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New Report Highlights Hiring Requirements and Available Talent Forecasts for Saskatchewan Mining Industry

Saskatoon (May 28, 2015): In the current market conditions, the mining industry will need to hire 12,900 new workers by 2024, according to the 2014 Saskatchewan Mining Industry Hiring Requirements and Available Talent Forecasts Report, released by the Mining Industry Human Resources Council (MiHR), in partnership with the Saskatchewan Mining Association (SMA) and the International Minerals Innovation Institute (IMII).

Demographics of the current Saskatchewan mining industry indicate that it has younger labour force, compared to the Canadian mining workforce, however retirements continue to pose a challenge to a stable labour market succession, with 12 per cent of the current mining workforce over the age of 55. Currently women and immigrants are underrepresented in the mining workforce compared to the overall workforce while aboriginal peoples comprise 10 per cent of the mining workforce.

MiHR's available talent forecast shows that the mining industry can expect to attract about 6,900 new workforce entrants in 71 key mining occupations. The gap between the hiring requirements and available talent are largest in Technical Occupations, followed by Supervisors, Coordinators and Foreman and Professional and Physical and Science Occupations. While the gaps faced by the mining industry in Saskatchewan have narrowed for some occupations since 2011, employers are still struggling to match their recruitment needs with the skills of job-seekers in the province. For example, the employer survey deployed as part of this study suggests that Engineers are still among the top five most difficult occupations to recruit.

Fostering partnerships between industry and post-secondary institutions is an important strategy, particularly given the projected gaps between the need for skilled and educated workers and the supply of available talent. The collaborative partnership between the SMA and IMII is an example of how industry, government and post-secondary institutions can collaborate to align post-secondary training and education to career opportunities in the mining sector. Other strategies to attract and retain talent include promotion of career opportunities, increased participation of under-represented groups in non-traditional roles, developing mentorship and succession programs, identifying and grooming high potential employees for managerial and supervisory roles and incorporating leadership development in early career stages.

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