



Workforce Development Committee

Best Practices XX Conference

May 15 – 16, 2012

Work Force Development Committee





Doom & Gloom in Alberta?

A lack of skilled trades people will impair the delivery of projects, impact our ability to maintain existing facilities and constrain our provincial and national economic performance.





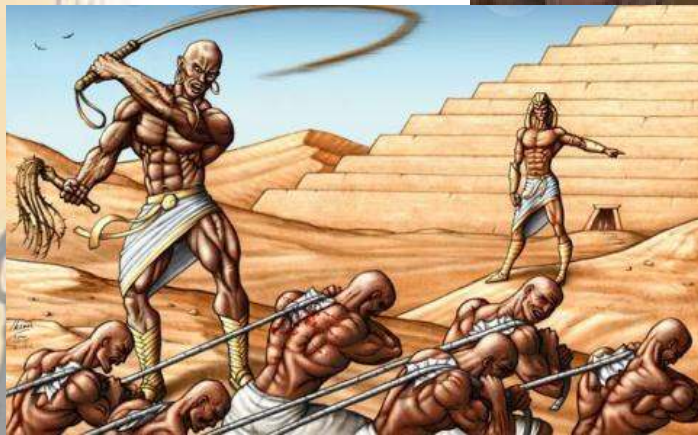
Doom & Gloom in Alberta!

Auuuuuuuuuuugh!!!!



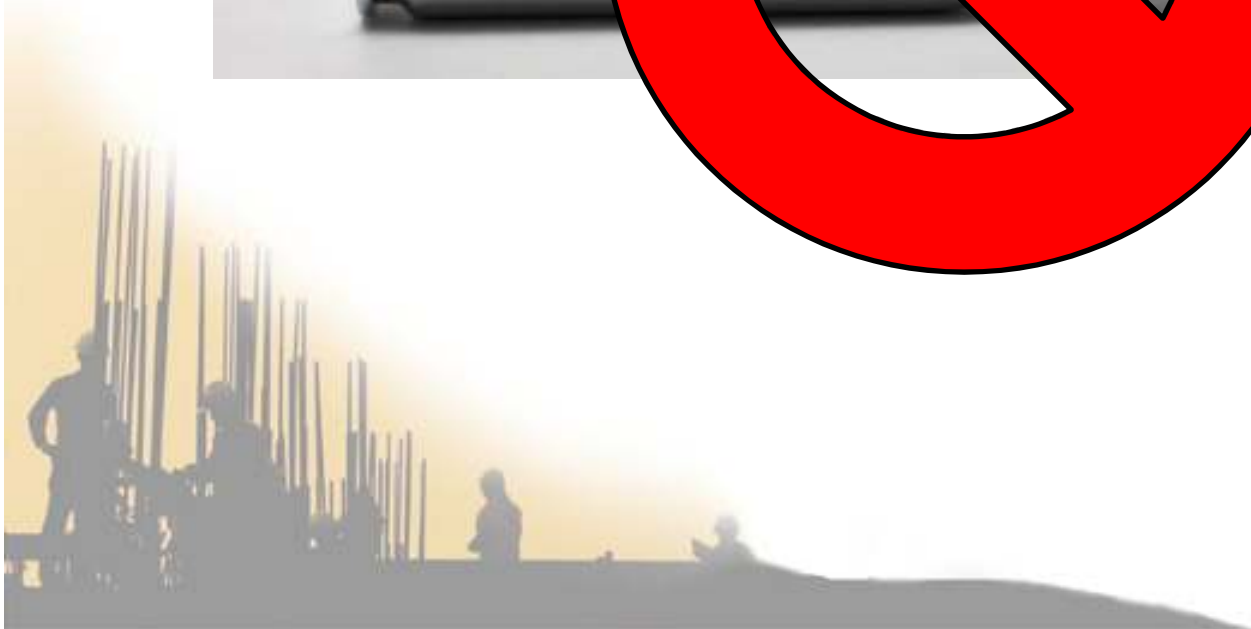


What to do, What to DO?





What to do, What to DO?





WFD Committee Vision

Ensure that the construction industry has the access to a workforce with:

the right *skills*

...the right *mix*

...at the *right time*

...in the *right numbers*
(supply = demand)



WFD Committee Focus

Work Force Development Committee

Skill Development

- Supervisor Training and Qualifications
- Enhance Journeyman and Apprentice Skills

Attraction & Retention

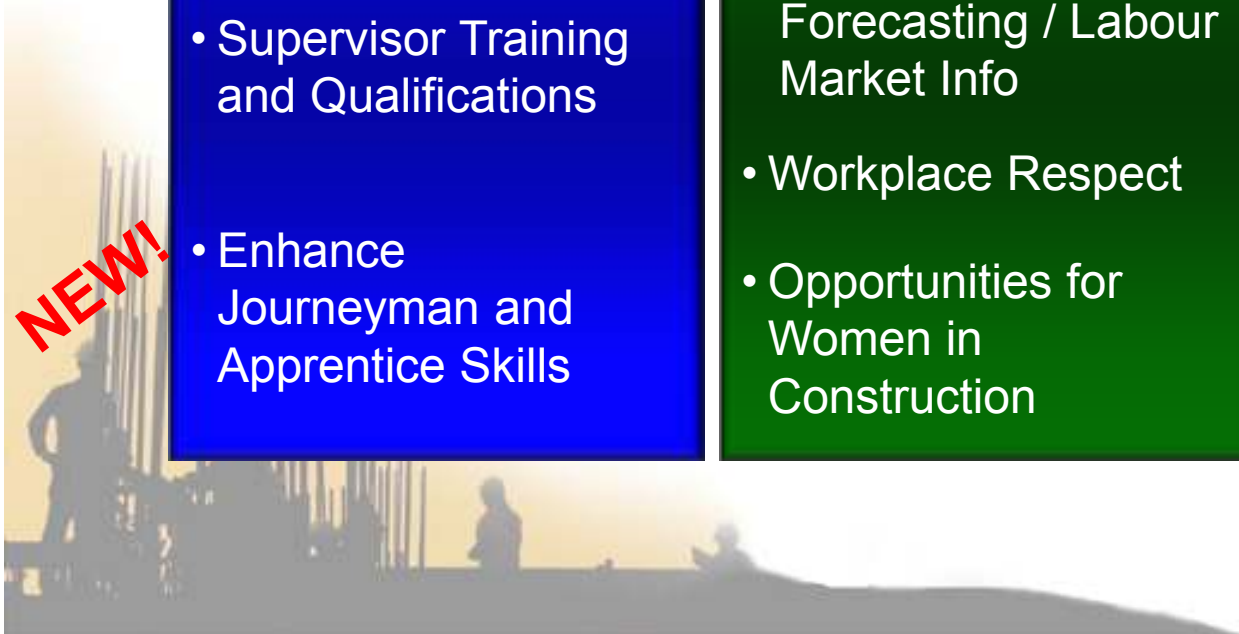
- Work Force Forecasting / Labour Market Info
- Workplace Respect
- Opportunities for Women in Construction

Immigration

- Federal and provincial government policy review

NEW!

NEW!





Skill Development

Supervisory Training and Qualifications

Skill Development

- Supervisor Training and Qualifications
- Enhance Journeyman and Apprentice Skills **NEW!**

- **Promote and encourage the adoption of COAA best practices**
 - ➔ Job Descriptions
 - ➔ Supervisory Development Tool
 - ➔ ICCS Designation
- **Find everything you need at fuelyourcareer.ca**



- Supervisor Training and Qualifications
- Enhance Journeyman and Apprentice Skills **NEW!**



Skill Development

Supervisory Training and Qualifications

Peer Panel Presentation

- ☺ **How industry is implementing the ICCS designation**
- ☺ **Supervisory Development Tool – going forward as we move forward . . .**



Skill Development

- Supervisor Training and Qualifications
- Enhance Journeyman and Apprentice Skills **NEW!**



Skill Development

Enhance Journeyman and Apprentice Skills

Improve productivity, effectiveness, and efficiency of our workforce

Looking for volunteers!

Concentrate on increasing the soft and hard skills throughout the lifecycle of a person working in the trades

Focus on enhancing the skills of individuals from apprentice to pre-supervisor status.



Attraction & Retention

Work Force Forecasting / Labour Market Info

Herb's Up Next!



Attraction Retention

- Work Force Forecasting / Labour Market Info
- Workplace Respect
- Opportunities for Women in Construction



Attraction & Retention

Workforce Respect

Respectful workplaces enjoy improved employee retention & absenteeism rates

Respectful workplaces give employers a competitive advantage in attracting and retaining top talent.



2011 revised
Workplace Respect Toolkit©

2011 revised
Workplace Respect Handbook





Attraction & Retention

Workforce Respect

Ongoing Workplace Respect Training

- **Awareness Workshop**
- **Implementation Workshop**



Attraction Retention

- Work Force Forecasting / Labour Market Info
- Workplace Respect
- Opportunities for Women in Construction



Immigration

NEW!

Immigration

- **Federal and provincial government policy review**



WFD Committee Focus

Work Force Development Committee

Skill Development

- Supervisor Training and Qualifications
- Enhance Journeyman and Apprentice Skills

Attraction & Retention

- Work Force Forecasting / Labour Market Info
- Workplace Respect
- Opportunities for Women in Construction

Immigration

- Federal and provincial government policy review

NEW!

NEW!

