

Industrial Relations MIR Map

Applying to and Navigating Graduate Studies

GRAD MAP FOR MIR STUDENTS →

Why a MASTER of INDUSTRIAL RELATIONS?

Our one-year MIR program will prepare you to embark on an exciting career in the broad and dynamic field of Employment Relations. Whether you work in labour relations or human resource management, you will have a direct and positive impact on the productivity and quality of life in contemporary workplaces. Our reputation for an exceptional educational experience and unparalleled alumni network attracts new graduates as well as individuals with extensive work experience. Since it was established in 1983, the Queen's MIR has become the leading graduate degree in its field. More than 1,000 graduates have gone on to shape the world of work - contributing significantly to their workplaces in private and public sector organizations, both in Canada and abroad.

The MIR degree now also fast tracks you to an HRP A designation! The requirements necessary to write the HRP A Comprehensive Knowledge Exam (CKE 1 or CKE 2) can now be met with your Master of Industrial Relations degree.

Now, more than ever, is the time for you to apply to our Master's programs. Find out more today by accessing the relevant Program page for your best step forward in your career goals!



Why QUEEN'S?

Queen's University has a long-standing commitment to teaching and research in employment relations. With the world's best scholars, prize-winning professional development opportunities, excellent funding packages, and life in the affordable, historic waterfront city of Kingston, Queen's offers a first-class environment for graduate studies.

"The interdisciplinary nature of the Master of Industrial Relations Program, combined with its commitment to professional development, provided a challenging and exciting learning environment."

– Sarah D'Alton, MIR



Queen's
UNIVERSITY

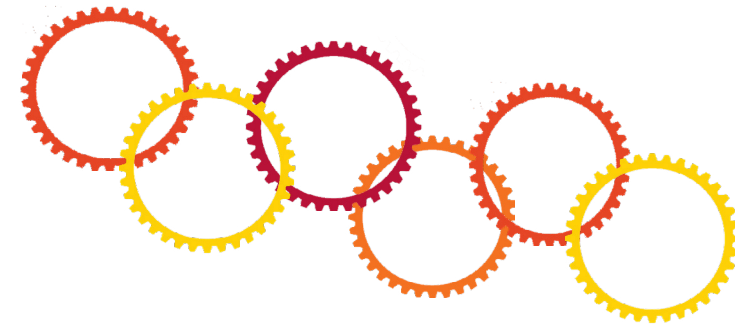
GRADUATE STUDIES AND
POSTDOCTORAL AFFAIRS

queensu.ca/grad-postdoc

2024-2025

Industrial Relations MIR Map

MASTER OF INDUSTRIAL RELATIONS (MIR)



TERM 1/FALL

TERM 2/WINTER

TERM 3/SUMMER

ACHIEVE YOUR ACADEMIC GOALS

- Take the first group of Core Courses to complete the degree requirements.
- Choose from a variety of electives in the form of courses or skills seminars, that focus on your area of interests.
- Connect with fellow students to build study groups.

- Continue with your Core and Elective courses. Fine tune your electives to reflect the focus of your intended career path.
- Look to the School of Graduate Studies and Postdoctoral Affairs (SGSPA) website for resources to help with academics.

- Take the final courses that will complete your degree requirements of 30 credits (24 core and 6 elective).
- Take advantage of any final elective offerings that will round out your knowledge and interests in the field.

BUILD SKILLS AND EXPERIENCE

- Consider serving on positions with the MIR Executive Committee, the SGPS, or look at the AMS Clubs Directory for more ideas.
- Continue with TA positions with the Fall term Employment Relations programs and/or consider applying for Winter term TA positions
- Consider becoming a Career Services Peer to other students.
- Check out professional development workshops from School of Graduate Studies and Postdoctoral Affairs professional development.

- Start keeping a portfolio of your skills, experiences, and competencies.
- Fine tune your resume in preparation for your job search.
- Make an appointment for Career Counselling
- Continue building your professional development with workshops with SGSPA, the CTL, and the QUIC.

- Practice articulating the skills you have been developing in settings outside the university, such as casual conversation, networking, and interviews at a Career Services workshop.
- Check out opportunities for extra training through CTL, School of Graduate Studies and Postdoctoral Affairs professional development, MITACS, or other sources to boost your skills.

ENGAGE WITH YOUR COMMUNITY

- Explore how you can connect with your community through experiential opportunities on- and off-campus.
- Consider volunteering with different community organizations, such as Dress for Success or KEYS job centre.
- Volunteer to attend Fall Preview and other informational sessions.

- Participate in your graduate and professional community through activities such as graduate student outreach programs or organizing conferences.
- Prepare for work or studies in a multi-cultural environment by taking the Intercultural Awareness Training Certificate hosted by QUIC and Four Directions.

- Do some targeted networking with people working in careers of interest, through QueensConnects on LinkedIn, the Queen's Alumni Association, professional associations, and at conferences. Get help from a Career Services workshop.
- Consider joining professional associations like the Human Resources Professionals Association of Ontario (HRPA Ontario).

LAUNCH YOUR CAREER

- Finding a career that fits starts with knowing yourself. Get help by taking a Career Services workshop or meeting with a career educator and coach.
- Create a LinkedIn profile and start your networking opportunities early. Find and connect with MIR program alumni and review their profiles to learn about career trajectories.

- Explore different careers of interest by using Queens Connects on LinkedIn to connect with Queen's alumni. Check out Career Cruising for more information.
- Attend the Employment Relations hosted Safka and Winkler Lecture Series to broaden understanding of what a career in Human Resources and Labour Relations might look like and network with seasoned professionals in these fields.
- Investigate and apply for the Ontario Internship Program (OIP)

- Students should dedicate their final term to applying and interviewing for jobs.
- Get help from Career Services with job searching, resumes, and interviews.

Knowledge & Workplace Skills

A Master's degree in Industrial Relations can equip you with valuable knowledge and versatile skills, such as:

- A comprehensive understanding of the multidisciplinary nature of Employment Relations
- Knowledge of the legal foundations that govern the individual employment contract and collective agreements, including human rights and collective bargaining legislation.
- The ability to develop and lead change around evidence-based solutions to contemporary organizational and labour issues.
- Confidence in communicating the linkages between HR objectives and business strategy.
- The ability to communicate complex and sensitive issues in a clear and concise manner to diverse stakeholder groups.

Career Possibilities

A Master's degree in Industrial Relations can take your career in many directions. Our Master's students are equipped with a strong foundation for careers as:

- Human Resource Professionals
- Labour Relations Specialists
- Organizational Trainers
- Recruiters

Taking time to explore career options, build experience, and network can help you have a smooth transition to the world of work after graduation.

How to use this map

Use the 5 rows of the map to explore possibilities and plan for success in the five overlapping areas of career and academics. To make your own custom map, use the My Grad Map tool: careers.queensu.ca/gradmaps.

Graduate Studies FAQs

How do I make the most of my time at Queen's?

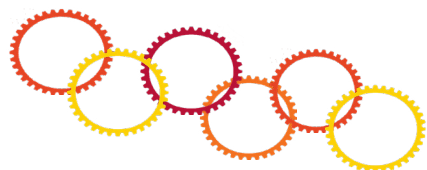
Everyone's journey is different - the ideas on the grad maps are just suggestions to help you explore possibilities. For more support with your professional development, take full advantage of many resources available to you as a Queen's student: offered within the MIR program, by the SGSPA professional development workshops, and Career Services to help you get career ready when you graduate.

Where can I get help?

Queen's provides you with a broad range of support services from your first point of contact with the university through to graduation. Ranging from help with academics and careers, to physical, emotional, or spiritual resources - our welcoming environment offers the programs and services you need to be successful, both academically and personally. Check out the SGSPA website for available resources.

What is the community like?

At Queen's, graduate students from all disciplines learn and discover in a close-knit intellectual community. You will find friends, peers and support among the graduate students enrolled in Queen's more than 130 graduate programs within 50+ departments & research centres. With the world's best scholars, prize-winning professional development opportunities, excellent funding packages and life in the affordable, historic waterfront city of Kingston, Queen's offers a wonderful environment for graduate studies. Queen's is an integral part of the Kingston Community, with the campus nestled in the core of the city, only a 10-minute walk to downtown with its shopping, dining and waterfront. For more about Kingston's history and culture, see Queen's University's Discover Kingston page.



Application FAQs

What do I need to know to APPLY?

ACADEMIC REQUIREMENTS

- 4 year Bachelor's degree in any undergraduate program (e.g. Commerce, Psychology, Sociology, Political Science, Health Care, Education, Kinesiology, Public Administration, Science)
- Grade requirements: Minimum upper second class standing (B+ average)

ADDITIONAL REQUIREMENTS

- Statement of Interest
- 2 academic references
- If English is not a native language, prospective students must meet the English language proficiency requirements in writing, speaking, reading, and listening.
- Applicants who have completed their undergraduate degree from a postsecondary institution outside of Canada are required to provide GRE scores with their application, submitted directly from the issuing agency.

KEY DATES & DEADLINES

- **Application due:** : Applications must be submitted by March 1st to qualify for awards. The final deadline to apply is June 1.
- **Notification of acceptance:** As early as April.

Before you start your application, please review the Graduate studies application process.

DEGREE COMPLETION REQUIREMENTS

- **Full-time MIR:** This is a 10-12 month program that requires three terms of full time study on campus.
- **Part-time MIR:** This program for working professionals requires approximately 24 months of part-time study in a hybrid model (both in-person on campus, and remote delivery). Learn more at <https://www.queensu.ca/emprpgrms/programs/pmir>.

Both programs require that students complete 8 required core courses (24 credits) and 6 elective credits.

What about FUNDING?

General internal funding is limited. Students applying before March 1st will be eligible for awards that are primarily merit-based (see <https://www.queensu.ca/emprpgrms/program-resources/award-funding-opportunities>). We encourage all students to apply for external funding from OGS or other sources (e.g., OSAP). Incoming full-time MIR students are also eligible to apply for Teaching Assistant positions to support the Employment Relations undergraduate programming, as well as the MIR Student Bursary.

