



**TRADERoutes**  
MOBILE TRAINING UNIT

**ENBRIDGE**

- Skill Shortages a growing reality in all sectors of the BC economy and most occupations
- Major shortages in trades related occupations for which apprenticeship training model is training methodology
- Apprenticeship typically entails on-the-job training combined with “block release” technical training at a post-secondary institution – 6 to 10 weeks in duration
- Technical training is identified by many employers and apprentices as a problem / barrier to participation
- Problem is most evident for employers / apprentices in smaller rural communities.

- **B.C. Skills Force Initiative**, a joint project of the BC Chamber of Commerce and the Community Futures Development Association of BC,
- Undertook a major assessment of the impact of skills shortages on rural regions in southern and northern B.C
- Findings
  - Job Vacancies – 34% of survey respondents and 50% of focus group participants indicated that they have difficulty to fill job vacancies, combined with an attendant problem of high turnover. There is a serious lack of skilled trades workers in rural communities.

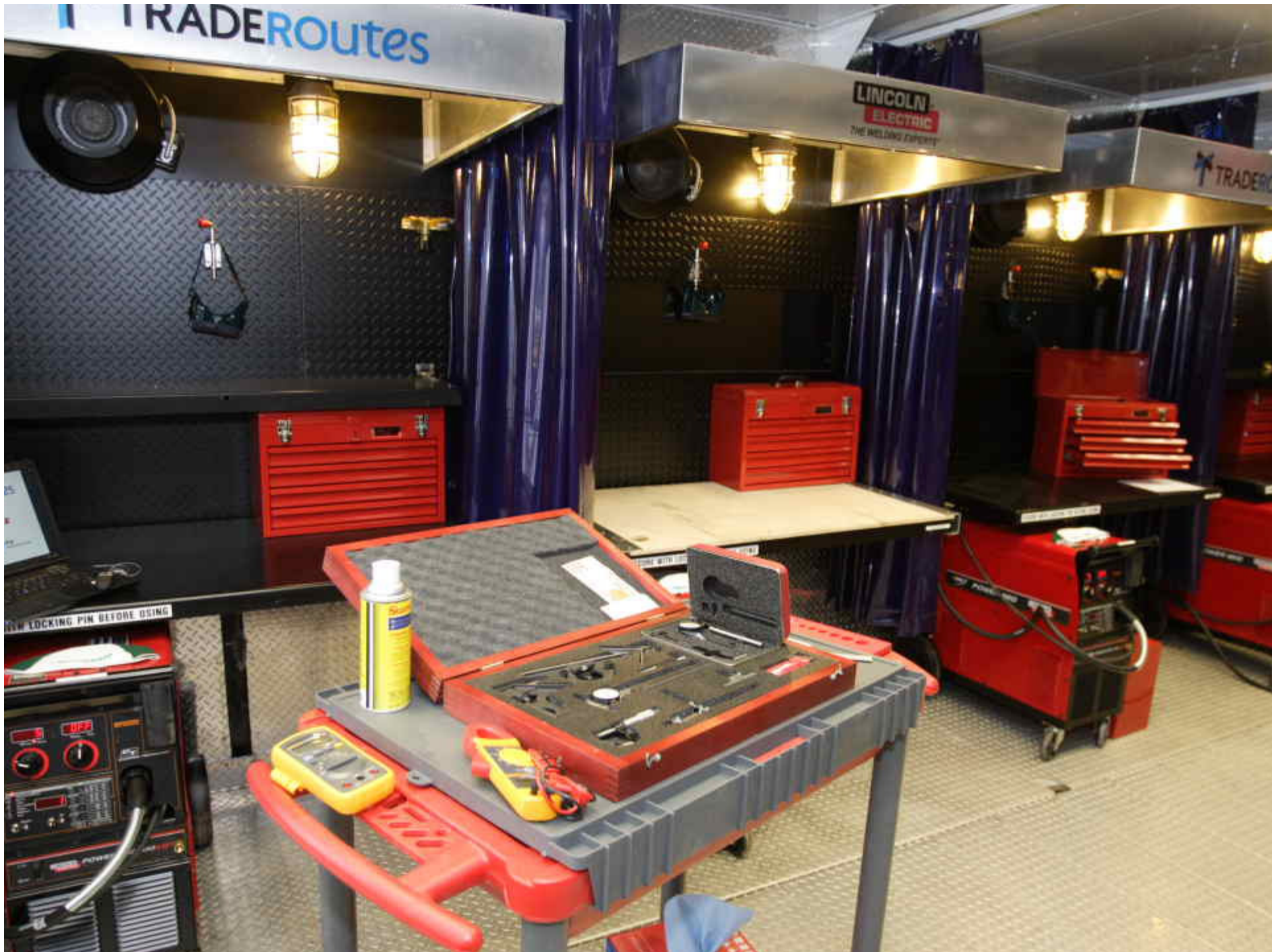
- **Findings**

- Training – The majority of employers make hiring decisions based upon attitude and then use on-the-job training as their primary strategy to develop required skills.
- Training Providers – Small business employers feel disconnected from B.C.'s educational system. There is a general feeling that our educational and training institutions are not adequately preparing graduates for the work that is available in B.C.'s new economy.
- Underutilized groups – Small business employers are giving little consideration to recruiting workers from underutilized groups such as aboriginal, immigrant, disabled and older workers.

- **Recommendations**

- Regional Skills Advisory Groups – Establish mechanisms, comprising small business employers, government, training organizations and business service providers, to facilitate the development and delivery of work skills programs.
- On-the Job Training – Improve the capacity of employers to provide effective work-based training along with a tax credit mechanism to stimulate investment by employers.
- Workplace Diversity – Expand small business recruitment and utilization of aboriginal persons, immigrants, persons with disabilities and older workers.
- Trades Shortages – Expand awareness and ensure that the technical training component of apprenticeship is made more locally accessible and flexible in scheduling.









# NMIT DEMONSTRATION PROJECT

## PROJECT SCOPE & PROCESS

- 4 – 6 community based projects
- Geographic area – north of Highway 16 (plus Quensel)
- Training in electrical, millwright, instrumentation, plumbing, steamfitter / pipefitter, welding & residential building maintenance
- Shared funding model
- Formal Call For Proposals – September 11, 2006
- Project selection and detailed planning – November 2006 – January 2007
- Demonstration phase – March 2007 – August 2008
- Corporate sponsorship campaign – Fall 2006
- Selection of support organization – Fall 2006

