Why GRADUATE STUDIES in INDUSTRIAL RELATIONS?

The MIR degree is designed to prepare students for a variety of career opportunities, including those in labour relations, human resources management, consulting and teaching. Our programs attract new graduates as well as individuals with extensive work experience into the full-time and Professional MIR programs (respectively).

Since the MIR was established in 1982, more than 1000 Queen's MIR graduates have gone on to contribute to advancing employment relations in private and public sector organizations, both in Canada and abroad.

“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

Why QUEEN’S?

Queen’s University has a long-standing commitment to teaching and research in employment relations. Our professionally oriented graduate programs are designed to produce highly effective professionals who possess a balanced appreciation for all aspects of the employment relationship. Queen’s MIR Graduates possess the advanced skills and intellectual flexibility to make significant contributions to their workplaces throughout their careers.

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.

Program STRUCTURE

The MIR degree is offered as a full-time program, or part-time program for working professionals:

• Full-time (10-12 months): targeted toward recent graduates, students enrol in full-time course work.

Program OUTCOMES

The MIR degree is aimed at developing the knowledge and competencies that HR/LR professionals need. The MIR program provides students with:

• A thorough grounding in labour relations and human resource management theory and practice;
• An understanding of evolving employment relationships and organizational dynamics;
• Knowledge of the laws governing the individual employment and collective bargaining relationship;
• The capacity to collect, analyze, and interpret data related to current workplace issues;
• Consulting, facilitation, leadership, coaching, team-building and communication skills.
Industrial Relations MIR MAP *

GETTING STARTED

- Start with key priorities like doing your coursework and getting familiar with the campus.
- Find your way through the academic process with help from departmental and Expanding Horizons professional development workshops.

BUILD SKILLS AND EXPERIENCE

- Consider positions in student services, the SGPS, or media outlets like the Queen’s Journal, CFRC, and the SGSS Blog. Look in the AMS Clubs Directory for more ideas.
- Serve on departmental, faculty or university committees. Talk to the program graduate coordinator for tips on getting involved.
- Check out professional development workshops from Expanding Horizons.

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.

LAUNCH YOUR CAREER

- Finding a career that fits starts with knowing yourself. Get help by taking a Career Services career planning workshop or meeting with a career counselor. Check out books like So What Are You Going to do With That? for advice on various career options.
- Create a LinkedIn profile and start your networking opportunities early.
- Explore different careers of interest by reading alumni profiles on the SGSS website, and using Queen’sConnects on LinkedIn to connect with Queen’s alumni, or find alumni in various careers through “Ask an Alum.”

INTERMEDIATE STAGE

- Continue working on your coursework.
- Look to the SGSS Habitat for resources to help with academics.

- Start keeping an eportfolio of your skills, experiences and competencies.
- Use a Teaching Assistant position to develop your experience.

- Participate in your graduate and professional community through activities such as graduate student outreach programs, organizing conferences, and research groups.
- Prepare for work or studies in a multi-cultural environment by taking the QUIF and Four Directions Aboriginal Student Centre’s Training Certificate.

- Explore different careers of interest by reading alumni profiles on the SGSS website, and using Queen’sConnects on LinkedIn to connect with Queen’s alumni, or find alumni in various careers through “Ask an Alum.”
- Student should plan to attend the Employment Relations hosted Safka 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.

WRAPPING UP

- Complete your coursework.
- Practice articulating the skills you have been developing in settings outside the university, such as casual conversation, networking, and interviews. Get help from a Career Services workshop.
- Check out opportunities for extra training through CTL, Expanding Horizons, Mitacs, or other sources to boost your skills.
- Investigate internships from OIP and other sources.

- Practice articulating the skills you have been developing in settings outside the university, such as casual conversation, networking, and interviews. Get help from a Career Services workshop.
- Check out opportunities for extra training through CTL, Expanding Horizons, Mitacs, or other sources to boost your skills.
- Investigate internships from OIP and other sources.

- Do some targeted networking with people working in careers of interest, through Queen’sConnects, 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).

- 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, or interviews.

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:

- Human Resource Management
- 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.

WHAT WILL I LEARN?

A professional degree in Employment Relations can equip you with valuable and versatile skills, such as:

- A thorough grounding in the theory and practice of Labour Relations and Human Resource Management
- The ability to communicate to diverse audiences, as well as organize and synthesize large amounts of complex information.
- Confidence in addressing multifaceted organizational challenges while simultaneously managing competing demands and responsibilities.
- A professional attitude in all aspects of work.

Learn how to lead others by articulating a clear vision and taking the initiative to enact that vision.

Visit careers.queensu.ca/gradmaps for the online version with links!

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* This map is intended to provide suggestions for activities and careers, but everyone’s abilities, experiences, and constraints are different. Build your own Grad Map using our online My Grad Map tool.
Graduate Studies FAQs

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. The School of Graduate Studies requires the following minimum scores: TOEFL (paper-based): 550, (2) TOEFL iBT: Writing (24/30); Speaking (22/30); Reading (22/30); Listening (20/30), for a total of 88/120 (applicants must have the minimum score in each test as well as the minimum overall score), or (3) IELTS: 7.0 (academic module overall band score), or (4) PTE Academics: 65.

KEY DATES & DEADLINES
- Application due: Application cut-off is 4 weeks prior to the start of September for the full time program, or 4 weeks prior to either May/September for the part time program. Applications are due March 1st to qualify for awards.
- Notification of acceptance: As early as April.

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

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.

What about FUNDING?

General internal funding for the full time students in the MIR program is limited and most of the more prestigious awards are merit based. We encourage all students to apply for external funding from OGS, SSHRC and other sources. Queen’s will automatically issue a $5,000 top-up to Masters winners of federal government tri-council awards. For more information on many external awards, see the School of Graduate Studies’ information on awards and scholarships.

EMPLOYMENT RELATIONS

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