

The next-generation mining

WORKFORCE

Challenges and opportunities



Millennials are reshaping the labor market



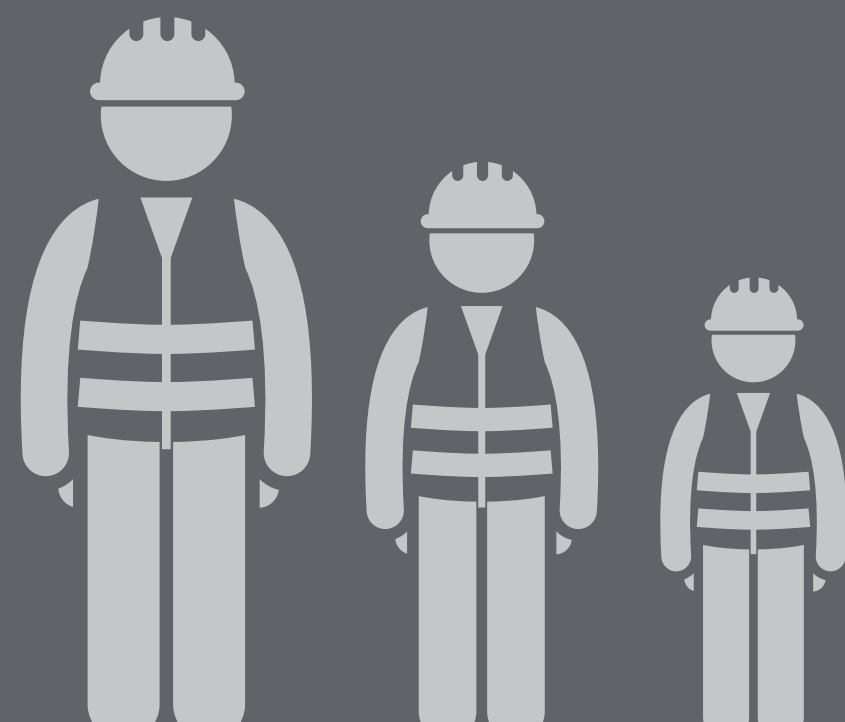
75% of the world's workforce will be millennials by 2025

What millennials value at work

- ✓ Good work life balance
- ✓ State-of-the-art technologies
- ✓ Flexible hours
- ✓ Remote working opportunities



The industry is facing a skills gap



15% of South African mining engineers stay in the mining industry long term

106,500 workers need to be hired in Canada between 2016 and 2026

60,000 skilled worker shortage will occur in India between 2014 and 2022

Worker safety is a constant issue

\$100,000+ was the average cost of a personal mining injury in Quebec between 2005 and 2007



\$138 M was lost by South African mines in 2016 due to safety-related stoppages

\$34.5 M will be added to the U.S. mining industry's annual costs due to strengthened safety regulations

How can these challenges be turned into opportunities?

Remote operation centers

- Collect, assess, and analyze data from different sites to ensure operational consistency and support decision making

12,000+ mining injuries can be avoided in the next nine years thanks to remote operations

Virtual and augmented reality

- Enhance training, testing, and process simulation with a life-like 3D environment
- Use AR to support maintenance by superimposing real-time data on real-life equipment

9% higher retention rate for virtual training compared to traditional learning processes

Mobile tools and devices

- View data and KPIs on smartphones or tablets anywhere, anytime for real-time control and decision making

30–35% increase in labor productivity can be achieved by using mobile devices

Discover future-ready solutions to enhance your workforce!

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Sources:
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