

How Companies can Help Sustain the Future Workforce and Keep Students Engaged in Mining

Dear Industry Partners:

The Canadian mining industry stands to benefit from taking a long-term approach to developing talent. The current economic circumstances present multiple challenges to the industry and particularly to human resources managers. MiHR acknowledges that companies are hard pressed to deal with the financial burden of low commodity prices and the difficulty that creates for sustaining operations. But we must not ignore the challenge of keeping students, who are enrolled in mining related university and college programs, engaged with the industry. To do so would be gambling away our future workforce.

MiHR recently conducted a short survey on the likely demand for internship/co-op and work placements of students enrolled in mining related diploma and degree programs across Canada. The results of the study can be found below. The survey revealed that nationally 1,451 students will likely be looking for placements this coming summer and 1,751 students will likely be looking for placement throughout the 2009/10 academic year.

Over the past decade many efforts have been made on the part of industry to develop a highly qualified and mobile mining workforce. The current economic downturn threatens to undermine the progress. Together as an industry, we can salvage the prospects of a stable career in mining for the next generation of mine workers.

Companies are encouraged to reach out to students seeking mentoring, internships/co-ops and work placements. MiHR is ready to assist you through our *Virtual MineMentor* program and the *Student-on-the-Job Board*. The *Virtual MineMentor Program* provides students from post-secondary mining programs with positive, virtual mentoring relationships with exceptional workers from the industry. The *Student-on-the-Job Board* provides students with a means to connect online with companies providing work placement opportunities. For further information on these initiatives please visit www.acareerinmining.ca or contact Pascale Larouche, Project Manager at plarouche@mihrc.ca.

We also encourage you to explore federal and provincial assistance provided through a Service Canada centre near you or to contact Human Resources and Skills Development Canada (HRSDC) for further information about programs provided through the *Youth Employment Strategy*. MiHR is currently working on a *Resource Guide to Government Programming*, which highlights many of these programs. The guide will be available, through MiHR, in mid-March.

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Survey Report on Mining Related College and University Programs

Executive Summary

A total of 19 institutions providing diploma programs and 14 institutions providing degree programs across Canada were surveyed to update enrolment data for mining related programs and to assess the demand for internship/co-op or work placement opportunities both this coming summer as well as throughout the 2009/10 academic year (including summer 2010). Data was available for 92% of the diploma programs surveyed and 92% of the degree programs surveyed. Averages were used to estimate the numbers for remaining programs.

A total of 2,640 students are currently enrolled in the programs surveyed (second year and higher). It is estimated that 1,451 students will be looking for placements this coming summer and 1,751 students will be looking for placements throughout the 2009/10 academic year. These figures reflect estimates of demand for internship/co-op or work placements and do not take the supply of potential internship/co-op or work placements into account.

Introduction

A survey was conducted of college and university programs across Canada that fall within the scope of programs directly related to mining. A select group of programs was chosen for the survey to minimise data fluctuation caused by a wide range of program requirements and characteristics. Apprenticeship programs were excluded from the survey as they are directly tied to an employer and demand for these programs is a direct derivative of industry demand for such workers. It should also be noted the Federal Budget 2009 allocated significant amounts of money into programs that would specifically target trades training.

Certain assumptions were made while gathering and analyzing the data. These assumptions are outlined below. Note that assumption (d) only applies to a small number of programs included in the survey. Data availability for both diploma and degree programs was 92%.

Assumptions

- a) University enrolments for the current winter semester are a good indicator of the level of enrolment for the coming 2009/10 academic year
- b) Between 80-100% of students enrolled in the select programs will be looking for a mining related internship/co-op or work placement opportunity
- c) Supply (from industry) of most internships/co-ops or work placements throughout the 2009/10 academic year will be at risk because of the current economic crisis
- d) When data was lacking for a particular program we used a figure slightly lower than the average for similar programs so as not to inflate the figures
- e) Students in second year or above in their programs are qualified enough to take part in internship/co-op or work placement opportunities

List of Collegesⁱ and Universities included in Survey

- *Colleges (Total 19)*: Keyano College, Lethbridge College, Northern Alberta Institute of Technology, SAIT Polytechnic, Thompson Rivers University: School of Technology, Assiniboine Community College, College of the North Atlantic, Nova Scotia Community College, Cambrian College of Applied Arts and Technology, Collège Boréal, Fleming College, Loyalist College of Applied Arts & Technology, Cégep de l'Abitibi-Témiscamingue, Cégep de Sept-Îles, Cégep de Trois-Rivières, Saskatchewan Institute of Applied Science and Technology, Northlands College, Cégep du Thetford, Camosun College
- *Universities (Total 14)*: University of Alberta, University of British Columbia, University of New Brunswick, Dalhousie University, Laurentian University, Queens University, University of Toronto, University of Waterloo, Laval University, McGill University, University of Montreal, University of Quebec in Chicoutimi, University of Quebec in Abitibi, University of Saskatchewan

Survey Results

	Total Enrolment Winter 2009	Demand for Placements - Summer 2009	Demand for Placements 2009/2010 Academic Year
<i>College/Diploma Programs</i>			
Mining Operations & Mineral Engineering Technology	321	226	271
Survey Technician/Geological Information Systems	72	57	60
Geomatics Engineering Technology	252	125	130
Geological Technology/Geology	101	76	65
<i>University/Degree Programs</i>			
Mining Engineering	658	376	534
Materials & Metallurgical Engineering	507	219	256
Geological Engineering	569	297	311
Geology	160	75	124
Totals	2,640	1,451	1,751

University/Degree Programs	Student Enrolment Winter 2009	Co-op/Work Placement Demand 2009	Co-op/Work Placement Demand 2009/10
Alberta	113	79	51
New Brunswick	64	41	47
Nova Scotia	45	12	19
British Columbia	296	146	186
Saskatchewan	84	55	55
Quebec	755	346	442
Ontario	514	288	405
Total	1,871	967	1,205

University Data by Province/Territory from MiHR Survey

College/Diploma Programs	Student Enrolment Winter 2009	Co-op/Work Placement Demand 2009	Co-op/Work Placement Demand 2009/10
Alberta	297	160	160
Newfoundland & Labrador	25	15	15
Manitoba	20	15	15
Quebec	152	112	149
Ontario	190	119	132
Saskatchewan	37	37	52
British Columbia	10	10	5
Nova Scotia	38	16	18
Total	769	484	546

College Data by Province/Territory from MiHR Survey

ⁱ Institutions were broadly grouped as either colleges or universities; however, the list of colleges could also include other institutions that provide diploma based programs.