



WorkBC

An Action Plan to Address B.C.'s Critical Skills Shortages

The Challenge



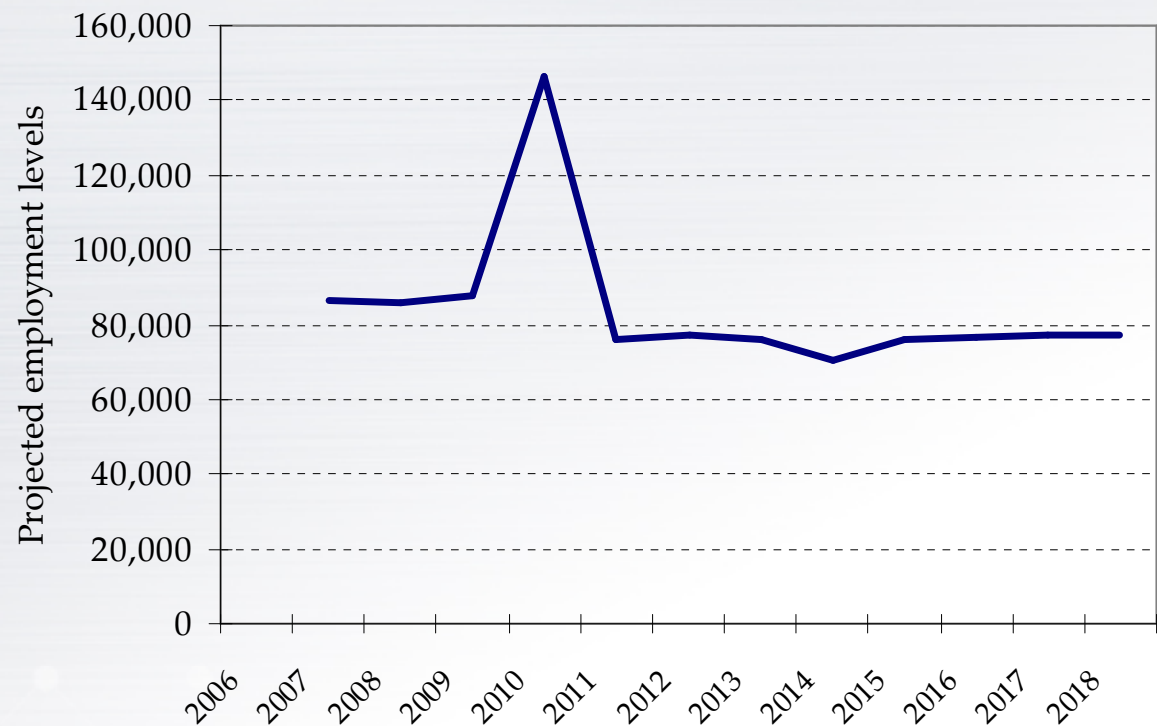
Just over one million job openings projected over the coming decade.

Without action in this area, B.C. could be facing skills shortages as high as 510,000.

Economic costs are high

- **Lost GDP due to unfilled vacancies**
- **Lost GDP due to lagging productivity.**

Projected number of Job openings in B.C.



Source: Ministry of Economic Development

Significant investments to build on

Annual Budget

Provincial funding:

▪ Public post-secondary educational institutions & organizations	\$1,547 M
▪ Student financial Assistance (disbursed)	\$307 M
▪ Industry Training & Apprenticeship programs	\$90 M
▪ Provincial employment & training programs	\$93 M
▪ Settlement and multiculturalism services	\$28 M

\$2,065 M

Plus federally funded programs:

- LMDA
- Youth employment programs
- Aboriginal Human Resource Development Agreements

A new Labour Market Policy Framework

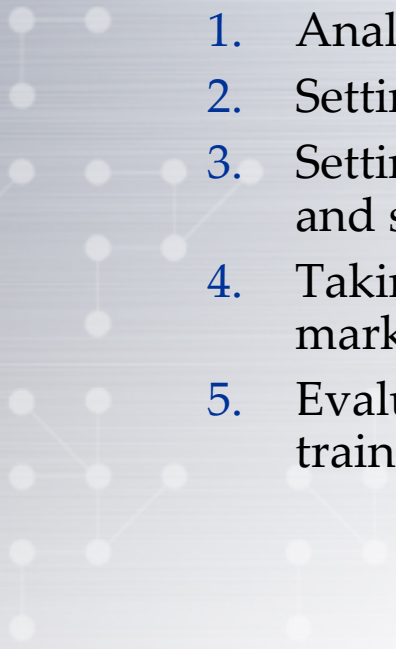


... reflects labour market realities for businesses and supports employer-driven HR responses.


... reflects that labour markets are a shared responsibility between individuals, employers and government.

... reflects the complexity and interdependencies in the labour market.

Government roles:

1. Analyzing labour market conditions.
 2. Setting strategic direction through labour market policy development.
 3. Setting appropriate governance structures in place for our education and skills training institutions.
 4. Taking steps to help labour supply and labour demand connect where markets fail.
 5. Evaluating the effectiveness of public investments in education and training.
- 

WorkBC: an Action Plan to address B.C.'s Critical Skills Shortages



Goal:

- Address Critical skills shortages

Greatest Challenges:

- Meeting the “numbers” to avoid labour shortages
- Improving productivity to remain competitive in an Asia Pacific economy.

Outcomes:

- Employers able to fill job vacancies
- Productivity increases
- Economic output able to reach full potential

WorkBC Action Plan



Five Strategic Action areas

1. Attract and recruit new workers
2. Increase the labour market participation and success of Aboriginal people in B.C.
3. Keep the workforce we have
4. Develop the skills of our existing workforce
5. Address Regional skills shortages

1. Attract and Recruit new workers



1.1. Market B.C.'s job opportunities.

- Work BC Job Marketing campaign and website

1.2. Increase the # of skilled immigrants coming to B.C.

- Work BC Job Marketing campaign and website
- Expand Provincial Nominee Program to 1200

1.3. Increase the # of people temporarily in B.C.

- Greater provincial control over temporary worker applications
- Bilateral agreements with other countries to increase access to foreign workers by small businesses.

1.4. Eliminate barriers to working in B.C.

- TILMA implementation, credentialing initiatives

1.5 Draw on all sources of “untapped” workers already in B.C.

- Employment initiatives for Persons with Disabilities
- 10,000 high school students in trades training by 2010.

2. Increase the workforce participation and success of Aboriginal people in B.C.

2.1. Invest in the skills of Aboriginal people.

- Existing Aboriginal post-secondary initiatives
- New Relationship fund
- Employment projects in partnership with private sector
- Trade Routes: Mobile Trades Training

2.2. Create connections between Aboriginal communities and industry.

- BC Aboriginal Workforce Strategy – current review an opportunity to look at regional connections that work for small and medium sized businesses.

3. Keep the workforce we have



3.1. Increase the number of mature workers in the job market.

- WorkBC marketing campaign to mature workers (career change options)
- Mandatory retirement – Premier’s Council Report

3.2. Improve the transitions of injured and ill workers back into the workforce.

3.3. Provide tools and supports for employers to develop their own responses to skills shortages.

- Develop an Employers’ Toolkit on HR issues faced by small and medium-sized employers. (recruitment, retention, hiring immigrants, developing Aboriginal HR strategies, training).

4. Develop the skills of our existing workers

4.1. Improve the foundation skills of the workforce.

4.2. Increase the investment in skills development for those already working (public + private).

- Develop and implement the Training Tax Credit

4.3. Ensure existing training and employment initiatives are meeting labour market demand.

- Direct the 25,000 new post-secondary spaces to areas of skills shortage (2500 spaces to post-graduate).
- 7,000 new apprenticeship spaces
- Negotiate a devolved Labour Market Development Agreement for B.C. to enable the province to deliver federally sponsored employment and training programs.
- Expand the number of Industry Training Organizations

5. Address Regional Skills Shortages



5.1. Develop links between industry, educators and community.

- Establish 7 Regional Skills councils consisting of business, education & training providers, business services & govt.

5.2. Ensure individuals and employers have access to Labour Market Information that supports informed decision making.

- Develop a career awareness campaign focussed on the full range of career and job opportunities. Priorities are:
 - Develop a Career awareness tool for parents
 - Develop career information products on technical occupations and entrepreneurship.
- Incorporate Labour Market Information into WorkBC -- including job prospects, wages, working conditions, career paths, regional labour market issues...



For more information on WorkBC, please contact:

Janice Mansfield, Manager, Labour Market Policy

Ministry of Economic Development

Janice.Mansfield@gov.bc.ca