Workforce Development at Greens Creek
An Update on Building the Future Now

Presented at the Southeast Conference Annual Meeting
Craig, Alaska
September 25, 2010
Overview

- Quick overview
- Impacts on the economy
- Workforce development
- Update on Pathway to Mining Careers
- Concluding thoughts
Greens Creek at a Glance

- Owned by Hecla Mining Company, Coeur d’Alene, ID
  - 117 Years in the mining industry
- Underground mine and surface concentrator
- Pristine environmental locale (National Monument)
- Polymetallic ore body (silver, zinc, lead & gold)
- Dore’ and three concentrates produced (lead, zinc & bulk)
- Smelter customers around the world
- Sustained operation for 20+ years -- reserves for at least ten more!
McDowell socio-economic studies

Largest private sector employer in Juneau

370+ employees; >500 total direct and indirect jobs

Over $47M pay and benefits; average earnings of >$90,000

Over $27M spend on SEAK businesses, organizations and government

Over $50K in philanthropic contributions & scholarships

CBJ property taxes of over $1.2 million

Several million $ in Alaska Minerals License Tax
Goals of Workforce Development

- Mining operations must partner with community, academic and government to build a training culture that is conducive to providing students with academic and vocational opportunities.

- Develop and Alaskan-based labor pool for key vocational and professional roles.
Kids need to know their career options and opportunities!

- Middle school tours
  - Eighty middle & high school students annually
- Guest lecturers in high schools
  - Engineers and safety professionals
- Science fair mentors and prizes
  - Focus on sustainable development projects
- High school career fairs
  - “Hot Jobs” info from the Alaska Department of Labor
Scholarships & internships provide incentives for Alaskans to seek in-state employment

- UAF: mining engineers/geologists
- UAA: geologists
- AVTEC: electricians/mechanics
- UAS: entry-level miners/mechanics
  - Joint scholarship with SEC/Coeur
  - Pathway to Mining Careers
Overview – Pathways to Mining Careers

- Funded with $300,000 donation from Greens Creek
- Establishes outreach class – Introduction to Mining Operations and Occupations -- for high school juniors and seniors
- Graduates attend the “Mining Academy”, a two-week class at UAS followed by on-site job shadowing at Greens Creek
- Enrollment at UAS in either the one-year, Mine Mechanic Occupational Endorsement or the two-year A.A.S in Power Technology/Diesel programs.
- On-site three-month internships during college studies
- Potential job offer upon completion of endorsement or degree
Update on Pathways…

- **Introduction to Mining high school class**
  - 20 students enrolled
  - Conducted at UAS on Tuesday and Thursday evenings
  - Over 20 guest lecturers from the mine and regulatory agencies
  - Entire class toured the mine for a day (first Saturday of spring break!)

- **Hecla Mining Academy**
  - 10 students enrolled
  - 40 hours of UG MSHA training
  - Two days on the mining simulator
  - Two days of discipline-based job shadowing at the mine
  - Two students served summer internships

- **Enrollment at UAS**
  - Five scholarships awarded
Keep ‘em once you’ve got ‘em!

- Career progression for technical staff
  - Seminars, conferences, special projects
  - Tuition reimbursement
  - Individual Development Plans

- Career progression for hourly employees
  - Tech progression (pay for skills)
  - Apprenticeship programs
  - Internal Miner Training School
  - Internal transfer opportunities
  - Performance evaluations
Mining operations must partner with community, academic and government to build a training culture that is conducive to providing students with academic and vocational opportunities.

Reach out early and make professional development fun as you build the local labor force of the future!