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WORKFORCE DEVELOPMENT

COMMITTEE

Co-chairs

Terry Burton/Stephen Kushner





COAA Best Practices XVII May 19-20, 2009

- o Provide an Overview of WFDCC 2008-09 Activitieso Thank-you
 - o Herb Holmes, Steve Jarvis/Syncrude, Christine Couture/AB Govt., Lori Miller/Kiewit
 - o Members of the WFDCC & the various sub-committees
 - o Construction Sector Council (George Gritziotis, Rosemary Sparks)
 - o University of Alberta (Dr. Aminah Robinson Fayek for the research)
 - o A&IT (Shirley Dul, Mark Douglas, Olie Schel and group)
 - o Susan Williams, Shannon Marchand AB. Govt.
 - o BCA, ECAA, ICA, Fluor, Ceda & the Ab . Govt for funding support



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o Marketplace opportunities

- o Apprentice employment
- o Female employment
- o Aboriginal employment
- o Establish LR KPIs for each major project
- o Cost Awareness (absenteeism, turnover, late starts, early quits, breaks)
- o Productivity
- o National craft database
- o Improved TFW process



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o Marketplace challenges

- o East Coast potential activity
- o Supply of qualified supervision
- o Competitive collective agreements
- o Absenteeism
- o Turnover
- o Retirees/the bubble
- o Expectations



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- o Sub-committee 2008 & 2009 Activities
 - **o** Supervisory Training & Qualifications Sub-Committee
 - Designated Occupation/Alberta--completed
 - CSC National Occupational Analysis (NOA)
 - Industrial Construction Crew Supervisor (ICCS) Development Program
 - > Supervisor Skills Development Tool/completed—CD available
 - o Workforce Forecasting Sub-Committee (Herb will cover)
 - **o** Respect in the Workplace Sub-Committee
 - Industry workshops (Ft. Mac, Edm & Calgary)
 - Individual Contractor workshops
 - Cultural awareness module
 - Manuals & Brochures

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Construction Owners

Association of Alberta

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- o Sub-committee 2008 & 2009 Activities
 - o Absenteeism Sub-Committee
 - > Undertaking initial research/ U of A re Absenteeism
 - Expected 12-18 months for completion of research and report issuance.





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o Sub-committee 2008 & 2009 Activities

- o Effective Use of Apprentices Sub-Committee
 - Continued distribution of "A Guide For On –The Job Learning booklet,"-- well received by industry
 - > Apprenticeship Mentoring Program/communications plan
- **o** Opportunities for Women in Construction Sub-Committee
 - Working with various groups to enhance employment opportunities
 - Distributing various tools (brochures—employee & employer, posters, etc.)
 - > Advertising campaign
 - Government of Alberta support

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- o Respect in the Workplace Booth
- o -Employee and Supervisory training curriculum and facilitators guide will be available for review
 - -Sign up sheet for train the trainer workshops for or organizations who wish to deliver the material internally
 - -Sign up sheet for employee and supervisor training
- o New Volunteers Welcome

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COAA Best Practices XVI May 20, 2008

o Workshops

o Absenteeism Committee Workshop

• STQ Industrial Construction Crew Supervisor (ICCS) Development Program Workshop



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 Workforce Development Committee – Terry Burton (Shell Canada Energy), Stephen Kushner (Merit Contractors), Co-Chairs

- TIW Western
- CNRL
- Alberta Government
- CLAC
- PCAC
- Alberta Building Trades Council
- Fluor
- Alberta Government
- Alberta Government
- Syncrude Canada Ltd.
- IBEW Local 424
- Suncor



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 Supervisory Training & Qualifications ("ST & Q") Sub-Committee, Elizabeth Krywolt (AB. Govt.), Shabbir Hakim (TIW Western), Co-Chairs

Burt van Delden – CLAC Cam Blair – Lockerbie & Hole Erik Schmidt – Alberta Apprenticeship & Industry Training Hugh Tackaberry – Fluor Canada Marla McCready – Merit Contractors Association Matthew Smart – Syncrude Canada Mike Yorke – Bantrel Constructors Pat Barnes – Electrical Contractors Association of Alberta Ron Cherlet – Construction Labour Relations Association Sherri Thompson – Flint Energy Tracy Stephen – REPPSCO





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- Workforce Forecasting Sub-Committee, Herb Holmes (CLRA-A), Chair
- o Lori Miller
- o Antony Ngo
- o Gary Mullaly
- o Gina Wong
- o Cathy Dumaresq
- o Patricia Armitrage
- o Ken Gibson
- o Mike Lam
- o Wilma Monje
- o Ron Harry
- o Bob Collins
- o Ernie Stokes
- o Sam Patayanikorn

- Heidi Harris Kelly Hurford Paul deJong Steve Etlinger
- Herb Holmes
- Vinay Bhardwaj
- Debra Windle-Smith
- Carla Corbett
- Brian Dijkema
- Bill Stewart



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• Respect in the Workplace Sub-Committee, Lynn Palumbo (CLRA-a), Paul Dejong (CLAC) Co-Chairs

Wade Ashton	- IBEW Local 424
Lynne Palumbo	- CLRA
Sam Kemble	- CLRA
Marla McCready	- Merit Contractors
Cailin Mills	- Alberta Government
Steve Lamb	- Syncrude Canda Ltd.
Sam Kemble	- CLRA
Paul DeJong	- CLAC
Lindsay Osmond	- Westwood Companies
Hardy Lange van Ravenswaay	- PCAC



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• Effective Use of Apprentices Sub-Committee, Doug Hawkins (CLRA-A) and Larry Bell (CNRL), Co- Chairs

Shabbir Hakim Vern Kibblewhite Graeme Proudfoot Terry Burton Gene Bartel Shelley Playford Mike York Gene Bacon Roland Labossiere Garth Rattray Don Obrowsky Ken Eerkes Larry Schmidt

- TIW (Western)
- PCL Industrial Constructors Inc
- Merit Contractors
- Shell Canada Energy
- TIC Canada
- Ledcor Group
- Bantrel Constructors
- Suncor Energy Inc retiree
- Kelogg Brown Root
- Alberta Building Trades Council (IUPAT Local 177)
- Waiward Steel
- Christian Labour Association of Canada
- Alberta Government



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• Opportunities for Women in Construction Sub-Committee, Hugh Tackaberry (Fluor), Chair

Erica Storteboom Elizabeth Krywolt Jane Kerry Shelly Playford Donna MacPherson Dawn Ohama Wanda Wetterberg Ryan Timmermans Brenda McCallum Marla McCready Michele Spak Alisa Neuman

- Kiewit
- Alberta Government
- Bantrel Constructors
- Ledcor Group
- Alberta Government
- IBEW Local 424
- Women Building Futures
- Christian Labour Association of Canada
- Jacobs
- Merit Contractors
- Alberta Government
- Alberta Government

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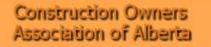
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Absenteeism Sub-Committee,Warren Douglas (Suncor), Chair

Randy Stefanizyn Herb Holmes Shabbir Hakim Hugh Tackaberry Zarelda Reghelini Elizabeth Krywolt Gerry Donnelly Steve Kushner Edwin Dening Mahedi Saleni Aminah Robinson SangHyun Lee

- Syncrude Canada Ltd.
- CLRA
- TIW (Western)
- Fluor
- Alberta Government
- Alberta Government
- Alberta Building Trades Council
- Merit Contactors
- CLAC
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Support from and For the WFDCC!

