

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

Cliff #: 102974

Date: February 17, 2014

PREPARED FOR: Honourable Shirley Bond, Minister

ISSUE: Background information for Minister's speech at British Columbia Construction Association's (BCCA) February 21, 2014 annual construction summit.

BACKGROUND: *Note: Government Communications and Public Engagement (GCPE) is preparing speaking materials for this event.*

The BCCA is an industry association representing approximately 2,000 companies throughout the province. Membership includes general contractors, manufacturers, suppliers and allied services, who are primarily involved in the institutional, commercial and industrial sectors.

Labour Market Demand

Labour market data for the provincial construction sector suggests a need for continued attention and effort to coordinate workforce development:

- The province's labour market forecast expects over 18,000 new construction jobs will be created to 2020; most of these jobs will be created in the lower mainland, but the North Coast and Northeast are expected to experience higher growth rates. With the planned LNG projects in the North, labour demand for construction workers will be even higher.
- According to BuildForce (previously Construction Sector Council)'s most recent report – *Construction Looking Forward*, it is expected that the labour market for the construction industry will tighten to 2016 as steady growth in the sector will absorb most of the skilled workforce, especially in the North where most of the non-residential projects are concentrated.

Skills Training Initiatives

The BCCA is actively involved in addressing skilled labour shortages in BC's construction sector through a number of programs funded by JTST using Labour Market Agreement (LMA) and Labour Market Development Agreement (LMDA) dollars. BCCA training initiatives currently funded by JTST include:

Program	Allocated Funding	Targetted Participants
STEP (LMA funded)	\$3,264,412	650
Job Match (LMA/LMDA co- funded)	\$4,347,200	1,254
Women/Aboriginals/Immigrants in Trades (ITA) (LMAfunded)	\$1,660,000	229
	\$9,271,612	2,133

The BCCA program delivery model involves six main offices in five regions of the province, as well as satellite offices in smaller communities. Dedicated staff (including head office staff in Victoria) manage the programs and are fully funded by the LMA / LMDA. The BCCA works with employers to identify human resource needs; assesses unemployed/underemployed workers for program eligibility and suitability; and then directly provides or arranges training and supports to enable workers to gain training and employment.

While the STEP and Job Match programs are similar, the main difference is: Job Match focuses on placing job ready individuals who may be in need of short term training and supports directly into jobs; and STEP provides longer term training and supports to unemployed workers in need of more substantial assistance to access entry level jobs in construction. The ITA also funds the BCCA for introductory trades training programs targeted to individuals from designated groups who ultimately wish to pursue formal trades training.

In addition to the delivery of training programs, the BCCA has a number of outreach efforts to attract youth into choosing trades' careers and to encourage skilled foreign workers to come to western Canada. The BCCA has organized several international skills attraction events (primarily in Ireland) on behalf of their large and growing industry. Recently the BCCA launched a new fundraising initiative "Project Shop Class" to help provincial high schools refit and support shop classes. Donations are being solicited from BCCA members and grants will be awarded through an application process.

DISCUSSION: Over the past few months the BCCA has been very active in discussions provincially, and federally, related to the Canada Job Grant; renewal of the Canada-BC Labour Market Agreement; immigration and foreign worker policies and programs; and various other funding/partnership opportunities to expand programs that support labour market needs of their sector.

With the pending end to the current LMA, JTST staff and the BCCA have been involved in discussing options for future programming. Once details of the LMA renewal and Canada Job Grant are finalized, more specific negotiations can be pursued. JTST staff are also consulting with staff at the Ministry of Social Development and Social Innovation regarding future delivery options for the LMDA-funded components of the Job Match program post March 31, 2014.

SUGGESTED RESPONSE:

- The Province acknowledges the support BCCA has provided in regards to a renewed LMA and the proposed Canada Job Grant.
- The Province has demonstrated strong commitment to the construction sector by committing over \$9M in 2013/14 to assist the sector with addressing its workforce needs.

- The Province looks forward to working with the BCCA to build upon the success of current training programs and refining them to meet the needs of all partners.

Contact: Scott MacDonald, ADM, Labour Market and Immigration Division

Telephone: 250-356-9488 (Office) s17 (Cell)

Reviewed by				
Dir: LH	ED: SF	ADM: DSM	DM:	MIN:

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

Cliff #: 103019

Date: January 20, 2014

PREPARED FOR: Honourable Shirley Bond, Minister.

ATTENDEES: Minister Peter Fassbender and Nevio Rossi, Principal, Harwin Elementary School.

ISSUE: Canfor Elementary Trades (CET) Program.

BACKGROUND:

- In November 2013, JTST and Ministry of Education staff visited Harwin Elementary School. Principal Nevio Rossi provided staff with an overview of the proposed Canfor Elementary Trades (CET) Program.
- The CET Program is a partnership among Duchess Park schools (SD57), the College of New Caledonia (CNC) and Canfor in Prince George (See Appendix).
- CNC provides a 20 to 30 week trades foundation program and a 5 to 10 week apprenticeship program.
- Canfor owns and operates three mills in Prince George and employs about 1,200 people.

DISCUSSION:

- The CET Program is designed for s13 children in grade 7 with good standing in the community and above average academic skill or academic potential.
- It is to be funded by Canfor as the industry sponsor and is modelled on the CNC trades program providing sessions on carpentry, automotives, electrical skills and industrial mechanics through a certified instructor.
- First intake is expected February to June 2014 for 32 students with an overall budget of \$18,000.
- There are strong linkages between the CET Program and BC youth strategies.
- Providing high school students and younger with innovative hands-on opportunities to sample trades careers aligns with commitments outlined in BC's Skills and Training Plan to increase the number of youth choosing a career in the trades and participating in a trades training program.
- The Industry Training Authority (ITA) recently developed a Renewed Youth Strategy, a Kindergarten to Red Seal strategy, based on extensive stakeholder consultations with over 950 students, parents, school districts, employers, post-secondary institutions and other stakeholders.

- Key findings from the consultations:
 - Exposure to trades at an earlier age, through promotion of hands-on trades activities and lessons, increases their interest in the trades.
 - For youth to determine if a career in the trades is right for them, students need to try trades in a safe and supportive environment with “Trades Sampler” type programs.
 - Engaging youth in the skilled trades is one of the biggest challenges facing BC’s economy.
 - Negative perceptions of the trades stubbornly persist despite good career opportunities and wages.
- ITA is developing a Youth Mentoring program and conducting an outreach campaign that targets interested employers and journeypersons who have insight, wisdom and knowledge to offer high-school students.

KEY MESSAGES:

- I commend you for your innovative approach to helping meet BC’s skills needs and your ability to engage industry in your initiative.
- Initiatives such as this that partner with industry will complement the youth skills strategy we are working on along with Minister of Advanced Education, Amrik Virk.
- I encourage you to contact the Industry Training Authority to explore opportunities for additional supports and alignment with the ITA’s Renewed Youth Strategy.
- You may contact Erin Johnston, Director of Training Delivery, at 778-785-2420 or by email at ejohnston@itabc.ca.

ATTACHMENTS:

Appendix 1 – Canfor Elementary Trades Program

Contact: Scott MacDonald, ADM, Labour Market and Immigration Division;

Telephone: s17

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APPENDIX 1

CANFOR ELEMENTARY TRADES PROGRAM

Our Family of Schools: The Duchess Park Family of Schools include: Duchess Park Secondary, Edgewood, Harwin, Ron Brent, Spruceland, and Lac Des Bois elementary schools. s13

s13 our school would like to provide an opportunity for our youth to participate in a program not available through any other avenue unless we “open doors”.

Our Vision: Our vision is to give our s13 children the opportunity to apply “real life” work skills into their lives. We believe that learning involving applied skills can help build successful futures. As we know, our society is rapidly changing and moving towards a significant demand in the area of skilled trades. Applied skills such as carpentry, automotives, welding etc. are not available to grade 7 students. As a result, we would like to partner with the College of New Caledonia and provide some of our s13 students an opportunity to experience one of these applied trades in an effort to open a door to the possibilities that are out there through this applied skilled program.

Objectives: The objectives of the “CANFOR ELEMENTARY TRADES PROGRAM” are to:

- Promote the development of the whole student by promoting the application of applied skills
- Promote lifelong learning
- Increase students' connection to the school
- Increase sense of belonging and contribution to the school
- Promote student achievement
- Develop skills related to trades so that the students' enjoy trades
- Cooperate and socialize in group settings
- Promote an awareness of future possibilities, foster career and post-secondary aspirations
- Promote healthy and positive role models

Summary of Program:

- s13 children
- 1x per week
- 32 students total (two groups of 16)
- Certified trades instructor to facilitate program
- Grade 7 students (boys & girls)

Selection Criteria:

- Students recommended by their classroom teacher.
- Students will be in good standing with their school and community.
- Student with above average academic standing or academic potential
- students will catch up on work missed while at the Elementary Trades Program.
- Criteria by a screening committee
- Screening committee includes a CNC Instructor, Parent (pac), District Social worker, Aboriginal worker, administrator, canfor representative, etc.
- Committee will have a maximum of 7 members

Safety Plan: A Formal safety plan will be developed and approved by Canfor/CNC/School District. This will be to ensure all risks are minimized for all participants. The safety plan will likely include Canfor Safety, CNC Safety, and school district 57 safety. Students are expected to follow School and District Codes of Conducts.

Equipment Required:

- 32 boots
- 32 glasses

- 32binders, 5 dividers

How the Program Would Work (Tentative)

Tentative Schedule

Session	Team #1 (16 students)	Team #2 (16 students)
1	Orientation	Orientation
2	Carpentry (Safety)	Automotives (Safety)
3	Carpentry	Automotives
4	Carpentry	Automotives
5	Carpentry	Automotives
6	Carpentry	Automotives
7	Electrical (Safety)	Industrial Mx (Safety)
8	Electrical	Industrial Mx
9	Electrical	Industrial Mx
10	Electrical	Industrial Mx
11	Electrical	Industrial Mx
Session Break		
12	Automotives (Safety)	Carpentry (Safety)
13	Automotives	Carpentry
14	Automotives	Carpentry
15	Automotives	Carpentry
16	Automotives	Carpentry
17	Industrial Mx (Safety)	Electrical
18	Industrial Mx	Electrical
19	Industrial Mx	Electrical
20	Industrial Mx	Electrical
21	Industrial Mx	Electrical
22	Celebretion of Sucess	Celebretion of Sucess

Organizers: Nevio Rossi, Principal, Harwin.
 Doug Borden, CTC Coordinator
 Frank Rossi, Dean of Trades, CNC
 Brenda Anderson, Vice Principal, Harwin.

Starting Date: February 2014

Ending Date: June 2014

Sponsorship: Canfor Pulp & Paper

Facilitators: Certified Instructor
 Aboriginal Education Worker
 School Administration
 Community Schools Coordinator
 Youth Care Worker

Costs:

s13, s17

Publicity: Canfor would be recognized for their contribution to the Elementary Trades Program and in general their contributions to trades at CNC with consistent media releases and/or name associated to program.

In summary: The "Canfor Elementary Trades Program" is a terrific program designed to meet the best interests of our students. This program would certainly benefit students now and for years to come.