

SPIRIT
of
2010

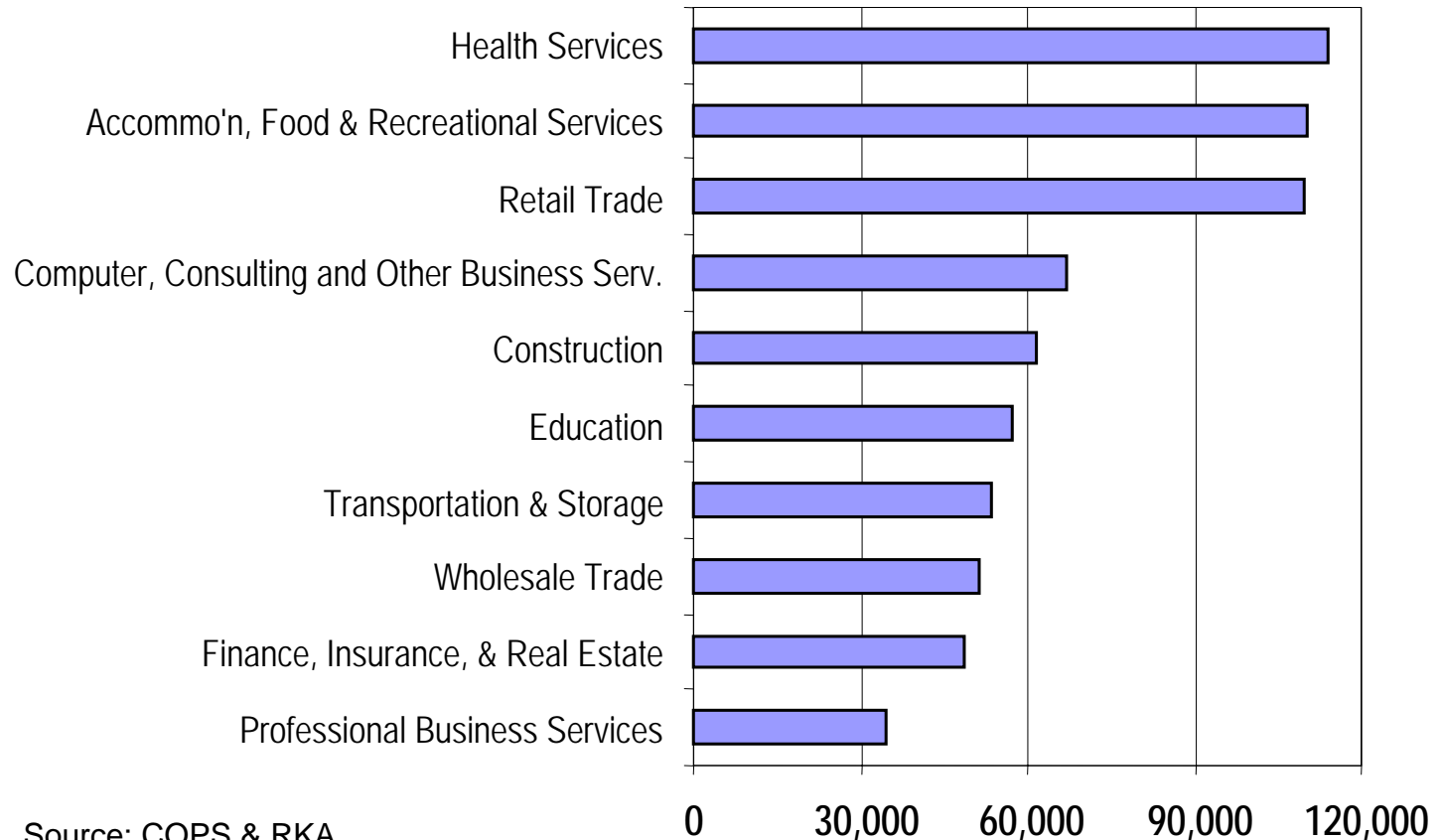
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**2010 LABOUR
DEMAND / SUPPLY**



OVERALL DEMAND IN THE BASE MODEL

Industries Generating the Largest Number of Openings in BC 2003 - 2015



Source: COPS & RKA

GAMES RELATED DEMAND - How large, when, on what basis ...

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	Demand in Person Years	Period Projected
2010 Winter Games	77,000	2003 - 2015
Richmond-Airport-Vancouver Rapid Transit Project	13,500	2004 - 2009
Sea-to-Sky Highway Upgrade	9,500	2003 - 2009
Vancouver Convention & Exhibition Centre	31,000	2003 - 2015
Total Incremental Demand	130,000	2003 - 2015

Source: InterVISTAS, BCTIO, Ministry of Transportation,
Richmond-Airport-Vancouver Rapid Transit Project Authority

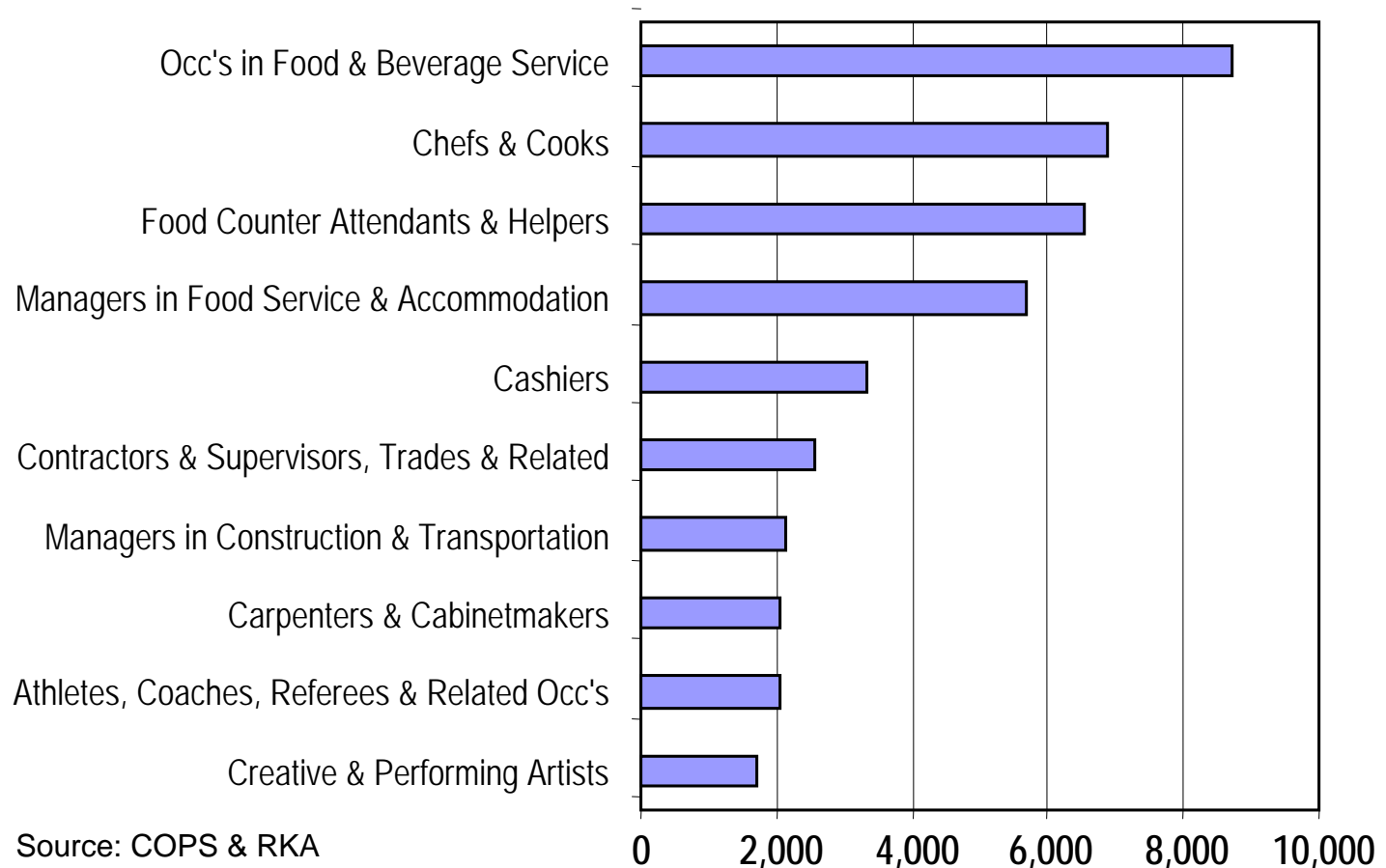


Industries with Highest Incremental Growth 2003 to 2015





Occupations with Highest Incremental Growth 2003 to 2015



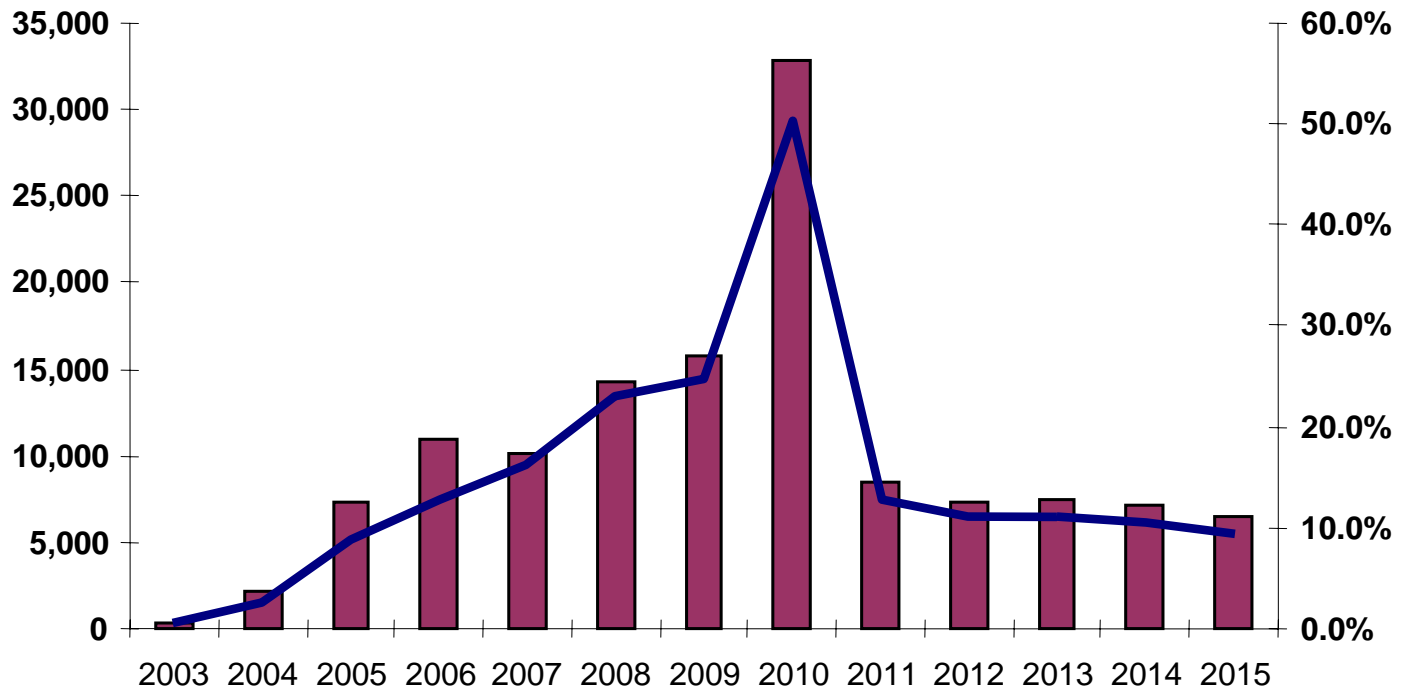
INCREMENTAL GROWTH OF 130,000 JOBS

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Incremental Employment Growth due to Games and Related Projects

Person Years



Source: COPS and RKA

■ person years — % increase of base total openings



TO ASSESS *POTENTIAL* *INCREMENTAL* LABOUR SUPPLY

- ▶ University graduates
- ▶ College graduates
- ▶ High school graduates
- ▶ Private training institute students
- ▶ Apprentices
- ▶ Immigration
- ▶ In-migration
- ▶ Former Income Assistance recipients

OCCUPATIONAL GAPS IDENTIFIED

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Occupational Group

Contractors & Supervisors,
Trades and Related

Managers in Construction and
Transportation

Managers in Food Service &
Accommodation

Managers in Retail Trade

Auditors, Accountants,
Investment Professionals

Motor Vehicle & Transit Drivers

Administrative and Regulatory
Occupations

Extent of Gap

Severe: overall potential gap **70%**
of estimated demand

Severe: overall potential gap **59%**
of estimated demand

Severe: overall potential gap **36%**
of estimated demand

Medium: overall potential gap **15%**
of estimated demand

Medium: overall potential gap **11%**
of estimated demand

Medium: overall potential gap **15%**
of estimated demand

Moderate: overall potential gap **4%**
of estimated demand

TOURISM RELATED INCREMENTAL GROWTH FROM THE GAMES

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Development Region	Share	Estimated Employment in Person Years (2003-2015)
Vancouver Island/Coast	17.9%	9,674
Mainland/South-West	57.3%	30,943
Thompson/Okanagan	12.9%	6,966
Kootenay	4.1%	2,217
Cariboo	3.4%	1,846
North Coast	1.5%	802
Nechako	0.7%	383
Northeast	2.1%	1,133
British Columbia	100.0%	53,964

Source: BC Stats and RKA

OCCUPATIONS EXPERIENCING DEFICIT

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Occupational Group

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Motor Vehicle & Transit
Drivers

Medium: overall potential gap **15%**
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Administrative and Regulatory
Occupations

Moderate: overall potential gap **4%**
of estimated demand

Chefs and Cooks

Deficit in 2009 and 2010

Occupations in Food and
Beverage Service

Deficit in 2010

Machine Operators: Fabric,
Fur, Leather

Deficit in 2006, 2008, 2009 and 2010



OCCUPATIONS WITH SURPLUSES EXPECTED

Occupational Group

Extent of Surplus

Retail Salespersons and
Sales Clerks

Surplus 120% of
estimated demand

Occupations in Travel
and Accommodation

Surplus 140% of
estimated demand

Trades Helpers and Labourers

Surplus 300% of
estimated demand

Cashiers

Surplus 140% of
estimated demand

Cleaners

Surplus 120% of
estimated demand

Other Construction Trades

Surplus 140% of
estimated demand

Source: RKA

NEW OPPORTUNITIES FOR THE SELF-EMPLOYED

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	Number of Self-Employed (Person Years)	Percentage of Incremental Employment Growth
2010 Games	10,614	13.8%
VCEC Expansion	4,771	13.8%
Sea-to-Sky Highway Upgrade	1,929	15.6%
RAV Low	2,221	20.4%
RAV High	2,704	18.6%
		18.2%
All Projects	19,535 - 20,017	15.2%

Source: RKA

VOLUNTEER DEMAND AND SUPPLY

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**Volunteer
Demand**

25,000 to 30,000

**Volunteer
Supply**

100,000

- ▶ Assumptions inherent in any models may not realize
- ▶ Lack of inter-occupational mobility data
- ▶ Data in person years
- ▶ Data on the unemployed
- ▶ Lack of regional modeling

The final report from the 2010
Human Resources Planning Committee

“Planning for Gold –

***Maximizing 2010-Related Employment
and Skills Opportunities In British
Columbia – Connecting Labour Market
Supply and Demand”***

is available on the Ministry of Skills Development
and Labour website at:

<http://www.labour.gov.bc.ca/skills/olympicshr.htm>

and references the data contained in this presentation.

SPIRIT
of
2010

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A PROVINCIAL HUMAN RESOURCES STRATEGY

Philip Steenkamp

Deputy Minister

Ministry of Advanced Education

May 3, 2004

SPIRIT
of
2010

MEETING THE CHALLENGE

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1,045,085



KEY TO ECONOMIC GROWTH

- ▶ BC's future economy, productivity and prosperity depend on a skilled workforce
- ▶ Technology changes in traditional sectors require greater skill
- ▶ Higher skill needed to fuel new, knowledge-based sectors

BC'S WORKFORCE OF TOMORROW

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- ▶ In the changing economy, BC needs to build a workforce that can *adapt to and, more importantly, lead the process of change*
- ▶ A workforce with a results-oriented, entrepreneurial mindset



A BALANCING ACT

- ▶ **2010 is the transition year – where those leaving the workforce exceed the 15-24 cohort entering**
- ▶ **At the same time, we must look to more immediate needs:**
 - ▶ Current shortages in key sectors (e.g., construction, oil & gas, health)
 - ▶ Workforce needed to deliver the Olympics

CHALLENGES & PARTNERED SOLUTIONS

- ▶ Challenges must be recognized and fuel collaborative action
- ▶ A public- and private-sector responsibility
- ▶ No start and end dates – this will be a work-in-progress for many years to come

SOLID BASE ALREADY ESTABLISHED

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- ✓ Over \$1.6 billion in provincial investment... and growing
- ✓ \$400 million in federal money
- ✓ Strong, vibrant post-secondary sector -- both public and private
- ✓ 110 job-matching sites
- ✓ Employer/sector strategies
- ✓ Community-based solutions



Four strategic areas:

1. Increasing our workforce
2. Fueling skill development
3. Matching skills to need
4. Tools for long-term planning

1. INCREASING OUR WORKFORCE

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- ▶ **Focus is on maximizing our human capital by:**
 - ▶ Fully developing made-in-BC talent
 - ▶ Attracting skilled workers

- ▶ **Examples:**
 - ▶ Direct purchase of training for EA clients
 - ▶ Aboriginal Employment Partnership Initiative
 - ▶ Employment program for people with disabilities
 - ▶ Provincial Nominee Program



2. FUELING SKILL DEVELOPMENT

- ▶ **Improving the skill of workers today and tomorrow**
- ▶ **Examples:**
 - ▶ Co-op programs in high school & post-sec
 - ▶ The new Industry Training Authority
 - ▶ Growing number of sector-specific training initiatives (e.g., aerospace)
 - ▶ *Training for Jobs* for Employment & Assistance clients



3. MATCHING SKILLS TO NEED

- ▶ **Helping fit people to local or sectoral needs**
- ▶ **Examples:**
 - ▶ Job Placement Program for Employment and Assistance clients
 - ▶ Job Finder
 - ▶ Work Futures
 - ▶ HealthMatch BC

4. TOOLS FOR LONG-TERM PLANNING

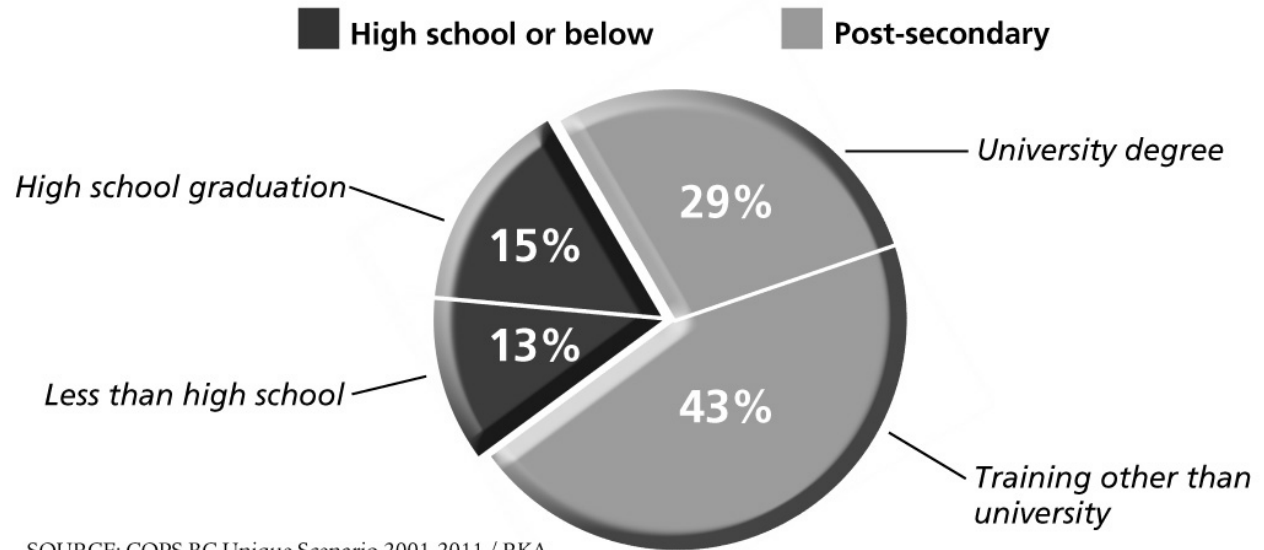
- ▶ **A dynamic process – new ideas and initiatives must continue to evolve**

- ▶ **Examples:**
 - ▶ Employment Standards changes
 - ▶ Long term planning initiatives for Health (e.g., medical expansion), Information Technology
 - ▶ Collaborative exchanges



Training isn't enough. But...

Level of Education Needed for projected job openings, 2003-2015



SOURCE: COPS BC Unique Scenario 2001-2011 / RKA

**Government has answered the challenge
with its post-secondary
Strategic Investment Plan**

COMPONENT #1: ACCESS

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- ▶ 25,000 new spaces by 2010
- ▶ Regional focus (e.g., the Okanagan, Surrey-Fraser Valley, Thompson-Cariboo)
- ▶ Connecting people to learning (e.g., online, literacy, transfer/credit recognition, Aboriginal participation)



COMPONENT #2: RESEARCH

▶ **Fueling research excellence**

- ▶ Catalyst for new ideas, products & technologies
- ▶ Positioning BC as a knowledge leader

▶ **A focus on Life Sciences**

- ▶ Emphasis on revitalizing traditional industries (e.g., forestry, fisheries, etc.)

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- ▶ **Targeting investment in key program areas**
 - ▶ Oil and gas
 - ▶ Construction
 - ▶ Hospitality and tourism
 - ▶ Aerospace
 - ▶ Trades training
 - ▶ Health programs
 - ▶ New economy

MEETING THE CHALLENGE

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- ▶ **A new approach to trades training**
- ▶ **Coordinated investment in sector-based programs that drive our economy and quality of life**
- ▶ **Industry/Institution/Government jointly developed training and education strategies**

A SHARED RESPONSIBILITY

- ▶ **More for government to do;
more for employers to do**
- ▶ **There is more than one
response to the skills
challenge**
- ▶ **Discuss and execute**