

KOOTENAY LABOUR MARKET COORDINATING COMMITTEE

AGENDA, October 28, 1992

1. Call to Order and Introductions
2. Adoption of Minutes of May 13, 1992
  - errors or omissions
3. Approval of Agenda
4. Presentation:

Mr. Stuart Clark  
Acting Assistant Deputy Minister  
Ministry of Advanced Education,  
Training and Technology  
Skills Development Division

Mr. Clark is Chairman of the Consultation Steering Committee that developed the Terms of Reference for the B.C. Training and Adjustment Board and he is B.C.'s representative to the Canadian Labour Force Development Board.

5. The Future of the Labour Market Coordinating Committee
  - in light of Mr. Clark's remarks, should we:
    - make application to become a "local" board?
    - broaden our membership to ensure that visible minorities, disabled people, aboriginals and women are adequately represented?
    - formalize the relationship between the East and West Kootenay Steering Committees and the Kootenay Labour Market Coordinating Committee?
    - initiate a training needs survey? IAS committee?
6. Training Activities in the Kootenays
  - brief review of who is doing what.
7. Next meeting and adjournment



## BACKGROUND LABOUR MARKET COORDINATING COMMITTEE

In the fall of 1989, the Education/Workforce Task Force of the Kootenay Development Region commissioned a study into the "Occupational and Skill Requirements in the Kootenay Development Region".

Respondents to the survey indicated critical skill shortages, and difficulties recruiting skilled workers, despite high unemployment levels. This coupled with the importance of higher skill levels in fostering economic growth indicates an urgent need to address the problem.

It was suggested by the study, that one mechanism to attract and retain skilled workers is to ensure that there are adequate post-secondary education and occupational training opportunities.

Common themes which were found to recur throughout the study included: identifying needs, communicating those needs on a regular basis, building on existing resources, consultation and coordination, awareness, publicity, and networking.

Establishing a LABOUR MARKET COORDINATING COMMITTEE where representatives of labour, business, industry, educational institutions, and the federal and provincial governments could meet regularly was recommended. The committee would provide the opportunity for more intensive consultation among the Region's employers, employees and students, and the groups representing them, to discuss current skills and training needs and opportunities.

The purpose of the committee is to:

- \* provide a FORUM for the exchange of ideas, to improve the networking among individuals, agencies, unions, institutions, etc.
- \* provide ADVICE to government and institutions regarding the labour market needs of the region, including recommending appropriate studies and lobbying to ensure those needs are met
- \* ENCOURAGE and FACILITATE the coordination of training opportunities for residents and employers of the Kootenays

To ensure the broadest possible participation, discussion and representation two steering committees have been formed - one in the East Kootenays and one on the West Kootenays. These sub-regional committees will designate members to attend the Kootenay Region Labour Market Coordinating Committee.

**KOOTENAY REGION**  
**LABOUR MARKET COORDINATING COMMITTEE**

**MEMORANDUM OF MINUTES**

**December 1, 1992**

Present: Dan Murphy, Acting Chair  
Canadian Federation of Independent Business  
c/o Kimmur Forestry Consultants, Ltd.

Brian Conrad, Career Preparation Coordinator  
Mt. Baker Secondary School, Cranbrook

Catharine McKenzie, Acting Area Coordinator  
Skills Development (Apprenticeship)  
Ministry of Advanced Education - Cranbrook

Bernie Swendson, Skills Development Division  
Ministry of Advanced Education - Nelson

Jon Raitt, Manager of Business and Industry Services  
East Kootenay Community College - Cranbrook

Gary Reid  
B.C. Paraplegic Association - Cranbrook

Wayne Eburne, Manager  
Canada Employment Centre - Cranbrook

Sheila McGrath, Coordinator  
Rocky Mountain Community Futures

Edith Skiber  
IWA Canada, Local 1-405 Cranbrook

Dick Germsheid, Director, Nelson-Trail Campuses  
Selkirk College

Vi Lucan  
Fernie Womens Resource Centre  
BC TAB Steering Committee

Bob Matters  
IWA Canada, Local 1-405 Cranbrook

Kim Bergh, Manager  
Canada Employment Centre - Nelson

Dwight Tardif  
Ministry of Social Services - Cranbrook

Felicity Klassen  
Ministry of Social Services - Creston

John Flowers, Assistant Manager  
Canada Employment Centre - Cranbrook

Dick Schultz  
Nelson-Trail Labour Council

Reg Conway, Employee Relations Superintendent  
Cominco Metals  
Chair, West Kootenay Steering Committee

John Palmason  
Greater Trail Community Futures  
Chair, Training Subcommittee  
Beverley O'Neil, Economic Development Officer  
Ktunaxa/Kinbasket Tribal Council  
Alvin Dribnenki  
Canadian Bankers Association - Creston  
Debbie Baggs  
Kootenay Employment Services - Cranbrook  
Corrine Friesen, Assistant General Manager  
Inn of the South - Cranbrook  
Restaurant & Food Services Association  
Werner Heitman  
Quality Service Alliance  
Trail Chamber of Commerce  
Larry Szalanski, Vice-President  
East Kootenay Community College  
Jane Chernenko  
Crestbrook Forest Industries - Cranbrook  
Dan Kennedy  
Celgar Pulp Company  
Stuart Clark, Acting ADM, Skills Development Division  
Ministry of Advanced Education, Training & Technology  
Tim Barry, Regional Analyst  
Ministry of Economic Development, Small Business & Trade

At 1:30 p.m., Mr. Murphy called the meeting to order and introduced Mr. Jake McInnis, President of East Kootenay Community College who welcomed everyone to the College, Cranbrook and the East Kootenay. Introductions were made.

Moved by Dick Germsheid and seconded by Reg Conway:

**"That the minutes of the May 13, 1992 meeting of the Labour Market Coordinating Committee be adopted as circulated."**

**- CARRIED**

Mr. Barry introduced the featured speaker for the meeting, Mr. Stuart Clark, Acting Assistant Deputy Minister for the Skills Development Division (normally the Director of the Labour Market Services branch), of the Ministry of Advanced Education, Training and Technology.

Mr. Clark apologized for the confusion arising out of changing the date, time and location of this meeting three times. The pressures of work in Victoria necessitated this action.

Mr. Clark gave an informative talk on the formation, rationale and activities of both the Canadian Labour Force Development Board and the B.C. Training and Adjustment Board. (Mr. Clark's remarks have been summarized in the attached "Backgrounder").

Questions, answers and comments ensued:

- the BC TAB wants time to establish itself before considering local boards - there is no formal application procedure yet. The province and the CLFDB will agree on a common approval procedure.
- no specific direction has been given to the BC TAB regarding regional representation other than a directive from cabinet to be geographically sensitive.
- representation on the boards by equal numbers of business and labour representatives is considered necessary (governments desire to see more private sector funding of training). The labour movement has been slow to participate. The desire to have the equity group's concerns recognized and considered is leading to the possibility of equal representation by business, labour and equity groups on the BC TAB.
- involving business and labour will only be possible if there is enough money on the table to maintain the interest of the private sector. Mr. Clark responded that the BC TAB will be involved in:
  - research & analysis
  - evaluation of programs
  - secretariat services
  - an innovation training trust fundbut primarily in a directional way. The BC TAB will be able to influence the programs and funding priorities of the Apprenticeship Board, Vocational Rehabilitation, Industrial Adjustment Services, and the Training and Skill Development Function of the colleges (over \$300 million).
- the training funds targeted to Social Assistance Recipients (\$58 million) will be directed by the BC TAB
- generally speaking Canada Employment directs funding to the unemployed, Social Services to their client group and the Ministry of Advanced Education is targeting their funds to industrial councils or pilot training projects.
- some concerns expressed regarding the "turf" issues among agencies like the Apprenticeship Board, Community College Boards and agencies like Community Futures - unless some very clear guidelines issued then scarce resources may be wasted.

Mr. Murphy thanked Mr. Clark for his presentation and participation in our meeting.

- A **Consultation Steering Committee** was established to develop the precise mechanisms to implement an **integrated service delivery model**. Conclusions to date:

The BC TAB should be multi-partite in nature with business, labour and equity groups represented. Minor representation from the training and educational sector with the provincial and federal governments as ex-officio members. There will be an independent chair.

The aboriginal community view their participation as a separate level of government, not as an equity group.

The Canadian Labour Force Development Board is set up as an advisory board. Ontario has established a Crown Corporation which will direct all training and labour market adjustment programs in that province. The Consultation Steering Committee believes the BC TAB should be somewhere in between, but likely it will not have program or program delivery authority. It will not take over the functions of the Apprenticeship Board.

Further consultation is required on how representatives should be selected, and the relationship between the BC TAB and the Canadian Board and the local boards. The BC TAB wants more time to establish itself before it begins to deal with local boards.

Some consideration has been given to establishing **sectoral boards** - forestry, construction, fishing, shipbuilding, etc. where the "local" boards could be standing committees of industry councils (with the addition of representatives from the education sector).

#### KOOTENAY LABOUR MARKET COORDINATING COMMITTEE

- In the fall of 1989 the Regional Advisory Group (Ministry of Economic Development) commissioned a study into the Occupational and Skill Requirements in the Kootenay Development Region. Recommendations included establishing a committee that would provide a forum for the exchange of ideas, provide advice to government and educational institutions and encourage the coordination of training opportunities.
- The Kootenay Labour Market Coordinating Committee thus established has met semi-annually, however steering committees set up in both the East and West Kootenays meet more frequently to discuss items of mutual concern.
- The Kootenay LMCC has decided to seek designation under both the Canadian labour Force Development Board and the BC Training and Adjustment Board. A **Pilot Project** under the auspices of the BC TAB may be the initial phase.

**KOOTENAY REGION**  
**LABOUR MARKET COORDINATING COMMITTEE**

**Backgrounder**

Recent trends in the global economy, coupled with the negotiation and signing of the Free Trade Agreement between Canada and the United States, alerted governments in Canada to begin to examine a series of labour market issues, including productivity, training, and competitiveness.

The result has been a fairly consistent direction by both the federal and British Columbia governments although the specific path chosen by each has varied somewhat.

**Federal Government**

- In February 1989, the federal government appointed a "Council on Adjustment" (the de Grandpre commission) to examine the effects of the recently signed Free Trade Agreement on the labour force and recommend appropriate measures.
- April 1989, the Canadian Labour Market Productivity Centre (which had been established by the federal government and made up of government, business and labour representatives) releases "**Success in the Works**", an examination of the skill levels and the competitiveness of our work force and place.
- Both the de Grandpre Council and the Productivity Centre concluded that:  
**governments needed an on-going, arm's-length mechanism to inform governments as to what is needed in terms of labour market training and adjustment programs.**
- The Canadian Labour Force Development Board was established with eight business, eight labour and four equity (aboriginal, visible minorities, women and physically disabled) representatives, to provide that mechanism nationally.
- By early 1991, the Canadian Labour Force Development Board recognized the need for "**local boards**".

**Provincial Government**

- March 1989, the province responded to the de Grandpre Council by establishing the **Task Force on Employment and Training** whose mandate included examining policy and labour market adjustment mechanisms and services that were available.
- The Task Force submitted its report to the Minister of Advanced Education, Training and Technology and in April 1992 the **B.C. Training and Adjustment Board** was established