

The Answer

The answer involves attracting, recruiting and retaining workers from groups that are underrepresented in our industry. Not only will diversifying our labour force help us overcome the looming HR challenge, but it will also provide our industry with fresh ideas and perspectives.

Canada's Aboriginal peoples are one of these key target groups. Indeed, Aboriginal communities represent an extremely potent resource for our industry. Approximately half of all Aboriginal peoples are under the age of 25. By 2017, the number of Aboriginal men and women aged 20 to 29 is expected to increase by more than 40 percent—a growth rate more than four times that projected for the same age group in the general population. Also, approximately 1,200 Aboriginal communities are located within 200 kilometres of some 180 principal producing mines and more than 2,500 active exploration properties. Aboriginal peoples across the country are ideally situated to access emerging employment opportunities in our industry.



The Steering Committee

A steering committee of HR experts—which includes representatives of national Aboriginal, First Nation and Inuit groups—will ensure that all guide information and resources address the unique needs of Aboriginal peoples. We thankfully acknowledge the contributions of our steering committee:



Aboriginal Human Resource Council
connections – partnerships – solutions

Conseil des Ressources Humaines Autochtones
connexions – partenariats – solutions



Natural Resources Canada

Ressources naturelles Canada



Human Resources and Social Development Canada

Ressources humaines et Développement social Canada



Indian and Northern Affairs Canada

Affaires indiennes et du Nord Canada

Canada

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MINING INDUSTRY HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES DE L'INDUSTRIE MINIERE



Mining Industry Human Resources Guide for Aboriginal* Communities

The Challenge, The Answer, The Guide.



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*First Nations, Inuit and Métis people/communities in Canada

The Challenge

Canada's mining industry faces a daunting test:

During the next ten years, we require 92,000 new trained workers

to meet accelerating international demand for minerals and metals, and to fill positions vacated by a large cohort of retiring workers. That's an additional 9,200 highly skilled professionals each and every year for the next ten years. How can we address such an unprecedented HR challenge?



The Mining Industry Human Resources Guide- Guide for Aboriginal Communities

To take full advantage of the wealth of training resources and career possibilities open to Aboriginal men and women, Aboriginal communities require complete, accurate and current information.

That's where we come in. We're MiHR—the Mining Industry Human Resources Council. An independent, industry-driven organization, we develop tools that help our stakeholders strengthen HR planning and management.

One of these tools is the Mining Industry Human Resources Guide for Aboriginal Communities. Set for publication in January 2009, the guide will contain detailed information on:

- skills requirements, training resources and employment opportunities for each stage of the mining process—from exploration and development to operation, closure and site rehabilitation;
- training and employment strategies designed for the needs of Aboriginal communities;
- HR action plans, checklists and assessment tools;
- case studies of leading practices in mining-related fields;
- industry, academic and government HR tools available to Aboriginal communities; and
- proven methods to raise awareness of career opportunities in Aboriginal communities.

Communities will also be able to use the guide to access online resources positioned to strengthen ties between Aboriginal peoples and the mining industry. Free to download, these resources will be provided by a variety of organizations.

By arming community leaders with these valuable tools, the guide will enable thousands of young Aboriginal men and women to find rewarding careers in Canada's mining industry. After all, Canada's Aboriginal peoples have the potential to reach the heights of our industry. The Mining Industry Human Resources Guide for Aboriginal Communities will help make sure they get there.

