

Skills Table Historical Performance Report

STRATEGIC FOCUS #1 PROVIDE LABOUR MARKET INFORMATION (LMI)			
	Project Name	Deliverables	Outcome / Achieved Results
1.	2016 Asia Pacific Gateway (APG) Labour Market Information (LMI) Project (2016)	<ul style="list-style-type: none"> Report: <i>"Asia Pacific Gateway (APG) Labour Market Outlook 2016-2025 Executive Summary"</i> Report: <i>"Occupational Snapshot"</i> – 52 Report: <i>"Sector Outlook"</i> – 6 Report: <i>"Regional Outlook"</i> – 3 	<ul style="list-style-type: none"> The forecasts provide valuable information to facilitate labour market planning for decision-makers and employers, and can help workers make informed choices about their careers and futures. Reports available at www.lmionline.ca
2.	2016 Asia Pacific Gateway Corridor (APGC) LMI Project (2016)	<ul style="list-style-type: none"> Report: <i>"Asia Pacific Gateway Corridor (APGC) LMI 2016-2025 Executive Summary"</i> Report: <i>"Occupational Snapshot"</i> – 34 Report: <i>"Sector Outlook"</i> – 4 Report: <i>"Regional Outlook"</i> – 5 	<ul style="list-style-type: none"> Developed labour market forecasts for 34 key transportation occupations that support the APGC (BC, AB, SK and MB). These forecasts provide valuable information to facilitate labour market planning for decision-makers and employers, and can help workers make informed choices about their careers and futures. Reports available at www.lmionline.ca
3.	Attrition in Gateway Management Knowledge Transfer Project (2016)	<ul style="list-style-type: none"> Report: <i>"Management Attrition & Critical Knowledge Transfer: A Human Resource Practitioner's Guide"</i> 	<ul style="list-style-type: none"> Management attrition has been identified as a growing challenge for Gateway industries. This project worked with employers to study their specific issues, and developed knowledge transfer plans for each company. Final report presents best practices for knowledge transfer from retiring workers along with real-life case studies.
4.	Prince Rupert / Port Edward Labour Supply Study (2016)	<ul style="list-style-type: none"> Report: <i>"Prince Rupert / Port Edward Labour Supply Study"</i> 	<ul style="list-style-type: none"> The study answers: Is the supply of local industrial labour sufficient to meet the demands of the PR/PE port facilities and related employers? How many new jobs can the local labour supply fill? How far can the local labour supply stretch?
5.	Labour Force Profile of Port Drayage Drivers in Atlantic Canada (2016)	<ul style="list-style-type: none"> Report: <i>"Labour Force Profile of Professional Drivers Working at Ports in Atlantic Canada"</i> 	<ul style="list-style-type: none"> A labour market profile of drayage drivers serving the ports of Halifax and St. John, equipping industry with up to date labour data and demonstrating that methodology from one jurisdiction can be successfully replicated in another.

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6.	Study of Innovative Technologies for Communicating Real-Time Information to Port Drayage Drivers (2016)	<ul style="list-style-type: none"> Report: <i>“Study of Innovative Technologies for Communicating Real-Time Information to Port Drayage Drivers”</i> 	<ul style="list-style-type: none"> A study of best practices at selected ports in North America and Europe for communicating information to port drayage drivers about traffic and terminal conditions, informing ports about benefits and costs of potential systems to help improve traffic flow, GHG emissions, and productivity.
7.	Engineers, Geoscientists, Technologists and Technicians Labour Market Information (2015)	<ul style="list-style-type: none"> Report: <i>“Engineers, Geoscientists, Technologists and Technicians Labour Market Information Executive Summary”</i> Report: <i>“Occupational Snapshot”</i> – 31 Report: <i>“Industry Outlook”</i> – 10 Report: <i>“Regional Outlook”</i> – 5 Report: <i>“Occupational Group Outlook”</i> – 3 	<ul style="list-style-type: none"> The forecasts provide valuable information to facilitate labour market planning for decision-makers and employers, and can help workers make informed choices about their careers and futures. Successful partnership industry associations , federal and provincial government First 4 months live, over 5000 visits to website with over 600 downloads of reports. Reports available at www.lmionline.ca
8.	Asia Pacific Gateway (APG) Labour Market Information Project 2015 (2015)	<ul style="list-style-type: none"> Report: <i>“Asia Pacific Gateway (APG) LMI 2015-2024 Executive Summary”</i> Report: <i>“Occupational Snapshot”</i> – 54 Report: <i>“Sector Outlook”</i> – 22 Report: <i>“Regional Outlook”</i> – 3 	<ul style="list-style-type: none"> The forecasts provide valuable information to facilitate labour market planning for decision-makers and employers, and can help workers make informed choices about their careers and futures. First 4 months live, over 3500 visits to website with over 70 downloads of reports. Reports available at www.lmionline.ca
9.	Port of Montreal Drayage Labour Profile and Technology Penetration Study (2015)	<ul style="list-style-type: none"> Report: <i>“Port of Montreal Drayage Labour Profile and Communications Study”</i> 	<ul style="list-style-type: none"> A Labour Market Profile of port drayage drivers in Montreal, including their current and planned use of technologies to relay real-time traffic information between the port and drivers Informed port’s development of operational plans to minimize GHG emissions by providing real-time information to drivers Industry partner (Montreal Port Authority) noted that “new knowledge provided by these studies will therefore be of great help”

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10.	Labour Force Profile of Port Drayage Drivers in Metro Vancouver (2013)	<ul style="list-style-type: none"> Report: <i>"Labour Force Profile Port Drayage Drivers in Metro Vancouver"</i> 	<ul style="list-style-type: none"> Total of 639 surveys were completed through primary distribution at Metro Vancouver's four container terminals (Centerm, Vanterm, Fraser Surrey Docks and Deltaport) Findings helped inform and was referenced in Vince Ready / Corin Bell's 'Recommendation Report – BC Lower Mainland Port' (Sep 2014), an independent review directed at resolving issues that have contributed to disruption of trucking operations at Port Metro Vancouver
11.	Terminal Trades Occupational Analysis (2013)	<ul style="list-style-type: none"> Report: <i>"Lower Mainland Container Terminals Project"</i> 	<ul style="list-style-type: none"> Helped inform 3 main employers serving Port Metro Vancouver (TSI, DP World, Fraser Surrey Docks) on four critical trades that have been impacted by shipbuilding contracts
12.	Labour Market Initiative (2013)	<ul style="list-style-type: none"> Report: <i>"B.C. Labour Market Requirements for the Asia Pacific Gateway, 2013-2022 Summary Report"</i> Report: <i>"Lower Mainland Labour Market Requirements for the Asia Pacific Gateway, 2013-2022 Summary Report"</i> Report: <i>"Labour Market Requirements for the Northern British Columbia Asia Pacific Gateway, 2013-2022 Summary Report"</i> 	<ul style="list-style-type: none"> Offered regional LMI information for 53 APG occupations against three economic scenarios
13.	The Accelerator Project (2012)	<ul style="list-style-type: none"> Report: <i>"The Accelerator Project"</i> 	<ul style="list-style-type: none"> Developed joint working partnerships with the Calgary Logistics Council and the Canadian Supply Chain Sector Council Leveraged APGST LMI model and data to help inform APG corridor stakeholders in BC and Alberta on labour supply/demand issues LMI findings shared with 55 participants of a video conference event held in Calgary and Vancouver; and with 12 leaders from the Alberta-wide Supply Chain Education Partners' meeting

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14.	Labour Market Information Gap Analysis (2011)	<ul style="list-style-type: none"> Report: <i>"B.C. Labour Market Requirements for the Asia Pacific Gateway, 2011-2019 Summary Report"</i> 	<ul style="list-style-type: none"> Established the APGST LMI base model and forecast for 34 key occupations in the APG, offering meaningful information for industry and a model that has been easily adaptable over the years
15.	Clearinghouse Project (2011)	<ul style="list-style-type: none"> Website: www.hrwire.ca 	<ul style="list-style-type: none"> Unique website visitors <ul style="list-style-type: none"> - 2010: 785 - 2011: 5641 - 2012: 6077 - 2013: 4379 - 2014: 3256
16.	B.C. Security Labour Market Roundtable (2010)	<ul style="list-style-type: none"> Report: <i>"Security in the Asia Pacific Gateway: Human Resources Issues and Strategies"</i> 	<ul style="list-style-type: none"> Engaged 20 industry stakeholders to participate in BC Security Industry Labour Market Roundtable with representatives from private security providers, regulators, training institutions and key end users. Completed 4 Roundtable discussions between private sector providers and Gateway stakeholders to identify common industry HR-planning pressures and to identify solutions or responses to these pressures

STRATEGIC FOCUS #2			
WORK TO ADDRESS SKILLS GAPS			
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17.	NorKam Secondary School Commercial Driver Training Program (2015)	<ul style="list-style-type: none"> Report: <i>"British Columbia Trucking Association (BCTA) Commercial Driver Training Program BluePrint"</i> 	<ul style="list-style-type: none"> Supported BCTA's HR Strategy The BluePrint gives school districts and secondary schools in BC clear guidance on how to offer a Commercial Driver Training Program, based on a model developed for NorKam Secondary School, School District 73.
18.	Tools for Assessing an Immigrant Truck Driver's Non-Canadian Experience (2014)	<ul style="list-style-type: none"> Guide: <i>"International Trucking Reference: Roads, Rules, and Drivers (International Trucking Reference)"</i> Guide: <i>"IDRIVE Assessment Tool" and support products</i> 	<ul style="list-style-type: none"> Supported BCTA's HR Strategy
19.	British Columbia (BC) and Washington State (WA) Crane Certification Recognition Pilot Project (2014)	<ul style="list-style-type: none"> A mechanism that recognized Washington Mobile Crane Operators who met the WorkSafeBC regulatory requirements 	<ul style="list-style-type: none"> Facilitated BC employers ability to hire Washington Mobile Crane Operators who met the WorkSafeBC regulatory requirements Approved by WorkSafeBC
20.	Drayage Excellence Metrics in Metro Vancouver (2013)	<ul style="list-style-type: none"> Report: <i>"Drayage Metrics Proof of Concept"</i> 	<ul style="list-style-type: none"> Helped support and inform PMV Drayage Strategy project members on issues related to Gateway reliability initiatives
21.	Vancouver Drayage Truck Turn-Time Analysis (2013)	<ul style="list-style-type: none"> Report: <i>"Port Metro Vancouver Truck Turn Time Study: Analysis, Results and Recommendations"</i> 	<ul style="list-style-type: none"> Brought in US-based transportation experts who had conducted similar work at several US ports to analyze turn-time performance at Metro Vancouver ports Engaged 5 different organizations/ companies to share GPS data that enabled analysis and validation across different, independent data sources
22.	Identifying Successful Business Practices of Profitable Drayage	<ul style="list-style-type: none"> Report: <i>"Drayage Owner-Operators Understanding Container Drayage Owner-Operators in Metro"</i> 	<ul style="list-style-type: none"> Consultations with 8 trucking companies of varying sizes and types of operations, and 13 individual owner-operators including senior representatives of the Vancouver Container Truck Association – CAW Local

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	Owner Operators in Metro Vancouver (2013)	<i>Vancouver</i> <ul style="list-style-type: none"> Toolkit: <i>“Drayage Trucking in Metro Vancouver Owner-Operator Business Toolkit”</i> 	2006 <ul style="list-style-type: none"> Findings helped inform and was referenced in Vince Reedy / Corin Bell’s ‘Recommendation Report – BC Lower Mainland Port’ (Sep 2014), an independent review directed at resolving issues that have contributed to disruption of trucking operations at Port Metro Vancouver BCTA is potentially using the drayage owner-operator toolkit and revising it for long haul driver occupation
23.	One-Year Experience in Canada (2013)	<ul style="list-style-type: none"> <i>Report</i>: outlines list of performance indicators typically expected of employees with minimum one-year Canadian work experience; and a recommended list of alternate methods to achieve intended equivalent outcomes <i>Work Experience Log Book</i>: describes and documents knowledge, skills, attitudes and performance expected of employees with one-year Canadian work experience 	<ul style="list-style-type: none"> Consulted with 94 participants representing 83 different employers from a broad range of technology-related enterprises in BC Findings from this project helped inform and support the development of other ITTP resources, such as the Working in BC program
24.	Foreign Training Assessment for Technologists and Technicians (2013)	<ul style="list-style-type: none"> <i>Model development & pilot test</i>: a new education equivalency and recognition model for reviewing certification applications from Philippine educated persons 	<ul style="list-style-type: none"> ASTTBC reviewed 6 applications for certification from Philippine educated persons using new model, which expedited process by up to 50 days per application Model discussed at the Council of Registrars (COR) representing all provincial associations for the certification and registration of applied science and engineering technologists in Canada. Approval of the model by COR will extend application of the equivalency model nationally
25.	Supervisor Foreperson	<ul style="list-style-type: none"> Report: <i>“Developing Supervisory</i> 	<ul style="list-style-type: none"> Distributed the Guide to more than 1,500 employers in the Gateway

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	Skill Development (2012)	<p><i>Skills: Strategies & Recommendations for the Asia Pacific Gateway</i></p> <ul style="list-style-type: none"> • Guide: <i>"Supervisory Skill Development Resource Guide"</i> • Workshops (In Person & Video): <i>"Creating a Blueprint for Supervisory Skill Development"</i> • <i>Coaching Pilot Program for Developing Supervisory Skills</i> 	<p>industries</p> <ul style="list-style-type: none"> • Delivered 10 workshops to 170 representatives of the AGPST industries including trucking, engineering, construction and marine industries. • Established partnerships with 8 industry organizations to deliver workshops (APEG, BCCA North, BC Road Builders, BCTA, ICBA, Nanaimo Port Authority, Prince Rupert Port Authority, VRCA) • Delivered coaching pilot program to 7 gateway employers that included 5 hours of individual coaching support for each participant
26.	BC Professional (Truck) Driver Training Pilot Project (2011)	<ul style="list-style-type: none"> • Program: <i>BC Professional (Truck) Driver Training Program</i> 	<ul style="list-style-type: none"> • Total of 12 students (two cohorts of 6 students each) participated in pilot program
27.	Transferable Skills Training and Certification for Asia Pacific Gateway Crane Operators (2011)	<ul style="list-style-type: none"> • Product: <i>Program Feasibility Report and Development Recommendations: Crane Operator Certification in the Asia Pacific Gateway</i> • Roundtable sessions: discussions between marine and other sectors employing occupation 	<ul style="list-style-type: none"> • Completed 8 consultations with industry representatives that included employers, labour organizations and regulators • Organized an industry forum held in February 2011 to provide an opportunity for industry representatives and stakeholders to discuss the options and recommendations
28.	Asia Pacific Gateway Skills Table (APGST) Training Fund (2011)	<ul style="list-style-type: none"> • Program: <i>APGST Training Fund that included:</i> <ul style="list-style-type: none"> - Identifying Gateway employers training needs and providing funding for appropriate training - Providing consulting services for a limited number of Gateway employers to support human 	<ul style="list-style-type: none"> • APGST Training Fund directly served 60 employers and provided \$200,000 of training funds to 359 workers in the Gateway • One-on-one facilitation helped maximize the training investment and supported employers' throughout process • Individualized HR advice and guidance offered to participating Gateway firms, particularly helpful to SME who have limited HR resources

STRATEGIC FOCUS #2 WORK TO ADDRESS SKILLS GAPS			
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		resource management requirements.	
29.	Solving Skills Shortages at the Prince George Airport (YXS) (2011)	<ul style="list-style-type: none"> Program: Training program for refuelers to receive certification on wide-bodied aircraft refueling and ground handling 	<ul style="list-style-type: none"> 2 training sessions were organized and delivered to 12 participants from various companies operating at YXS Provided local staff with knowledge on how to operate the specialized equipment and serve large, international aircrafts coming into YXS airport Provided them with a chance to gain invaluable experience at the Toronto airport where more than 700 aircrafts are serviced daily. A majority of the employees involved in training had less than two years of work experience in the field.
30.	HR Essentials for Small-to -Medium Sized Enterprises (2011)	<ul style="list-style-type: none"> Product: <i>Your Guide to Human Resources</i> Workshops on Recruitment and Retention 	<ul style="list-style-type: none"> A total of 423 participants attended 31 workshops to workshops held for the trucking, construction, marine and security sectors. In addition to resources provided, participants identified workshops as positive opportunity (benefit) for increased communication and networking with others in the industry.
31.	Business of Shipping (2011)	<ul style="list-style-type: none"> Presentation & Manual: <i>The Business of Shipping</i> 	<ul style="list-style-type: none"> Industry developed education: by industry, for Industry 655 representatives across Canada have participated in 9 “Business of Shipping” training sessions

STRATEGIC FOCUS #3			
RESEARCH THE FUTURE OF WORK IN THE GATEWAY			
	Project Name	Deliverables	Outcome / Achieved Results
32.	Women in Transportation Careers in Canada (2015)	<ul style="list-style-type: none"> Report: <i>“Women in Transportation Careers – Understanding Participation in Canada”</i> 	<ul style="list-style-type: none"> Validated for Transport Canada the widely accepted assumption that women are underrepresented in transportation careers across Canada; helped understand the future supply of new entrants; and identified current programs aimed at increasing women’s participation in the industry Advanced action focused dialogue with Asia Pacific Gateway stakeholders
33.	Accelerated Apprenticeship Learning for Mobile Crane Operators in B.C. - Pilot Project (2013)	<ul style="list-style-type: none"> Report: <i>“Accelerated Apprenticeship Learning for Mobile Crane Operators in BC – Pilot Project”</i> 	<ul style="list-style-type: none"> Engaged and consulted with 44 stakeholders including 5 apprentices, 12 journeypersons, 10 employers, 11 training providers and 6 industry stakeholders
34.	Technology and Skills in Transportation (2013)	<ul style="list-style-type: none"> Report: <i>“Technology and Skills in Transportation”</i> 	<ul style="list-style-type: none"> 40 individuals from across western Canada and representing all six sectors (Air, Construction, Logistics, Marine, Rail and Trucking) in the Asia Pacific Gateway were engaged in this project
35.	Tracking Tradespersons: Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway (APG) (2013)	<ul style="list-style-type: none"> Report: <i>“Tracking Tradespersons: Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway”</i> Executive Summary: <i>“Tracking Tradespersons: Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway Executive Summary”</i> 	<p>Engaged and gathered information from:</p> <ul style="list-style-type: none"> 43 key informants (stakeholders and selected experts) 312 employers of workers in target trades 200 experienced journeypersons in those trades 22 studies, research papers, surveys, reports, websites and statistics databases. <p>Shared project findings at:</p> <ul style="list-style-type: none"> 2 information sessions held in Lower Mainland and Prince George Council of Forest Industries’ (COFI) Annual General Meeting (Apr 2013) Canadian Apprenticeship Forum in Vancouver (Jun 2013) National Skills Competition (Jun 2013)

STRATEGIC FOCUS #3			
RESEARCH THE FUTURE OF WORK IN THE GATEWAY			
	Project Name	Deliverables	Outcome / Achieved Results
36.	Working in B.C. (2013)	<ul style="list-style-type: none"> • <i>'Working in BC' Workshops and Webinars</i> • <i>'Working in BC' Study Guide</i> • <i>Working in BC Video series</i> • Outreach banners & brochure materials 	<ul style="list-style-type: none"> • 50 participants attended 3 'Working in BC' in person workshops • 26 participants attended 3 'Working in BC' live webinars, including some international participants from China, Philippines, Pakistan, Taiwan, Qatar • 12 topical videos of internationally trained technicians and technologists sharing their experiences since arriving in BC, including career challenges, successes and lessons learnt
37.	Building Capacity for Integrated and Strategic Planning in the Asia Pacific Gateway (2012)	<ul style="list-style-type: none"> • <i>Report: "Connecting Canada's Pacific Gateway: Enhancing Planning Capacity in the Metro Vancouver Region"</i> 	<ul style="list-style-type: none"> • High level of interest it generated among the planning community in the Greater Vancouver area that included representatives from Transport Canada, BC Ministry of Transportation and Infrastructure, Translink, Vancouver Airport Authority, Metro Vancouver, Port Metro Vancouver, BC Trucking Association, UBC, SFU, Railway Association of Canada, Greater Vancouver Gateway Council • Report findings were included in the discussion on the Greater Vancouver 2050 Plan
38.	B.C. Trucking Industry: Attraction, Recruitment and Retention Communications and Outreach Work Plan (2012)	<p>Work Plan that included:</p> <ul style="list-style-type: none"> • Marketing activities that will educate potential recruits and influencers • Recruitment activities that will increase the labour supply from under-represented groups • Outreach activities that will educate the B.C. trucking sector about progressive, innovative recruitment & workplace practices 	<ul style="list-style-type: none"> • Supported BCTA's HR Strategy
39.	Asia Pacific Gateway Apprenticeship Engagement Initiative (2012)	<ul style="list-style-type: none"> • Report: LMI finding on Gateway trades and key Gateway employers (20-25) forecasts • Employer Apprenticeship Facilitation 	<ul style="list-style-type: none"> • Engagement with 100 Gateway employers on the apprenticeship value proposition <ul style="list-style-type: none"> ○ 1-on-1 apprenticeship facilitation with 60 employers ○ 10 new employer apprentice sponsorships

STRATEGIC FOCUS #3			
RESEARCH THE FUTURE OF WORK IN THE GATEWAY			
	Project Name	Deliverables	Outcome / Achieved Results
		<ul style="list-style-type: none"> Skills Competition Participation + Event Promotional Material A delegation of 2 participating in 3 Skills Competitions: <ul style="list-style-type: none"> Skills Canada BC, Apr 2011 Skills Canada, Jun 2011 Quebec International World Skills, Oct 2011 London UK 	<ul style="list-style-type: none"> Increase employers' knowledge of apprenticeship opportunities Employer network that can be incorporated into future Skills Table activities Addition to Skills Table's database communication network of 4,000 new, up-and-coming youth interested in trades and their educators; increase potential future opportunity for matching apprentices to employers
40.	Technology & Innovation in the Asia Pacific Gateway (2011)	<ul style="list-style-type: none"> <i>Report: The Innovation Imperative: Drivers for Change in the Asia Pacific Gateway: Business Priorities in 2011</i> 	<ul style="list-style-type: none"> Face-to-face interviews were conducted with 38 individuals from 26 organizations representing many aspects of the supply chain and the key organizations of the Asia Pacific Gateway Report findings shared with WESTAC and 3 focus groups held in Vancouver, Prince George and Prince Rupert
41.	UBC Youth Recruitment Report: Attracting Students to the Asia Pacific Gateway (2011)	<ul style="list-style-type: none"> Report: <i>"Attracting Students to the Asia Pacific Gateway"</i> 	<ul style="list-style-type: none"> Engaged and mentored 3 UBC Masters of Management students who conducted the study Engaged with 9 employers/ industry stakeholders and 7 students