Mining Industry Workforce Information Network
MIWIN

Report on the Saskatchewan Labour Market Demand Projections

Mining Industry Human Resources Council
Conseil des ressources humaines de l'industrie minière

Saskatchewan Mining Association

SMA STRATEGIC PLAN: 2008 - 2013

MISSION

- Providing a foundation for growth through a safe, responsible mining industry
- 5 Main Goals
  1. Cultivate a Strong & Representative Membership
  2. Advance Safety and Environmental Performance of the Mining Industry
  3. Facilitate Development Professional, Skilled and Available Work Force
  4. Advocate for a Competitive & Efficient Legislative & Policy System
  5. Improve Public Understanding of the SK Mining Industry

SMA Strategic Plan Goal #3

GOAL

✓ **Facilitate Development Professional, Skilled and Available Work Force**

- **Determine specific labour market demand (needs) of 2, 5 and 10 year period**

THE TASK

- This report details the expected mining labour force shortage for Saskatchewan over the period 2008 to 2017.

- This report is a follow-up report to the 2007 Mining Labour Market Transition study that identified a need for 92 000 new mine employees for the Canadian mining environment.

THE BASIS OF THE MODEL

1. The Global Economy
2. Major Projects
3. Demographics

GLOBAL ECONOMY

The following factors were incorporated into the MIWIN model:

- Energy Prices
- Commodity Prices
- The Canadian dollar
- Risk from Legislative Change to Commodity Markets
- The Strength of the U.S. Economy
- Interest Rates
- Canadian Tax Policy
- Immigration

3 SCENARIOS FOR PROJECTIONS

- **Pessimistic**
- **Neutral**
- **Optimistic**

PESSIMISTIC

This set of projections can be characterized by market conditions as follows:

- low world demand for commodities
- a slowing global economy
- commodity prices that are lower than the current level as of the timing of this report.

NEUTRAL

This set of projections can be characterized by market conditions as follows:

- adequate world demand for commodities
- a growing global economy
- commodity prices that are in the same range as of the timing of this report.

OPTIMISTIC

This set of projections can be characterized by market conditions as follows:

- strong world demand for commodities
- a strong global economy
- commodity prices that are above what we are currently experiencing at the time of this report.

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Neutral

YEAR	EMPLOYMENT	NEW JOBS GROWTH	REPLACEMENT REQUIREMENTS		TOTAL HIRING REQUIREMENTS
			NON-RETIREMENT	RETIREMENT	
2008	17000	536	408	425	1369
2009	17536	1227	421	438	2087
2010	18763	1464	450	469	2383
2011	20226	910	485	506	1901
2012	21137	571	507	528	1606
2013	21707	586	521	543	1650
2014	22293	602	535	557	1694
2015	22895	618	549	572	1740
2016	23514	635	564	588	1787
2017	24148	652	580	604	1835
Total		7800	5021	5230	18052

18,000 ADDITIONAL MINING WORKERS REQUIRED BY 2017

- The direct and indirect workforce in mining in Saskatchewan will grow by 42 percent from 17,000 to approximately 24,150
- The Saskatchewan mining industry will require approximately 18,000 additional direct and indirect workers by the end of 2017 to satisfy replacement needs as well as to fill new positions.
- This recruitment challenge will be exacerbated by the economies of Alberta and BC also experiencing enormous growth in their mining workforce.
- Competition for scarce human resources will be tight and significant real wage growth is expected for workers

Additional Workers Required – Neutral Assumption

JOB CATEGORY	2010	2013	2017
Tradespeople including Apprentices (All categories)	794	2148	4150
Mine Labourers	386	1044	2016
Miners (Non-automated)	312	845	1632
Supervisors, Officers, Foreman, Coordinators	296	800	1546
Heavy Machinery Operator	278	751	1451
Process/Plant Operator	272	735	1419
Administrative Services	149	403	779
General Management	118	319	615
Engineers (All categories)	105	282	545
Support Services	83	226	436
Technologist	70	188	363
Instrumentation	52	140	270
Laboratory	46	126	243
Geologist	42	113	218
Truck Driver	40	109	211
Accountant	32	87	168
Environmental Officer	32	86	166
Human Resources	27	72	138
Project Managers	25	67	129
Draftsman	13	36	70
Driller	13	35	68
Surveyor	12	33	64
Blaster	9	25	48
Finance	9	25	48
Geophysicist	5	14	27
Chemist	5	14	27
Other	231	624	1206

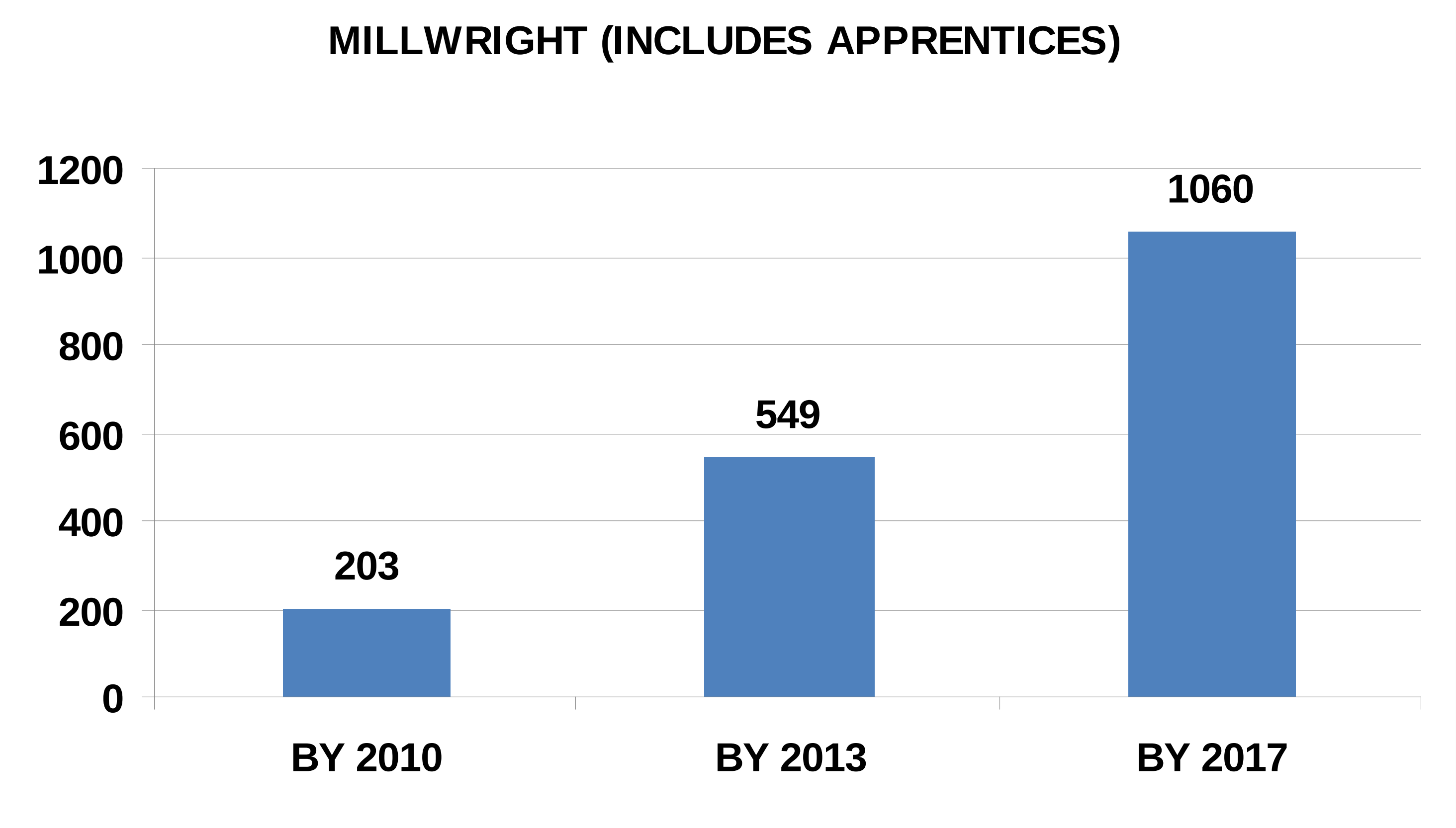
Additional Engineers Required By Type

	2010	2013	2017
Mine Engineer	36	96	187
Chemical Engineer	28	75	145
Mechanical Engineer	23	62	120
Electrical Engineer	14	38	73
Civil Engineer	4	11	20
TOTAL - ENGINEERS	**105**	**282**	**545**

Additional Tradespeople Required by Trade

(includes apprentices)	2010	2013	2017
Millwright	203	549	1060
Electrician	155	420	810
Heavy Equipment Mechanic	146	394	761
Mechanic	103	277	536
Welder	99	267	515
Pipefitter	33	88	170
Steam Engineer	28	75	145
Machinist	13	34	66

Additional Workers Required – by trade



POLICY IMPLICATIONS

- Increasing the ability of training programs to respond to industry needs and demand
- Attracting workers from underrepresented groups; Aboriginals; women; skilled immigrants
- Raising the profile of the mining sector

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NEXT STEPS

1. Post-secondary Mining Programs

- Partner with other schools to upgrade geological engineer to mine engineer or develop mine engineer program at U of S

2. Trade Training

- Increase apprenticeship output increase by 35%
- Partnership between SIAST and Regional Colleges for program delivery

3. Cross-Certification of Trades

- Modularization of Training

4. Immigration

- Pre-qualification to journeyman status

MINING INDUSTRY HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES DE L'INDUSTRIE MINIÈRE

SASKATCHEWAN MINING ASSOCIATION

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LIST OF PARTICIPANTS

The following companies submitted data to this project.

- **Agrium**
- **AREVA Resources Canada Inc**
- **Cameco**
- **Hudson Bay Mining And Smelting Co. Limited**
- **Mosaic**
- **PotashCorp**
- **Sherritt Coal**
- **Shore Gold**
- **Thyssen Mining**

THANK YOU

Saskatchewan Mining Association

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