



Underground drilling at Roca Mines Inc.'s MAX molybdenum mine near Revelstoke, BC.



Smiley Caban, Rescan Tahltan Environmental Consultants, conducting benthic invertebrate sampling on the Seud River.

Labour Market Task Force Reports

Teck Cominco geologists logging core in northwestern British Columbia.

Wanted: 15,000 Employees for BC's Mineral Exploration and Mining Sector

BC's modern mineral exploration and mining sector, the safest heavy industry in BC, will have almost 15,000 openings in the next ten years. This shortage is fuelled by a significant reduction of both workers and training during a period of decline in the 1990s. The period of decline has been followed by a resurgence of the sector.

Over the next 10 years, up to 40 per cent of the workforce will retire without an adequate labour force ready to take its place. A training and recruitment strategy is necessary to meet demand and to secure a sustainable mineral exploration and mining sector in the province.



Deanna Sebastian, member of the McLeod Lake Indian Band, on her truck at the Perry Creek Mine.

Why mineral exploration and mining?

British Columbia has recently experienced a strong resurgence of the mineral exploration and mining industry. Mineral exploration expenditures in BC have sky-rocketed 1300% from \$25 million in 2001 to \$416 million in 2007. Gross mining revenues have similarly risen – from \$3 billion in 1999 to over \$8 billion in 2006. This growth is expected to be sustained well into the future with world demand for commodities at unprecedented levels.

The BC mineral exploration and mining industry significantly impacts (directly and indirectly) over 100,000 jobs in the province or approximately 4.5% of total employment – almost 1 in every 20 jobs.

A favourable regulatory process, competitive taxation policies, and proactive engagement among industry, governments, educational institutions, and First Nations have made BC's mineral exploration and mining sector attractive to investors and beneficial to communities throughout the province. Vancouver and BC have become one of the most important centres in the world for mineral exploration and mining, with BC companies raising over 50% of global mineral exploration financing.

"Our success story continues – British Columbia is one of the world's major mining regions, and mining is one of the most important contributors to our economy. Mining is one of the highest-paying industries in B.C., paying British Columbians wages averaging \$99,900 with benefits."

Honourable Kevin Krueger, Minister of State for Mining

In The News:

"Crisis Deepens in Mining." "Canada's booming mining sector, which is growing at twice the rate of the economy, expects a shortfall of 92,000 workers in the next decade as industry wages rise 66% more than the average increase for all other sectors according to new research."

Derek Sankey, National Post, March 5, 2008.

"From a long-term perspective, the mining sector will probably see the fastest growth in terms of employment in the country"

Benjamin Tal, senior economist with CIBC World Markets Inc., National Post, March 5, 2008.

"A healthy, safe, and well-trained workforce is critical to the future of the mineral exploration and mining industry of BC. The opening of nearly 15,000 positions over the next ten years is an exciting opportunity that, when carefully managed, will contribute greatly to the well-being of our members and their families."

Randy Gatzka, District Representative, United Steelworkers



Barry Dick inspects his scraper at the beginning of his shift at the Orca Quarry.



Human Resources Study Findings

The Labour Market Task Force Study shows that there are almost 15,000 openings in the BC mineral exploration and mining sector over the next 10 years.

- Mineral exploration and mining industry-wide total employment in 2006: 16,500
- Estimated 7,500 new job openings in the mineral exploration and mining industry in BC through 2012
- New workers are needed in order to avoid skill shortfalls that threaten industry growth.

Mineral exploration and mining companies have identified occupations that face the highest challenges in recruitment and retention, both now and in the next five years. These include:

- Geologists
- Mining Engineers
- Accountants
- Heavy Duty Equipment Mechanics
- Electricians (surface)
- Metallurgical Engineers
- Millwrights
- Maintenance Supervisors
- Chiefs, Managers & Superintendents
- Mechanical Engineers
- Mining Supervisors

...and over 40 more occupations

Human Resources Strategy

The BC Mineral Exploration and Mining Labour Market Task Force includes all stakeholders affected by the pending labour shortage. It includes union representatives, employers, First Nations, industry associations, and both the federal and provincial governments.

The Labour Market Task Force's strategy aims to achieve:

A growing, vibrant, and safe British Columbia mineral exploration and mining industry with an engaged and highly skilled workforce, a responsive education and training system, and HR strategies and practices to match labour demand.

With this vision in mind, the HR Task Force developed five long-term human resource goals in the following areas:

- Image, branding and career of choice promotion
- Attraction and recruitment
- Retention and turnover
- Education and training
- Sustainability

The Labour Market Task Force has developed a strategy that will lead to the following benefits:

- Filling the vacancies that the study identified – almost an estimated 7,500 jobs over five years, includes displaced forestry workers in some communities
- More economic and social benefits to women, immigrants, and other under-represented individuals in the labour force
- Economic and employment partnerships with First Nations and Aboriginal peoples
- Direct and indirect economic development including infrastructure development for communities in BC
- Tax revenues from increased employment and business activity



Geologist Crystal McConeghy examines core at NovaGold's Galore Creek project

"One of the challenges facing Teck Cominco is the pending labour shortage. Almost 50% of our labour force is eligible for retirement over the next 10 years."

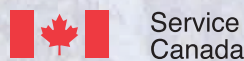
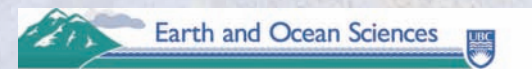
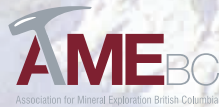
Don Lindsay,
President & CEO,
Teck Cominco Limited

"One thing this study shows is the large number of career opportunities that are available to Aboriginal People."

Jerry Asp, Vice President,
Canadian Aboriginal Minerals
Association

The labour market task force is working with industry, the federal and provincial governments and the Mining Industry Human Resources Council to obtain the \$40M over five years to deliver these benefits. The recommended contribution would be \$30M from government and \$10M from industry.

The members of the Labour Market Task Force represent all stakeholders in BC's mineral exploration and mining sector including union representatives, employers, First Nations, industry associations, and both the federal and provincial governments. The Labour Market Task Force has also engaged with some of the key providers of minerals and mining related education in the province.



Contact the Task Force

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"I have been very impressed with the excellent work and commitment that our multi-stakeholder taskforce has demonstrated in the development of a Human Resources Plan for B.C.'s mining industry. The support of our consultants has added significant depth to our results as well.

We are confident that there will be widespread support for our recommendations given the importance of the mining industry as an economic driver in B.C. now and into the future.

We look forward to getting on with the job at hand. There's a lot to do!! "

David Bazowski
Chair Labour Market Task Force