



## Greatest trend affecting us today.....

### Skills/Labour Shortage

A skills shortage is a lack of people with the education, experience and competencies required by employers while a labour shortage exists when there are simply not enough people to fill demand.

“Over the past 25 years, the Canadian labour force grew by 48%. In the next 25 years, it will grow by only 16%”.

Shortage of qualified labour is a key issue throughout Canada.

### According to Canadian Business Magazine

With more than \$120 billion worth of capital works projects on the books for the next decade in the public and private sector in Alberta, employers will need to fill 400,000 new jobs by 2010.

### By 2025, Ontario faces a shortage of more than 360,000 skilled employees.

This will further escalate to a shortage of more than 560,000 skilled employees by 2030”

### The downfall of pursuing and retaining people from under represented groups include;

- Transient workforce
- Unfamiliar with hazards posed by industrial environments
- relatively new trade skills

“But even with special programs to employ seniors, aboriginal youth and foreign workers, the provincial government predicts a staggering human-capital deficit of 100,000 people over 10 years.”

Employers and their employees are working longer to compensate for shortages usually to the detriment of quality, customer service, and most importantly.....

# Safety

### Trend Analysis

- Severity is down but frequency is still high.
- As workforce becomes more strained, potential for increased frequency.
- If left unchecked, could have a serious impact on industry.





## Material Handling

- disproportionate number of hand injuries.
- Incidents not a result of primary or secondary tasks i.e. erecting scaffolding.
- Incidents are associated with tertiary tasks.
- Relates directly to inexperience.



## New Worker challenge

As an industry we have an obligation to target this group

- Assessment tools for skills/knowledge depth.
- Forecast training requirements.
- Providing Mentoring resources.



## Related Issues

### Training

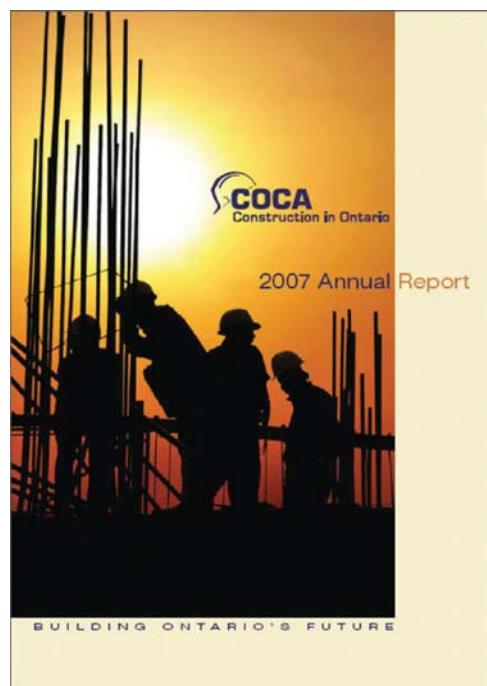
- Safety
- Return on investment
- Craft specific training
- Industry training inconsistent.
- Often developed without the benefit of stakeholder input.

## COCA News

COCA issues annual report.

Now available online at;

[www.coca.on.ca](http://www.coca.on.ca)



## COCA Initiatives 2008

- Continued Lobby efforts
- Accreditation
- Experience rating overhaul including cost reduction.
- Construction Lien Act
- Membership
- Environment
- Workforce Shortage

## COCA & SIAC – How are we represented? Officially joined Feb 2008:

- Board of Directors.
- Chief Operating Officers Committee.
- Seeking membership in identified initiatives.