

Building Alberta's Future— Together

Agenda

About BCA

The lack of skilled trades labour in the province

How we can “lay the foundation” for future success

Questions and discussion

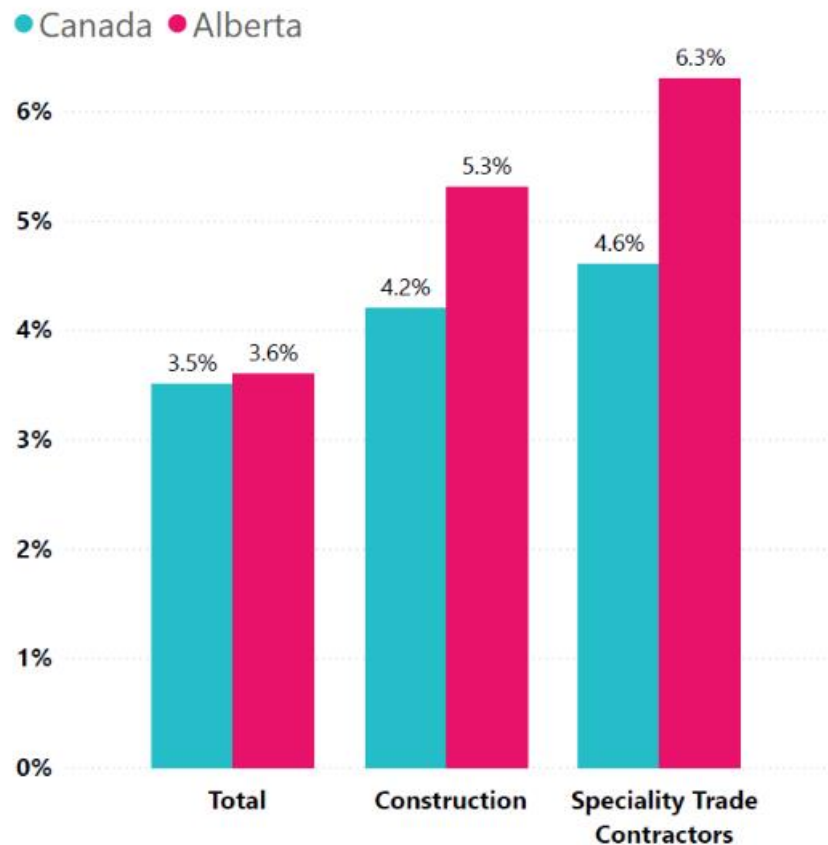
About BCA

We aim to go beyond the traditional ‘think tank’ model and put policy into action—working directly with policymakers, collaborators, and decision-makers to drive real, positive change for Albertans.

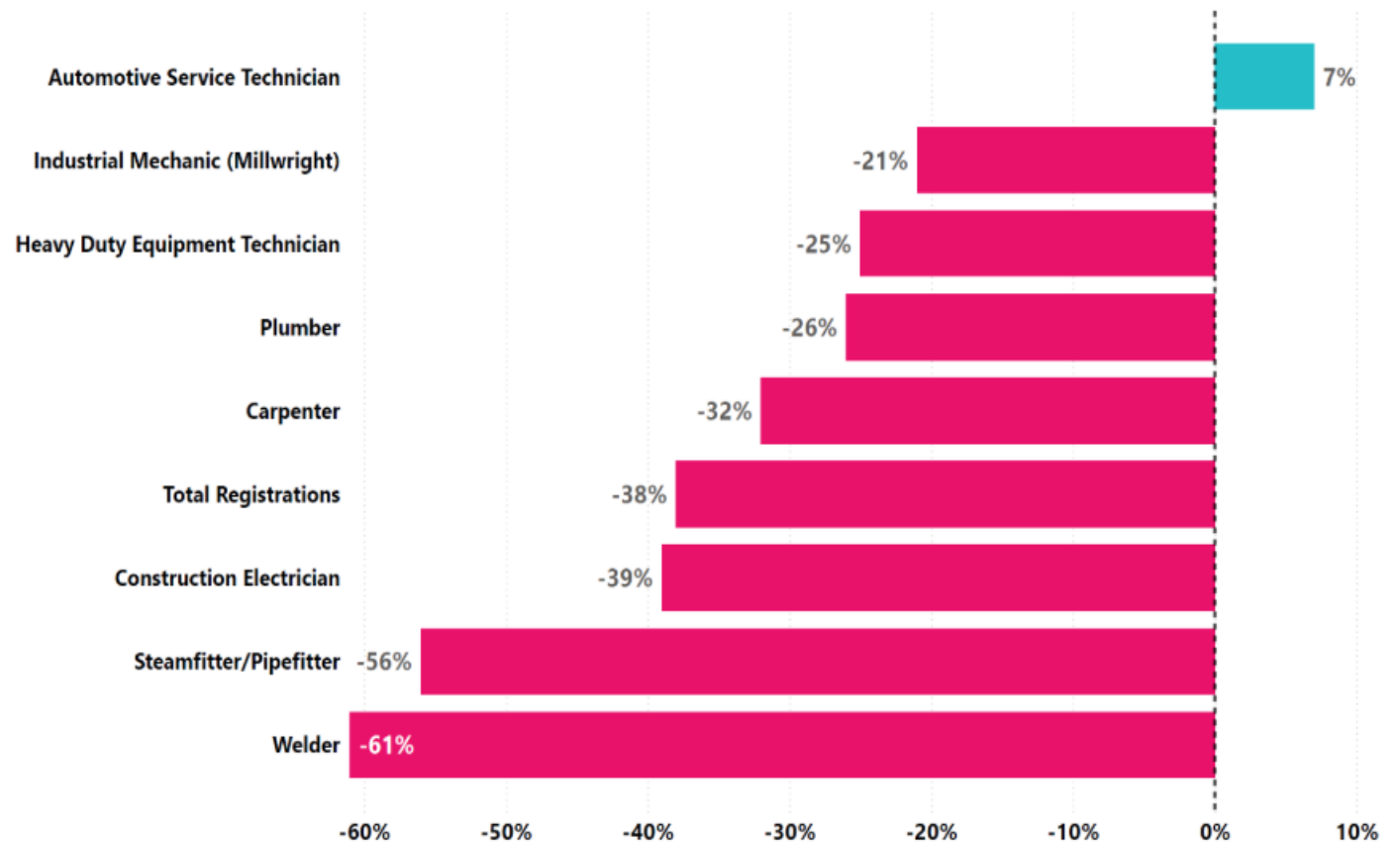
- Non-partisan think tank with a focus on prosperity
- Composed of over 130 Alberta business CEOs
- Purpose: Making life better for Albertans through a thriving business sector

The Problem: A Lack of Skilled Trades Labour in Alberta

Alberta Job Vacancies (2015-2023)



Red Seal Registrations 2014-2022 (% Change)



BCA's Task Force On Labour Supply in the Skilled Trades

- Brought together a cross-sector including construction, manufacturing, and transportation
- Informed by input from across the skilled trades ecosystem

Task Force Members

Kristi Cawthorn	CEO, Startec Group of Companies
Jennifer Chatman	Director, Communications, CDN Controls Ltd.
Dean Cowling	President, Michels Canada
Matthew Cox	President and CEO, SunWest Aviation
Dhruv Gupta	President, Akash Group of Companies
Kevin Parkes	President and CEO, Finning International
Andy Trewick	President and CEO, The Graham Group
Jeff Watt	President, Ledcor Group
Jay Westman	Chairman and CEO, Jayman Built
Ryan Yamniuk	President and CEO, Northwest Equipment

Laying the Foundation

- **Our goal is to align public policy to ensure Alberta can attract, train, and retain the skilled tradespeople needed to:**
 - Build homes and infrastructure
 - Maintain and repair existing infrastructure and equipment
 - Enable companies to grow
 - Attract investment
 - Compete in global markets
- **Scope of the report and caveats**

Blueprint for Solving Labour Supply Constraints



Short-term: “Laying Sod” Approach

- Attracting skilled labour



Long-term: “Planting Seeds” Approach:

- Inspiring young students
- Building a strong and inclusive ecosystem of training
- Investing in women

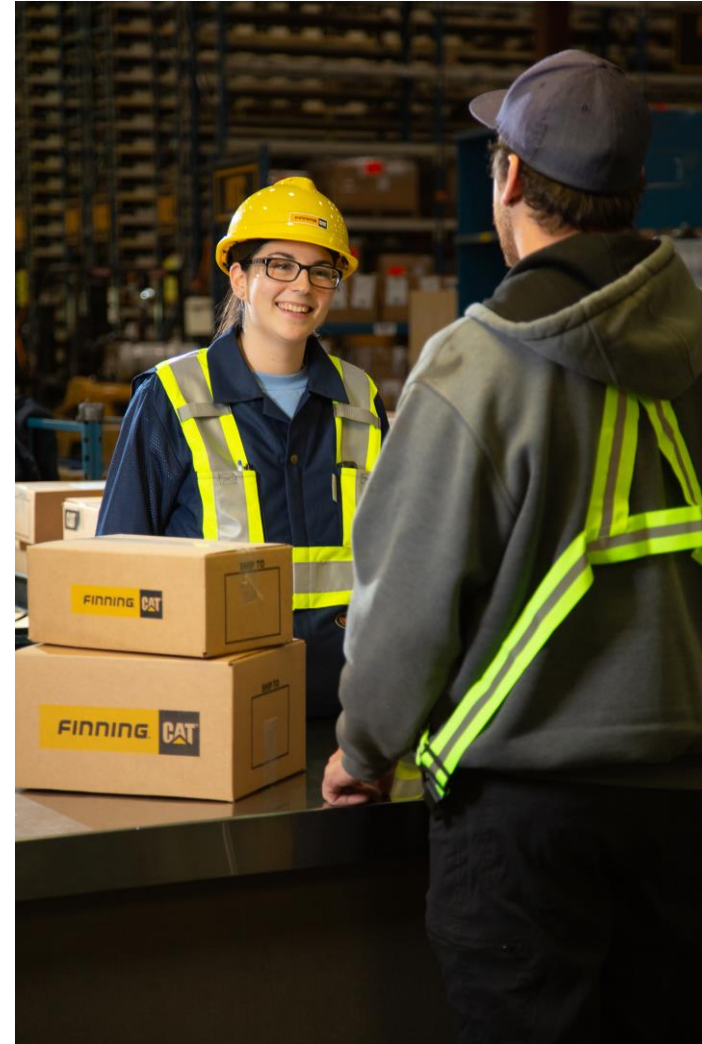
Inspire Young Students

- **Steer students towards, not away from, the trades in the K-12 system**
- **Provide the space and resources for trades training**
- **Encourage educators to teach trades, and tradespeople to teach**



Build a Strong and Inclusive Training Ecosystem

- Allow higher apprentice-to-journeyperson ratios
- Enable tradespeople to work across related trades
- Align incentives to support apprenticeship completion
- Improve clarity of PSI program delivery and viability for international students



Invest in Women

- **Connect young women with the trades**
- **Enhance workplace culture so all workers feel valued**
- **Support women who are pregnant and those who have young children**





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Full report available here:



Laying the Foundation: Solving Labour Supply in the Skilled Trades



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