



# MiHR Council

## Presentation to the CMIC Working Group on HQP

December 2008



MINING INDUSTRY  
HUMAN RESOURCES COUNCIL

CONSEIL DES RESSOURCES HUMAINES  
DE L'INDUSTRIE MINIERE

## OVERVIEW OF PRESENTATION

- MiHR Council - Who We Are & What We Do
- HR Challenges and Labour Market Information
- MiHR Projects
- HQP Concept



## WHO WE ARE

- Sector Council Representing the Canadian Mining Industry
- Governed by a Multi-Stakeholder 18-person Board of Directors
- Rely on over 100 industry volunteers
- 10 staff located in Ottawa



## WHAT WE DO

- Identify national HR challenges facing the Canadian mining industry
- Create national solutions through collaboration, partnerships and synergy
- A national-level coordinator for joint activities of pan-Canadian importance



## How MiHR Adds Value

- A catalyst for collaboration between industry stakeholders
- A central body focused on identifying and addressing HR challenges for the sector
- A repository of best practices in addressing HR challenges
- A Pan-Canadian coordinating body that leverages the regional/provincial investments in HR development
- A coordinator of a skill and competency recognition system that fosters labour mobility



## PARTNERS

- Mining industry employers
- National and provincial mining associations
- National organized labour groups
- Federal, provincial and territorial governments
- Post-secondary education and technical institutions
- Aboriginal and other interest groups





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# HR CHALLENGES



## HR CHALLENGES

- An aging workforce
- Increased competition for skilled workers
- Recruitment and retention challenges
- Gap between the supply and demand of skilled workers



## Scenario 1 – Moderate Industry Growth

Year	Total	New Jobs	Replacement Requirements		Total Hiring
	Employment	Growth	Non-Retirement	Retirement	Requirements
2007	145,228	2,324	2,905	4,211	9,440
2008	147,552	2,361	2,951	4,278	9,591
2009	149,912	2,399	2,998	4,347	9,744
2010	152,311	2,432	3,046	3,047	8,525
2011	154,743	2,474	3,095	3,095	8,664
2012	157,216	2,517	3,144	3,145	8,807
2013	159,734	2,561	3,194	3,195	8,951
2014	162,295	2,629	3,245	3,246	9,121
2015	164,924	2,672	3,299	3,300	9,271
2016	167,596	2,715	3,352	3,353	9,421
<b>Total</b>		<b>25,083</b>	<b>31,231</b>	<b>35,219</b>	<b>91,533</b>



## Scenario 2 – Steady State (no growth or contraction)

Year	Total	New Jobs	Replacement Requirements		Total Hiring
	Employment	Growth	Non-Retirement	Retirement	Requirements
2007	145,228	0	2,905	4,211	7,116
2008	145,228	0	2,905	4,211	7,116
2009	145,228	0	2,904	4,212	7,116
2010	145,228	0	2,905	2,905	5,810
2011	145,228	0	2,905	2,905	5,810
2012	145,228	0	2,905	2,906	5,810
2013	145,228	0	2,904	2,905	5,810
2014	145,228	0	2,904	2,905	5,809
2015	145,228	0	2,905	2,906	5,811
2016	145,228	0	2,905	2,906	5,811
<b>Total</b>		<b>0</b>	<b>29,046</b>	<b>32,971</b>	<b>62,017</b>

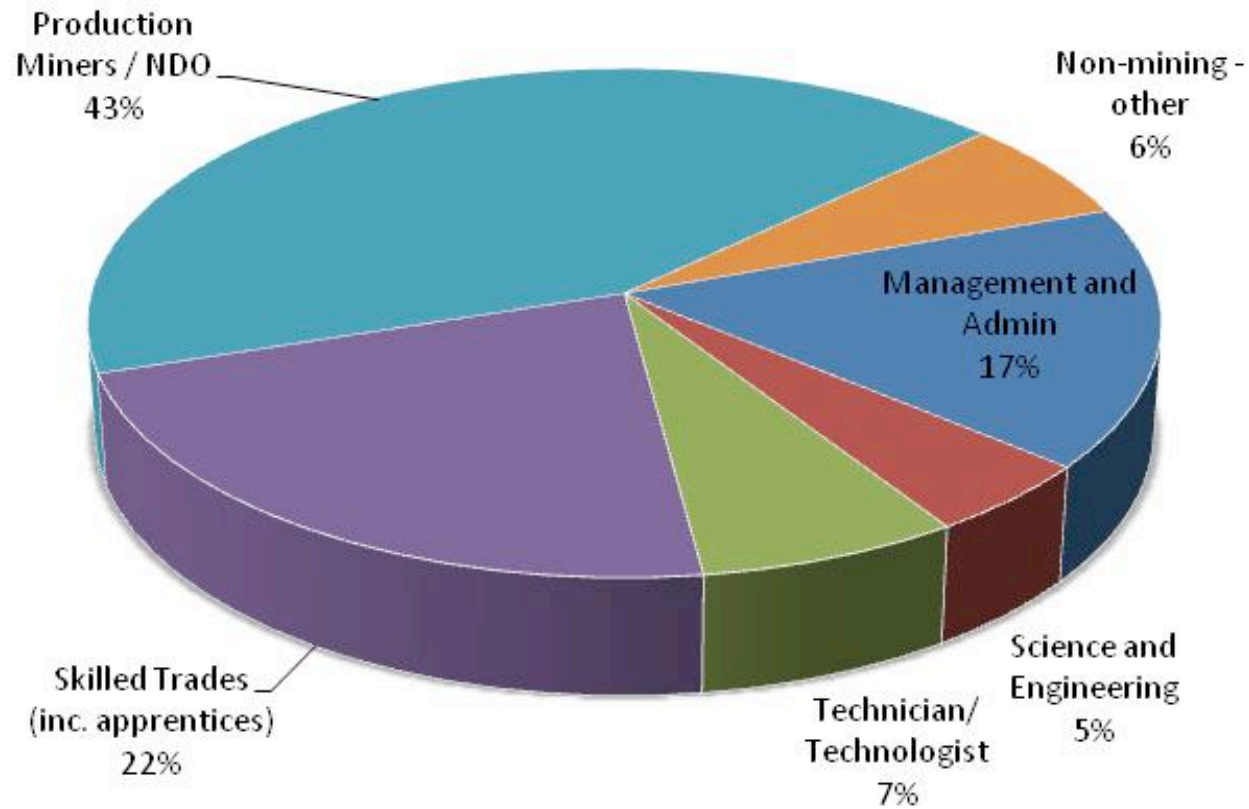


## Scenario 3 – Industry Contraction

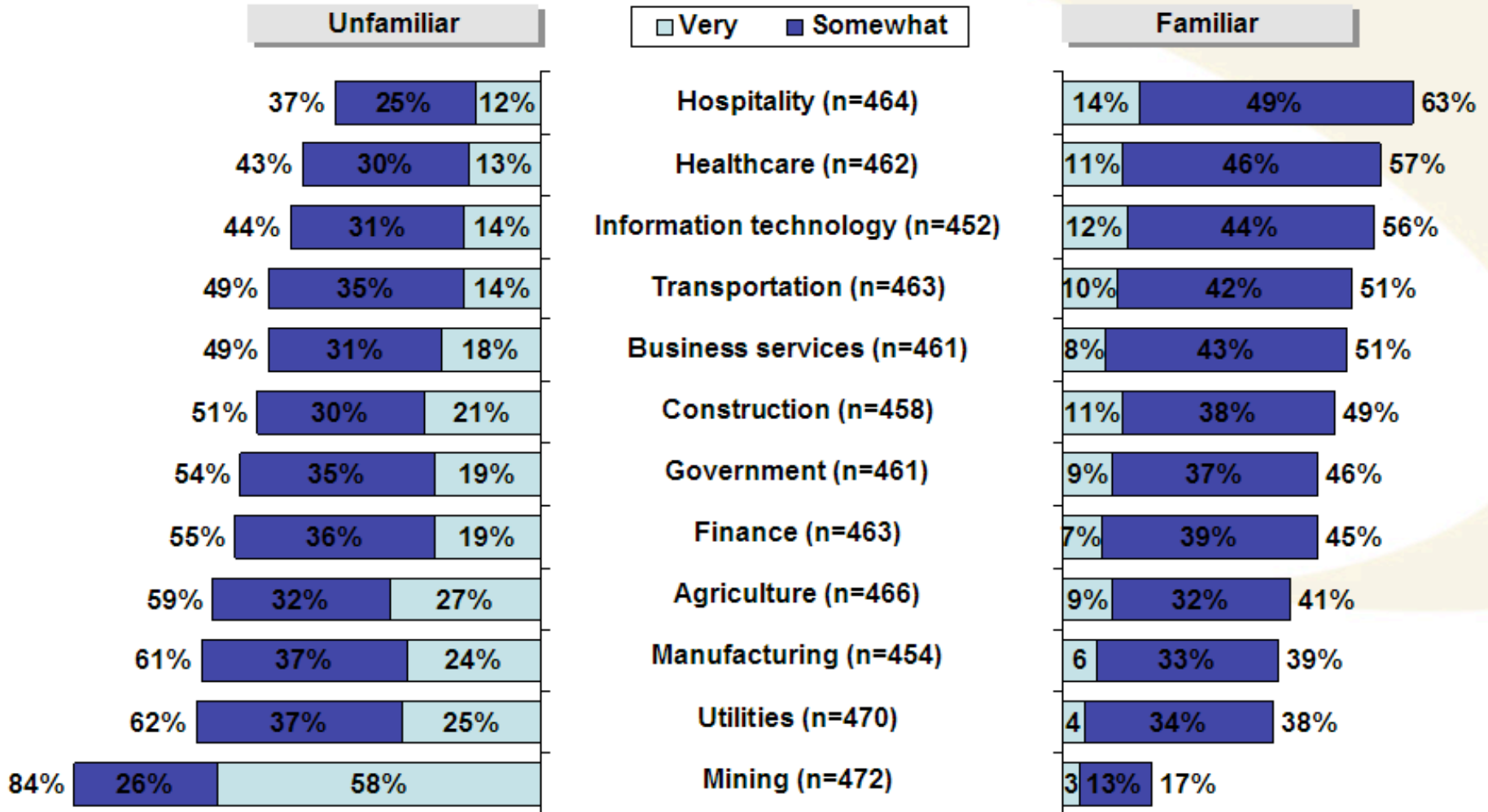
	Total	New Jobs	Replacement Requirements		Total Hiring
Year	Employment	Growth	Non-Retirement	Retirement	Requirements
2007	145,228	0	2,905	4,211	7,116
2008	145,228	0	2,905	4,211	7,116
2009	145,228	-2,178	2,904	4,212	4,937
2010	143,050	-4,291	2,861	2,862	1,431
2011	138,758	-4,163	2,776	2,776	1,388
2012	134,595	-2,019	2,692	2,693	3,366
2013	132,576	0	2,651	2,652	5,303
2014	132,576	0	2,651	2,652	5,303
2015	132,576	0	2,652	2,653	5,305
2016	132,576	0	2,652	2,653	5,304
<b>Total</b>		<b>-12,652</b>	<b>27,649</b>	<b>31,573</b>	<b>46,570</b>



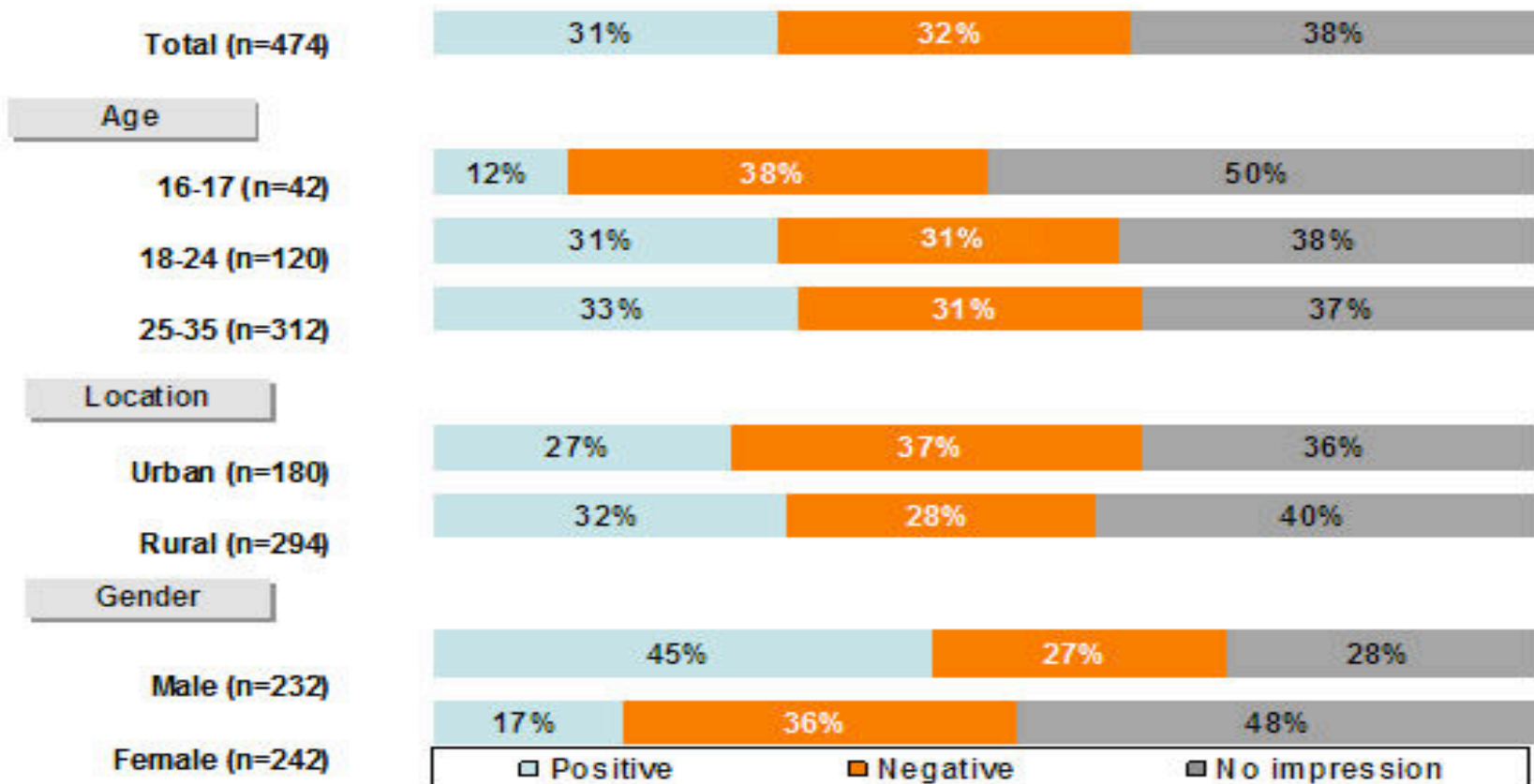
## Breakdown by Occupational Group



## CANADIAN YOUTH: FAMILIARITY WITH VARIOUS INDUSTRIES (SOURCE: IPSOS REID)



## IMPRESSIONS OF THE MINING INDUSTRY



Source: Ipsos Reid Survey



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# MiHR Projects



## CURRENT PROJECTS

- Mining Attraction, Recruitment & Retention Strategy (MARS)
- MAI in Mining and Guide for Aboriginal Communities
- Canadian Mining Credentials Program (CMCP)
- Mining Industry Workforce Information Network (MIWIN)
- From Forestry to Mining (FF2M)



## **New Concept: Highly Qualified People Research Project**

- CMIC – MiHR Partnership
- 3 year study to gain a better understanding of the supply and demand for HQP in Canada
- Concept approved by HRSD in November with a potential start date of Spring 2009
- Proposed project cost: \$400,000 - \$500,000



## HQP Project - Objectives

1. Conduct research and disseminate a report on HQP in Canada
  - A profile of the current HQP in the mining sector
  - An assessment of the flow of HQP (domestic vs. international)
  - Analysis of the relationship between commodity prices and research activities
  - Projections on future supply of HQP for the Canadian mining industry
2. Identify a strategy to recruit, retain and develop HQP for the mining sector
3. Develop a system to monitor the supply and demand of HQP going forward.



## HQP Project – Project Activities

- Establish the scope of the study
- Develop an inventory of existing data
- Literature review
- Develop primary data collection instruments
- Collect and analyse primary and secondary data
- Validate research findings with industry
- Publish and disseminate HQP study to industry
- Develop strategy to address identified challenges



## HQP Project – Project Outcomes

- Increased understanding of the supply of HQPs for the mining sector and their potential career paths
- Improved balance between supply and demand for HQP in the Canadian mining sector
- Increased industry awareness and involvement in training, attracting and retaining HQP working in and conducting research for the Canadian mining industry
- Increased quantity and quality of research and technological innovation for the mining sector





**THANK YOU**

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