

Millennials and mining

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The Mining Industry Human Resources Council estimates that between 2018 and 2027 roughly 9,540 vacancies will be unfilled, making the age gap within the Canadian mining industry a reality. A new generation will be required to fill that gap and we are excited to take up the challenge. As Millennials we are often characterized by our tech-savviness and connectivity—traits we would like to bring to the workforce. Furthermore, growing up in a global community we have been taught to encourage inclusivity and diversity, and be mindful of social justice issues. This presentation aims to address three impacts Millennials will have on the mining industry:

(1) Improved technology and social media use

The influence of technology and digitization has drastically changed many industries over the recent years. The mining industry needs to address these issues by keeping up with current technology as well as training the workforce to use the technology effectively. Social media should be used as a tool to help deconstruct the many misconceptions held by the public about the mining industry.

(2) Gender equality and equal pay for equal work

Women make up about half of the total Canadian workforce, but account for only about 19% of the mining workforce. Sexism is a difficult subject to discuss, but in order to deconstruct it within the mining industry we must be willing to have this conversation.

(3) Improved indigenous engagement and relations

Meaningful discussions on the impacts of resource extraction are an important first step between the mining industry and Indigenous peoples. Reports on the impacts of the mining industry within indigenous communities, such as those given at the MMIWG hearings, must be taken seriously.

While separate issues, these impacts will only serve to strengthen the mining industry as a whole by engaging members of the workforce of all ages and ensuring the Canadian mining industry remains globally competitive.

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