The Community Benefit Infrastructure Pilot Collaborators are: -





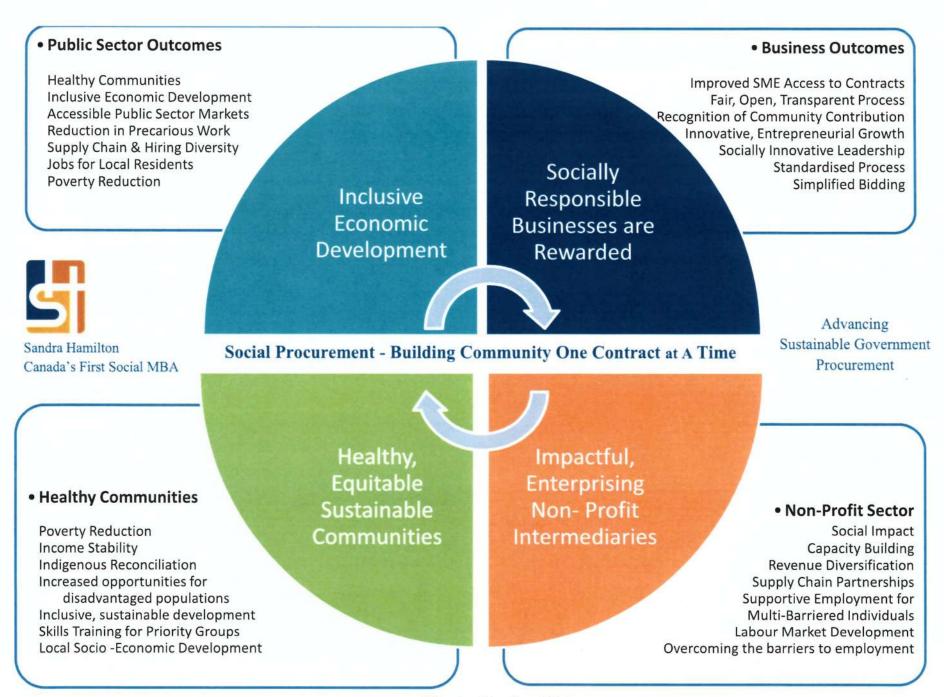




Vancouver Island Construction Association



May 2017	What have we heard?	DRAFT: Document Under Development
About the Labour Market	<ul> <li>Shrinking construction workforce</li> <li>15,000 new skilled workers needed by 2025</li> <li>More diversity needed in workforce</li> <li>Jobs -Skills Mismatch</li> </ul>	<ul> <li>13% Youth Unemployment – Under 25</li> <li>20% Est. with Discouraged Workers</li> <li>People without Jobs- Jobs without people</li> <li>Fdn courses not well connected to industry</li> </ul>
From Industry	<ul> <li>Safety First - Job site is hazardous- not suited to complex, multi-barriered individuals</li> <li>Procurement must be fair, open transparent</li> <li>Multi-Barriered people with complex needs may be better matched to less hazardous public sector opportunities eg. Parks &amp; Rec</li> <li>SME - 85% Contractors employ less than 10</li> <li>Hot market - work is there if you want it</li> <li>Will municipalities also be doing this?</li> </ul>	<ul> <li>Only 4% women on tools in construction</li> <li>Construction Social Enterprise – could provide some employment supports &amp; flexibility to minimally barriered people</li> <li>Mega Projects/Large Projects are rare on Vancouver Island - Most projects medium (\$1-\$5M) &amp; Micro (under \$1m)</li> <li>Vertical Builds offer more opportunity than horizontal. But municipalities buy mostly horizontal – water, sewer, roads</li> </ul>
From Employment Agencies & Aboriginal Training Societies	<ul> <li>Construction candidates must be able to demonstrate job readiness/site safety New entrants need to complete an industry recognized program - WHIMIS training etc</li> <li>STEP Program the Social Value Menu could strengthen the pathway &amp; market uptake of employers using the STEP program</li> <li>Blade Runners - New workforce entrants – Attending 6-8-week classroom program is a good way to demonstrate work readiness. In a hot market, youth go straight to the sites</li> </ul>	<ul> <li>Social Value Menu should allocate points to contractors hiring through these programs and to those sponsoring apprenticeships</li> <li>Income Assistance de-incentivizes contract &amp; short-term work opportunities 4wks @ \$400+ income = hard close of file Almost no access to skills training programs</li> <li>El attached clients = training opportunities</li> <li>Many employment barriers are invisible and not well understood</li> </ul>
From ITA Industry Training Authority From Community	<ul> <li>Apprenticeship</li> <li>Industry uptake could be better – about 20% now</li> <li>Unions provide strong apprenticeship paths</li> <li>BC - Apprenticeships required on \$15M + projects</li> <li>Completion of Apprenticeships could be better</li> <li>Mental health issues are a growing concern</li> <li>People need more flexible &amp; adaptive workplaces</li> </ul>	<ul> <li>Union Ratios limit # apprentice/journeyman</li> <li>Social Value Menu could reward the high ratio employers, a culture of apprenticeship &amp; those commiting to a set number of apprenticeship hours on a project</li> <li>Supportive employment models needed both transitionary &amp; permanently for some</li> </ul>
Groups From First Nations From Procurement City Staff	<ul> <li>Short days or Short weeks at minimum</li> <li>FN Youth are available &amp; ready to work</li> <li>Re-locating for work can trigger homelessness</li> <li>The city only buys in certain categories</li> <li>City can be an influencer &amp; leader in this area</li> <li>More buying/category variety if all public-sector entities adopt the same process</li> </ul>	<ul> <li>More customized employment is needed</li> <li>Indigenous people continue to experience stigma &amp; stereotypical thinking</li> <li>The Social Value Menu is an innovative, transparent way to achieve positive societal outcomes through a public tender process</li> <li>Standardisation is good - speeds up the process &amp; facilitates measurement</li> </ul>



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