

# Employment Roundtable: Small Towns Big Business Initiative



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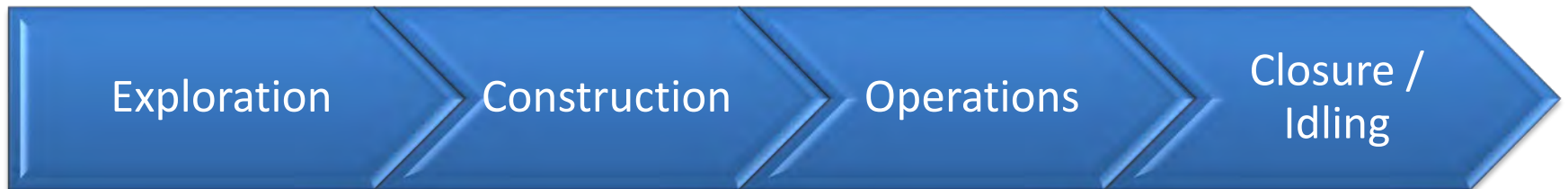
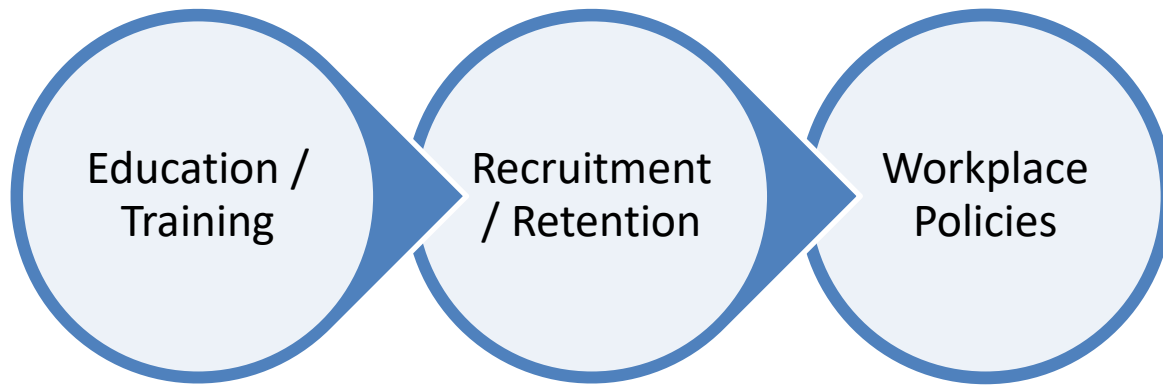


on the move  
partnership



**RPLC**  
RURAL POLICY LEARNING COMMONS  
**CAPR**  
COMMUNAUTÉ D'APPRENTISSAGE  
DES POLITIQUES RURALES

# The Continuum



# Education and Training I

## Pathways to maximize employment opportunities:

- **Workforce strategy committee**
  - In place from exploration to closure
  - Pre-employment – safety tickets – trades – specialized skills
- **Develop competency assessment tools**
- **Basic skills / literacy**
- **Dual credit / safety training for high school students**

## Transition from training to employment:

- **Super camp programs, Mothers to Miners, simulated work camp settings**
- **Coordinate workforce transition through cross training**
- **Apprenticeships fast-tracked**

# Education and Training II

**But.....**

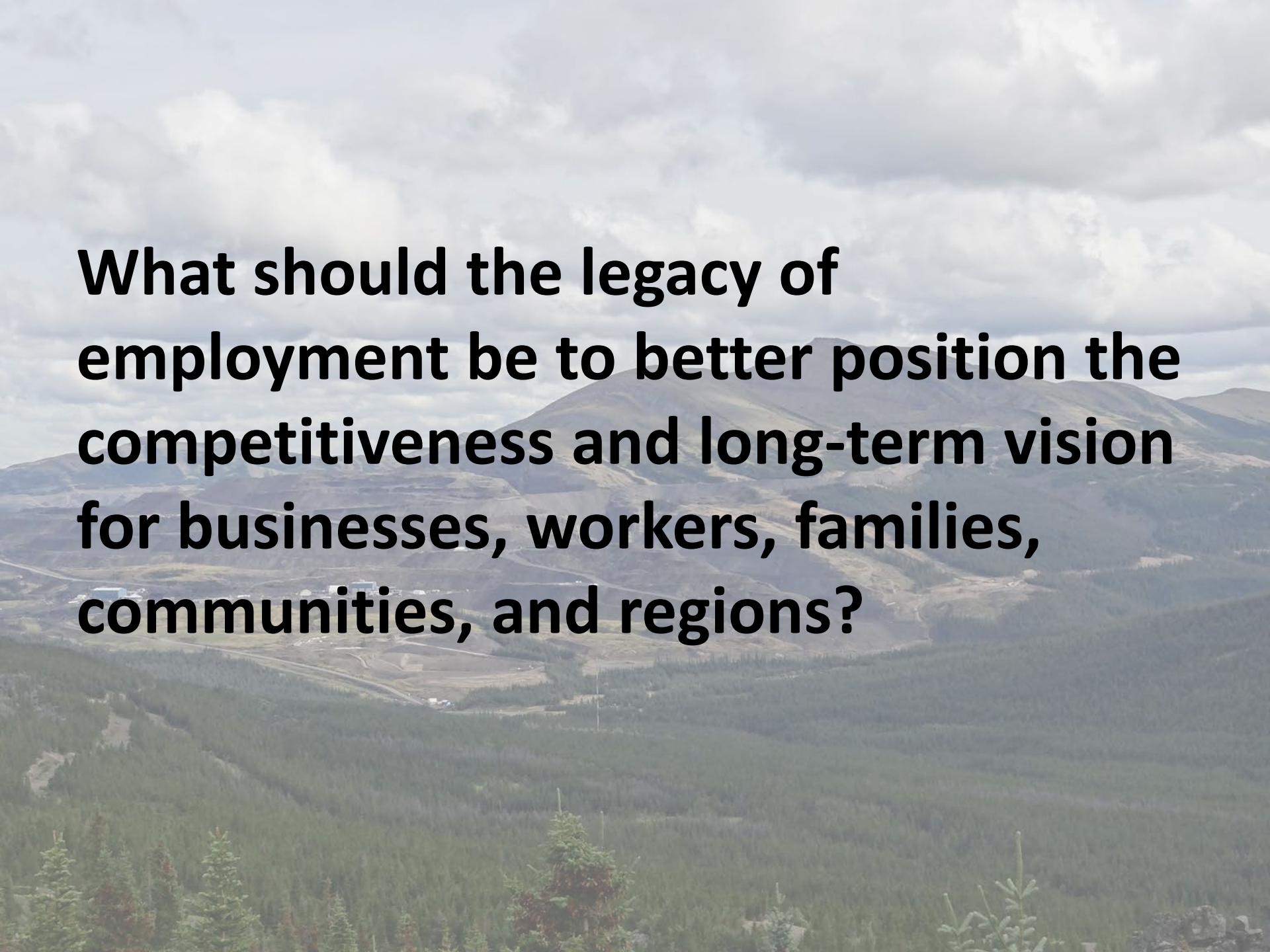
- **Technology changes rapidly; training equipment quickly outdated**
- **Post-secondary institutions need resources to address labour needs**
- **Need to revisit restrictive criteria to broaden breadth of residents who can benefit from training**
- **Don't forget about investments for education and training in other sectors to support that workforce**
  - **Self-employment, emergency services, child care, health, etc.**

# Recruitment and Retention

- **Recruitment and retention**
  - Salaries, benefits, job security
  - Education / training, advancement
  - Safety, work site conditions, positive work sites
  - Roster cycles, distance to staging areas, supports for commuting
  - Accommodation, food, physical / mental health supports
  - Relocation coordinator
  - Family-friendly certification, community orientation programs
- **Strategies for broader participation**
  - Aboriginal, women, older workers, immigrants, etc.
  - Smudging, cultural sensitivity, etc.
- **Consider industry recruitment / retention strategies impact on other sectors**

# Workplace Policies

- **Pathways to gain experience**
  - Skills inventories and workforce databases
  - Different contractors; different components of construction, operations, etc.
- **To support development, well-being, and competitiveness of labour**
  - Fatigue management; mentors; communication / conflict resolution; performance reviews; consistent management protocols; cultural sensitivity training
- **Strategic staging areas**
  - Impact on local / regional business and employment opportunities (i.e. housing, transportation, retail)



**What should the legacy of employment be to better position the competitiveness and long-term vision for businesses, workers, families, communities, and regions?**



## Canada Research Chair, Rural and Small Town Studies

[www.unbc.ca/greg-halseth/canada-research-chair-rural-and-small-town-studies](http://www.unbc.ca/greg-halseth/canada-research-chair-rural-and-small-town-studies)

Resources:

Resource Royalties: Returns to Resource Producing Rural Regions

On the Move: Community Impacts of Long Distance Labour Commuting

Tracking the Social and Economic Transformation Process in Kitimat, BC

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[www.unbc.ca/community-development-institute](http://www.unbc.ca/community-development-institute)

Resources:

Lessons Learned in Work Camp – Community Relations: Practices Making a Positive Difference



[www.onthemovepartnership.ca](http://www.onthemovepartnership.ca)