

HR Prospector

WINTER 2007

Welcome to the inaugural edition of MiHR’s newsletter, the *HR Prospector*. Published twice yearly, the newsletter supplements our quarterly e-mail newsletter and includes updates about MiHR initiatives. Inside you will find information on new projects, presentations, conferences, trade shows, job fairs and more! We value your feedback and suggestions and encourage you to contact us anytime at info@mihr.ca.

New Funding for Labour Market Research

MiHR is pleased to announce it has secured funding from Human Resources and Social Development Canada (HRSDC) for its newest initiative, the **Mining Labour Market Transition (MLMT)** project. The purpose of this project is to document the opportunities, challenges and feasibility of meeting short and medium term labour demand in the mining industry by drawing upon workers from sectors with an excess supply of labour.

By working with other sector councils, MiHR will identify potential sources of excess labour supply from ailing sectors and develop an understanding of how to best engage this potential workforce.

MiHR will also conduct mining industry-specific research in order to better understand the labour market demands that could potentially be met through recruitment of workers from sectors with a surplus, or anticipated surplus, of labour. The research will provide an assessment of the skills and competency profiles of potential new entrants as well as the key transferable skills required to work in the mining industry.

The long-term outcomes of this project include:

- A strategy to engage workers from sectors of the economy that have or will have a surplus of labour supply, to work in the mining industry;
- A recommended list of tools and support services for employers to facilitate their recruitment of workers from sectors with a surplus of labour;
- A potential mechanism to evaluate skills gaps and a clear set of resources, tools and services to help fill these gaps in order to facilitate employment in the mining industry;
- Improved productivity of the mining industry through increased availability of skilled workers;
- A better balance between supply and demand of skilled workers in the mining industry.

If you would like further information on the MLMT project, or if you would like to participate in this project, please contact Ryan Montpellier (RMontpellier@mihr.ca).



“MiHR is the recognized leader in the development of solutions to national human resources challenges facing the mining industry.”

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Occupational Standards

A lot has been happening since Barbara Kirby joined the team as Program Manager, Occupational Standards. This occupational standards project will coordinate the development of core competencies and occupational standards, complete with essential skill profiles for each of three occupational areas: underground mine workers, surface mine workers and minerals processing workers.

A national industry steering committee has been formed, consisting of the following members:

Chair

Jim Utley, *Teck Cominco Limited / Mining Association of British Columbia (MABC)*

Vice-chair

Réjean Lefebvre, *Quebec Cartier Mining (QCM) / Association minière du Québec (AMQ)*

Members

- Jerry Asp, *Canadian Aboriginal Mining Association (CAMA)*
- John Blogg, *Ontario Mining Association (OMA)*
- Moe Durocher, *Mine, Mill and Smelters, Canadian Auto Workers Union (CAW)*
- Michelle Foster-Chandler, *Ontario Ministry of Training, Colleges & Universities (MTCU)*
- David Lindley, *Aboriginal Human Resource Development Council of Canada (AHRDCC)*
- Maria Moran, *Women in Resource Development Committee*
- Colleen Proctor, *Apprenticeship and Occupational Certification, Government of the Northwest Territories*
- Steve Ball, *Inco Limited*
- Arnold Boldt, *Saskatchewan Institute of Applied Science and Technology (SIAST)*
- John English, *British Columbia Institute of Technology (BCIT), School of Construction and the Environment*
- Peter Harkins, *Mine, Mill and Smelters, Canadian Auto Workers Union (CAW)*
- Walter Manning, *Communications, Energy and Paper Workers (CEP)*
- Doug Paget, *Indian and Northern Affairs (INAC)*

Ex-officio:

Sylvain Brazeau, *Human Resources and Social Development Canada (HRSDC)*

The first steering committee meeting teleconference was held August 17, 2006 and the first face-to-face meeting was held in Toronto on September 13, 2006. A project overview brochure was developed and is available on the MiHR web site.

Seven information meetings with industry representatives were held across the country, including Toronto, Sudbury, Val d'Or and in British Columbia at Highland Valley Copper. These meetings increase awareness of the project, its objectives and expected outcomes and also serve to create a network of site-level champions to promote the application and use of occupational standards once they are complete.

MiHR Staff Honoured as CIM Distinguished Lecturers

Paul Hébert and Ryan Montpellier were honoured as Distinguished Lecturers by the Canadian Institute of Mining, Metallurgy and Petroleum. Their leadership in the research and analysis of human resources issues, along with their work on MiHR's development and promotion of proactive HR recruiting and retention practices within the mining industry led to this honour.

The CIM Distinguished Lecturers are chosen on the basis of their accomplishments in scientific, technical, management or educational activities related to the minerals industry. Lecturers speak at CIM Branch meetings across the country.

Since September 2006, presentations were made to CIM branches in St. John's, NL, Fredericton, NB and Val d'Or, QC. Several more presentations are scheduled for 2007.

Advocacy, Outreach and Media

- Paul Hébert presented to the Energy and Mines Minister's Conference, at the Mining Technical Workshop, "Opportunities for Partnership"
- Paul Hébert appeared before the House of Commons Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities
- Paul Hébert appeared live on In Depth Natural Resources TV (IDNR – TV)
- Ryan Montpellier presented to the Aboriginal Trades Symposium in Halifax, NS
- Paul Hébert and Ryan Montpellier spoke on CBC Radio Sudbury's week-long series on the mining boom in Northern Ontario

Look for MiHR at these Upcoming Events:

North American Strategizing Institute Job Fair

January 24, 2007

New Canadians, Aboriginals & Visible Minorities

Canadian Minerals Processing Conference

January 23 – 25, 2007

Paul Hébert to speak at the Opening Plenary Session on January 23

AME BC Mineral Exploration Round Up

January 29 – February 1, 2007

PDAC Convention

March 4 – 7, 2007

MiHR will be participating in the trade show portion of PDAC. Please stop by and visit us at booth # 209.

CIM Annual Conference "Energy & Mines" and Trade Show

April 29- May 2, 2007

Be sure to visit the Mining in Society show, which runs in conjunction with the CIM Annual Conference.



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Taking the Message Down Under

On October 16, 2006, Paul Hébert presented to the Australasian Institute of Mining and Metallurgy (AusIMM) at their World Conference on Mine Management in Melbourne, Australia. The presentation focused on the human resources challenges facing the Canadian minerals and metal sector and the work being undertaken by MiHR and its partners.

Angels with Backpacks Christmas Project

To reach out into our community at Christmas time, MiHR staff decided to participate in a program called "Angels with Backpacks." The project involved buying and filling backpacks with all the necessary supplies to help street youth survive the cold Ottawa winters. The project is coordinated through the central Youth Services Bureau in Ottawa.

MiHR Welcomes New Staff

Two people have joined the MiHR team as of November 2006. *Alana Hamilton* is our new Financial Administrator and is responsible for all accounting and financial matters of the Council. Alana obtained her Accounting Certificate at Algonquin College and has completed several Certified General Accountant (CGA) modules. Alana also has an advertising certificate from the Southern Alberta Institute of Technology (SAIT) and has completed a variety of professional development programs in project management, performance management and report building. Prior to joining MiHR, Alana worked as a Financial Analyst with Alcatel Canada Inc. and a Financial Services Coordinator for the Royal Canadian Mint.

Also joining the team is *Laurie Chatigny*, our new Manager of Marketing and Communications. She brings a wide background of marketing and communications

experience, working for both federal and municipal governments as well as the high tech industry and Skate Canada. While working in employment communications at HRSDC, sector councils were one of her major client groups. Laurie holds a Bachelor of Arts degree with a combined major in law and psychology from Carleton University and a Public Relations diploma from Algonquin College.

Happy Retirement to Lynn Matthews!

We bid farewell to Lynn Matthews, our former Financial Administrator. Lynn starts a new chapter in her life as she and her husband are purchasing a 40-foot sail boat and will set sail into the Caribbean sunset in 2007.