

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

INFORMATION NOTE

Cliff #: 106077

Date: September 9, 2014

PREPARED FOR: Honourable Shirley Bond, Minister of Jobs Tourism and Skills Training and Minister Responsible for Labour; Honourable Naomi Yamamoto, Minister of State for Tourism and Small Business

ISSUE: Small business programs, supports and opportunities for First Nations

DISCUSSION:

Aboriginal Small Business Consultations

The BC Small Business Roundtable (Roundtable) has held Aboriginal Small Business consultations in 2009, 2010, 2012 and a fourth is planned for October 17, 2014 in Kamloops at the Coast Kamloops Hotel and Conference Center (Agenda and Invitation Attached). The objectives of the upcoming consultation are:

1. Have the participants develop their vision for economic development. The discussion may serve to build upon recommendations of previous consultations:
 - First Nations need a comprehensive economic plan which allows independent small businesses to thrive within the context of the band. (2009);
 - Development of an Aboriginal Chamber of Commerce (2010);
 - Encourage development of business mentorship networks (2010);
 - Government should consider a province-wide program based on the 'Communal Bank Program' model used in Haida Gwaii (2010); and
 - Build and support an 'Aboriginal Tourism Strategy' (2012).
2. Introduce and discuss a case study or studies related to Aboriginal tourism. Recognizing this is a one day workshop, based on previous feedback received, topics may or may not cover these areas:
 - Overcoming key barriers such as access to high-speed internet;
 - Access to capital, since reserve land is not a recognized "asset";
 - Business and entrepreneurial training in schools or customized to aboriginal youth and remote communities; and
 - Targeted government supports to navigate regulatory requirements.
3. Potential for Aboriginal Business Service Network and Community Futures to collaborate with the Small Business Branch to determine what sectors would most benefit from targeted resources in their economic regions to accelerate aboriginal business growth. The discussion may also serve to build upon recommendations of previous consultations:

- Need for distributed learning centres to provide training in communities since the majority of those who leave their communities for such training do not return (2009); and

s13, s17

The upcoming consultation will be attended by:

- Honourable Naomi Yamamoto, Minister of State for Tourism and Small Business
- Grand Chief Stewart Phillip, President, Union of BC Indian Chiefs;
- Larry Casper Chair, Community Futures Development Corporation of Central Interior First Nations; and
- Up to 100 First Nations community and aboriginal small business leaders.

The consultation will be facilitated by:

- Geri Collins, Community Futures Development Corporation for the Central Interior First Nations; and
- Staff, Ministry of Jobs, Tourism and Skills Training, Tourism and Small Business Division.

s16

Other Aboriginal Small Business Programs and Supports

- Aboriginal Business Services Network: Federally funded, this organization provides business information and resources to Aboriginal entrepreneurs.
- Community Futures: Federally funded, this organization has three Aboriginal offices in BC: Stó:lō (Chilliwack); Central Interior First Nations (Kamloops); and Nuuchahnulth Economic Development Corporation (Port Alberni).
- First Citizens' Fund: Led by MARR, the Fund provides business loans to Aboriginal residents of BC and supports advisory centres in Cranbrook, Fort St. John and Prince George.
- Aboriginal BEST Program: Funded by the BC Ministry of Aboriginal Relations and Reconciliation (MARR) and Service Canada, the Aboriginal BEST program provides free skills training to aspiring Aboriginal entrepreneurs.

KEY MESSAGES:

- A BC Small Business Accord (Accord) principle is to foster thoughtful collaboration among all levels of government, including First Nations. This

meeting among the Province and 203 First Nations in BC demonstrates this government's commitment to support the Accord and BC First Nations.

- It is critical that we build relationships and trust moving forward, and see real opportunities for mutual agreement that will benefit current and future generations of Aboriginal entrepreneurs in our respective lands.
- We will strive to nurture collaborative engagement among our respective governments to get to a place where all parties see eye to eye.
- We are looking forward to the consultation session in Kamloops on October 17 to discuss these important opportunities to work in partnership together.

ATTACHMENTS:

Appendix A: Agenda

Appendix B: Invitation

Contact: Kaaren Lewis, ADM, Tourism and Small Business Division

Telephone: 250-952-0346

Prepared By: Jordan Bennett, Director, Strategic Initiatives, Small Business Branch

Telephone: 250-356-8783

Reviewed by				
Dir: JB	ED: JH	ADM: KL	DM:	MIN:

Appendix A

Aboriginal Small Business Consultation Agenda
(Kamloops 8:30 AM to 3:50 PM, October 17, 2014)

8:30am	Meet and Greet – Networking Reception (light breakfast)		
9:30am	Welcome and Introduction of Maurice Nahanee (TBC)	Facilitators	2 min
	Opening Prayer	Maurice Nahanee (TBC)	8 min
9:40am	Introduction of Hon. Naomi Yamamoto	Facilitators	2 min
	Welcome to the Roundtable and Introduction of Head Table	Minister Yamamoto	8 min
9:50am	Greetings	Grand Chief Stewart Phillip	5min
9:55am	Greetings	Chairman Larry Casper	5 min
10:00am	Introduction of Attendees	Facilitator	15 min
10:15am	About the Small Business Roundtable	Chief Judy Wilson	10 min
10:25am	BC Small Business Accord (Accord): • Government initiatives to implement the Accord.	Minister Yamamoto	15 min
10:40am	Discussion of Agenda and Day's Proceedings	Facilitator	5 min
10:45am	BREAK	All	15 min
11:00am	Community Futures: How do we BEST Support Aboriginal entrepreneurs? • Review of consolidated findings from previous Aboriginal Small Business Consultations. • Technology, Mentorship, Youth, Cultural Renewal, Financial Literacy, Partnerships, Access to Capital, Training, Interactions with Government	All	45 min
11:45am	Lunch and Networking (45 minutes)		
12:30pm	Aboriginal Business Services Network: • Review of 2012 Gap Analysis Report: Executive Summary • Anything Missing? • What has improved?	Breakout Session	60 min
1:30pm	Breakout Session 2: Targeted Entrepreneurship • Case Study: AtBC • Getting Entrepreneurs and Businesses ready for market	Breakout Session	60 min
2:30pm	Community Futures: Regional Priorities: • Success Stories from 6 economic regions: North. Cariboo, Thompson/Okanagan, Kootenay, Mainland/Southwest, Vancouver Island/Coast • Best Practices: economic development • What is the best way to profile successful aboriginal small business people/practices across British Columbians?	Breakout Session	75 min
3:45pm	Closing Remarks • Next steps	Minister Yamamoto/ ADM Kaaren Lewis	5 min

Appendix B

Aboriginal Small Business Consultation Invitation (Draft)

Invitation to an Aboriginal Small Business Roundtable

As Chair of the Small Business Roundtable, it is my pleasure to invite you to attend an Aboriginal Small Business Roundtable meeting to be held in Kamloops on October 17, 2014.

The Small Business Roundtable was established to engage the small business community around the province in a continuing dialogue to identify opportunities and actions to strengthen the small business sector. We are seeking your views on how to enhance and support the growth and success of Aboriginal small businesses.

The consultation will be held from 9:30am to 3:45pm on Friday, October 17th, at:

The Coast Kamloops Hotel and Conference Center
(light lunch provided)
Hall B&C
1250 Rogers Way, Kamloops
British Columbia, V1S 1N5
Tel: 1-250-828-6660

There is no cost for attending this event, but **we ask that you confirm your participation by Monday, October 6, 2014. Please RSVP to Marie Baptiste at: marie@absn.ca**

We need to confirm numbers for lunch. Seating is limited, so register early to guarantee attendance.

I look forward to seeing you at the Aboriginal Small Business Roundtable on October 17, 2014.

Regards,

Honourable Naomi Yamamoto, Minister of State for Tourism and Small Business
Chair, B.C. Small Business Roundtable
Ministry of Jobs, Tourism and Skills Training

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

Cliff #: 105683/106135

Date: August 19, 2014

PREPARED FOR: Honourable Shirley Bond, Minister

ISSUE: Decision on government participation in proposed BC Manufacturing Month (October)

BACKGROUND:

The BC Division of the Canadian Manufacturers and Exporters (CME) is planning to declare October as BC Manufacturing Month. This coincides with similar Manufacturing Promotions in other jurisdictions across North America. CME has extended an invitation for the Province to participate in Manufacturing Month.

The CME is proposing to collaborate with municipalities, boards of trade, chambers of commerce, trade associations, educational institutions and the province to raise awareness and visibility of the Manufacturing sector in BC; current and future employment opportunities; current skills training programs and curriculums; while seeing manufacturing trade and technology jobs as viable

A focus on BC's manufacturing sector aligns with work underway within JTST and commitments in the 24-month Jobs Plan Progress Report of the BC Jobs Plan which include: engaging directly with manufacturers throughout BC; to identify and reduce barriers to growth; promote BC export-ready products internationally; support inbound trade missions that connect BC manufacturers with potential new buyers; ensure a skilled labour supply;

s13

DISCUSSION:

The CME proposes BC Manufacturing Month includes a number of initiatives which they intend to lead:

- Developing a Manufacturing Week website driven from bcmanufacturing.ca
- Sponsoring and hosting events throughout the month
- Wrapping tour buses with event and sponsor logos
- Pushing sector information out through regional boards of trade and economic development offices; and
- Featuring a manufacturing supplement in the Business In Vancouver publication. (see Attachment for CME Proposal)

October is also Small Business Month and is a focus for the province. As many of BC's manufacturers are small businesses, there is an opportunity to leverage events supporting both manufacturers and Small Business Month activities and to have the

province participate in promoting BC's manufacturers concurrently with BC's Small Businesses.

Provincial participation could include:

1. Proclamation and supporting news release of BC Manufacturing Week as part of October's Small Business Month and in support of CME led Manufacturing Month;
2. Participation by elected officials in scheduled events and manufacturing tours throughout communities (including, where appropriate, remarks at planned events by Minister Bond, Minister of State Yamamoto and Parliamentary Secretary Greg Kylo); and,
3. Promotion of BC's Manufacturers across BC through tweets and other government communications products and website features.

s13

RECOMMENDATION:

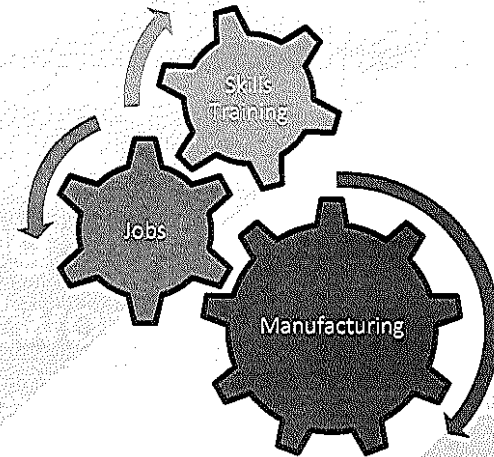
Declare a Manufacturing Week Proclamation as part of Small Business Month and participate in focussed initiatives to raise the profile of BC manufacturers to assist the CME and other partners in implementing their BC's Manufacturing Month initiative.

ATTACHMENTS: Proposal Document

Approved / Not Approved	Date:
Comments:	

Contact: Chris Gilmore, Executive Director, Economic Development Division
 Telephone: (office)250-952-0139 (cell)250-217-7163

Reviewed by		
Dir: SS	ED: CG	ADM: SM



Manufacturing Month October 2014

Leadership makes the difference



Objective

- Raise awareness and visibility of the Manufacturing sector in BC
- Create awareness of current and future employment opportunities
- Create awareness of current skills training programs and curriculums
- Engage the public in seeing manufacturing trade and technology jobs as viable



Canadian
Manufacturers &
Exporters

www.cme-mec.ca

Partners

- Boards of Trade / Chambers of Commerce
 - Surrey / Delta / Richmond / Burnaby / Fraser Valley / Chilliwack / Maple Ridge
- Partners
 - Translink / BIV
- Trade Associations
 - BCFPA (Food) / AIAC (Aerospace)
- Education
 - BCIT / KPU / SFU / UFV
- Government Programs
 - WorkBC / Certwork / Path 2Work / CITW



Events

Oct 2 - Kick off reception / Alliance Announcement

Oct 3 - Industry tours consisting of 3-4 companies

Oct 7 - BC Hydro/ Energy Manager Program

Oct 13 - Manufacturing Insights

Oct 20 - Export Insights

Oct 23 - Job Fair

(other events to be confirmed)



Industry Tours (Prospective)

Richmond	Delta	Surrey	Burnaby	Fraser Valley
EBCO	Unifiller	Falcon Equipment	Creation Technologies	Magnum Trailers
Corvus	Marcon	AWP	Alpha Technologies	TYCROP
Avigilon	AVCORP	Wellons	Williams & White	iPlayco
Whitewater West	Analytic Systems	Murray Latta		Masonite
BCIT - Aerospace	SFU	KPU	BCIT	UFV



Marketing Communications

- Manufacturing Week website driven from bcmanufacturing.ca
- Sponsored and hosted events throughout the month
- Tour buses potentially to be “wrapped” with event and sponsor logos
- Information pushed out through regional Boards of Trade and Economic Development office
- Potential for Manufacturing Supplement in BIV



Next Steps

- Regional partner commitment
- Education Partner Support (sponsorship)
- Provincial Government Support
 - MLA / Minister Participation
 - Minister Bond / PS Kylo
 - Amrik Virk – Surrey / Advanced Education
 - Scott Hamilton / Vicky Huntington – Delta
 - John Yap / Teresa Watt – Richmond
 - Raj Chouhan – Burnaby
 - Various – FV

Small Business Job Credit

- On September 11, 2014, Finance Minister Joe Oliver announced the introduction of the Small Business Job Credit, which will be disbursed by the Canada Revenue Agency (CRA) based on Employment Insurance (EI) premiums paid by small businesses in 2015 and/or 2016.
- The credit will be calculated as the difference between premiums paid at the legislated rate of \$1.88 per \$100 of insurable earnings and the reduced small business rate of \$1.60 per \$100 of insurable earnings in each of those years. For context:
 - A small business employing 14 people, each earning \$40,000 would save about \$2,200. (Ordinary premiums of \$14,740 less the \$0.28 per \$100 credit = \$2,200).
 - A small business employing 3 people, each earning \$25,000 would save about \$295. (Ordinary premiums of \$1,975 less the \$0.28 per \$100 credit = \$295).

Eligibility:

- Eligible businesses are those whose employer paid portion of EI premiums is equal or less than \$15,000 in 2015 and/or 2016.
- In order to qualify, all of the following conditions must be met:
 - EI premiums were deducted from employees remuneration, or the employer paid the worker's share for barbers, hairdressers, fishers, taxi drivers;
 - Premiums were remitted (along with the businesses' share) to their payroll account;
 - T4 slips were filed with income and deductions reported for all payroll accounts in 2015 and/or 2016; and
 - Total employer EI premiums for all payroll accounts in 2015 and/or 2016 was \$15,000 or less.
- Charities and non-profits are also eligible provided their 2015 and/or 2016 employer EI premiums are not more than \$15,000 in each of those years.
- The credit does not apply to premiums paid by employees.

Application and disbursement:

- There is no application process – the CRA will automatically establish eligibility based on T4 information.
- The CRA will apply the credit to any outstanding balances on payroll accounts, and then refund any amount owing (over \$2).

Potential benefits and impacts for British Columbia:

- 82% of BC's 98% of small businesses have less than 5 employees, 9% have 5 – 9 employees, and 5% have 10 – 19 employees. The majority of these small businesses pay less than \$15,000 in EI premiums and will therefore be eligible for the credit.
- BC has an average of 83.5/1000 per capita small businesses, compared to the national average of 69/1000 per capita, meaning BC's small businesses and economy could benefit more overall than the rest of the country.
- The credit is expected to save small employers \$550 million over 2015 and 2016 across the country with BC businesses representing a substantial portion of these savings.

s17

s13, s17

Supplier Development (SD) Action Plan

❖ FY 2014/15

- Continue to generate awareness
- Identify partners and establish goals & commitments for supplier development
- Develop/adopt an assessment scheme
- Develop specific pre-qualification support measures
- Identify pilot locations/companies

❖ FY2015/16

- Conduct supplier assessments
- Deliver pre-qualification support
- Establish a suite of training and support
- Report early results at LNG Conference
- Explore integration with Post-Secondary Institutions

Detailed actions & decisions required to support this work

While continuing to promote registration in the LNG-Buy BC on-line tool, and using tool registration as a prerequisite for companies wishing to receive additional program support, it is proposed that the following actions be pursued as the next components of the LNG-Buy BC program.

s13, s17

Planned Activities and Partnerships

s13

s16

s13, s16, s17

Pages 18 through 21 redacted for the following reasons:

s13, s17

September 16, 2014

s13, s17

s13

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

Cliff #: 106274

Date: September 30, 2014

PREPARED FOR: Honourable Shirley Bond, Minister,
Honourable Naomi Yamamoto, Minister

DATE AND TIME OF MEETING: October 6, 2014, 3:00 – 4:00pm

ATTENDEES: Coalition of BC Businesses (see Appendix A)

ISSUE(S): Update on labour market, immigration, and labour issues.

BACKGROUND:

The Coalition of BC Businesses (Coalition) was formed in 1992 to represent BC's small and medium-sized businesses in the development of BC's labour and employment policies. The Coalition is made up of organizations that collectively represent over 50,000 small and medium-sized businesses from across the province. The Coalition promotes employment laws and practices that "are realistic, flexible, respect individual choices, promote voluntary cooperation between employers and employees, are fair for all and provide a basic standard of protection for employees."

Representatives from the Coalition have asked to meet to discuss various policy matters that impact them. Their proposed topics at the meeting include BC's strategy to address the impending labour shortage; immigration program changes; and any updates on relevant labour initiatives and policies such as employment standards/ minimum wage.

Note that the Coalition meeting will include John Winter, President and CEO of the BC Chamber of Commerce. The BC Chamber of Commerce is scheduled to meet with all Deputy Ministers on December 9, 2014.

DISCUSSION:

Labour Market

- On September 30, 2014, the *BC Jobs Plan: 3-Year Progress Report* was released detailing the Province's commitment to job creation and a competitive, diversified growing economy. The *Progress Report* builds on the eight key sectors for job and economic growth: agrifoods, forestry, mining, natural gas, international education, transportation, tourism and technology; with an expanded focus to cross-sector areas of strategic priority as small business, international trade and manufacturing.

- Since the original *BC Jobs Plan* launch three years ago, more than 50,000 jobs have been added and BC has been among the top three Provinces in lowest unemployment. Further, the Conference Board of Canada forecasts that BC will be among the top three provinces for economic growth and job creation in 2015.
- Over the next ten years, BC is projected to have approximately 1 million job openings. In order to help British Columbians acquire the skills they need to fill these jobs, the government is re-aligning education and training investments with labour market need through the Skills for Jobs Blueprint strategy (see Appendix B for key actions).
- The first priority is to fully exhaust BC's existing workforce to fill these jobs. However, even if there is a 100 percent match between the existing labour force and job opportunities, data shows that BC will still face a labour shortage.
- In order to compliment the maximization of domestic supply, there is also work underway to attract skilled workers from across Canada through the labour mobility framework and to better recognize the qualifications of internationally trained skilled immigrants.

Temporary Foreign Worker (TFW) Program Changes

- Even with full participation of British Columbians and workers from other provinces, BC may need to fill short-term labour gaps with temporary foreign workers.
- The federal government's recent changes to the Federal TFW Program (see Appendix C) could negatively impact some sectors that are critical to the Province's economic growth.
- The Ministry has conducted consultations regarding the TFW Program changes with industry stakeholders in BC, including several members from the Coalition (e.g. Restaurants Canada, GO2HR, BC Chamber of Commerce).
- The Province is continuing to share BC industry's concerns with the Federal government and advocate for improvements that would mitigate industry concerns about the TFW Program changes.

Minimum Wage:

s13

- The last increase to the minimum wage occurred in May 2012. Based on statements made by the Premier and by previous labour ministers, there is some expectation that government will review the minimum wage every two years.

Suggested speaking points:

s13

WorkSafeBC/Macatee Report:

- The BC government and WorkSafeBC have accepted all 43 recommendations in Gord Macatee's *WorkSafeBC Review and Action Plan* released on July 15, 2014.
- The Action Plan is intended to ensure that WorkSafeBC investigations are handled correctly in the future, that sawmills are safer places to work, that best practices are employed in occupational health and safety generally and that BC establishes a world class inspection and investigation regime.

Suggested speaking points:

s13

SUMMARY:

- Over the next ten years, BC is projected to have approximately 1 million job openings. . Working in partnership with industry and employers is key to understanding how to meet labour market needs and provide the right skills training investments.
- The provincial government is committed to working collaboratively with employers, communities, and the federal government to ensure that training programs and labour policies support a thriving economy in BC.

ATTACHMENTS: **Appendix A – Coalition of BC Businesses;**
 Appendix B – Skills Training Actions;
 Appendix C – TFW Program Changes

Contact: Scott MacDonald, ADM, Labour Market and Immigration Division
 Telephone: 250-953-3585 Cell: 250-514-5553

Contact: Trevor Hughes, ADM, Industrial Relations & Labour Program
 Telephone: 250-356-1346 Cell: 250-5084273

Reviewed by				
Dir: CN	ED: KG	ADM: DSM/ TH	DM:	MIN:

Appendix A – Coalition of BC Businesses

October 6, 2014 Meeting Attendees:

- George Higgins – Coalition of BC Businesses
- Jeff Guignard – Alliance of Beverage Licensees – BC
- James Chase – BC Hotel Association
- John Winter – BC Chamber of Commerce
- Paul LaBranche – Building Owners & Managers Association
- Thomas Foreman – Building Supply Industry Association of BC
- Neil Moody – Canadian Home Builders' Association of BC
- Mark von Schellwitz – Restaurants Canada
- Philip Hochstein – Independent Contractors and Business Association
- Chuck Byrne – Insurance Brokers Association of BC
- Blair Qualey – New Car Dealers Association of BC
- Arlene Keis – GO2HR

Recent Coalition Activities:

- September 14, 2014: The BC Supreme Court of Appeal granted the Coalition intervener status in the case of British Columbia Teachers' Federation v. British Columbia.
- October 18, 2013: The Coalition submitted a letter to the Industry Training Authority Review Panel providing the Coalition's consolidated recommendations in regard to the ITA's role.

Appendix B: Skills Training Actions

Steps being taken under the Blueprint to give students in **K-12 system** an earlier head start to hands-on learning:

- Doubling the number of ACE-IT spaces to 5,000 over the next two years.
- Expanding WorkBC.ca and web-tools to focus on youth
- Expanding dual credits in our schools to get students trained more quickly
- Encouraging partnership between school districts and industry to create programs
- Funding for apprenticeship trades ambassadors
- Reform Grade 10-12 graduation requirements to allow personalized graduation plans
- Applied Skills Curriculum in Grades K-9 should excite and prepare students
- More teachers qualified to teach skills foundation courses in high schools
- Making it faster and easier for qualified trades people to earn teaching certificates
- More skills training scholarships
- Inform and engage parents, teachers and counselors

Steps being taken at the **post-secondary** level to better match training with jobs in demand:

- Target Student Financial Assistance grants to in-demand jobs - \$40M per year
- Target 25% of public post-secondary institutions' operating grants to support in-demand jobs -that means an additional \$270M by 2017/2018
- Allocate \$6.8M to reduce waitlists in high demand, LNG-related trades
- Invest \$185M over three years in infrastructure and equipment for skills and trades training
- Fund Aboriginal community-based delivery training
- Providing \$1.5M to public post-secondary institutions to pilot innovative training and initiatives to increase the success of persons with disabilities
- Publishing information for in-demand programs

Steps being taken for those individuals looking to **move into the workplace or upward** on the worksite:

- Increasing employer sponsors for apprenticeships
- Creating more work-based training
- Hiring more Apprenticeship Advisors
- Making it easier for workers to move between major projects
- Increasing the number of apprenticeships in high demand areas
- Reducing barriers to labour mobility and foreign credential recognition
- Innovative solutions such as remote learning sites/mobile training facilities
- Harmonize apprenticeship training across Canada
- Share equipment and facilities with industry
- Improving apprenticeship completion rates

Appendix C: TFW Program Changes

Temporary Foreign Worker
Labour Market Impact Assessment – LMIA
 \$1000 Application Fee / \$100 Privilege Fee

International Mobility Program
(LMIA Exempt)
 \$230 Compliance Fee / \$100 Privilege Fee

Low Wage
 (Below \$21.79)

High Wage
 (At or Above \$21.79)
 (based on occupational median
 rather than offered wage)

Employer Compliance

Employer must submit the job offer and other relevant information to CIC

Inspections

CIC will inspect employers hiring LMIA-exempt foreign workers

10% Cap

(Per worksite with 10+ employees)
 July 2014: 30% (or lower)
 July 2015: 20%
 July 2016: 10%
 (possible exemption for 120 days to 2 years)

No Cap

No unemployment rate restrictions

Intra-Company Transferees:

Must be highly-skilled with specialized knowledge:

1. Clearly define "specialized knowledge"
2. Impose a wage floor for workers from countries without free trade agreements (e.g., prevailing wage for occupation and region).
3. Cannot train foreign workers would result in displacement of Canadians.

6% Unemployment

(Stats Can Regions/Annual)
 Accom, Food Services or Retail:

1. Food Attendants
2. Cleaners
3. Cashiers
4. Grocery Clerks
5. Trades Helpers/Labourers
6. Landscape Labourers
7. Attendants (Accom/Travel)
8. Janitors
9. Specialized Cleaners
10. Security Guards

Vancouver Island / Coast	6.2%
North Coast and Nechako	6.6%
Mainland / Southwest	6.7%
Thompson-Okanagan	7.1%

10-Day Service Standard
 (one condition must apply)

- High Demand: Skilled trades
- High-Paid: top 10% of wages
- Short Duration: 120 days

Increase Awareness

1. Promote participation of Canadians to live and work abroad
2. Provide information to foreign nationals with open work permits and their employers to promote the transition to permanent residence through Express Entry

Work Permit Shortened

1 year work permit; 1 year renewal

Transition Plan
 (possible exemption for 120 days to 2 years)

1. Train Canadians, or
2. Help TFW become a permanent resident

Additional changes:

Review of the IMP
 Reclassify those that do not warrant an exemption under the TFWP

Int'l Experience Canada:

Promote to young Canadians
 Reduce admin. barriers to Canadians.
 Improve rate of reciprocity

Exemptions: Agriculture and Live-in Care-giver

Partial Exemptions: Truly temporary (from 120 days to 2 year

Inspections: One in four employers

Non-compliant: revoke LMIA, ban from applying for LMIA, and blacklisted.

New Data Collection (Spring 2015)

Quarterly Job Vacancy Survey: regional level by occupation and skill level (100K employers, rather than 15K employers, large sample size = regional data)

Annual National Wage Survey: prevailing wage for each occupation (sample size will increase to 100k employers from 56K households)

JOINT BRIEFING NOTE

Cliff #: 106345

Date: September 24, 2014

PREPARED FOR:

Shirley Bond, Minister of Jobs, Tourism and Skills Training and Responsible for Labour;

Todd Stone, Minister of Transportation and Infrastructure;

Teresa Wat, Minister of International Trade and Responsible for the Asia Pacific Strategy and Multiculturalism;

Naomi Yamamoto, Minister of State for Tourism and Small Business

s13, s17

s13, s17

s13, s16

ATTACHMENTS:

s13, s17

s13 s16

s13, s17

s13, s16

s13, s17

Pages 32 through 47 redacted for the following reasons:

s13, s16, s17

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

Cliff #:106471

Date: October 15, 2014

PREPARED FOR: Honourable Shirley Bond, Minister

ISSUE: Request by the Industry Training Authority (ITA) to proclaim "Apprenticeship Recognition Day" on November 7, 2014 (Attachment 1).

BACKGROUND:

The ITA is requesting that the province proclaim the first Friday of November, annually, as "Apprenticeship Recognition Day" to promote and celebrate the importance of the Skilled Trades across BC. This year's "Apprenticeship Recognition Day" will be on November 7, 2014.

The proclamation will act as a means to enhance ITA and government's priorities for the year ahead including:

- *Recognizing the contributions of employers who hire and support apprentices;*
- *Creating more apprenticeships and partnerships between industry and training providers; and*
- *Increasing opportunities for youth, aboriginal people, and women in trades.*

As the Minister responsible for Industry Training, the Minister's approval is required for the ITA's proclamation request to move forward.

DISCUSSION:

Proclaiming an "Apprenticeship Recognition Day" will support and complement the objectives of the BC Skills for Jobs Blueprint, the recommendations of the McDonald Report and the ITA LNG Action Plan. There are a number of ITA activities happening through the month of November that will further highlight the objectives of this proclamation. These include Apprenticeship Advisor Open Houses, Youth Day, and targeted launch events for ITA's LNG Action Plan.

Discussions about the proclamation have been undertaken with the Ministry of Advanced Education, Ministry of Education, Ministry of Social Development and Social Innovation, as well as the Ministry of Aboriginal Reconciliation and Relations. All are supportive of pursuing the proclamation, with JTST leading.

Staff confirmed the criteria for proclamations have been met.

OPTIONS:

Option 1: Approve the proclamation

- Promotion of an apprenticeship day is consistent with the intent of the BC Skills for Jobs Blueprint and government priorities.
- Request meets the criteria for proclamations.

Option 2: Not Approve the proclamation

s13

RECOMMENDATION:

Option 1: Approve

NEXT STEPS:

- If approved, the Ministry will send the approved request package to the OIC office. The OIC office will then proceed with the drafting of the proclamation, securing Attorney General and Lieutenant Governor approvals and signatures, and notifying the ITA when the official proclamation is complete.
- If not approved, the Ministry will draft correspondence to inform the ITA of the decision.

ATTACHMENTS: Attachment 1 – Apprenticeship Recognition Day Proclamation

Approved / Not Approved	Date:
Comments:	

Prepared by: Bev Shuttleworth, Manager, Industry Training Programs, Skills Training Branch
Telephone: 250 953-3292

Reviewed by			
Dir: B.A.S.	ED: S.B.	ADM: S.M.	DM:

ATTACHMENT 1

Proclamation wording request

WHEREAS developing and maintaining a highly skilled workforce is vital to British Columbia's economic prosperity;

AND WHEREAS the apprenticeship system provides in-depth, quality training that ensures that apprentices are highly trained and technically skilled and ready to work in sectors of the economy where skilled trades are needed;

AND WHEREAS the province wants to celebrate and recognize apprenticeships and the positive impact they have on individuals, businesses and the economy;

AND WHEREAS the continued success of the apprenticeship system requires an awareness of the relevance and importance of the apprenticeship system, which can only be maintained through ongoing collaboration among employers, employees, industry, labour, training providers, the government and the public;

NOW KNOW YE THAT We proclaim and declare that Friday, November 7, 2014, shall be known as

“Apprenticeship Recognition Day”