

Building a Healthy Labour Market in Newfoundland and Labrador

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***The Alliance of Sector Councils
L'Alliance des conseils sectoriels***

Overview of Presentation



- **What are Sector Councils**
- **The Alliance of Sector Councils (TASC)**
- **Labour Market Issues**
- **LMI in Newfoundland & Labrador**

Sector councils...



Implement *industry-driven* labour market solutions in key sectors of the economy

- First ones began in late 1980s
- Reaching close to 50% of Labour Market
- Public & private funding support
- Growing expectations

Keys to Establishing a Successful Sector Council



- Full labour force analysis
- All partners participating
 - Employers
 - Employees
 - Educators
 - Government
 - Other relevant stakeholders

National Sectors



- Apparel
- Automotive manufacturing
- Automotive repair & service
- Aviation maintenance
- Biotechnology
- Bus transportation
- Child care
- Construction
- Customer contact centres
- Culture
- Electricity
- Environment
- Electronics and Appliance
Installation, maintenance &
repair
- International trade
- Fish harvesters
- Food retail
- Logistics
- Mining
- Petroleum
- Plastics
- Police
- Printing
- Seafood processing
- Software
- Steel
- Textiles
- Tourism
- Trucking
- Voluntary/Non-profit
- Wood manufacturing

Associates and Partners



Associates and Partners address cross-sectoral issues working with all sectors:

- **Aboriginal**
- **Apprenticeship**
- **Career Information**
- **Community colleges**
- **Education and training**
- **Engineers**
- **Technicians & technologists**

New and Developing Sectors



- Agriculture/Agri-food
- Supply chain

The Alliance of Sector Councils (TASC)



Vision

To be the forum for human resource sector council partnerships that work.

Some 30 sector councils, plus associates and partners.

TASC – Working Groups and Committees



Working Groups (reflect our top priorities)

- Apprenticeship and Trades Training
- Career Issues
- Immigration and FCR
- Labour Market Information
- School Boards
- Standards & Certification

Key Labour Market Objectives



Overcoming skills shortages across Canada,
thereby....

Helping to create a more
competitive, productive & prosperous economy.

Labour Market Issues



- Preparing labour market information on particular sectors of the economy to assess what the skills shortages are and where they are likely to occur
- Working with the education system to identify how students can be better equipped for industry (currently colleges and high schools)
- Preparing information for young people (and those looking to change careers) on career possibilities and the education/training required

Labour Market Issues



- Developing standards and certification for new entrants and for those in the workforce, to advance their skills development and facilitate their labour mobility
- Working to increase the workforce participation of Aboriginal people
- Finding ways to ensure efficient foreign credential recognition
- Helping employers with hiring and retention of new immigrants

Labour Market Issues



- Addressing issues relevant to an ageing workforce
- Increasing the opportunities for Canadians with Disabilities, and
- Increasing the opportunities for women in non-traditional occupations

LMI: Newfoundland and Labrador



TOURISM

(Bakers, bartenders, caretakers, landscapers, tour guides etc.)

- **2006 to 2015: 47, 031 workers needed**

Source: Canadian Tourism Human Resource Council

LMI: Newfoundland and Labrador



CONSTRUCTION

(Bricklayers, carpenters, roofers, heavy equipment operators etc.)

- **2005 to 2014: 2,972 workers needed to replace retiring workers**

Source: Construction Sector Council

LMI: Newfoundland and Labrador



TRUCKING

(Truck drivers, dispatchers, transportation safety professional etc.)

- **37,000 truck drivers needed *nationally***
- **Many truck drivers from Eastern Canada are attracted to high wages in Alberta and British Columbia**

Source: Canadian Trucking Human Resources Council

LMI:

Newfoundland and Labrador



SEAFOOD PROCESSING

- **Hiring is becoming less of a problem as workforce is diminishing, looking to aquaculture from Newfoundland South Coast**
- **Generally, a captive workforce along the coast of Labrador**
- **Greatest difficulty is in attracting/keeping technical trades**
- **Women generally fill most skilled production jobs but are becoming harder to attract...most young women are aiming at careers based on university or college education**

Source: National Seafood Sector Council

Thank You



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