

People

All of our commitments – to safety, to shareholders and to sustainability – are delivered by one group: our people.

Nearly 12,000 strong, our employees and contractors who work at our sites, commit to Teck every day with their talent and energy. In return, Teck invests in them, with competitive compensation, recognition programs, training, and career development.

Recruitment and Training

Despite a turnover rate of 4.4%, growth and employee retirements resulted in over 1,500 new hires in 2010. Attracting the best available talent is a priority, particularly as the baby boom generation transitions to retirement. We have developed new recruitment programs, including a diversity initiative to reach women and groups that have been under-represented in our operations. We also target new professionals through university presentations, job fairs and other activities, offering a variety of career path options and training opportunities, such as our Professional-in-Training program.

Talent Management

Approximately 41% of our employees have been with Teck for more than 10 years. We know that a rewarding career is a big part of every employee's commitment, and that continuous feedback and career growth opportunities are key.

A core tool in talent development and career growth is our Building Strength with People program. Employees and supervisors work together to set performance and development objectives that enable growth and encourage career aspirations and opportunities.

Leadership Development

We offer a variety of formal development programs that are designed to outline the path for individual and team success. For example, our new Front-Line Leaders Development program strives to enhance the communication and management skills of operations-level leaders, while the Emerging Leaders program focuses on corporate management development.

Other opportunities include a Graduate Diploma in Business Administration, an MBA program, language training opportunities, and educational assistance to ensure all employees remain on the cutting edge of their field.

Employee Recognition and Engagement

We support and recognize excellence in our people and in all facets of our business.

In its third year of recognizing our exceptional people, the 2010 Excellence Awards program honoured individuals and teams for outstanding contributions to safety, productivity and innovation, sustainability, and environmental management.

Our commitment to our people also extends to their families. For example, we offer a scholarship program for our employees' children who further their education at a post-secondary institution. For employees whose children are pursuing excellence in sport, we have funding programs for athletes who compete at national and international levels in Olympic or Paralympic events.



Michal Wypych, Senior Mine Engineer, Vancouver, British Columbia "I think people stay with Teck a long time because they receive good compensation and benefits, and get to live in places where they can raise their families and have work-life balance."
Left: CESL, Richmond, British Columbia