# 2024 CRITICAL OBSTACLES FOR CANADA'S MINING TALENT PIPELINE

The push for renewable energy is gaining momentum globally, and Canada is a key supplier of critical minerals for the new green economy.

Since 2020, mineral prices have risen by about 50%, and Canada's mining workforce has also expanded.

MINERAL PRICE INDEX & MINING EMPLOYMENT TRENDS (THREE-MONTH MOVING AVERAGE)(2020-2023)



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

These trends will only intensify: global demand for minerals is on track to double by 2040, which means Canada will need to increase its production of critical minerals.

DEMAND SCENARIOS FOR CRITICAL MINERALS



## LOOMING LABOUR SHORTAGES

In 2023, roughly **one of every five mining workers was 55 years or older**, and approaching retirement. With the rising demand for critical minerals, one thing is clear – Canada's mining industry needs a fresh influx of talent. SHARE OF WORKFORCE BY AGE CATEGORY, MINING, QUARRYING AND OIL AND GAS EXTRACTION (NAICS 21) (1987 – 2023)



1987 1990 1993 1996 1999 2002 2005 2008 2011 2014 2017 2020 2023 Source: Mining Industry Human Resources Council, Canadian Mining Workplace Profile, 2024; Statistics Canada. Labour Force Survey (Table: 14-10-0023-01). 2024.

# **MINING NEEDS SPECIALIZED STUDENTS**

The future of mining is bright, but Canada's mining education has major issues. Simply put, we are not training enough students in the programs we need.

Demand for skilled workers is growing, but many mining-centric programs have declining enrolments.



# **BARRIERS TO PARTICIPATION IN MINING** So why aren't more students joining the industry?

#### **B. GENERAL LACK OF AWARENESS**

Many students simply do not have mining programs on their radar. A 2023 survey found that 66% of mining career-seekers first learned about the industry during postsecondary studies or after graduation.

#### **D. GEOGRAPHY**

Mining projects are located in remote regions, far from urban centres. This is a major obstacle

sight lines when planning their careers.

because graduates typically prefer job opportunities

People from diverse backgrounds represent a relatively

closer to home, and it puts mining out of students'

E. BARRIERS TO DIVERSITY AND INCLUSION

untapped pool of talent for the mining industry.

In 2023, only 15% of the mining workforce were

women, and only 10% were immigrants.

#### C. MINING AS A LAST CAREER CHOICE

Many students worry that mining may have more limited career options, less job stability, fewer co-op positions and less prestige.

In interviews, postsecondary administrators have noted that mining is one of students' least favorite career options.



### A. NEGATIVE PERCEPTIONS OF MINING

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Surveys show that two-thirds of young Canadians would not consider working in mining. Of all sectors, mining ranks the lowest, even below oil and gas.

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FROM CLASSROOM TO MINE SITE: A REVIEW OF CANADA'S POSTSECONDARY EDUCATION PIPELINE FOR THE MINING SECTO These barriers are not going away on their own—mining employers, governments and the education sector will have to work together to avoid future skills shortages.

You can explore these issues and potential solutions in MiHR's latest report, by visiting MiHR.ca.





ource: Mining Industry Human Resources Council, anadian Mining Workplace Profile, 2023; Engineers anada, Engineers for Tomorrow: Trends in Engineering nrolment and Degrees Awarded 2016-2020, 2022.

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