

2025-2026 Minerva Canada Case Study Competition Details, Rules, and Regulations

**Sponsored by Minerva Canada, the Chemistry Industry Association of
Canada (CIAC), Service Hospitality and
Signal49 Research (formerly The Conference Board of Canada)**

Eligibility to enter the competition

Undergraduate or graduate students registered at Canadian universities and colleges along with individuals who have graduated from a Canadian university or college in the last 2 years and now in the workplace are eligible to enter the competition by preparing a written response to the questions raised in the case study. Students on cooperative work terms or equivalent are considered eligible to enter. No team submissions will be accepted. The case study will be focused on a Health and Safety issue.

Minerva Canada shall send an invitation in late September to all its post secondary school contacts, industry sponsors and others to participate in this competition. The CIAC, Service Hospitality and Signal49 Research will send similar invitations to its member firms. The invitation will include the case study and this document.

Competition Awards

Three finalists will be selected and invited to participate in a panel discussion and discuss their submission during the April 2026's Signal49 Research's virtual Better Workplace Conference.

Three prizes will be awarded to the finalists of either \$1,500 (1st place), \$750 (2nd) or \$250 (3rd) at the conference.

Submission Rules

Submissions must be received no later than 5:00 pm, March 27, 2026 and submitted on the registration form

https://www.cognitofrms.com/CIAC1/_2025MinervaCanadaCaseStudyCompetition

For planning purposes, please email Gabrielle Pearce gpearce@canadianchemistry.ca if you plan to apply.

All files must be in PDF format. Filenames should include the name of the School/Program or Employer, Actual or anticipated year of graduation shall also be indicated on the registration form.

The response should consist of:

- A title page (not counted towards the five-page limit) including the participant's name and email address, the post-secondary teaching institution or organization, school program and current year within program (or year of graduation from the teaching institution if they are now working).
- A response to questions raised in the case study of maximum five pages (minimum 12-point font, single-spaced paragraphs with double spacing between paragraphs).
- A list of references cited in the technical response (not counted towards the five-page).

Judging

- A panel of judges from Minerva, CIAC, Service Hospitality and Signal49 Research will review all the responses and select three finalists who will participate in a panel discussion at the CBoC virtual conference
- The judging criteria to rank participant submissions will be based on a technical analysis of the participant's understanding the problem posed in the case study, the conclusions and recommendation in the submission along with the completeness and quality of the report and written communications.
- Authenticity and integrity are core values of this competition. Students or employees found employing generative AI platforms to brainstorm, draft, edit, or produce any related materials for the competition will have their submissions disqualified. This includes, but is not limited to, the use of ChatGPT, Grammarly, Co-Pilot, QuillBot, and/or any other generative AI platform.
- If Minerva Canada does not receive entries of sufficient quality or quantity, Minerva Canada reserves the right not to award any or all of the prizes.

Response Guidelines

- Your response should address the issues and questions provided in the case study. No further information will be provided. Your response should include an analysis of the situation, identification of different options and recommendations on what course of action should be taken.
- The reader of your report is the owner or senior manager at the company.
- Format your document as a technical or consultant's report that is suitable for a professional environment (this will guide in terms of layout, font, etc.).