

Mining for the Future:

THE CLEAN ECONOMY TRANSITION NEEDS MORE PEOPLE 2023

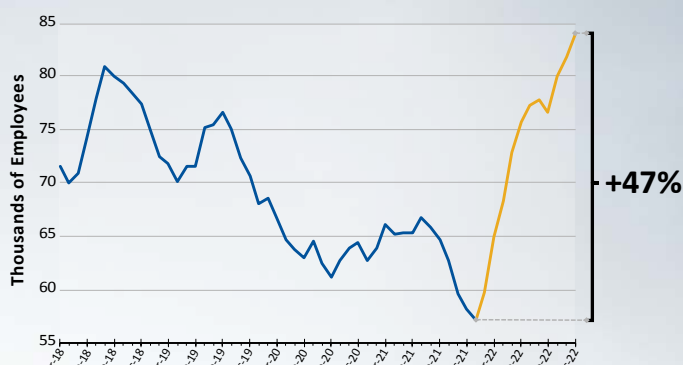


Canada's mining industry faces a tight, and tightening, labour market. With critical minerals and metals needed to transition to a clean economy, today's mining labour shortages threaten the world we want to create tomorrow.

THE TIGHT LABOUR MARKET

In 2022, employment in mining and quarrying rapidly grew by roughly 50%.

EMPLOYMENT (THREE-MONTH MOVING AVERAGE), MINING & QUARRYING (NAICS 212) (2018 – 2022)



Source: Mining Industry Human Resources Council, Canadian Mining Outlook, 2023; Statistics Canada, Labour Force Survey (Custom Data).

Since the pandemic, the percentage of job openings that remain unfilled has doubled. By the third quarter of 2022, there was only **one job-seeker for every five job openings** in mining and quarrying.



REASONS FOR A TIGHT LABOUR MARKET

Mining activity has been booming since 2020

SHORT TERM ISSUES

PAANDMIC-DRIVEN SUPPLY CHALLENGES

ECONOMIC INSTABILITY

GEOPLITICAL UNREST

↑ 56% METALS AND MINERALS PRICES UP 56% SINCE MARCH 2020

LONG TERM ISSUES

- Mining must expand to meet the demand for low-carbon technology and infrastructure.
- A large share of the mining workforce is aging and entering retirement.
- Mining careers are the least popular among the youth.
- Participation from women, new Canadians and other equity-deserving groups is lacking.

SHARE OF WORKFORCE BY AGE CATEGORY, MINING, QUARRYING AND OIL AND GAS EXTRACTION (NAICS 21) (1987 – 2021)



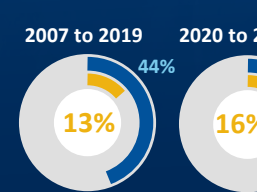
Source: Mining Industry Human Resources Council, Canadian Mining Workplace Profile, 2023; Statistics Canada, Labour Force Survey (Table: 14-10-0023-01), 2022.

IT HAS PROVEN DIFFICULT TO ATTRACT YOUTH TO THE MINING INDUSTRY (2021)

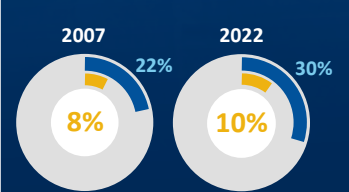
Industry	Definitely would	Probably would	Might Consider	Probably would not	Definitely would not
Health care	16%	19%	31%	21%	12%
High tech sector	13%	22%	31%	21%	13%
Arts and culture	14%	21%	28%	21%	15%
Financial services	11%	18%	34%	22%	15%
Transportation and logistics	5%	14%	33%	30%	18%
Manufacturing	5%	14%	31%	32%	18%
Construction	7%	11%	26%	28%	29%
Oil and Gas	5%	9%	20%	29%	38%
Mining	4%	7%	19%	28%	42%

Source: Mining Industry Human Resources Council (2021); Abacus Data (2020).

WOMEN IN THE WORKFORCE



IMMIGRANTS IN THE WORKFORCE



MINING AND QUARRYING (NAICS 212) (2007 – 2022)

Source: Mining Industry Human Resources Council, Canadian Mining Workplace Profile, 2023; Statistics Canada, Labour Force Survey (Custom Data).

TRANSITION TO A CLEAN ECONOMY

Low-carbon energy technologies such as renewable power, electric vehicles and charging infrastructure will require much more mining activity. The International Energy Agency estimates that global requirements for critical minerals must quadruple by 2040 to meet carbon-reduction targets.



WHAT CAN WE DO TO HELP RESOLVE THESE LABOUR SHORTAGES?

M4S, aims to build a diverse, skilled and safe Canadian mining workforce in support of the industry's role in developing a clean economy.

- Government support of the industry is vital to quickly expanding the minerals and metals sector.
- Attracting, recruiting and developing the next generation of workers is vital to mining's sustainability and growth.
- The Mining Industry Human Resources Council's Mining Sector Skills and Solutions Strategy for the Clean Economy (M4S).

- 1 Labour Market Intelligence (LMI) for the Canadian Mining Sector
- 2 Mining Career Awareness and Engagement
- 3 National Mining Skills Development Strategy
- 4 Mining Sector Equity, Diversity and Inclusion (EDI) Supports
- 5 Governance, Project Management, Industry Engagement and Communication

