

PROVINCIAL REPORT TO NETAC ON HUMAN RESOURCE MATTERS May 2011

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Provincial and Local Education, Training, and Human Resource Committee(s)

Provincial: None

Local:

Edmonton:

Professional Development Committee (recently developed) deals with professional development & education for members within capital region in all aspects of the residential construction industry. Residential Safety Committee meets the second week of every other month. It provides a forum for safety discussions, education and information sharing among members on matters related to job site safety and overall industry health and safety. This committee also administers the Smoke Detector Program.

Calgary:

Human Resources Committee performs annual salary survey only.

Safety Committee coordinates information and shares ideas on how to assist members in improving jobsite safety.

Central Alberta:

Safety Credentialing & Training

Grande Prairie:

Builders Council - Professionalism of the Industry, Education & Safety

Lethbridge:

Human Resource Committee meets first Thursday each month, except summer.

Medicine Hat:

Provincial Safety Committee Representative, otherwise no other Human Resource areas are addressed, unless covered in Government Relations Committee.

1. **SKILLED LABOUR FORCE DEVELOPMENT**

a. **Plan to Address Skilled Labour Force Development**

CHBA - Alberta has the topic of Labour Force on the agenda for the next Board meeting, as the economy begins to recover and oil sands projects come back on-line.

CHBA - Lethbridge Human Resource Committee held a Luncheon to bring awareness and discussion to the projected Labour Shortage, Apprenticeship and additional programs available to address these important issues. We were very excited to have a CAF-FCA representative join us to speak on the Employer Toolkit.

b. Trades Apprenticeship, Pre-Apprenticeship

Alberta Flooring Provincial Apprenticeship Committee (PAC) met and discussed the decline in Flooring Apprenticeship registrations (including technical training). The numbers were so low that a discussion was around the threat of AIT stepping in to look at the sustainability of the Trade. At current levels the threat of losing the program and recognition as a certified Trade in Alberta is a reality.

The PAC members went directly to its industry by holding forums in Calgary & Edmonton in April. Approximately 60 flooring companies attended and were made aware of the state of the program. Two more forums are scheduled for June.

c. Youth Directives

CHBA - Calgary has several builder-members who have Partnerships with local high schools brought about by a Builder Initiative in 2000. This unique initiative that developed the Bowness/Stepper partnership has won the Mayor's Award twice.

CHBA - Grande Prairie offers a \$1000 scholarship to a local high school that encourages construction related education. The local college runs Cooperative Trades Orientation – Trades Preparatory Program, which allows students to explore all 52 Apprenticeship programs.

CHBA - Grande Prairie hosts the federal program Skills Canada Competition with some CHBA members judging and sponsoring the event. In addition, they also take part in the "Women in Trades" program.

CHBA - Lethbridge is opening nominations for the 2012 Trades for Tomorrow Calendar showcasing 1st year Apprentices up to Production Managers working in their career. This calendar is distributed to Shop teachers and counsellors in Southern Alberta High Schools and other programs to encourage Trades as a CAREER. 2011 was our first print year.

CHBA - Lethbridge has collaborated with the local YWCA to sponsor its Girls with Tools program teaching girls simple trade tasks.

Many CHBA member employers support Mentorship programs. Some employers pay the cost or part of the cost to send employees through the Apprenticeship program. Other members regularly invite college practicum students into their office for on-the-job training.

d. Other Trades and Occupations and Installers

In cooperation with PHBIA, several courses are offered provincially to Trades people outside of the Apprenticeship Program.

2. PROFESSIONALIZATION OF THE RESIDENTIAL CONSTRUCTION INDUSTRY

Builder/Renovator Designation Programs

Master Builder Certificate Program – through PHBIA
Residential Construction Site Manager Certificate Program – through PHBIA
Reno-Mark

3. COURSE DELIVERY AND DEVELOPMENT

- a. **CHBA – Edmonton Region hosted its first ever Residential Construction Industry Conference (RCIC 2011) in April 2011.** This two-day event featured over 45 exhibiting companies displaying the latest product and service innovations, and approximately 85 concurrent educational sessions, workshops, forums and speakers. Some of the seminars were Construction Practices, Environment & Sustainable Practices, Sales & Marketing, Business Strategies & Leadership, Colors, Trends & Product Design, Production & Operations, Land & Neighbourhood Design and Safety.
- b. **Red Deer College** is proposing to increase the number of emerging technologies that promote sustainable housing (“Green”) courses from 5 to 10 in the Carpentry Apprenticeship Program.

4. WORKPLACE HEALTH AND SAFETY

*Radon Education will be included with the delivery of Code changes for the province.

a. **Fall Protection Planning System Field Trial in Lethbridge**

Lethbridge Builder Galko Homes is working with Alberta Workplace Safety to design a document to be used to ensure proper advanced planning for fall protection from the roof system. This includes adding strap locations directly to the Drafted Plans to ensure correct truss systems and installation. This system is superior as it is calculated site specific and contains everything required by OH&S. It is clear that to implement this test system properly, additional builders are needed to join the trial program.

b. **Residential Safety Blitz Targeted for the Fall**

Plans are still continuing for a “safety blitz” focused on the residential construction industry. Early in 2011 Minister Thomas Lukaszuk put in motion plans for safety blitz aimed at forklift operators, young workers, and residential construction. Each will be done in turn, with the blitz on residential to be expected in late summer or early fall.

CHBA - Alberta will be meeting with the Assistant Deputy Minister, Dan Kennedy, in late April to discuss the blitz.

The CHBA - Alberta builder members have been asked to raise this issue with their locals and provide input on what CHBA – Alberta can do to prepare for this blitz.

c. **Three-Year Plan Includes 30 New Officers and New Regions**

Alberta Employment and Immigration announced their hiring 30 new Occupational Health and Safety (OH&S) officers over the next three years. In addition to the 16 hired in the 2010-2011 fiscal year, another 10 will be added for each of the next three years. This will bring the number of officers up from 94 in July of 2010 to 132.

OH&S enforcement, inspections, and investigations will be divided into three regions instead of two. The current regions of north and south will become north, central and south. Wetaskiwin south will be the southern region, Wetaskiwin to Slave Lake will be the central region and north of Slave Lake will be the north region.

The CHBA - Alberta Provincial Safety Committee has voiced its interest to Government in having dedicated inspectors for the residential construction industry. CHBA - Alberta will continue to work with the regional managers on this.

d. The Administrative Fines/Ticketing Initiative

OH&S provided CHBA - Alberta with the working group report on ticketing in occupational health and safety in late January. CHBA - Alberta gathered comments on the report through the provincial and local safety committees and submitted them to OH&S. CHBA - Alberta members generally support this initiative and were pleased to see that discretion will be used in the implementation of this system. The main concern with the issue was a lack of clarity on who the fines would be directed at. CHBA - Alberta members support fines applied to the worker conducting activity on the site and the worker's immediate supervisor.

CHBA- Alberta members also requested clarification on the tracking system that would be used and whether the industry would have access to it. The members requested to direct the monies collected from the fines back into the residential industry for safety education and for hiring more inspectors for the residential sector.