

Thank you for forwarding the information on the job advertisement referencing Mandarin. I apologize for the delay in responding, but HD Mining wanted to properly research the source of this advertisement before responding.

I want to emphasize that HD Mining has made ongoing efforts to recruit the qualified workforce required for mine construction of our bulk sample. However, our recruitment process continues to show an extreme shortage of Underground Coal Mining skills in Canada.

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For reference, our completed LMO package included the following recruitment effort advertisements records:

1. HD Mining International Ltd. Website
2. National Job Bank
3. Aboriginal Canada Portal
4. The Mining Association of BC
5. Tumbler Ridge News
6. The Trends Employment Centre Job Board in Tumbler Ridge
7. The Coffee Talk Express Newspaper Covering Chetwynd, Tumbler Ridge, and Dawson Creek
8. The Province/Vancouver Sun
9. Infomine – Canadian Mining Journal
10. The Job Fair of Northern BC

There was NO Mandarin Language requirement in any of these ads.

While HD Mining requires Temporary Foreign Workers experienced in underground mining this project will also create new jobs for Canadians in the following areas:

Bulk Sample - ground surface construction preparation, design and environmental management and baseline information requirements for Provincial environmental assessment have been and will continue to be subcontracted to local Canadian companies.

Full Mine Production - mine site construction and operational mine jobs including: Mine Electricians, Mine & Equipment Operators, Office Clerks, and Support Workers.

For both of these activities local jobs in the District of Tumbler Ridge and surrounding the local communities will and have been created in areas such as: facilities/accommodations, food services, medical services, daycare, schools, recreation/entertainment centres, downtown businesses.

Thank you for the opportunity to provide additional information. If you would like to discuss, or require further detail regarding the Murray River Project, please do not hesitate to contact me on my cell at 250-812-3552.

Jody Shimkus
Spokesperson
HD Mining Intl

**MINISTRY OF JOBS, TOURISM AND SKILLS TRAINING
AND MINISTER RESPONSIBLE FOR LABOUR
INFORMATION NOTE**

Overview of respective accountabilities in managing TFW recruitment under current system

- Mining Companies (i.e. HD Mining, CKD and Dehua)
 - Through the Labour Market Opinion (LMO) process, the companies are required to demonstrate that:
 - No Canadians are available to fill job openings through advertising;
 - Wages offered are on par with prevailing wages for the same occupation in region.
- Federal government
 - Through the Labour Market Opinion process, HRSDC/SC is responsible for confirming that:
 - No Canadians are available to fill job openings through advertising;
 - Wages being offered are on par with prevailing wages for the same occupation in region.
 - Through the Work Permit process, Citizenship and Immigration Canada (CIC) is responsible for confirming that:
 - Workers have the skills required to perform job duties, including appropriate language proficiency.
- British Columbia
 - Under the Skills and Training Plan, the Province is responsible for overall labour market training.
 - Although a number of public post-secondary institutions in B.C. offer mining-related training¹, no mines in Western Canada have previously employed “long wall mining” and thus, no training is offered on equipment/techniques relevant to that particular type of mining.
 - The Province is also responsible for Employment Standards and Safety Requirements, which also apply to TFWs.

¹ In the north, Northwest Community College’s Smithers-based School of Exploration and Mining is a leader in mining-related training, offering a wide variety of training, working in partnership with industry. BCIT, College of the Rockies, North Island College, UNBC, UBC, Thompson Rivers University and the Nicola Valley Institute of Technology all offer a variety of mining-related training and education.

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Key Issues

- 1) What training was offered to BC workers to take advantage of mining employment at issue?
 - Long wall mining training is not being offered at this time as permits (beyond bulk sampling, which only offers certainty of employment for the next 6 to 8 months) to operate the mines have not been issued. In anticipation of final approvals and permits, discussions (through Ministry of Advanced Education) are starting that support training for the anticipated long term operational jobs. Training is typically completed over several years (4 to 5), not 2 to 3 months. The United Steelworkers will be invited to participate in the discussion to leverage existing skills of union members and potentially shorten the training time.
- 2) Are there qualified workers in BC (Canada)?
 - Presently, there are no qualified long wall miners in BC or Canada. The Mining company advertised for workers through the company's and BC mining association's websites, Canada's national job bank, local and provincial newspapers, and job boards and fairs. In issuing the labour market opinion, the federal government determined that there were no qualified workers available.
 - There are only two underground mines operating in Canada. The one in Alberta is also using temporary foreign workers due to the shortage of individuals willing to work in this field.

Contact: Dave Byng
Deputy Minister
Phone: 250-952-0103

Chronology of events relating to TFW recruitment for mining companies

Date	Action/Event	Description/Lead
2005-2008	Information provision	<ul style="list-style-type: none"> BC ministry investor services coordinate information sessions for mining companies concerning labour market opinion and work permit processes
Late 2010	Application for LMO	<ul style="list-style-type: none"> Mining companies apply for a LMO with HRSDC/SC Service Canada approves in October 2011, but LMO expires after one year without being used due to challenges securing work permits
November 2011	Meeting	<ul style="list-style-type: none"> PCC mission to China, meets mining companies who raise challenges with securing work permits <p>S 15, S 16</p>
November 2011	Meeting	
January 2012	Letter	
February 2012	Meeting	
February 2012	Meeting	
February 2012	Proposal	<ul style="list-style-type: none"> Mining companies discuss TFW challenges with BC Minister John Yap <p>S 12</p>
February 2012	Proposal	<ul style="list-style-type: none"> Mining companies present plan for English language standards and transitioning to Canadian workforce <p>S 12</p>
April 2012	Meeting	<ul style="list-style-type: none"> HD Mining meets with province and RTO to discuss options for transition training plan for underground coal miners
April 2012	LMO Approved for Murray River	<ul style="list-style-type: none"> LMOs issued to HD Mining for bulk sample work for 201 workers
May and July 2012	Work Permits issued	<ul style="list-style-type: none"> Work permits for 201 workers for HD Mining's Murray River project