



PROSPECTING THE FUTURE

Meeting Human Resources Challenges in the Canadian Minerals and Metals Industry

STRATEGIC PRIORITIES

Objective A: Meet current and projected human resource demand by increasing and making best use of all potential sources of supply.

The research results suggest that Canada will need to hire as many as 81,000 new employees to meet current and future demands, and to fill positions vacated by retirees.

Strategy: Promote the minerals and metals industry to youth as a safe, modern, environmentally friendly and technologically-advanced career option.

Strategy: Develop a national strategy that focuses on the engagement, recruitment and retention of Canada's Aboriginal workforce focusing on sites and operations that neighbour Aboriginal communities.

Strategy: Actively target non-traditional groups in promotion and recruitment efforts to expand labour supply sources

Objective B: Address existing and expected skill gaps in the industry.

Research findings suggest that the industry could lose up to 40% of the existing workforce in the next 10 years due to retirement and early retirement. This significant loss of skills represents a major risk to the sector, especially given that skill gaps currently exist in the workforce.

Strategy: Mitigate the risk to industry associated with an aging workforce and pending retirements through proactive human resource practices and succession planning (especially for longlife mines).

Strategy: Develop programs to bring back retired workers and retain older workers to minimize the impact of the workforce exodus and facilitate the capture of knowledge and experience that will be necessary to maintain skills levels within the industry.

Strategy: Encourage industry to develop mentoring programs to facilitate the transfer of knowledge from older experienced workers to their replacements.

Strategy: Develop a collaborative, cross-industry strategy for educational preparation, training/educational programs, continuing education/life-long learning, and employer-provided training to facilitate the availability of a skilled labour force.

(continued on other side)

Strategic Priorities (continued)

Objective C: Ensure standardization of skills and consistency of training delivery in order to facilitate recruitment, establish clear educational requirements and increase worker mobility.

Mining-specific occupations generally require no credentials in Canada (with the exception of basic common-core training in Ontario and Quebec). In the future, there will be a need for advanced training and further education to help employees accomplish increasingly complex tasks. In addition, there is a need to identify required common-core skills to facilitate the development of career paths, maintain occupational and professional standards and enhance worker mobility.

Strategy: Present a clear case for the potential benefits of occupational standards, certification and program accreditation to employers and other industry stakeholders.

Strategy: Develop and implement occupational standards for key industry occupations.

Strategy: Implement national occupational standards and standardize credentialing of professional occupations within Canada.

Objective D: Ensure that all stakeholders are aware of and understand the critical human resources issues facing the minerals and metals industry.

It is critical that key players in the minerals and metals industry understand the importance of human resources to the continued success and competitiveness of the industry, and that they begin proactive, strategic human resources planning.

Strategy: Develop and implement a communications strategy that emphasizes the impending human resource crisis facing the minerals and metals industry. The strategy is intended to raise awareness and understanding of the issues and to promote collaboration between the industry stakeholders who have an important role to play in overcoming the human resource challenges facing the industry.

For more information on this study;

Contact: Mr. Paul Hébert, Executive Director
Mining Industry Training and Adjustment Council - Canada (MITAC)
PH: 613-230-1413 ext. 25
E-MAIL: phebert@mitac.ca

Project Web site: <http://www.prospectingthefuture.ca>

