

BC Value-added Wood Projects: Workforce Development Strategic Plan



Visual supports to help guide employer interviews

We look forward to your input!



Canada



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Introduction

On behalf of BC Wood, thank you for agreeing to participate in an employer interview to inform a workforce development strategic plan for the value-added wood sector. The strategic plan will include a number of actions to support the growth of your business.

During our interview, we will refer to the slides in this presentation, which we will also share with you during our virtual interview. These slides will provide a visual guide for some of our questions related to the:

- 1) labour-related challenges your company currently faces
- 2) actions to respond to these challenges

We look forward to our interview with you.

Value-added wood sector – key sub-sectors

For the purposes of this project and our interview, the value-added wood sector consists of a number of sub-sectors.

- ✓ Cabinets
- ✓ Engineered wood products
- ✓ Furniture
- ✓ Log Homes and Timber frame
- ✓ Millwork Exterior
- ✓ Millwork Interior
- ✓ Prefabricated Housing
- ✓ Remanufactured Wood Products
- ✓ Other (TBD during interviews)

Key challenges identified in the 2018 report

During research conducted for the “BC Value-Added Wood Products: 2018 Labour Market Information Report” employers identified a number key labour market challenges.

1. Employers were having **difficulty recruiting qualified workers**
2. Employers were having **difficulty retaining qualified workers**
3. Employers identified a **lack of effective and accessible training**

Challenges for specific occupations

- We would like to know for which occupations (if any) you are experiencing these challenges.

Occupation (Source: 2018 report)	Employed by your business? (Yes/No)	Challenges present (Yes/No)?		
		Recruitment	Retention	Training
1. Production worker/labourer				
2. Skilled trades workers (e.g. mechanic, electrician)				
3. Machine operator				
4. Manager/supervisor				
5. Designer				
6. Finisher				
7. Salesperson				
8. Technologist				
9. Estimator				
Others?				

- We are also interested in understanding how COVID-19 is impacting your recruitment, retention and training needs.

Strategic priorities and desired results

We would like you to consider how important it is to you that the following outcomes are achieved.

Strategic priority	Potential 5-year outcomes for consideration	Score (1 to 4)*
1. Raise awareness ["Get their attention"]	There is a general awareness among the working/BC population about the sector.	
	There is awareness among all demographics of the sector.	
	There is awareness among workers with transferable skills to fill skilled occupations.	
2. Improve attraction ["Get them in the door"]	Recruitment and hiring practices/tools are available to attract target groups and job seekers	
	Recruitment and hiring practices/tools are available to attract specific high demand occupations	
	Inclusion and accommodation practices/tools are available to attract target groups and job seekers	
3. Improve retention ["Keep them with you"]	Successful onboarding practices are available for use and adaptation to ensure a positive start	
	Employers have access to tools to create an inclusive, safe, positive, and motivating work environment	
	Employee career pathways & succession planning tools are available to employers	
4. Strengthen training options and opportunities ["Enhance their ability to help sustain and grow your business"]	Training gaps are identified, and training options are available for entry-level workers	
	Training gaps are identified, and training options are available for skilled occupations	
	Training gaps are identified, and training options are available for other priority occupations	

* 1 = critical, 2 = important, 3 = nice to have, 4 = not important

Key questions related to high-ranking outcomes

- What actions could be taken to assist you and/or the sector achieve the outcomes you rate as 1 or 2?
- What unique circumstances and potential barriers or obstacles should be taken into consideration when developing action plans to achieve these outcomes, given your subsector, size and location?
- What is your company currently doing to achieve these outcomes that other companies could learn from?