

Building Healthy Labour Markets

**~ A Provincial Labour Market Symposium ~
October 30 - 31, 2006**



Building Healthy Labour Markets

- Emerging needs
- Possible strategies
- 2006 workplace skills and human resources needs

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PERSPECTIVE

- Changing individual needs
- Career choice and retraining
- A strategy
- Return on investment
- A commitment.

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CHANGE

- We can no longer work in isolation.
- The only constant is change.

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PARTNERSHIP

- The worker makes a longterm investment
Others must also be committed to ensuring the training system succeeds.
- The partnership requires a commitment to a completed training model.

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Apprenticeship Training Model

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COST/BENEFITS ANALYSIS

- Canadian Apprenticeship Forum Study on the cost/benefits of apprenticeship training
- For every dollar invested - the employer accrues \$1.38, or a net return of \$0.38
- Net benefits for employers by the end of the second year or earlier.
- The study also documented other qualitative or non-monetary benefits
- Hiring apprentices ensures skilled labour and a lower turnover rate.

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TRAINING

- A commitment to our tradesperson
- Addresses high turnover rates and skills availability.
- New entrants are making decisions much earlier.
- High schools offering more diverse choices
- Students hearing positive messaging but require action
- But there are missing pieces.

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■ THE CURRENT APPROACH

- The reality today
- New entrant is expected to spending years preparing
- Then compete with someone with no training or expertise.
- Fueling the underground economy
- Helping to maintain labour shortages
- Frustrating the ability for meaningful training

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STANDARDS

- Amazingly the missing piece is in place
- Professional fish harvestors
- Board certified doctors
- Qualified teachers
- Paramedic's...

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RIGHT TO A SECURE FUTURE

- A right to train and practice secure in the knowledge that upon completion he or she can proudly hold himself/herself out as a qualified and certified journey person committed to maintaining standards and subject to ensuring that skills are current and meeting industry standards.

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**PROFESSIONAL FISH HARVESTORS
CERTIFICATION BOARD**

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LACK OF INCENTIVE

- The reality
- Ineffective, inefficiency and unsafe workers.
- Increased incompletions and fewer registrations.
- Abandoning the program rather than quitting or leaving the province.
- The pressure to leave is too great and the incentives too few.

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PROGRAM FLEXIBILITY

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COMPULSORY CERTIFICATION

- Compulsory versus voluntary
- Compulsory - requires that any person performing work must be a certified
- Only 3 apprenticeable trades currently designated
- Ensures a high level of quality control, security and expertise.
- A critical component of the entire training model.

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COMPULSORY CERTIFICATION CON'T...

- Currently we have a multi tiered system for career in the trades
- Contributed to the growth of the underground economy
- Serious financial loss to the provincial economy.
- Compulsory education can lead to a safer, fairer and more stable workforce.

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WILL IT CAUSE A SHORTAGE?

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THE APPRENTICESHIP AND CERTIFICATION ACT

- Compulsory certification, which eliminates the ability of those not certified from working in a designated occupation, can be mandated if the government is of the view that it is in the public interest and necessary to ensure the protection of the worker, other workers, or the general public including persons who contract for the services in respect of which compulsory certification has been mandated.

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GOVERNMENT LEADS BY EXAMPLE

- Government has played a traditional leadership role
- Tender requirements – registered apprentices and certified journeypersons
- Enact current Board recommendations
- Accept future Board recommendations in a timely manner
- Transition period

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CONCLUSION

- Compulsory Certification is a practical strategy to a long term problem
- Stability and commitment to the very people we are relying on to drive the economy
- The status quo is not attractive and the benefits are many
- Stable pool of apprentices and journeypersons
- Strengthening of the apprenticeship program
- Increased employer satisfaction
- Increased ability to deliver targeted training as identified by industry

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CONCLUSION CON'T ...

- Increased productivity, workmanship and quality
- Increased customer/client satisfaction
- Creates a solid business reputation for employer
- Stable source of work and security for the employer and worker
- Safer work site, less accidents