**Chilean Mining Workforce Study 2023:  
The mining industry will require over 34.000 talents in the next ten years.**

*The findings, released by the CCM-Eleva Alliance, represent the total of the country's mining regions, with the participation of 27 mining and supplier companies. Additionally, the EFL 2023, as it is known, received sponsorship from the Ministry of Mining of Chile.*

This Tuesday, December 5, the CCM-Eleva Alliance presented the **Workforce Study of Chilean Large-scale Mining 2023-2032**, which is a complete radiography that -since 2011- describes how the workforce of large-scale mining in our country is evolving, identifying the existing challenges in this area and multiple opportunities to work in a collaborative and sectorial manner.

The ninth edition of the Workforce Study had the participation of a total of 27 mining and supplier companies, who provided their indicators. Additionally, and unprecedentedly this year, the study received sponsorship from the Ministry of Mining, which -last August- signed a collaboration agreement with the CCM-Eleva Alliance.

"This is an important study, which since 2011 has provided relevant information for public policies and also for the industry (...) allowing us to know what are the gaps we have in terms of human talent and important data, for example, in what areas human talent is required and how we are progressing in terms of gender equity", said the Minister of Mining Aurora Williams during the launch, who also appreciated that over the years the study has been integrating new indicators according to the context of the industry.

Veronica Fincheira, manager of the Mining Skills Council (CCM-Eleva Alliance), valued the efforts of the mining companies, "who systematically provide us with their data and participate in the analysis of the information since they are the main asset to develop this report that characterizes the mining workforce, representing 96% of the sector".

The present launch -which is now available for download at [www.ccm-eleva.cl/EFL2023-eng](http://www.ccm-eleva.cl/EFL2023-eng)- included a synthesis of the study's findings at the national level, with more than 150 guests, including representatives of companies, education institutions, training organizations, and the public sector, among them the Undersecretary of Labor Giorgio Boccardo, Undersecretary of Women and Gender Equity Luz Vidal; Executive Secretary of ChileValora Ximena Rivillo; National Director of Sence Romanina Morales; Executive Secretary TP of the Ministry of Education Cristian Liconvil, among others

**Findings of Chilean Mining Workforce Study 2023**

The ninth version of the Workforce Study showed that more than 34.000 new talents will be needed by 2032, increasing by more than a third compared to the 25.000 identified two years ago in the previous study, both for those workers who are about to retire, as well as for the projects that will come into operation in key mining regions.

"This demand for more than 34 thousand new talents for the next decade reflects a growth of 36% compared to what was estimated in the previous study, which is excellent news that shows a mining industry that is growing robustly, generating jobs and local development", said Vladimir Glasinovic, director of the Eleva Program (CCM-Eleva Alliance).

From this accumulated demand, 75% will be concentrated in five main profiles: mechanical maintainers, electrical maintainers, maintenance supervisors, mobile equipment operators, and fixed equipment operators. It is worth mentioning that more than 10 thousand mechanical maintainers will be needed in the next ten years.

Another of the topics addressed is the labor participation of women in mining, which has maintained a positive evolution and has increased from 8% in 2018 to 15% in 2022, a percentage that rises to 17% if we only consider mining companies. To achieve this participation, it is highlighted that 1 in 3 hirings made by mining companies was a woman, which translates to more than 2.500 women hirings in one year.

Likewise, women have made their way into decision-making positions, increasing from 13% to 17%, with a greater increase in the positions of assistant managers/superintendents, which went from 13% to 19%, and in leadership positions, which increased from 16% to 23%. However, this good news has as a counterpart the stagnation for more than ten years in the enrollment of women in programs related to mining, which remains at 13% in both technical-professional secondary education and higher education.

As one of the priority issues of the sector, there was also a significant increase in the quotas offered by mining companies to be part of their internship and apprenticeship programs, allowing the entry of more young people, and women, among other groups. Specifically, there were more than 2.300 quotas for interns and apprentices in 2022, a figure that doubled compared to 2018 and quadrupled about the last measurement (the year 2020, which in the context of the pandemic decreased to only 586 quotas).

Regarding the average hiring rate, 24% of those who participated in these programs were hired. Likewise, 61% of those hired in the apprenticeship programs were women, demonstrating an important opportunity for the participation of women.

The study also addresses multiple other aspects, such as the investment and training hours of workers, the gaps that exist in the development of technological and digital skills, the hiring of workers who reside in the same region where the sites are located, and more.

Those interested in reviewing all the details of the study can download it for free from the new website of the CCM-Eleva Alliance: [www.ccm-eleva.cl/EFL2023-eng](http://www.ccm-eleva.cl/EFL2023).