

DEVELOPING A PROVINCIAL HR STRATEGY

With \$2 billion in government investment as a starting point, B.C. is clearly well positioned to address the upcoming skills challenge.

However, we must also look at the lessons learned in other jurisdictions nationally (Alberta, Ontario and others) and abroad (the UK, Australia).

Much work also needs to be done by government, business, labour, professional associations and accrediting organizations to break down barriers to training, credentialing and skills transfer.

SkillsQUOTE

There is going to be a real fight among nations for the best human capital.

Don Johnston
Secretary-General, OECD

This document highlights some of the practical initiatives underway in British Columbia. First up are initiatives sponsored by the provincial government; following that are best practices that employers and industry groups have found effective.

There are also many federal and community-based initiatives that employers and job-seekers can tap into, helping create a more comprehensive strategy in the years ahead.

The provincial programs and policies are grouped under four key objectives:

1. Increasing our workforce

Our focus here is on maximizing our province's workforce by:

- Δ Making sure we also develop made-in-B.C. talent. In particular, we must tap into the under-utilized populations in our province (youth, women, Aboriginal people, persons with disabilities, immigrants), helping them to become more active in our workforce.
- Δ Attracting skilled people from outside the province.

2. Fueling skill development

In addition to making sure we can bring new people into the workforce, it is critical that we also improve the skill level of today's employees. The initiatives in this section are helping both new and existing workers.

3. Matching skills to need

Creating a skilled workforce is only part of the job – just as important is making sure employers can find the right people. While job-finding services are best left to the private sector, there are some key government initiatives that will help match skilled people to sectoral needs.

4. Tools for long-term planning

Developing a workforce that can drive our growing economy is a dynamic process – a continuing evolution of new ideas and initiatives to help us anticipate and meet tomorrow's needs. The programs and policies in this section are aimed at long-term workforce development and management – province-wide and sectorally. They may not directly impact your organization or career, but they are integral to our future growth.