



10 Entry-Level Mining Jobs Hiring Now in Canada

Your Free Guide to Breaking Into Underground Mining — No Experience Required

Canadian Underground Training
canadianundergroundtraining.com

Written by a real underground Shift Boss with 26+ years of experience

Why Mining? Why Now?

Canada's mining industry is facing the worst labour shortage in decades. Mines across Ontario, Saskatchewan, Quebec, and British Columbia can't fill positions fast enough. Unemployment in the mining sector sits at just **2.6%** — effectively zero.

What does that mean for you? **Mines are hiring people with no experience.** If you're willing to learn, show up on time, and work hard — there's a \$70,000+ job waiting for you underground.

This guide covers the 10 most common entry-level positions, what they pay, what you'll actually do, and where to find them.

1. Nipper (Underground Labourer)

Salary: \$60,000–\$85,000/yr

Experience: None

Where: Ontario, Quebec, Saskatchewan

The classic starting point. Every experienced miner you'll ever meet started here or in a role like it.

What you'll do:

- Move supplies and materials to active headings
- Clean up muck (broken rock) after blasting
- Help set up equipment for the mining crew
- Maintain work areas and keep headings organized

Why it's great: You'll learn the underground environment faster than any other role. You're with the mining crew every shift, watching and learning how everything works — drilling, blasting, ground support, mucking. Within 6–12 months, you can move up to operating equipment.

What employers want: A strong work ethic, willingness to learn, and a basic understanding of how an underground mine operates. That's it.

2. Service Crew / Utility Worker

Salary: \$60,000–\$90,000/yr

Experience: None

Where: All provinces

The backbone of every mine. Service crew keeps the entire operation running.

What you'll do:

- Maintain ventilation systems (ducting, fans, regulators)
- Install and repair water lines and compressed air lines

- Build and maintain rail track for ore cars
- Install ground support (screen, bolts, shotcrete)

Why it's great: You get exposed to *everything*. While miners focus on one heading, service crew moves throughout the entire mine. You'll understand the full operation within months — which makes you incredibly valuable when it's time to move up.

What employers want: Mechanical aptitude helps, but isn't required. If you've ever fixed anything with your hands, you'll do well here.

3. Haul Truck Driver (Underground)

Salary: \$70,000–\$100,000/yr

Experience: None (trained on-site)

Where: Ontario, Saskatchewan, Quebec, BC

If you can drive, you can learn to drive a haul truck. Underground trucks are different from surface — smaller, faster, narrow ramps in the dark. But companies will train you.

What you'll do:

- Haul ore from active headings to the ore pass or crusher
- Transport waste rock to backfill areas
- Conduct pre-trip inspections and report mechanical issues
- Follow strict traffic management protocols underground

Why it's great: High demand, solid pay, and a straightforward path to larger and more specialized equipment. Some of the highest-paid people underground are equipment operators — and haul truck is where most of them started.

What employers want: A clean driver's abstract and comfort operating heavy machinery. If you've driven anything bigger than a car — ATV, tractor, forklift — mention it.

4. Offsider (Operator's Assistant)

Salary: \$65,000–\$90,000/yr

Experience: None

Where: All underground operations

Think of this as an apprenticeship without the paperwork. You work directly alongside an experienced operator or tradesperson, learning their job by doing it with them.

What you'll do:

- Assist drill operators with setup, rod changes, and positioning
- Help bolter crews install ground support
- Support equipment maintenance and minor repairs
- Learn to read mine plans and survey markings

Why it's great: This is the fastest way to become an operator. You're literally being trained by the best people on site, shift after shift. Many offsidiers transition to solo equipment operation within 6–12 months.

What employers want: Eagerness to learn and the ability to follow instructions precisely. Underground, listening carefully can save your life.

5. Driller's Assistant (Diamond Drilling)

Salary: \$55,000–\$80,000/yr

Experience: None

Where: Ontario, Quebec, Sask, MB, BC, Territories

Diamond drilling is the exploration side of mining — drilling core samples to find new ore bodies. An incredible entry point with variety and travel.

What you'll do:

- Help the driller set up and break down the drill rig
- Handle drill rods, core tubes, and casing
- Organize and label core samples
- Maintain the drill site (pumps, water supply, equipment)

Why it's great: Exploration happens everywhere — remote bush camps, underground, on the surface. You'll travel across Canada and see parts of the country most people never will. Typically 2 weeks on / 2 weeks off.

What employers want: Physical fitness and willingness to work in remote locations. This is hard, hands-on work in tough conditions.

6. Crusher Operator

Salary: \$65,000–\$90,000/yr

Experience: None to minimal

Where: Ontario, Quebec

The crusher breaks large chunks of ore into smaller pieces for transport to surface. It's a critical bottleneck in the production cycle.

What you'll do:

- Monitor and operate the underground crusher
- Clear blockages and jams (grizzly work)
- Track ore tonnage and report production numbers
- Perform basic maintenance and housekeeping

Why it's great: It's a fixed-location role — you're not moving around the mine all shift. Good for people who prefer a consistent routine. Solid pay, and you develop a deep understanding of the production flow.

What employers want: Reliability. The crusher is the heartbeat of production. If it stops, everything stops. Show up on time, every time.

7. Shaft Crew / Cager

Salary: \$65,000–\$95,000/yr

Experience: None

Where: Sudbury, Timmins, Red Lake, N. Saskatchewan

The shaft is how people, equipment, and ore move between surface and underground. Shaft crew keeps this critical system running.

What you'll do:

- Operate the cage (underground elevator) to transport workers and materials
- Load and unload materials at shaft stations on each level
- Maintain shaft infrastructure — guides, timbers, services
- Communicate with the hoistroom using signal systems

Why it's great: You're central to the entire operation. Nothing moves without the shaft. Shaft experience is highly valued when applying for other positions.

What employers want: Strong communication skills and attention to detail. Shaft work involves coordinating with multiple levels simultaneously.

8. Raise Miner / Raise Crew Helper

Salary: \$70,000–\$100,000+/yr

Experience: None for helper roles

Where: Ontario, Quebec, Saskatchewan

Raise mining is specialized — excavating vertical or near-vertical openings between mine levels. The pay reflects the specialized nature of the work.

What you'll do:

- Assist experienced raise miners with drilling and blasting
- Set up work platforms and safety systems
- Handle materials and equipment in the raise
- Learn raise boring and Alimak climbing techniques

Why it's great: Raise miners are among the highest-paid underground workers. Starting as a helper gets you into a specialized crew with higher earning potential than general production roles.

What employers want: Comfort with heights and confined spaces. Physical fitness is essential — this is some of the most demanding work underground.

9. Underground Surveyor's Assistant

Salary: \$55,000–\$75,000/yr

Experience: None

Where: All underground mines

The survey department maps the mine — marking where to drill, where to blast, and making sure development stays on plan. The brain behind the operation.

What you'll do:

- Help the mine surveyor take measurements and mark headings
- Set up survey instruments (total stations, GPS)
- Paint survey lines and grade marks for miners and operators
- Record data and help maintain mine plans

Why it's great: If you're more technical than physical, this is your way in. Survey assistants who develop their skills can pursue formal certification and earn significantly more.

What employers want: Attention to detail and basic math comfort. No degree needed — just precision and willingness to learn.

10. Mine Rescue / Emergency Response Team (Trainee)

Salary: Base + \$5,000–\$15,000
bonus/yr

Experience: Some preferred, training
spots exist

Where: Every underground mine in
Canada

Every mine requires a trained emergency response team. There are trainee spots for newer workers — and it comes with bonus pay on top of your regular role.

What you'll do:

- Train in underground firefighting, first aid, and rescue procedures
- Learn to use self-contained breathing apparatus
- Participate in regular practice drills and competitions
- Respond to emergencies — fires, ground falls, medical events

Why it's great: Mine rescue is one of the most respected roles in the industry. It looks incredible on your resume and often fast-tracks you for supervisor roles. Plus the provincial and national competitions are genuinely exciting.

What employers want: Physical fitness, calm under pressure, and team mentality. Volunteering for rescue training shows the kind of character mines want to promote.

Where to Find These Jobs

Job boards:

- **Job Bank Canada** (jobbank.gc.ca) — Government job board, always current
- **Indeed Canada** (indeed.ca) — Search "underground mining" + your target province
- **Mining-specific boards** — InfoMine, MiHR (Mining Industry Human Resources Council)
- **Facebook Groups** — "Mining Jobs Canada," "Underground Mining Jobs," provincial groups

Go direct to major mining companies:

- Agnico Eagle (ON, QC, Nunavut)
- Vale (Sudbury, Manitoba)
- Nutrien (Saskatchewan)
- Teck Resources (BC)
- Hecla Mining (Quebec)
- Glencore / Sudbury INO (Ontario)
- Cameco (Saskatchewan)
- Newmont (Ontario)
- Alamos Gold (Ontario)
- Canadian Natural Resources

Pro tip: Many mines fill positions through word-of-mouth before they ever post publicly. Getting connected to people already in the industry is the single biggest advantage you can have.

The Hottest Provinces Right Now

- ☐ **Ontario** — The epicentre. Timmins, Sudbury, Red Lake, Thunder Bay, Kirkland Lake — Ontario's mining belt has the most underground operations in the country. Gold, nickel, copper, zinc.
- ☐ **Saskatchewan** — World-class uranium (Cameco) and potash (Nutrien/BHP) operations. Large, well-run operations with excellent training programs. Fly-in/fly-out from Saskatoon.
- ☐ **Quebec** — Abitibi gold belt, Plan Nord, James Bay lithium projects. Quebec is investing billions in critical minerals. French helps but isn't always required.
- ☐ **British Columbia** — Copper and gold operations expanding. New projects coming online mean new entry-level positions. Highland Valley, Copper Mountain, Brucejack.

What Happens Next?

You've got the list. You know the jobs exist. The question is: **what separates the people who get hired from the ones who don't?**

It's not experience — mines hire people with none.

It's **preparation.**

The candidates who walk into an interview understanding how a mine operates, who can name the equipment, who know what a development heading looks like — those are the ones who get the call back.

☐ **The Mining Career Course — \$497**

- How an underground mine works — the full production cycle
- Every entry-level role explained in detail
- Safety culture and what employers expect from Day 1
- Equipment and terminology — learn to talk the talk
- Resume building, applications, and interview preparation
- BONUS: Canadian Mining Industry Seminar
- Lifetime access to all materials

☐ **WorkReady Mentored Package — \$1,497**

- Everything in the course, PLUS:
- 1-on-1 mentoring calls with a Shift Boss
- Complete resume rewrite for mining
- Mock interview preparation
- Personalized job application strategy
- Insider hiring tips
- **Ongoing support until you land a job**

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