

Innovative Digital Training: Tailored for Indigenous, Focused on Potash

Digital Transformation in Potash Mining: Cowessess Edition is an example of true collaborative success between Indigenous and non-Indigenous organizations. Through open discussions and diverse perspectives, this inaugural course was developed to be specific and relevant to Cowessess First Nation and other First Nations in the Qu'Appelle Valley. From the initial concept to the pilot project and beyond, the Digital Transformation program was created through careful thought, dialogue, and mutual respect, in the spirit of reconciliation and in alignment with Truth and Reconciliation Call to Action #92, Economic Reconciliation.

The 10-week pilot resulted in nine Indigenous graduates, four of which have acquired mine-specific jobs as of the time of this writing. The three female and six male students built confidence in themselves and their abilities relative to the potash mine workforce, establishing competencies that will lead to fulfilling careers. Throughout the journey from the initial planning to the graduation and follow through that helped student find jobs, there were many successes and just as many lessons learned for future iterations of the course. The funding provided by IMII set the stage to develop the foundation for the future of Digital Transformation in Potash Mining and reduced the lead time required for future course planning.



For future iterations, Morris Interactive intends to deliver both on and off-reserve courses to reach both on-reserve members and their urban kin. They plan to use the program's collaborative approach to align Digital Transformation with the varied culture of the Métis peoples, delivering community-specific courses in partnership with Métis communities and organizations.



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Key takeaways for improvement for future courses include extended lead time for recruitment and selection, enhanced course content, more meaningful industry presentations, and a coaching and mentoring program. Introduced to students at the beginning of the course, coaches and mentors will provide a holistic support network that will help students overcome any barriers they may face along their journey. In addition to providing support to students beyond graduation, the coaching and mentorship program will be a valuable resource for employing organizations, helping them create a respectful and inclusive workplace supportive of the realities faced by many Indigenous employees.

[About Digital Transformation — Morris Interactive](#)

[Digital Transformation in Potash Mining: Cowessess Edition - YouTube](#)



Proponent: Morris Interactive
Project Duration: July 2021 to April 2022
Project Cost: \$318,411
 IMII Contribution: \$287,411
 Morris Contribution: \$ 31,000



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Digital Transformation in Potash Mining for Young Indigenous People



Innovative training tailored to the needs of local indigenous communities adjacent to mine sites



Building foundational skills needed in a digitally automating mining industry



Focusing on core competencies needed for traditional and digitally automated careers in mining



Inclusive training for young indigenous women wanting to get into the mining industry



Holistic Indigenously focused approach to help build a culture of safety in the mining industry

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