



Introduction

The Construction Industry Training Network (CITN) has been asked by the Province of British Columbia's Ministry of Jobs, Tourism and Skills Training to consult construction industry stakeholders to identify and prioritize key labour market issues facing the sector. Consultations include four regional meetings as well as telephone interviews during Autumn 2015.

About the Construction Industry Training Network

The Construction Industry Training Network (CITN) consists of contractors, associations, unions, and training institutes that collectively represent over 85 percent of British Columbia's construction sector. Our mission is to be the recognized authority on all construction industry workforce needs including; supply, recruitment, training, retention and best practices. We want to ensure that our construction industry has the diverse, skilled workforce to be competitive and resilient.

To achieve this, we will effectively address initiatives that:

- support effective recruitment, training and retention of construction workers and managers;
- promote British Columbia's construction industry as a rewarding career;
- ensure that industry training is effective and demonstrably high-quality;
- provide timely information to stakeholders on key workforce, and labour issues; and,
- identify emerging / strategic issues that affect the B.C. construction industry.

Our province is on the cusp of significant growth with a number of major projects on the horizon. The CITN will help ensure the right people with the right skills are available to meet our industry's demand.

Have your voice heard

The consultations and interviews are an opportunity to identify labour market issues that affect your ability to build great projects, now and in the future.

For example, the CITN has identified challenges including: impediments to worker mobility; barriers faced by smaller employers in accessing government programs; challenges determining the quality of training; and, broader issues such as frequent mismatches between training supply and demand and the lack of coherent goals and vision for the sector. Your organization may face these or other issues; we need to identify them and collectively prioritize the ones that most need to be addressed.

Contribute to practical solutions

Once key labour market issues are identified and prioritized through the consultations and interviews, the CITN will work with stakeholders and the Ministry of Jobs, Tourism and Skills Training to develop and implement industry-led solutions in 2016 and beyond. The consultations and engagement are the first step in the Provincial Government's Labour Market Partnership Program process, which is supporting this work.

For more information

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Background on Labour market issues facing the B.C. construction sector

The B.C. construction industry is broad and diverse. The issues facing it are complex, and involve many sectors, all levels of government and multiple government departments. Overarching labour market issues include:

Workforce

- British Columbia will need to attract an estimated 58,000 new construction workers over the next 10 years. Labour market shortfalls are expected predicted across a range of occupation categories over the same time period, and recruiting and mobility will need to go beyond usual practices.
- An estimated 26,100 jobs will go unfilled by 2023 due to labour shortages.
- Aging of the workforce, upcoming retirements, recruitment, training and retention challenges all impede ensuring that the right people with the right skills are available at the right time and place.

Training

- **Trainers** reach only a fragment of the construction industry market because there is no central coordination or information clearinghouse mechanism and because there is often little perceived value amongst employers in training beyond bare minimums.
- There is often limited ability to determine which trainers provide the best services and which training is **quality assured**.
- There is a lack of **coordination and efficiency** in the delivery of training.
- There are mismatches between employer training needs, and training supply that can affect the quality of workforce supply.

Perceptions

- Inaccurate **perceptions** of the construction industry in British Columbia can inhibit new entrants to the field.

Global context

- **Globally**, domestic and international markets are evolving rapidly as a result of: increasingly demanding building codes, rising prices for raw materials, shifts towards prefabrication and off-site production, increasing competition for skilled workers from other industries, and the emergence of coordinated and leading-edge construction industry strategies in countries such as Australia and the United Kingdom.

Coordination

- In contrast with some jurisdictions, B.C. has not had, until the CITN, a **mechanism** for employees, employers, trainers, and their representatives to meet, identify, and address issues and opportunities of common and/or strategic interest, notwithstanding the importance of the construction sector to the provincial economy.



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