration project with a tax credit equal to 30% of qualifying investments.

Progressive Mining Tax Rate: Supports mining companies with a tax applied at graduated rates based on profit.

Tax Holiday for New Mines: Supports qualifying mine operators by deferring mining tax until their profits for mining tax purposes equal their capital outlays in operating the new mine.

Off-Site Exploration Allowance: Supports mining companies that increase their exploration activities in search of new mines in Manitoba with a deduction equal to 150% of exploration expenditures.

Fuel Tax Reduction: Provides a motive fuel tax exemption on diesel fuel for use exclusively off-road for mineral exploration and in off-highway mining activities for the transportation of ore from a Manitoba mine to a Manitoba processing centre, and for mining ore recovery equipment.

Sales Tax Reduction: Exempts provincial sales tax from electricity used for mining and manufacturing activities, geophysical survey and exploration equipment, and prototype equipment used to research and develop new mining technologies.

Next Steps

Partner with the Government of Canada to Leverage Federal Funds and Advocate on Behalf of Manitoba's Minerals Sector

The Government of Canada recently launched a Critical Minerals Strategy to increase the supply of responsibly sourced critical minerals and to grow domestic and global value chains with a commitment of \$1.5 billion for critical minerals projects under the Strategic Innovation Fund and \$1.5 billion for infrastructure supporting critical mineral value chains.

The Manitoba government will continue to engage and work collaboratively with the federal government to ensure our province's contributions to the sector are recognized and to identify opportunities that leverage federal funding to support private and provincial investments in critical mineral exploration and development companies.

Manitoba will also work with and advocate on behalf of our industry to streamline federal processes and approvals that help projects begin operations more quickly.

Indigenous Partnerships that Expand Sector Knowledge

To foster a better understanding of the sector, the Manitoba government will work in partnership with Indigenous governments and representative organizations to build informational tools about the mining cycle, local mineral potential, and the processes and benefits of mineral development. Our goal is to spur community initiatives, partnerships, and protocols that create stronger channels to share project information and create economic benefits.

Northern Mining Conference

To create stronger, collaborative conversations about northern economic development, the Manitoba government will provide support towards the delivery of an economic summit in northern Manitoba. The summit will bring together federal, provincial, municipal and First Nation governments, Indigenous representative organizations, and industry stakeholders to discuss best practices, opportunities for partnerships, and strategies for economic growth in the mining and minerals sector.

Key Partners:

Mining Association of Manitoba Inc.

Manitoba Prospectors and Developers Association

Manitoba-Saskatchewan Prospectors and Developers Association

Manitoba Chambers of Commerce

Communities Economic Development Fund

Northern Manitoba Sector Council

Manitoba Environmental Industries Association

Manitoba Construction Sector Council



Photo courtesy of CanAlaska Uranium Ltd.

Pillar 2: Advancing Indigenous Involvement in the Mineral Economy

As laid out in The Path to Reconciliation Act, Manitoba is committed to advancing reconciliation and will be guided by the calls to action of the Truth and Reconciliation Commission and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples.

For Indigenous governments interested in mineral sector opportunities, mineral development, and associated downstream activities can generate many economic benefits. This includes employment, contracting and business opportunities, equity participation in projects, community infrastructure development, and revenue sharing, which the Manitoba government aspires to explore further in collaboration with Indigenous governments.

To advance reconciliation, both government and industry need to incorporate principles of respect, engagement, understanding, and action. Indigenous governments must be engaged as true partners with meaningful input in shaping and participating in projects. This involves early and continuous engagement and collaboration with Indigenous governments that considers aspirations, needs, and current barriers to participation.

Manitoba will continue to encourage companies pursuing mineral exploration and development to advance positive working relationships with Indigenous governments. This includes engagement at the earliest onset of projects in order to discuss proposed activities, gather information on community interests and concerns, and dialogue on suggested measures that could address any concerns raised.

Strengthening collaboration and engagement helps establish and maintain respectful relationships, build trust, and create a more equitable and inclusive minerals sector in Manitoba. The Manitoba government recognizes that building stronger relationships with Indigenous governments requires an investment of time and resources. Opportunities for relationship-building and inclusion are expanding, providing greater opportunity for three-way collaboration between industry, Indigenous governments, and the Manitoba government.



Photo courtesy of Potash and Agri-Development Corporation of Manitoba.

Key Actions Underway

Access to Indigenous Entrepreneurial and Business Supports

The Manitoba government offers programming that supports the development and growth of Indigenous-owned businesses providing services to the mining sector and supporting the advancement of critical mineral activities.

The **First Peoples Economic Growth Fund**, a partnership in collaboration with the Assembly of Manitoba Chiefs, offers business development and non-traditional lending options to the Manitoba First Nation business community.

The Manitoba government is also collaborating with the Manitoba Métis Federation to provide a sustainable mechanism offering access to capital for Métis entrepreneurs.

The **Communities Economic Development Fund's Business Loan Program** provides a reliable source of capital to support northern economic business development and expansion.

First Nation-specific Mineral Protocols

The Manitoba government is committed to improving relationships, fulfilling obligations to consult with Indigenous governments, and enhancing economic opportunities and participation in resource development in the province, including providing clarity and certainty on the mineral development process.

Manitoba's Mineral Development Protocol Template is not imposed on First Nation governments, but offers a starting point for respectful discussions and includes a process guide and matrix for Crown-Indigenous consultation. Manitoba encourages its use in discussions with First Nation governments as a way to facilitate a mutually agreed upon consultation process for all phases of mineral development cycle, from grassroots exploration to mine development.

Mineral Development Protocols are agreements between Manitoba and First Nation governments that define how Crown-Indigenous consultations will occur throughout all phases of the mineral development process. These agreements help create certainty to advance projects in a timely way and ensure First Nations can be actively involved in all phases of development projects within their traditional territory.

Provincial funding is available to support First Nations in the development and implementation of mineral protocol agreements.

What We Heard

- Increasing Indigenous participation as true partners is one of the top opportunities to grow the sector.
- Emphasis on creating real revenue streams and benefits for communities.
- Priority for projects to ensure environmental protection.
- Open government communication and transparency will help build trust.
- Building capacity and ability to engage on projects can advance economic opportunities related to mineral activity.
- Increased understanding of mining processes can support increased project participation and the ability to seize opportunities.
- Indigenous People face barriers to employment in the mineral sector, including education, wrap-around supports and adjusting to life in a mining camp.
- Individuals engaging or consulting with Indigenous communities should undergo cultural competency training.



Photo courtesy of University College of the North.

Build Partnerships and Indigenous-led Exploration Projects

In 2019, Manitoba committed \$20 million to establish the **Manitoba Mineral Development Fund** (MMDF) to jump-start mineral and economic development initiatives throughout the province with up to \$300,000 in project grant funding.

In 2022, Manitoba announced a provision to distribute \$10 million over the next three years to support northern economic growth through private sector investment, Indigenous and community partnerships, skills development, and job creation.

Recent enhancements to the MMDF’s guidelines focus on streamlining applications and expanding grant funding to increase responsible mineral exploration, strengthening Manitoba’s mining supply chain and building additional partnerships and Indigenous-led projects that advance shared goals, promote economic reconciliation, and create long-term growth and prosperity.



Photo courtesy of Manitoba Mineral Development Fund.

Next Steps

Advance a Collaborative Government-to-Government Forum

Continued communication is essential to building and maintaining relationships. As a good practice in community engagement and readiness, a formal collaborative mechanism is necessary to develop a better understanding of the barriers to Indigenous involvement in the mineral resource sector, collaborate on opportunities to help address barriers, and ensure full participation in the mineral industry.

The Manitoba government will establish a Mining Advisory Leadership Table to strengthen government-to-government relations, share industry and project information, and explore options for mineral resource revenue sharing together.

Dedicated Resources to Support Mineral Project Participation

In recognition of the importance of Indigenous knowledge and perspectives in projects that impact the land and water, Manitoba will establish a sustainable resource development fund to enhance Indigenous involvement in mineral development projects related to impact mitigation planning and accommodation measures.

Responsive Supports to Build Capacity

To support meaningful Indigenous participation in early project engagement discussions with industry, the Manitoba government will establish an Indigenous capacity building fund. The fund will support Indigenous governments’ efforts to develop and strengthen internal capacity and resources needed to meaningfully engage with industry and participate in early mineral cycle discussions and activity. Depending on the needs of a community, activities eligible for funding may include support for staffing, engagement, meetings, or technical advisors and expertise.

Realize Manitoba’s Potential with Strategic Partnerships

The Manitoba government will coordinate with the Government of Canada, Indigenous governments, and industry stakeholders on the federally-led Manitoba Indigenous Critical Minerals Partnership Initiative, which supports projects focused on capacity building, workforce development, and business development and entrepreneurship related to minerals development over the next three years.

Pillar 3: High-Quality Geoscience Information



Access to free geoscience information is essential to exploration and the starting point for the development of critical mineral value chains. Geoscience information helps proponents identify the areas of highest mineral potential to decrease exploration and development costs.

Exploration companies use publicly available geoscience information to determine where to undertake field work and drilling. As these activities are expensive and carry considerable financial risk, detailed and reliable information is a key factor for companies in deciding where to invest their resources.

Jurisdictions with accessible, high-quality data are better positioned to attract investment by providing prospective investors with data-supported analysis that identifies areas with high mineral potential. Access to geoscience information also helps governments make informed decisions about land use planning and helps communities understand and plan for potential development opportunities. Many parts of Manitoba have potential to significantly enhance mineral exploration and development through increased provision of geoscience information.

Enhancing provincial geoscience capacity broadens Manitoba's ability to continuously provide modern data and resources to the public, industry professionals, and potential investors. This will raise awareness of Manitoba's mineral resources, attract new exploration and investment, transition projects into advanced stages of development, increase mineral-related job creation, and develop Manitoba's economy.



Key Actions Underway

Use Geoscience Data to Unlock Better Services

The **Manitoba Geological Survey** (MGS) provides free geological information to support exploration activity such as interactive maps, activity trackers, and reports. It also maintains provincial Drillcore Libraries that provide archival data from exploration companies and MGS drilling programs since the early 1960s.

The MGS has used its data and analytical capacity to support industry decision-making for years and is exploring new approaches that government and industry can use to work together to unlock new insights in provincial data and achieve shared goals.

Revitalize Manitoba's Geoscience Capacity

The Manitoba government is investing in geological resources and staffing with the particular expertise to conduct new geophysical surveys and mapping initiatives targeting remote or under-explored areas of Manitoba with high-potential for critical minerals.

What We Heard

- Access to geoscience information is an important factor in attracting exploration and investment.
- Opportunity to enhance the coverage and detail of Manitoba's available geoscience information.
- Website improvements will make it easier to navigate and find sector information.
- Opportunity to support research on techniques for collecting data and improving public access to data.
- Support and resources are needed to improve the competitiveness of the Manitoba Geological Survey with other jurisdictions.



innovative tools will ensure Manitoba delivers competitive data resources that attract investment and exploration to the province.

The MGS will also introduce new unmanned aerial vehicles to rapidly generate precise imagery and high resolution data collection to increase the efficiency and quality of their data.

Collaboration to Leverage Federal Data

To leverage resources at the national level, the Manitoba government is working with the federal government to access public geoscience resources and funds that support further identification and assessment of critical mineral deposits in Manitoba.

Next Steps

Invest in Data Delivery Efficiencies

The Manitoba government will enhance access to the province's extensive collection of geological and mineral research, maps, and publications within our Resource Centre holdings, which will provide more effective critical mineral exploration targeting.

To increase accessibility of valuable geoscience data, the Manitoba government will adopt innovative information management and software systems that facilitate improved map-based searching and extraction of data, the development of new geoscientific-specific databases, and the digitization of publically available geoscience data and inventories. These

Support Manitoba's Research Ecosystem

Collaboration with research and educational institutes is fundamental in advancing geoscience and the understanding of mineral deposits. **The Manitoba Research and Development Tax Credit** supports research and experimental development with a tax credit equal to 15 per cent of eligible expenditures and is fully refundable for research and development under an eligible contract with a qualifying research institute.

Through **Research Manitoba**, the Manitoba government supports and coordinates natural science research programs and partnerships with the research community, post-secondary institutions, and industry to grow Manitoba's research ecosystem, talent development, and global competitiveness.

The province's post-secondary institutions have the knowledge and expertise to conduct geoscience work that adds to Manitoba's public geological knowledgebase. The Manitoba government will establish a geoscience fund dedicated to supporting this work.

Innovative Methods for Critical Mineral Procurement

As the MGS is enhanced through the acquisition of new geological expertise and resources, provincial geologists will work with industry to explore opportunities for the co-generation of minerals that enhance Manitoba's ability to support global critical resource demands. One example is the potential for lithium recovery from Manitoba's oil well sources.

Pillar 4: Streamlined Regulatory and Permitting Processes

A streamlined regulatory environment is one of the top factors influencing investor interest. Manitoba has an opportunity to significantly enhance our competitiveness in this area without negatively impacting our high environmental and social standards.

Manitoba is open for business and committed to fostering a competitive permitting environment to ensure we are positioned to seize opportunities in critical minerals and other emerging strategic resource sectors. As the mineral exploration sector is capital intensive, we are committed to ensuring that companies can take full advantage of opportunities to raise funds by maintaining competitiveness with other Canadian jurisdictions in the timely issuance of exploration permits and approvals.

Reducing the time, enhancing the transparency, and simplifying the process of mineral-related permit and licensing applications in Manitoba will improve clarity and strengthen the business case for investment in Manitoba. Reducing the time to bring projects online has particular urgency for Manitoba’s critical mineral developers as global demand for resources such as battery metals is quickly increasing. The ability to bring projects to the production phase quickly will allow Manitoba to capitalize on opportunities to supply critical commodities.

Meaningful, two-way dialogue with Indigenous governments is a critical part of achieving this objective. Ongoing engagement with Indigenous governments will help identify concerns or barriers related to future procedural enhancements.



Photo courtesy of University College of the North.

Key Actions Underway

Investments in Staffing and System Enhancements

To capitalize on mineral sector growth opportunities, the Manitoba government recently invested \$5 million to improve mineral exploration and mining systems. Part of this investment is going towards increasing the number of staff supporting mining application processes by 50 per cent to streamline and expedite approvals.

The Manitoba government also established a new Permitting Office as a single point of contact to provide proponents with dedicated navigation, coordination between departments,

and issue escalation support for all mineral permit, licensing, and tenure needs.

Manitoba’s Permitting Office is currently conducting a detailed review to identify opportunities for streamlining the provincial mining, permitting, and licensing processes to create certainty for investors, reduce bottlenecks, and support new or expanding mining investigations in the province.



What We Heard

- Streamlined regulatory and permitting processes are important for driving future investment attraction and growth.
- Barriers include lack of clarity, long timelines, and lack of proactive communication and coordination by government.
- Higher staffing levels with specialized knowledge provide an opportunity to support improvements and help stakeholders understand and follow what is required by government.
- A designated contact for managing permit application and coordination would provide significant assistance.
- Opportunities to create enhancements by reviewing current processes and track bottlenecks.
- Reduce duplication between federal and provincial processes to advance growth.

Improved Alignment with Government of Canada Processes

To capitalize on regional priorities and ensure alignment of provincial and federal resources, timelines, and regulatory approaches, the Manitoba government is collaborating with the Government of Canada to identify opportunities to reduce duplication, improve procedural certainty, and shorten project assessment timelines.

Manitoba will continue to collaborate on Regional Energy and Resource Tables with the federal government to identify, prioritize, and pursue opportunities for sustainable job creation and economic growth in the resource sector, which include critical minerals and clean fuels.

Meaningful Engagement and Consultation

The Manitoba government is committed to conducting meaningful engagements and fulfilling our duty to consult with First Nation, Inuit, and Métis governments when a proposed undertaking may have an impact on that community.

Next Steps

Clear Permitting Access and Procedures

The Manitoba government will introduce an enhanced permitting system that is simpler, more efficient, and uses a competitive service standard timeline. These procedural enhancements will provide a high level of visibility to applicants about the status and timing of permitting approvals.

The development of modernized mineral exploration guidelines as a supportive navigation tool for industry stakeholders and future investors will further ensure transparency and clarity. The guidelines will highlight industry best practices, include a detailed map of the permitting process, and provide clear and concise guidance on permitting and regulatory procedures, timelines, and requirements for mineral exploration and development in the province.

Critical Mineral Tax Incentive Alignment

The Government of Canada recently passed amendments to the federal Income Tax Act and Income Tax Regulations to establish a new Critical Mineral Exploration Tax Credit that provides an enhanced credit for exploration expenses related to certain critical minerals such as nickel, copper, and lithium.

Due to the wording of the federal amendments and the manner in which Manitoba's legislation references the federal legislation, amendments to Manitoba's Income Tax Act are required to ensure that the Manitoba Mineral Exploration Tax Credit continues to apply to these critical minerals.

These amendments will be made at the earliest opportunity and will be retroactive to ensure there is no impact on eligibility for the Manitoba Mineral Exploration Tax Credit related to eligible critical minerals exploration expenses.

Opportunities for Digital Claim Staking

The introduction of a digital map claim staking system to replace physical ground staking is an opportunity to streamline Manitoba's mining claim acquisition process, integrate other online resources to reduce conflict, and support the shared use of the land. The Manitoba government will explore the requirements and regulatory considerations related to adopting such a system and analyze its potential to provide enhanced tenure services in Manitoba.

Pillar 5: A Supportive Ecosystem of Value-Added Activities

Critical minerals play a crucial role supporting additional investments along the value chain. Greater economic security is achieved when each step of a critical and strategic mineral value chain is established domestically or by international economic partners.

The economic benefits and resilience of mineral development in Manitoba are enhanced when more elements of the value chain take place within the province. Therefore, we will develop an integrated value chain using critical minerals produced in our province.

Building out value chains also helps support manufacturing activities and presents an opportunity for Manitoba to combine our rich mineral resources with our established manufacturing sector to drive investment.

Notably, Manitoba has all six minerals identified by the Canadian government as having the greatest opportunity to create economic growth by developing activities along the value chain, much of which could take place in Manitoba.



Key Actions Underway

Attracting Value-added Investment to Our Critical Mineral Centres

Manitoba's strategically connected transportation network extending into the northern reaches of the province presents an opportunity to attract additional investment along the value chain for local processing and manufacturing in critical mineral hubs in Thompson, Flin Flon, Snow Lake, Lynn Lake, and Lac du Bonnet.

Manitoba's affordable and reliable supply of clean electricity is essential to value-added activities and continued collaboration with Manitoba Hydro will ensure mining centres have the distribution capacity needed to attract and service future investments.

Manitoba has developed incentives to support value-added business investments. These include:

- The **Manitoba Manufacturing Investment Tax Credit** that provides an eight per cent tax credit on purchases of new or used buildings and equipment for first-time use in manufacturing or processing in Manitoba.
- The **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**.
- The **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.
- The **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.

What We Heard

- Smelting and refining capacity has closed in recent years.
- Increasing value-added activities will bring economic growth and prosperity.
- Potential opportunities for downstream development around lithium and silica.

Business Concierge Services and Connections

Led by the Business Development Services and Business Navigation Services units, the Manitoba government is facilitating industry-community-business-trade connections that strengthen Manitoba's critical mineral supply chain.

These units are also working with other departments, all levels of government, and industry partners to identify and promote local workforce, business services, and available industrial sites to support future critical mineral processing and manufacturing opportunities.

A Dedicated Economic Development Board

Manitoba has established an Economic Development Board focused on fostering strong economic growth, attracting investment, promoting trade, and creating high-quality jobs for Manitobans.

The Economic Development Board coordinates the flow of information and the mobilization of resources and support across departments to modernize government policies, regulations, programs, and services to spur economic growth and speed up investment.

Next Steps

Partnerships that Leverage Government of Canada Infrastructure Funds

The Manitoba government will collaborate with industry to leverage the \$1.5 billion in federal Strategic Innovation Fund funding for critical minerals projects to invest in developing new or repurposed processing facilities and downstream manufacturing activities that build and support effective critical mineral value chains in the province.

The province will also work with the Government of Canada to ensure that federal funds committed for developing critical mineral infrastructure address infrastructure gaps in northern Manitoba that can support value-added and manufacturing activity.

Dedicated Incentives to Support Value-added Processing

The Manitoba government will develop new supports that attract and further incentivize investment in value-added processing and manufacturing of critical and strategic minerals in the province.



Photo courtesy of Manitoba Mineral Development Fund.

Pillar 6: Targeted Training and Skills Development Pathways

As Manitoba prepares to bring new mines and value-added production into operation, a modern, skilled workforce is critical to success. Enhancing capacity to provide local training and skills development to build our economy and attract investment will meet that need.

A highly skilled workforce requires world-class educational institutions, work-integrated learning opportunities, and collaborative educational partnerships that respond to the talent needs of industry. Manitoba is well positioned to grow its training capacity with four universities, three public colleges, and a variety of vocational learning centres that provide students with the knowledge and skills required to compete in today's marketplace.

Manitoba's young, skilled, and diverse labour market is our competitive edge. Through the provincial **Skills, Talent and Knowledge Strategy**, action is underway to advance the economy through closer alignment between post-secondary institutions, immigration, training programs, and the needs of business.

The need to grow the supply of skills is particularly significant for Northern Manitoba, where unemployment is relatively high and Indigenous governments have identified that training local residents for employment in future developments is a key priority across all stages of the mining cycle.

The growing Indigenous population in Manitoba and the proximity of First Nations to many mineral development projects provide an opportunity to increase Indigenous participation in the sector and enhance Manitoba's ability to offer a prepared and skilled labour force as the sector grows.

In addition to strengthening training and talent to support a highly skilled industry workforce in the province, Manitoba is focused on public sector training and knowledge-building. We are committed to ensuring that public servants enhance their knowledge and understanding of the history of Indigenous Peoples and implement learnings through their work that advance reconciliation. For staff within the Resource Development Division, additional learning activities will focus on building industry-specific knowledge and enhancing understanding of mineral exploration and development cycles and activities.



Photo courtesy of University College of the North.

What We Heard

- Lack of skilled people in certain areas due to workers leaving the sector or retiring.
- Skills development as more mines move into development would enhance competitiveness and reduce reliance on fly-in workers.
- Training pathways are available, but have a relatively high cost.
- Can be difficult to schedule training to place workers into jobs following graduation.
- Supporting established institutions will help build capacity, resources and enhanced programming.
- Governments can be more active engaging communities on career paths and providing wrap-around supports.
- Government, industry and academia can collaborate to ensure industry's skills needs are met.
- Strengthening the quality of K-12 education, particularly in the north, with early education mining and mineral courses and information on career pathways to attract future workers.

Key Actions Underway

Workforce Development

The Manitoba government continues to strengthen employer access to employee training, skills development, and human resource planning through our existing workforce development programs, including:

- The **Industry Expansion Program** that supports companies locating new operations in Manitoba or expanding existing Manitoba operations by contributing to their investment in employee skills training.
- The **Canada-Manitoba Job Grant** that provides companies with up to \$100,000 to support training of new and existing employees.

- The **Sector Council Program** that delivers workforce development training to sectors including those focused on natural resources, construction and manufacturing. The Manitoba government recently increased funding for the Sector Council Program to provide a historic \$40.4 million over four years.
- The **Workforce Development Program** that assists companies in assessing human resource needs and implementing workforce training and development plans.

Attract Skilled International Workers

In partnership with The Communities Economic Development Fund and the federal government, the Manitoba government is exploring opportunities to attract new talent and secure foreign workers as a secondary means of supporting the sector's future labour demands.

Strengthening Industry Understanding and Reconciliation Knowledge

The Manitoba government provides staff with numerous opportunities to develop industry-specific knowledge and reconciliation training.

Acting in the spirit of the Truth and Reconciliation Commission's Calls to Action 57, staff can access no-cost training to deepen their knowledge and understanding of the history of Indigenous Peoples in Manitoba and across Canada.

Ensuring that staff within the Resource Development Division are knowledgeable of mineral exploration and development cycles and business operations is a key aspect to supporting ongoing permitting and policy evaluation and enhancements. The Manitoba government is committed to the ongoing delivery of industry-specific workshops and information-sharing sessions that strengthen employee understanding of the sector and its technical processes.



Next Steps

Enhance Early Sector Knowledge and Advanced Education Supports

Manitoba will increase sector interest among K-12 students by strengthening early education about mining and minerals and improving sector awareness at career and job fairs. This will be further supported through the establishment of a post-secondary geoscience scholarship and an Indigenous-specific scholarship to support participation in mining-related training.

Preparing the Workers of Tomorrow

The Manitoba government will facilitate opportunities for industry to partner with post-secondary institutions and other training organizations to encourage enrollment in mining curriculum, skilled trades, and training programs by developing and offering free, online learning programs. These will educate the public and future workers on the general mining cycle, operations, safety guidelines, mine-safety training, available jobs, training pathways, and overall opportunities in the mineral sector.

Responsive and Flexible In-Demand Training

The Manitoba government will work closely with industry to develop comprehensive workforce data on the current and

forecasted state of labour demands and skills required. Working with the University College of the North on its Northern Manitoba Labour Force Development Strategy, responsive and flexible in-demand training pathways will be developed to reduce participation barriers and build a pipeline of skilled workers in the north.

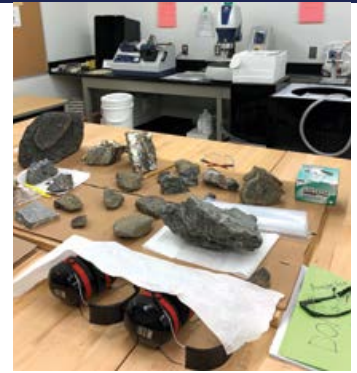


Photo courtesy of the Manitoba Mineral Development Fund.

Manitoba will also work in conjunction with industry and post-secondary partners exploring innovative pathways to build in-demand skills that help businesses fill gaps in their workforce. This includes opportunities to develop and deliver new mineral sector learning programs through new co-operative, certificate, or micro-credential programming.

Strengthen Workforce Readiness and Development with Strategic Partnerships

The Manitoba government will coordinate and collaborate with the Government of Canada, Indigenous governments and representative organizations, and industry stakeholders on the Manitoba Indigenous Critical Minerals Partnership Initiative. This federally-led initiative aims to advance targeted training and workforce development opportunities that strengthen community readiness and educational opportunities, increase participation, and enhance local training initiatives at established campuses and employment centres in northern communities.



Photo courtesy of University College of the North.

Looking Forward

The **Manitoba Critical Minerals Strategy** will continue to evolve and introduce new priorities and initiatives to ensure Manitoba is positioned to support expanding global market demands.

Actions and targeted investments in the coming years will ensure we capitalize on our responsibly-sourced critical mineral resources and take advantage of new investment, exploration, and processing opportunities that will grow and diversify Manitoba's economy.

A subsequent component of this strategy is the development of a **Manitoba Minerals Action Plan**, which will be informed through the Manitoba government's broader engagement with industry stakeholders and Indigenous governments. The intent of the action plan is to focus on specific and time-bound actions that government will take to implement the strategy with clear indicators to monitor and evaluate progress and success. The action plan will be released in spring 2024.

The action plan will be updated regularly to reflect work completed and provide clarity on next steps and how strategic objectives will be met.

Manitoba will ensure this strategy remains relevant and responsive to market changes and sector needs by establishing a structured engagement mechanism that brings partners together to annually track, review, and evolve the strategy as needed. Ongoing engagement with industry stakeholders and Indigenous governments will strengthen everyone's ability to plan for and take advantage of emerging opportunities to position Manitoba as a top jurisdiction for mining and mineral development.





Invest Manitoba Open for Business

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To learn more about Manitoba's competitive advantages and business supports,
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InvestManitoba.ca

Information and tools that support the exploration and mining of critical and strategic mineral in
Manitoba can be found at manitoba.ca/mines

Further details on Manitoba's critical mineral commodities, including maps and reports, can be found
at manitoba.ca/iem/geo/