

CONSTRUCTION
SECTOR COUNCIL



CONSEIL SECTORIEL
DE LA CONSTRUCTION



***Canadians have a world of
skills and we are putting
them to work!***



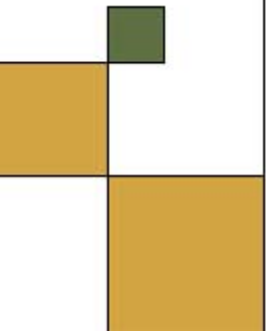
CAF-FCA – 2006 Conference

June 4 - 6, 2006

Montreal, Quebec

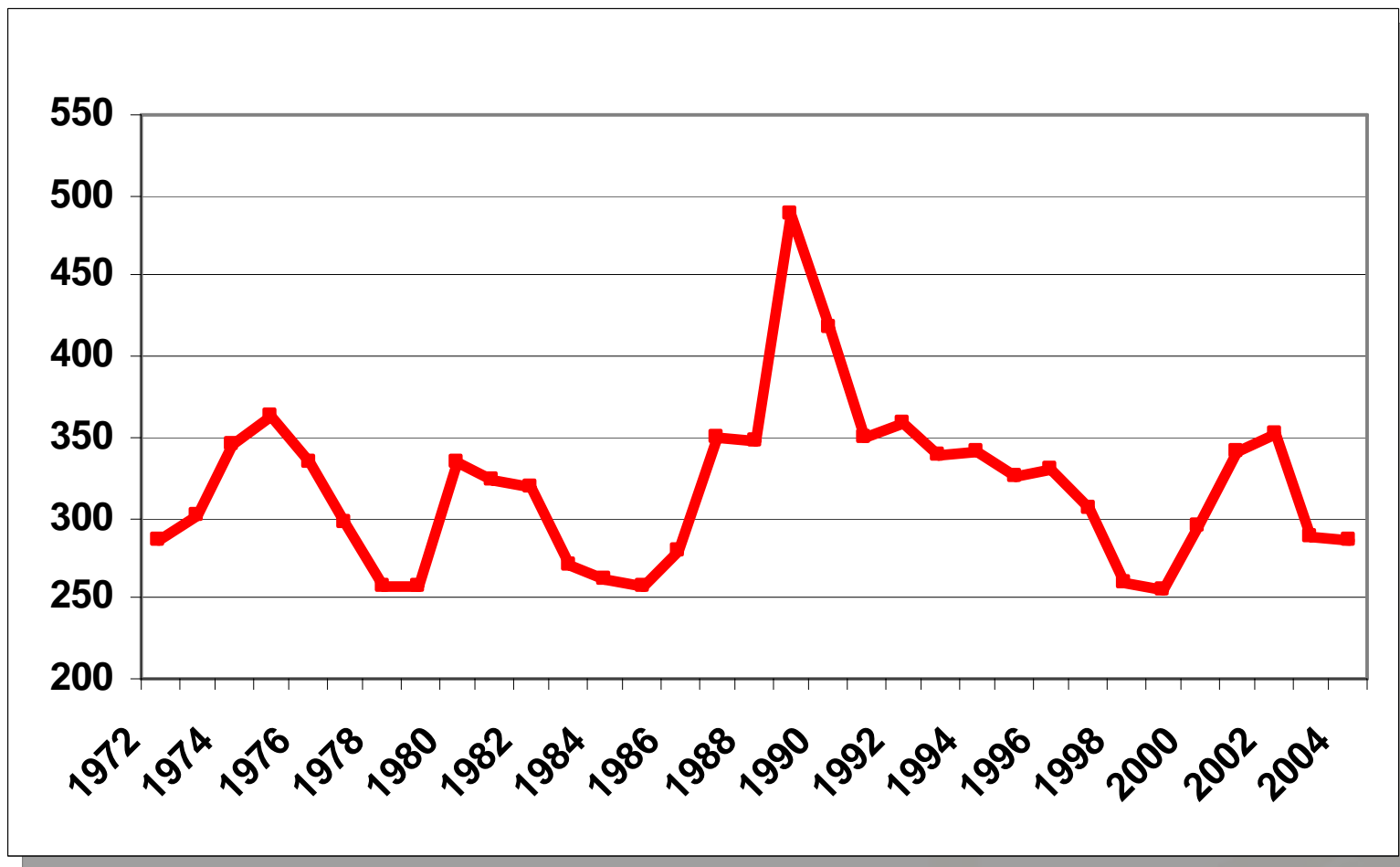


**Why is Foreign Credential
Recognition an important
issue for Canada?**





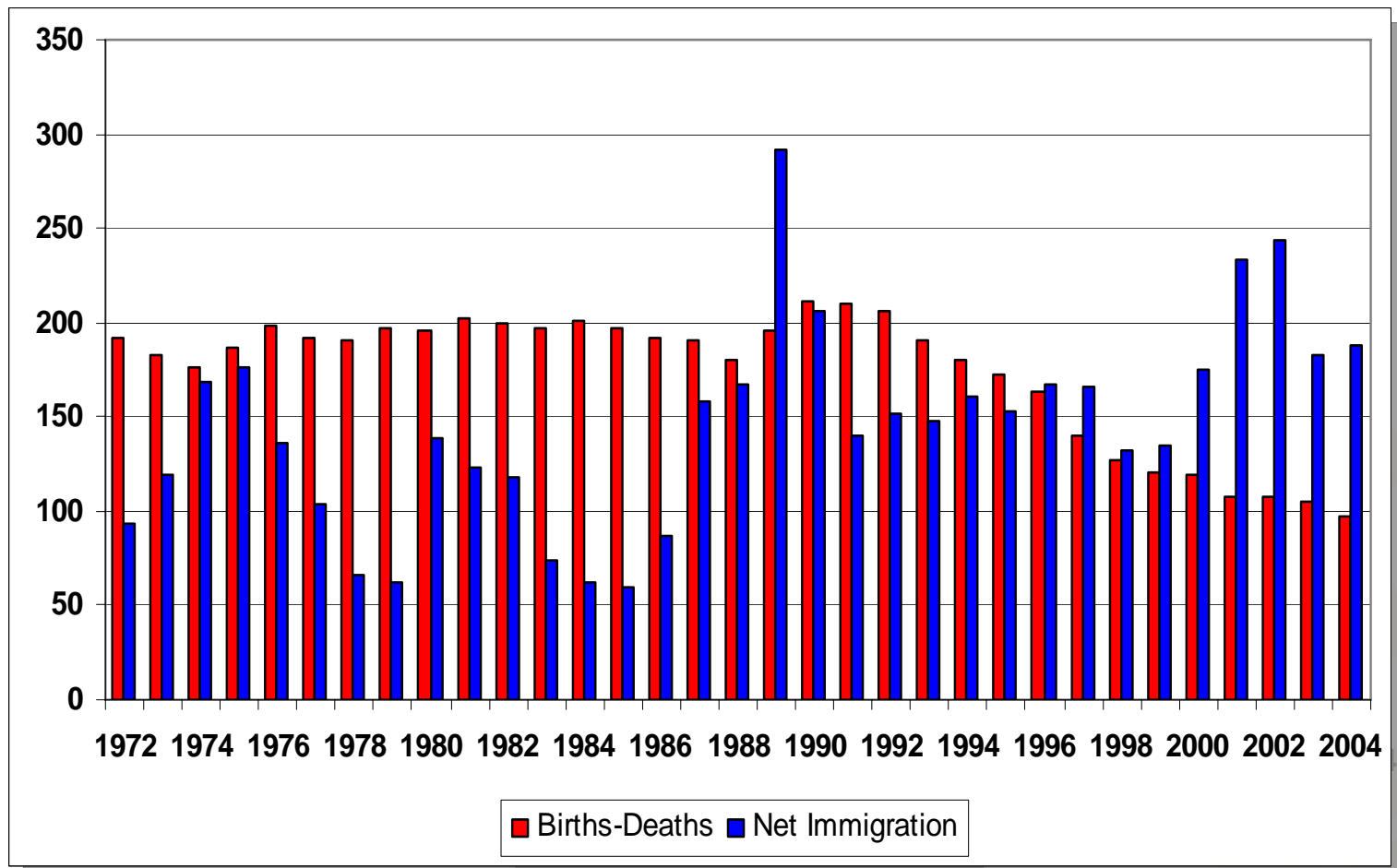
Annual Population Change in Canada 1972-2004 (000's)



Source: Statistics Canada and C4SE



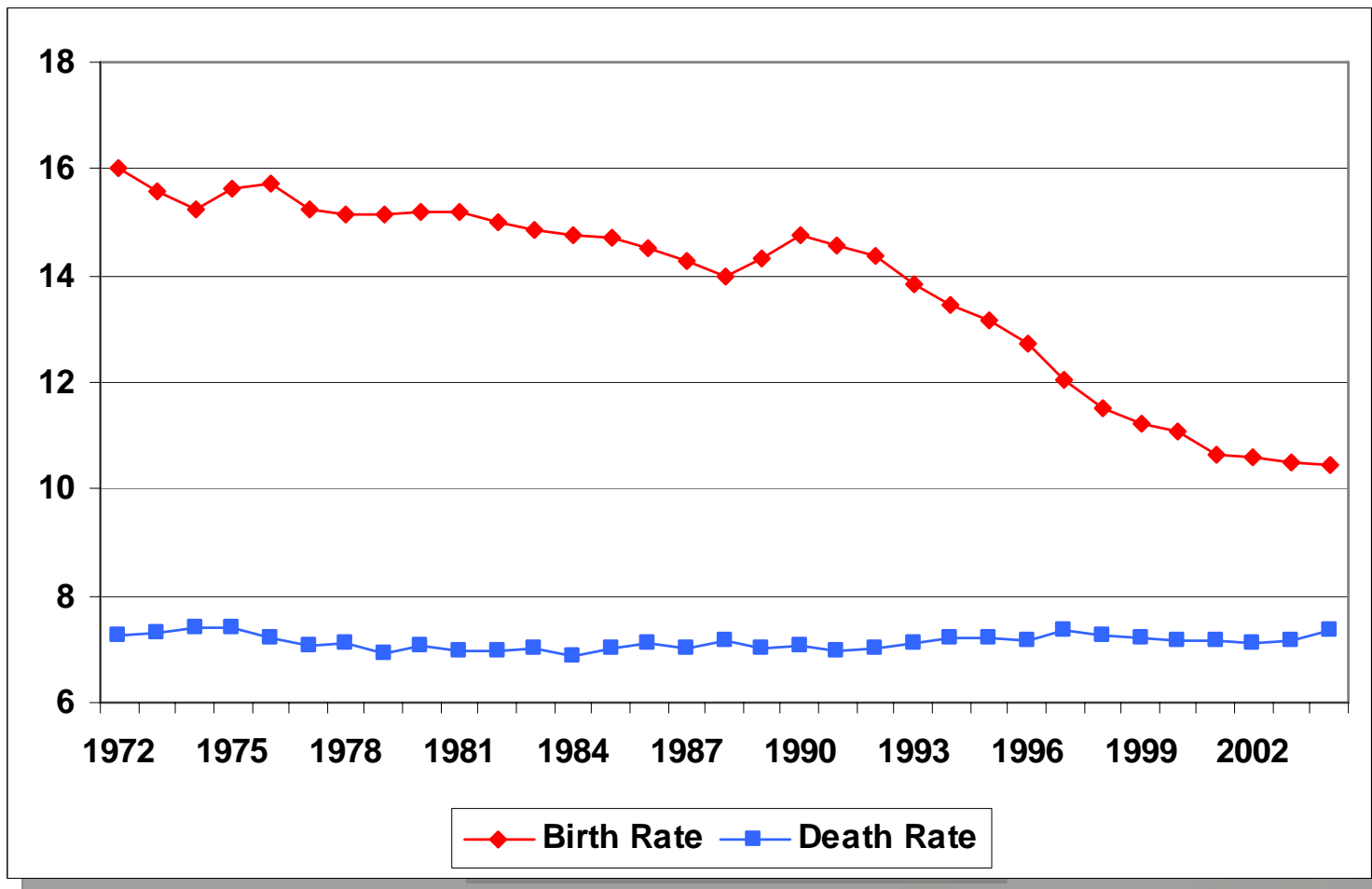
Components of population change 1972-2004, (000's)



Source: Statistics Canada and C4SE



Annual Birth & Death Rates, Canada 1972-2004 (per 1000 people)



Source: Statistics Canada and C4SE



**What are the issues facing
the construction industry?**





Managing the Workforce

- **Pace of Construction Investment**
- **Retirement Rates**
- **Worker Availability**
- **Performance of Other Sectors**
- **Regional Realities**
- **National Standards**
- **Government Policies**
- **World Events**
- **Non-traditional Sources of Labour**
- **etc**





The Marketplace . . .

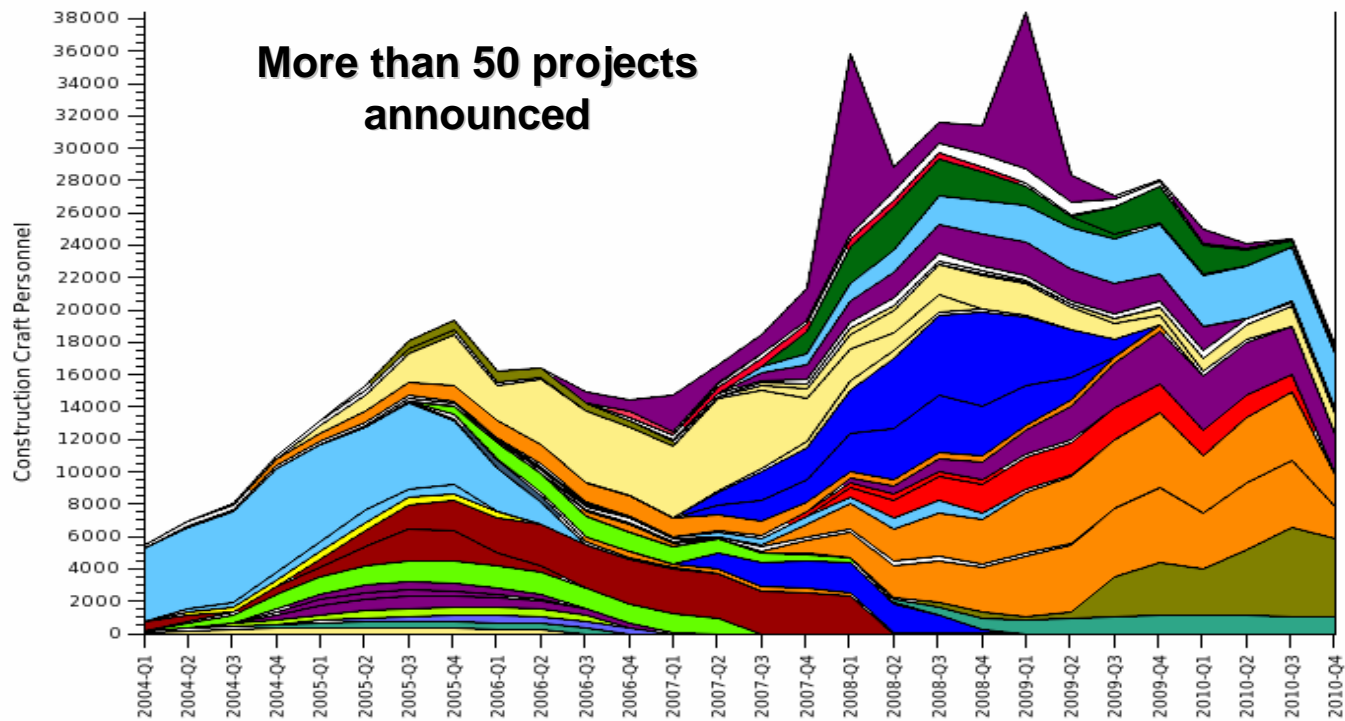
- **New Home Building and Renovation**
 - \$80 billion annual residential construction activity
- **Government Construction Investment**
 - Federal, provincial, municipal governments spending combined \$60 billion dollars annually
- **Commercial and Building Construction**
 - Over \$15 billion annual construction activity
- **Public Utilities Construction Activity**
 - \$15 to \$20 billion in annual investments
- **Manufacturing infrastructure**
 - \$20 to \$25 billion in annual investments



The Marketplace . . .

- Major industrial & resource based construction projects
 - Fort McMurray phenomena

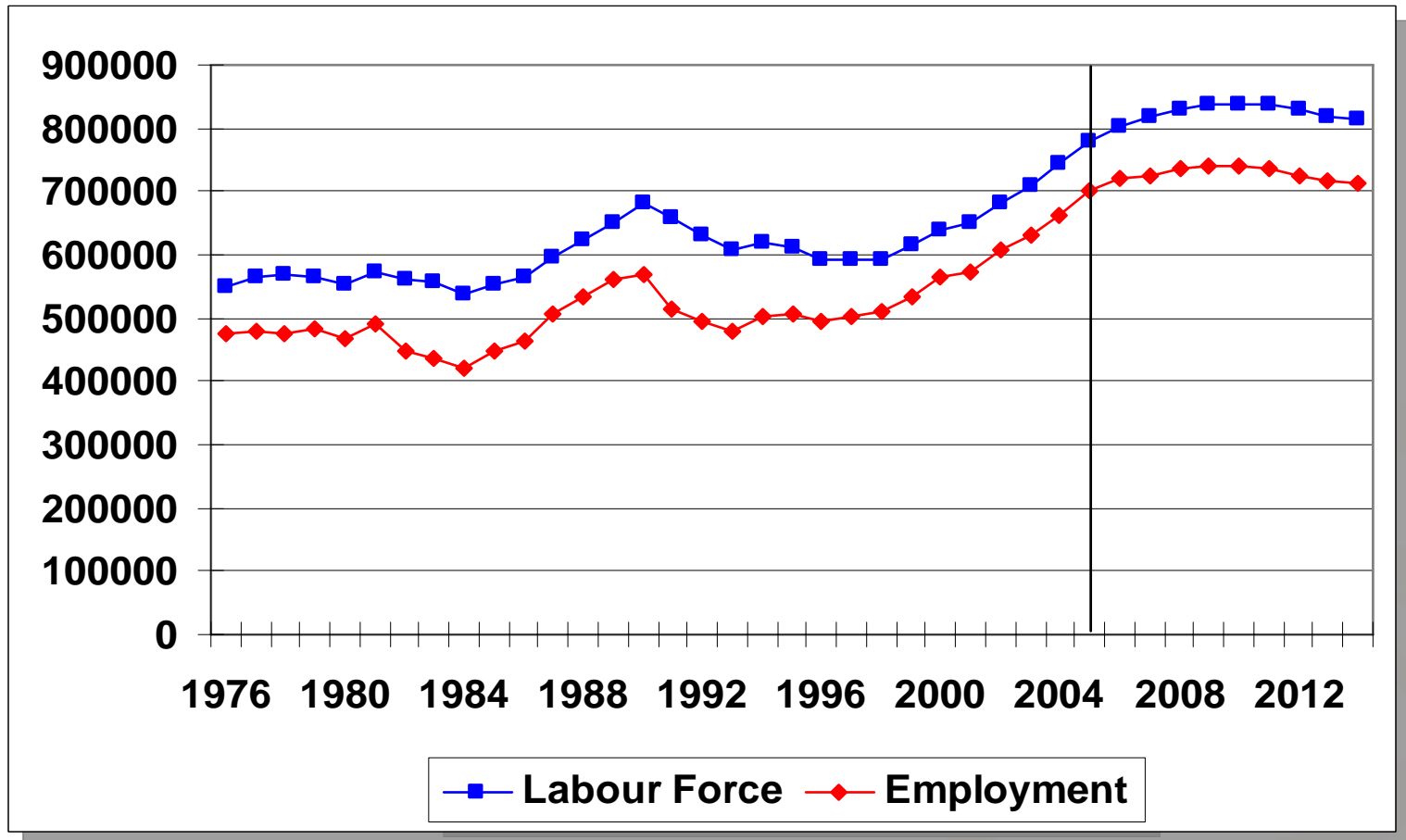
Industrial Construction Projects
>100 MM Cdn (2004Q1 - 2010Q4)
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Over next ten years, \$200 billion in announced industrial projects in Canada . .



Employment Growth



CSC trades are 70% of the Construction Industry

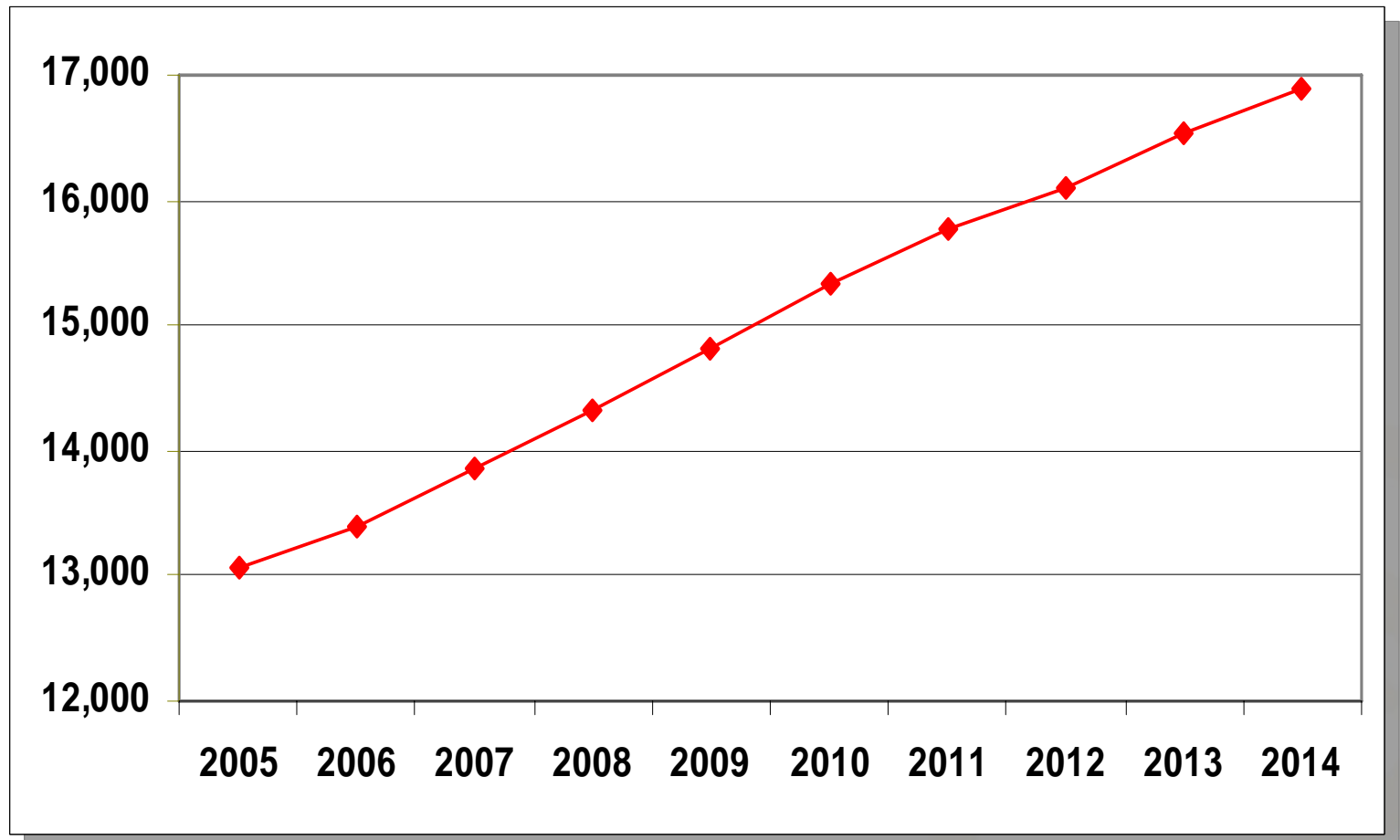


Replacement Demand

- **Replacement demand increasing**
 - Construction retirement rates increasing
 - 1.5 % of the construction labour force is retiring annually
 - Over the next ten years, this retirement rate is forecasted to increase to 2% annually
 - By 2015, the number of retirees will exceed the number of new entrants
 - Over the next 15 years, most skilled trade workers, and operations and maintenance people are retiring or preparing to retire
 - Workers being pulled out of construction
 - Increase in demand for maintenance and operations personnel



Construction Retirements



Source: Construction Sector Council

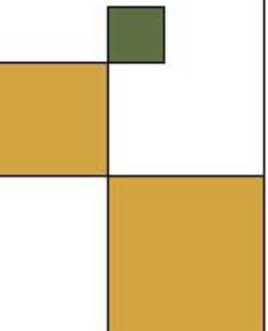


Competition for Workers

- **Competition for workers in all sectors, some examples**
 - According to the Mining Industry Training and Adjustment Council, in the next ten years the mining industry will be short 81,000 employees
 - According to the Automotive Sector Council, over the next five years the automotive industry will need 30,000 skilled workers
 - According to the Canadian Labour and Business Centre, in the next 15 years the manufacturing sector will require an estimated 400,000 workers due to retirements



**What are the future sources
of labour?**





Future Sources of Construction Labour

■ **Aboriginal Peoples**

- Fastest growing population in Canada (920,000 by 2006)
- More than 50% under 15 years of age
- Aboriginal people in Canada account for about 3% of construction workforce

■ **Women**

- Women account for approximately 46% of the paid labour force
- Proportion of women remains low at 7% of entire construction workforce (about 3% in the trades)

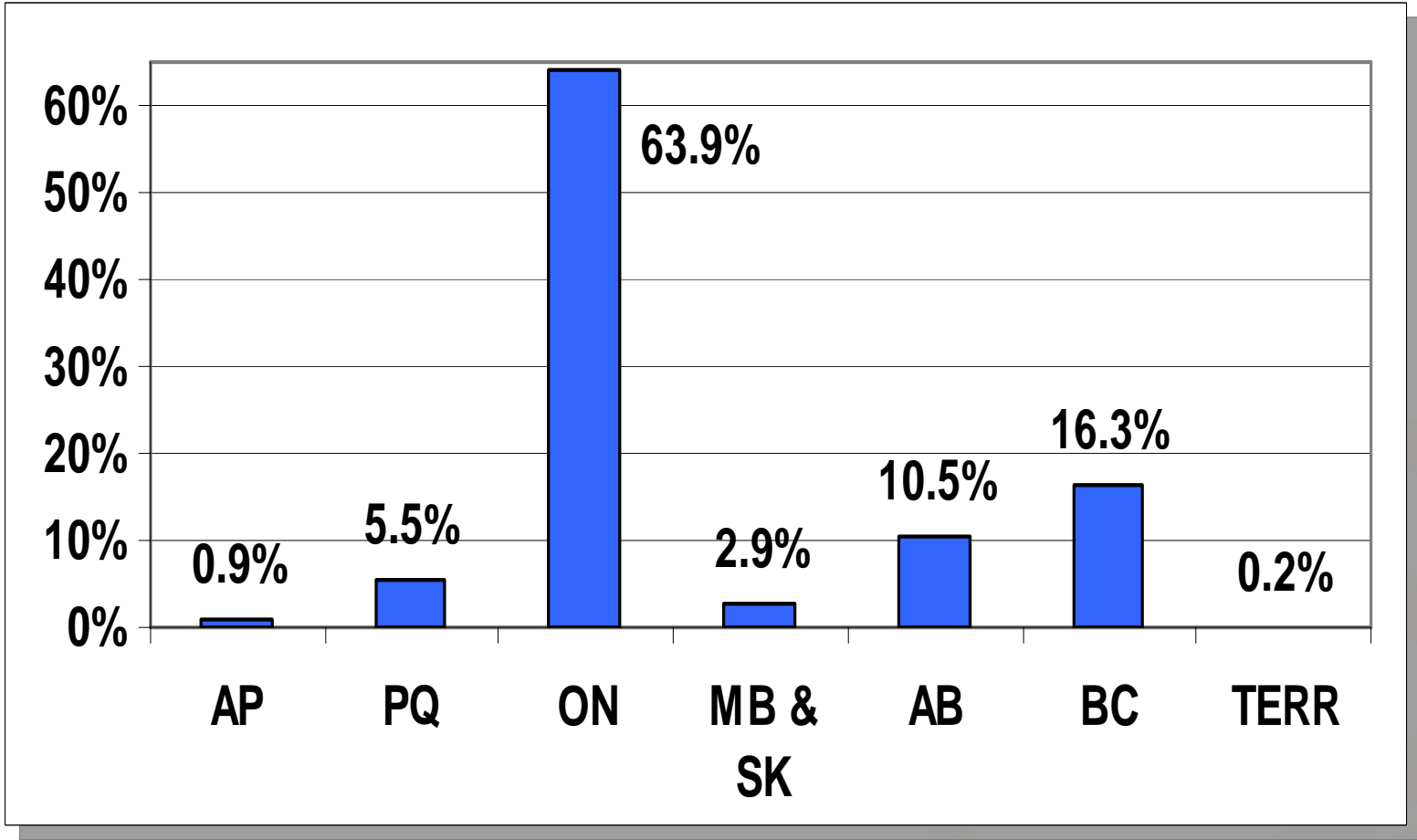
■ **New Immigrants**

- Immigrant participation in construction is around 16%
- Share of young immigrants much lower than that of young non-immigrants in the construction workforce

Source: 2001 Census



Immigrant Participation in Construction



Source: 2001 Census



Foreign Trained Workers

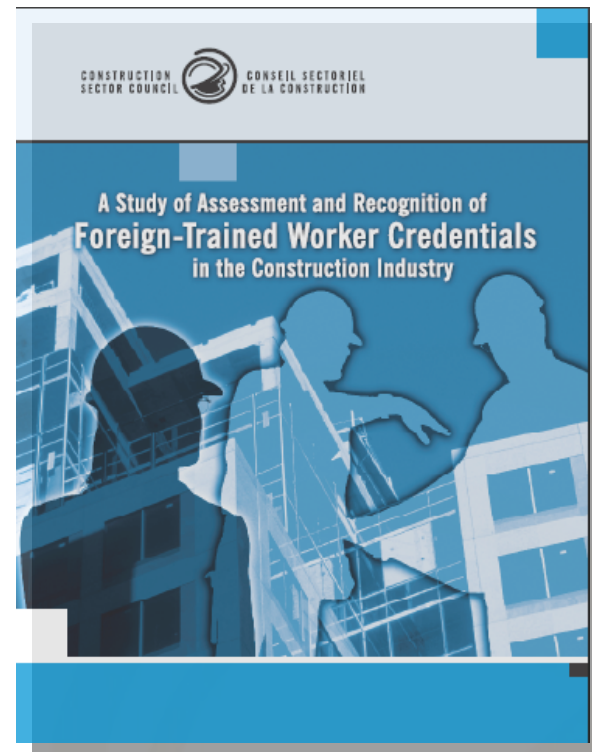
- **Foreign-trained workers are an important potential source of labour for construction**
- **General industry view is that foreign trained workers as a source of labour is being left untapped largely due to an inconsistent, informal method of assessing foreign credentials in construction**
- **In 2005, the CSC Board approved an initiative to examine how foreign worker credentials are assessed and recognized**



Foreign Credential Recognition Study

Study Objectives:

- **Develop an understanding of how foreign credentials are currently assessed and recognized:**
 - **identification of organizations that assess**
 - **identification of current programs, including detailed descriptions, and industry views**
 - **extent to which Prior Learning Assessment and Recognition (PLAR) is used and is successful**
 - **cost of assessing foreign trained worker credentials**
 - **recommendations for improvement**

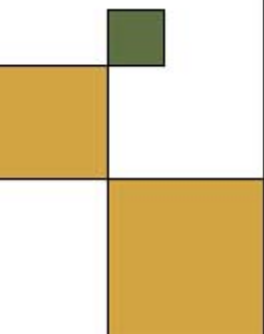




Foreign Credential Recognition Study

CSC Consulted:

- Owners
- Contractors
- Construction Associations
- Labour Groups
- Apprenticeship Offices
- Credential Recognition Organizations
- Community Colleges
- Industry Training Centres
- Governments
- Immigrant Serving Agencies





Foreign Credential Recognition Study

Eight key findings:

- 1. Assessment process used for Canadian trained workers is the same for foreign trained workers, with limited attention to the needs of foreign workers**
- 2. Limited trade-specific information for immigrating tradespersons**
- 3. No systematic approach across Canada to reviewing trade credentials**
- 4. Language can be a limiting factor to becoming certified**



Foreign Credential Recognition Study

Eight key findings (continued):

- 5. Supportive programs are needed (e.g., PLAR, language and Essential Skills training)**
- 6. Immigrant–serving agencies need better information on construction and the trades**
- 7. Lack of coordination among the key players (industry and government)**
- 8. Addressing foreign trained worker issues should be part of a larger supply side strategy for construction (e.g., youth, Aboriginals, women etc . . .)**



Foreign Credential Recognition Study

Some positive directions:

■ Ontario

- Ministry of Training Colleges and Universities developed an online guide for foreign trained tradespersons
www.edu.gov.on.ca/eng/training/foreign.html

■ Alberta

- Has dedicated centres to assess foreign trained tradespersons – administer trades exams and review qualifications in country of origin

■ Saskatchewan

- Does a thorough assessment of foreign trained tradespersons – recognizes cultural differences in exam preparation support

■ New Brunswick

- Promoting to tradespersons abroad – apprenticeship offices reviewing administration to meet future labour supply from abroad



Foreign Credential Recognition Study

Recommendations:

- **CSC to:**
 - review government websites (CIC, provincial/ territorial), with the objective of making explicit reference to tradespersons immigrating to Canada
 - review existing processes for biases against foreign workers in the exam and interview stage, and validation of prior work history and practical skills
 - work with Citizenship and Immigration, provincial / territorial apprenticeship authorities, and HRSDC to move toward a systematic approach to evaluating credentials and experience for trades
 - develop trades specific language training and ways to deliver such training to foreign – trained workers



Foreign Credential Recognition Study

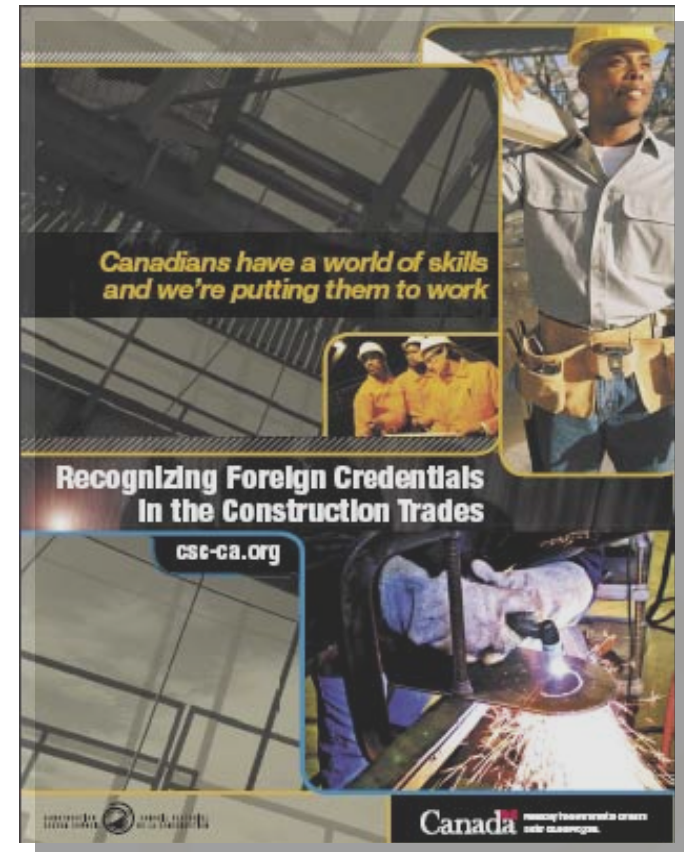
Recommendations:

- **CSC to:**
 - facilitate industry and government partnership to design and develop curriculum on:
 - working in the Canadian construction industry for foreign trained tradespersons
 - challenges faced by foreign trained tradespersons for owners, contractors, labour groups to help integrate into Canadian worksites
 - work with immigrant-serving agencies to ensure that foreign trained tradespersons are properly advised while moving toward achieving certification
 - convene a meeting of the key players to provide better coordination



Current CSC Activities

1. **CSC Labour Requirements forecast 2006-2014**
2. **Joint CSC / Canadian Council of Directors of Apprenticeship FCR Workshop**
3. **Joint CSC / British Columbia Construction Association Pilot Project**
4. **Research into what construction specific information is currently being provided to foreign trained workers**





Current CSC Activities

- 1. Construction Sector Council Labour Requirements forecast 2006-2014**
 - Established labour market information program to forecast labour requirements by trade by province / region to assist in human resource development planning, including identifying trade occupation opportunities for foreign trained tradespersons.
- 2. Joint Construction Sector Council / Canadian Council of Directors of Apprenticeship FCR Workshop**
 - Undertaking workshop to facilitate discussions with industry and governments, and other key stakeholders in the construction industry to develop immediate solutions to address barriers related to the integration of foreign trained workers into the construction labour market.



Current CSC Activities

3. Joint Construction Sector Council / British Columbia Construction Association Pilot Project

- Developing a Construction Industry Immigrant Employment Program (I-Step) to integrate immigrant workers into the workplace using job coaches and assessment tools to:
 - **Assess foreign trained skills;**
 - **Stream individuals to additional development (e.g., language);**
 - **Connect them to “real” employment.**

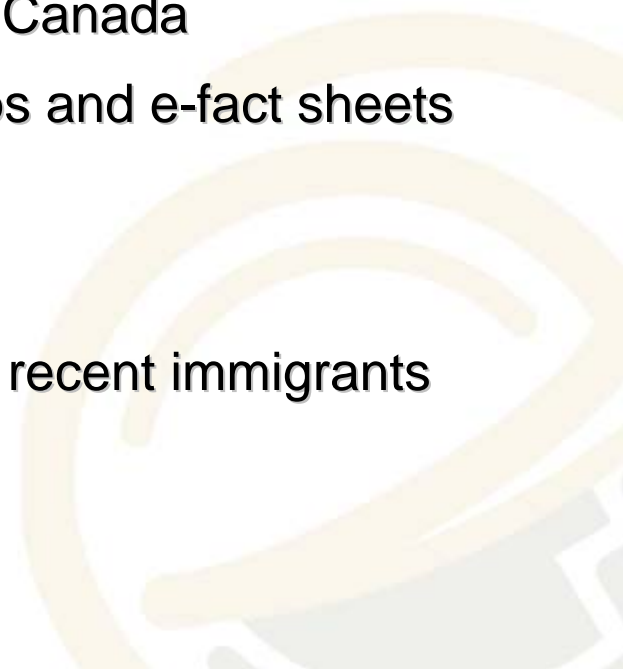
4. Research

- Identify what trade specific information is currently being provided to foreign trained workers prior to coming to Canada and after arriving in Canada
- Researched websites in Canada and other countries



Research Preliminary Findings

- **Immigration information is most commonly available in the following ways:**
 - Brief descriptions of key immigration topics
 - Self-assessment tools to determine immigration eligibility
 - Guides/publications on settling in Canada
 - Occupational profiles, career maps and e-fact sheets
 - Career workshop manuals
 - Searchable databases
 - Videos on real life experiences of recent immigrants
 - Lists of primary contacts
 - Links to other websites





Research Preliminary Findings

- **For those interested in employment in the construction industry, there is little or no information available at the national level on the following topics:**
 - Employment and opportunities in the construction sector
 - Labour market conditions including prevailing pay rates
 - Canadian health and safety regulations
 - Canadian construction processes
 - Building codes and regulatory requirements
 - Workplace requirements
 - Roles and responsibilities of tradespersons
 - Role of unions
 - Specific details on the licensure process in Canada
 - Language and cultural challenges
 - Case studies on real life experiences of immigrants in the construction industry



Conclusion

- Foreign credential recognition is an important **social** and **economic** issue



**Full participation in
society**



**Contribution to
economic growth**

- FCR is one supply side solution to meet industry demands for skilled labour
- Need to continue to develop the tools and resources that will enable us to maximize this source of labour

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Thank You !



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