Camps Are Only Half the Story: How workforce issues impact the community

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Fort St. John
May 2014
Outline

- Background

- Camps:
  - Benefits for the community
  - Issues for the community

- Discussion
Background
History of Labour Mobility in BC

• Always been labour mobility in BC
  ▪ Gold rush
  ▪ Lumber camps
  ▪ Oil and gas

• Always been ‘direct’ and ‘indirect’ labour involved
Why a Rotational Workforce?

• Short-term or seasonal work
• Highly specialized jobs
• Remote location
• Not enough local workers
Project Phases: Workforce Implications

- Construction phase (5-8 years)
- Operations phase (30+ years post-construction)
- Hybrid: continuous and coincident construction and operations
- Next generation workforce (+10-15 years)
Variations in Camp Location

• Remote camps
  ▪ Isolated, self-contained

• Proximate camp
  ▪ Accessible, may not be self-contained

• In town “camps”
  ▪ Integrated into community
Variations in Camp Operations

• Fully serviced
  ▪ Health, counselling, recreation, amenity, and ‘hospitality’ services
  ▪ Highly professional – often ‘dry’

• Partially serviced
  ▪ Recreation, amenity, and ‘hospitality’ services
  ▪ Rely on community for some or all health and social services
  ▪ Usually highly professional

• No services
  ▪ Company rents housing in town
  ▪ Rely on community for all services
  ▪ No regulations or oversight
Camps: Issues for the Community
Camps Do Not Mean Zero Impact

• Workers will arrive for direct, indirect and induced jobs
  ▪ Service, retail, support
• Camps do not accommodate everyone who will arrive for a job
  ▪ Usually only direct and some indirect
• Even self-contained camps have an impact on the community
Construction Camps: Benefits

Direct:
- Leverage sunk infrastructure
- ‘Repurpose’ capital investments

Indirect:
- Grow and diversify local economy and businesses
- Renew community infrastructure
- Employ local people
- Attract new residents
- Minimize risk of ‘over-building’
Construction Camps: Issues

All construction camps:
• Local workforce hired for camp jobs
• Airport facilities and services
• Ground transportation

Proximate and in-town camps:
• Housing
• Poverty
• Social disruption
• Increased service demands
• Statistics
• Lack of service coordination: ‘accordion’ services
Operations Camps: Benefits

- Employ local people in support and services
- Contract with local businesses for support and services
Operations Camps: Issues

• Forego families moving to town bringing:
  ▪ Economic spending
  ▪ Property tax revenue
  ▪ Community diversification
  ▪ Population growth
  ▪ Community capacity

• Critical for communities due to:
  ▪ Infrastructure replacement needs
  ▪ Critical mass for service provision
  ▪ Job diversity reduces dependence on a single industry
Discussion
Discussion I

• Need to know where we wish to be in the future
  ▪ Our communities, economies, environments
  ▪ Staged: post-construction, into operations
• What we need to get there
  ▪ Our people, institutions, organizations
• What we need to stay there
  ▪ Long-term sustainability and stability
  ▪ Next-generation thinking
• Inclusive of entire community
Discussion II

• Need for relationships for communications, information exchange, and planning
  ▪ Know what is happening
  ▪ Build understanding
  ▪ Foster coordination, collaboration, and partnership
  ▪ Think broadly, ‘scale up’
  ▪ Be inclusive of community, industry, and business
Discussion III

• Continuing points of focus:
  ▪ Checking in and evaluating progress
  ▪ Maintaining momentum over the long term
  ▪ Benefit flows
  ▪ Tracking impacts of policy change
Key Messages

• Camps are only half the story
  ▪ Need to consider the those who will not be in camps

• Being prepared is the key
  ▪ If the impacts are well-known, why aren’t we prepared

• Information is essential
  ▪ Defines the scope of impact

• Collaboration
  ▪ Community, industry, region
The Community Development Institute
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For further information please visit our website at:
www.unbc.ca/community-development-institute

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Community Development Institute - UNBC

- NEW BOOK - "Investing in Place"
- NEW - NEV2 Final Report
- Partners in Community Development: Board Voice
- Spring 2013 - Speakers Series - Housing in a Changing Community: Opportunity for Innovation

The Community Development Institute at UNBC is interested in two fundamental issues for communities in northern BC: community capacity and community development. By undertaking research, sharing information, and supporting education outreach, the Institute is becoming a vital partner to communities interested in making informed decisions about their own futures.

The institute emphasizes the importance of capacity-building, collaboration, learning, and complementarity between UNBC research centres. Research that is undertaken balances academic credibility with practical relevance. Beyond research, the Institute is involved in outreach activities and serves as a conduit to expand and enhance local educational opportunities related to community development.

Major: Public Administration and Community Development

Network: National Network for Urban Aboriginal Economic Development

Conferences and Workshops Hosted by the CDI