

Skills Table Historical Performance Report¹

STRATEGIC FOCUS #1 PROVIDE LABOUR MARKET INFORMATION (LMI)			
	Project Name	Deliverables	Outcome / Achieved Results
1.	Labour Force Profile of Port Drayage Drivers in Metro Vancouver Period: 09/2012 – 03/2013	Report: “Labour Force Profile Port Drayage Drivers in Metro Vancouver”	- Total of 639 surveys were completed through primary distribution at Metro Vancouver’s four container terminals (Centerm, Vanterm, Fraser Surrey Docks and Deltaport) - Findings helped inform and was referenced in Vince Ready / Corin Bell’s ‘Recommendation Report – BC Lower Mainland Port’ (Sep 2014), an independent review directed at resolving issues that have contributed to disruption of trucking operations at Port Metro Vancouver
2.	Terminal Trades Occupational Analysis Period: 09/2012 – 03/2013	Report: “Lower Mainland Container Terminals Project”	Helped inform 3 main employers serving Port Metro Vancouver (TSI, DP World, Fraser Surrey Docks) on four critical trades that have been impacted by shipbuilding contracts
3.	The Accelerator Project Period: 04/2011 – 03/2012	Report: “The Accelerator Project”	- Developed joint working partnerships with the Calgary Logistics Council and the Canadian Supply Chain Sector Council - Leveraged APGST LMI model and data to help inform APG corridor stakeholders in BC and Alberta on labour supply/demand issues - LMI findings shared with 55 participants of a video conference event held in Calgary and Vancouver; and with 12 leaders from the Alberta-wide Supply Chain Education Partners’ meeting
4.	Labour Market Initiative Period: 02/2012 – 03/2013	- Report: “B.C. Labour Market Requirements for the Asia Pacific Gateway, 2013-2022 Summary Report” - Report: “Lower Mainland Labour Market Requirements for the Asia Pacific Gateway, 2013-2022 Summary Report”	Offered regional LMI information for 53 APG occupations against three economic scenarios

¹ Updated May 1, 2015

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		Report: "Labour Market Requirements for the Northern British Columbia Asia Pacific Gateway, 2013-2022 Summary Report"	
5.	Labour Market Information Gap Analysis Period: 01/2010 - 12/2011	Report: "B.C. Labour Market Requirements for the Asia Pacific Gateway, 2011-2019 Summary Report"	Established the APGST LMI base model and forecast for 34 key occupations in the APG, offering meaningful information for industry and a model that has been easily adaptable over the years

STRATEGIC FOCUS #2 WORK TO ADDRESS SKILLS GAPS			
	Project Name	Deliverables	Outcome / Achieved Results
6.	Tools for Assessing an Immigrant Truck Driver's Non-Canadian Experience Period: 03/2013 - 03/2014	- Guide: "International Trucking Reference: Roads, Rules, and Drivers (International Trucking Reference)" - Guide: "IDRIVE Assessment Tool" and support products	Supported BCTA' HR Strategy
7.	Drayage Excellence Metrics in Metro Vancouver Period: 12/2012 - 03/2013	Report: "Drayage Metrics Proof of Concept"	Helped support and inform PMV Drayage Strategy project members on issues related to Gateway reliability initiatives
8.	Vancouver Drayage Truck Turn-Time Analysis Period: 09/2012 - 03/2013	Report: "Port Metro Vancouver Truck Turn Time Study: Analysis, Results and Recommendations"	- Brought in US-based transportation experts who had conducted similar work at several US ports to analyze turn-time performance at Metro Vancouver ports - Engaged 5 different organizations/ companies to share GPS data that enabled analysis and validation across different, independent data sources

STRATEGIC FOCUS #2 WORK TO ADDRESS SKILLS GAPS			
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9.	Identifying Successful Business Practices of Profitable Drayage Owner Operators in Metro Vancouver Period: 07/2012 – 03/2013	- Report: “Drayage Owner-Operators Understanding Container Drayage Owner-Operators in Metro Vancouver” - Toolkit: “Drayage Trucking in Metro Vancouver Owner-Operator Business Toolkit”	- Consultations with 8 trucking companies of varying sizes and types of operations, and 13 individual owner-operators including senior representatives of the Vancouver Container Truck Association – CAW Local 2006 - Findings helped inform and was referenced in Vince Ready / Corin Bell’s ‘Recommendation Report – BC Lower Mainland Port’ (Sep 2014), an independent review directed at resolving issues that have contributed to disruption of trucking operations at Port Metro Vancouver - BCTA is potentially using the drayage owner-operator toolkit and revising it for long haul driver occupation
10.	One-Year Experience in Canada Period: 12/2012 – 05/2013	- Report: outlines list of performance indicators typically expected of employees with minimum one-year Canadian work experience; and a recommended list of alternate methods to achieve intended equivalent outcomes - Work Experience Log Book: describes and documents knowledge, skills, attitudes and performance expected of employees with one-year Canadian work experience	- Consulted with 94 participants representing 83 different employers from a broad range of technology-related enterprises in BC - Findings from this project helped inform and support the development of other ITTP resources, such as the Working in BC program
11.	Foreign Training Assessment for Technologists and Technicians Period: 02/2012 – 03/2013	Model development & pilot test: a new education equivalency and recognition model for reviewing certification applications from Philippine educated persons	- ASTTBC reviewed 6 applications for certification from Philippine educated persons using new model, which expedited process by up to 50 days per application - Model discussed at the Council of Registrars (COR) representing all provincial associations for the certification and registration of applied science and engineering technologists in Canada. Approval of the model by COR will extend application of the equivalency model nationally

STRATEGIC FOCUS #2 WORK TO ADDRESS SKILLS GAPS			
	Project Name	Deliverables	Outcome / Achieved Results
12.	British Columbia (B.C.) and Washington State (WA) Crane Certification Recognition Pilot Project Period: Phase 1, 2, 3: 02/2012 – 03/2014	<i>A mechanism that recognized Washington Mobile Crane Operators who met the WorkSafeBC regulatory requirements</i>	- Facilitated BC employers ability to hire Washington Mobile Crane Operators who met the WorkSafeBC regulatory requirements - Approved by WorkSafeBC
13.	B.C. Professional (Truck) Driver Training Pilot Project Period: 09/2010 – 08/2011	<i>Program: BC Professional (Truck) Driver Training Program</i>	Total of 12 students (two cohorts of 6 students each) participated in pilot program
14.	Transferable Skills Training and Certification for Asia Pacific Gateway Crane Operators Period: 07/2010 – 04/2011	<i>Product: Program Feasibility Report and Development Recommendations: Crane Operator Certification in the Asia Pacific Gateway</i> <i>Roundtable sessions: discussions between marine and other sectors employing occupation</i>	- Completed 8 consultations with industry representatives that included employers, labour organizations and regulators - Organized an industry forum held in February 2011 to provide an opportunity for industry representatives and stakeholders to discuss the options and recommendations
15.	Asia Pacific Gateway Skills Table (APGST) Training Fund Period: 10/2010 – 03/2011	<i>Program: APGST Training Fund that included:</i> <i>- Identifying Gateway employers training needs and providing funding for appropriate training</i> <i>- Providing consulting services for a limited number of Gateway employers to support human resource management requirements.</i>	- APGST Training Fund directly served 60 employers and provided \$200,000 of training funds to 359 workers in the Gateway - One-on-one facilitation helped maximize the training investment and supported employers' throughout process - Individualized HR advice and guidance offered to participating Gateway firms, particularly helpful to SME who have limited HR resources

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16.	Solving Skills Shortages at the Prince George Airport (YXS) Period: 03/2010 – 03/2011	Program: Training program for refuelers to receive certification on wide-bodied aircraft refueling and ground handling	2 training sessions were organized and delivered to 12 participants from various companies operating at YXS - Provided local staff with knowledge on how to operate the specialized equipment and serve large, international aircrafts coming into YXS airport - Provided them with a chance to gain invaluable experience at the Toronto airport where more than 700 aircrafts are serviced daily. A majority of the employees involved in training had less than two years of work experience in the field.
17.	HR Essentials for Small-to -Medium Sized Enterprises Period: 11/2009 – 08/2011	- Product: Your Guide to Human Resources - Workshops on Recruitment and Retention	- A total of 423 participants attended 31 workshops to workshops held for the trucking, construction, marine and security sectors. - In addition to resources provided, participants identified workshops as positive opportunity (benefit) for increased communication and networking with others in the industry
18.	Supervisor Foreperson Skill Development Period: 08/2009 – 03/2012	- Report: “Developing Supervisory Skills: Strategies & Recommendations for the Asia Pacific Gateway” - Guide: “Supervisory Skill Development Resource Guide” - Workshops (In Person & Video): “Creating a Blueprint for Supervisory Skill Development” - Coaching Pilot Program for Developing Supervisory Skills	- Distributed the Guide to more than 1,500 employers in the Gateway industries - Delivered 10 workshops to 170 representatives of the AGPST industries including trucking, engineering, construction and marine industries. - Established partnerships with 8 industry organizations to deliver workshops (APEG, BCCA North, BC Road Builders, BCTA, ICBA, Nanaimo Port Authority, Prince Rupert Port Authority, VRCA) - Delivered coaching pilot program to 7 gateway employers that included 5 hours of individual coaching support for each participant
19.	Business of Shipping Period: 07/2009 – 03/2011	Presentation & Manual: The Business of Shipping	- Industry developed education: by industry, for Industry 655 representatives across Canada have participated in 9 “Business of Shipping” training sessions

STRATEGIC FOCUS #3 RESEARCH THE FUTURE OF WORK IN THE GATEWAY			
	Project Name	Deliverables	Outcome / Achieved Results
20.	Container Truck Dispute Program – Operator Survey Period: 06/2014 – 09/2014	Report: <i>Survey Regarding Joint Action Plan: for BC MOT</i>	Information used in ongoing labour relations management with PMV drayage drivers
21.	Accelerated Apprenticeship Learning for Mobile Crane Operators in B.C. - Pilot Project Period: 09/2013 – 12/2013	Report: <i>“Accelerated Apprenticeship Learning for Mobile Crane Operators in BC – Pilot Project”</i>	Engaged and consulted with 44 stakeholders including 5 apprentices, 12 journeypersons, 10 employers, 11 training providers and 6 industry stakeholders
22.	Technology and Skills in Transportation Period: 09/2012 – 03/2013	Report: <i>“Technology and Skills in Transportation”</i>	40 individuals from across western Canada and representing all six sectors (Air, Construction, Logistics, Marine, Rail and Trucking) in the Asia Pacific Gateway were engaged in this project
23.	Tracking Tradespersons: Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway (APG) Period: 10/2011 – 03/2013	- Report: <i>“Tracking Tradespersons: Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway”</i> - Executive Summary: <i>“Tracking Tradespersons: Understanding the Labour Mobility of Tradespersons in the Asia Pacific Gateway Executive Summary”</i>	Engaged and gathered information from: 43 key informants (stakeholders and selected experts) 312 employers of workers in target trades 200 experienced journeypersons in those trades 22 studies, research papers, surveys, reports, websites and statistics databases. Shared project findings at: 2 information sessions held in Lower Mainland and Prince George - Council of Forest Industries’ (COFI) Annual General Meeting (Apr 2013) - Canadian Apprenticeship Forum in Vancouver (Jun 2013) - National Skills Competition (Jun 2013)
24.	Technology & Innovation in the Asia Pacific	Report: <i>The Innovation Imperative: Drivers for Change in the Asia Pacific Gateway: Business Priorities in 2011</i>	Face-to-face interviews were conducted with 38 individuals from 26 organizations representing many aspects of the supply chain and the key organizations of the Asia Pacific Gateway

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	Gateway Period: 10/2010 – 03/2011		Report findings shared with WESTAC and 3 focus groups held in Vancouver, Prince George and Prince Rupert
25.	Building Capacity for Integrated and Strategic Planning in the Asia Pacific Gateway Period: 07/2010 – 03/2012	Report: “Connecting Canada’s Pacific Gateway: Enhancing Planning Capacity in the Metro Vancouver Region ”	- High level of interest it generated among the planning community in the Greater Vancouver area that included representatives from Transport Canada, BC Ministry of Transportation and Infrastructure, Translink, Vancouver Airport Authority, Metro Vancouver, Port Metro Vancouver, BC Trucking Association, UBC, SFU, Railway Association of Canada, Greater Vancouver Gateway Council - Report findings were included in the discussion on the Greater Vancouver 2050 Plan

STRATEGIC FOCUS #4 SERVE AS CLEARINGHOUSE FOR LMI			
	Project Name	Deliverables	Outcome / Achieved Results
26.	Clearinghouse Project Period: 01/2010 – 12/2011	Website: www.hrwire.ca	- Unique website visitors 2010: 785 2011: 5641 2012: 6077 2013: 4379 2014: 3256
27.	B.C. Security Labour Market Roundtable Period: 05/2009 – 01/2010	Report: “Security in the Asia Pacific Gateway: Human Resources Issues and Strategies”	- Engaged 20 industry stakeholders to participate in BC Security Industry Labour Market Roundtable with representatives from private security providers, regulators, training institutions and key end users. - Completed 4 Roundtable discussions between private sector providers and Gateway stakeholders to identify common industry HR-planning pressures and to identify solutions or responses to these pressures

STRATEGIC FOCUS #5 PROMOTE GATEWAY AS THE PLACE TO WORK			
	Project Name	Deliverables	Outcome / Achieved Results
28.	B.C. Trucking Industry: Attraction, Recruitment and Retention Communications and Outreach Work Plan Period: 05/2012 – 10/2012	<i>Work Plan that included:</i> - Marketing activities that will educate potential recruits and influencers - Recruitment activities that will increase the labour supply from under-represented groups - Outreach activities that will educate the B.C. trucking sector about progressive, innovative recruitment & workplace practices	Supported BCTA's HR Strategy
29.	Working in B.C. Period: 01/2013 – 12/2013	'Working in BC' Workshops and Webinars 'Working in BC' Study Guide - Working in BC Video series - Outreach banners & brochure materials	50 participants attended 3 'Working in BC' in person workshops 26 participants attended 3 'Working in BC' live webinars, including some international participants from China, Philippines, Pakistan, Taiwan, Qatar 12 topical videos of internationally trained technicians and technologists sharing their experiences since arriving in BC, including career challenges, successes and lessons learnt
30.	Asia Pacific Gateway Apprenticeship Engagement Initiative Period: 04/2011 – 02/2012	- Report: LMI finding on Gateway trades and key Gateway employers (20-25) forecasts - Employer Apprenticeship Facilitation - Skills Competition Participation + Event Promotional Material - A delegation of 2 participating in 3 Skills Competitions: - Skills Canada BC, Apr 2011 - Skills Canada, Jun 2011 Quebec - International World Skills, Oct 2011 London UK	- Engagement with 100 Gateway employers on the apprenticeship value proposition 1-on-1 apprenticeship facilitation with 60 employers 10 new employer apprentice sponsorships - Increase employers' knowledge of apprenticeship opportunities - Employer network that can be incorporated into future Skills Table activities - Addition to Skills Table's database communication network of 4,000 new, up-and-coming youth interested in trades and their educators; increase potential future opportunity for matching apprentices to employers
31.	UBC Youth Recruitment Report: Attracting Students to the Asia Pacific Gateway Period: 03/2011 – 06/2011	Report: "Attracting Students to the Asia Pacific Gateway"	- Engaged and mentored 3 UBC Masters of Management students who conducted the study - Engaged with 9 employers/ industry stakeholders and 7 students