



**Sudbury
& Manitoulin**

Workforce Planning
Planification en
main-d'oeuvre

NEWS RELEASE

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Mining Human Resources Forecasting Study projects mining industry will face significant Human Resources challenges over the next 10 years.

An aging workforce; pending retirements of highly knowledgeable and experienced workers; low participation rates in the mining industry by Aboriginal people, women and new immigrants; challenges in attracting local youth to mining professions; and poor image of the industry are all contributing to projected labour shortages in the mining and the mining supply services industries.

According to the *Sudbury Hiring Requirements Mining Forecasts 2013* study conducted by Workforce Planning for Sudbury & Manitoulin in collaboration with MiHR, the Mining Industry Human Resources Council 'it is estimated that the mining sector in Greater Sudbury and District currently employs around 25,200 workers,' states Reggie Caverson, Executive Director of Workforce Planning for Sudbury & Manitoulin. 'Our data further projects that over the next 10 years, even if the mining industry stays the same, we will need almost 21,440 more workers to fill current jobs and that finding these workers, particularly those in the skilled trades, could pose a significant problem for the industry.' Caverson notes that this is largely driven by baby-boom generation retirements, natural attrition, and a limited number of people entering mining-related education and occupations.

The forecast study which was conducted late last year, uses a labour market forecasting system and a variety of factors to predict changes in employment in the mining and minerals exploration industry such as commodity prices, productivity factors, demographic and regional data, along with key informant stakeholder interviews and surveys to validate and regionalize the information. The forecast study examines 66 mining-related occupations and includes projections for two, five, and ten-year time horizons and three economic scenarios — contractionary, baseline and expansionary.

'This research confirms what we already suspected; that significant shortages in highly skilled professions and experienced skilled trades will impact the industry if we don't do something now. It provides us with a clearer picture of the number of people that are needed in specific mining occupations to support the industry over the coming years,' says Jonathan Laderoute, Co-chair Business for Workforce Planning for Sudbury & Manitoulin.

While the study identifies and quantifies industry need, various recommendations are also suggested. They include: increasing mining's share of available talent; improving the image of the mining industry; integrating mining education into school curriculum to promote mining-related occupations as a viable career choice; strengthening industry and post-secondary education partnerships; optimizing the work environment to balance new technology with workforce needs; encouraging underutilized pools of talent to enter the industry; developing more flexible apprenticeship ratios; using older workers to mentor younger workers; and retaining employees during economic downturns to name a few.

“Our government understands that if Ontario is to prosper, all communities across the province must prosper. That includes the many communities and First Nations across the north,” said Brad Duguid, Minister of Training, Colleges and Universities. “The insight provided by this project will help us to better understand the unique needs of northern communities and help them to prepare for a strong and prosperous future.”

This research project was funded in part by Workforce Planning Boards across the north who also conducted similar studies in their area and The Government of Ontario. The City of Greater Sudbury, Cambrian College and Collège Boréal provided funding support for local research. This project was modelled after a study conducted in early 2012 by the North Superior Workforce Planning Board.

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For a copy of the report, please visit: www.planningourworkforce.ca (under recent publications)

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