

BC Skills Force Initiative

Partnership of:
BC Chamber of Commerce
Community Futures Association of BC



Facilitators

Paul Wiest – Project Manager

Ron Trepanier – Business Liaison

Agenda

- Introductions
- Project Overview
- Background Research
- Focus Group Discussion
- Next Steps
- Wrap-up

BC Skills Force Initiative

- Investigate the issue of acquiring skilled workers
- Engage Small Business in rural BC
- What skills do businesses require?
- Sector and Regional differences
- Look for solutions to the problem
- Role of service providers

BC Skill Force Initiative Project Partners

- Community Futures Association of BC
- BC Chamber of Commerce
- Local Community Futures Offices
- Local Chambers of Commerce Offices

Project Funders

- Human Resources and Skills Development Canada
- Ministry of Small Business and Economic Development



BC Skills Force Initiative - Methodology

- Background Research
- Focus Group Sessions
- Provincial Survey
- Compilation of Results
- Implementation of Actions – Phase 2
- Provincial Advisory Committee

Why the Focus on Small Business?

- In 2003 - 98% BC businesses are small businesses
- Micro business (fewer than 5 employees) are 84% of all small businesses
- 383,700 self employed people in BC

Small Business Facts - Continued

- Accounts for 58% of private sector employment (972,000)
- 30% of Gross Domestic Product for BC
- 9.4 billion in exports

Background Research

- Review of studies from BC/Canada/International
- Review of 77 Studies
- Lack of hard data on the subject
 - Macro studies
 - Industry specific
 - Non-small business focus

Background Research - Continued

■ Labour Trends in Canada

- Aging workforce
- Decline in worker participation
- Declining birth rates
- Urban migration
- Economic growth

■ 67% of BC businesses having difficulty hiring skilled labour

Background Research - Continued

- Year 2010 workforce expected to shrink
- Ages 45-65 will have the greatest increase in population
- Ages 0-14 will have the lowest increase
- By 2011 41% of workforce will be between 45-65

What does all this mean?

- Potential Impacts on Business
 - Future skill shortage
 - Loss of workers to urban centres
 - Unrealized growth potential
 - Challenges in transfer of small business ownership

Summary of Key Research Findings & Recommendations

- Shifting demographics
- Disconnect between individual career training and work force requirements
- Employee recruitment programs
- Rural immigration strategies

Summary of Key Research Findings & Recommendations

- Youth and older worker strategies
- Focus on generic skills development that are transferable across sectors

Focus Group Questions

- Explore labour market shortage issues – skills, labour pool . . . ?
- How will an aging of your current workforce 5 to 10 years affect your business?
- What can your company do to address this issue?
- How can service providers assist small business?

Provincial Survey

- 4000 Small Businesses will be contacted
- Focus Groups help establish questionnaire
- Participation in survey

Next Steps

- Focus groups completed by mid June
- Provincial survey completed by end of July
- Final report by end of September
- Follow-up actions

Contact information

- Project Website www.bcskillsforce.com
- Email: info@bcskillsforce.com

BC Skills Force Initiative

THANK YOU!!

