



MiHR Overview

Presentation to the Federated School of Mines (FSM)

November 2008



MINING INDUSTRY
HUMAN RESOURCES COUNCIL

CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIERE

OVERVIEW OF PRESENTATION

- Who We Are & What We Do
- HR Challenges Facing the Mining Sector
- Current Projects
- Possible Collaboration between MiHR and FSM



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



MiHR 2008 Strategic Plan

1. Industry Catalyst and Leader
2. Attraction, Retention and Transition
3. Skills, Learning and Mobility
5. Research for Industry Sustainability





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HR CHALLENGES



HR CHALLENGES

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



SUPPLY AND DEMAND

- Anticipated demand for 92,000 new workers
- Critical shortage of:
 - Geo-Scientists & Engineers
 - Technicians and Technologists
 - Skilled Trades
 - Miners
 - Support Staff



Moderate Growth Scenario

Year	Total	New Workers	Replacement Workers		Total People
	Employment	Growth	Non-Retire	Retirement	Needed
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
Total		25,083	31,231	35,219	91,533



No Growth Scenario

Year	Total	New Workers	Replacement Workers		Total People
	Employment	Growth	Non-Retire	Retirement	Needed
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
Total		0	29,046	32,971	62,017

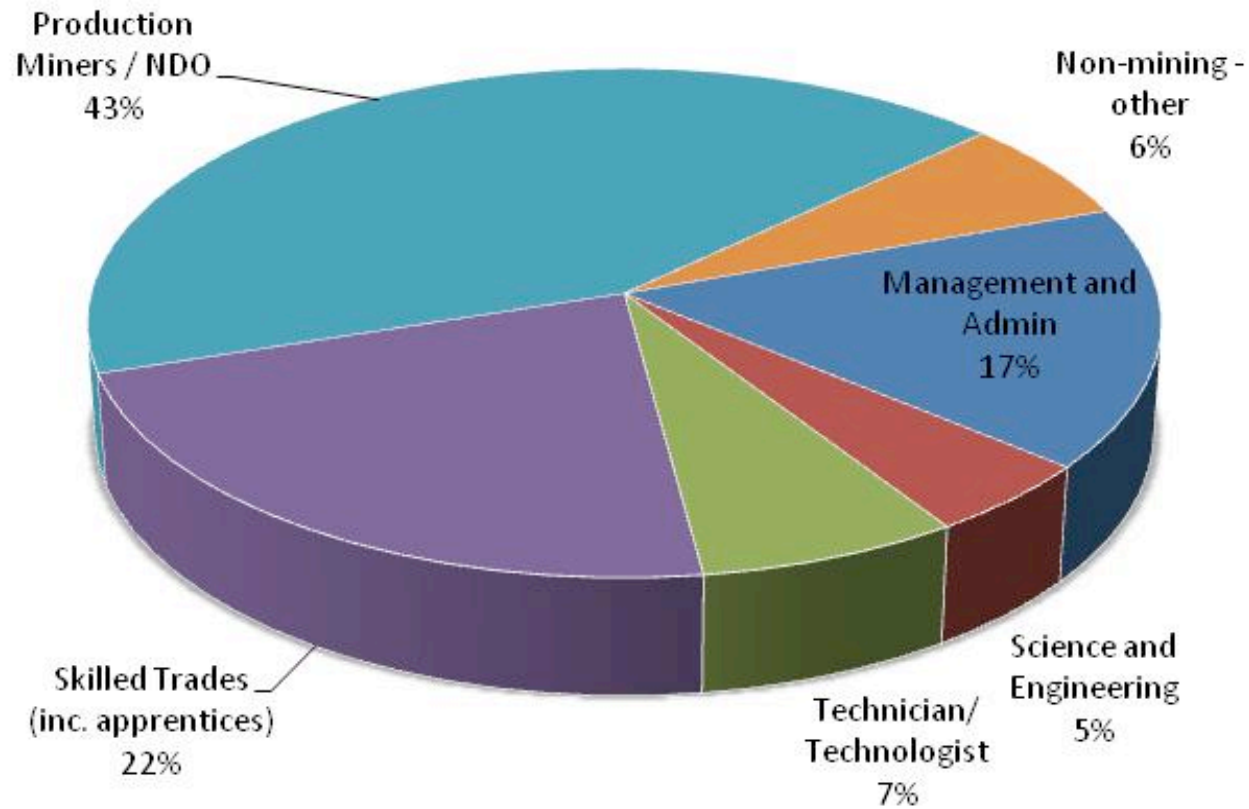


Negative Growth Scenario

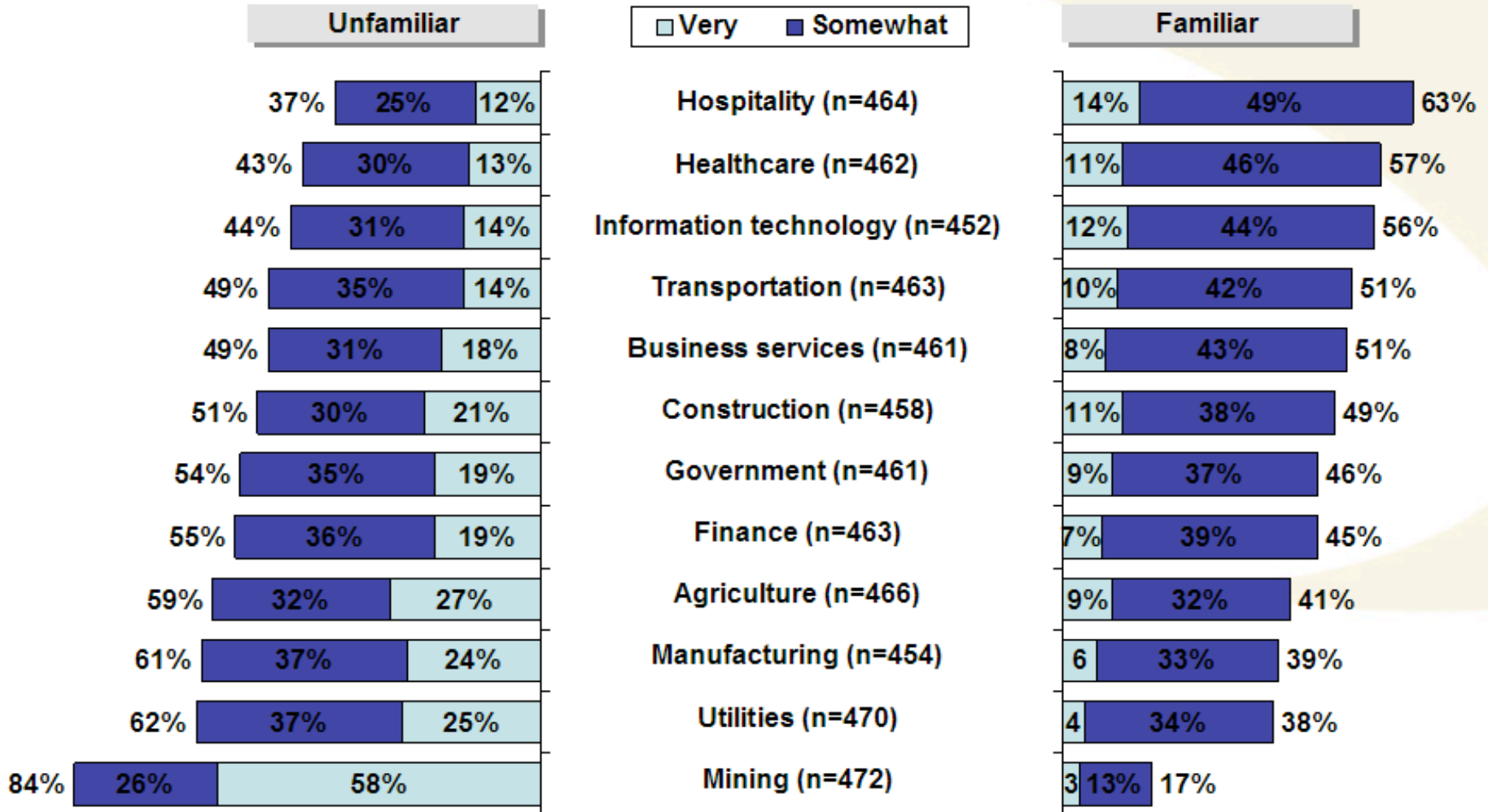
Year	Total	New Workers	Replacement Workers		Total People
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2007	145,228	0	2,905	4,211	7,116
2008	145,228	0	2,905	4,211	7,116
2009	145,228	-2,178	2,904	4,212	4,937
2010	143,050	-4,291	2,861	2,862	1,431
2011	138,758	-4,163	2,776	2,776	1,388
2012	134,595	-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
Total		-12,652	27,649	31,573	46,570



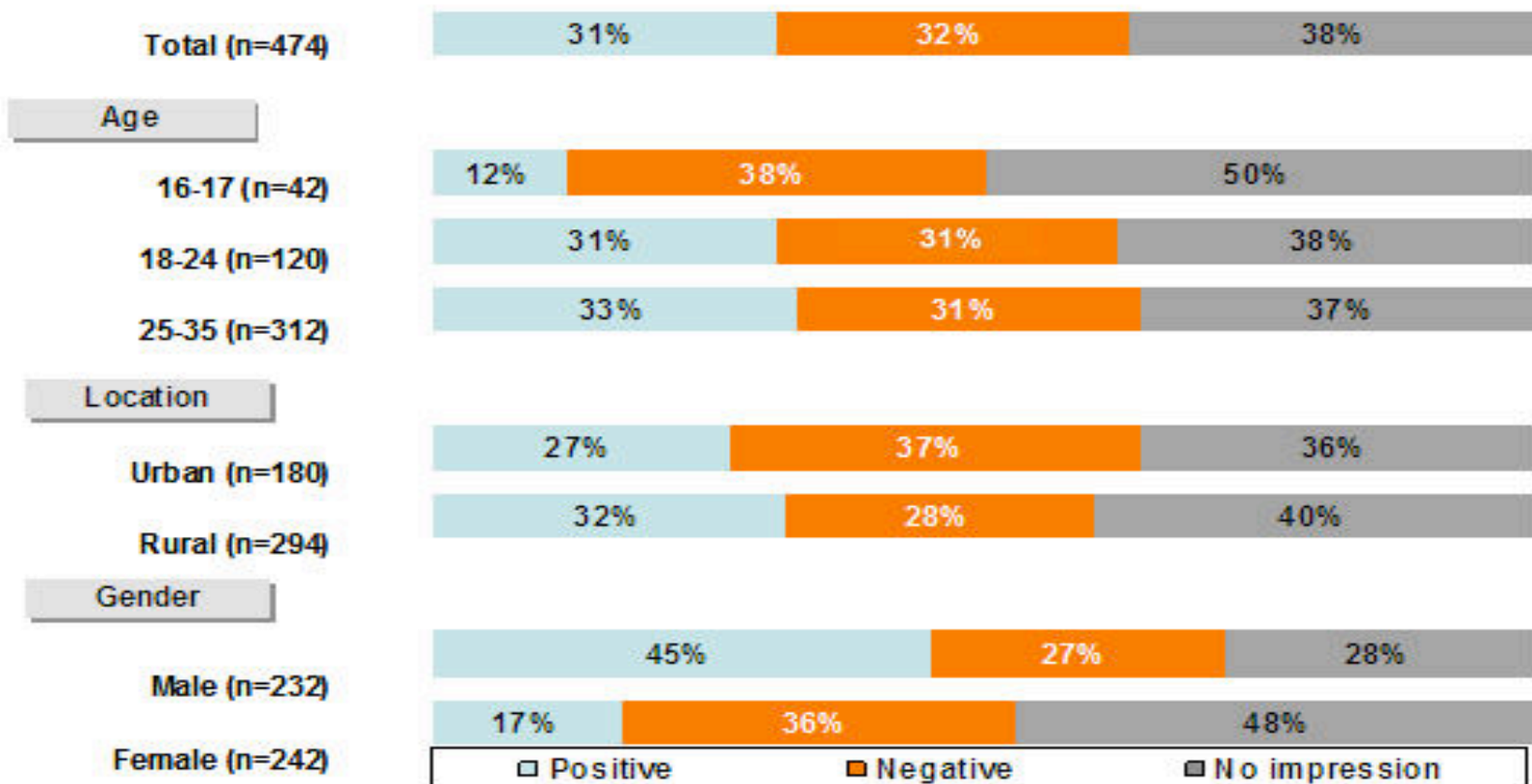
Breakdown by Occupational Group



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



IMPRESSIONS OF THE MINING INDUSTRY



Source: Ipsos Reid Survey

CURRENT PROJECTS

- Mining Attraction, Recruitment & Retention Strategy (MARS)
- Canadian Mining Credentials Program (CMCP)
- Mining Industry Workforce Information Network (MIWIN)
- From Forestry to Mining (FF2M)



MINING ATTRACTION, RECRUITMENT & RETENTION STRATEGY (MARS)

- Research into under-represented groups
- Mining for Diversity - Employer Guide
- Speakers bureau with supporting material
- Mining content in provincial curriculum
- Career promotional material
- Mining mentoring program
- Knowledge capture and career path videos
- Mining HR Guide for Aboriginal Communities
- Enhance www.acareerinmining.ca

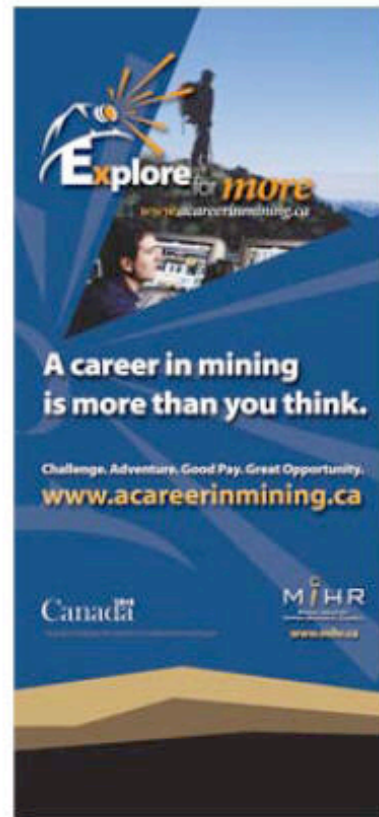




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A BRAND FOR CAREERS IN THE MINING INDUSTRY



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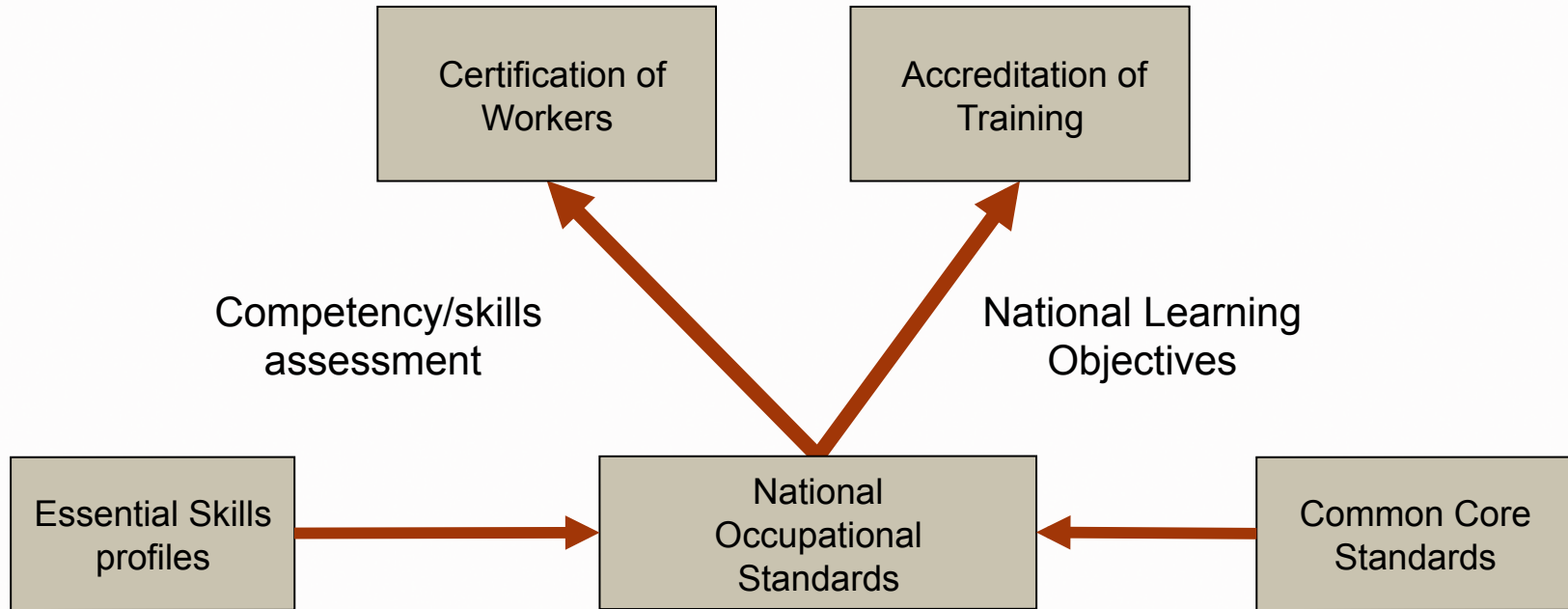


CANADIAN MINING CREDENTIALS PROGRAM (CMCP) ***“DEFINING THE WORK WE DO”***

- Develop National Occupational Standards (NOS)
- Build a National Worker Certification Program
- Create a Framework to Accredite Training Programs



New Entrants: PLA and FCR	Workforce: Recognition of skills, Portable Credentials	Employers: Effective HR Solutions	Institutions: Industry Approved Training programs
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MINING INDUSTRY WORKFORCE INFORMATION NETWORK (MIWIN)

- Labour market intelligence system for the Canadian mining industry
- Identifies current HR challenges, trends and opportunities
- Helps industry anticipate and plan for fluctuations in the mining sector labour force
- Provides a profile of workforce by region, operation type and occupation



MiHR's LMI Program Objectives

- Develop a mining sector labour market forecasting system by region and occupation
- Provide national coordination of LMI initiatives for the mining sector
- Publish regular labour market forecasts at the federal / provincial / territorial levels
- Collaborate with other sectors (Petroleum, Electricity, Forestry, Construction, etc.) to standardize and supplement labour market data



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FROM FORESTRY TO MINING (FF2M) - LABOUR MARKET TRANSITION

Phase 1

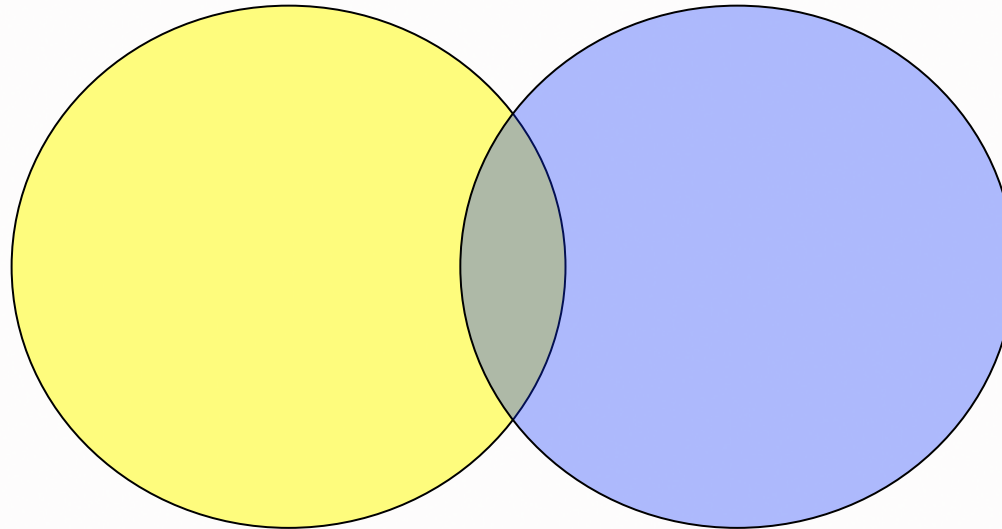
- Identify sectors with occupations that have similar skill sets to mining occupations
- Then identify which sectors are experiencing a cyclical and structural decline in employment
- Target sectors need to have a significant number of workers - greater than 100K



MAPPING RELATED OCCUPATIONS

Mining Occupations

Other Occupations



Occupations with similar
skills sets



FORESTRY SECTOR

- Employment peak in 2003 at 350,000 workers
- 40,000 + jobs lost in the last 4 years
- Forestry and logging sub sector lost 25% of its labour force in the past 4 years
- Over 5,000 permanent and temporary job losses have been announced in early 2008
- Mining and Forestry operations both operate in rural and often remote locations



Main project activities:

- Conduct three pilot projects to transition at least 45 displaced forestry workers to mining
- Based on the outcomes, lessons learned, and best practices of the pilot projects, develop and publish a Labour Market Transition Employer Resource Kit



The Pilot Sites

- Kamloops, BC – Thomson Rivers University
- Sault Ste. Marie / Sudbury, ON – The Federated School of Mines
- Grand Falls-Windsor, NL – Corona College



Collaboration between MiHR and FSM

- Promote Accreditation of mine-related training programs
- Career awareness through Explore for More brand
- Supply-side LMI research
- FSM could expand to national scope (become link between PSE and industry)





THANK YOU

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