



COAA Best Practices XVIII

May 18 and 19, 2010

WORKFORCE DEVELOPMENT COMMITTEE

Co-chairs

Terry Burton/Stephen Kushner





COAA Best Practices XVIII May 18-19, 2010

- o Provide an Overview of WFDCC 2009-10 Activities
- o ACTIMS---TFW Model of the Future??
- o Highlight Major Industry Opportunities
- o Marketplace Challenges
- o Cost Awareness Absenteeism/Turnover

o **Sub-committee 2009 & 2010 Activities**

o **Supervisory Training & Qualifications Sub-Committee**

- Fuel Your Career Website--**completed**
- CSC National Occupational Analysis (NOA) --**completed**
- FuelYourCareer.ca – a website about best practices that can be used to help grow crew leader skills --**completed**
- Supervisor Skills Development Tool/completed—**CD available**

o **Workforce Forecasting Sub-Committee** (Herb will cover)

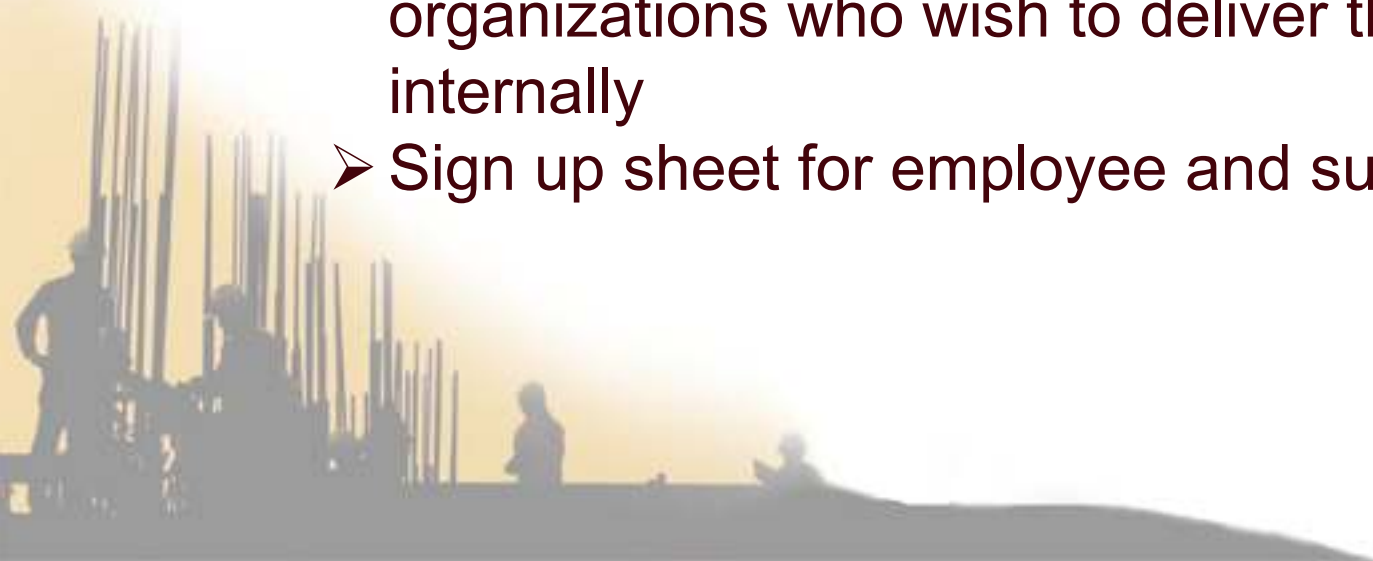
o **Respect in the Workplace Sub-Committee**

- Industry workshops (Ft. Mac, Edm & Calgary)
- Individual Contractor workshops
- Cultural awareness module nearing completion
- Manuals & Brochures available

o **Sub-committee 2009 & 2010 Activities**

o **Respect in the Workplace Booth**

- Employee and Supervisory training curriculum and facilitators guide will be available for review
- Sign up sheet for train the trainer workshops for organizations who wish to deliver the material internally
- Sign up sheet for employee and supervisor training



o **Sub-committee 2009 & 2010 Activities**

o **Absenteeism Sub-Committee**

- 1st stage Absenteeism completed--research/ U of A
- 2nd stage underway
- Expected 12-18 months for completion of research and report issuance.



o **Sub-committee 2009 & 2010 Activities**

o **Opportunities for Women in Construction Sub-Committee**

- Working with various groups and WBF to enhance employment opportunities
- Workplace Conditioning Toolkit
- Advertising campaign
- Government of Alberta support



o **ACTIMS**

- Owners (3), government (federal/provincial), Labour (BT/GPC/NMC), Contractors (12)
- Mandate: Acquisition of skilled craft labour for Turnarounds
- Advertising campaign and on the ground recruiting
- BOD (tri-partite)
- Administrator—full time
- Albertans/Canadians/USA/rest of the world
- Needs: more timely and accurate manpower demand numbers
- Model for construction?????
- Website—www.actims.ca

o Marketplace challenges

- o East Coast potential activity
- o Supply of qualified supervision
- o Competitive collective agreements
- o Absenteeism
- o Turnover
- o Retirees/the bubble

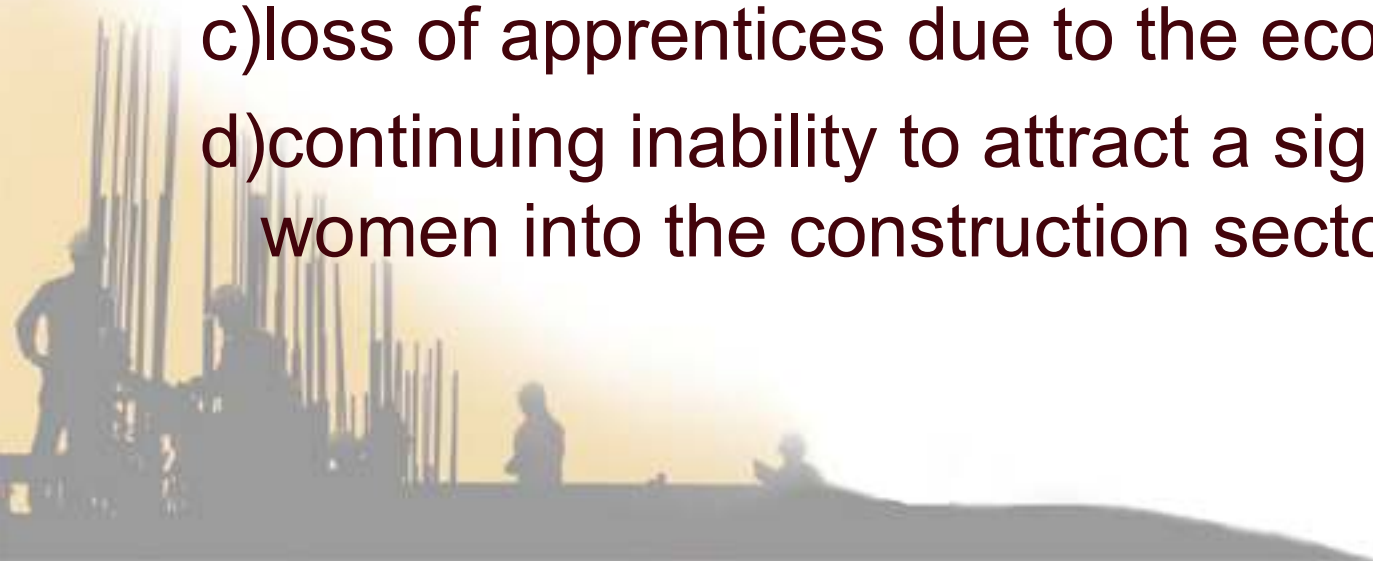




o Marketplace opportunities – **your perspective**

Future craft worker supply in Alberta will be affected greatly by:

- a)the activity levels of construction and maintenance in eastern Canada (Québec and the Maritimes)
- b)retirement of current workers
- c)loss of apprentices due to the economic downturn
- d)continuing inability to attract a significant number of women into the construction sector



- o Marketplace opportunities
 - o Apprentice employment
 - o Female employment
 - o Aboriginal employment
 - o Establish LR KPIs for each major project
 - o Cost Awareness (absenteeism, turnover, late starts, early quits, breaks)
 - o National craft database
 - o Improved TFW process



o Marketplace challenges - **your perspective**

The best way to increase the number of apprentices in Alberta is to:

- a) have Owners set targets, measure and monitor the employment of apprentices by craft, by year on projects
- b) increase spending on apprenticeship scholarships
- c) attract more apprentices via promotion of apprenticeships at junior high schools
- d) have Contractors set targets, measure and monitor the employment of apprentices by craft, by year on projects

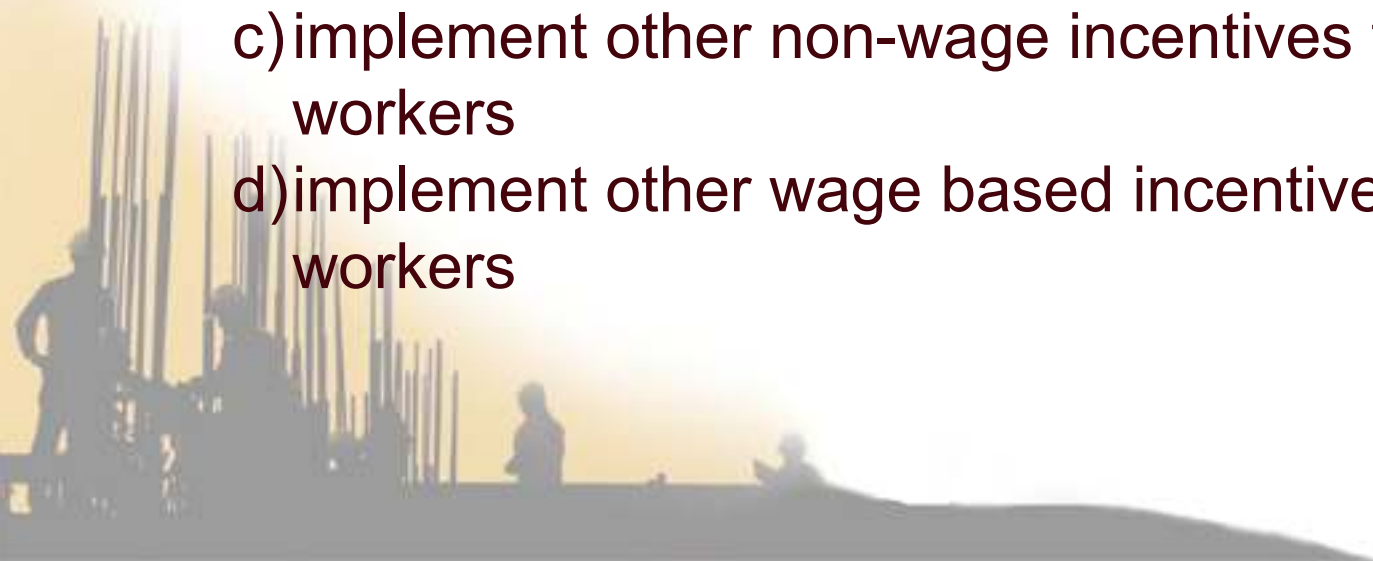




- o **Marketplace opportunities - your perspective**

In order to retain craft labour, industry stakeholders need to:

- a) get more involved, make the recruitment process more personal, develop a more structured “welcome plan” to Alberta
- b) improve fly-in / fly-out programs for both in-province and out-of-province workers
- c) implement other non-wage incentives to attract and retain workers
- d) implement other wage based incentives to attract and retain workers



- o Cost Awareness re every 100 people
 - o Absenteeism--\$150,000 day
 - o Turnover-- \$1,000,000
- o Most major projects (Edm. area) have had 10% Plus absenteeism
- o Most major projects in Alberta have had 100% turnover (absenteeism and dismissals) of peak manpower
- o The potential savings are massive and if not corrected a disincentive to investment



- o **Cost Awareness - your perspective**

Turn-over and absenteeism of trades workers on construction sites could best be addressed by:

- a) owners and contractors, developing more cost awareness materials (and communicating regularly to stakeholders) regarding the costs of absenteeism and turnover.
- b) developing incentive programs that encourage workers to complete projects and minimize time away from work
- c) providing more services on project sites (day care, health care, dental care)
- d) none of the above – turn-over and absenteeism are not really problems



- o **Workshops and Booths**

- o Supervisor, Training and Qualification Workshop
- o Women Building Futures/Joint Booth with OFWIC
- o Careers the Next Generation Booth
- o Respect in the Workplace Committee Booth





o New Volunteers Welcome!!!!

Thank-you for Your Support
From and For the WFDCC!

