

Labour Market Prospects for the Métis in the Canadian Mining Industry

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The objective of this report is to review the prospects for Métis employment in the mining sector brought upon by a looming wave of retirements; to determine potential barriers to Métis employment in the mining industry; and to identify actions and strategies that the Métis National Council (MNC) and Métis providers of ASETS programming should adopt to take advantage of and overcome obstacles to employment opportunities in the mining industry. The Canadian mining sector accounted for somewhere between two and five per cent of nominal GDP in Canada – depending on which definition of the mining sector is used – in 2008. This sector, concentrated in rural and remote locations, represents an important potential source of employment for the comparatively large youthful and rural Métis population entering the labour market in the coming decades. The mining sector has unique locational dynamics and hiring practices, a highly productive and experienced but aging work force, and growth prospects that are heavily reliant on global demand. There is a large demand for skilled workers to replace the soon-to-be-retired baby boomers. The Métis have unique demographic characteristics, which could create competitive advantages for employment in the mining industry; however, they are at risk of being unable to take advantage of the upcoming job openings if they cannot meet the educational requirements for employment in that sector.