Workforce Development at Greens Creek
Building the Future Now

Presented to the Southeast Conference by Ron Plantz
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Overview

- Quick overview
- Impacts on the economy
- Workforce development
- Pathway to Mining Careers
- Concluding thoughts
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 in Japan, Korea, Canada, Mexico, Belgium, and China

Sustained operation for 20+ years -- reserves for at least ten more!
Greens Creek Impacts on the Economy

- McDowell socio-economic studies
- Largest private sector employer in Juneau
- 350+ employees; >500 total direct and indirect jobs
- Over $40M pay and benefits; average earnings of $92,000
- Over $20M purchases and contracted services
- Over $50K in philanthropic contributions & scholarships
- CBJ property taxes of over $1.3 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
Goal: An Alaskan-Based Labor Pool

- 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
    - Pathway 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
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!