

## Succession Planning for 2025 – Do You Really Know the Next Generation of Reclamation Researchers?<sup>1</sup>

Stanley E. Bellgard\* and Stephen E. Williams<sup>2</sup>.

**Abstract:** The Resource and Energy sector is going to face significant labour and expertise shortages due to demographic changes in the next 10-years. “Baby-Boomers” are starting to retire, just as the number of big, multi- million dollar mining projects that require significant and diverse senior restoration management expertise and skill are on the increase. There has been continued enrolment in industry-related apprenticeship and university programs, but negative perceptions about mining as a promising career path, and traditionally low rates of female participation are issues of concern. Looking at the latter aspect, technical and female participation in the mining industry was discourage until recently: for example, Canada only allowed woman to be involved in underground-mining activities after 1974. Conversely, resource-rich countries like Mongolia, have commonly allowed woman into many aspects of the mining sector including regulatory roles. Recent data indicates that there are some places where participation is increasing, e.g. women working in the resource industry ranges from 13-20% in Australia. This presentation will propose that the cyclic nature of the mining industry is not conducive to creating a stable talent pipeline: it creates unique challenges in education and vocational training as wells as employment and career advancement levels. The solution to the shortage could lie in primary- and high-schools, which will entail early engagement of students and teachers so that talent can be identified early, and nurtured through to university experiences – with the provision of an end-to-end solution, that gives students a clearly-defined “front-end loaded” career path upon graduating. Participatory- and activity-based approaches are suggested, in this presentation, which will allow students to actively contribute to restoration and habitat-rehabilitation activates and achievements. Cultural exchange could see teachers sponsored into the Resource and Energy industry for six-months, as part of re-training and up-skilling to create a series of industry-advocates to assist with recruitment.

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  2. Stanley E. Bellgard (\* presenter), Research Scientist, Manaaka Whenua Landcare Research, Auckland, New Zealand. [bellgardS@landcareresearch.co.nz](mailto:bellgardS@landcareresearch.co.nz) and Stephen E. Williams, Professor Emeritus, Ecosystem Science and Management Department, University of Wyoming, Laramie. USA 82072. [sewms@uwyo.edu](mailto:sewms@uwyo.edu) and S. E. Williams & Associates, LLC. [sewmsllc@gmail.com](mailto:sewmsllc@gmail.com)