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 1000 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 HRPA designation! The requirements necessary to write the HRPA 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
INDUSTRIAL RELATIONS

2021-2022

MASTER OF INDUSTRIAL RELATIONS (MIR)

ACHIEVE YOUR ACADEMIC GOALS

TERM 1/FALL
- 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.

TERM 2/WINTER
- Continue with your Core and Elective courses. Fine tune your electives to reflect the focus of your intended career path.
- Look to the SGS website for resources to help with academics.

TERM 3/SUMMER
- Take the final courses that will complete your degree requirements of 33 credits (21 core and 12 elective).
- Take advantage of any final elective offerings that will round out your knowledge and interests in the field.

BUILD SKILLS AND EXPERIENCE

TERM 1/FALL
- Consider serving on positions with the MIR Executive Committee, the SOPS, or look at the AMS Clubs Directory for more ideas.
- Consider applying for TA positions with the Employment Relations courses.
- Consider becoming a Career Services Peer to other students.
- Check out professional development workshops from Expanding Horizons.

TERM 2/WINTER
- Start keeping an ePortfolio 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 SGS or the CTL and the QUIC.

TERM 3/SUMMER
- 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, Expanding Horizons, MITACS, or other sources to boost your skills.

ENGAGE WITH YOUR COMMUNITY

TERM 1/FALL
- 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.

TERM 2/WINTER
- Participate in your graduate and professional community through activities such as graduate student outreach programs, organizing conferences.
- Prepare for work or studies in a multi-cultural environment by taking the Intercultural Awareness Training Certificate hosted by QUIC.

TERM 3/SUMMER
- Do some targeted networking with people working in careers of interest, through Queen’s Connects, 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 Onatrio).

LAUNCH YOUR CAREER

TERM 1/FALL
- Finding a career that fits starts with knowing yourself. Get help by taking a Career Services workshop or meeting with a career counsellor. Check out books like So What Are You Going to do With That? for advice on various career options.
- Attend the Fall Career Fair and network with employers.
- Create a LinkedIn profile and start your networking opportunities early. Join groups like MIR Alumni and sign up for e-newsletters.

TERM 2/WINTER
- Explore different careers of interest by using Queen’s Connects on LinkedIn to connect with Queen’s alumni. Check out Career Cruising for more information.
- Student should plan to attend the Employment Relations hosted Safia and Winkler Lecture Series to broaden their understanding of what a career in Human Resources and Labour Relations might look like and provides the opportunity to network with seasoned professionals in these fields. These opportunities will focus on new trends and emerging practices that are changing and challenging the discipline. This is the time to develop your own unique brand in order to prepare to enter the labour market.

TERM 3/SUMMER
- Students should dedicate their final term to applying for and interviewing with organizations that hold career vacancies.
- Get help from Career Services with job searching, resumes, and interviews.
- Investigate internships from OIR.

WHERE CAN I GO?
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:
- Recruiters
- Organizational Trainers
- Human Resource Professionals
- Labour Relations Specialists
- Organizational Trainers
- Recruiters

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.

WHAT WILL I LEARN?
A professional 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.

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- Organizational Trainers
- Recruiters

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

Visit careers.queensu.ca/gradmaps for the online version with links!
**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 post-secondary 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. It is suggested that applications be submitted 8 weeks prior to the start of September (i.e., by July 1) to ensure that students can be fully registered before the start of classes.
- Notification of acceptance: As early as April.

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

**Note:** Queen's also offers a Part-time MIR for working professionals (PMIR) which requires 30-36 months of part-time study on campus. Learn more at https://www.queensu.ca/emprpgms/programs/pmir.

**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 30-36 months of part-time study on campus.

Both programs require that students complete 7 required core course and 12 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/emprpgms/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.

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**Go anywhere.**

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**EMPLOYMENT RELATIONS**

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