The Workforce for 2021-2030 large-scale mining in Chile: 25,000 new talents will be needed in the next decade

Among the challenges facing the industry is the need to continue to increase the participation of women in the mining workforce, as well as local employment, both at the level of mining companies and their suppliers.

The Mining Skills Council (Consejo de Competencias Mineras, in Spanish) together with the Eleva Program (CCM-Eleva alliance) presented the results of the **eighth edition of the "Workforce in large-scale mining in Chile Study", focused on the decade 2021-2030** –already available at www.ccm.cl/EFL2021-eng– which describes the evolution of the training offer available for the mining sector, the demand for workers by the industry, as well as the human capital challenges that the sector will face during the next decade.

The Workforce Study (EFL in spanish) is carried out together with mining companies and suppliers and is the only sectorial study that gathers and diagnoses the current state and projections for the next decade of the mining workforce at a national level. Its methodology allows the traceability of data from 2011 to date and enables the sector to make informed and more agile decisions regarding its human capital challenges.

In this eighth version, where a decade of data collection has already passed, *"we can analyze the results in depth, which allows us to prepare ourselves as an industry to face these future changes, and at the same time, make visible the important advances that we are developing for the training of people in mining"*, said Verónica Fincheira, manager of the Mining Skills Council.

Moreover, Veronica Fincheira also highlight that in this eighth version of the Study, *"we can analyze the results in depth, which allows us to prepare ourselves as an industry to face these future changes, and at the same time, make visible the important advances that we are developing for the training of people in mining"*. Also, she added that *"this translates into being able to announce that every day we are having an impact on the development of public policies to align the training world with the demands of the mining industry"*.

Findings of the Workforce 2021 Study

Among its main findings, the Workforce for 2021-2030 large-scale mining in Chile details that, despite the consequences of the pandemic, **large-scale mining is beginning to expand**, recovering a level of employment close to that which existed before the contraction observed since 2016.

In terms of human capital gaps and demand, "EFL 2021" details that by the end of the decade 2021-2030, 25,338 workers will be needed in different positions of the main mining value chain (extraction, maintenance, processing, and transportation).

Likewise, **73% of the accumulated demand for the next 10 years is concentrated in four main positions**: mechanical maintainers, electrical maintainers, mobile equipment operators

and fixed equipment operators. These continue to be the profiles with the largest gap between the available training offer and the demand required by the industry.

Along the same lines, this study reported that during the course of the health crisis, e-learning training increased from 8% to 64% with respect to the previous study, which doubled the average participation rate, increasing from 2.4 to 5.5 trainings per worker per year.

Faced with the technological impact, **76% of the companies stated that their first option was to train current workers in new technologies (upskilling)**. This is followed, with 62% of the responses, by retraining current workers to perform other functions. Then, with 45%, comes the option of hiring new workers with skills adjusted to the new requirements.

Currently, many women are already part of the mining sector, and their participation is growing. In this line, the EFL 2021 recorded a sustained increase in the participation of women in mining from 2011 to date. Moreover, the Study highlights an increase from 8.4% to 11.8% in the last two years of measurement. Likewise, the overall indicator for hiring women doubled, reaching 21% by 2020.

Another important key point was how the participation of women in leadership positions increased, specifically in the position of "Head", where it more than doubled from 7.4% to 15.7% in relation to the previous version of the study.

In terms of local employment, EFL 2021 noted that over the last decade, 7 out of 10 people working in mining are employed in the same region in which they live. *"Local employment proved to be key for the resilience in the sector during the mobility constraints of the pandemic",* said Vladimir Glasinovic, director of Eleva.

For example, hires of people residing in the same region increased from 65% in 2018 to 71% in 2020. This rise in the incorporation of local talent was mainly marked by local hires from supplier companies, which increased from 68% in 2018 to 84% in 2020.

Finally, based on the information gathered by the study, Vladimir Glasinovic explained that *"the EFL shows that there are three major drivers that will allow us to close the human capital gaps identified. The first is the improvement of the quality of the vocational education and training system, enabling the generation of new talent in secondary technical-professional education"*.

Furthermore, *"we must also work on learning pathways, where the need to strengthen internship and apprenticeship processes stands out; and finally, the sector must continue working to promote public-private alliances at the regional level to improve local training ecosystems"*, said Glasinovic.

The study is now available for download at www.ccm.cl/EFL2021-eng/ english version and also its spanish version at www.ccm.cl/EFL2021.