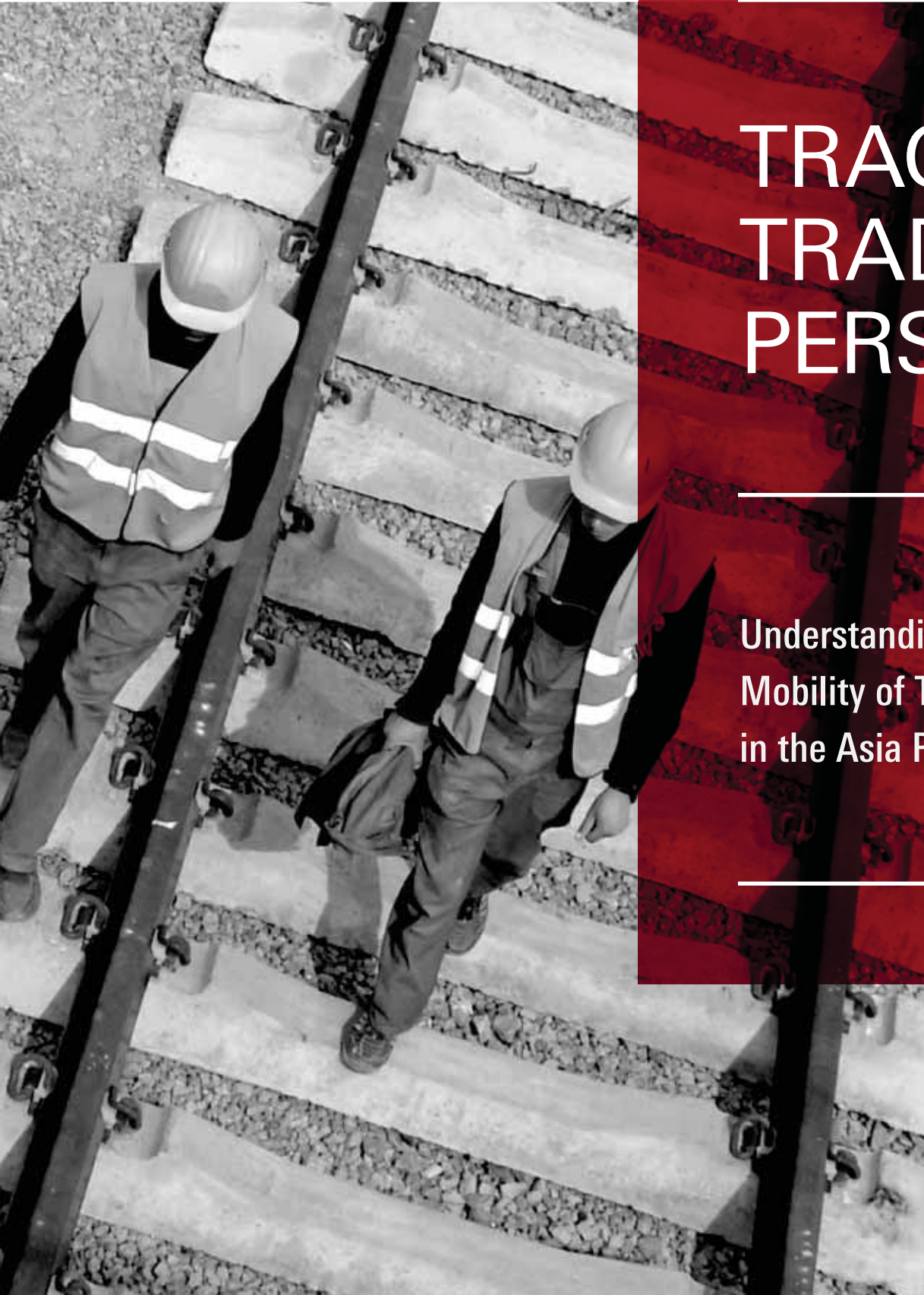


REPORT

TRACKING TRADES— PERSONS

Understanding the Labour
Mobility of Tradespersons
in the Asia Pacific Gateway

JULY 2013



Acknowledgements

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The Asia Pacific Gateway Skills Table is grateful for the commitment and expertise of the Project Committee members who provided their insight and guidance to this research:

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The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

EXECUTIVE SUMMARY

PURPOSE OF THE STUDY

The study entitled *Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway* was commissioned by the Asia Pacific Gateway Skills Table (APGST), in order to better understand the movement of tradespersons and the factors that affect mobility: demographics and other worker characteristics, personal motivations, ease of mobility, employer initiatives, transferable competencies, certification designation status, and national and provincial legislation.

It is hoped that this knowledge may assist stakeholders in developing more effective recruitment and retention strategies, promoting apprenticeship training that facilitates labour mobility, and providing a wider, deeper pool of qualified tradespeople for Asia Pacific Gateway (APG) stakeholders.

This study focuses specifically on eight trades:

- » Carpenter*
- » Construction electrician*
- » Diesel engine mechanic
- » Heavy duty equipment mechanic*
- » Heavy equipment operator*
- » Truck and transport mechanic*
- » Plumber and pipefitter*
- » Welder*



* Red Seal Certified

METHODOLOGY

The major components of the research included a review of past research, literature and other data, interviews with 43 key informants (stakeholders and selected experts), a survey of 312 employers of workers in the target trades and 200 experienced journeypersons in those trades, and mini-case studies to follow-up on common patterns of labour mobility.

The research attempted to answer the following questions and determine the overall implications for stakeholders:

- » What are the various forms of labour mobility?
- » To what extent does labour mobility occur?
- » Is labour mobility increasing or decreasing?
- » Who are the most mobile workers?
- » How do legislation and certification programs impact mobility?
- » What personal, environmental and economic factors motivate mobility?
- » How do employers and tradespeople connect with one another?

KEY FINDINGS

The executive summary provides condensed highlights of the Major Conclusions section of the report. Complete data from the literature review, informant interviews and survey are also available in the body of the report.

Types of Labour Mobility

The study identified four unique forms of labour mobility in the trades. Qualified tradespeople are moving:

- » To BC from another country (international migration)
- » To BC from another Canadian province or territory (interprovincial migration)
- » Between different regions in BC (intraprovincial migration)
- » Within different industry sectors (sectoral migration)

For the purpose of this study, geographic mobility is defined as a situation where a journeyperson*:

- » Moved to a different residence at least a two-hour drive from their current residence;
- » Was employed or self-employed in the new region; and
- » Expected to stay in the new region or community for at least six months.

Sectoral mobility is defined as a situation where the journeyperson shifted employment between employers in different sectors, based on the North American Industry Classification System (NAICS) 2012.

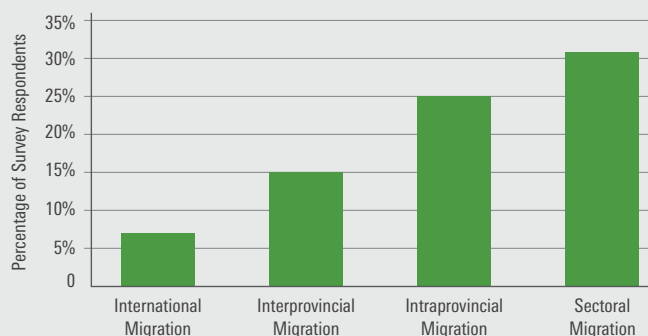
The Extent to Which Mobility Occurs in the Trades

In a survey of journeypersons who have had their credential for five years or more, nearly half of the respondents —46% —reported having moved geographically or changed sectors for their work. A total of 32% had worked in their trade in more than one industry sector, and 33% had moved geographically — either to BC or within BC. BC does benefit from positive in-migration of tradespeople; for every 100 journeypersons who come to the province to work, 25 end up staying permanently.

The survey indicates that of those who are mobile:

- » 7% worked in the trade previously in another country before coming to BC
- » 15% worked in their trade in another province or territory prior moving to BC. Of those workers who come to BC from other parts of Canada, 25% remain permanently.
- » 25% changed regions within BC; and
- » 31% changed sectors, either within BC or after moving here from another part of Canada.

Extent of Tradesperson Participation in Different Forms of Mobility



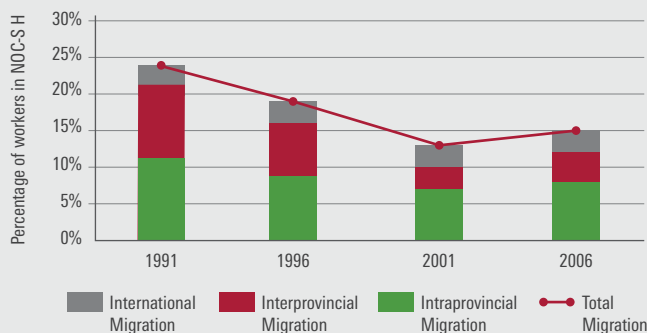
Are Tradespeople becoming More or Less Mobile?

According to Census data, the rate of geographic mobility slowed between 1986 and 2001. The five-year mobility of workers declined from 24% in 1991, to 19% in 1996, to 13% in 2001. Mobility began to increase again in 2006, rising to 15%.

While 2011 data is not yet available, the consensus of those interviewed for this report is that the labour mobility rate has remained the same or increased over the past five years, and that this should continue for the next decade. Strong economic growth (and the resulting low unemployment rates and higher wages) in regions including Alberta, Saskatchewan and northern BC is seen as the primary driver of labour mobility.

* A certified Journeyperson is recognized as a qualified and skilled person in a trade and is entitled to the wages and benefits associated with that trade. A Journeyperson is allowed to train and act as a mentor to a registered apprentice.

Trends in Labour Mobility

**Who is the Typical Mobile Worker?**

Younger workers are more mobile workers, and geographic labour mobility tends to decline with age. Younger workers tend to have fewer employment opportunities locally relative to more experienced workers, have fewer ties in the community, and feel greater pressure to gain experience and become established in the occupation. Census data from 1991 to 2006 showed that 61% of mobile trades workers were between 20 and 28 years old. Experience is also an important factor: the majority of employers surveyed indicated that workers hired from other regions and other sectors had 10 or more years of experience in their trades.

The available data also suggests that mobility tends to be somewhat higher for men than for women; however, the percent of women surveyed from these trades is so low that it is not possible to draw a meaningful conclusion. Only two percent of those surveyed in the eight trades were women.

In terms of industry sectors, those working in the transportation sector are the most likely to be mobile.

Do Legislation and Certification Programs Affect Mobility?

There are few regulatory barriers to worker mobility for the trades that were included in this study, the majority of which were Red Seal trades. Both employers and other key informants agree that the Red Seal designation has facilitated labour mobility between provinces, and the survey indicated that journeypersons with a Red Seal designation are more likely to change regions than other journeypersons but are less likely to change sectors.

However, while employers agreed that the Red Seal program facilitates the movement of workers between jurisdictions, it is not necessarily a good indicator that a journeyperson has the skills and experience needed for the employer's position.

Neither employers nor key informants believe that the Agreement on Internal Trade (AIT) or the New West Partnership Trade Agreement (NWPTA) have had a significant impact on mobility, though many indicated that it is too early to tell conclusively.

What Makes Tradespeople Move between Regions or Sectors?

Workers generally do not want to move geographically. They tend to do so when economic conditions in their current region are poor and they need to do so in order to find suitable employment, or when they believe re-locating will offer better long-term employment prospects than their current region. Some industry stakeholders have anecdotally noted that they believe some journeypersons may be more mobile once their children have grown and left home, or near the end of their careers when they are motivated to maximize their earning potential. This observation is not validated by either the survey results or Census data.

Availability of work in their new region was the reason given by 34% of mobile journeypersons, and lack of available work in the current region was identified by 25% of employers to explain why their journeypersons had moved. Better pay or benefits was mentioned by 20% of journeypersons and 11% of employers.

When moving to a new sector, availability of work in the new sector is still the main reason cited by journeypersons (37%), followed by better pay or benefits (33%). Better working conditions (33%) and more interesting/rewarding work (29%) also rank highly as reasons why journeypersons change sectors.



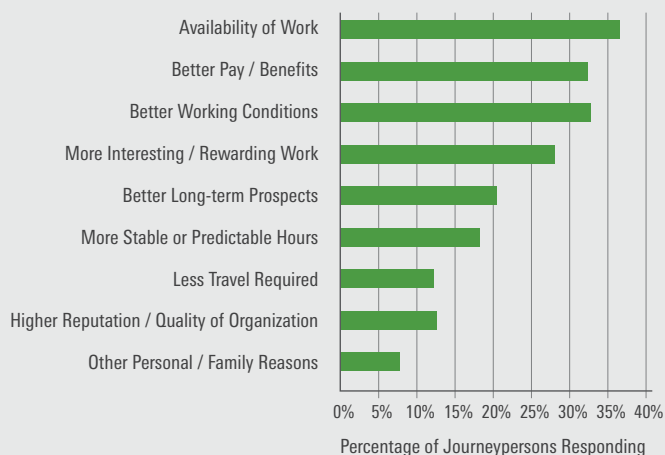
Journeyperson Reasons for Transferring Regions



Employer Reasons Why Employees Left for Other Regions



Journeyperson Reasons for Changing Sectors



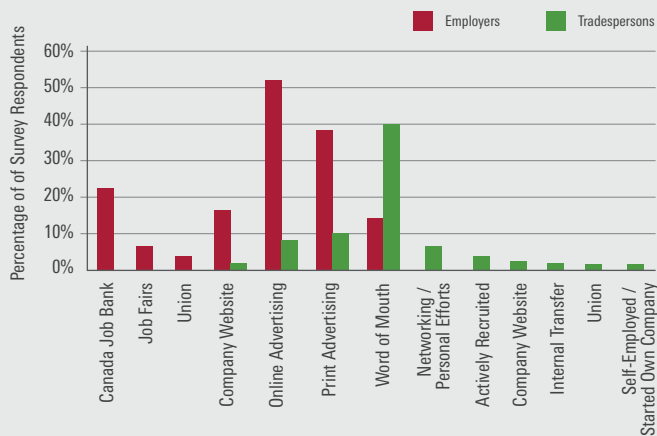
Employer Reasons Why Employees Left for Other Sectors



How Are Workers and Employers Connecting?

There is a disconnect between employers' methods of advertising positions, and those that qualified tradespeople are relying on to identify opportunities. When asked how they promote their job openings, the majority of employer organizations identified online (51%) and print (38%) advertising. On the other hand, journeypersons who changed regions or sectors said they generally became aware of opportunities through word-of-mouth (40%), followed by print (10%) or online advertising (8%).

How Do Tradespeople Connect with Employers



Implications of Mobility for BC's Labour Market

Labour market conditions in BC are already tight. Studies and key informant interviews suggest that due to employment growth and demographic conditions, these conditions will get tighter, especially in Northern BC.

Thirty (30) per cent of employers who plan to hire in the next year say they find it very difficult to attract suitable candidates. Employers cannot rely on mobile labour to fully meet projected labour needs. There is increasing competition for these workers both within BC and from other regions. Alberta is reported to be the most common destination for mobile journeypersons leaving BC, though Census data indicates that the actual rate of departures may be lower than perceived. The loss of workers from BC is more of a looming threat than it is an actuality.

Ensuring that BC has sufficient trades labour to supply the Asia Pacific Gateway and other developments in BC will require a strategic approach to developing new tradespeople at home. A key component of that approach will be to expand and improve the apprenticeship system in the province. This highlights the importance of efforts by all stakeholders—including governments, industry, employers and training providers—to attract people into apprenticeships, support their development, and retain them.



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INTRODUCTION

THE ASIA-PACIFIC GATEWAY (APG)

Asia-Pacific Gateway and Corridor Initiative

In October 2005, the Government of Canada unveiled the Pacific Gateway Act (Bill C-68), committing it to the investment of \$590 million in transportation infrastructure as well as the establishment of a Pacific Gateway Council to advise the government on the future allocation of funds¹. One year later, the Asia Pacific Gateway and Corridor Initiative (APGCI) was announced by the government. In early 2007, the federal government increased its investment in APGCI to \$1 billion². The government also unveiled a National Policy Framework for Strategic Gateways and Corridors to guide future investment and partnership activities.

The Asia-Pacific Gateway and Corridor Initiative is an integrated set of investment and policy measures focused on trade with the Asia-Pacific Region. Its mission is to establish Canada's Asia-Pacific Gateway and Corridor as the best transportation network facilitating global supply chains between North America and Asia³. The objectives of the initiative are to⁴:

- » Boost Canada's commerce with the Asia-Pacific region;
- » Increase the Gateway's share of North American bound container imports from Asia; and
- » Improve the efficiency and reliability of the Gateway for Canadian and North American exports.

Current and planned infrastructure projects to expand and enhance port, rail, road and airport facilities total over \$21 billion.

Trade and transportation are the foundation of the economy of Canada and the Western provinces. Trade with the Asia-Pacific region is of increasing importance for Canada. By 2020, Asia-Pacific container traffic is projected to increase by 300% and air passenger traffic is expected to double. A report from the Province of BC indicates that, the target levels of traffic through the Gateway for 2020 are⁵:

- » Nine million TEUs (20 foot equivalent units) in container traffic, up from 2.86 million in 2010;
- » 95 million tonnes of bulk and break bulk traffic, up from 85 million 2010;
- » 23.9 million air passengers through Vancouver International Airport, up from 16.8 million in 2010; and
- » 375,000 tons of air cargo, up from 228,000 tons in 2010.

The British Columbia's Asia-Pacific Gateway and Corridor is in line to become the prime Asia-Pacific Gateway to North America. Western Canada is competing with USA-based ports on the West Coast for cargo. Geographic location gives BC a tremendous natural advantage to become a gateway to North America. The location of the BC ports reduces the sailing time to Asian markets by about two days over all other ports in the Western Hemisphere.

1) www.asiapacific.ca/gateway/briefhistory

2) Government of Canada. Gateway-Corridor News, Spring 2007, \$1 Billion Commitment to the Gateway and Corridor

3) www.pacificgateway.gc.ca/about.html

4) Asia Pacific and Gateway Corridor Initiative. Horizontal Performance Framework, 2009.

5) Banner Year for Canada's Pacific Gateway, News Release, Ministry of Transportation and Infrastructure, March 2011

The Asia Pacific Gateway Skills Table (APGST)

In October 2006, the federal government identified four policy and research priorities to further enhance and understand the Asia-Pacific Gateway and Corridor Initiative implications. The priorities included:

- » Legislation—fostering regulatory stability;
- » Assessing Gateway and Corridor Security—identifying security issues related specifically to the Gateway’s reputation and performance;
- » Use of Containers Study—addressing efficiencies and regulatory issues surrounding the potential greater use of empty containers moving west through the Gateway and back to the Asia-Pacific region; and
- » Labour Market—working with provinces and stakeholders to address issues related to skills needs for the Gateway.

In 2007, Human Resources & Social Development Canada (HRSDC) and the BC Ministry of Economic Development prepared a research report entitled *Situational Analysis of Projected Asia-Pacific Gateway Investments in the Western Provinces with a Focus on Human Resources*. The study indicated that labour and skills pressures will be felt in a wide range of occupations in several sectors in the APG. The study developed five recommendations for the government to consider in order to address APG skills gaps, including:

- » Take a stronger leadership role in promoting the APG;
- » Develop detailed labour force projections through primary research;
- » Identify required skills sets;
- » Identify skill development options; and
- » Identify career paths within the APG sectors.

In response to the recommendations, the Asia Pacific Gateway Skills Table (APGST) was incorporated in March 2008 under the British Columbia Society Act in the name of the Asia Pacific Gateway Skills Table Society. The APGST is a regional partnership between labour, business and education/training institutions. Its mission and mandate is “to coordinate decision-making and action to address overall concerns regarding labour shortages and skills gaps in the Gateway, and build appropriate capacity in labour resources in innovative ways.”

The key objectives of the APGST are to establish and maintain an industry-driven cross-sector partnership to:

- » Target pressing skills issues related specifically to the Gateway;
- » Implement stakeholder driven projects and oversee their successful completion;
- » Leverage investments in existing skills and human resource development projects in APGST sectors;
- » Broker and support partnerships among industry stakeholders; and
- » Advance solutions and strategies adopted by the APGST for the benefit of other sectors provincially and nationally.

To achieve these objectives, the APGST has organized its activities around five lines of business:

- » Research;
- » Development of strategy documents;
- » Creation of pilot projects;
- » Outreach; and
- » Coordination and facilitation of Gateway stakeholder discussion on labour force issues.

APGST’s strategic mission for 2009 to 2012 is to ensure the Asia Pacific Gateway has enough people with the right skills and training to meet its needs. In order to fulfill this mandate, APGST has set five goals:

- » To provide relevant and unique labour market information;
- » To serve as a clearinghouse between industry sectors for labour market information, project information, common issues and best practices, successful strategies and solutions;
- » To assist industries to promote the APG as a place to work;
- » To research and provide awareness of the future of work in the APG; and
- » To assist industry sectors to address skills gaps.

PURPOSE AND SCOPE OF THE STUDY

The primary objective of the Tracking Tradespersons Project is to analyze the factors that influence the movement of tradespersons. This research project examines the current state of labour mobility, identifies common career pathways of tradespersons, analyzes factors that influence labour mobility, identifies key competencies that enhance skilled worker transferability, reviews how a Red Seal designation status influences labour mobility, and provides a better understanding of the impact of key mobility legislation (i.e. AIT, TILMA, NWPTA).

While there has been some research into the factors that influence labour mobility, particularly with respect to the trades in BC, much is still not well known. For example, it is not well understood how labour mobility is affected by factors such as demographics and other worker characteristics, personal motivation, ease of mobility, employer initiatives, transferable competencies, certification designation status, and national and provincial legislation.

A better understanding of the movement of tradespersons may assist in developing more accurate forecasts of training activities, promoting apprenticeship training that facilitates labour mobility, and providing a wider, deeper pool of qualified tradesperson for Asia Pacific Gateway stakeholders.

The focus is on understanding the patterns of mobility, the factors that influence those patterns, and the expectation and outcomes for both employers and workers. The emphasis is not on developing strategies that will influence or promote future mobility, although it is recognized that the results of the research may be used by others to do that.

The specific research objectives were finalized in the workshop with the Steering Committee. The objectives include the following:

What is labour mobility for a tradesperson?

- » What are the types of labour mobility?
- » What are the key trends in labour mobility?
- » What is the extent of tradesperson labour mobility participation?

What are the demographics of tradespersons who participate in labour mobility?

- » Gender—who relocates; who makes cross-sector movement in their career?
- » Age—at what age do tradespersons relocate and/or cross sectors for work?
- » Level of experience—at what level of experience do tradespersons start being “mobile”?

Why do tradespersons participate in labour mobility?

- » What are the influencing factors?
- » What are the motivating factors?

How is tradesperson labour mobility facilitated?

- » How do tradespersons connect with employers?
- » What are the impacts of interprovincial labour mobility legislation?
- » What are the impacts of Red Seal Designation?

Where do tradespersons train and move to?

- » What is the pattern of movement in terms of training as well as short-term and long-term employment?
- » What is the pattern of movement in terms of sector (cross-sector or within sector with their experience)?
- » What is the pattern of movement geographically?
- » Does the movement tend to be permanent or temporary?

To what extent is journey person upgrading required to facilitate successful labour mobility?

What are the implications of the research findings for a broad audience including government, training entities, employers, associations, and tradespersons?

A key question for the study is whether reliance on labour mobility has been and will continue to be an effective strategy to meet the short-term and perhaps longer-term needs of employers as well as for workers, and what other

options may be open to employers, particularly to address future needs and sustain the system, should relying on labour mobility become increasingly difficult. With the development of major projects in the North and the demand associated with the shipbuilding contracts in Vancouver, it is expected that significant shortages of workers could result. An associated question is how employers intend to meet their needs in the future.

METHODOLOGY

Phase I: Development of the Work Plan

The project was undertaken in two phases. In the first phase, we conducted a preliminary literature review and exploratory interviews with a sample of selected experts to identify potential sources of background information and obtain preliminary input on key issues. We then staged a workshop with the Steering Committee. The Committee established for this project consisted of representatives from the BC Construction Training Organization (CITO), BC Maritime Employers Association (BCMEA), Canadian Apprenticeship Forum (CAF), International Union of Operating Engineers (IUOE), Transportation Career and Development Association of BC (transCDA), HRSDC – Sector Council, and the APGST. The workshop covered issues related to the design and implementation of the assignment including:

- » Confirmation of the goals and research objectives;
- » Discussion of the selection of the specific trades for the research study; and
- » Discussion of the research methodology including the proposed lines of evidence, key information sources, priority interview and survey targets, and potential strategies for reaching journeypersons.

In advance of the workshop, we prepared a short discussion paper that summarized the results of the preliminary research, the proposed goals and objectives of the research, the proposed methodology, trades which could be considered for the focus of the research, as well as possible criteria that could be considered in the selection of those trades. We also included an agenda outlining the key issues to be discussed.

Following the workshop, we produced a short document summarizing the decisions made. In particular, the Steering Committee decided that the study would focus on the following trades:

- » Heavy duty equipment technician (mechanic);
- » Truck and transport mechanic;
- » Heavy equipment operator⁶;
- » Diesel engine mechanic;
- » Construction electrician;
- » Carpenter;
- » Plumber (and pipefitter); and
- » Welder.

Within this group, highest priority was given to heavy duty equipment technician (mechanic), truck and transport mechanic, construction electrician, carpenter, and welder. The criteria used by the Steering Committee to select the trades to study included the following:

- » Include a mixture of transportation and construction trades;
- » Focus on larger trades;
- » Include a mixture of Red Seal and non-Red Seal trades;
- » Focus on trades where the project future labour shortages are most significant;
- » Focus on trades most clearly associated with the APG;
- » Focus on trades that have potential champions in place to facilitate contact with employers and journeypersons; and
- » Focus on trades which tend to have higher rate of mobility, including both geographic and sectoral mobility.

Reflecting the research objectives, we then developed a detailed work plan including an analytical framework and the survey questionnaires. The analytical framework (below) defined the research questions, information needed to answer the questions, and what sources would be used to obtain this information. It also stipulated how the information collected would be used to develop conclusions regarding each of the research questions.

6) Heavy Equipment Operators are under covered by the Transportation Career Development Association, but within TransCDA, they fall under the construction career sector. TransCDA classifies its trades into ground, construction, marine, and aerospace career sectors.

Summary of Research Issues, Indicators and Data Sources

RESEARCH QUESTIONS	WHAT DATA IS NEEDED?	WHERE IS IT OBTAINED?
<p>1. — What is labour mobility for a tradesperson?</p>	<ul style="list-style-type: none"> » Source of Tradespersons Employed by Employers » Number of certified tradespersons currently employed in the target trades » Number who were previously employed with other employers in the same region and sector » Number who were previously employed as a certified tradesperson with employers in another sector » Number who were previously employed as a certified tradesperson with employers in another sector » Number who has served as apprentices with the organization prior to being certified » Current trends with respect to labour mobility amongst tradespersons 	Employer Survey
	<ul style="list-style-type: none"> » Career path of the journeypersons » Original jurisdiction of certification » Original sector of certification » Original sector of employment » Whether subsequently certified in BC/form of certification in BC (apprenticeship or challenge) » Sectors employed in since certified » Regions within BC and outside of BC employed in since certified 	Journeyperson Survey
	<ul style="list-style-type: none"> » Extent to which movement tends to be permanent or temporary » Common patterns of mobility in particular regions or sectors » Key trends in labour mobility 	Stakeholder Interviews
	<ul style="list-style-type: none"> » Types of labour mobility » Key trends in labour mobility » The extent of tradesperson labour mobility participation 	Literature Review
<p>2. — What are the demographics of tradespersons who participate in labour mobility?</p>	<ul style="list-style-type: none"> » Key target groups (gender, age, level of experience, trades, sector, and region) » Characteristics of certified tradespersons who were hired from other sectors or regions (e.g. demographics and other worker characteristics, and certification designation status) 	Stakeholder Interviews
	<ul style="list-style-type: none"> » Trade » Nature of the certification (Red Seal) » Year certified/number of years since certification » Demographic characteristics (e.g. age, gender) 	Journeyperson Survey
	<ul style="list-style-type: none"> » Characteristics of tradespersons most likely to be mobile (e.g. age, gender, level of experience, nature of trade) 	Stakeholder Interviews
	<ul style="list-style-type: none"> » Gender—who relocates; who makes cross-sector movement in their career » At what age do tradespersons relocate and/or cross sectors for work » At what level of experience do tradespersons start being “mobile” » Census, LFS, and past survey on the demographics of those moving for work » Comparative characteristics of apprentices who have been credentialed in the target trades in recent years 	Literature Review
<p>3. — Why do tradespersons participate in labour mobility?</p>	<ul style="list-style-type: none"> » Motivations and influencing factors of certified tradespersons who were hired from other sectors or regions » Barriers to attracting certified tradespersons from another sector » Barriers to attracting certified tradespersons from another region » Perceived competitive advantages and disadvantages of their region, sector and organization » Expected length of employment (temporary or permanent) » Factors that motivated any changes in sector or region that were made » Satisfaction with the change(s) in region and/or sector » (if not changed) Have considered making a change/factors that constrained their willingness to change » Expectation regarding making further changes over the next few years/possible changes » Rationale - factors that contribute to or constrain the possibility for change » Key criteria that will be used to make the decision 	Journeyperson Survey
	<ul style="list-style-type: none"> » Major personal motivations affecting labour mobility amongst tradespersons/key criteria used to make the decision (e.g. wage, employment, security, location, opportunity for new experience/travel, etc.) 	Stakeholder Interviews
	<ul style="list-style-type: none"> » Influencing and motivating factors (e.g. wage, employment, security, location, opportunity for new experience etc.) 	Literature Review

RESEARCH QUESTIONS	WHAT DATA IS NEEDED?	WHERE IS IT OBTAINED?
<p>4. — How is tradesperson labour mobility facilitated?</p>	<ul style="list-style-type: none"> » Strategies employed/actions taken to recruit and hire workers from another sector or another region » How the employer commonly connected with those hired from other regions or sectors » Impact of key mobility legislation (i.e. AIT, TILMA, NWPTA) on labour mobility » The impact of current national and provincial policies and programs on labour mobility 	Employer Survey
	<ul style="list-style-type: none"> » Impact of key mobility legislation (i.e. AIT, TILMA, NWPTA) on labour mobility » How connected with the employer/became aware of the opportunity » Major challenges that were faced associated with the change 	Journeyperson Survey
	<ul style="list-style-type: none"> » How tradespersons connect with employers » Impact of key mobility legislation (i.e. AIT, TILMA, NWPTA) on labour mobility » The impact of other national and provincial policies, programs, agreements and legislation on labour mobility » Common barriers to attracting certified tradespersons from other sectors and/or regions 	Stakeholder Interviews
	<ul style="list-style-type: none"> » How tradespersons connect with employers » Impacts of interprovincial labour mobility legislation » Impacts of Red Seal Designation 	Literature Review
<p>5. — Where do tradespersons move to?</p>	<ul style="list-style-type: none"> » Number hired from other regions or sectors over the past year » Expected numbers over the coming year » Characteristics of the employer (e.g. trades employer, number of employees, number of tradespersons, location, type of organization) 	Employer Survey
	<ul style="list-style-type: none"> » Description of current position (sector, region, size of organization, relationship to trade) » Length/nature of employment (e.g. temporary or permanent) 	Journeyperson Survey
	<ul style="list-style-type: none"> » Extent of tradesperson labour mobility participation (major trades, regions and sectors where it is occurring in BC) » The characteristics of sectors and regions which tend to be successful in attracting tradespersons/those which tend to be less successful 	Stakeholder Interviews
	<ul style="list-style-type: none"> » Pattern of movement in terms of sector (cross-sector or within sector with their experience) » Pattern of movement geographically » Movement tend to be permanent or temporary 	Literature Review
<p>6. — To what extent is journeyperson upgrading required to facilitate successful labour mobility?</p>	<ul style="list-style-type: none"> » Key competencies that enhance or constrain skilled worker transferability » Impact of a Red Seal designation on labour mobility » Need for upgrading amongst the workers recruited from other regions or sectors » Type of training provided to workers from other regions and sectors/how facilitated 	Employer Survey
	<ul style="list-style-type: none"> » Key competencies that enhance or constrain skilled worker transferability » Impact of Red Seal designation/lack of certification on labour mobility » Whether the changes required upgrading or other training/description of training 	Journeyperson Survey
	<ul style="list-style-type: none"> » Key competencies that enhance or constrain skilled worker transferability » Impact of Red Seal designation/lack of certification on labour mobility » Major challenges associated with the change » Extent to which changes require upgrading or other training/nature of training available in BC 	Stakeholder interviews
<p>7. — What are the implications of the research findings for a broad audience (government, trainers, employers, associations, and trades)?</p>	<ul style="list-style-type: none"> » Perceived implications of trends in labour mobility for employers, trainers, government and others 	Employer Survey
	<ul style="list-style-type: none"> » Perceived implications of trends in labour mobility for employers, trainers, government and others 	Journeyperson Survey
	<ul style="list-style-type: none"> » Perceived implications of trends in labour mobility for employers, trainers, government and others 	Stakeholder interviews

Phase II: Implementation of the Field Research and Preparation of the Report

In Phase II, we then implemented the research program and prepared this project report. The major components of the research included:

A review of past research, literature and other documents on:

- » Factors affecting labour mobility amongst tradespersons (e.g. demographics and other worker characteristics, personal motivation, ease of mobility, employer initiatives, transferable competencies, and certification designation status);
- » The impact of current national and provincial policies, programs, agreements and legislation on labour mobility;
- » The characteristics of employment in the APG;
- » The characteristics of trades that are key to the construction and operation of the APG (and therefore may become the focus of this project);
- » The characteristics of employers of these trades in BC;
- » Employer practices with respect to promoting and facilitating labour mobility amongst tradespersons; and
- » Regional strategies for promoting and facilitating labour mobility amongst tradespersons.

A list of documents reviewed is provided in Appendix I.

Interviews with a sample of 43 stakeholders and selected experts, a survey of 312 employers of workers in the target trades, and a survey of 200 experienced journeypersons in those trades.

To pre-test the questionnaires we conducted 15 telephone interviews with journeypersons and employers of the target trades to determine if the survey questions were clear and unambiguous. We checked the survey and question flow, survey timing, proper skip patterns and wording of survey items. In conjunction with the Project Lead, we examined the results of the pre-test to determine if any modifications were required to the interview guides. We then developed a website to provide journeypersons and employer organizations with the option of completing the survey online. The following table summarizes the number of representatives surveyed and interviewed by group.

Description of Groups Targeted for Interviews and Surveys

INTERVIEW GROUP	TARGET NUMBER	NUMBER COMPLETED			SOURCE OF CONTACT INFORMATION/REFERRALS
		TOTAL	BY E-MAIL	BY PHONE	
Journeypersons working in BC with five or more years of experience in the target trades	200 to 250	200	66	134	Access through employers identified through the process outlined above as well as referrals from champions such as unions and other organizations as well as through the Project Committee and other employers
Employers of journeyperson in the target trades in BC	200 to 300	312	47	265	Generated from data obtained from the ITA, telephone directories, and employers listed in the membership directory of relevant industry and employer associations as well as referrals from industry associations and economic development agencies
Key stakeholders	30 to 45	43	0	43	Includes representatives of key organizations associated with the target trades (e.g. government, training entities, leading employers, associations, unions, and tradespersons, etc.) who were identified through referrals from members of the Project Committee and other stakeholders as well as through a literature review and directories

Based on the survey response, the confidence interval (margin of error) is equal to $\pm 5\%$ for the employer survey and $\pm 7\%$ for the journeyperson survey 19 out of 20 times (a confidence level of 95%). The research activities investigated both geographic and sectoral mobility. For the purposes of this study, geographic mobility is defined as a situation where the journeyperson:

- » Moved to a different residence at least a two hour drive from where he or she used to reside;
- » Was employed or self-employed in the new region; and
- » Expected to stay in that new region or community for at least six months.

There are three major forms of geographic labour mobility including international migration, interprovincial migration, and intraprovincial migration. While intraprovincial and to a lesser extent interprovincial (particularly with Alberta) geographic mobility are most common and of greater interest, the field research was designed to obtain input on all forms of geographic mobility. Sectoral migration is defined as a situation where a journeyperson shifts employment between employers in different sectors based on the North American Industry Classification System (NAICS) 2012. This could, for example, include the movement of workers between different sectors within construction and transportation sectors as well as to and from other sectors including non-traditional employers such as government (e.g. municipalities and regional districts), educational institutions (including school districts, colleges and universities) and health care (e.g. hospitals and health care authorities). Reflecting this, a sample of government, educational and health care employers was included in the survey. The categories are not mutually exclusive in that journeypersons may participate in multiple forms of geographic mobility as well as sectoral migration.

A list of the key stakeholders who were interviewed is provided in Appendix II. Copies of the interview guide for the key stakeholders and survey instruments for employers and journeypersons are provided in Appendix III. The focus of the survey and literature review was on trades that are relevant to the Asia Pacific Gateway; however, recognizing

the prevalence of inter-sector and regional mobility, the survey of employers and journeypersons was not limited to those directly active in the Gateway.

Conducted mini-case studies. The results of the surveys were analyzed to follow-up on common patterns of labour mobility. Five common patterns of mobility were identified including:

- » Workers who first starting working in the trade before migrating to, and becoming credentialed in, Canada;
- » Journeypersons who become credentialed in other parts of Canada before moving to BC;
- » Workers who became journeypersons in BC and subsequently changed the sector in which they are employed;
- » Workers who became journeypersons in BC and subsequently moved across regions within BC; and
- » Workers who became journeypersons in BC and have moved across neither sectors nor regions.

We conducted follow-up interviews with a sample of 10 workers who fit into one or more of these patterns.

We then analyzed the results of the interviews, surveys and literature review and prepared this report.



POTENTIAL CHALLENGES AND MITIGATION STRATEGIES

The potential challenges associated with the research as well as the mitigation strategies employed to address these challenges are outlined below.

1. There are significant gaps in terms of available research on labour mobility. The objectives of the study are to better understand labour mobility pathways and assess the factors that affect labour mobility. However, the results of the preliminary research indicated that only limited secondary research is available, particularly that which is relevant to BC and the target sectors. To mitigate these challenges, we undertook extensive primary research (including a statistically significant survey of journeypersons and employers).

2. No population list of journeypersons in the target trades was available. We worked primarily through other organizations, particularly employers but also unions and labour boards, to reach journeypersons with a particular focus on those with five or more years of experience.

3. The initial response rate to the survey of employers and particularly the survey of journeypersons was low. The impact of a low response rate is a large non-response bias which would affect the validity of the findings. To achieve a higher response rate, we followed-up multiple times with employers and other intermediaries, provided employers and journeypersons with different options to complete the survey (they could respond online, through a telephone interview, by mail, fax or email), and offered an incentive to employers and journeypersons (the opportunity to win an iPhone or iPad).

STRUCTURE OF FINDINGS

Separate chapters of this report present particular lines of evidence: the results of the literature review and the key informant interviews; the results of survey of employers; the results of the survey of journeypersons; and the results of the case studies. The Major Conclusions section of the report presents the findings arising from all the research, addressing each of the research questions which were outlined earlier.

MAJOR CONCLUSIONS

This chapter uses the findings of the primary and secondary research conducted for this project to address questions posed by the Project Committee.

RATE OF LABOUR MOBILITY

Question 1: What are the types of labour mobility?

Based on the results of the research, there are four major forms of labour mobility associated with journeypersons who currently work in BC:

- » Journeypersons who have worked in the trade in another country and subsequently came to BC where they became credentialed (international migration);
- » Journeypersons who have worked in the trade in another Canadian province or territory and subsequently moved to BC (interprovincial migration);
- » Journeypersons who were credentialed in BC and have changed regions within BC (intraprovincial migration); and
- » Journeypersons who have changed sectors either within BC or when coming to BC from another province (sectoral migration).

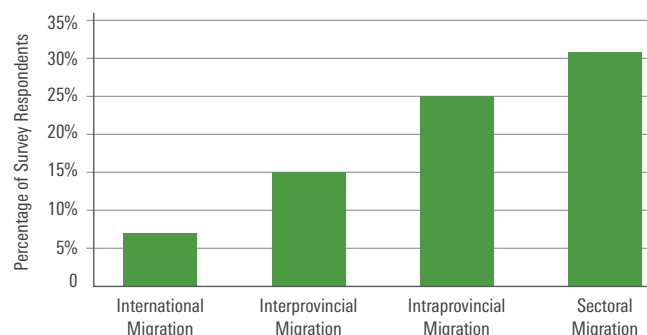
The categories are not mutually exclusive in that journeypersons may participate in multiple forms of geographic mobility as well as sectoral migration. It should be noted that moving regions does not necessarily mean changing employers.

For the purposes of this study, geographic mobility was defined as a situation where the journeyperson (1) moved to a different residence that is at least a two hour drive from he or she used to reside; (2) was employed or self-employed in the new region; and (3) expected to stay in that new region or community for at least six months.

Question 2: What is the extent of tradesperson labour mobility participation?

The following estimates have been developed regarding the size of each of the segments based on the results of the surveys combined with Census Canada data and other literature. The focus is on journeypersons who have been credentialed in the trade for five or more years.

Participation in Various Forms of Labour Mobility



Estimated Size of the Mobility Segments Amongst Journeypersons Who Have Been Credentialed in the Trade for 5 or More Years

SEGMENT	ESTIMATED %	SOURCE
Percentage of Journeypersons Credentialed for 5 or More Years Who Have		
Participated in Any Form of Geographic Mobility	32%	Survey
Not Changed Regions or Sectors	54%	Survey
Rate of Out Migration		
Number of Workers Who Leave BC for Other Provinces and Territories As a Percent of Those Who Arrive	75% ⁷	Census Canada

Note: The categories are not mutually exclusive in that journeypersons may participate in multiple forms of geographic mobility as well as sectoral migration

7) Less than 100% indicates that more workers move to BC than leave BC (positive migration)

The estimate of 7% for *international migration* is based on the percentage of tradespersons who have been journeypersons for five or more years in Canada and reported having worked in the trade prior to immigrating. The results are roughly consistent with the Census data from 1991, 1996, 2001, and 2006 which each reported that 3% of workers in the trades had migrated from outside of Canada in the previous five years. (In comparing the results it is important to note that, in the Census, workers answer for a five year period; in this survey, journeypersons are answering for the entire period since they became credentialed, the median of which is a 15 to 20 year period.)

The estimate of 15% for *interprovincial migration* is based on the percentage of tradespersons who have been journeypersons for five or more years and reported having worked in the trade in other provinces or territories in Canada. The estimate for interprovincial migration is also roughly consistent with the Census data in 1991, 1996, 2001, and 2006; in the five year period prior to the Census, from 3% (in 2001) to 10% of workers (in 1991) in the trades had migrated from other provinces or territories. The figure from the current survey is higher than the results which have been reported in the recent National Apprenticeship Survey, which examined mobility among apprentices and tradespersons who had completed their apprenticeship programs from 2000 to 2007. The results of that survey indicated that:

- » 5% of apprentices moved to register in a jurisdiction other than the one they were living in; and
- » After becoming tradespersons, 95% remained working in the province where they were registered as an apprentice.

One factor is that the current research focused on journeypersons in selected construction and transportation trades who have been credentialed for five or more years while the National Apprenticeship Survey included those who only recently completed the apprenticeship program and covered a wider range of trades.

The estimate of 25% for *intraprovincial migration* is based on the percentage of tradespersons who have been journeypersons for five or more years and reported having worked in the trade in multiple regions in BC. The rate of

intraprovincial migration (i.e. the percent of workers in the trades and transportation who had moved across Census divisions) which was reported for the five year periods prior to the respective Census of 1991, 1996, 2001, and 2006 ranged from 8% (in 2006) to 11% of workers (in 1991).

The estimate of 31% for sectoral migration is based on the percentage of tradespersons who have been journeypersons for five or more years and reported having worked in the trade in multiple sectors (including 16% who have worked in both other regions and other sectors). No other source of data is available on the rate of sector migration in BC. Seventeen percent (17%) of the employers indicated that they employ journeypersons hired from other sectors. At the time of the survey, 8% of the journeypersons employed by the 312 organizations surveyed had been hired directly from other sectors. This employer estimate would be significantly lower than the percentage of journeypersons who report changing sectors during their career because it does not include journeypersons who have changed sectors in the past where employers were not aware of the change.

The estimate of 54% for *non-movers* is based on the percentage of tradespersons who report having changed neither their sector nor region in BC since becoming credentialed. No other source of data is available on the rate of non-migration in BC when both regional and sector mobility are included.

The scope of the journeyperson survey did not include journeypersons who had left the province (i.e. only journeypersons working in BC were surveyed). However, the Census data from 1991 to 2006 indicates that for every 100 workers in trades and transportation who migrate to BC from other provinces or territories, 75 leave BC to move to other provinces or territories.

Nearly one-third of the employers (32%) indicated that they have hired journeypersons from other regions. At the time of the survey, 12% of the journeypersons employed by the 312 organizations surveyed had been hired directly from other regions. This figure is lower than the percent of journeypersons who report changing regions because it

does not include past moves by journeypersons of which employers were unaware. When hiring outside the region, the employers most commonly reported that the journey-person had been hired directly from other regions of the province (40% of journeypersons hired from outside the region) followed by other provinces (21%) and then other countries (6%); employers did not identify the past region for 34% of the journeypersons hired from outside the region.

Question 3: What are the key trends in labour mobility?

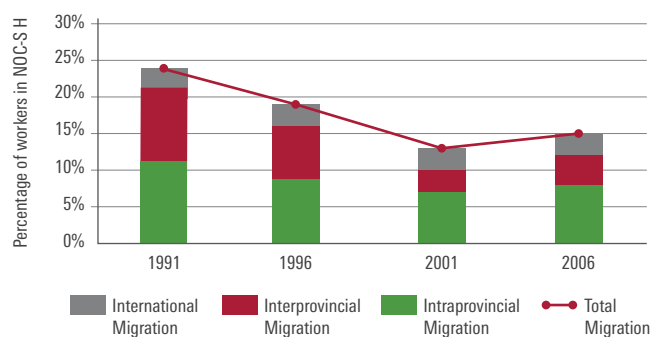
A comparison of Census data to that of previous years, viewed in five-year blocks of time, indicates the rate of geographic mobility slowed between 1991 and 2001. With respect to geographic mobility, the primary focus of this study is on workers who move intraprovincially (across Census divisions in BC), interprovincially (from another province to BC) and internationally (from outside of Canada to BC). The data indicates that the percentage of the work force that had been mobile in the five years previous to the Census in these three categories totalled 24% in 1991, 19% in 1996, 13% in 2001 and 15% in 2006 (the most recent Census data available) again with intraprovincial movement followed by interprovincial movement accounting for most of the mobility.

Mobility data from the 2011 Census has not been released yet. The consensus of the key informants who were interviewed is that the rate of labour mobility has either increased or at least remained the same over the past decade. Only one key informant suggested that the rate of mobility has declined.

Economic conditions are seen as the primary factor that drives labour mobility. Although influenced by other factors, labour mobility is seen primarily as a mechanism through which regional differences in the supply and demand of workers are equalized. Workers tend to move from areas of high unemployment to areas of low unemployment. Mobility can be a function of both poor economic conditions in the region of origin and strong economic conditions in the destination region. At the present time, strong economic growth (and the resulting low unemployment rates and higher wages) in certain regions such as Alberta, Saskatchewan and northern BC is seen as

the primary driver of labour mobility. Most key informants (58%) expect that the rate of labour mobility will either increase or at least remain the same (29%) over the next decade. A major determining factor will be the strength of the economy in Alberta, Saskatchewan and northern BC relative to the rest of BC which itself will be a function of the strength of the resource sectors, particularly energy, and the associated investments in construction. The need to draw workers from other regions will also be a function of the age of current workforce and the need to replace retiring workers.

Labour Mobility Trends, 1991–2006



CHARACTERISTICS OF MOBILE TRADESPERSONS

Question 4: At what age do tradespersons relocate and/or cross sectors for work? What gender migrates for work?

Geographic labour mobility tends to decline with age. In each of the five year blocks leading up to the 1991, 1996, 2001 and 2006 Census, workers aged 20 to 39 years were much more likely to be mobile than were older workers. Averaging across the four Censuses, workers aged 20 to 39 years accounted for 61% of the mobile population (i.e. those who had moved intraprovincially between Census divisions, interprovincially, or internationally over the previous five years) but only 41% of the non-mobile workers. In contrast, workers aged 45 years and older which were much less likely to be mobile (on average, workers in that age category accounted for only 23% of the mobile population but 40% of the non-mobile workers). Younger workers may have fewer employment opportunities

locally relative to more experienced workers, have fewer ties in the community, and feel greater pressure to gain experience and become established in the occupation.

Some have suggested that the rate of mobility may increase once the children in the household are grown; however, the Census data does not support this (e.g. the rate of mobility does not increase for workers aged 55 to 64 years). The employers confirm that most of the credentialed journeypersons they hire from other regions and from other sectors are 44 years or younger.

The available data suggests that mobility tends to be somewhat higher for males than for females; however, the percent of women surveyed from these trades is so low that it is not possible to draw a meaningful conclusion. Only 2% of those surveyed in the eight trades were women.

Secondary data also suggests that younger male workers are those more likely to be mobile. A recent Petroleum Human Resources Council of Canada study found that a younger male worker is most likely to consider moving to advance his career. This worker is more likely to have already broken home-based ties to achieve post-secondary education, their potential relocation costs represent a smaller share of their expected earnings so that their “return on investment” is greater, and they are more likely to have less invested in non-economic factors and human capital where they reside prior to relocation. The Construction Sector Council study “Working Mobile” found the age of mobility to be 30 to 49.

Question 5: At what level of experience do tradespersons start being “mobile”?

Sixty-two percent (62%) of employers indicated that the credentialed tradespersons workers they hired from other sectors most commonly have 10 years of experience or more and 89% indicated the tradespersons most commonly have five years of experience or more.

Similarly, 53% employers indicated that the credentialed tradespersons workers they hired from other regions most commonly have 10 years of experience or more and 86% indicated that the tradespersons have five years of experience or more.

INFLUENCING AND MOTIVATING FACTORS

Question 6: What are the impacts of interprovincial labour mobility legislation?

The Agreement on Internal Trade (AIT) between the provinces and the federal government removes barriers to the free movement of people, goods, services and investments. The Labour Mobility Act allows people certified in any Canadian jurisdiction to be recognized and able to practice their profession in any other Canadian jurisdiction, and is similar to legislation being enacted or revised in other provinces. The 2007 Trade, Investment and Labour Mobility Agreement (TILMA) provided a virtual economic union between BC and Alberta. In 2010, the Agreement was extended to Saskatchewan and renamed the New West Partnership Trade Agreement (NWPTA).

However, neither the employers nor the key informants who participated in this research believe that these agreements have a significant impact on mobility. When asked to rate the impact on a scale from 1 to 5, where 1 is no impact at all, 3 is somewhat of an impact, and 5 is a significant impact, the employers organizations provided an average rating of 1.7. Many employers were not familiar with the interprovincial agreements. Several employers noted that the agreements had negatively impacted their ability to fill position as it has made it easier for workers to find employment in other provinces, particularly Alberta. The key informants provided an average rating of 2.8. Many of the key informants indicated that it is too early to tell if the Agreements will have a significant impact.

Question 7: What are the impacts of Red Seal Designation?

The Red Seal program was established in 1958 to support labour mobility in the trades. The Red Seal allows qualified tradespersons to practise their trade in any province or territory without having to write additional examinations.

The results of the survey suggest that journeypersons with the Red Seal are more likely to change regions but not more likely to change sectors than other journeypersons.

However, employers stated that the Red Seal designation has had only somewhat of an impact on labour mobility between regions. When asked to rate the impact of the Red Seal designation on labour mobility on a scale from 1 to 5, where 1 is no impact at all, 3 is somewhat of an impact, and 5 is a significant impact, organizations provided an average rating of 2.8⁸. Employers further noted that while the Red Seal program facilitates the movement of workers across jurisdictions, a Red Seal certification is not necessarily a good indicator that the journeyperson has the skills and experience needed for the job.

The key informants provided an average rating of 4.0. A possible explanation for this discrepancy between employers and key informants is that the Red Seal is now well established (since 1959) and employers may be less aware of some of the barriers it was created to overcome. As well, it is common for workers to have their Red Seal, and as such, it does not contribute much in differentiating potential hires.

Question 8: What are the influencing and motivating factors?

a) Changing Sectors

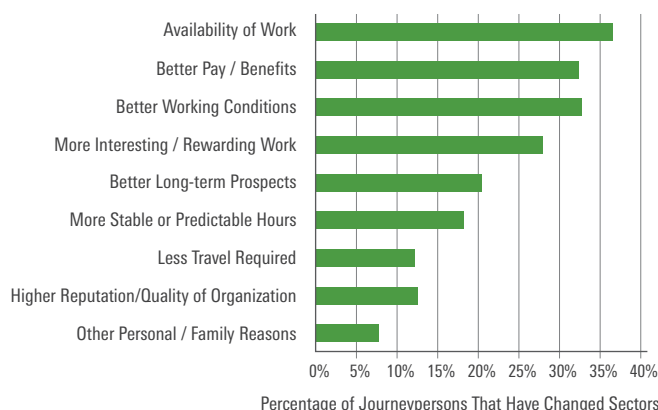
The likelihood that a worker will migrate to another sector is influenced by both environmental and personal factors. Environmental factors can be defined as those external factors that determine the need to move and the strength of the potential opportunities, benefits and costs associated with the move. Key environmental factors that influence decisions to change sectors include:

- » The availability of work;
- » Compensation (total compensation including salary, benefits, bonuses, overtime etc.);
- » Working conditions (including number of hours);
- » How interesting and rewarding the work is;
- » Employment stability (length of project/expected duration of employment);
- » Opportunities for advancement or further development; and
- » Transferability of their skills, experience and certifications.

8) Organization rating on impact of Red Seal on extent of being able to attract workers from other provinces.

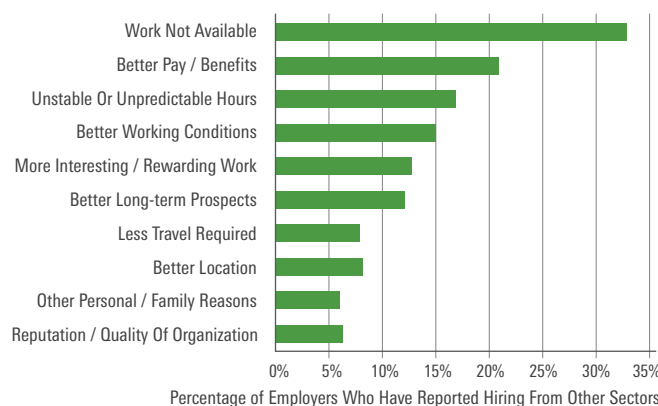
Journeypersons identified availability of work (identified by 34% of journeypersons); better pay or benefits (33%); better working conditions (33%); more interesting or personally rewarding work (29%); better long-term prospects (20%); more stable or predictable hours (18%); and less travel required (12%) as the major reasons for changing sectors.

Journeypersons – Reasons for Transferring Sectors



Employers indicated that the most common reason (identified by 33% of employers) that journeypersons changed sectors was that work was not available in the sector of origin. Other common reasons for shifting sectors included better pay and/or benefits in the new sector (21%), more stable or predictable hours (17%), and better working conditions (15%).

Employers – Reasons Journeypersons Changed Sectors



According to employers, major barriers to recruiting workers from other sectors are the need for additional training (identified by 20% of employers), strong competition from employers in those sectors (17%), difficulties in competing on wages (16%), and a lack of transferable skills and competencies amongst workers in those sectors (16%).

Employer Barriers to Recruit Workers from Other Sectors



- » Employment stability (length of project/expected duration of employment);
- » Opportunities for advancement or further development;
- » and Transferability of their skills, experience and certifications.

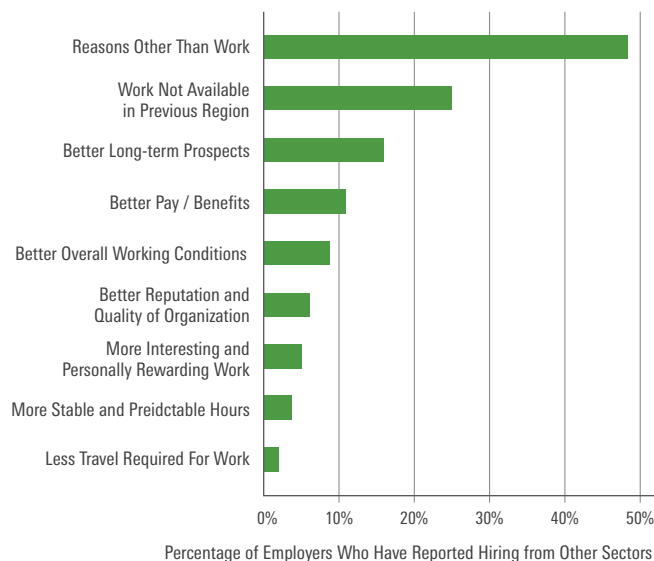
When asked to identify the major reason or reasons why credentialed journeypersons transferred from one region to another, the organizations commonly identified reasons other than work (48% of organizations). Other reasons which were identified include that work was not available in the previous region (25%); better long term prospects (16%); better pay and benefits (11%); better overall working conditions (9%); better reputation and quality of organization (6%); more interesting and personally rewarding work (5%); more stable and predictable hours (4%); and less travel required for work (2%).

b) Changing Regions

The decision to change regions considers many of the same factors but is much more likely to be influenced by reasons other than work (which affect the person’s willingness and ability to move) and the characteristics of the communities involved. Key environmental factors that influence decisions to change regions include:

- » Family reasons/reasons other than work (the need to move or the resistance to moving because of, for example, family reasons);
- » The availability of work;
- » Compensation (total compensation including the opportunity for overtime);
- » Benefits (from medical plans to living allowances);
- » Working conditions (including number of hours or level of travel involved);
- » How interesting and rewarding the work is;
- » Location of the job (covering issues from transportation access, quality of life, cost of living and proximity to where currently located);
- » Ability to commute (e.g. schedules that permit frequent or extended trips back to the “home” community and subsidized flights home for commuters);
- » Costs of moving;
- » Past experience with the region;

Employers – Reasons Journeypersons Moved Regions



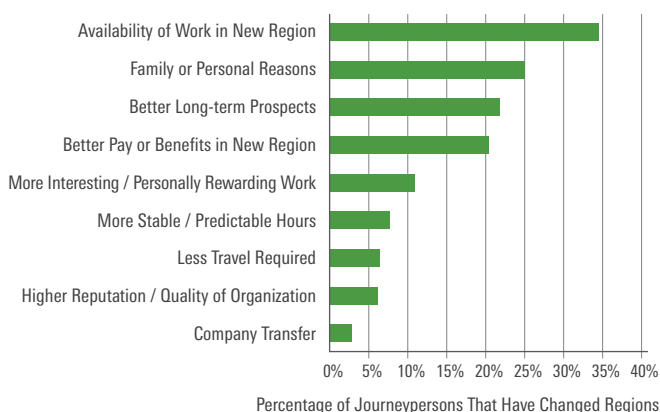
Major barriers to recruiting workers from other regions including cost of moving (21% of organizations); strong competition for workers (15%); credential and regulatory issues (8%); non-transferrable skills or past experience (8%); the high cost of living of some urban centres (6%); inability to offer competitive wages (6%); the need for additional training (5%); the comparative attractiveness of the community or region (5%); the attractiveness of the job (5%); and union-related considerations (4%).

Family reasons can have a major influence on geographic mobility. According to the 2006 Census, the majority of mobile workers are not married (56%), while just under one-third (31%) are married. The case study participants indicated that being married had reduced their mobility. The results of the Construction Sector Council Survey in 2005 found that mobile workers experienced a net-negative impact on marriage and family from working mobile. Similarly, the Petroleum Human Resources Council of Canada study found that workers tend to not only consider financial costs and benefits associated with changing their occupation, industry, and location, but also additional non-financial factors such as the loss of social networks and the impact on family and other significant relationships.

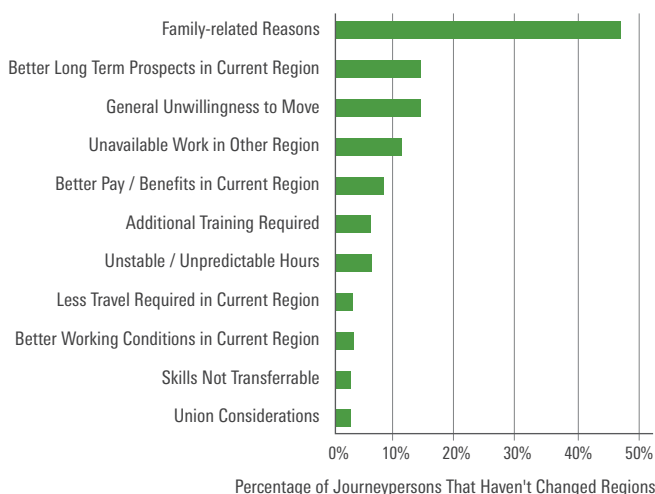
In this survey, journeypersons attributed their most recent moves to a variety of reasons including the availability of work in new region (34%); family or personal reasons (25%); better long-term prospects (22%); better pay or benefits in new region (20%); more interesting or personally rewarding work (11%); and better working conditions (8%).

Journeyperson who had considered moving but did not most commonly attributed it to family issues; costs associated with moving; and transferability of their skills, experience and certifications.

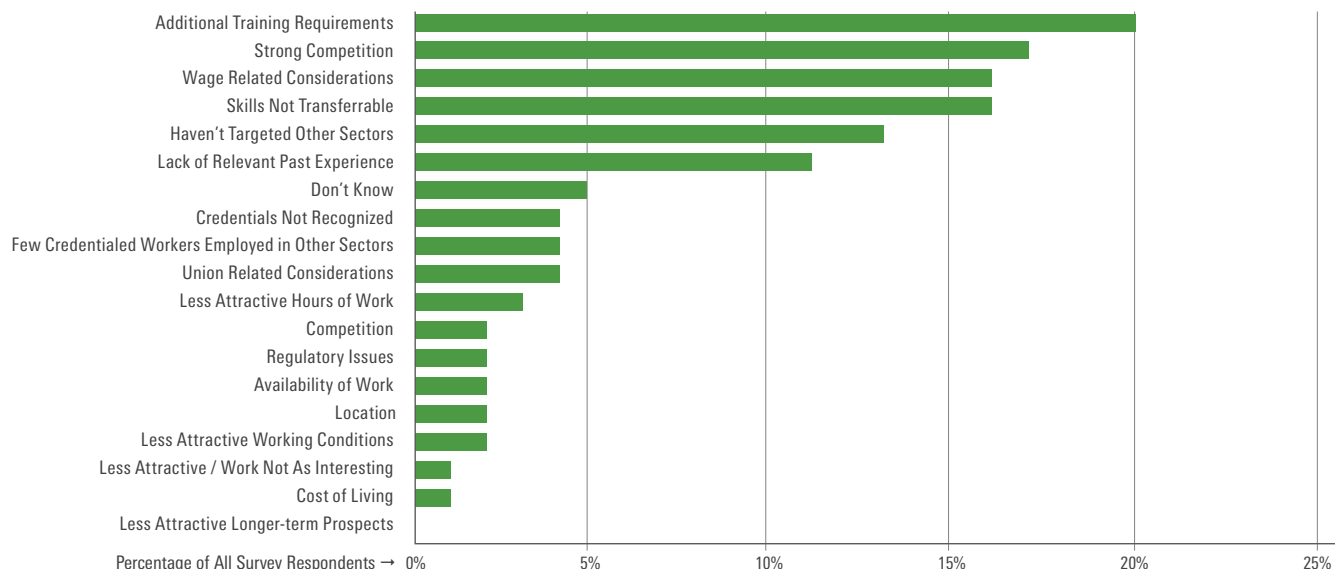
Journeypersons – Reasons For Moving Regions



Journeypersons – Reasons Against Moving Regions



Employers – Barriers to Recruiting from Other Regions

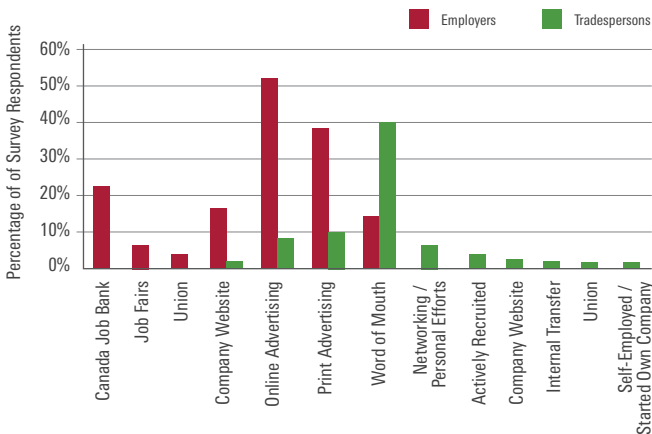


Question 9: How do tradespersons connect with employers?

Just under one-third (29%) of organizations reported that prospective hires from other regions contacted them *after* moving to the new region while approximately one-quarter (24%) of organizations reported that the prospective hires from other regions contacted them *before* moving to the new region. The most common mode of contact with prospective hires was responding to employer advertisements (21%), followed by word of mouth (13%), direct contact between the organization and prospective hire. When asked how they promote their job openings, the organizations most commonly identified online (51%) and print (38%) advertising.

Journeypersons who changed regions or sectors generally became aware of the opportunities through word-of-mouth (40% of those who changed their region or sector) and, to a lesser degree, through print (10%) or online advertising (8%).

How Do Tradespersons Connect with Employers



PATTERNS OF MOBILITY

Question 10: What is the pattern of movement in terms of sector?

Of the journeypersons surveyed, 32% have been employed in multiple sectors. Of note:

- » Journeypersons in the transportation trades were most likely to have worked in multiple sectors.
- » Those in the construction trades, with the exception of welders, were the least likely.
- » Journeypersons in the primary sectors were the most likely to have shifted sectors, most commonly transferring from other primary sectors (for example, from forestry to mining, quarrying, oil and gas extraction), trucking companies, and truck sales and services.
- » Those in the transportation sectors most commonly shifted from other transportation sectors or primary sectors.
- » Journeypersons in trades contracting most commonly came from primary sectors and those in general contracting most commonly came from other construction sectors.

Common Patterns of Sectoral Mobility

CURRENT SECTOR	% SHIFTED SECTORS	MOST COMMON PREVIOUS SECTORS
Primary	69%	<ul style="list-style-type: none"> » Other sectors within the primary sectors » Trucking companies » Truck sales and services
Transportation	53%	<ul style="list-style-type: none"> » Other sector within transportation sectors » Forestry » Mining, quarrying, oil and gas extraction
Trades contractor	27%	<ul style="list-style-type: none"> » Mining, quarrying, oil and gas extraction » Forestry
General contractor	19%	<ul style="list-style-type: none"> » Trades Contractors » Concrete production and pouring » Excavation and demolition » Other Construction

Seventeen percent (17%) of the organizations surveyed employ tradespersons who were already credentialed when hired and were last employed in another sector. The percentage of organizations who report that at least some of their journeypersons were last employed in another sector ranged from 4% of organizations employing plumbers and pipefitters to 30% of organizations which employ heavy equipment operators.

According to the employers, the journeypersons who were moving from one sector to another most commonly were transferring from positions in forestry (15%), mining, quarrying, oil and gas extraction (13%), and trades contracting (13%).

Question 11: What is the pattern of movement geographically?

Of the journeypersons surveyed, 33% have been employed (for a period of more than 120 days) in multiple regions of BC, other provinces or territories, or other countries in the trade since they first met the requirements for a journeyman certificate in British Columbia or obtained their Red Seal. Some may have participated in more than one type of geographic mobility.

- » Journeypersons currently working in the Southern Interior were most likely to have shifted regions, most commonly coming from other regions within the Southern Interior or from the Northern Interior.
- » Journeypersons working in the Northern Interior most commonly shifted from other regions in the Northern Interior or from the Southern Interior.
- » Workers working in the Vancouver Island/Coast and Lower Mainland/Southwest regions generally shifted from one to the other.

Common Patterns of Geographic Mobility

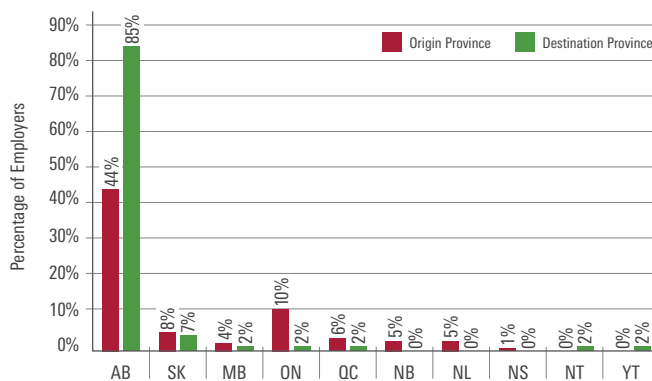
CURRENT REGION IN BC	% SHIFTED SECTORS	MOST COMMON PREVIOUS REGIONS
Southern Interior	36%	» Other region within Southern Interior » Northern Interior
Northern Interior	35%	» Other region within Northern Interior » Southern Interior
Vancouver Island / Coast	24%	» Lower Mainland / Southwest
Lower Mainland / Southwest	21%	» Vancouver Island / Coast

Thirty-two percent (32%) of the organizations surveyed reported employing tradespersons who were already credentialed journeypersons when hired and were last employed in another region. The percentage of organizations who knew that at least some of their journeypersons were last employed in another region did not vary significantly across the organizations, ranging from 27% of organizations employing truck & transport mechanics and heavy equipment operators to 38% of organizations which employing welders.

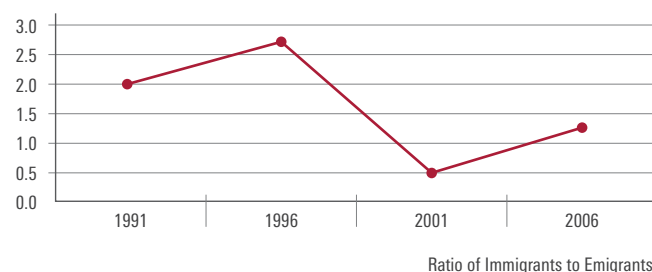
Of the 99 organizations that reported employing relocated workers:

- » 60% reported currently employing journeypersons whose previous position had been in other regions of BC (of which the Lower Mainland and Vancouver Island were most commonly mentioned)
- » 40% reported currently employing journeypersons whose previous position had been in other provinces of Canada (of which Alberta was most commonly mentioned)
- » 14% reported currently employing journeypersons whose previous position had been outside of Canada.

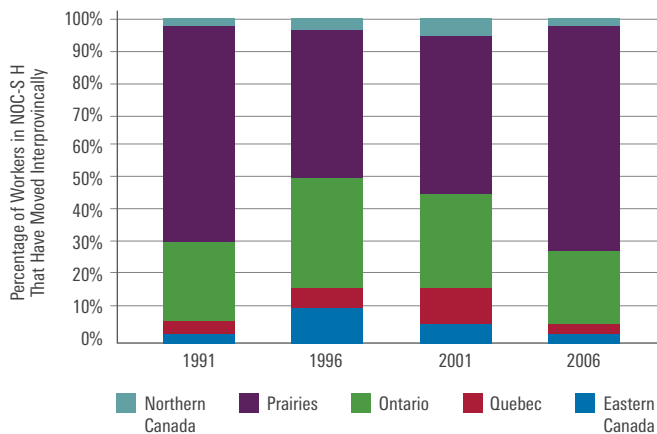
Origin and Destination Provinces of Journeypersons



5-Year Net Migration Ratio



Origin Province of Interprovincial Migrators Coming to BC



Question 12: Do the movements tend to be permanent or temporary?

Many of the mobile workers do not move permanently to their new place of work. It is quite common in the transportation and construction sectors for positions not to be permanent. For example, employers expect to hire an average of eight journeypersons in the next two years, of whom 4.5 will be for permanent positions.

According to the journeypersons, they expected that 50% of their moves would be permanent rather than for temporary or project-related employment.

Key informants noted that the permanency of the move can depend on the nature of the job (project or permanent), age of the worker, their ties to their previous home, the location of the work (how isolated) and the quality of life such as the outdoor recreation opportunities offered.

It should be noted that moving regions does not necessarily mean changing employers; more specifically, the journeypersons reported that 39% of their regional moves involved staying with the same employer.

Question 13: To what extent is journeyperson upgrading required to facilitate successful labour mobility?

Of the 312 organizations surveyed, 39% report having hired journeypersons from outside their region and or sector. Of these organizations, 60% reported having provided upgrading or training to better prepare them for the new position. Employers in the transportation and primary

sectors as well as employers located in the Northern Interior are more likely to feel that there is a need to expand or improve training for workers transferring from other sectors and regions.

The types of training that were most commonly identified included on-the-job training (70%), mentoring programs (52%), and formal upgrading or technical training provided through external sources (41%) or directly through the company (40%). Most of the formal training programs provided by the organizations were of a duration of one week or less.

Most journeypersons were very satisfied with the upgrading or training they received to facilitate their transition. When asked to rate their satisfaction with the upgrading or training on a scale from 1 to 5, where 1 is not at all satisfied, 3 is somewhat satisfied, and 5 is very satisfied, journeypersons provided an average rating of 4.5. Journeypersons found the training thorough and helpful for their transition but some found it to be not completely relevant or applicable to the work they actually were to do.

IMPLICATIONS

Question 14: What are the implications of the research findings for a broad audience including government, training entities, employers, associations, and tradespersons?

This project does not involve the development of a strategy for employee recruitment and retention. However, some observations can be drawn from the data which may be useful to various groups. More specifically:

» **The literature review and key informant interviews suggest that BC will soon experience a shortage of skilled tradespersons, at least in Northern BC.**

Ramping up of resource development in northern Alberta and Saskatchewan will draw more workers from regions and sectors in BC in the coming years. Forecasts differ in severity and by the level of impact on particular trades. However there is little doubt that sector growth in BC, along with demographics and out migration, will mean a significant shortage. Some areas are already feeling the effects.

» **The continuing demand for tradespersons in BC is contributing to increasing competition for workers.**

Employers expect to hire an average of eight journeypersons in the next two years, some of whom will be to fill positions vacated by workers moving to another employer. Over the past year, employers reported losing an average of 3.8 journeypersons, many of whom left to work for another employer in the community, other regions of BC or outside of the province (mostly in Alberta).

» **As a result, most employers anticipate that it will be difficult to attract suitable candidates for these positions.** When asked to rate the difficulty they will have in attracting suitable candidates for these positions on a scale of 1 to 5, where 1 is not at all difficult, 3 is somewhat difficult, and 5 is very difficult, organizations provided an average rating of 3.9. Employers in the transportation trades generally anticipate more difficulty attracting suitable candidates than those in the construction trades.

» **Retirement and attrition create challenges for employers beyond simply needing to fill the positions.** “Loss of experienced, highly skilled workers can cause declines in productivity as younger less experienced workers take time developing the skills of their older counterparts⁹.”

» **There are few barriers to worker mobility in Canada.** Most journeypersons do work-based training with an employer in Canada as part of the certification requirements for their Red Seal designation, and are thus qualified to work anywhere in Canada. This inter-provincial certification program makes it easier to attract journeypersons from other regions but also for a BC journeyperson to move to higher paying jobs in Alberta or Saskatchewan. The most significant barriers to mobility are not regulatory or credentialing based but are more related to costs and family commitments.

» **Employers are currently employing a number of strategies to recruit mobile workers.** For example, to generate interest in positions, it was noted that

employers may increase wages and benefits; provide signing and longevity bonuses; cover the costs of moving expenses; provide flexible shifts and flights home which enable the worker to stay connected with their home community; promote the features and quality of life associated with the new community; and provide housing. Some of the tactics used by employers, associations and regions to promote the opportunities include job postings, attending domestic or international job fairs, undertaking media advertising, implementing public relations programs to generate news coverage, and implementing campaigns specifically targeted at workers who had left the region or sector in the past to encourage them to return. When asked how could the Gateway be positioned to be attractive to mobile workers, key informants suggested a range of considerations such as tailoring strategies to the characteristics of specific target groups, focusing on lifestyle and accommodation, incorporating training, subsidizing moving and housing costs, and promoting the availability of long-term opportunities.

» **Competing for mobile labour is not likely to fully meet projected labour needs.** As such, recruiting sufficient trades related labour for the future of the Asia Pacific Gateway and other developments will require a strategic approach to “growing tradespersons at home.” A key component of that approach may be to increase the number of apprentices in the province. Employers can increase the number of locally certified tradespersons by taking on apprentices, providing work-based training and giving them the time off to complete their in-school technical training.

» **Employers and industry associations could encourage government to take action leading to increased labour supply.** Potential government actions include:

- ▶ Strengthening the apprenticeship system;
- ▶ Increasing capacity at training institutions;
- ▶ Targeting women and Aboriginal people;
- ▶ Raising awareness of opportunities in the trades; and
- ▶ Providing transition training from declining industries¹⁰.

9) BC Labour Requirements For The Asia Pacific Gateway

10) Northern Transmission Line Labour Market Partnerships Project: Labour Market Background Document, 2011.

LITERATURE REVIEW AND KEY INFORMANT INTERVIEWS

This chapter presents the results of the literature review regarding the need for skilled tradespersons in the Asia Pacific Gateway, the characteristics of construction and transportation trades in British Columbia, and existing research on labour mobility in Canada.

THE NEED FOR SKILLED TRADESPEOPLE

Skilled trades play a key role in all aspects of the BC economy. There are over 200 trade occupations in construction, transportation, manufacturing and service sectors. From 2010 to 2020, the BC provincial government projects an average annual increase in employment of 1.3% in the skilled trades. The greatest increases are in mechanists and related occupations, and automotive service technicians, both with an average annual increase of 1.3%. Crane operators, drillers, and blaster, carpenters and cabinetmakers, and masonry and plastering trades are expected to see the least growth, all with an average annual growth of 0.9%. Demand for occupations in the skilled trades is driven primarily by the level of construction and transportation activity. The Construction Sector Council (CSC) estimates that in BC, the construction labour requirements alone will increase by 11,000 in 2012–2013 due to expansion demand, and replacement demand will continue to increase as well to an estimated 33,200 in the same time.

In particular, the Pacific Gateway will require tradespeople in the following specific areas:

- » Construction of infrastructure for road, rail, port, pipelines and air transportation;
- » Transportation (trucking, shipping management);
- » General construction; and
- » Aviation and aerospace.

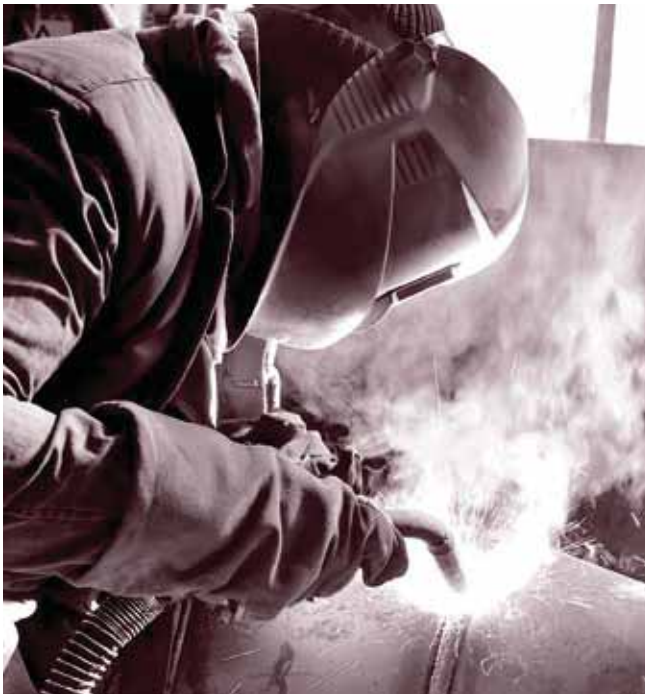
The Lower Mainland and the Prince Rupert/Kitimat regions are most directly affected by Gateway infrastructure projects, both in terms of construction and long-term operations. Research undertaken in 2007 indicated that:

- » The improvements to infrastructure and the development of new port facilities are expected to drastically increase the movement of cargo through BC's port system. Containers alone are expected to increase from 1.8 million annually to 7 million by 2020. The employment in the maritime sector is expected to grow from 18,000 to 50,000 positions by 2020. Skill shortages are to be found in four major occupational groups: deck officers, engineering officers, technical/engineering occupations and trades.
- » Increases in air traffic will result in additional jobs in the construction and maintenance trades. There will be demand for jobs in airport terminal operations and aircraft maintenance.
- » The expected increase in rail traffic due to the increase in trade will affect employment demand for locomotive engineers, railyard maintenance, marshalling and switching staff, engineering and support staff, and intermodal haulage operations employees.
- » The infrastructure improvements affect trucking more than any other sector. Demand will increase for truck drivers, vehicle mechanics and maintenance staff, tug and barge operators, shipyard and maintenance staff, harbour maintenance and dredger operators.
- » The demand for construction trades will increase as infrastructure projects commence in all sectors including pipeline construction¹¹.

11) Situational Analysis of Projected Asia-Pacific Gateway Investments in the Western Provinces with a Focus on Human Resources, Roslyn Kunin and Associates Inc.

There is increasing demand for credentialed tradespersons to fill positions created through growth in APG economic activity as well as to fill positions that become vacant as a result of retirement and attrition. The apprenticeship system provides one option for filling these positions. A description of the number of construction and transportation-related apprentices currently registered in BC by trade is provided in Section B.

The other option is to attract journeypersons from other sectors and other regions. HRSDC defines labour mobility as the freedom of workers to practice their occupation wherever opportunities exist. Every year, approximately 200,000 Canadians relocate to a different province or territory and look for work.¹² The high level of labour mobility in Canada should not be surprising as four-fifths of employment is not in regulated professions or occupations where regulatory barriers exist.¹³



12) www.hrsdc.gc.ca/eng/workplaceskills/labour_mobility/index.shtml

13) *Interprovincial Barriers to Labour Mobility in Canada: Policy, Knowledge Gaps and Research Issues*, Grady, Patrick, Macmillan, Kathleen, 2007.

CONSTRUCTION AND TRANSPORTATION TRADES

Employment in the Construction and Transportation Occupations

There is some data available on the current and projected size of employment in certain construction and transportation occupations. However the data is based on NOC categories, which do not necessarily relate directly to the trades in BC. As indicated below, the NOCs most relevant to construction and transportation are projecting average growth in the number of positions of 0.9% to 1.3%.

Selected BC Trade Occupations Employment: 2010 and 2020

	2010	2020	ANNUAL AVERAGE % CHANGE
Transportation Trades			
Machinery and Transportation Equipment Mechanics (Except Motor vehicle)	21,210	23,610	1.1
Automotive Service Technicians	25,110	28,710	1.3
Crane Operators, Drillers and Blasters	2,170	2,380	0.9
Heavy Equipment Operators	13,700	15,270	1.1
Other Mechanics	3,940	4,440	1.2
Construction Trades			
Machinists and Related Occupations	4,130	4,700	1.3
Electrical Trades and Telecommunication Occupations	20,690	23,090	1.1
Plumbers, Pipefitters and Gasfitters	12,030	13,330	1.0
Metal Forming, Shaping and Erecting Trades	16,570	18,560	1.1
Carpenters and Cabinetmakers	35,280	38,440	0.9
Masonry and Plastering Trades	12,470	13,670	0.9
Other Construction Trades	23,020	25,310	1.0

Source: *British Columbia Labour Market Outlook (2010–2020)*, BC Stats

Number of Apprentices Registered in Construction and Transportation Trades

The number of apprentices registered in BC can also provide an indication of the number of journeypersons by trade. The table below provides a summary of the trades in terms of type (transportation or construction), size (number of apprentices registered), Red Seal status, and projected future demand according to the Construction Sector Council (CSC) and research commissioned by the APGST, using 2014 as a target year.

Data On The Trades Suitable For Review

TRADE	ACTIVE APPRENTICES DEC. 2011	RED SEAL	PROJECTED DEMAND IN 2014	
			CSC ¹⁴	APGST ¹⁵
Transportation Trades				
Heavy Duty Equipment Technician (Mechanic)	934	Yes	3	–
Truck and Transport Mechanic	474	Yes	–	2
Heavy Equipment Operator	215	Pending	3	2
Aircraft Maintenance Technician	212	No	–	2
Aircraft Structural Technician	90	No	–	2
Diesel Engine Mechanic	67	No	–	–
Marine Service Technician	55	No	–	–
Inboard/Outboard Mechanic	59	No	–	–
Railway Car Technician	55	No	–	–
Transport Trailer Technician	27	Yes	–	–
Construction Trades				
Construction Electrician	5,572	Yes	3	1
Carpenter	4,843	Yes	4	–
Plumber	2,573	Yes	3	–
Welder*	1,676	Yes ++	3	2
Industrial Mechanic (Millwright)	801	Yes	–	2
Refrigeration & Air Conditional Mechanic	717	Yes	3	–
Sheet Metal Worker	601	Yes	3	–
Roofer	541	Yes	3	–
Cabinet Maker (Joiner)	427	Yes	–	–
Steam-fitter-Pipefitter	394	Yes	3	2
Painter/Decorator	346	Yes	3	–
Metal Fabricator (Fitter)	344	Yes	–	2
Glazier	288	Yes	3	–
Machinist	282	Yes	–	2

14) Market Rankings for 2014 from the Construction Sector Council: (1) Workers are available, excess supply is apparent and there is a risk of losing workers to other markets; (2) Workers are available to meet an increase in demand; (3) The availability of workers may be limited by large projects, industrial maintenance or other short-term increases in demand; and (4) Workers are generally not available, employers will need to compete to attract additional workers.

15) Ratings from the BC Labour Market Requirements for the Asia Pacific Gateway 2011–2019 report. A “1” ranking means that there is at least 10% more workers in the occupation than there are jobs, this would be a loose or over supplied labour market; “2” means that there is between 4 and 10% more workers in the occupation than there are jobs, this would be a balanced labour market; and “3” means that there are less than 4% more workers in the occupation than jobs, this would be a tight or under supplied labour market.

TRADE	ACTIVE APPRENTICES DEC. 2011	RED SEAL	PROJECTED DEMAND IN 2014	
			CSC ¹⁴	APGST ¹⁵
Construction Trades				
Lather (Wall & Ceiling Installer)	250	Yes	3	–
Domestic /Commercial Gasfitter	247	No	3	–
Instrumentation and Control Technician	224	Yes	–	–
Rig Technician	217	Yes	–	–
Power Line Technician	213	Yes	–	–
Sprinkler System Installer	211	Yes	–	2
Bricklayer (Mason)	191	Yes	3	–
Ironworker (Generalist)	201	Yes	3	2
Architectural Sheet Metal	185	No	3	–
Concrete Finisher (Cement Mason)	147	Yes	3	–
Boilermaker (Construction)	127	Yes	4	–
Insulator (Heat and Frost)	122	Yes	3	–
Security System Technician	104	No	–	–
Mobile Crane Operators*	77	Yes**	3	2
Drywall Finisher	74	No	–	–
Piledriver/Bridgeworker	73	No	–	–
Floor covering Installer	62	Yes	3	–
Tile Setter	48	Yes	3	–
Ironworker (Reinforcing)	41	Yes	3	–
Plasterer	20	No	3	–

Source: ITA, ITA Performance Measurement Report

+ There are three classes of Welders (A, B, and C).

++ Only class A and B have a Red Seal certification

* There are four classes of Mobile Crane Operators (Hydraulic 80 Tonnes and Under, Hydraulic Unlimited Tonnage, Lattice Boom Hydraulic Crane, Lattice Boom Friction Crane).

** Only Lattice Boom Type Crane Operators have a Red Seal certification.

Despite different methodologies of grading future demand, both the CSC and the APGST predict a trend of an overall decreasing supply of workers in the construction and transportation trades in the coming years.

CURRENT REGION IN BC	CERTIFICATES OF COMPLETION ISSUED	OVERALL APPRENTICESHIP COMPLETION RATE
2009 / 2010	7,179	43%
2010 / 2011	7,318	40%
2011 / 2012	8,750	37%
2012 / 2013*	5,453	35%

Source: ITA Performance Measurement Report, November 2012 // Note: Fiscal year is from April 1 – March 31 // * Year to Date as of November 30, 2012.

While the number of certificates of completion issued has increased from 2009/10 to 2011/12, the overall apprenticeship completion rate has decreased from year to year.

		2006	2007	2008	2009	2010
Heavy Duty Equipment Mechanics	Apprentice Registrations	1,425	1,695	1,713	1,605	1,482
	Apprentice Qualifiers	90	126	144	186	201
	Challengers	36	60	30	57	66
	Total Qualifiers	—	—	—	—	—
Heavy Equipment and Crane Operators	Apprentice Registrations	93	183	288	441	423
	Apprentice Qualifiers	12	6	15	6	9
	Challengers	12	18	63	81	48
	Total Qualifiers	—	—	—	—	—
Carpenters	Apprentice Registrations	6,900	9,828	10,602	9,684	8,949
	Apprentice Qualifiers	195	378	450	654	723
	Challengers	36	75	36	78	87
	Total Qualifiers	—	—	—	—	—
Electricians	Apprentice Registrations	6,576	8,169	8,892	8,595	8,292
	Apprentice Qualifiers	351	579	726	762	909
	Challengers	135	216	165	165	111
	Total Qualifiers	—	—	—	—	—
Plumbers, Pipefitters, and Steamfitters	Apprentice Registrations	4,254	5,238	5,959	5,739	5,493
	Apprentice Qualifiers	252	387	528	585	585
	Challengers	21	57	15	30	42
	Total Qualifiers	—	—	—	—	—
Welders	Apprentice Registrations	846	1,563	1,965	2,493	2,784
	Apprentice Qualifiers	21	66	57	93	222
	Challengers	810	978	486	159	198
	Total Qualifiers	—	—	—	—	—

Source: Registered Apprentice Information System, Statistics Canada

Profile of Employers in Relevant Sectors

	SECTORS EMPLOYING JOURNEYPersons COVERED BY:							
	CONSTRUCTION	CONSTRUCTION & TRANSPORTATION			TRANSPORTATION			
	FABRICATED METAL PRODUCT MANUFACTURING	PRIME CONTRACTING	TRADE CONTRACTING	OTHER SERVICES	MINING, OIL, & GAS EXTRACTION	RETAIL TRADE	TRANSPORTATION	MANAGEMENT, ADMINISTRATIVE, & OTHER SUPPORT
NAICS Codes and Number of Employers								
4 Digit Codes	3321-3329	2361-2379	2381-2389	8111-8141	2100-2131	4411-4543	4811-4922	5511-5629
No. of Employers	1,365	23,333	28,056	28,566	2,215	29,884	18,004	30,768
Size of Employers								
Indeterminate ¹⁶	33%	66%	54%	34%	51%	31%	64%	64%
1-4	27%	22%	29%	47%	29%	26%	22%	22%
5-9	16%	6%	10%	12%	9%	21%	6%	7%
10-19	12%	3%	5%	5%	5%	13%	4%	4%
20-49	8%	2%	2%	2%	3%	6%	2%	2%
50-99	3%	1%	1%	0%	1%	2%	1%	1%
100-199	1%	0%	0%	0%	0%	1%	0%	0%
200-499	0%	0%	0%	0%	0%	0%	0%	0%
500+	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
% of Total Employees by Size of Employer¹⁷								
1-4	7%	21%	21%	36%	20%	8%	20%	19%
5-9	12%	16%	20%	26%	17%	17%	15%	17%
10-19	19%	17%	22%	23%	21%	23%	21%	21%
20-49	21%	19%	15%	15%	21%	18%	18%	17%
50-99	24%	28%	22%	0%	21%	18%	27%	26%
100-199	16%	0%	0%	0%	0%	18%	0%	0%
200-499	0%	0%	0%	0%	0%	0%	0%	0%
500+	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Region								
Vancouver Island and Coast	13%	18%	17%	16%	19%	18%	12%	16%
Lower Mainland, Southwest	64%	58%	57%	62%	25%	57%	64%	65%
Thompson, Okanagan	13%	14%	15%	11%	15%	13%	10%	12%
Kootenay	3%	3%	4%	3%	7%	4%	3%	3%
Cariboo	3%	3%	3%	3%	14%	4%	5%	2%
North Coast	1%	1%	1%	1%	3%	1%	1%	1%
Nechako	1%	1%	1%	1%	7%	1%	1%	1%
Northeast	2%	2%	2%	3%	11%	2%	4%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Statistics Canada, Canadian Business Patterns

16) Indeterminate category includes those that do not maintain an employee payroll, but may have a workforce consisting of contracted workers, family members, or business owners.

17) Total number of employees calculated using the formula as stated in footnote 14.

Employers of the Construction and Transportation Trades

The table on the following page provides an overview of employers in sectors that most commonly employ workers in the construction trades, both the construction trades and the transportation trades, and the transportation trades.

Most employers in the trades and transportation are small in size (i.e. four or fewer employees). Although fewer in number, larger employers (e.g. with 50 or more employees) likely account for 20% to 40% of employment in most of the sectors. Data is not available on the aggregate number of employees by size of employer. However, we can develop a rough estimate of the distribution of employment by size of employer by selecting a midpoint between the upper and lower range within each size category and multiplying the result by the number of employers in that size category.¹⁸ While in most of the above sectors, employers with 20 or more employees account for only approximately 3% of employers, they account for more than one-quarter of employment.

With the exception of those involved in mining, oil, and gas extraction, most employers associated with the construction and transportation trades are located in the Lower Mainland – Southwest, similar to the provincial distribution of overall employment by region.

EXISTING LITERATURE AND DATA ON LABOUR MOBILITY

There is relatively little information available on the subject of labour mobility in Canada. The last major study was conducted by the Construction Sector Council in 2005, which is discussed below. We have identified no significant research which has been conducted since that study. This was confirmed by interviews with relevant associations and government agencies.

Much of the literature available discusses either the immigration or regulatory barriers to labour mobility. The regulatory barriers have largely been eliminated and the remaining barriers consist primarily of real or perceived differences in the quality and subject matter of training between different regions and sectors, including issues such as region or sector specific skills and knowledge.

This section provides a brief overview of the preliminary results of our literature review on labour mobility including factors affecting mobility in the trades, data on people who move for employment, examples of recruitment activities and programs, and the types of statistical data available on journeypersons, apprentices, and employers.

Construction Sector Council Research

The Construction Sector Council conducted a survey in 2005 of over 800 workers in related construction industries to learn more about mobility.¹⁹ The results of the survey include the following:

- » Key motivations for working mobile are “financial incentives” and “only work available”;
- » As a motivation, “sense of adventure” diminishes by the age of 30 years and increases again among workers toward the end of their working lives;
- » No significant barriers to mobile work were found related to certification, transferring pension and benefits, and to the travel card;

18) For the purposes of this table, we assumed that the average number of employees in each category is equal to mid-point of the range (i.e. the average of the minimum and maximum in the range). Using this formula, for example, the average number of employees amongst employers with 5 to 9 employees would be 7 employees.

19) WORKING MOBILE: A study of Labour Mobility in Canada's Industrial Construction Sector Construction sector council, 2005

- » However, “significant personal expenses” either on the job or at home while workers are away was cited as a significant potential barrier to “working mobile”;
- » A majority of those identifying as “regular” mobile workers have accumulated their work histories as members of traditional craft unions; and
- » There is a subset of workers—mobile workers—in the heavy construction sector who move from job site to job site.

According to the survey results, the typical mobile worker:

- » Is male;
- » Is aged 30 to 49 years;
- » Is a member of a traditional craft union;
- » Has completed his apprenticeship in his trade, which he pursues on heavy construction sites;
- » Is married, with at least two dependents under the age of 18 years;
- » Experiences a net-negative impact on his marriage and family from working mobile;
- » Is motivated to work mobile by financial reasons, but the personal expenses incurred on the job site and at home because of his working mobile could become a barrier to his working mobile in future;
- » Experiences a significantly lower and more negative quality of life than the minority of mobile workers who do not consistently work mobile; and
- » Has significant negative self-esteem and concern about the social status of the skilled trades vis-à-vis the communities in which he works mobile and in respect of other lines of work.

The survey determined that working mobile was not so much a lifestyle choice as an occupational necessity. The most common reasons given for working mobile included:

- » Maintaining eligibility for Employment Insurance;
- » Recognizing the inherent cyclical nature of the construction industry; and
- » A growing reliance on the levels of income afforded by the overtime offered in most mobile work (versus the base income provided by local work).

Other findings included:

- » Mobile workers were unlikely to encourage their children to enter the trades;
- » Red Seal and additional certifications are seen as a means to greater flexibility and employability, particularly as a requirement for working mobile (81% of mobile workers had either Red Seal or other certifications compared with 51% of those currently working locally);
- » The largest segment of those surveyed was recruited into the construction trades by way of a friend or a neighbour;
- » Steady work and the opportunity for overtime were the real advantages;
- » Mobile workers worry about childcare and the care of older parents at home;
- » Many cite difficulties of community service as a concern;
- » Mobile workers are generally not eligible for the same tax breaks available for Canadian truckers and tradespersons in the US; and
- » Mobile workers do not feel they are respected by supervisors or by the communities in which they work (e.g. may be charged more than locals for services).

Day and Winer

In 2005, Kathleen Day and Stanley Winer studied the determinants of interprovincial labour mobility over the 1974 to 1996 period using aggregate migration data constructed from personal income tax files. They concluded that its prime determinants were differences in earnings, employment prospects and moving costs and that the impact of public policies such as unemployment insurance, taxation, social assistance and federal and provincial spending was not a large influence.

National Apprenticeship Survey

The recent National Apprenticeship Survey examined mobility among apprentices and tradespersons who had completed their apprenticeship programs from 2000 to 2007. The results included:

- » 5% of apprentices moved to register in a jurisdiction other than the one they were living in (most commonly the Prairies);
- » 98% of apprentices did their on-the-job training in the province they were registered in. Most of the remaining 2% moved to the Prairies;
- » After completing their apprenticeship programs, almost all remained working in the province where they were registered as an apprentice (95%) and most of the remaining 5% moved to the Prairies or BC; and
- » Less than 5% of the mobile tradespersons said they left Canada to work.

Petroleum Human Resources Council of Canada

The Petroleum Human Resources Council of Canada recently studied the potential for workers transitioning from other industries into the oil and gas industry. This research found that workers tend to not only consider financial costs and benefits associated with changing their occupation, industry, and location, but also additional non-financial factors including:

- » Total compensation including wages, overtime, pension, benefits and bonuses;
- » Probability of being employed in the long-term;
- » Cost of living in new location particularly as it relates to housing;
- » Cost of moving;
- » Loss of social networks; and
- » Impact on family and other significant relationships.

A primary concern of workers considering a career transition is that the move not negatively impact on their future career opportunities or quality of life. Those who are unemployed or significantly at risk of becoming unemployed are those most likely to be willing to make concessions in terms of their future opportunities or quality of life in order to obtain maintain employment in the near term.

Research also indicates that not all workers are as likely to make an occupational, industry, or location change. Generally speaking, a younger male worker with formal education or high skill level is most likely to consider moving to advance his career. This worker is more likely to have already broken home-based ties to achieve post-secondary education, their potential relocation mobility costs represent a smaller share of their expected earnings so that their "return on investment" is greater, and they are more likely to have less invested in non-economic factors and human capital where they reside prior to relocation.

2006 Census Canada Data

Using data from Census 2006, we were able to construct a profile of characteristics of workers classified as NOC-S H (which includes trades, transport, and equipment operators and related occupations), who had relocated within the prior year²⁰. The characteristics are summarized below.

- » Including those moving across Census subdivisions (CSD)²¹, Census divisions (SD)²², interprovincially and internationally, mobile workers accounted for 9% of the workers in these occupations in BC in 2006.

In the year prior to Census 2006, 9% of workers in NOC-S H in British Columbia had reported migration. This is higher than the national rate of 6% due to a higher rate of migration between Census subdivisions, and interprovincial and external migrants.

20) Data from the 2011 Census relevant to labour mobility has not yet been released.

21) General term for municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents for statistical purposes (e.g., Indian reserves, Indian settlements and unorganized territories).

22) General term for provincially legislated areas or their equivalents (such as county, municipalit  regionale de comt  and regional district). Intermediate geographic areas between the province/territory level and the municipality (Census subdivision).

Mobility Status of Workers (Noc-S H) in Past Year

	BC		NATIONAL	
	N=	%	N=	%
Non-Movers	2,929	81%	22,989	85%
Non-Migrants	401	11%	2,531	9%
Different Census Subdivision (CSD), Same Census Division (CD)	102	3%	428	2%
Different Census Division (CD), Same Province	112	3%	788	3%
Interprovincial Migrants	55	2%	269	1%
External Migrants (From Outside Canada)	31	1%	131	0%
Total	3,630	100%	27,136	100%

Source: Statistics Canada, Census 2006

Approximately half of those who come from other provinces come from the Prairies (49%), and just over one-third come from Ontario (36%).

Region of Origin

REGION	PERCENTAGE
Prairies	49%
Ontario	36%
Quebec	7%
Eastern Canada ²³	4%
Northern Canada	4%
Total	100%

Source: Statistics Canada, Census 2006

» Most mobile workers are males under the age of 44.

Just over three-quarters of mobile workers (77%) are under the age of 44, and 91% of mobile workers are male. Mobile workers who are remaining in the same province but are changing Census subdivisions or Census divisions tend to be older.

23) Defined in Census 2006 as Newfoundland and Labrador, Prince Edward Island, Nova Scotia, and New Brunswick

Age of Mobile Workers

	DIFFERENT CSD		INTER-PROVINCIAL	EXTERNAL	OVERALL
	CD	CD			
19 and under	6%	10%	2%	3%	6%
20–24	12%	17%	29%	13%	17%
25–29	22%	17%	16%	26%	19%
30–34	13%	14%	13%	6%	13%
35–39	9%	13%	9%	19%	11%
40–44	16%	7%	5%	16%	11%
45–49	8%	4%	13%	6%	7%
50–54	13%	4%	5%	6%	8%
55–64	2%	12%	5%	3%	6%
65 and over	1%	2%	2%	0%	1%
Total	100%	100%	100%	100%	100%

Source: Statistics Canada, Census 2006

Sex of Mobile Workers

	DIFFERENT CSD		INTER-PROVINCIAL	EXTERNAL	OVERALL
	CD	CD			
Male	89%	93%	93%	90%	91%
Female	11%	7%	7%	10%	9%
Total	100%	100%	100%	100%	100%

Source: Statistics Canada, Census 2006

» A majority of these mobile workers are single, and just under one-third are married.

A majority of mobile workers are not married (56%), while just under one-third (31%) are married. This proportion is similar for most levels of mobility, except for workers moving between provinces. A greater proportion of these workers are single (65%) and fewer are married (20%) than their counterparts of different mobility levels.

Marital Status of Mobile Workers

MARITAL STATUS	DIFFERENT CSD	CD	INTER-PROVINCIAL	EXTERNAL	OVERALL
Never Married	53%	56%	65%	52%	56%
Legally Married	32%	32%	20%	42%	31%
Divorced	10%	6%	9%	6%	8%
Separated But Married	5%	4%	5%	0%	4%
Widowed	0%	2%	0%	0%	1%
Total	100%	100%	100%	100%	100%

Source: Statistics Canada, Census 2006

» **Approximately one-third (32%) of mobile workers have completed high school or equivalent as their highest level of education, while approximately one-quarter (23%) have obtained an apprenticeship or trades certificate or diploma.**

As mobile workers migrate greater distances, higher levels of education can generally be observed. Workers who are migrating from outside of Canada are much more likely to have a completed post-secondary education, particularly Bachelor's and Master's degrees. Apprenticeship and trades certificate or diploma levels are highest among interprovincial migrants.

Highest Level of Education of Mobile Workers

	DIFFERENT CSD	CD	INTER- PROVINCIAL	EXTERNAL	OVERALL
None	23%	20%	20%	3%	19%
High School Graduation Certificate or Equivalency Certificate	36%	33%	29%	23%	32%
Apprenticeship or Trades Certificate or Diploma	20%	24%	31%	16%	23%
College, CEGEP or Other Non-University Certificate or Diploma	14%	18%	15%	26%	17%
University Certificate or Diploma Below Bachelor Level	5%	4%	5%	0%	4%
Bachelor's Degree	2%	2%	0%	13%	3%
University Certificate or Diploma Above Bachelor Level	1%	0%	0%	6%	1%
Master's Degree	0%	0%	0%	13%	1%
Total	100%	100%	100%	100%	100%

Source: Statistics Canada, Census 2006

» **Most mobile workers are Canadian citizens.**

Most mobile workers are Canadian citizens, either by birth (78%) or by naturalization (10%). Of those who are not Canadian citizens, the majority (52%) are from Asia, and over one third (38%) are from Europe. The rest come from either the USA (7%) or another part of the Americas and Caribbean (3%).

Citizenship of Mobile Workers

	DIFFERENT CSD	CD	INTER- PROVINCIAL	EXTERNAL	OVERALL
Canada, Birth	76%	90%	91%	19%	78%
Canada, Naturalization	14%	6%	9%	10%	10%
Other Countries	6%	3%	0%	61%	9%
Not Available	4%	1%	0%	10%	3%
Total	100%	100%	100%	100%	100%

Source: Statistics Canada, Census 2006

Citizenship of Non-Canadian Mobile Workers

	DIFFERENT CSD	CD	INTER- PROVINCIAL	EXTERNAL	OVERALL
Asia	43%	33%	—	58%	52%
Europe	57%	33%	—	32%	38%
USA	0%	0%	—	11%	7%
Other American, Caribbean	0%	33%	—	0%	3%
Africa	0%	0%	—	0%	0%
Oceania and Other	0%	0%	—	0%	0%
Total	100%	100%	—	100%	100%

Source: Statistics Canada, Census 2006

» **Mobile workers are found most commonly in the construction, business services, and manufacturing industries.**

Just under half of mobile workers (40%) are in construction industries, and just under one-quarter (22%) are in the business services industry. Fewer workers who have changed Census subdivision are involved in construction (31%), more are involved in manufacturing (17%) and business services (25%), when compared workers of other levels of mobility.

Industry Sectors of Mobile Workers

SECTOR ²⁴	DIFFERENT CSD	CD	INTER-PROVINCIAL	EXTERNAL	OVERALL
Agriculture and Other Resource-Based Industries	4%	4%	5%	0%	4%
Construction Industries	31%	45%	42%	48%	40%
Manufacturing Industries	17%	14%	9%	10%	14%
Wholesale Trade	6%	3%	5%	10%	5%
Retail Trade	8%	4%	5%	0%	5%
Finance and Real Estate	0%	0%	2%	0%	0%
Health Care and Social Services	1%	0%	0%	0%	0%
Educational Services	1%	0%	0%	0%	0%
Business Services	25%	21%	22%	13%	22%
Other Services	8%	10%	9%	10%	9%
Not Available	0%	0%	0%	10%	1%
Total	100%	100%	100%	100%	100%

Source: Statistics Canada, Census 2006

Changes in the Rate of Mobility Over Time – Comparison to Previous Censuses

A comparison of the 2006 Census data to that of previous years indicates that the rate of geographic mobility appeared to have slowed between 1991 and 2006 when it's viewed in five years blocks of time. The table below shows the migratory patterns of trades and transportation workers in the one year and five year period prior to the Census (e.g. on May 15, 2001, 83% of workers in the occupational categories NOC-S H in BC were non-movers in that they still lived in the same residence they had one year earlier and 52% lived in the same residence they had five years earlier).

The workers are divided into six categories:

- » Workers who had not moved during the previous one or five years (non-movers);
- » Workers who had moved but within the same Census subdivision which is roughly equivalent to a move within the same municipality (non-migrants);
- » Workers who had moved outside their previous Census subdivision but within the same Census division (generally a move from a neighbouring municipality such as from Vancouver to Burnaby);
- » Workers who had moved from a different Census division (e.g. from Victoria to Vancouver);
- » Workers who had moved to BC from another part of Canada (interprovincial migrants such as people moving from Ontario to BC); and
- » Workers who had moved from outside of Canada in the past one year or five years (external migrants).

With respect to geographic mobility, the primary focus of this study is on workers who move intraprovincially (across Census divisions in BC), interprovincially (from another province to BC) and internationally (from outside of Canada to BC). The data indicates that the percentage of the work force that had been mobile in the previous *one* year in these three categories totalled 1% in 1991, 5% in 1996, 4% in 2001 and 5% in 2006 with intraprovincial movement followed by interprovincial movement accounting for most of the mobility. The data indicates that

24) Definition of sectors can be found in Appendix III.

the percentage of the work force that had been mobile in the previous *five* years in these three categories totalled 24% in 1991, 19% in 1996, 13% in 2001 and 15% in 2006 again with intraprovincial movement followed by interprovincial movement accounting for most of the mobility. However, it is interesting to note that 3% of the workers had moved from outside of Canada in each of the five year periods.

Change of Labour Mobility Patterns Over Time

STATUS WITH RESPECT TO WHETHER WORKER HAD MOVED IN THE PREVIOUS 5 YEARS AND 1 YEAR	1991		1996		2001		2006	
	5 YEAR	1 YEAR	5 YEAR	1 YEAR	5 YEAR	1 YEAR	5 YEAR	1 YEAR
BC Only								
Non-Movers	38%	73%	43%	79%	52%	83%	52%	81%
Non-Migrants	28%	23%	29%	13%	27%	10%	26%	11%
Different Census Subdivision (CSD), same Census Division (CD)	10%	3%	9%	3%	8%	3%	8%	3%
Different Census Division (CD), same Province	11%	1%	9%	3%	7%	2%	8%	3%
Interprovincial Migrants	10%	0%	7%	2%	3%	1%	4%	2%
External Migrants (from Outside Canada)	3%	0%	3%	0%	3%	1%	3%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%
National								
Non-Movers	50%	81%	55%	83%	57%	85%	57%	85%
Non-Migrants	25%	17%	26%	10%	24%	9%	24%	9%
Different Census Subdivision (CSD), same Census Division (CD)	7%	2%	6%	2%	5%	2%	4%	2%
Different Census Division (CD), same Province	11%	0%	9%	3%	9%	3%	9%	3%
Interprovincial Migrants	5%	0%	3%	1%	3%	1%	3%	1%
External Migrants (from Outside Canada)	2%	0%	2%	0%	2%	0%	2%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Note: The data for 1996, 2001 and 2006 is based on NOC-SH (which includes trades, transport and equipment operators and related occupations). The data for 1991 is based on SIC code (NOC data is not available) and includes occupations associated with the construction, transportation and storage industries.

In 1991 and 1996, labour mobility in BC was higher than the national average particularly with respect to the rate of intraprovincial migration. However, the rate of labour mobility was generally consistent with the national average in 2001 and 2006.

The Census data can also be used to demonstrate that geographic labour mobility tends to decline with age. For the following table, the workers were divided into two categories: mobile workers (i.e. those who had moved intraprovincially between Census divisions, interprovincially, or internationally over the previous five years and had ended up residing in BC and working in the trades or transportation occupations at the time of the Census) and non-mobile workers (i.e. those who had not moved or moved but did not leave the Census division). As indicated in the table below, in each of the five year blocks, workers aged 20 to 39 years were much more likely to be mobile (e.g. averaging across the four Censuses, workers in that age category accounted for 61% of the mobile population but only 41% of the non-mobile workers). In contrast, workers aged 45 years and older which were much less likely to be mobile (on average, on average, workers in that age category accounted for only 23% of the mobile population but 40% of the non-mobile workers).

Distribution of Mobile Workers and Non-Mobile Workers by Age Range

Age	5 YEAR MOBILITY							
	1991		1996		2001		2006	
	Mobile	Non-Mobile	Mobile	Non-Mobile	Mobile	Non-Mobile	Mobile	Non-Mobile
0–9	0%	0%	0%	0%	0%	0%	0%	0%
10–14	0%	0%	0%	0%	0%	0%	0%	0%
15–19	3%	4%	4%	5%	3%	5%	5%	6%
20–24	13%	9%	13%	8%	12%	8%	13%	10%
25–29	19%	12%	18%	9%	16%	8%	18%	8%
30–34	20%	14%	17%	12%	15%	11%	15%	8%
35–39	15%	15%	17%	15%	16%	13%	13%	10%
40–44	12%	13%	12%	15%	13%	15%	12%	13%
45–49	7%	10%	9%	13%	9%	14%	9%	14%
50–54	5%	8%	4%	10%	6%	11%	6%	12%
55–64	5%	12%	5%	11%	8%	13%	7%	15%
65–74	1%	2%	1%	2%	1%	2%	1%	4%
75+	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Over the five year periods previous to the respective Censuses, BC was a net importer of workers in these occupations in 1991, 1996 and 2006 but a net exporter of workers in 2001. As indicated, net positive interprovincial migration in the previous five year period supplied about 5% of the work force in each 1991 and 1996 (e.g. in the five year prior to 1996, net migration totalled 391 workers which represents about 5% of the workforce of 8,490 that existed for these occupations in 1996). In the five year period leading to 2006, net migration from Ontario, Manitoba, and Saskatchewan was offset by a net outmigration of workers to the Alberta resulting in virtually no net change.

Net Interprovincial Mobility Number of Trades and Transportation; Workers as Percent of Current Work Force

	1991		1996		2001		2006	
	5 YR	%	5 YR	%	5 YR	%	5 YR	%
Eastern Canada	11	0%	55	1%	-8	0%	14	0%
Quebec	12	0%	29	0%	15	0%	7	0%
Ontario	13	0%	169	2%	-24	0%	70	1%
Prairies	314	4%	132	2%	-258	-3%	-69	-1%
Northern Canada	8	0%	6	0%	8	0%	1	0%
Total	358	5%	391	5%	-267	-3%	23	0%
Total Employed in NOC S-H	7,021		8,490		8,320		9,612	

Most of the workers who arrive in BC from other provinces have come from the Prairies or from Ontario (particularly during periods when economic conditions in Ontario are weak) while most who left BC did so to move to the Prairies (most commonly to Alberta).

Net Interprovincial Mobility Number of Trades and Transportation; Workers as Percent of Current Work Force

	1991		1996		2001		2006	
	1 YR	5 YR	1 YR	5 YR	1 YR	5 YR	1 YR	5 YR
Destination of Worked Who Migrated Interprovincially to BC (Arrivals)								
Eastern Canada	3%	N/A	11%	11%	6%	5%	3%	4%
Quebec	4%	N/A	6%	8%	11%	6%	3%	7%
Ontario	24%	N/A	34%	27%	29%	21%	22%	36%
Prairies	66%	N/A	46%	52%	49%	65%	69%	49%
Northern Canada	2%	N/A	3%	2%	5%	4%	2%	4%
Total	100%	N/A	100%	100%	100%	100%	100%	100%
Destination of Who Migrated Interprovincially from BC (Departures)								
Eastern Canada	2%	N/A	7%	9%	6%	5%	1%	2%
Quebec	5%	N/A	2%	1%	11%	6%	3%	0%
Ontario	46%	N/A	19%	24%	29%	21%	13%	20%
Prairies	44%	N/A	68%	63%	49%	65%	82%	76%
Northern Canada	2%	N/A	4%	3%	5%	4%	1%	2%
Total	100%	N/A	100%	100%	100%	100%	100%	100%

POLICIES, PROGRAMS, AND LEGISLATION

Barriers to labour mobility are commonly categorized as either “natural, economic barriers” or “artificial barriers.” Natural, economic barriers include distance and linguistic-cultural differences, although language differences are affected by law and regulations. Artificial barriers to mobility are those imposed by law and regulation, including “professional occupational licensing, government occupational licensing of trades, preferential hiring practices, income security programs, education and language requirements, and employment standards legislation.”

Recent emphases in the development of public policy with respect to labour mobility have focused on the artificial barriers to labour mobility. These include federation-wide, interprovincial mobility agreements across several sectors, bilateral provincial agreements, and both federal and provincial statutes on “internal”—that is, interprovincial—trade including “credential recognition.” Examples of key initiatives which affect labour mobility include:

→ **The Red Seal program**, which was established in 1958 to support labour mobility in the trades. The Red Seal allows qualified tradespersons to practise their trade in any province or territory without having to write additional examinations. The Program is managed by the Canadian Council of Directors of Apprenticeship (CCDA). Each of the eight trades on which this study focused are Red Seal designated, with the exception of heavy equipment operators (for which the Red Seal designation is pending) and diesel engine mechanics which do not have a Red Seal. Some provinces, such as Alberta and Manitoba, require compulsory apprenticeship training and Red Seal certification for certain trades and occupations. However, there are currently no trades in BC that require a Red Seal in order to legally work in that trade. Currently, the only compulsory requirements may include local licenses and certifications, such as safety certifications.

→ **The Agreement on Internal Trade (AIT)** between the provinces and the federal government removes barriers to the free movement of people, goods, services and investments. The Labour Mobility Act allows people certified in any Canadian jurisdiction to be recognized and able to practice their profession in any other Canadian jurisdiction, and is similar to legislation being enacted or revised in other provinces²⁵. There have been other provincial agreements activated that support AIT. For example, the Ontario-Quebec Trade and Cooperation Agreement is a comprehensive trade agreement that aims to further reduce barriers to trade and enhance Ontario and Quebec’s economic relationship. The agreement reaffirms Canada’s Agreement on Internal Trade (AIT) amendments, while providing for additional commitments that will further enhance labour mobility between Ontario and Quebec.²⁶ The 2007 Trade, Investment and Labour Mobility Agreement (TILMA) provided a virtual economic union between BC and Alberta. In 2010, the Agreement was extended to Saskatchewan and renamed the New West Partnership Trade Agreement (NWPTA)²⁷.

These agreements have removed most barriers to the movement of labour in Canada. Successive federal, provincial and territorial governments have affirmed their commitment to full labour mobility across Canada. In a limited number of cases, exceptions to this principle are required.

In cases where significant differences in certification requirements exist between jurisdictions, a provincial or territorial government may approve an exception to full labour mobility provided the exception is justified by one of the following legitimate objectives:

- » Public security and safety;
- » Public order;
- » Protection of human, animal or plant life or health;
- » Protection of the environment;
- » Consumer protection;
- » Protection of the health, safety and well-being of workers;

25) www.leg.bc.ca/39th1st/3rd_read/gov11-3.htm#section5

26) www.ontariocanada.com/ontcan/1medt/downloads/ON-QC%20Backgrounder_sept09_en.pdf

27) www.tilma.ca/

- » Provision of adequate social and health services to all its geographic regions; and
- » Programs for disadvantaged groups.

→ Aside from **non-refundable tax credits** in respect of moving expenses related to accepting employment, the Government of Canada no longer subsidizes labour mobility through mechanisms such as unemployment insurance.²⁸

→ The literature highlights some of the strategies in place to recruit workers from other regions including:

» **Trade Shows and Exhibitions**—Employers are able to advertise and recruit workers through a number of various trade shows and exhibitions. One such event is the National Job Fair & Training Expo, Ontario's largest, most established and comprehensive recruitment event held twice a year in a high-quality trade show approach. The fair attracts recruiters from Ontario, across Canada, and abroad, and is open to the general public. Another exhibition is Future Building, an interactive three-day exhibition that provides young career seekers with the opportunity to experience hands-on activities in all areas of the construction sector. In addition, this exhibition showcases partnerships of labour and management working together to build Ontario's future.

» **Provincial Government Involvement in Foreign Worker Recruitment**—Provincial governments play various roles in supporting employers who are recruiting outside of Canada. Some provinces, such as Alberta, are actively supporting foreign worker recruitment and training through Canadian Embassies. The Government of Alberta Ministry of Human Services and Alberta Employment and Immigration (E&I) work in cooperation with Alberta businesses and industry to help promote Alberta as the best place to live and work. They support Alberta employers in their efforts to attract, recruit and retain skilled foreign workers to fill labour shortages²⁹. The Manitoba Strategic Recruitment Initiative allows the province to nominate qualified persons for immigration. Strategic Recruitment Initiatives are based on the

discretion of the Manitoba Provincial Nominee Program with attention paid to program needs and available resources³⁰.

» **International Mutual Recognition Agreements**—International Labour Mobility Programs and Agreements aim to improve labour mobility for skilled workers. The Quebec France Agreement (QFA) is a major step forward, as it alleviates an important obstacle to labour mobility by facilitating the mutual recognition of professional qualifications. The current negotiation of the Canada-EU Comprehensive Economic Agreement aims at improving the mobility of workers between the two partners by the end of 2011³¹.

» **International Job Fairs**—These events focus on bringing together Canadian employers with skilled workers who are looking to work and relocate to Canada. For example, Canada's East Coast Job Fair Ireland is a cooperative venture between five governments: the Government of Canada, and the Provincial Governments of New Brunswick, Prince Edward Island, Nova Scotia, and Newfoundland & Labrador. Atlantic Canada employers are invited to attend a skilled worker promotion and attraction event in Ireland to recruit prospective workers for difficult-to-fill positions. Support from provincial offices of immigration offer assistance to skilled workers in following up with prospective employees, key individuals and agencies³². Other initiatives are developed in collaboration with Canadian offices abroad, such as 'Destination Canada Job Fairs', a recruitment fair for franco-phone foreign-nationals that has taken place in France, Belgium and Tunisia³³. This job fair and forum is presented by the Embassy of Canada in France in partnership with public agencies for employment and international mobility such as Pôle emploi international in France, and Forem, BIJOB (ACTRIS), and VDAB in Belgium.

» **International Recruitment Agencies**—These agencies assist employers to recruit international workers and have a presence in the country or countries that are being targeted as a source of international labour.

28) www.cardus.ca/research/workandeconomics/labourmobility/

29) www.albertacanada.com/immigration/audience/

employers.aspx?icn=right-nav&ici=resources_employers

30) www.canadavisa.com/manitoba-provincial-nominee-program.html#Strategic_Recruitment_Initiatives

31) www.eco.ca/pdf/labour_mobility_report_2010.pdf

32) www.canadaseastcoast.ca/default.asp?mn=1.162.165

33) www.destination-canada-forum-emploi.ca/accueil.php?lang=en

INPUT FROM THE KEY INFORMANTS

Interviews were conducted with key informants including representatives from the Project Committee, industry associations, sector councils, training organizations, labour organizations and government to complement the results of the literature review and surveys. The major themes that arose from the interviews are summarized below.

Trends in Mobility

The key informants commented on the past trends with respect to labour mobility in BC and expected future developments.

→ **When discussing labour mobility, most key informants focus primarily on geographic movement whereby a worker moves to a new community to take a position with a new organization or to work on a new project with an existing organization.** The key informants confirmed that sectoral mobility associated with construction, transportation and trades occurs but has not been the focus of much research or often even much discussion. Unless specifically prompted to consider sector mobility, most key informants tended to answer questions from the perspective of geographic mobility.

→ **There is a strong perception amongst the key informants that the rate of labour mobility has either increased or at least remained the same over the past decade.** Of those expressing an opinion, nearly 60% of key informants believe that the rate of mobility has increased and about 40% indicated that it has remained the same. Only one key informant suggested that the rate of mobility has declined.

→ **Economic conditions are seen as the primary factor that drives labour mobility.** Although influenced by other factors, labour mobility is seen primarily as a mechanism through which regional differences in the supply and demand of workers is able to achieve some type of equilibrium. Workers

tend to move areas of high unemployment to areas of low unemployment. Mobility can be a function of both poor economic conditions in the region of origin and strong economic conditions in the destination region. At the present time, strong economic growth (and the resulting low unemployment rates and higher wages) in certain regions such as Alberta, Saskatchewan, and northern BC are seen as the primary drivers of labour mobility. Other broad factors that were identified as affecting mobility rates are that people now less tied to particular employers (more willing to change employers and careers) and more accustomed to travelling and moving for employment. On the other hand, the population is aging and older workers are considered less likely to be mobile which has a dampening effect on the rate of mobility.

→ **Most key informants (58%) expect that the rate of labour mobility will either increase or at least remain the same (29%) over the next decade.** A major determining factor will be the strength of the economy in Alberta, Saskatchewan and northern BC relative to the rest of BC which itself will be a function of the strength of the resource sectors, particularly energy, and the associated investments in construction. The need to draw workers from other regions will also be a function of the age of current work force and the need to replace retiring workers.

→ **The likelihood that a worker will migrate to another region is a function of both environmental factors and personal factors.** Environmental factors can be defined as those external factors that determine the need to move and the strength of the potential opportunities, benefits and costs associated with the move. Personal characteristics are those factors specific to the worker's situation that may affect his or her willingness and ability to move.

→ **Environmental factors were most commonly defined to include the specific employment opportunities associated with the potential destination relative to opportunities in the current home market.** The opportunities can be defined in terms of simple access to employment ("better chance to get a job") or more specifically with respect to the nature of the job and the

community. Examples of the factors that were identified by the key informants include:

- » Wages (total compensation including the opportunity for overtime);
- » Benefits (from medical plans to living allowances);
- » Location of the job (covering issues from transportation access to recreational opportunities and quality of life as well as proximity to where they are currently located);
- » Ability to commute (e.g. schedules that permit frequent or extended trips back to the “home” community and subsidized flights home for commuters);
- » Costs of moving;
- » Past experience with the region;
- » Employment stability (length of project/expected duration of employment);
- » Opportunities for advancement or further development;
- » and Transferability of their skills, experience and certifications.

Compensation was the factor that was most often mentioned by the key informants.

→ **The personal factors were most commonly mentioned by the key informants were age and family status**

(e.g. married and/or living with children). Older workers and married workers are less likely to move unless there are very few opportunities available locally and there are much better opportunities in the destination community. Other factors which were mentioned include:

- » Being at an early stage in their career (feeling the need to gain experience and become established in the occupation);
- » Level of involvement in the current community (e.g. involvement in certain activities that could not be maintained or replicated in the new location);
- » The extent to which others (e.g. parents) depend upon the worker; and
- » The worker’s sense of adventure.

→ **Intraprovincial migration is considered more prevalent than interprovincial migration which, in turn, is much more prevalent than international migration.** Overseas workers who want to relocate to Canada can face barriers

associated with relocation expenses and the need for visas. Foreign qualification requirements do not tend to be an issue, as they are addressed by the employer upon offering employment to overseas workers.

→ **Many of the mobile workers do not move permanently to their new place of work.**

The key informants were divided as to how frequently migrating workers expect to stay in the destination community with approximately one-third of those interviewed suggesting that, in their sector or region, most mobile work was temporary while one-third indicated that there is a mix with many of the mobile workers settling permanently in their new work environment. It was suggested that the decision to stay depends largely on the nature of the job (project or permanent), age of the worker, their ties to their previous home, the location of the work (how isolated) and the quality of life such as the outdoor recreation opportunities offered.

Effect of Regulatory Reform and Government Programs

The key informants were asked to comment on the impact of government regulations and programs on labour mobility.

→ **The Red Seal Program was seen as the initiative which has had the greatest impact in terms of facilitating labour mobility.**

When asked to rank the impact of the Red Seal Program on labour mobility where 1 is no impact at all, 3 is somewhat of an impact, and 5 is a major impact, the key informants provided a rating of 4.0 (n=28). According to the key informants, the introduction and expansion of the Red Seal has largely eliminated what were previously significant regulatory barriers impeding the willingness and ability of tradespersons to move across provinces, including differences in training programs and standards, differences in trade definitions and scopes, and licensing issues between provinces.

→ **The Agreement on Internal Trade and the North West Partnership Trade Agreement were viewed by the key informants as being less significant with respect to labour mobility, at least to date.** When asked to rate the impact on a scale of 1 to 5 where 1 is no impact at all, 3 is somewhat

of an impact, and 5 is a major impact, the key informants provided an average rating of 2.8 (n=20). Many of the key informants indicated that it is too early to tell if the Agreements will have a significant impact.

→ **Very few other regulations or government programs were viewed as impacting labour mobility.** The few programs which were identified as influencing mobility consisted primarily of programs that provide alternative sources of workers (e.g. the Federal Skilled Worker Program, the Provincial Nominee Program, and the Temporary Foreign Worker Program) and training programs to upgrade workers who may have recently moved or to train local workers for positions.

Constraints to Mobility

The key informants commented on the factors that may make it difficult for workers to move as well as for employers to attract workers from other regions or sectors.

→ **The barriers to mobility for workers who are interested in moving, that were identified most commonly by the key informants, included the applicability of the worker's skills and experience in the new work environment, formal recognition of their credentials, and the need for upgrading or further training.** Other constraints which were identified included language skills (especially for foreign workers); communication skills; familiarity in working in a BC environment, and flexibility.

→ **The barrier to attracting workers that was identified most commonly by the key informants is the ability of employers to financially compete with other regions or sectors (e.g. the ability to pay higher wages or provide competitive benefits).** Other barriers which were identified included the ability to create awareness of the opportunities and directly target potential workers who might be interested in moving or changing sectors, the costs of relocation, and certain disadvantages associated with the region (e.g. high costs of housing or life style considerations).

Strategies for Promoting Mobility

The key informants were also asked about strategies that can and to some degree are being used by both employers and regions or sectors to attract workers.

→ **Employers most commonly attract workers by promoting the characteristics of the job or the region.** For example, to generate interest in positions, it was noted that employers may increase wages and benefits; provide signing and longevity bonuses; cover the costs of moving expenses; provide flexible shifts and flights home which enable the worker to stay connected with their home community; promote the features and quality of life associated with the new community; or provide housing.

→ **The extent to which regions and sectors work together to attract workers varies by region, depending in large part on the severity of the need.** Some of the strategies that are used include attending domestic or international job fairs, undertaking media advertising, implementing public relations programs to generate news coverage, and implementing campaigns specifically targeted at workers who had left the region or sector in the past to encourage them to return. When asked how could the Gateway be positioned to be attractive to mobile workers, the Program Committee and other representatives suggested a range of considerations such as tailoring strategies to the characteristics of specific target groups, focusing on lifestyle and accommodation, incorporating training, subsidizing moving and housing costs, and promoting the availability of long-term opportunities.

→ **Most key informants felt that they could not comment on the need to expand or improve upgrading or training available to workers transferring from other regions or sectors.** Several suggested that the Red Seal designation demonstrated that the worker possesses the skills which are needed. Some mentioned the need for training recent immigrants who may not have the required standards.

SURVEY OF ORGANIZATIONS

This chapter provides a summary of the responses of the 312 organizations that were surveyed during the project.

CHARACTERISTICS OF ORGANIZATIONS SURVEYED

The table below indicates the number of organizations reporting employing workers in particular trades. Of the 312 organizations surveyed, 111 employ heavy duty equipment mechanics (36%), 82 employ truck and transport mechanics (26%), 64 employ carpenters (21%), 58 employ welders (19%), and 46 employ plumbers and pipefitters (15%). The abbreviations used for the trades in this table and in other charts and tables in this report are as follows:

» **Transportation trades:**

- ▶ **HDEM:** Heavy duty equipment mechanic
- ▶ **TTM:** Truck and transport mechanic
- ▶ **DEM:** Diesel engine mechanic³⁴
- ▶ **HEO:** Heavy equipment operator

» **Construction trades:**

- ▶ **Elec:** Construction electrician
- ▶ **Carp:** Carpenter
- ▶ **P&P:** Plumber and pipefitter
- ▶ **Weld:** Welder

All of the target trades are Red Seal designated, with the exception of heavy equipment operators, for which the Red Seal designation is pending, and diesel engine mechanics which do not have a Red Seal.

While 69% of the organizations (216 organizations) employ workers associated with only one of the eight trades, nearly one-third employ workers from multiple trades. On average, the organizations employ workers from 1.5 of the eight

trades. One organization employed workers from seven of the eight trades. The most common combinations are heavy duty equipment mechanics and welders (12 organizations), heavy duty equipment mechanics and truck and transport mechanics (12 organizations), truck and transport mechanics and welders (7 organizations), and heavy duty equipment mechanics, truck and trailer mechanics, and diesel engine mechanics (6 organizations).

The organizations were drawn from a wide range of sectors, the most common of which were trades contractor (29%), general contractor (18%), truck sales and service (13%), trucking companies (10%), mining, quarrying, oil and gas extraction (7%), other construction (6%), manufacturing (5%) and forestry (5%). Organizations that employ heavy duty equipment mechanics, truck and transport mechanics, and diesel engine mechanics were most likely to be active in the truck sales and service; trucking; mining, quarrying, oil and gas extraction; and the forestry sectors. Most organizations that employ heavy equipment operators, construction electricians, carpenters, and plumbers and pipefitters are general contractors or trades contractors. Organizations employing welders are active in a wide range of different sectors.

Most of the organizations that were surveyed report having 25 or fewer employees. Organizations employing heavy equipment operators and welders were most likely to report having 100 or more employees while those employing construction electricians, carpenters, and plumbers and pipefitters were the least likely. Organizations employing journeypersons in the transportation trades (heavy duty equipment mechanics, truck and transport mechanics, diesel engine mechanics, heavy equipment operators) are more likely to be situated in the Northern Interior than those employing journeypersons in the construction trades (electricians, carpenters, plumbers and pipefitters, welders).

34) HEO was only recently established as designation in 2006, which must be considered when comparing the figures in this report.

Characteristics of the Organizations Surveyed

	TRANSPORTATION					CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD		
Number of Organizations Reporting Employees by Individual Trades										
N=	111	82	32	37	52	64	46	58	312	
Number of Different Trades Employed										
1	39%	34%	13%	22%	71%	75%	80%	19%	69%	
2	27%	26%	19%	19%	10%	9%	4%	36%	16%	
3	20%	20%	31%	19%	10%	8%	9%	26%	9%	
4	10%	15%	19%	24%	4%	5%	4%	12%	4%	
5	4%	5%	16%	14%	6%	2%	0%	5%	2%	
6	0%	0%	0%	0%	0%	0%	0%	0%	0%	
7	1%	1%	3%	3%	0%	2%	2%	2%	0%	
Number of Different Trades Employed										
Trades Contractor	5%	4%	6%	22%	62%	28%	78%	9%	29%	
General Contractor	9%	4%	16%	35%	12%	56%	11%	10%	18%	
Truck Sales And Service	22%	30%	22%	0%	0%	0%	0%	10%	13%	
Trucking Companies	15%	32%	22%	8%	0%	0%	0%	16%	10%	
Other Services	15%	12%	19%	8%	4%	0%	0%	10%	8%	
Mining, Quarrying, Oil and Gas Extraction	15%	9%	22%	5%	4%	2%	2%	17%	7%	
Other Construction	8%	5%	13%	14%	2%	5%	7%	9%	6%	
Manufacturing	5%	5%	6%	3%	2%	8%	0%	16%	5%	
Forestry	12%	11%	22%	8%	2%	0%	0%	12%	5%	
Excavation and Demolition	5%	5%	6%	19%	0%	3%	2%	3%	4%	
Automotive Sales and Service	2%	10%	6%	0%	0%	0%	0%	5%	3%	
Bus and Coach Companies	3%	7%	3%	0%	0%	2%	2%	2%	2%	
Concrete Production and Pouring	4%	2%	3%	5%	2%	3%	0%	2%	2%	
Rail	4%	1%	9%	3%	4%	0%	0%	2%	2%	
Marine	2%	0%	6%	0%	0%	0%	0%	2%	1%	
Air	2%	0%	0%	5%	6%	0%	0%	0%	1%	
Warehousing	2%	2%	6%	0%	0%	0%	0%	2%	1%	
Agriculture	3%	2%	6%	0%	0%	0%	0%	2%	1%	
Municipal and Regional District Government	2%	0%	3%	0%	0%	0%	0%	2%	1%	
School Districts	1%	0%	0%	0%	0%	2%	2%	2%	1%	
Utilities	1%	1%	3%	3%	4%	0%	0%	0%	1%	
Waste Management and Remediation Services	1%	2%	0%	0%	0%	0%	0%	2%	1%	

The abbreviations used for the trades in this table and in other charts and tables in this report are as follows:

Transportation trades: HDEM: Heavy duty equipment mechanic
 TTM: Truck and transport mechanic
 DEM: Diesel engine mechanic
 HEO: Heavy equipment operator

Construction trades: Elec: Construction electrician
 Carp: Carpenter
 P&P: Plumber and pipefitter
 Weld: Welder

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Employees									
0–5 Employees	10%	6%	0%	8%	4%	3%	15%	12%	10%
6–10 Employees	10%	11%	19%	24%	23%	30%	20%	14%	21%
11–25 Employees	20%	30%	16%	14%	37%	31%	30%	10%	28%
26–50 Employees	17%	22%	31%	11%	17%	16%	7%	19%	18%
51–100 Employees	12%	7%	6%	5%	8%	6%	11%	9%	8%
101–250 Employees	14%	11%	13%	19%	8%	5%	4%	21%	7%
251–500 Employees	7%	6%	6%	11%	2%	3%	2%	9%	3%
Over 500 Employees	5%	6%	9%	5%	2%	3%	4%	5%	2%
No response	5%	1%	0%	3%	0%	3%	7%	1%	3%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Region *									
Lower Mainland	29%	33%	28%	38%	37%	42%	57%	29%	37%
Vancouver Island	16%	13%	16%	30%	25%	30%	26%	16%	21%
Southern Interior	31%	34%	34%	19%	31%	22%	11%	34%	28%
Northern Interior	22%	16%	16%	14%	6%	3%	7%	21%	12%
No Region Provided	3%	4%	6%	0%	2%	3%	0%	0%	3%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

*Southern Interior includes Cariboo, Kootenay, Thompson/Okanagan. Northern Interior includes Northeast, Nechako, North Coast.

The organizations were drawn from a wide range of sectors, the most common of which were trades contractor (29%), general contractor (18%), truck sales and service (13%), trucking companies (10%), mining, quarrying, oil and gas extraction (7%), other construction (6%), manufacturing (5%) and forestry (5%). Organizations that employ heavy duty equipment mechanics, truck and transport mechanics, and diesel engine mechanics were most likely to be active in the truck sales and service; trucking; mining, quarrying, oil and gas extraction; and the forestry sectors. Most organizations that employ heavy equipment operators, construction electricians, carpenters, and plumbers and pipefitters are general contractors or trades contractors. Organizations employing welders are active in a wide range of different sectors.

Most of the organizations that were surveyed report having 25 or fewer employees. Organizations employing heavy equipment operators and welders were most likely to report having 100 or more employees while those employing construction electricians, carpenters, and plumbers and pipefitters were the least likely. Organizations employing journeypersons in the transportation trades (heavy duty equipment mechanics, truck and transport mechanics, diesel engine mechanics, heavy equipment operators) are more likely to be situated in the Northern Interior than those employing journeypersons in the construction trades (electricians, carpenters, plumbers and pipefitters, welders).

HIRING OF CREDENTIALLED EMPLOYEES

The 312 organizations currently employ 4,156 journeypersons, which is equal to an average of 13.3 per organization. These journeypersons are most commonly involved in the truck and transport mechanic, electrical, heavy equipment operator, and heavy duty equipment mechanic trades.

Hiring of Credentialed Employees

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Current Employment of Workers in the Eight Trades									
Number of employers reporting employees by individual trades	111	82	32	37	52	64	46	58	312
Number of journeypersons in the trade(s) currently employed by the organization	628	777	188	676	710	468	417	421	4,156
Average number of journeypersons currently employed	5.7	9.5	5.9	18.3	13.7	7.3	9.1	7.3	13.3
Hiring of Workers Already Credentialed									
Number of organizations who hired journeypersons already credentialed	89	61	22	21	45	53	40	51	260
Percent who hired journeypersons already credentialed	80%	74%	69%	57%	87%	83%	87%	88%	83%
Number of journeypersons already credentialed when hired	351	349	50	219	455	278	259	374	2,300
Average number of their journeypersons already credentialed when hired	3.2	4.3	1.6	5.9	8.8	4.3	5.6	6.4	7.4
Percentage of current journeypersons credentialed when hired	56%	45%	27%	32%	64%	59%	62%	89%	55%
Hiring of Credentialed Workers in the Past Year									
Number of organizations hiring credentialed journeypersons in the past year	36	28	8	9	18	21	19	24	118
Percent hiring credentialed journeypersons in the past year	32%	34%	25%	24%	35%	33%	41%	41%	38%
Number of credentialed workers hired in the past year	68	52	10	52	82	69	91	260	673
Average number of credentialed journeypersons hired in the past year per hiring organization	0.6	0.6	0.3	1.4	1.6	1.1	2.0	4.5	2.2
Number of journeypersons currently employed for every credentialed journeyperson hired in past year	7.7	17.9	5.0	27.2	20.8	12.3	14.4	14.8	21.8

Most of the organizations (83%) report employing at least some journeypersons who were already credentialed at the time of hiring (e.g. the journeypersons did not apprentice and become credentialed while working for them). On average, the survey indicates that 55% of the journeypersons currently employed by these organizations were hired from outside the organization (i.e. already credentialed) while 45% were developed internally. The survey results suggest that organizations are more likely to develop welders, electricians and plumbers internally while relying on external sources to fill their needs for diesel engine mechanics and heavy equipment operators.

Thirty-eight percent (38%) of the organizations employ at least some journeypersons who were already credentialed at the time of hiring. These 118 firms hired 260 journeypersons (an average of 2.2 per organization), which represents one new hire for every 35.2 journeypersons who they currently employ. The rate of new hiring tends to be highest amongst heavy duty equipment mechanics and welders and lowest amongst heavy equipment operators. The rate of new hiring may be a function of both increasing demand and staff turnover (replacing workers to move to another organization or occupation or leave the workforce).

HIRING JOURNEYPersons FROM OTHER SECTORS

Number of Organizations Hiring and Tradespersons Hired from Other Sectors

Seventeen percent (17%) of the organizations have tradespersons who were already credentialed journeypersons when hired and were last employed in another sector. These 52 organizations reported hiring 223 such workers, equal to an average of 4.3 per organization. Another 17% of the organizations were unsure whether any of their tradespersons had last been employed in another sector. The percentage of organizations who knew that at least some of their journeypersons were last employed in another sector ranged from 4% of organizations employing plumbers and pipefitters to 30% of organizations which employ heavy equipment operators.

Overall, the organizations who were interviewed indicated that 26% of their current journeypersons in these trades were already credentialed and last employed in another sector when hired by them.

Number of Employers Who Hired Credentialed Journeypersons — From Other Sectors and Average Number Hired

	TRANSPORTATION					CONSTRUCTION			OVERALL	
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD		
Number of Organizations Reporting Employees by Individual Trades										
N=	111	82	32	37	52	64	46	58	312	
Number of Organizations With Workers in These Trades Who Were Already Credentialed Journeypersons Prior to Being Hired and Were Last Employed in a Different Sector										
Have previously credentialed journeypersons hired from other sectors	N=	29	7	5	11	9	7	2	13	52
	%	26%	9%	16%	30%	17%	11%	4%	22%	17%
Hired previously credentialed journeypersons but not from other sectors	N=	44	43	14	6	31	39	33	24	174
	%	40%	52%	44%	16%	60%	61%	72%	41%	56%
Have no journeypersons who were already credentialed when hired	N=	22	21	10	16	8	11	6	7	52
	%	20%	26%	31%	43%	15%	17%	13%	12%	17%
Not sure if hired any journeypersons from other sectors	N=	15	11	2	3	4	7	4	14	34
	%	14%	13%	6%	8%	8%	11%	9%	24%	11%
Number of Journeypersons Hired from other Sectors										
Total	165	11	29	134	47	16	5	109	223	
Average Per Organization Hiring	5.7	1.6	5.8	12.2	5.2	2.3	2.5	8.4	4.3	
Total journeypersons employed in the eight trades (excluding firms which were not sure or could not estimate the number)	1298	1149	792	907	640	650	644	754	2952	
As percent of current number of journeypersons	13%	1%	4%	15%	7%	2%	1%	14%	8%	

Previous Sector of Employment

According to the employers, the journeypersons who were moving from one sector to another most commonly were transferring from positions in forestry (15%), mining, quarrying, oil and gas extraction (13%), and trades contracting (13%). The sources varied somewhat depending upon the trades employed by the organization; for example, employers of electricians and carpenters were those most likely to hire tradespeople who had last been employed by trades contractors while employers of heavy duty equipment mechanics were those most likely to report hiring workers last employed in the forestry sector.

Sectors of Origin for Journeypersons that Transferred — From Other Sectors to Current Employer

PREVIOUS SECTOR	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Hiring Workers Who Changed Sectors									
N=	29	7	5	11	9	7	2	13	52
Previous Sector									
Forestry	21%	0%	40%	27%	0%	0%	50%	8%	15%
Trades Contractor	7%	0%	0%	0%	22%	43%	0%	8%	13%
Mining, Quarrying, Oil and Gas Extraction	14%	14%	20%	18%	11%	14%	50%	15%	13%
Trucking Companies	17%	0%	0%	18%	0%	0%	0%	8%	12%
Automotive Sales and Service	17%	29%	20%	9%	0%	0%	0%	8%	12%
Other Services	17%	14%	0%	9%	11%	0%	0%	15%	10%
General Contractor	14%	0%	0%	27%	22%	0%	0%	8%	8%
Excavation and Demolition	7%	14%	0%	9%	11%	14%	0%	0%	6%
Other Construction Sector	3%	0%	0%	0%	0%	14%	0%	15%	6%
Manufacturing	3%	14%	0%	9%	11%	14%	0%	15%	6%
Truck Sales and Services	7%	14%	0%	0%	0%	0%	0%	8%	4%
Marine	3%	0%	0%	0%	0%	0%	0%	0%	2%
Rail	3%	0%	0%	0%	0%	0%	0%	0%	2%
Agriculture	3%	0%	0%	0%	0%	0%	0%	0%	2%
Municipal and Regional District Government	3%	0%	0%	9%	11%	0%	0%	0%	2%
Training Institutions / Colleges	0%	0%	0%	0%	11%	0%	0%	0%	2%
Other	7%	29%	0%	0%	11%	29%	50%	0%	10%
Don't Know or Don't Remember	3%	0%	40%	27%	22%	14%	0%	23%	12%

Major Reasons Why Workers Change Sectors

The most common reason given by employers as to why the journeypersons changed sectors is that work was no longer available in the sector of origin (33% of respondents). Other common reasons for shifting sectors included better pay and/or benefits in the new sector (21%), more stable or predictable hours (17%), and better working conditions (15%).

Reasons for Transferring Sectors

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Hiring Workers Who Changed Sectors									
N=	29	7	5	11	9	7	2	13	52
Reason for Change									
Work not available	24%	14%	60%	27%	11%	57%	0%	46%	33%
Better pay / benefits	24%	0%	20%	36%	33%	14%	50%	23%	21%
Unstable/unpredictable hours	28%	14%	0%	9%	0%	29%	50%	8%	17%
Better working conditions	14%	14%	20%	9%	11%	14%	0%	0%	15%
More interesting / rewarding work	17%	14%	0%	9%	22%	14%	50%	8%	13%
Better long-term prospects	14%	14%	0%	18%	11%	0%	50%	8%	12%
Better location	7%	14%	0%	0%	11%	14%	0%	0%	8%
Less travel required	7%	0%	0%	0%	0%	0%	0%	15%	8%
Reputation / quality of organization	7%	0%	0%	9%	0%	0%	0%	8%	6%
Other personal reasons	7%	14%	0%	9%	0%	0%	0%	0%	6%

Characteristics of Workers Changing Sectors

When asked to identify the characteristics of workers who transferred sectors, the organizations most commonly stated that the typical worker who transferred sectors was a male between the ages of 35 and 54, with 10 to 20 years of experience. No significant differences were reported between different trades.

Characteristics of Typical Worker Who Changed Sectors

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Hiring Workers Who Changed Sectors									
N=	29	7	5	11	9	7	2	13	52
Age									
Less than 24 Years Old	10%	14%	0%	9%	0%	14%	0%	8%	8%
25 to 34 Years Old	34%	43%	40%	27%	22%	43%	50%	23%	29%
35 to 44 Years Old	38%	43%	40%	36%	56%	43%	50%	31%	37%
45 to 54 Years Old	28%	29%	40%	45%	56%	43%	100%	23%	37%
More than 55 Years Old	14%	0%	0%	0%	0%	43%	50%	15%	13%
Sex									
Male	100%	100%	80%	91%	89%	86%	100%	92%	98%
Female	0%	0%	0%	0%	0%	0%	0%	0%	0%
Experience									
Less than 1 Year	3%	0%	0%	0%	0%	0%	0%	0%	2%
1 to 4 Years	7%	0%	40%	9%	11%	29%	0%	0%	10%
5 to 9 Years	31%	57%	20%	9%	22%	43%	50%	15%	27%
10 to 20 Years	34%	43%	40%	64%	44%	0%	50%	31%	33%
Over 20 Years	24%	0%	40%	9%	33%	29%	50%	31%	29%

Barriers to the Recruiting of Workers From Other Sectors

Employers identified several common barriers to recruiting workers from other sectors including additional training requirements (20%), strong competition from employers in those sectors (17%), difficulties in competing on wages (16%), and a lack of transferrable skills and competencies amongst workers in those sectors (16%). In this chart, the percentages under each trade are the number of organizations citing a barrier who employ that trade divided by the total number of organizations surveyed with workers in that trade.

Sectors of Origin for Journeypersons that Transferred – From Other Sectors to Current Employer

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Employees by Individual Trades									
N=	111	82	32	37	52	64	46	58	312
Barriers									
Additional training requirements	23%	23%	25%	5%	23%	13%	13%	12%	20%
Strong competition	32%	34%	47%	27%	13%	6%	9%	29%	17%
Skills not transferrable	17%	13%	16%	14%	19%	14%	9%	7%	16%
Wage related considerations	19%	24%	25%	19%	15%	11%	13%	22%	16%
Lack of relevant past experience	11%	9%	9%	11%	12%	8%	7%	3%	11%
Union related considerations	4%	2%	3%	5%	4%	8%	4%	7%	4%
Few credentialed workers employed in other sectors	6%	5%	6%	0%	6%	0%	0%	0%	4%
Credentials not recognized	5%	6%	3%	0%	4%	2%	2%	3%	4%
Less attractive hours of work	6%	6%	13%	14%	8%	0%	2%	9%	3%
Less attractive working conditions	5%	4%	6%	5%	6%	0%	0%	2%	2%
Location	5%	2%	3%	5%	6%	0%	0%	7%	2%
Availability of work	3%	2%	0%	0%	2%	3%	2%	3%	2%
Regulatory issues	2%	2%	3%	0%	8%	0%	0%	2%	2%
Competition	2%	6%	3%	3%	2%	0%	2%	2%	2%
Cost of Living	2%	1%	6%	8%	0%	3%	2%	2%	1%
Less attractive / work not as interesting	2%	1%	3%	3%	4%	0%	0%	0%	1%
Less attractive longer-term prospects	0%	0%	0%	3%	0%	0%	2%	2%	0%
Haven't targeted other sectors	9%	12%	6%	5%	12%	11%	28%	14%	13%
Don't know	6%	4%	6%	5%	10%	5%	4%	10%	5%

Employers identified several particular shortages in skills, competencies, or types of experience that tend to limit the transferability of workers to their sectors and organizations. The shortages that were most commonly identified included:

- » General work experience (24 organizations);
- » Trade-specific skills (13 organizations);
- » Electronics and computer skills (8 organizations);
- » General work skills (6 organizations); and
- » Personal qualities (5 organizations).

HIRING JOURNEYPersons FROM OTHER REGIONS

Number of Organizations Hiring and Tradespersons Hired from Other Regions

Thirty-two percent (32%) of the organizations have tradespersons who were already credentialed journeypersons when hired and were last employed in another region. These 99 organizations reported hiring 378 such workers, equal to an average of 3.8 per organization. Another 7% of the organizations were unsure whether any of their tradespersons had last been employed in another region. The percentage of organizations who knew that at least some of their journeypersons were last employed in another region did not vary significantly across the organizations, ranging from 27% of organizations employing truck & transport mechanics and heavy equipment operators to 38% of organizations which employ welders.

Overall, the organizations who were interviewed indicated that 12% of their current journeypersons in these trades were already credentialed and last employed in another region when hired by them.

Number of Employers Who Hired Credentialed Journeyperson — From Other Sectors and Average Number Hired

		TRANSPORTATION					CONSTRUCTION			OVERALL
		HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Employees by Individual Trades										
N=		111	82	32	37	52	64	46	58	312
Number of Organizations With Workers in These Trades Who Were Already Credentialed Journeypersons Prior to Being Hired and Were Last Employed in a Different Sector										
Have previously credentialed Journeypersons hired from other regions	N=	36	22	9	10	18	21	14	22	99
	%	32%	27%	28%	27%	35%	33%	30%	38%	32%
Hired previously credentialed Journeypersons but not from other regions	N=	46	35	11	9	21	25	22	20	141
	%	41%	43%	34%	24%	40%	39%	48%	34%	45%
Have no journeypersons who were already credentialed when hired	N=	22	21	10	16	8	11	6	7	52
	%	20%	26%	31%	43%	15%	17%	13%	12%	17%
Not sure if hired any Journeypersons from other regions	N=	6	4	1	1	5	7	3	9	23
	%	5%	5%	3%	3%	10%	11%	7%	16%	7%
Number of Journeypersons Hired from Other Regions										
Total hired from other regions		243	116	67	162	59	85	66	212	378
Average per organization hiring		6.8	5.3	7.4	16.2	3.3	4.0	4.7	9.7	3.8
Total journeypersons employed in the eight trades (excluding firms which were not sure or could not estimate the number)		1415	1181	548	649	659	616	632	1033	3030
As percent of current number of journeypersons		17%	10%	12%	25%	9%	14%	10%	21%	12%

Previous Region of Employment

Of the 99 organizations that reported employing relocated workers, 60% reported currently employing journeypersons whose previous position had been in other regions of BC (of which the Lower Mainland and Vancouver Island were most commonly mentioned), 40% reported currently employing journeypersons whose previous position had been in other provinces of Canada (of which Alberta was most commonly mentioned), and 14% reported currently employing journeypersons whose previous position had been outside of Canada.

Of the 378 journeypersons these employers reported having hired from other regions, 40% were hired from other regions in BC, most commonly from the Lower Mainland/Southwest (16% of journeypersons coming from other regions in BC), 21% were hired from other provinces, most commonly from Alberta (44% of journeypersons hired from other provinces), and 5% were hired from overseas, most commonly from Australia (17% of journeypersons hired from other countries). Employers did not report the region of origin for approximately one-third (35%) of these journeypersons.

Source of Workers Relocating from Outside the Region

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Employees Who Changed Regions and Journeypersons Hired									
N=	36	22	9	10	18	21	14	22	99
Total Hired From Other Regions	243	116	67	162	59	85	66	212	378
Previous Region (Percent of Journeypersons Hired from Outside the Region)									
Other Regions in BC	38%	59%	73%	39%	36%	75%	77%	32%	40%
Vancouver Island / Coast	7%	4%	2%	5%	19%	8%	6%	10%	13%
Cariboo	14%	14%	18%	14%	5%	13%	14%	13%	11%
Lower Mainland / Southwest	15%	20%	24%	14%	14%	19%	22%	16%	16%
North Coast	23%	29%	41%	33%	0%	31%	39%	31%	11%
Thompson / Okanagan	10%	13%	12%	10%	14%	13%	12%	12%	14%
Kootenay	4%	6%	2%	2%	29%	5%	2%	4%	9%
Nechako	3%	0%	0%	2%	0%	0%	0%	1%	2%
Northeast	7%	1%	0%	0%	5%	0%	4%	1%	7%
Region Not Specified	17%	10%	0%	21%	14%	13%	2%	10%	18%
Another Province	9%	5%	4%	12%	36%	18%	18%	11%	21%
Alberta	35%	50%	67%	25%	67%	13%	25%	21%	44%
Saskatchewan	4%	0%	0%	10%	5%	7%	17%	4%	8%
Manitoba	4%	17%	0%	5%	0%	0%	8%	4%	4%
Ontario	9%	0%	0%	0%	19%	7%	17%	13%	10%
Quebec	0%	17%	0%	0%	0%	27%	17%	8%	6%
New Brunswick	9%	17%	33%	15%	0%	0%	0%	4%	5%
PEI	0%	0%	0%	0%	0%	0%	0%	0%	0%
Nova Scotia	0%	0%	0%	0%	5%	0%	0%	0%	1%
Newfoundland	0%	0%	0%	0%	10%	13%	17%	8%	5%
Yukon	0%	0%	0%	0%	0%	0%	0%	0%	0%
NWT	0%	0%	0%	0%	0%	0%	0%	0%	0%
Nunavut	0%	0%	0%	0%	0%	0%	0%	0%	0%
Province Not Specified	39%	0%	0%	45%	0%	33%	0%	38%	39%

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Overseas	2%	0%	0%	1%	10%	12%	5%	1%	5%
USA	0%	0%	0%	0%	0%	10%	0%	0%	6%
United Kingdom	20%	0%	0%	100%	7%	0%	0%	33%	11%
India	0%	0%	0%	0%	17%	0%	0%	0%	6%
Australia	20%	0%	0%	0%	0%	30%	33%	0%	17%
Germany	0%	0%	0%	0%	0%	10%	33%	0%	11%
New Zealand	20%	0%	0%	0%	0%	10%	33%	0%	6%
Russia	0%	0%	0%	0%	17%	0%	0%	0%	6%
South Africa	20%	0%	0%	0%	17%	0%	0%	33%	6%
Country Not Specified	20%	0%	0%	0%	33%	0%	0%	33%	11%
Another Province	9%	5%	4%	12%	36%	18%	18%	11%	21%
Alberta	35%	50%	67%	25%	67%	13%	25%	21%	44%
Saskatchewan	4%	0%	0%	10%	5%	7%	17%	4%	8%
Manitoba	4%	17%	0%	5%	0%	0%	8%	4%	4%
Ontario	9%	0%	0%	0%	19%	7%	17%	13%	10%
Quebec	0%	17%	0%	0%	0%	27%	17%	8%	6%
New Brunswick	9%	17%	33%	15%	0%	0%	0%	4%	5%
PEI	0%	0%	0%	0%	0%	0%	0%	0%	0%
Nova Scotia	0%	0%	0%	0%	5%	0%	0%	0%	1%
Newfoundland	0%	0%	0%	0%	10%	13%	17%	8%	5%
Yukon	0%	0%	0%	0%	0%	0%	0%	0%	0%
NWT	0%	0%	0%	0%	0%	0%	0%	0%	0%
Nunavut	0%	0%	0%	0%	0%	0%	0%	0%	0%
Province Not Specified	39%	0%	0%	45%	0%	33%	0%	38%	39%
Region Not Specified*	51%	35%	22%	48%	19%	0%	0%	55%	35%

*Some employers did not specify the regions from which the journeypersons were hired.

Source of Contact

Employers reported that they were most commonly contacted by prospective hires from other regions after they had moved to the new region. Just under one-third (29%) of organizations reported that prospective hires from other regions contacted them after moving to the new region while approximately one-quarter (24%) of organizations reported that the prospective hires from other regions contacted them before moving to the new region. The most common mode of contact from prospective hires was response to advertisements for open positions in their region (21%), followed by word of mouth (13%), direct contact between the organization and prospective hire, such as over the phone (9%), union communication (3%), and other online sources (2%).

When asked how they promote their job openings, the organizations most commonly identified online (51%) and print (38%) advertising. Organizations also promote their job openings through the Canada Job Bank (22%), postings on their company website (17%), word of mouth (15%), job fairs (6%), and through their respective unions (4%).

Employer Methods of Promoting Job Opportunities

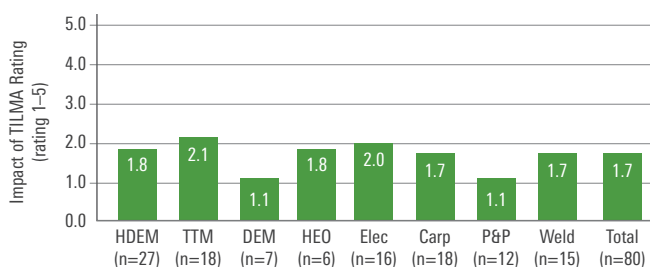
	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Hiring Tradespersons from Outside the Region									
N=	36	22	9	10	18	21	14	22	99
Promotion Methods (as percentage of those hiring outside the region)									
Online Advertising	56%	64%	78%	70%	44%	48%	64%	64%	51%
Print Advertising	50%	45%	67%	40%	50%	24%	36%	41%	38%
Canada Job Bank	33%	27%	44%	30%	17%	14%	21%	36%	22%
Company Website	28%	32%	33%	20%	22%	10%	29%	36%	17%
Word of Mouth	11%	23%	44%	20%	17%	19%	0%	14%	15%
Job Fairs	14%	14%	0%	0%	17%	0%	0%	23%	6%
Union	0%	0%	0%	10%	0%	10%	14%	0%	4%

Motivation for the Move

When asked to identify the major reason or reasons why credentialed journeypersons transferred from one region to another, the organizations commonly identified reasons other than work (48% of organizations). Other reasons which were identified include that work was not available in the previous region (25%); better long term prospects (16%); better pay and benefits (11%); better overall working conditions (9%); better reputation and quality of organization (6%); more interesting and personally rewarding work (5%); more stable and predictable hours (4%); and less travel required for work (2%).

Influencing Factors

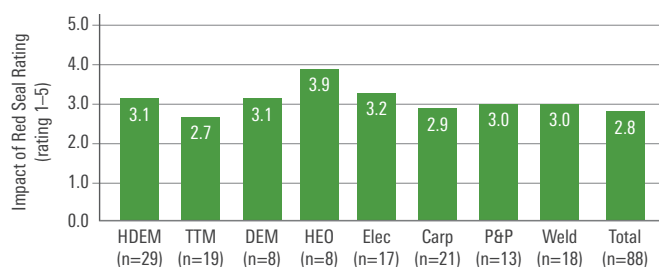
Employers stated that TILMA has not had much of an impact on labour mobility between regions. When asked to rate the impact of TILMA on labour mobility on a scale from 1 to 5, where 1 is no impact at all, 3 is somewhat of an impact, and 5 is a significant impact, organizations provided an average rating of 1.7. The chart below illustrates the ratings by organizations of the different trades.



Employers most commonly noted that they were not familiar with or have not used any of the interprovincial agreements (34 organizations), and several noted that the agreements had negatively impacted their ability to fill position as it has made it easier for workers to find employment in other provinces, particularly Alberta (11 organizations).

A small number of employers noted that the Red Seal designation continues to be the most important factor in the movement of workers from other provinces (4 organizations), and that there are still cases where credentials from one province are not recognized in another (3 organizations).

Employers stated that the Red Seal designation has had somewhat more of an impact on labour mobility between regions. When asked to rate the impact of the Red Seal designation on labour mobility on a scale from 1 to 5, where 1 is no impact at all, 3 is somewhat of an impact, and 5 is a significant impact, organizations provided an average rating of 2.8. The chart below illustrates the ratings by trade.



Employers most commonly noted that the Red Seal designation allows organizations to hire workers knowing they have a certain baseline of training and work experience (23 organizations) and several noted that a Red Seal is required to work in some trades with some organizations (7 organizations). However, several organizations noted that they prefer strong work experience and references (5 organizations), will still train workers for specific skills and tasks regardless of credentials or train their own apprentices (4 organizations), or feel that the Red Seal is sometimes too specific in its scope (3 organizations).

Characteristics of Workers Changing Region

When asked to identify the characteristics of workers who transferred regions, the organizations most commonly stated that the typical worker who transferred sectors was a male between the ages of 25 and 34, with 10 to 20 years of experience. No significant differences were reported between the different trades.

Characteristics of Typical Worker Who Changed Sectors

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Hiring Tradespersons from Outside the Region									
N=	36	22	9	10	18	21	14	22	99
Age									
Less than 24 Years Old	92%	91%	100%	100%	94%	95%	100%	86%	94%
25 to 34 Years Old	3%	0%	0%	0%	6%	0%	0%	5%	1%
35 to 44 Years Old	42%	50%	33%	60%	28%	29%	21%	45%	33%
45 to 54 Years Old	22%	23%	33%	40%	22%	24%	36%	18%	25%
More than 55 Years Old	8%	5%	22%	0%	11%	14%	7%	9%	10%
Sex									
Male	100%	100%	80%	91%	89%	86%	100%	92%	98%
Female	0%	0%	0%	0%	0%	0%	0%	0%	0%
Experience									
Less than 1 Year	0%	0%	0%	0%	0%	0%	0%	0%	0%
1 to 4 Years	19%	14%	11%	10%	33%	29%	21%	14%	19%
5 to 9 Years	31%	36%	33%	10%	50%	38%	14%	27%	33%
10 to 20 Years	33%	36%	56%	60%	33%	48%	43%	45%	37%
Over 20 Years	14%	5%	22%	10%	28%	5%	14%	9%	16%

Barriers to the Recruiting of Workers from Other Regions

Employers identified several common barriers to recruiting workers from other sectors including cost of moving (21% of organizations); strong competition for workers (15%); credential and regulatory issues (8%); non-transferrable skills or past experience (8%); high cost of living of some urban centres (6%); inability to offer competitive wages (6%); additional training requirements (5%); certain communities and regions are less attractive (5%); less attractive employment (5%); and union-related considerations (4%).

Barriers to Recruiting Workers from Other Regions

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Employees by Individual Trades									
N=	111	82	32	37	52	64	46	58	312
Barriers									
The costs associated with moving	25%	15%	16%	16%	21%	17%	11%	21%	21%
Strong competition for workers	21%	17%	16%	8%	17%	9%	11%	26%	15%
Past experience is not very relevant or applicable to our work	2%	1%	3%	0%	2%	5%	4%	3%	3%
The skills and competencies are not very transferrable	6%	2%	13%	5%	4%	2%	2%	3%	5%
Require additional training before they can become productive	9%	6%	9%	0%	4%	2%	0%	5%	5%
Extent to which their credentials are recognized	4%	4%	6%	3%	8%	2%	2%	3%	4%
Regulatory issues	5%	5%	3%	0%	4%	3%	2%	5%	4%
Union-related considerations	1%	1%	3%	3%	8%	6%	9%	3%	4%
Longer-term here prospects are uncertain	2%	0%	3%	0%	6%	0%	0%	0%	2%
Working conditions here are not as good	1%	1%	0%	0%	0%	0%	0%	0%	1%
Hours here are not as good	1%	1%	0%	3%	0%	0%	0%	3%	2%
Work is not as interesting	0%	0%	3%	0%	0%	0%	0%	0%	1%
The characteristics here of the community	8%	6%	9%	8%	6%	0%	2%	14%	5%
High cost of living	7%	5%	3%	8%	2%	6%	2%	5%	6%
Lower wages than other regions	5%	11%	3%	0%	6%	5%	4%	7%	6%
Don't Know	3%	1%	0%	3%	0%	0%	2%	0%	2%

For many employers, there are significant barriers to recruiting workers from outside the region. A few employers cited that a lack of experience with and knowledge of specific types of equipment or of working in region-specific conditions can be factors that limit worker transferability to their region and organization.

TRAINING PROVIDED TO TRANSFERRING JOURNEYPEERSONS

Of the 312 organizations who were surveyed, 122 (39%) report having hired journeypeerpersons from outside their region and or sector. Of these organizations, 73 (60%) reported having provided upgrading or training to better prepare them for the new position. The types of training that were most commonly identified included on-the-job training (70%), mentoring programs (52%), and formal upgrading or technical training provided through external sources (41%) or directly through the company (40%).

Most of the formal training programs were of a duration of one week or less, with just over one-quarter (27%) of organizations providing programs of two to five days and just under one-third (30%) providing programs lasting one day. Approximately one-fifth (19%) of organizations provided training programs lasting up to two weeks, 14% had programs lasting from 10 to 30 days, and 16% had programs lasting longer than 30 days.

Characteristics of Training Provided to Workers – Who Changed Regions or Sectors

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Surveyed, Hiring Outside of the Region or Sector, and Providing Training									
N=	111	82	32	37	52	64	46	58	312
Hiring from Outside Region or Sector	50	29	12	18	24	24	15	33	122
% Hiring	45%	35%	38%	49%	46%	38%	33%	57%	39%
Provided Upgrading or Training	28	20	9	11	17	14	7	15	73
% Providing	56%	69%	75%	61%	71%	58%	47%	45%	60%
Types of Training Provided									
Mentoring for newer workers	46%	50%	67%	64%	47%	64%	43%	40%	52%
“On-the-job” training	71%	65%	67%	91%	59%	79%	57%	67%	70%
Formal upgrading or technical training delivered directly through the company	50%	50%	33%	45%	35%	36%	29%	20%	41%
Formal upgrading or technical training taken by employees from outside sources	68%	70%	67%	55%	18%	43%	14%	60%	40%
Other	25%	24%	28%	30%	33%	22%	15%	26%	23%
Duration of Training									
One day or less	13%	24%	17%	25%	63%	57%	33%	36%	30%
Two to five days	35%	41%	33%	25%	13%	43%	33%	27%	27%
6 to 10 days	26%	18%	67%	25%	0%	29%	67%	18%	19%
10 to 30 days	17%	29%	0%	13%	0%	0%	33%	9%	14%
Over 30 days	13%	12%	0%	0%	25%	0%	0%	9%	16%
Other	9%	12%	0%	25%	13%	14%	33%	9%	14%
Is there a need to expand or improve the upgrading or training available to workers transferring from other regions or sectors? (respondents may respond yes to both transferring from other regions and other sectors)									
Yes for those transferring from other regions	36%	55%	67%	45%	24%	21%	43%	33%	32%
Yes for those transferring from other sectors	29%	30%	33%	36%	12%	21%	14%	20%	21%
No	36%	35%	22%	36%	59%	57%	43%	53%	52%
Other	7%	5%	11%	9%	0%	7%	0%	0%	4%
Don't Know	14%	0%	0%	9%	12%	7%	14%	7%	8%

The training that employers offered focused on several areas including equipment and product training (17 organizations); skill development and refreshing (13 organizations); safety and first aid (9 organizations); training for Red Seal and other credentials (5 organizations); and other business and soft skills (2 organizations).

Employers made several recommendations to improve the training available for workers including to increase accessibility and availability of training programs to workers (7 organizations), increase training for workers prior to their entry into the workforce (4 organizations), standardize training and credentials (3 organizations), increase hands-on training (3 organizations), create an upgrading course for credentialed journeypersons (2 organizations), increased training in computer skills and diagnostics (1 organization), and that it should be the responsibility of organizations to provide training specific to their industry and organization (1 organization).

STAFF RETENTION

Of the 312 employers, 166 (53%) indicated on the number of journeypersons who left their organization over the past year to begin working for another employer. An average of 3.8 journeypersons left these organizations. According to the employers, of the 625 journeypersons, 226 left to go to another organization within 50 miles but in another sector, 133 moved to another region of BC (more than 50 miles away), 130 changed provinces, and 3 left Canada. Employers most commonly reported that journeypersons who moved to other provinces moved to Alberta (85% of employers) and Saskatchewan (7%).

Staff Retention

	TRANSPORTATION					CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD		
Number of Organizations Reporting Employees by Individual Trades										
N=	111	82	32	37	52	64	46	58	312	
Over the past year, approximately how many journeypersons have left your organization to begin working for another employer?										
Number of Organizations Providing Estimates	60	50	22	22	31	34	25	36	166	
Aggregate Number Who Left	240	193	95	135	109	241	109	153	625	
Number Who Changed Sector or Region										
Within 50 miles of your operation in a different sector	44	45	13	31	36	101	48	20	226	
In BC but 50 or more miles away from your operation	53	47	24	33	21	39	14	30	133	
In another province	88	75	50	65	12	65	41	63	130	
In another country	1	0	0	0	0	3	0	1	3	



Destination Province of Workers

REGION	PERCENTAGE
Alberta	85%
Saskatchewan	7%
Ontario	2%
Quebec	2%
Manitoba	2%
Northwest Territories	2%
Yukon Territory	2%
Eastern Canada ²³	4%
Eastern Canada ²³	4%
Northern Canada	4%
Total	100%

Note: Employers may report more than one region.

STAFF HIRING

Employers expect to hire an average of eight journeypersons in the next two years, of whom 4.5 will be for permanent positions. Most employers anticipate that it will be difficult to attract suitable candidates for these positions. When asked to rate the difficulty they will have in attracting suitable candidates for these positions on a scale of 1 to 5, where 1 is not at all difficult, 3 is somewhat difficult, and 5 is very difficult, organizations provided an average rating of 3.9. Employers in the transportation trades generally anticipate attracting suitable candidates to be slightly more difficult than organizations in the construction trades.

Most organizations expect to hire workers from the same sector and region. Seventy-two percent (72%) of the interviewed organizations expect to hire suitable candidates from the same sector and region. Just under one-third (29%) of organizations expect that they will hire credentialed journeypersons from other regions and 14% anticipate they will hire from other sectors.

Future Hiring and Retention

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Organizations Reporting Employees by Individual Trades									
N=	111	82	32	37	52	64	46	58	312
How many already credentialed workers in these trades do you anticipate hiring over the next two years?									
Number of Organizations Providing Estimates	80	67	24	28	41	43	35	47	228
Average Number	11.9	13.4	9.5	10.2	7.3	12.2	11.0	20.9	8.0
Of these, how many do you anticipate will be permanent positions rather than temporary or project related positions?									
Number of Organizations Providing Estimates	76	64	23	26	38	40	27	43	208
Average Number (divided by number anticipate hiring)	3.9	4.1	4.5	5.2	4.6	9.9	7.9	8.9	4.5
On a scale of 1 to 5, where 1 is not at all difficult, 3 is somewhat difficult and 5 is very difficult, how difficult do you anticipate it will be for your organization to attract suitable candidates for these positions?									
Average Rating	4.0	4.3	4.4	4.0	3.5	3.6	3.4	3.9	3.9
Do you anticipate that most of these workers will be drawn from other regions, other sectors, or other employers in your region and sector? (may provide more than one response)									
From other employers in your region and sector	69%	76%	83%	79%	63%	81%	63%	72%	72%
From other regions	36%	39%	50%	29%	32%	35%	14%	43%	29%
From other sectors	20%	19%	33%	21%	12%	12%	3%	23%	14%
Not sure or don't know	15%	9%	13%	11%	7%	2%	9%	9%	9%
Other	4%	4%	4%	4%	2%	9%	11%	2%	5%

RESPONSES BY REGION

On average, employers in the Lower Mainland employed a greater number of journeypersons (17.5) but were less likely to hire workers who were already credentialed or who came from other sectors and regions (2% and 4% of credentialed hires, respectively). Employers in the Northern Interior (North Coast, Northeast, Nechako) were much more likely to rely on hiring workers who were already credentialed (86% of employers) rather than developing their own perhaps because of less access to apprenticeship programs or time available to train apprentices. Employers on Vancouver Island were those most likely to hire from other sectors and other regions (19% of employers for both).

Employers located in the Northern Interior were the most likely to feel that training and upgrading for transferring journeypersons needs to be expanded (67% for those transferring sectors, 100% for those transferring regions) while employers on Vancouver Island were the least likely. Employers in the Southern Interior were the most likely to be losing workers to Alberta and Saskatchewan, with one-third (33%) of those employers reporting such.

Summary by Region of Organization

	REGION OF BC				
	LOWER MAINLAND	VANCOUVER ISLAND	SOUTHERN INTERIOR	NORTHERN INTERIOR	OVERALL
Employment					
Number of employers reporting employees in the eight trades	115	66	86	36	312
Average number of journeypersons currently employed	17.5	8.8	12.8	11.4	13.3
Percent of employers who hired journeypersons already credentialed	81%	80%	88%	89%	84%
Mobility					
Percent of current journeypersons already credentialed when hired	46%	59%	58%	86%	55%
Percent of current journeypersons hired from another sector	2%	19%	4%	6%	5%
Percent of current journeypersons hired from another region	4%	19%	12%	13%	9%
Factors Contributing to Changes in Sector					
Work not available	6	3	6	2	17
Better pay/benefits	3	2	2	2	11
Unstable/unpredictable hours	2	2	4	0	9
Better working conditions	1	0	7	0	8
Factors Contributing to Changes in Sector					
Additional training requirements	24	10	19	6	62
Strong competition	12	8	20	9	52
Skills not transferrable	22	10	14	3	50
Wage related considerations	18	10	16	6	50

	REGION OF BC				
	LOWER MAINLAND	VANCOUVER ISLAND	SOUTHERN INTERIOR	NORTHERN INTERIOR	OVERALL
Factors Contributing to Changes in Region					
Reasons other than work	15	11	18	3	48
Work was not available in the previous region	12	1	7	4	25
Better long term prospects	6	1	9	0	16
Better pay and benefits	3	1	4	3	11
Better overall working conditions	2	0	5	1	9
Factors Constraining Changes in Region					
The costs associated with moving	20	17	18	10	66
Strong competition for workers	16	6	17	7	48
Past experience is not very relevant or applicable to our work	2	3	2	2	9
The skills and competencies are not very transferrable	5	3	5	1	16
Training Provided to Workers Who Changed Regions or Sectors					
Provide Training or Upgrading	21	15	28	6	73
Need to expand/improve the upgrading/training available to workers transferring from other sectors	43%	7%	29%	67%	30%
Need to expand/improve the upgrading/training available to workers transferring from other regions	43%	7%	54%	100%	42%
Staff Retention					
Approximately how many journeypersons have left your organization to begin working for another employer?	255	125	198	39	625
Percent reporting losses to Alberta and Saskatchewan	20%	17%	33%	16%	23%
Projected Hiring					
Additional training requirements	24	10	19	6	62
Strong competition	12	8	20	9	52
Factors Contributing to Changes in Region					
Number of already credentialed workers in these trades anticipate hiring over the next two years	437	46	208	526	1221
Rating of difficulty (where 1 is not at all difficult and 5 is very difficult)	3.8	3.4	4.0	4.0	3.8
Target Areas for Hiring					
From other employers in your region and sector	18	6	19	6	49
From other regions	10	3	17	6	37
From other sectors	2	1	10	4	17

RESPONSES BY SIZE OF ORGANIZATION

Middle-sized employers (employing 26 to 50 journeypersons) are those most likely to hire journeypersons who are already credentialed (93%). Large employers (employing over 50 employees) are the most likely to provide training or upgrading to workers who changed regions or sectors (50%). Large employers were also the most likely to lose workers to Alberta and Saskatchewan, with one-third (33%) of these employers reporting such. Small employers (employing 1 to 10 employees) are the least likely to hire workers from other sectors and regions.

Summary by Size of Organization

	NUMBER OF EMPLOYEES				
	1–10	11–26	26–50	OVER 50	OVERALL
Employment					
Number of employers reporting employees in the eight trades	96	86	55	66	312
Average number of journeypersons currently employed	3.2	6.1	10.9	40.8	13.3
Percent of employers who hired journeypersons already credentialed	77%	84%	93%	86%	84%
Mobility					
Percent of current journeypersons already credentialed when hired	59%	51%	62%	54%	55%
Percent of current journeypersons hired from another sector	5%	8%	3%	6%	5%
Percent of current journeypersons hired from another region	9%	11%	6%	9%	9%
Factors Contributing to Changes in Sector					
Work not available	4	4	2	6	17
Better pay/benefits	0	4	1	5	11
Unstable/unpredictable hours	2	1	0	6	9
Better working conditions	3	2	2	1	8
Factors Constraining Changes in Sector					
Additional training requirements	17	22	10	12	62
Strong competition	9	12	9	22	52
Skills not transferrable	15	17	10	8	50
Wage related considerations	12	12	9	17	50
Factors Contributing to Changes in Region					
Reasons other than work	14	14	10	9	48
Work was not available in the previous region	3	6	4	11	25
Better long term prospects	3	3	2	8	16
Better pay and benefits	1	2	2	5	11
Better overall working conditions	0	5	2	1	9

	NUMBER OF EMPLOYEES				
	1–10	11–26	26–50	OVER 50	OVERALL
Factors Constraining Changes in Region					
The costs associated with moving	20	15	8	21	66
Strong competition for workers	9	10	9	19	48
Past experience is not very relevant or applicable to our work	3	1	2	3	9
The skills and competencies are not very transferrable	7	2	1	6	16
Training Provided to Workers Who Changed Regions or Sectors					
Provide Training or Upgrading	15	21	13	20	73
Need to expand/improve the upgrading/training available to workers transferring from other sectors	13%	14%	46%	50%	30%
Need to expand/improve the upgrading/training available to workers transferring from other regions	33%	43%	46%	50%	42%
Staff Retention					
Approximately how many journeypersons have left your organization to begin working for another employer?	78	161	147	234	625
Percent reporting losses to Alberta and Saskatchewan	22%	18%	21%	33%	23%
Projected Hiring					
Number of already credentialed workers in these trades anticipate hiring over the next two years	44	93	112	961	1221
Rating of difficulty (where 1 is not at all difficult and 5 is very difficult)	3.8	3.9	3.6	4.1	3.8
Target Areas for Hiring					
From other employers in your region and sector	12	14	10	12	49
From other regions	3	12	7	13	37
From other sectors	2	4	3	8	17

RESPONSES BY TYPE OF ORGANIZATION

The four leading sectors in terms of number of employers surveyed are trade contractors, general contractors, transportation sector companies (truck sales and service, trucking companies, automotive sales and service, bus and coach companies, rail, marine, air, and warehousing) and the primary sector (mining, quarrying, oil and gas extraction; forestry; and agriculture). Employers operating in the transportation sectors employ the most employees in the target occupations (an average of 22.8 journeypersons). They also hired the fewest journeypersons who were already credentialed as a percent of employed journeypersons (44% of journeypersons employed).

Employers in the transportation and primary sectors are more likely to feel that there is a need to expand or improve training for workers transferring from other sectors and regions. General contractors are the most likely to report having lost employees to Alberta and Saskatchewan, with slightly more than one-third of employers reporting losses to these provinces. Employers in the transportation trades expect to have the greatest difficulty in hiring credentialed journeypersons over the next two years.

Summary by Type of Organization

	TYPE OF ORGANIZATION				
	TRADES CONTRACTOR	GENERAL CONTRACTOR	TRANSPORTATION	PRIMARY	OVERALL
Employment					
Number of employers reporting employees in the eight trades	92	55	46	36	312
Average number of journeypersons currently employed	12.2	11.7	22.8	18.3	13.3
Percent of employers who hired journeypersons already credentialed	86%	84%	91%	86%	84%
Mobility					
Percent of current journeypersons already credentialed when hired	69%	64%	44%	74%	55%
Percent of current journeypersons hired from another sector	1%	4%	6%	16%	5%
Percent of current journeypersons hired from another region	9%	15%	3%	23%	9%
Factors Contributing to Changes in Sector					
Work not available	2	3	4	1	17
Better pay/benefits	0	2	2	4	11
Unstable/unpredictable hours	1	0	2	4	9
Better working conditions	0	3	2	1	8
Factors Constraining Changes in Sector					
Additional training requirements	19	4	11	10	62
Strong competition	5	3	18	15	52
Skills not transferrable	15	7	7	7	50
Wage related considerations	7	7	11	5	50

	TYPE OF ORGANIZATION				
	TRADES CONTRACTOR	GENERAL CONTRACTOR	TRANSPORTATION	PRIMARY	OVERALL
Factors Contributing to Changes in Region					
Reasons other than work	12	15	7	3	48
Work was not available in the previous region	8	7	3	6	25
Better long term prospects	9	3	4	2	16
Better pay and benefits	3	2	1	5	11
Better overall working conditions	3	0	1	5	9
Factors Constraining Changes in Region					
The costs associated with moving	14	11	9	11	66
Strong competition for workers	10	3	14	12	48
Past experience is not very relevant or applicable to our work	4	0	0	1	9
The skills and competencies are not very transferrable	5	1	5	4	16
Training Provided to Workers Who Changed Regions or Sectors					
Provide Training or Upgrading	22	16	12	11	73
Need to expand/improve the upgrading/training available to workers transferring from other sectors	18%	19%	42%	45%	30%
Need to expand/improve the upgrading/training available to workers transferring from other regions	27%	38%	50%	55%	42%
Staff Retention					
Approximately how many journeypersons have left your organization to begin working for another employer?	203	230	92	69	625
Percent reporting losses to Alberta and Saskatchewan	24%	34%	21%	28%	23%
Projected Hiring					
Number of already credentialed workers in these trades anticipate hiring over the next two years	236	365	55	564	1221
Rating of difficulty (where 1 is not at all difficult and 5 is very difficult)	3.5	3.5	4.6	3.9	3.8
Target Areas for Hiring					
From other employers in your region and sector	15	16	5	4	49
From other regions	8	10	6	8	37
From other sectors	0	3	4	6	17

SURVEY OF JOURNEYPERSONS

This chapter provides a summary of the responses of the 200 journeypersons who were surveyed during the project. The survey focused on individuals who have had their trade credentials for five or more years.

CHARACTERISTICS OF JOURNEYPERSONS SURVEYED

The table below summarizes the characteristics of the journeypersons who were surveyed in terms of credentials, the region and sector in which they are employed, age, years since becoming credentialed and gender.

As indicated in the table below, the journeypersons who were interviewed most commonly work for trades contractors, trucking companies, truck sales and services, or general contractors. Most are 45 years of age or older, almost all are male, and most have been journeypersons for more than 15 years. The journeypersons who were surveyed were drawn from a wide range of geographic regions in BC, of which the Lower Mainland/Southwest region is most common. Forty-one percent (41%) of the journeypersons surveyed are currently working in the Lower Mainland/Southwest region of BC. One-quarter (25%) are working in the Vancouver Island/Coast region, and just over one-tenth (12%) are working in the Thompson/Okanagan. Journeypersons in the transportation trades work in a wider range of regions than do those in the construction trades.

Profile of Journeypersons Surveyed

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Credentials Held by Journeypersons (some possess credentials in multiple trades)									
N=	46	50	19	8	35	29	36	13	200
Sector Working When Credentialed									
Trades Contractor	4%	2%	16%	38%	89%	34%	81%	31%	40%
Trucking Companies	20%	40%	32%	0%	0%	0%	0%	8%	12%
General Contractor	0%	0%	0%	13%	6%	45%	3%	0%	9%
Truck Sales and Services	22%	24%	11%	0%	0%	0%	0%	0%	9%
Other Services	13%	8%	0%	0%	0%	0%	11%	15%	8%
Concrete Production and Pouring	4%	6%	5%	13%	0%	7%	11%	23%	6%
Forestry	15%	10%	11%	0%	0%	3%	0%	0%	5%
Mining, Quarrying, Oil and Gas Extraction	13%	8%	16%	0%	0%	0%	0%	0%	4%
Other	7%	0%	5%	13%	0%	0%	0%	0%	2%
Bus and Coach Companies	4%	8%	5%	0%	0%	0%	0%	0%	2%

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Sector Working When Credentialed <i>continued</i>									
Manufacturing	0%	2%	0%	0%	0%	3%	0%	15%	2%
Agriculture	7%	0%	5%	0%	0%	0%	0%	0%	2%
Air	0%	2%	0%	0%	3%	0%	0%	0%	1%
Municipal and Regional District Government	4%	2%	5%	0%	0%	0%	0%	0%	1%
Marine	0%	0%	5%	0%	0%	0%	0%	0%	1%
Automotive Sales and Service	0%	2%	0%	0%	0%	0%	0%	0%	1%
Other Government	2%	0%	0%	0%	0%	0%	0%	0%	1%
Training Institutions / Colleges	0%	0%	0%	0%	0%	0%	3%	0%	1%
Sector of Employment									
Trades Contractor	4%	4%	5%	25%	86%	38%	78%	46%	40%
Trucking Companies	26%	36%	37%	0%	0%	0%	0%	0%	13%
Truck Sales and Services	30%	36%	37%	0%	0%	0%	0%	0%	13%
General Contractor	2%	0%	5%	25%	6%	55%	3%	0%	11%
Other Services	22%	6%	11%	13%	0%	0%	14%	15%	10%
Mining, Quarrying, Oil and Gas Extraction	20%	12%	32%	0%	3%	3%	0%	15%	9%
Forestry	24%	14%	37%	0%	0%	0%	0%	8%	8%
Concrete Production and Pouring	4%	4%	5%	0%	0%	7%	8%	23%	6%
Bus and Coach Companies	4%	14%	16%	0%	0%	0%	0%	0%	4%
Manufacturing	2%	2%	5%	0%	0%	3%	0%	23%	3%
Air	2%	4%	5%	0%	6%	0%	0%	0%	3%
Other Construction	4%	4%	11%	13%	0%	0%	0%	0%	2%
Municipal And Regional District Government	2%	0%	5%	13%	0%	0%	0%	0%	2%
Training Institutions / Colleges	2%	2%	5%	0%	0%	3%	3%	0%	2%
Marine	0%	0%	5%	0%	0%	0%	3%	0%	1%
Automotive Sales and Service	0%	4%	5%	13%	0%	0%	0%	0%	1%
Agriculture	2%	2%	5%	0%	0%	0%	0%	0%	1%
Utilities	4%	2%	5%	0%	0%	0%	0%	0%	1%
Waste Management and Remediation Services	0%	4%	5%	13%	0%	0%	0%	0%	1%
Excavation and Demolition	2%	0%	5%	13%	0%	0%	3%	0%	1%
Other Government	0%	2%	5%	13%	0%	0%	0%	0%	1%
School Districts	2%	2%	0%	0%	0%	0%	0%	0%	1%
Other	0%	2%	0%	0%	0%	0%	0%	0%	1%

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Region of Employment									
Lower Mainland	26%	30%	37%	25%	37%	62%	53%	46%	41%
Vancouver Island	15%	10%	5%	13%	46%	28%	36%	8%	25%
Thompson / Okanagan	17%	24%	26%	25%	11%	3%	6%	15%	13%
Nechako	4%	0%	0%	13%	0%	0%	0%	0%	2%
Kootenay	9%	4%	5%	0%	0%	0%	3%	8%	3%
Northeast	11%	10%	11%	0%	0%	7%	0%	0%	6%
Cariboo	7%	12%	5%	13%	0%	0%	0%	15%	6%
North Coast	2%	0%	5%	13%	3%	0%	3%	8%	3%
Other*	9%	10%	5%	0%	3%	0%	0%	0%	4%
Age									
Under 35 years old	11%	22%	16%	0%	9%	31%	11%	15%	17%
35 to 44 years old	24%	26%	37%	25%	29%	34%	42%	15%	30%
45 to 54 years old	37%	34%	16%	38%	37%	31%	22%	23%	32%
Over 55 years old	28%	16%	32%	38%	26%	3%	25%	46%	22%
Years Since Became Credentialed									
Less than 10 years ago	15%	32%	16%	13%	14%	45%	28%	15%	27%
10 to 14 years ago	15%	16%	16%	0%	14%	10%	14%	15%	14%
15 to 20 years ago	15%	20%	26%	13%	26%	21%	22%	8%	20%
More than 20 years ago	54%	32%	42%	75%	46%	24%	36%	62%	40%
Gender									
Male	100%	98%	100%	100%	100%	97%	100%	92%	99%
Female	0%	2%	0%	0%	0%	3%	0%	8%	2%
Do you have a Red Seal Designation?									
Percentage with	87%	86%	79%	75%	91%	86%	97%	54%	86%

Note: Some totals may not add up to 100% due to non-responses or rounding



Eighty-six percent (86%) of the journeypersons reported possessing a Red Seal designation in one or more of the trades in which they are involved. Most of those with the Red Seal designation (88%) were employed in BC when it was obtained, most commonly employed in the Lower Mainland/Southwest (40% of respondents), Vancouver Island/Coast (29%) and the Thompson/Okanagan (11%). This is likely due to the concentration of available employment in these regions.

Region of Employment Where the Journeyperson – Received the Red Seal Designation

REGION	PERCENTAGE
British Columbia	88%
Lower Mainland / Southwest	40%
Vancouver Island / Coast	29%
Thompson / Okanagan	11%
Cariboo	4%
Kootenay	3%
Nechako	2%
Northeast	2%
North Coast	2%
Other	1%
No Response	5%
Total	100%

REGION	PERCENTAGE
Other Regions of Canada	12%
Alberta	33%
Ontario	19%
Saskatchewan	10%
Manitoba	10%
Yukon Territory	10%
Quebec	5%
New Brunswick	5%
No Response	8%
Total	100%

Fourteen percent (14%) of the journeypersons hold credentials in more than one trade; taken together, the 200 interviewees hold 236 credentials across the eight trades. Journeypersons in the transportation trades are more likely to have multiple credentials than those in the construction trades. Amongst the 27 journeypersons who hold more than one credential, the most common trades are heavy duty equipment mechanics, truck and transport mechanics, and diesel engine mechanics. Of the 19 journeypersons credentialed in two trades, ten journeypersons are credentialed as heavy duty equipment mechanics and truck and transport mechanics, four as heavy duty equipment mechanics and diesel engine mechanics, and three as truck and transport mechanics and diesel engine mechanics. Of the seven journeypersons credentialed in three trades, six are credentialed as heavy duty equipment mechanics, truck and transport mechanics, and diesel engine mechanics.

Number of Credentialed Trades per Journeyperson

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Journeypersons Surveyed									
N=	46	50	19	8	35	29	36	13	200
Number of Credentials Mentioned by Journeypersons (Some Have Multiple Credentials)									
1	52%	58%	21%	63%	100%	100%	97%	92%	87%
2	33%	28%	37%	13%	0%	0%	0%	8%	10%
3	13%	14%	37%	13%	0%	0%	0%	0%	3%
4	2%	0%	5%	13%	0%	0%	3%	0%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

WORK HISTORY

Previous Employment Outside of Canada

Of the 200 journeypersons, 14 (7%) had worked in the trade in other countries prior to becoming credentialed in Canada. The countries in which they had worked prior included Taiwan (8 respondents); United Kingdom (3 respondents); Australia (3 respondents); India (2 respondents); South Korea (1 respondent); USA (1 respondent); Vietnam (1 respondent); Iran (1 respondent); New Zealand (1 respondent); Argentina (1 respondent); Yugoslavia (1 respondent); Poland (1 respondent); and Germany (1 respondent). Thirteen of the 14 journeypersons indicated that they had been credentialed in this trade prior to coming to Canada.

Number of Past Employers in the Trades

One-half of journeypersons have worked for three or more organizations since becoming credentialed. Approximately one-third (32%) of journeypersons have worked for 3 to 5 organizations, 10% have worked for 6 to 10 organizations, and 7% have worked for more than 10 organizations since becoming credentialed. Journeypersons credentialed in the transportation trades tend to have worked for more organizations than those in the construction trades. The table below illustrates the number of organizations for whom the journeypersons have worked since certification.

Experience With Current Employer

Most journeypersons (54%) have worked with their current organization for 10 or more years. Fewer than one-quarter (23%) of the journeypersons have been with their current employer for four years or less.

Number of Organizations Employed by Since Accreditation

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Only 1	22%	26%	11%	25%	31%	55%	22%	15%	31%
2	15%	26%	11%	25%	29%	14%	17%	15%	20%
3 to 5	46%	32%	37%	13%	26%	24%	36%	38%	32%
6 to 10	13%	14%	32%	25%	9%	3%	11%	8%	10%
More than 10	4%	2%	11%	13%	6%	3%	11%	15%	7%
Other	0%	0%	0%	0%	0%	0%	3%	0%	1%
Not sure	0%	0%	0%	0%	0%	0%	0%	8%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Number of Years Time Worked for Current Employer

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Less than 1 Year	0%	2%	0%	0%	6%	3%	3%	8%	3%
1 to 4 years	20%	28%	26%	25%	17%	17%	25%	0%	20%
5 to 9 years	22%	30%	21%	0%	14%	24%	22%	38%	23%
10 to 14 years	20%	24%	26%	25%	23%	24%	17%	23%	22%
15 to 19 years	13%	6%	0%	0%	11%	10%	11%	15%	11%
20 or more years	26%	8%	26%	50%	23%	21%	22%	15%	21%
No response	0%	2%	0%	0%	3%	0%	0%	0%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Current Employment Status

Nearly all journeypersons (96%) are currently employed in a position related to their trade.

Current Employment Status

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Employed in a position related to the trade	98%	96%	100%	75%	100%	93%	97%	100%	96%
Employed but not in a position related to the trade?	2%	4%	0%	13%	0%	7%	0%	0%	3%

SECTOR AND REGIONAL MOBILITY

History of Mobility

Of the 200 journeypersons surveyed, 18% worked in other regions and other sectors, 16% have worked in other regions but not other sectors, and 14% have worked in other sectors but not other regions. Journeypersons in the construction trades (particularly carpenters) were much more likely to have worked for only one employer or multiple employers but in the same region and sector.

Mobility Status

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
History of Regional and Sectoral Mobility									
Have worked in other regions and other sectors	33%	28%	42%	25%	11%	10%	8%	15%	18%
Have worked in other regions but not other sectors	17%	10%	5%	13%	20%	10%	25%	15%	16%
Have worked in other sectors but not other regions	17%	16%	37%	38%	3%	17%	6%	31%	14%
Have worked for multiple employers but within only one region and sector	11%	20%	5%	0%	34%	7%	39%	23%	23%
Have worked for only one employer	22%	26%	11%	25%	31%	55%	22%	15%	31%
Of Those Who Have Not Worked in Other Regions or Sectors									
Considered employment in another sector	2%	2%	5%	0%	6%	3%	6%	15%	4%
Considered employment in another region	17%	26%	32%	13%	14%	21%	19%	8%	19%
Considered employment in another region and sector	2%	2%	0%	0%	0%	0%	3%	0%	2%
Considered neither	78%	70%	63%	88%	80%	76%	72%	77%	76%

Regional Mobility

Since becoming credentialed, the journeypersons have moved between communities or regions an average of 2.8 times each. For the purposes of this survey, a move was defined as one where (1) the journeyperson moved from where he or she used to reside (e.g. moved into a different house or apartment) to a distance that would take at least two hours to drive from where he or she formerly lived; (2) were employed or self-employed in the new region and (3) expected to stay in that new region or community for at least six months.

Number of Regional Moves Since Accreditation

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Never	28%	36%	42%	38%	37%	24%	44%	46%	35%
Only 1	15%	20%	16%	25%	20%	14%	8%	15%	14%
2	15%	4%	11%	0%	0%	0%	6%	0%	5%
3 to 5	13%	10%	11%	13%	11%	3%	8%	8%	9%
6 to 10	7%	4%	11%	0%	0%	3%	3%	8%	3%
More than 10	0%	0%	0%	0%	0%	0%	6%	0%	1%
Other	0%	0%	0%	0%	0%	0%	0%	8%	0%
Not sure / No Response	22%	26%	11%	25%	31%	55%	25%	15%	32%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

In total, 66 of the 200 journeypersons have changed regions (33%). Most moves have primarily been for employment reasons and in over one-half of the situations, the journeyperson expected the move to be long-term move (i.e. he or she would stay in the new community for five years or longer) rather than for temporary or project-related employment. In nearly one-half of the moves, the journeyperson continued to work for the same employer. Thirty-one (31) of these journeypersons (47%) have been employed in multiple regions of BC, and 35 journeypersons (15%) have been employed in other provinces or territories, or other countries.

Number of Moves

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Journeypersons Who Moved Since Becoming Credentialed									
N=	23	19	9	3	11	6	12	4	66
Average Number of Moves	2.9	2.5	3.2	2.0	2.1	2.5	3.8	3.3	2.8
Average Number of Moves Made...									
Primarily Employment Reasons	2.0	1.8	2.1	2.0	0.8	2.7	2.0	2.3	1.8
Expected to be long-term	1.5	1.4	1.4	1.7	1.2	2.0	1.2	2.0	1.4
With the same employer	1.3	1.2	1.6	1.0	0.9	1.7	1.0	1.5	1.1

Regions Worked in Since Became Accredited

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Regions of BC									
Employed in Regions of BC	100%	100%	100%	100%	100%	100%	100%	100%	100%
Reported Multiple Regions of BC	12	10	9	1	4	4	6	1	31
Vancouver Island / Coast	33%	30%	33%	100%	75%	75%	67%	0%	55%
Lower Mainland / Southwest	75%	80%	89%	100%	100%	100%	83%	100%	87%
Thompson / Okanagan	33%	50%	44%	100%	75%	25%	50%	0%	42%
Nechako	25%	20%	11%	0%	0%	0%	0%	0%	10%
Kootenay	25%	10%	33%	0%	25%	0%	33%	0%	19%
North Coast	17%	30%	33%	100%	25%	0%	0%	0%	13%
Northeast	17%	10%	11%	0%	0%	25%	33%	0%	16%
Cariboo	25%	10%	11%	0%	25%	0%	17%	100%	19%
Other Provinces and Territories									
Employed in Other Provinces or Territories in Canada	22%	14%	16%	0%	11%	7%	19%	31%	15%
Alberta	70%	57%	67%	0%	75%	50%	71%	25%	67%
Saskatchewan	10%	14%	0%	0%	0%	100%	0%	0%	13%
Manitoba	0%	0%	0%	0%	25%	50%	43%	0%	17%
Ontario	0%	29%	0%	0%	0%	50%	29%	25%	17%
Yukon	10%	14%	0%	0%	25%	0%	14%	0%	10%
Quebec	10%	14%	33%	0%	0%	0%	0%	25%	7%
Northwest Territories	0%	0%	0%	0%	0%	0%	14%	25%	7%
Nova Scotia	10%	0%	0%	0%	0%	0%	0%	0%	3%
Employed in Other Countries									
Employed in Other Countries	0%	0%	0%	0%	0%	3%	6%	0%	2%
United States	0%	0%	0%	0%	0%	100%	100%	0%	100

Of the 200 journeypersons, 64 identified the timing of their most recent move across regions. Of these 64 journeypersons, five indicated that their most recent regional move was in the past year, 10 indicated it was from one year to five years ago, eight indicated it was from five to ten years ago, and 41 indicated that it was more than ten years ago.

These journeypersons attributed their most recent move to a variety of reasons including the availability of work in new region (22 respondents); family or personal reasons (16 respondents); better long-term prospects (14 respondents); better pay or benefits in new region (13 respondents); more interesting or personally rewarding work (7 respondents); better working conditions (5 respondents); more stable or predictable hours (4 respondents); less travel required (4 respondents); higher reputation or quality of organization (4 respondents); and company transfer (2 respondents).

Some of the journeypersons also identified various factors that contributed to difficulties they faced in transferring between regions including family issues (13 respondents); cost associated with moving (7 respondents); regulatory issues (4 respondents); past experience not relevant to position (2 respondents); additional training requirements (2 respondents); and union-related considerations (1 respondent).

Of the 134 journeypersons who have not moved, 36 indicated that they considered employment in another in another region. These journeypersons identified several major reasons for deciding not to shift regions including family related reasons (47%), a general unwillingness to move (14%), better long-term prospects in the current region of employment (14%) and unavailability of work in other regions (11%).

Regions Worked in Since Became Accredited

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Status									
Number Surveyed	46	50	19	8	35	29	36	13	200
Number Who Changed Regions	23	19	9	3	11	6	12	4	66
Number Who Considered Moving But Did Not	7	12	3	1	5	6	8	1	36
Reasons Given by Those Who Considered Moving But Did Not									
Family-related reasons	43%	58%	67%	100%	40%	33%	63%	0%	47%
General unwillingness to move	29%	17%	0%	0%	0%	33%	0%	0%	14%
Better long term prospects in current region	29%	17%	33%	0%	0%	17%	13%	0%	14%
Unavailable work in other region	14%	0%	0%	0%	20%	0%	25%	0%	11%
Better pay or benefits in current region	14%	8%	33%	0%	0%	17%	0%	0%	8%
Less travel required in current region	0%	17%	33%	0%	0%	0%	0%	0%	6%
Additional training required	0%	8%	0%	0%	20%	0%	0%	0%	6%
Union considerations	0%	8%	0%	0%	0%	0%	0%	0%	3%
Skills not transferrable	0%	0%	0%	0%	20%	0%	0%	0%	3%
Better working conditions in current region	0%	0%	0%	0%	0%	17%	0%	0%	3%
Unstable/Unpredictable hours	14%	8%	0%	0%	0%	0%	0%	0%	3%

Sectoral Mobility

Of the 200 journeypersons, 63 have been employed in multiple sectors. Journeypersons in the transportation trades were most likely to have worked in multiple sectors while those in the construction trades, with the exception of welders, were the least likely.

Sectors Worked in Since Became Accredited

	TRANSPORTATION				CONSTRUCTION				OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Status									
Number Surveyed	46	50	19	8	35	29	36	13	200
Number Working in Multiple Sectors	23	22	15	5	5	8	5	6	63
% Changing Sectors	50%	44%	79%	63%	14%	28%	14%	46%	32%
Sectors									
Reported Multiple Sectors	19	16	12	5	4	7	5	6	54
Construction									
General contractor	11%	0%	17%	20%	0%	29%	40%	0%	15%
Trades contractor	0%	6%	8%	20%	0%	29%	0%	17%	7%
Concrete production and pouring	5%	0%	17%	0%	0%	29%	0%	0%	7%
Excavation and demolition	11%	19%	25%	60%	0%	29%	20%	0%	15%
Other	5%	0%	0%	20%	0%	29%	20%	33%	11%
Transportation									
Trucking companies	37%	19%	33%	20%	0%	0%	20%	33%	20%
Bus and coach companies	0%	19%	8%	0%	0%	0%	0%	0%	6%
Marine	0%	6%	8%	20%	0%	0%	0%	0%	2%
Air	5%	6%	8%	0%	25%	0%	0%	0%	6%
Rail	0%	6%	8%	0%	0%	0%	0%	17%	4%
Warehousing	0%	6%	8%	20%	0%	0%	0%	0%	2%
Equipment Sales and Services									
Truck sales and services	16%	25%	42%	20%	0%	0%	0%	0%	13%
Automotive sales and services	5%	6%	0%	0%	0%	0%	0%	0%	2%
Wholesale trade	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other services	32%	13%	33%	0%	0%	0%	20%	0%	13%
Primary Sectors									
Mining, quarrying, oil and gas extraction	37%	19%	25%	0%	25%	0%	0%	50%	26%
Forestry	37%	31%	42%	20%	0%	14%	0%	50%	26%
Agriculture	5%	0%	8%	0%	0%	0%	0%	0%	2%
Government and Education									
Municipal and regional district government	0%	0%	0%	20%	25%	14%	0%	0%	6%
Other government	5%	6%	0%	0%	25%	0%	0%	0%	4%
School districts	5%	6%	0%	0%	0%	0%	20%	0%	4%
Training institutions/ colleges	0%	0%	0%	0%	0%	14%	0%	0%	2%
Other educational services	0%	0%	0%	0%	0%	0%	0%	0%	0%
Manufacturing	5%	0%	8%	0%	0%	14%	0%	17%	6%
Utilities	0%	0%	8%	0%	50%	0%	0%	0%	6%
Other									
Waste management and remediation services	0%	13%	8%	20%	25%	0%	0%	0%	6%
Health care and social assistance	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	16%	13%	0%	20%	25%	14%	20%	0%	13%

Of the 200 journeypersons, 49 identified the timing of their most recent move across sectors. Of these 49 journeypersons, 4 indicated that their most recent sectoral move was in the past year, 11 indicated it was from one year to five years ago, 15 indicated it was from five to ten years ago, and 19 indicated that it was more than ten years ago. These journeypersons identified availability of work (18 respondents); Better pay or benefits (16 respondents); better working conditions (16 respondents), more interesting or personally rewarding work (14 respondents); better long-term prospects (10 respondents); more stable or predictable hours (9 respondents); less travel required (6 respondents); higher reputation and quality of organization (6 respondents); and other personal and family reasons (4 respondents) as the major reasons for changing sectors.

Most journeypersons who have not shifted sectors have not seriously considered employment in another sector. Of the 11 who seriously considered employment in another sector, the reasons most commonly given for not shifting include family-related reasons (3 respondents); location-related reasons (3 respondents); better pay or benefits in current sector (2 respondents); and less travel required in current sector (1 respondent).

Major Reasons for Not Changing Sectors

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Status									
Number Surveyed	46	50	19	8	35	29	36	13	200
Number Who Changed Sectors	23	22	15	5	5	8	5	6	63
Number Who Considered Shifting But Did Not	2	2	1	0	2	1	3	2	11
Reasons Given by Those Who Considered Shifting But Did Not									
Family related reasons	0%	50%	0%	0%	0%	0%	67%	0%	27%
Better pay or benefits in current region	50%	50%	100%	0%	0%	100%	0%	0%	18%
General unwillingness to move	50%	0%	0%	0%	0%	0%	33%	0%	18%
Better working conditions in current region	0%	0%	0%	0%	50%	0%	0%	0%	9%
Less travel required in current region	0%	0%	0%	0%	0%	0%	0%	50%	9%
Skills not transferrable	0%	0%	0%	0%	0%	0%	0%	50%	9%

SOURCE OF AWARENESS

Journeypersons who changed regions or sectors generally became aware of the opportunities through word-of-mouth and, to a lesser degree, through print or online advertising.

Employer Methods of Promoting Job Opportunities

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Journeypersons Who Changed Regions or Sectors									
N=	29	24	15	6	8	10	16	8	88
Promotion Methods									
Word of Mouth	45%	58%	53%	33%	25%	60%	19%	25%	40%
Print Advertising	10%	17%	20%	17%	13%	10%	6%	0%	10%
Online Advertising	3%	8%	13%	17%	0%	10%	6%	25%	8%
Networking/Personal Efforts	3%	8%	0%	0%	13%	0%	0%	13%	6%
Actively Recruited	10%	4%	0%	17%	0%	0%	0%	0%	3%
Company Website	7%	8%	13%	0%	0%	0%	0%	0%	2%
Internal Transfer	7%	4%	7%	0%	0%	0%	0%	0%	2%
Union	0%	0%	0%	0%	13%	0%	6%	0%	2%
Self-Employed / Started Own Company	3%	0%	7%	0%	13%	0%	0%	0%	2%
Don't Know / Don't Remember	3%	4%	0%	0%	0%	0%	6%	13%	5%



TRAINING

In terms of training, journeypersons who changed regions or sectors most commonly received training on-the-job (particularly those in the transportation trades).

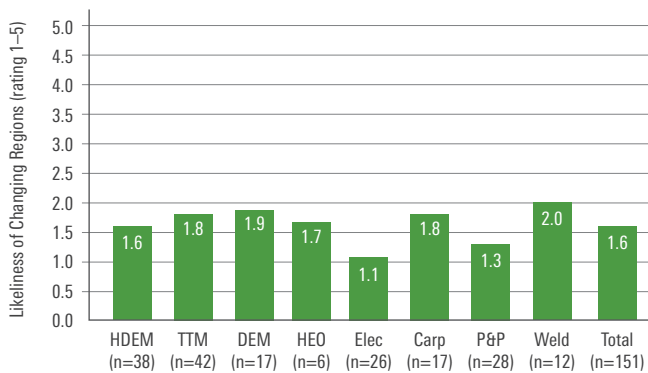
Characteristics of Training Provided to Workers — Who Changed Regions or Sectors

	TRANSPORTATION					CONSTRUCTION			OVERALL
	HDEM	TTM	DEM	HEO	ELEC	CARP	P&P	WELD	
Number of Journeypersons Who Changed Regions or Sectors									
N=	29	24	15	6	8	10	16	8	88
Types of Training Provided									
“On-the-job” training	34%	54%	60%	50%	13%	40%	6%	13%	30%
Mentoring for newer workers	0%	0%	0%	17%	0%	10%	0%	0%	2%
Formal upgrading or technical training delivered directly through the company	28%	21%	40%	0%	0%	10%	6%	0%	14%
Formal upgrading or technical training taken by employees from outside sources	10%	8%	13%	0%	25%	10%	13%	25%	14%
Other	7%	0%	7%	0%	0%	0%	0%	0%	2%
Number of Journeypersons Who Received Formal Upgrading or Technical Training									
N=	9	6	6	0	2	2	3	2	21
Duration of Training									
One day or less	33%	33%	33%	N/A	0%	0%	0%	0%	19%
Two to five days	11%	33%	0%	N/A	0%	0%	0%	50%	14%
6 to 10 days	0%	0%	17%	N/A	0%	50%	33%	50%	19%
10 to 30 days	0%	0%	0%	N/A	0%	0%	0%	0%	0%
Over 30 days	11%	0%	0%	N/A	0%	0%	0%	0%	5%
Source of Funding									
Employer covered cost of training	100%	100%	100%	N/A	50%	50%	33%	0%	71%
Employee paid for by self	11%	17%	0%	N/A	0%	0%	0%	100%	19%
Government subsidized or funded program	0%	0%	0%	N/A	0%	50%	0%	0%	5%
Product retailer/manufacturer provided training	11%	0%	0%	N/A	0%	0%	0%	0%	5%
Union covered cost of training	0%	0%	0%	N/A	50%	0%	33%	0%	10%
Industry association provided training	0%	0%	0%	N/A	0%	0%	0%	0%	0%
Other	0%	0%	0%	N/A	0%	0%	33%	0%	5%
On a scale of 1 to 5, where 1 is not at all satisfied, 3 is somewhat satisfied, and 5 is very satisfied, how satisfied were you with the upgrading or training that you received?									
Average Rating	5.0	4.6	4.8	N/A	4.5	5.0	3.0	4.5	4.5

Most journeypersons were very satisfied with the upgrading or training they received to facilitate their transition. When asked to rate their satisfaction with the upgrading or training on a scale from 1 to 5, where 1 is not at all satisfied, 3 is somewhat satisfied, and 5 is very satisfied, journeypersons provided an average rating of 4.5. Journeypersons found the training thorough and helpful for their transition (11 respondents), but some found it to be not completely relevant or applicable to the work they actually were to do (4 respondents).

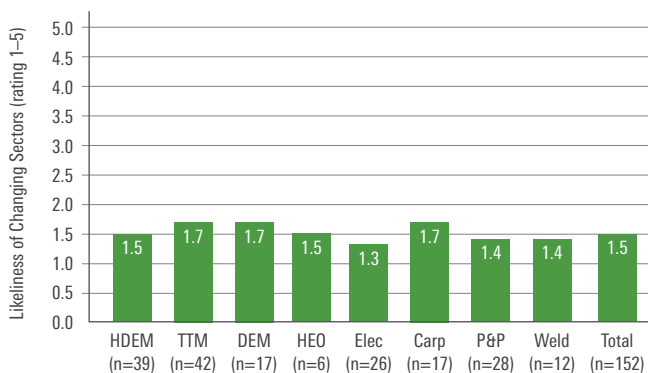
FUTURE PLANS

Overall, journeypersons generally do not have any plans to relocate or to change sectors. When asked to rate how likely they are to change regions over the next two to three years on a scale from 1 to 5, where 1 is not at all likely, 3 is somewhat likely, and 5 is very likely, journeypersons provided an average rating of 1.6.



Those who stated that they are very likely to change regions stated that they would do so in order to follow the availability of work (4 respondents), for better pay and benefits (2 respondents), and for personal reasons (1 respondent).

When asked to rate how likely they are to change sectors over the next 2 to 3 years on a scale from 1 to 5, where 1 is not at all likely, 3 is somewhat likely, and 5 is very likely, journeypersons provided an average rating of 1.5.



Those who stated that they are very likely to change sectors stated they would do so in order to follow the availability of work (5 respondents), and for personal reasons (1 respondent).



RESPONSES BY PAST HISTORY OF MOBILITY

Journeypersons who did not change sector or region are generally younger than those who have shifted region or sector, with majority (58%) being younger than 45 years old. They also have worked for fewer employers, with the majority (57%) having worked for only one employer and just under one-quarter (24%) having worked for two employers. Journeypersons who were credentialed in BC and changed regions, or those who changed sectors were more likely to have received training when transferring. Journeypersons who have changed regions and sectors in the past are not significantly more likely to expect to change regions or sectors in the next two years.

Summary by History of Mobility

	TRANSPORTATION					OVERALL
	WORKED OVERSEAS PRIOR	CREDENTIALLED IN OTHER PROVINCES	CREDENTIALLED IN BC, CHANGED REGIONS	CHANGED SECTOR*	CREDENTIALLED IN BC, NO CHANGES	
Number of Journeypersons						
N=	14	20	37	63	101	200
Age						
25 to 34 years	14%	5%	0%	14%	24%	17%
35 to 44 years	14%	10%	32%	27%	34%	30%
45 to 54 years	14%	50%	41%	30%	29%	32%
55 years or older	57%	35%	27%	29%	13%	22%
Trade						
HDEM	14%	35%	32%	37%	16%	23%
TTM	21%	25%	27%	35%	22%	25%
DEM	14%	5%	22%	24%	2%	10%
HEO	0%	0%	8%	8%	2%	4%
Electrician	21%	15%	11%	8%	23%	18%
Carpenter	7%	5%	11%	13%	18%	15%
Plumber & Pipefitter	21%	25%	16%	8%	19%	18%
Welder	21%	10%	8%	10%	4%	7%
Average Number of Trades	1.2	1.2	1.4	1.4	1.0	1.2
Number of Past Employers						
Only 1	21%	0%	0%	0%	57%	31%
2	7%	5%	11%	22%	24%	20%
3 to 5	50%	50%	51%	44%	16%	32%
6 to 10	0%	25%	24%	21%	2%	10%
More than 10	21%	20%	11%	13%	0%	7%

* Includes all journeypersons who shifted sectors, regardless of current or previous region.

	TRANSPORTATION					OVERALL
	WORKED OVERSEAS PRIOR	CREDENTIALLED IN OTHER PROVINCES	CREDENTIALLED IN BC, CHANGED REGIONS	CHANGED SECTOR*	CREDENTIALLED IN BC, NO CHANGES	
Years with Current Employer						
Less than 1 Year	0%	0%	8%	5%	2%	3%
1 to 4 years	14%	15%	30%	25%	17%	20%
5 to 9 years	14%	30%	16%	25%	21%	23%
10 to 14 years	29%	25%	16%	22%	22%	22%
15 to 19 years	14%	20%	11%	6%	11%	11%
20 or more years	29%	10%	19%	14%	26%	21%
Mobility After Becoming Credentialed in Canada						
Changed Region Only	7%	50%	38%	0%	0%	13%
Changed Sector Only	21%	0%	0%	49%	0%	16%
Changed Region and Sector	7%	50%	46%	44%	0%	14%
Did not Change Sector or Region	57%	0%	0%	0%	100%	55%
Number of Moves Made Since Being Credentialed						
Only 1	0%	20%	32%	25%	6%	15%
2	0%	25%	11%	10%	0%	5%
3 to 5	7%	45%	22%	13%	0%	9%
6 to 10	7%	0%	11%	6%	0%	3%
More than 10	7%	0%	3%	2%	0%	1%
Training Received						
Percentage Receiving Training	29%	30%	51%	63%	1%	23%
Satisfaction With Training	4.5	4.5	4.6	4.6	5	4.5
Likelihood of Moving or Shifting Regions/Sectors within the next two years (where 1 is not at all likely, 3 is somewhat likely, and 5 is very likely)						
Likelihood Of Moving Region	1.4	1.4	1.8	1.8	1.4	1.6
Likelihood Of Shifting Sector	1.5	1.6	1.4	1.9	1.3	1.5

*Includes all journeypersons who shifted sectors, regardless of current or previous region.

RESPONSES BY AGE GROUP

The number of past moves is largely a function of age; older journeyperson are those most likely to have moved three or more times. While journeypersons aged 25 to 34 were the least likely to have shifted regions and sectors in the past, they are also the most likely to expect to shift regions or sectors in the next two to three years.

Summary by Age Group

	SEGMENT				OVERALL
	25 TO 34	35 TO 44	45 TO 54	55 YEARS OR OLDER	
Number of Journeypersons					
N=	34	59	63	43	200
Trade					
HDEM	15%	19%	27%	30%	23%
TTM	32%	22%	27%	19%	25%
DEM	9%	12%	5%	14%	10%
HEO	0%	3%	5%	7%	4%
Electrician	9%	17%	21%	21%	18%
Carpenter	26%	17%	14%	2%	15%
Plumber & Pipefitter	12%	25%	13%	21%	18%
Welder	6%	3%	5%	14%	7%
Average Number of Trades	1.1	1.2	1.2	1.3	1.2
Number of Past Employers					
Only 1	56%	41%	17%	14%	31%
2	18%	20%	19%	23%	20%
3 to 5	15%	31%	38%	40%	32%
6 to 10	9%	8%	13%	9%	10%
More than 10	3%	0%	10%	14%	7%
Years with Current Employer					
Less than 1 Year	0%	2%	5%	5%	3%
1 to 4 years	32%	31%	10%	9%	20%
5 to 9 years	38%	32%	14%	9%	23%
10 to 14 years	24%	15%	32%	14%	22%
15 to 19 years	6%	7%	13%	16%	11%
20 or more years	0%	14%	22%	47%	21%

	SEGMENT				OVERALL
	25 TO 34	35 TO 44	45 TO 54	55 YEARS OR OLDER	
Mobility After Becoming Credentialed in Canada					
Changed Region Only	0%	10%	19%	16%	13%
Changed Sector Only	21%	15%	11%	19%	16%
Changed Region and Sector	6%	12%	17%	19%	14%
Did not Change Sector or Region	74%	61%	49%	37%	55%
Number of Moves Made Since Being Credentialed					
Only 1	6%	20%	17%	9%	15%
2	0%	3%	10%	5%	5%
3 to 5	3%	3%	11%	19%	9%
6 to 10	6%	2%	3%	2%	3%
More than 10	0%	0%	0%	5%	1%
Training Received					
Percentage Receiving Training	18%	20%	25%	26%	23%
Satisfaction With Training	4.7	4.0	4.3	5.0	4.5
Likelihood of Moving or Shifting Regions / Sectors					
Likelihood Of Moving Region	2.1	1.6	1.6	1.2	1.6
Likelihood Of Shifting Sector	2.2	1.5	1.5	1.1	1.5

RESPONSES BY CURRENT EMPLOYMENT REGION

Journeypersons working in the Northern and Southern Interior are more likely to be credentialed in the transportation trades. Journeypersons on Vancouver Island are more likely to have worked for only one employer and less likely to have changed regions or sectors. Journeypersons working in the Northern Interior were the most likely to have shifted regions or sectors in the past and are also those more likely to shift sectors or regions in the next two to three years.

Summary by Current Region of Employment in BC

	REGION				OVERALL
	LOWER MAINLAND / SOUTHWEST	VANCOUVER ISLAND / COAST	SOUTHERN INTERIOR*	NORTHERN INTERIOR*	
Number of Journeypersons					
N=	82	49	44	23	200
Age					
25 to 34 years?	18%	16%	18%	13%	17%
35 to 44 years?	32%	31%	25%	30%	30%
45 to 54 years?	27%	35%	32%	43%	32%
55 years or older?	23%	18%	25%	13%	22%
Number of Past Employers					
HDEM	15%	14%	36%	48%	23%
TTM	18%	10%	48%	35%	25%
DEM	9%	2%	16%	17%	10%
HEO	2%	2%	7%	9%	4%
Electrician	16%	33%	9%	4%	18%
Carpenter	22%	16%	2%	9%	15%
Plumber & Pipefitter	23%	27%	7%	4%	18%
Welder	7%	2%	11%	4%	7%
Average Number of Trades	1.1	1.1	1.4	1.3	1.2
Number of Past Employers					
Only 1	30%	41%	20%	26%	31%
2	18%	24%	20%	13%	20%
3 to 5	35%	20%	34%	43%	32%
6 to 10	11%	4%	16%	9%	10%
More than 10	5%	6%	9%	9%	7%

	SEGMENT				OVERALL
	25 TO 34	35 TO 44	45 TO 54	55 YEARS OR OLDER	
Years with Current Employer					
Less than 1 Year	1%	0%	5%	9%	3%
1 to 4 years	22%	20%	11%	26%	20%
5 to 9 years	21%	22%	27%	22%	23%
10 to 14 years	13%	20%	39%	22%	22%
15 to 19 years	13%	14%	2%	9%	11%
20 or more years	27%	20%	16%	13%	21%
More than 10	5%	6%	9%	9%	7%
Mobility After Becoming Credentialed in Canada					
Changed Region Only	11%	18%	9%	13%	13%
Changed Sector Only	17%	10%	9%	30%	16%
Changed Region and Sector	10%	6%	27%	22%	14%
Did not Change Sector or Region	57%	65%	48%	35%	55%
Number of Moves Made Since Being Credentialed					
Only 1	10%	14%	18%	22%	15%
2	4%	2%	5%	17%	5%
3 to 5	6%	14%	14%	0%	9%
6 to 10	1%	0%	11%	0%	3%
More than 10	1%	0%	2%	0%	1%
Training Received					
Percentage Receiving Training	18%	8%	34%	48%	23%
Satisfaction with Training	4.6	4.0	4.6	4.5	4.5
Likelihood of Moving or Shifting Regions/Sectors					
Likelihood of Moving Region	1.6	1.2	1.5	2.1	1.6
Likelihood of Shifting Sector	1.5	1.5	1.5	1.7	1.5

*Southern Interior includes Cariboo, Kootenay, Thompson/Okanagan. Northern Interior includes Northeast, Nechako, and North Coast

RESPONSES BY RED SEAL DESIGNATION

Journeypersons who have their Red Seal designation are generally younger than those who do not, and are more likely to work in the construction trades. They also tend to have been with their current employers for a shorter period of time, and are less likely to have moved between sectors and/or regions.

Summary by Red Seal Designation

	RED SEAL DESIGNATION		
	YES	NO	OVERALL
Number of Journeypersons			
N=	169	31	200
Number of Journeypersons			
25 to 34 years?	18%	10%	17%
35 to 44 years?	32%	16%	30%
45 to 54 years?	32%	29%	32%
55 years or older?	18%	42%	22%
Trade			
HDEM	24%	19%	23%
TTM	25%	23%	25%
DEM	9%	13%	10%
HEO	4%	6%	4%
Electrician	19%	10%	18%
Carpenter	15%	13%	15%
Plumber & Pipefitter	21%	3%	18%
Welder	4%	19%	7%
Average Number of Trades	1.2	1.1	1.2
Number of Past Employers			
Only 1	30%	35%	31%
2	22%	10%	20%
3 to 5	29%	48%	32%
6 to 10	11%	3%	10%
More than 10	7%	3%	7%
Years with Current Employer			
Less than 1 Year	4%	0%	3%
1 to 4 years	21%	13%	20%
5 to 9 years	23%	19%	23%
10 to 14 years	22%	16%	22%
15 to 19 years	10%	13%	11%
20 or more years	18%	35%	21%

	RED SEAL DESIGNATION		
	YES	NO	OVERALL
Mobility After Becoming Credentialed in Canada			
Changed Region Only	14%	3%	13%
Changed Sector Only	12%	32%	16%
Changed Region and Sector	14%	16%	14%
Did not Change Sector or Region	56%	48%	55%
Number of Moves Made Since Being Credentialed			
Only 1	15%	13%	15%
2	5%	3%	5%
3 to 5	10%	3%	9%
6 to 10	4%	0%	3%
More than 10	1%	0%	1%
Training Received			
Percentage Receiving Training	22%	26%	23%
Satisfaction With Training	4.5	4.7	4.5
Likelihood of Moving or Shifting Regions/Sectors			
Likelihood Of Moving Region	1.5	1.8	1.6
Likelihood Of Shifting Sector	1.5	1.6	1.5

THE CASE STUDIES

Case studies were performed for five different segments based on their mobility history:

- » Journeypersons who had worked overseas prior to coming to Canada;
- » Journeypersons who obtained their Red Seal in other provinces before coming to BC;
- » Journeypersons who obtained their Red Seal or other credentials in BC and who have worked in multiple regions in BC;
- » Journeypersons who have worked in multiple sectors, regardless of geographical mobility; and
- » Journeypersons who obtained their Red Seal or other credentials in BC, but have not changed region or sector.

For each of the segments, we followed up several journeypersons to create a “face of mobility” based on a composite of their responses to the follow-up. We created a narrative of the remaining journeypersons in each segment highlighting their mobility based on their original survey responses. Summaries of the remaining journeypersons in each segment can be found in Appendix IV.

Overseas Prior to Coming to Canada

Mike came to Canada from Australia as a young man, after his apprenticeship, because he had a desire to see the world. He considers himself more likely than most people to move to find employment due to his sense of adventure. He always anticipated making many moves in his career due to his wanderlust.

The downside of making many changes is that there are always transition factors. For example one always has to start from the bottom and work your way up. On the positive side Mike feels he has become a better tradesman due to all the different experiences he has had including being exposed to different construction methods and equipment.

Mike does not readily recommend his career and lifestyle. He thinks it is not for everyone due to the need to work constantly in the environmental elements in addition to the

transition factors. He himself has no regrets. The adventure has been worth the effort.

The Australian’s life has changed recently. He is now a family man having married a Canadian woman. He is not moving nearly as much and admits that advancing age is also slowing him down. He believes that due to the abundance of work in BC he will not have to be doing much migrating in the future. But there will always be a degree of mobility with tradespersons; it is the nature of the business.

Credentialed in Other Provinces

Steve served his apprenticeship in another province and came to BC as a young man to find work. He did not imagine that he would have to move away from home to find work when he initially began his training. He finds it hard to be away from his family and friends. He had imagined that he would stay in one place his whole life. The other issue Steve has with migration is the high cost of housing in BC

He also considers the lack of career advancement a disincentive to mobility. There is also the fear of the unknown. He thinks that many people are not suited to leaving their “comfort zone” to find work.

Steve now believes that moving is just part of the job. Even with the unanticipated travelling he has done he does not regret becoming a tradesperson and recommends the career to others due to its interest and good wages and benefits. He has enjoyed the varied experiences he has had and realizes now that he would not have liked to do a routine job in one place his whole life.

Credentialed in BC, Changed Regions

Bill was certified in BC and has moved a number of times between regions within the province. Bill thinks most of the people he has worked with are open to moving mainly due to the adventure and the need to “avoid getting in a rut.”

Although he does not mind having had to move he did not expect to do so when he first started his career. He does not regret his career decision in the least. Bill has been in

a small interior community for some years now and really likes the small town life. However his kids are getting older and there are issues with the small town environment.

Bill would recommend his career as a tradesperson to others; in fact his son is now a welder. Bill has been motivated mainly by the financial rewards of moving but he also cites the need to like what he does and be challenged by the job. He likes to be forced to “think outside the box” to get things done.

Worked in Multiple Sectors Regardless of Geographical Mobility

Charlie was certified as a tradesperson in the BC Interior and then made a shift into another sector when he moved to another region of BC. Charlie did not originally think he would have to move during his career but envisioned a lifetime of service to a single company. He soon realized that the company he was working for was too small to accommodate his desire for advancement. This is what ultimately led to the move. He moved but avoided the Lower Mainland as a location due to the high cost of living.

Charlie got his wish in the new centre—rapid advancement and higher wages. However, nearing the later part of his career he now is concerned about the stress and the toll on his family from the long hours he puts in away from home.

Like most tradespeople, Charlie does not hesitate to recommend the career to others. He does however believe that a person entering the trades needs to be self-motivated. Despite his diversity of work through sector change he recommends that a tradesperson specialize in a specific area and really know it well.

Charlie believes that the need for movement will decline due to the increasing job opportunities for tradespersons in locations closer to home.

Credentialed in BC, No Changes

Harvey has been in the same BC location with the same company for two decades. Harvey has achieved this by accepting job sharing in lean times, working hard to be the best at his trade and resisting the lure of better wages in other locations. One of the keys is remaining flexible. He has been able to experience almost continuous employment and has achieved a high level of seniority in the company.

Harvey has been able to enjoy a good lifestyle including home ownership and other comforts. He has also been able to spend a lot of quality time with his family because he chose not to be mobile.

Harvey recognizes the opportunities in other regions and other provinces but has chosen not to pursue them. He has seen more and more foreign workers in his field and believes that this will only increase as job shortages in the trades rise.

Harvey would recommend his career choice anyone who is “not afraid to get dirty” and has a desire to continue to learn every day. The only thing that Harvey regrets is that he didn’t start his trades training until his late twenties.

APPENDICES

INDIVIDUALS INTERVIEWED FOR THE PROJECT

PROJECT COMMITTEE MEMBERS

Name	Title	Organization
George Douglas	Executive Director	BC Construction Training Organization (CITO)
John Beckett	VP, Training, Safety & Recruitment	BC Maritime Employers Association (BCMEA)
Allan Bruce	International Representative	International Union of Operating Engineers (IUOE)
Rita Gunkle	Manager, Program Standards	Transportation Career & Development Association of BC (TransCDA)
Emily Arrowsmith	Researcher/Project Manager	Canadian Apprenticeship Forum (CAF)
Oksana Exell	Executive Director	Asia Pacific Gateway Skills Table (APGST)
Krista Bax	Program Manager	Asia Pacific Gateway Skills Table (APGST)

OTHER EXPERTS

Name	Organization
Borys Gengalo	Program Manager, Construction Sector Council 229
Jean Francois Larue	Director General, Labour Market Integration Directorate, HRSDC
Mark Roe	Manager, Labour Market Integration Directorate
Claudine Vigallo	Petroleum Human Resources Council of Canada
Fiona Murray	Director of Programs, The Alliance of Sector Councils
Rosemary Sparks	Construction Sector Council
Jan Noster	Construction, Maintenance and Allied Workers
Brian Zdrilic	Millwrights Machine Erectors & Maintenance Union
Theresa Davis-Woodhouse	Canadian Aviation Maintenance Council

Name	Organization
Shan O' Hara	BC Regional Council of Carpenters
Gord McGrath	Canadian Autoworkers Union
Jack Mantla	Canadian Home Builders Association
Richard Lipman	Wood Manufacturing Council
Greg D'Avignon	BC Business Council
Paul Nedelec	Local 1735 (Construction Prince Rupert)
Joan Crawford	Business Council of BC
Phil Hochstein	Independent Contractors and Businesses Association of BC
Tod Skelton	Island Equipment Owners Association
Rob Lang	National Automotive Trades Association of Canada
Errol Roberts	Canadian Electrical Contractors Association (CECA)
Dan Tadic	Canadian Welding Bureau
Leslie Hogan	Canadian Council for Aviation and Aerospace
Brynn Burke	Construction Industry Training Institute
Sarah Watts –Reynard	Canadian Apprenticeship Forum
Patrick O'Connell	Western Joint Electrical Training Society
Clifford Kshyk	Southern Interior Construction Association
Nicolle Morris	Whistler Blackcomb
Christopher Hallamore	BC Hydro
Peter Simpson	Greater Vancouver Home Builders' Association
Al Beaudry	Ledcor
Bill Everitt	Southern Interior Construction Association
Jim Hackett	ILMA
Barbette Ishii	British Columbia Electrical Association
Jack Davidson	BC Road Builders and Heavy Construction Association
Michael Kokin	Yukon Chamber of Mines
Adam Van Steinberg	Joint Electrical Training Committee

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Roslyn Kunin and Associates Inc., January 2007

Banner Year for Canada's Pacific Gateway

News Release, Ministry of Transportation and Infrastructure, March 2011. www2.news.gov.bc.ca/news_releases_2009-2013/2011TRAN0017-000162.htm

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November 2011, BC Stats.

CENSUS INDUSTRY DEFINITIONS

Industry	Included NAICS Sectors
Agriculture and Other Resource-Based Industries	<ul style="list-style-type: none"> » 11 Agriculture, Forestry, Fishing and Hunting » 21 Mining, Quarrying, and Oil and Gas Extraction » 22 Utilities
Construction Industries	» 23 Construction
Manufacturing Industries	» 31–33 Manufacturing
Wholesale Trade	» 41 Wholesale Trade
Retail Trade	» 44–45 Retail Trade
Finance and Real Estate	<ul style="list-style-type: none"> » 52 Finance and Insurance » 53 Real Estate and Rental and Leasing
Health Care and Social Services	» 62 Health Care and Social Assistance
Educational Services	» 61 Educational Services
Business Services	<ul style="list-style-type: none"> » 48–49 Transportation and Warehousing » 51 Information and Cultural Industries » 54 Professional, Scientific and Technical Services » 55 Management of Companies and Enterprises » 56 Administrative and Support, Waste Management and Remediation Services
Other Services	<ul style="list-style-type: none"> » 71 Arts, Entertainment and Recreation » 72 Accommodation and Food Services » 81 Other Services (except Public Administration) » 91 Public Administration

SUMMARY OF CASE STUDY SEGMENTS

1 — OVERSEAS PRIOR TO COMING TO CANADA

The remaining 13 journeypersons who comprise this segment emigrated from a variety of countries including Taiwan, the United Kingdom, Australia, India, South Korea, the USA, Vietnam, Iran, New Zealand, Argentina, Yugoslavia, Poland, and Germany. Ten of them are 45 years of age or older. Six have been journeypersons for more than 20 years, and four have been journeypersons for more than 10 but less than 20 years. Seven of these journeypersons have obtained their Red Seal designation since coming to Canada. Three employers have worked with only one employer since becoming credentialed, eight have worked with two to five employers, and two have worked with more than ten employers. Ten of these journeypersons have been working with their current employer for 10 or more years.

Two of these journeypersons has changed region after becoming credentialed in Canada. One journeyperson most recently moved 12 years ago citing availability of work, and overall better working conditions including pay, hours, and personal interest as the main reasons for moving. The other moved 45 years ago, citing availability of work as the main reason for moving. One journeyperson in this segment has considered changing region but has not, citing family as the main reason for not doing so. Overall, these journeypersons stated that are not likely to shift regions in the two to three years.

Four of these journeypersons have changed sectors since becoming credentialed in Canada, with their most recent shift in sector being an average of 22.2 years ago. Three journeypersons cited the availability of work as the main reason for shifting sectors, and the remaining one cited more interesting and personally rewarding work. These two individuals are the only two in this segment who had moved after becoming credentialed in BC, with one having moved 3 to 5 times, and the other more than 10 times. One journeyperson in this segment has considered shifting

sectors but has not, citing better working conditions in his current sector. Overall, these journeypersons stated that they are not likely to shift sectors in the next two to three years.

2 — CREDENTIALIALED IN OTHER PROVINCES

The remaining 16 journeypersons who comprise this segment obtained their Red Seal and moved from a variety of other provinces and territories including Alberta, Saskatchewan, Manitoba, Ontario, Quebec, Nova Scotia, and the Yukon. Fourteen (14) of them are 45 years of age or older. Thirteen (13) have been journeypersons for more than 20 years, and two have been journeypersons for more than 10 but less than 20 years. Nine journeypersons have worked with two to five employers since obtaining their Red Seal, three have worked with more than five, but fewer than ten employers, and four have worked with more than ten employers. Ten of these journeypersons have been working with their current employer for 10 or more years.

These journeypersons most recently moved an average of 16.3 years ago, most commonly citing availability of work, better pay and benefits, family related reasons, and better living conditions, such as weather and location. Overall, these journeypersons stated that are not likely to shift regions in the two to three years.

Eight of these journeypersons have changed sectors since becoming credentialed in Canada, with their most recent shift in sector being an average of 13.3 years ago. They most commonly cited better pay and benefits, and better working conditions as the reason for their shift. Two journeypersons considered shifting sectors but had not, with one citing better pay and benefits in their current sector, and the other citing a lack of experience. Overall, these journeypersons stated that they are not likely to shift sectors in the next two to three years.

3 — CREDENTIALLED IN BC, CHANGED REGIONS

Of the remaining 35 journeypersons, 30 have their Red Seal designations. Ten are 55 years or older, 13 are 45 to 54 years old, and 12 are 35 to 44 years old. Twenty-one (21) have been journeypersons for more than 20 years, nine for more than 10 but less than 20 years, and five for less than 10 years. All of these journeypersons have worked for more than one employer; twenty-two of these journeypersons have worked for five or fewer employers since becoming credentialed, eight have worked for six to ten employers, and four have worked for more than 10 employers. Three journeypersons have been with the current employer for less than a year, 16 for one to ten years, nine for 10 to twenty years, and seven for more than twenty years.

These journeypersons most recently moved an average of 12 years ago, most commonly citing availability of work, better pay and benefits, better long-term prospects, and family-related reasons as the basis for their move. Overall, these journeypersons stated that are not likely to shift regions in the two to three years.

Nineteen (19) of these journeypersons have changed sectors since becoming credentialed in, with their most recent shift in sector being an average of 12 years ago. They most commonly cited better pay and benefits, more predictable and stable hours, and better working conditions as the reason for their shift. Two journeypersons considered shifting sectors but had not, with one citing better pay and benefits in their current sector, and the other citing family reasons. Overall, these journeypersons stated that they are not likely to shift sectors in the next two to three years.

4 — WORKED IN MULTIPLE SECTORS REGARDLESS OF GEOGRAPHICAL MOBILITY

Of the remaining 57 journeypersons, 43 have their Red Seal designations. Eighteen (18) are 55 years or older, 16 are 45 to 54 years old, 17 are 35 to 44 years old, and six are 25 to 34 years old. Twenty-seven (27) have been journeypersons for more than 20 years, 19 for more than 10 but less than 20 years, and 11 for less than 10 years. All of these journeypersons have worked for more than one employer; thirty-nine (39) of these journeypersons have worked for five or fewer employers since becoming credentialed, 11 have worked for six to ten employers, and seven have worked for more than 10 employers. Three journeypersons have been with the current employer for less than a year, 29 for one to ten years, 15 for 10 to twenty years, and nine for more than 20 years.

Twenty-eight (28) of these journeypersons most recently moved an average of 13 years ago, most commonly citing availability of work and better pay and benefits as the reason for their move. Ten of the journeypersons in this segment considered moving regions, but did not, most commonly citing family related reasons, and an unwillingness to move. Overall, these journeypersons stated that are not likely to shift regions in the two to three years.

These journeypersons most recently shifted sectors an average of 11 years ago, most commonly citing the availability of work, better pay and benefits, and better working conditions as the reason for their shift. Nineteen (19) of these journeypersons have changed sectors since becoming credentialed in, with their most recent shift in sector being an average of 12 years ago. They most commonly cited better pay and benefits, more predictable and stable hours, and better working conditions as the reason for their shift. Overall, these journeypersons stated that they are not likely to shift sectors in the next two to three years.

5 — CREDENTIALLED IN BC, NO CHANGES

Of the remaining 98 journeypersons, 86 have their Red Seal designations. Thirteen (13) are 55 years or older, 29 are 45 to 54 years old, 32 are 35 to 44 years old, and 23 are 25 to 34 years old. Twenty-seven (27) have been journeypersons for more than 20 years, 37 for more than 10 but less than 20 years, and 34 for less than 10 years. Fifty-six (56) of these journeypersons have worked for only one employer, 39 have worked for two to five employers, and two employers have worked for 6 to 10 employers. Twenty-six of these journeypersons have been with their current employer for 20 or more years, 32 for more than 10 but fewer than 20 years, 36 for one to ten years, and two have only been with their current employer for less than a year.

None of these journeypersons have moved across regions, but 21 have considered doing so. They most commonly cited family reasons and an unwillingness to move as the main reasons for not doing so. Overall, these journeypersons stated that are not likely to shift regions in the two to three years.

None of these journeypersons have shifted sectors, but six have considered doing so. They most commonly cited family related reasons and an unwillingness to re-establish themselves as the main reasons for not doing so. Overall, these journeypersons stated that they are not likely to shift sectors in the next two to three years.

QUESTIONNAIRE FOR EMPLOYERS & JOURNEYPERSONS

QUESTIONNAIRE FOR EMPLOYERS

Hello, my name is _____ and I'm with Ference Weicker & Company, a management consulting firm. We are conducting interviews with employers and tradespersons to determine some of the key factors that contribute to labour mobility of tradespersons across regions, sectors and organizations. We are working with a Steering Committee that includes employer association, union, government, CITO and transCDA representatives and is led by the Asia Pacific Gateway Skills Table. We are focused on eight specific trades including:

- Heavy duty equipment technicians (mechanic)
- Truck and transport mechanics
- Diesel engine mechanics
- Heavy equipment operators
- Construction electrician
- Carpenter
- Plumber (and pipefitter)
- Welder

Do you employ any certified tradespersons in these trades?

- Yes No Don't Know

- if NO, please skip to Section B
- if YES, I'd like to ask you some questions about your workforce and the impact of labour mobility on your organization. It will take about ten minutes to complete. Can we do that now?

- Yes No

- If not now—What time would work for you?
- If hesitant—I can send you a letter describing the study or would you like to complete it online (obtain their email address if want to receive a letter)?

- Gave URL Call back another time (_____)
 Don't know Send letter (_____)

Name of the Business _____

Sector _____

Key Contact _____

Phone Number _____

Date Completed _____

A — EMPLOYMENT OF JOURNEYPERSONS IN THESE TRADES

1. How many, if any, journeypersons does your organization employ in the following trades?

1a. In each of these trades, approximately how many of these current journeypersons were already credentialed when they were hired by your organization (e.g., were not serving as an apprentices with you when they became certified)?

1b. How many of the credentialed tradespersons were hired in the past year?

BY TRADE	NUMBER EMPLOYED	NUMBER WHO WERE ALREADY CREDENTIALLED PRIOR TO HIRING	NUMBER OF CREDENTIALLED WORKERS HIRED IN THE PAST YEAR
Transportation Trades			
Heavy Duty Equipment Mechanics			
Truck and Transport Mechanics			
Diesel Engine Mechanics			
Heavy Equipment Operators			
Construction Trades			
Construction Electrician			
Carpenter			
Plumber (and Pipefitter)			
Welder			
Total			

→ If all were credentialed with current employer, skip to Section B

2. Of your current journeypersons in these trades who were already credentialed when they were hired by your organization, how many had last been employed by an employer in a different sector than yours?

Number hired from a different sector _____ → **If none, skip to Question #3**

2a. (if any) In what other sector or sectors were they employed?

Industry	Sector	
Construction	<input type="radio"/> General contractor <input type="radio"/> Trades contractor <input type="radio"/> Concrete production and pouring	<input type="radio"/> Excavation and demolition <input type="radio"/> Other
Transportation	<input type="radio"/> Trucking companies <input type="radio"/> Busses and coach companies <input type="radio"/> Marine	<input type="radio"/> Air <input type="radio"/> Rail <input type="radio"/> Warehousing
Equipment Sales and Service	<input type="radio"/> Truck sales and services <input type="radio"/> Automotive sales and service	<input type="radio"/> Wholesale Trade <input type="radio"/> Other Services
Primary Sectors	<input type="radio"/> Mining, quarrying, oil and gas extraction <input type="radio"/> Forestry <input type="radio"/> Agriculture	
Government and Education	<input type="radio"/> Municipal and regional district government <input type="radio"/> Other government	<input type="radio"/> School districts <input type="radio"/> Training institutions/colleges <input type="radio"/> Other educational services
Manufacturing and Utilities	<input type="radio"/> Manufacturing <input type="radio"/> Utilities	
Other	<input type="radio"/> Waste management and remediation services <input type="radio"/> Health care and social assistance <input type="radio"/> Don't know or don't remember	<input type="radio"/> Other (please specify: _____ _____

2b. What would you say is the major reason/reasons that they were interested in shifting from that sector to work in yours?

- | | |
|---|---|
| <input type="radio"/> Work was not available in that sector | <input type="radio"/> Work is more interesting/personally rewarding |
| <input type="radio"/> Hours were unstable or unpredictable | <input type="radio"/> Reputation/quality of the employer |
| <input type="radio"/> Pay and/or benefits are better here | <input type="radio"/> Other, please specify: _____ |
| <input type="radio"/> Less travel required | _____ |
| <input type="radio"/> Prospects are better in the long-term | <input type="radio"/> Not sure |
| <input type="radio"/> Working conditions are better | |

2c. What are the most common characteristics of workers who you attract from other sectors in terms of age, gender, or level of experience (select all that commonly apply)?

Characteristics	Description	
Age	<input type="radio"/> 24 years or under <input type="radio"/> 25 to 34 years <input type="radio"/> 35 to 44 years	<input type="radio"/> 45 to 54 year <input type="radio"/> 55 years or older
Gender	<input type="radio"/> Male	<input type="radio"/> Female
Experience	<input type="radio"/> Less than one year <input type="radio"/> One to four years <input type="radio"/> Five to nine years	<input type="radio"/> 10 to 20 years <input type="radio"/> Over 20 years

3. What, if any, significant barriers exist with respect to attracting credentialed workers in these trades from other sectors to your organization?

- Few credentialed workers employed in other sectors
- Strong competition for workers
- Past experience is not very relevant or applicable to our work
- The skills and competencies are not very transferrable
- Extent to which the credentials are recognized
- Require additional training before they can become productive
- Regulatory issues
- Union-related considerations
- This sector is less attractive to them because of:
 - Longer-term prospects are not as interesting
 - Working conditions are not as good
 - Hours are not as good
 - Reputation/quality of the employer
- Other, please specify _____
- Unsure because haven't targeted workers from other sectors
- No significant barriers exist
- Don't Know

3a. (if any identified) What particular shortages in skills, competences, or types of experience tend to limit the transferability of these workers to your sector and organization?

4. Of the journeypersons in these trades (heavy duty equipment technician, truck and transport mechanics, diesel engine mechanics, heavy equipment operators, construction electrician, carpenter, plumber and pipefitter, and welder) who were already credentialed when they were hired by your organization, how many had last been employed by:

SOURCES		NUMBER OF JOURNEYPERSONS
Another employer within about 50 miles of your operation?		
An employer located elsewhere in BC?	Vancouver Island	
	Cariboo	
	Lower Mainland / Southwest	
	North Coast	
	Thompson / Okanagan	
	Kootenay	
	Nechako	
	Northeast	
	Other	
	Total	
An employer located outside of BC but still in Canada?	Alberta	
	Saskatchewan	
	Manitoba	
	Ontario	
	Quebec	
	New Brunswick	
	PEI	
	Nova Scotia	
	Newfoundland	
	Yukon	
	NWT	
	Nunavut	
	Total	

SOURCES		NUMBER OF JOURNEYPERSONS
An employer located outside of Canada?	China	
	Taiwan	
	Korea	
	Philippines	
	United States	
	Mexico	
	United Kingdom	
	France	
	India	
	Australia	
	Other	
	Total	
Not sure		
Total		

→ If none hired from outside your region, skip to Question #5

4a. For the journey person or journey persons whom you hired from outside your region, how did you commonly first come in contact with them (*select all that apply*)?

- They applied to your organization prior to moving to your region
- They applied to your organization after moving to your region
- They responded to an advertisement you placed in their region
- You other otherwise were actively recruiting in their region?
- Other, please specify: _____

- Don't know or don't remember

4b. How were you promoting the employment opportunities with your organization?

- Print advertising
- Posted in the Canada Job Bank
- Online advertising or other job posting sites
- Company website
- Participation in job fairs or other events in your region
- Participation in job fairs or other events in other regions
- Other, please specify: _____
- Don't know or don't remember

4c. What would you say is the major reason or reasons you believe that they were interested in moving to your region?

- For reasons other than work (e.g. family or friends)
- Work was not available in their region
- Hours were unstable or unpredictable
- Pay and/or benefits are better here
- Less travel is required
- Prospects are better in the long-term
- Working conditions are better
- Work is more interesting/personally rewarding
- Reputation/quality of the employer
- Other, please specify: _____

4d. What are the most common characteristics of workers who you attract from other regions in terms of age, gender, or level of experience?

Characteristics	Description
Age	<input type="radio"/> 24 years or under <input type="radio"/> 25 to 34 years <input type="radio"/> 35 to 44 years <input type="radio"/> 45 to 54 year <input type="radio"/> 55 years or older
Gender	<input type="radio"/> Male <input type="radio"/> Female
Experience	<input type="radio"/> Less than one year <input type="radio"/> One to four years <input type="radio"/> Five to nine years <input type="radio"/> 10 to 20 years <input type="radio"/> Over 20 years

4e. What, if any, impact has the recent interprovincial agreement on labour mobility (the Agreement on Internal Trade (AIT), TILMA, and the North West Partnership Trade Agreement) had on the extent to which your organization is able to attract workers from other provinces?

- 1 **Not at All** 2 | **Somewhat** 3 4 | **Very** 5 N/A

4f. Why is that?

4g. What impact does the Red Seal designation have on the extent to which your organization is able to attract workers from other provinces?

- | | | | | | |
|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|---------------------------|
| Not at All | | Somewhat | | Very | |
| <input type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 | <input type="radio"/> 5 | <input type="radio"/> N/A |

4h. Why is that?

5. What, if any, significant barriers existing with respect to hiring credentialed workers in these trades from other regions?

- | | |
|--|--|
| <ul style="list-style-type: none"> <input type="radio"/> The costs associated with moving <input type="radio"/> Strong competition for workers <input type="radio"/> Past experience is not very relevant or applicable to our work <input type="radio"/> The skills and competencies are not very transferrable <input type="radio"/> Require additional training before they can become productive <input type="radio"/> Extent to which their credentials are recognized <input type="radio"/> Regulatory issues <input type="radio"/> Union-related considerations | <ul style="list-style-type: none"> <input type="radio"/> This region is less attractive to them because of: <ul style="list-style-type: none"> <input type="checkbox"/> Longer-term prospects are uncertain <input type="checkbox"/> Working conditions are not as good <input type="checkbox"/> Hours are not as good <input type="checkbox"/> Reputation/quality of the employer <input type="checkbox"/> The characteristics of the community <input type="radio"/> Other, please specify: _____ <input type="radio"/> Unsure because haven't targeted workers from other regions <input type="radio"/> No significant barriers exist <input type="radio"/> Don't Know |
|--|--|

5a. (if any identified) What particular shortages in skills, competences, or types of experience tend to limit the transferability of these workers to your region and organization?

6. (if hired any workers outside of the region or the sector) What, if any, upgrading or training has commonly been provided to better prepare journeypersons in these trades (heavy duty equipment technician, truck and transport mechanics, diesel engine mechanics, heavy equipment operators, construction electrician, carpenter, plumber and pipefitter, and welder) who recently transferred from outside the region or sector?

- "On-the-job" training
- Mentoring for newer workers
- Formal upgrading or technical training delivered directly through the company
- Formal upgrading or technical training taken by employees from outside sources
- Other (please specify: _____
_____)
- Not sure

6a. (if upgrading or technical training is provided to recently transferred workers) How long are these training programs?

- One day or less
- Two to five days
- 6 to 10 days
- 10 to 30 days
- Over 30 days
- Other, please specify: _____

- Not sure

6b. What did the technical training focus on?

6c. Is there a need to expand or improve the upgrading or training available to workers transferring from other regions or sectors?

- Yes for those transferring from other regions
- Yes for those transferring from other sectors
- No
- Don't Know
- Other (please specify: _____
_____)

6d. (if yes) What do you recommend?

7. How many already credentialed workers in these trades do you anticipate hiring over the next two years?

7a. Of these, how many do you anticipate will be permanent positions rather than temporary or project related positions?

Number expecting to hire _____

Permanent positions _____

7b. On a scale of 1 to 5, where 1 is not at all difficult, 3 is somewhat difficult and 5 is very difficult, how difficult do you anticipate it will be for your organization to attract suitable candidates for these positions?

- | | | | | | |
|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|---------------------------|
| Not at All | | Somewhat | | Very | |
| <input type="radio"/> 1 | <input type="radio"/> 2 | <input type="radio"/> 3 | <input type="radio"/> 4 | <input type="radio"/> 5 | <input type="radio"/> N/A |

7c. Do you anticipate that most of these workers will be drawn from other regions, other sectors, or other employers in your region and sector?

- From other sectors
- From other regions
- From other employers in your region and sector
- Other, please specify: _____

- Not sure or don't know

Comments:

B — DESCRIPTION OF THE EMPLOYERS

I just have a few questions for classification purposes.

1. What sector is your organization involved in?

Industry	Sector	
Construction	<input type="radio"/> General contractor <input type="radio"/> Trades contractor <input type="radio"/> Concrete production and pouring	<input type="radio"/> Excavation and demolition <input type="radio"/> Other
Transportation	<input type="radio"/> Trucking companies <input type="radio"/> Busses and coach companies <input type="radio"/> Marine	<input type="radio"/> Air <input type="radio"/> Rail <input type="radio"/> Warehousing
Equipment Sales and Service	<input type="radio"/> Truck sales and services <input type="radio"/> Automotive sales and service	<input type="radio"/> Wholesale Trade <input type="radio"/> Other Services
Primary Sectors	<input type="radio"/> Mining, quarrying, oil and gas extraction <input type="radio"/> Forestry <input type="radio"/> Agriculture	
Government and Education	<input type="radio"/> Municipal and regional district government <input type="radio"/> Other government	<input type="radio"/> School districts <input type="radio"/> Training institutions/colleges <input type="radio"/> Other educational services
Manufacturing and Utilities	<input type="radio"/> Manufacturing <input type="radio"/> Utilities	
Other	<input type="radio"/> Waste management and remediation services <input type="radio"/> Health care and social assistance <input type="radio"/> Don't know or don't remember	<input type="radio"/> Other (please specify: <hr/> <hr/>

2. How many people does your organization employ in total (including the workers you mentioned and others)?

- | | |
|---|---|
| a. <input type="radio"/> 0–5 employees | f. <input type="radio"/> 101–250 employees |
| b. <input type="radio"/> 6–10 employees | g. <input type="radio"/> Over 500 employees |
| c. <input type="radio"/> 11–25 employees | h. <input type="radio"/> 251–500 employees |
| d. <input type="radio"/> 26–50 employees | i. <input type="radio"/> Other _____ |
| e. <input type="radio"/> 50–100 employees | j. <input type="radio"/> Not sure |

3. Lastly, we would like to also to obtain input from journeypersons who have five or more years of experience in one of these eight trades (heavy duty equipment technician, truck and transport mechanics, diesel engine mechanics, heavy equipment operators, construction electrician, carpenter, plumber and pipefitter, and welder)? Do you have any journeypersons with more than 5 years of experience?

- Yes No Don't Know

6d. (if yes) How could we reach them to complete an interview or survey?

THANK YOU FOR YOUR PARTICIPATION!

QUESTIONNAIRE FOR JOURNEYPERSONS

Hello, my name is _____ and I'm with Ference Weicker & Company, a management consulting firm. We are conducting interviews with employers and tradespersons to determine some of the key factors that contribute to labour mobility of tradespersons across regions, sectors and organizations. We are working with a Steering Committee that includes employer association, union, government, CITO and transCDA representatives and is led by the Asia Pacific Gateway Skills Table. Are you a credentialed journeyperson in any of the following trades:

- | | |
|---|----------------------------|
| → Heavy duty equipment technicians (mechanic) | → Construction electrician |
| → Truck and transport mechanics | → Carpenter |
| → Diesel engine mechanics | → Plumber (and pipefitter) |
| → Heavy equipment operators | → Welder |

How many years ago did you become a journeyperson?

- | | |
|--|--|
| <input type="radio"/> Less than one year ago | <input type="radio"/> 15 to 19 years |
| <input type="radio"/> One to four years ago | <input type="radio"/> 20 or more years ago |
| <input type="radio"/> Five to nine years ago | <input type="radio"/> No response |
| <input type="radio"/> 10 to 14 years ago | <input type="radio"/> Other (_____) |

→ if less than five years ago, skip to Section C

→ if five or more years ago, I'd like to ask you some questions about your work history, particularly with respect to whether you've worked in different sectors or regions since becoming a journeyperson. It will take about ten minutes to complete. Can we do that now?

- Yes No

→ If not now—What time would work for you? _____

→ If hesitant—I can send you a letter describing the study or would you like to complete it online (obtain their email address if want to receive a letter)?

- | | |
|----------------------------------|--|
| <input type="radio"/> Gave URL | <input type="radio"/> Call back another time (_____) |
| <input type="radio"/> Don't know | <input type="radio"/> Send letter (_____) |

Name of Journeyperson

Source

Key Contact

Phone Number

Date Completed

A — WORK HISTORY

1. Do you have a Red Seal designation? Yes No Not sure
2. We would like to ask you about your current employment or, if you are not currently employed, your most employment. What sector are you employed in?

Industry	Sector	
Construction	<input type="radio"/> General contractor <input type="radio"/> Trades contractor <input type="radio"/> Concrete production and pouring	<input type="radio"/> Excavation and demolition <input type="radio"/> Other
Transportation	<input type="radio"/> Trucking companies <input type="radio"/> Busses and coach companies <input type="radio"/> Marine	<input type="radio"/> Air <input type="radio"/> Rail <input type="radio"/> Warehousing
Equipment Sales and Service	<input type="radio"/> Truck sales and services <input type="radio"/> Automotive sales and service	<input type="radio"/> Wholesale Trade <input type="radio"/> Other Services
Primary Sectors	<input type="radio"/> Mining, quarrying, oil and gas extraction <input type="radio"/> Forestry <input type="radio"/> Agriculture	
Government and Education	<input type="radio"/> Municipal and regional district government <input type="radio"/> Other government	<input type="radio"/> School districts <input type="radio"/> Training institutions/colleges <input type="radio"/> Other educational services
Manufacturing and Utilities	<input type="radio"/> Manufacturing <input type="radio"/> Utilities	
Other	<input type="radio"/> Waste management and remediation services <input type="radio"/> Health care and social assistance <input type="radio"/> Don't know or don't remember	<input type="radio"/> Other (please specify: <hr/> <hr/>

- 2a. How long have you been (or were you) working with that employer?

- Less than one year ago
 One to four years ago
 Five to nine years ago
 10 to 14 years ago
- 15 to 19 years
 20 or more years ago
 No response
 Other (_____)

2b. In what region of BC is (was) your job located?

- | | |
|--|--|
| <input type="radio"/> Vancouver Island | <input type="radio"/> Northeast |
| <input type="radio"/> Lower Mainland/Southwest | <input type="radio"/> Cariboo |
| <input type="radio"/> Thompson/Okanagan | <input type="radio"/> North Coast |
| <input type="radio"/> Nechako | <input type="radio"/> Other, please specify: _____ |
| <input type="radio"/> Kootenay | _____ |

3. In what other regions of BC, provinces/territories or other countries, if any, did you work in this trade prior to becoming credentialed in Canada?

- | Within British Columbia | Within Canada | Outside of Canada |
|---|--|--------------------------------------|
| <input type="radio"/> Vancouver Island | <input type="radio"/> British Columbia | <input type="radio"/> China |
| <input type="radio"/> Lower Mainland/ Southwest | <input type="radio"/> Alberta | <input type="radio"/> Taiwan |
| <input type="radio"/> Thompson/Okanagan | <input type="radio"/> Saskatchewan | <input type="radio"/> Korea |
| <input type="radio"/> Nechako | <input type="radio"/> Manitoba | <input type="radio"/> Philippines |
| <input type="radio"/> Kootenay | <input type="radio"/> Ontario | <input type="radio"/> United States |
| <input type="radio"/> Northeast | <input type="radio"/> Québec | <input type="radio"/> Mexico |
| <input type="radio"/> Cariboo | <input type="radio"/> New Brunswick | <input type="radio"/> United Kingdom |
| <input type="radio"/> North Coast | <input type="radio"/> PEI | <input type="radio"/> France |
| <input type="radio"/> Other | <input type="radio"/> Nova Scotia | <input type="radio"/> India |
| | <input type="radio"/> Newfoundland | <input type="radio"/> Australia |
| | <input type="radio"/> Yukon | <input type="radio"/> Other |
| | <input type="radio"/> NWT | |
| | <input type="radio"/> Nunavut | |

3a. (if worked outside of Canada) Were you credentialed in that country in this trade prior to coming to Canada?

- Yes No Don't Know

4. How many employers have you worked with since your became credentialed?

Number of employers worked for since becoming credentialed _____

→ If two or more skip to Section B

5. Did you ever seriously considering shifting to work for an employer in another sector or in another region of BC or outside of BC?

- Seriously considered employment in another sector
- Seriously considered employment in another region
- Seriously considered employment in another sector and region
- No
- Not sure

5a. (if yes) What would you say is the major reason or reasons why you decided not to shift to work in another sector or region?

- Work was not available in the sector and/or region
- Unwilling to move
- Family was not supportive of the change
- Hours were unstable or unpredictable
- Pay and/or benefits are better here
- Less travel required here
- Prospects are better here in the long-term
- Working conditions are better here
- Work is more interesting/personally rewarding here
- Reputation/quality of the employer here
- Past experience is not very relevant or applicable to the other sector
- My skills and competencies are not very transferrable
- I would require additional training before I could become productive
- Regulatory issues
- Union-related considerations
- Other, please specify: _____

- Not sure

→ skip to Section E

B — CHANGES ACROSS SECTORS

1. In what sector were you working when you became credentialed?

1a. In what other sectors have you worked since becoming credentialed (including the current sector if different than the original)?

Industry	Sector	Where became credentialed	Others worked in since being credentialed
Construction	General contractor		
	Trades contractor		
	Concrete production and pouring		
	Excavation and demolition		
	Other		
Transportation	Trucking companies		
	Busses and coach companies		
	Marine		
	Air		
	Rail		
	Warehousing		
Equipment Sales and Service	Truck sales and services		
	Automotive sales and service		
	Wholesale trade		
	Other services		
Primary Sectors	Mining, quarrying, oil and gas extraction		
	Forestry		
	Agriculture		
Government and Education	Municipal and regional district government		
	Other government		
	School districts		
	Training institutions/colleges		
	Other educational services		
Manufacturing and Utilities	Manufacturing		
	Utilities		
Other	Waste management and remediation services		
	Health care and social assistance		
	Other, please specify:		
	Don't know or don't remember		

→ If has not changed sectors, skip to Section C

2. When was your most recent move across sectors?

Most recent move _____

3. Thinking about your most recent move, what would you say is the major reason or reasons why you decided to shift from your previous sector(s) to work in another?

- | | |
|---|--|
| <input type="radio"/> Work was available | <input type="radio"/> Work is more interesting/personally rewarding |
| <input type="radio"/> Hours were more stable or predictable | <input type="radio"/> Reputation/quality of the employer is high or better |
| <input type="radio"/> Pay and/or benefits were better here | <input type="radio"/> Other, please specify: _____ |
| <input type="radio"/> Less travel was required | _____ |
| <input type="radio"/> Prospects are better in the long-term | _____ |
| <input type="radio"/> Working conditions are better | <input type="radio"/> Not sure |

4. What, if any, barriers made it somewhat difficult for you in making this shift to another sector(s)?

- | | |
|---|--|
| <input type="radio"/> Past experience was not very relevant or applicable to the new work | <input type="radio"/> Regulatory issues |
| <input type="radio"/> My skills and competencies were not very transferrable | <input type="radio"/> Union-related considerations |
| <input type="radio"/> I required additional training before I could become productive | <input type="radio"/> Other, please specify: _____ |
| | _____ |
| | <input type="radio"/> No barriers exist |
| | <input type="radio"/> Don't know |

4a. (if any identified) What particular shortages in skills, competences, or types of experience made it more difficult for you in making the transfer between sectors?

C — MOVES ACROSS REGIONS

1. In what region of BC, province or territory were you working when you become credentialed?

1a. In what other regions, provinces/territories and countries have you worked since becoming credentialed (including the current sector if different than the original)?

SECTOR	WHERE BECAME CREDENTIALLED	OTHERS WORKED IN SINCE BEING CREDENTIALLED
Regions Within BC		
Vancouver Island		
Lower Mainland / Southwest		
Thompson / Okanagan		
Nechako		
Kootenay		
Northeast		
Cariboo		
North Coast		
Other Provinces and Territories in Canada		
Alberta		
Saskatchewan		
Manitoba		
Ontario		
Québec		
New Brunswick		
PEI		
Nova Scotia		
Newfoundland		
Yukon		
NWT		
Nunavut		

SECTOR	WHERE BECAME CREDENTIALLED	OTHERS WORKED IN SINCE BEING CREDENTIALLED
Regions Within BC		
United States		
China		
Taiwan		
Korea		
Philippines		
Mexico		
United Kingdom		
France		
India		
Australia		
Other		
Don't know or don't remember		

→ If has not changed regions, skip to Section D

→ If has not changed sectors or regions, skip to Section E

2. (if more than one area is identified) How many moves have you made between regions since becoming credentialed?

2a. Of these moves, how many would you say were made primarily for employment reasons rather personal reasons (e.g. family) or interests?

2b. How many of the moves did you expect would be permanent rather than for temporary or project-related employment?

2c. For how many of the moves did you stay with the same employer (i.e. the location changed but you were still with the same organization)?

Number of moves made between regions _____

Number made primarily for employment reasons _____

Number of moves expected to be permanent _____

Number of moves involving the same employer _____

3. When was your most recent move across regions?

Most recent move _____

4. This about your most recent move, what would you say is the major reason or reasons why you decided to shift from your previous region to work in this one?

- Work was available
- Hours were more stable or predictable
- Pay and/or benefits were better here
- Less travel was required
- Prospects are better in the long-term
- Working conditions are better
- Work is more interesting/personally rewarding
- Reputation/quality of the employer is high or better
- Other, please specify: _____

- Not sure

5. Were there any barriers that made it somewhat difficult for you in making the shift to this region(s)?

- Costs associated with moving
- Family issues
- Past experience was not very relevant or applicable to the new work
- My skills and competencies were not very transferrable
- I required additional training before I could become productive
- Regulatory issues
- Union-related considerations
- Other, please specify: _____

- No barriers exist
- Don't Know

5a. (if any identified) What particular shortages in skills, competences, or types of experience made it more difficult for you in making the transfer between regions?

D – TRAINING AND FUTURE PLANS

1. In your latest move across regions or sectors, how did you become aware of the opportunity?

- | | |
|---|---|
| <input type="radio"/> Word of mouth | <input type="radio"/> Participation in job fairs or other events in other regions |
| <input type="radio"/> Print advertising | <input type="radio"/> Other, please specify: _____ |
| <input type="radio"/> Posted in the Canada Job Bank | _____ |
| <input type="radio"/> Online advertising or other job posting sites | _____ |
| <input type="radio"/> Company website | <input type="radio"/> Don't know or don't remember |
| <input type="radio"/> Participation in job fairs or other events in your region | |

2. What, if any, upgrading or training did you receive that made your transition (between region or sectors)?

- | | |
|--|--|
| <input type="radio"/> "On-the-job" training | <input type="radio"/> Other, please specify: _____ |
| <input type="radio"/> Mentoring for newer workers | _____ |
| <input type="radio"/> Formal upgrading or technical training delivered directly through the company | _____ |
| <input type="radio"/> Formal upgrading or technical training taken by employees from outside sources | <input type="radio"/> Not sure |

2a. (if upgrading or technical training is provided to recently transferred workers) How long was the training program?

- | | |
|--|--|
| <input type="radio"/> One day or less | <input type="radio"/> Other, please specify: _____ |
| <input type="radio"/> Two to five days | _____ |
| <input type="radio"/> 6 to 10 days | _____ |
| <input type="radio"/> 10 to 30 days | _____ |
| <input type="radio"/> Over 30 days | <input type="radio"/> Not sure |

2b. What did the training focus on?

3. On a scale of 1 to 5, where 1 is not at all satisfied, 3 is somewhat satisfied, and 5 is very satisfied, how satisfied were you with the upgrading or training that you received?

1 **Not at All** 2 | 3 **Somewhat** 4 | 5 **Very** N/A

3a. Why is that?

4. How likely are you to change regions or sectors over the next two to three years?

0% 25% 50% 75% 100%

4a. Why is that?

E — DEMOGRAPHICS

1. Are you currently:

- Under the age of 25 years? 35 to 44 years? 55 years or older?
 25 to 34 years 45 to 54 years?

2. Are you:

- Male? Female?

THANK YOU FOR YOUR PARTICIPATION!

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