

Delivering the Workforce for BC's Critical Minerals Future

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Reliable Labour Supply

- BC positioning itself as a **global supplier of critical minerals**
- The workforce systems to deliver projects **already exist**
- Successful models prioritize:
 - local recruitment
 - apprenticeships and training
 - skilled labour mobility



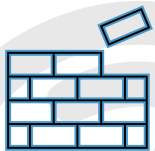
Workforce Challenges Are Planning Challenges



Align **construction, maintenance, and outage** schedules



Workforce issues are often **planning, mobility, and retention** challenges



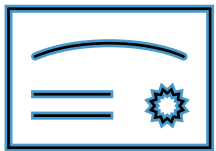
Workers stay when they see **continuity and long-term opportunity**





Execution Certainty

Unionized skilled trades provide:



Training and certification



Strong safety culture



Stable, mobile workforce

This is not just a labour discussion — it is about risk, productivity, and return on investment.

A Local-First Workforce Model



Invest in local outreach, training, and apprenticeships



Support **Indigenous** participation through training and mentorship



Build long-term workforce capacity in communities



Maintain the ability to **mobilize skilled labour** when needed



Delivering the Workforce for the Next Generation

- Skilled trades are already operating technologies like **3D scanning, laser alignment, and total stations**
- Future projects require **highly skilled, adaptable trades**
- Workforce planning must happen **early alongside capital planning and permitting**



THANK YOU

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