

# Industry Profile: Mining

A guide for newcomers to British Columbia



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## 1. Overview of the Mining Industry

### *Introduction*

British Columbia has one of the largest mining sectors in Canada with more than 1,200 mineral exploration and mining companies. The industry employs more than 10,000 people in BC.

Employment in mining is very sensitive to economic cycles. There is employment growth during boom times and employment reductions during recessions. The economic outlook for the Canadian mining industry appears to be improving after a period of significant slowdown. Across Canada the industry is expected to hire approximately 97,450 workers from 2019 to 2029.

**Forecasted hiring gaps in the mining industry by broad occupational category, 2019-2029**

	Net Change in Employment	Exits	Total Hiring Requirements	Entrants	Gap Analysis and Hiring Challenge
Human Resources and Financial Occupations	370	2,660	3,020	2,780	-250
Professional and Physical Sciences Occupations	900	7,340	8,240	6,850	-1,390
Supervisors, Coordinators, and Foremen	760	7,820	8,590	6,860	-1,730
Support Workers	560	4,300	4,860	3,460	-1,400
Technical Occupations	730	4,780	5,510	4,750	-760
Trades Occupations	1,260	9,660	10,920	8,810	-2,110
Production Occupations	2,540	19,430	21,970	19,870	-2,100
Other Occupations <sup>14</sup>	4,820	29,530	34,340	26,830	-7,510
<b>All Occupations</b>	<b>11,930</b>	<b>85,520</b>	<b>97,450</b>	<b>80,200</b>	<b>-17,250</b>

Source: Canadian Mining Labour Market Outlook 2019

Over the longer term, BC's mining industry anticipates a shortage of skilled workers. The industry may need to hire more than 10,000 workers in BC over the next 10 years in order to replace a large number of workers who are retiring or leaving the industry for other reasons.

In order to fill these positions, the mining industry is trying to attract and recruit women and men from every national and cultural background. The industry has responded by developing a number of programs to recruit newcomers to Canada.

These include:

- initiatives to attract newcomers to remote locations of the province
- corporate efforts to encourage diversity in the workplace
- strategies for streamlining foreign-credential recognition

One such initiative is the ***ITA's Immigrants in Trades Training*** program, which helps you overcome barriers to entering the trades, including jobs in mining. This program can provide you with hands-on experience, financial assistance, safety training, English courses, and career counselling.

- More information:  
<http://www.itabc.ca/immigrants-trades/overview>

The ***Mining Industry Human Resources Council (MiHR)*** created a guide specifically for newcomers to Canada. The guide provides you with advice including:

- Videos on mining in Canada
- Life in mining - what to expect
- Skills and training
- How to get your international education and experience recognized

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- Canadian mining jargon
- Tips on applying for jobs
  
- More information:  
**Information for Newcomers to Canada**  
<https://www.mihrc.ca/careers/information-for-newcomers-to-canada>

For more information on the mining sector see:

- **BC Career Pathways Guidebook: Mining Careers**  
<https://www.mineralsed.ca/site/assets/files/3454/ctem-guidebook-2016-final-web.pdf>
- **Centre of Training Excellence in Mining**  
<http://www.bc-ctem.ca/>
- **Canadian Mining Labour Market Outlook 2019**  
[https://www.mihrc.ca/pdf/publications/NationalOutlook2019\\_EN\\_Final.pdf](https://www.mihrc.ca/pdf/publications/NationalOutlook2019_EN_Final.pdf)
- **Mining Association of British Columbia**  
<http://www.mining.bc.ca>
- **Mining and Oil & Gas Extraction. WorkBC**  
<https://www.workbc.ca/Job-Seekers/Industry-Profiles/13>

## 2. Occupations in the Mining Sector

There are more than 120 occupations in the mining industry. Each career has its own unique set of experience and training requirements.

The majority of mining workers in BC have a university certificate, diploma or degree. However, you can find mining jobs at all skill levels. Some careers are in greater demand than others.

### ***Occupations in Highest Demand:***

The five occupations with the largest hiring requirements for each of the industry sub-sectors include:

Extraction and Milling	Stone, Sand and Gravel	Exploration	Support Services
Heavy equipment operators (NOC 7521)	Heavy equipment operators (NOC 7521)	Engineers/Geoscientists*	Geologists (NOC 2113)
Underground production and development miners (NOC 8231)	Truck drivers (NOC 7511)	Drillers (NOC 7372)	Underground production and development miners (NOC 8231)
Truck drivers (NOC 7511)	Supervisors, mining and quarrying (NOC 8221)	Land surveyors (NOC 2154)	Heavy equipment operators (NOC 7521)
Heavy-duty equipment mechanics (NOC 7312)	Heavy-duty equipment mechanics (NOC 7312)	Chemical technicians (NOC 2211)	Truck drivers (NOC 7511)
Supervisors, mining and quarrying (NOC 8221)	Geologists (NOC 2113)	Drafting technicians (NOC 2253)	Mining engineers (NOC 2143)

\* Includes NOC codes 2131, 2132, 2133, 2148, 2144, and 2113

Source: Preparing for the Future – Mining Labour Market Outlook for British Columbia 2016-2026 [http://www.bc-ctem.ca/sites/default/files/preparing\\_for\\_the\\_future-mining\\_labour\\_market\\_outlook\\_for\\_british\\_columbia\\_2016-2026.pdf](http://www.bc-ctem.ca/sites/default/files/preparing_for_the_future-mining_labour_market_outlook_for_british_columbia_2016-2026.pdf)

The Mining Industry Human Resources Council identifies core occupations within the mining sector. For a list of these occupations, along with projected future demand see:

- Canadian Mining Labour Market Outlook 2019**  
<https://www.mihr.ca/labour-market-information-research>  
 [see table at end of report for complete list of occupations]

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The table below shows the range of jobs within the mining sector:

Here are just some of the many different jobs in the mineral industry:			
Accountant	Environmental Engineer	Mail Clerk	Protective Services Officer
Accounting Clerk	Environmental Technologist	Marketing Officer	Pump Operator
Administrator	Equipment Operator	Materials Analyst	Purchasing Agent
Air Traffic Controller	Expediter	Mechanical Engineer	Refrigeration Mechanic
Assayer	Fill Worker	<b>METAL FABRICATOR</b>	Rock Mechanic Engineer
<b>AUTO MECHANIC</b>	Filter Operator	Metallurgical Technician	Safety & Public Affairs Officer
Bit Grinder	Financial Analyst	Metallurgical Engineer	Salesperson
Biologist	Floor Operator	Mill Operator	Senior Design Draftsperson
Blaster	<b>GASFITTER</b>	<b>MILL-SERVICES UTILITYPERSON</b>	Shaft Worker
Boilermaker	Geological Engineer	<b>MILLWRIGHT (INDUSTRIAL MECHANIC)</b>	Shovel Operator
Bucker/Core Splitter	Geologist	Mine Manager	Stock Broker
Business Analyst	Geophysicist	Mine Systems Specialist	Surveyor
Buyer	Geotechnical Engineer	Miner	Systems Analyst
Cable Bolter	GIS Specialist	Mineral Process Engineer	Systems Support Technician
Cableperson	Haulage Truck Operator	Mining Engineer	Tax Advisor
Cage Tender	Health and Safety Officer	Mining Technologist	Technical Supervisor Engineer
<b>CARPENTER</b>	<b>HEAT/VENT/COOLING MECHANIC</b>	Mobile Crane Operator	Technical Support Analyst
Chemical Technician	<b>HEAVY DUTY MECHANIC</b>	Network Analyst	Timberperson
Chemist	Heavy Equipment Operator	Payroll Administrator	<b>TIRE REPAIRER</b>
Communications and Public Relations Officer	Hoistperson	Pebble Crusher Utilityperson	Tool Crib Attendant
Control Room Operator	Human Resources Officer	Personnel Driver	Trammer
<b>COOK</b>	<b>INSTRUMENTATION MECHANIC</b>	Pilot	Transportation Analyst
Crusher Controller	Janitor	<b>PIPEFITTER</b>	Utilityperson
Cyclone Operator	Junior Analyst	Plant Analyst	Ventilation Technician
<b>DIESEL ENGINE MECHANIC</b>	Labourer	<b>PLUMBER</b>	Warehouse Worker
Diamond Driller	Lawyer	President	Wash Bay Attendant
Dig Operator	Leach Plant Operator	Pressure Washer	Water / Sewage Treatment Operator
Dozer / Grader Operator	Legal Secretary	Process System Technician	
Draftsperson	Librarian	Project Engineer	
Driller	Lube Journeyperson	Prospector	
Electrical Engineer	<b>MACHINIST</b>		
<b>ELECTRICIAN</b>			
Employee Relations Officer			

Source: [https://www.minerals.ca/site/assets/files/3454/careerfairpamphlet\\_2017.pdf](https://www.minerals.ca/site/assets/files/3454/careerfairpamphlet_2017.pdf)

For detailed information on any of the occupations in the mining sector, including job description, educational requirements for working in BC, salary, and more see:

- **WorkBC Career Profiles**

<https://www.workbc.ca/Jobs-Careers/Explore-Careers.aspx>

[search by job title]

- **Jobs in Mining: Occupational Profiles**

<https://www.mihr.ca/careers/jobs-in-mining/occupational-profiles>

### 3. Hiring Forecast by Region

The majority of job openings are in the northern and interior regions of British Columbia. Comparatively few new jobs are in Metro Vancouver (Mainland/South West region).

Job prospects are best if you are willing to relocate to other regions of the province.

#### Hiring requirements forecasts by region, three scenarios for 2, 5 and 10 years

	Contractionary			Baseline			Expansionary		
	2 years	5 years	10 years	2 years	5 years	10 years	2 years	5 years	10 years
Northeast / Central Region	-240	-220	30	-90	160	1,390	60	500	1,630
Northwest Region	-20	600	1,720	220	1,190	3,140	440	1,750	4,280
South Central Region	-300	630	1,840	50	1,570	3,630	390	2,450	5,870
Southeast Region	-20	1,400	3,330	360	2,430	5,240	730	3,370	7,700
Southwest Region	-20	10	70	-10	70	320	20	120	300
<b>All Regions*</b>	<b>-630</b>	<b>2,440</b>	<b>6,890</b>	<b>540</b>	<b>5,420</b>	<b>13,705</b>	<b>1,610</b>	<b>8,190</b>	<b>19,770</b>

Source: Mining Labour Market Outlook for British Columbia 2016-2026

Additional information on mining activities in specific regions can be found at:

- **Opportunities in the Regional District of Bulkley-Nechako - Mining**  
<http://opportunities.rdbn.bc.ca/mining>
- **Smithers Exploration Group** [serves mining interests in Northwestern BC]  
<http://www.smithersexplorationgroup.com/>
- **Northern Interior Mining Group**  
<http://www.nimg.ca/>
- **Mining in Kamloops. An Industry Snapshot**  
<http://venturekamloops.com/industries/mining/>
- **Move Up Prince George**  
<http://moveupprincegeorge.ca/about/industries-employers/>



## 4. Finding Jobs

### *Online Job Postings*

- **Mining Association of BC Job Board**  
<http://www.mining.bc.ca/job-board>
- **Career Mine**  
[www.infomine.com/careers](http://www.infomine.com/careers)
- **Northern Miner Jobs**  
<http://www.northernminerjobs.com/>
- **Association for Mineral Exploration BC Career Centre**  
<https://members.amebc.ca/networking/>

### *Creating a List of Potential Employers*

You can use directories to produce lists of employers in the mining industry in British Columbia. Contact them directly to find out if they're hiring.

- **Association for Mineral Exploration BC Membership Directory**  
<https://members.amebc.ca/search/custom.asp?id=5180>
- **Mining Association of BC Membership**  
<https://www.mining.bc.ca/membership>
- **Northeast BC Coal Mines**  
<http://www.jobsearchonline.bc.ca/pdf/northeastcoalmines.pdf>
- **Mining Suppliers Directory. BC**  
<http://miningsuppliersbc.ca/membership/directory/>

## 5. Additional Resources

Still looking for more information? Try looking at the following resources:

- **Canadian Mining Workers Facebook Page**  
<https://www.facebook.com/miningcertification>
- **Mining Association of Canada**  
<http://mining.ca/>
- **Career Paths for Skilled Immigrants Program**  
<https://www.welcomebc.ca/Work-or-Study-in-B-C/Work-in-B-C/Employment-Language-Programs>
- **Canadian Mining Certification Program**  
<https://www.mihr.ca/certification-training-standards/the-canadian-mining-certification-program>
- **Centre of Training Excellence in Mining**  
<http://www.bc-ctem.ca/>

***Questions? Please ask the Information Staff at the Central Library or telephone 604-331-3603.***

*Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>.*