## What's in the NRLMS report

- Where we went
- Who we talked to
- What we researched
- Results
- Recommendations

## Occupational forecasts

## Research on specific labour topics

- Autonomous Mining
- Commercial Driving
- Heavy Equipment Operator
- Indigenous Distance Learning
- Industry Education Partnerships

## Interviews – in Northeast and elsewhere

## Surveys with high school students

## Focus groups

## Some highlights from the research

## Educational attainment

| Level | British Columbia | Northeast British Columbia |
|---|---|---|
| No certificate (25-64) | 10% | 18% |
| High school diploma | 26% | 32% |
| Trades certificate | 9% | 16% |
| Bachelor or above | 30% | 12% |

*Source: Statistics Canada, Census 2016*

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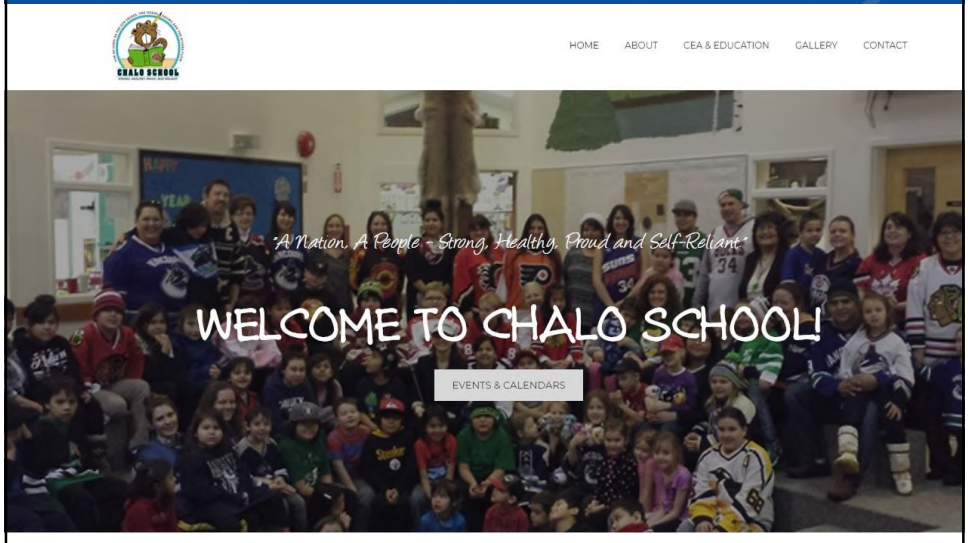
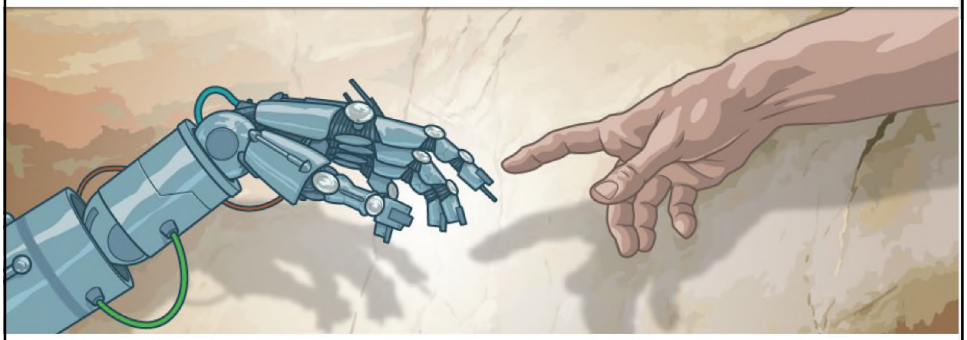
## Indigenous graduation rates



## Occupational Demand 2018 - 2028

NATIONAL POST

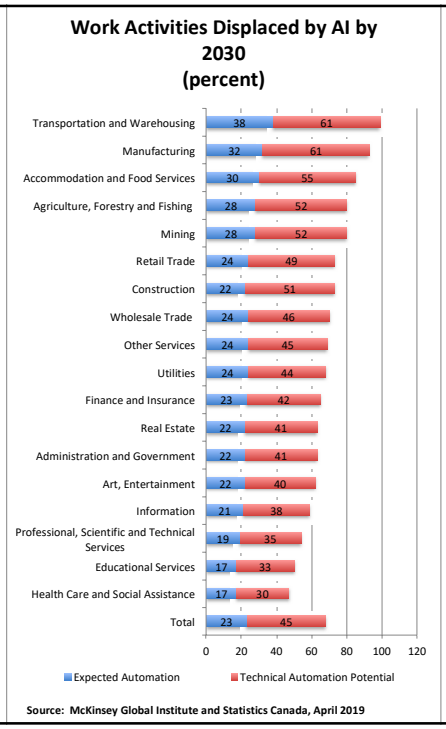


# RISE OF THE ROBOT

*A four-part look at how robots are changing the way we work. First up, robots aren't killing jobs, they're creating new ones and more of them — at least at a GE Aviation plant in Quebec*

**By Drew Hasselback in Bromont, Que.**

About 180 robots here are doing work that humans used to do at a GE Aviation plant that makes parts for jet engines. But they haven't replaced the humans. Indeed, the opposite is true. Since a new,




## Tying it all together…into Recommendations

- Occupational projections
- Information from people in the Northeast and elsewhere
- Research papers/other completed strategies
- Reviewing work underway (mining, forestry)
- Economic trends, changing technology
- Observations versus action steps

| Objective 3: Address current community and industry skills and training needs | |
|---|---|
| Recommendation 3.1 | Develop custom, first-level leadership training for employers. |
| Recommendation 3.2 | Explore economic revitalization possibilities in Fort Nelson through a guest speaker series. |
| Recommendation 3.3 | Obtain funding for and develop truck driver training programs based on the new BC curriculum for drivers operating on public roads. Develop retraining programs for experienced truck drivers as new regulations take effect. |
| Recommendation 3.4 | Develop a centre of distance education excellence in Northeast BC. |
| Recommendation 3.5 | Explore the development of a heavy equipment operator certificate program in conjunction with industry partners. |
| Recommendation 3.6 | Explore offering new trades training programs that meet current and future needs of the natural gas and clean tech industries. |
| Recommendation 3.7 | Carry out a labour market study focused on the agricultural sector. Also explore developing an applied research program in climate change and its effects on regional agriculture. |
| Recommendation 3.8 | Develop a workshop on business management for contract workers. |

## View the Report

- The report can be viewed from the following link
- nlc.bc.ca/nrlms

## Agriculture Study Project Objective

- From September 1, 2020 to June 30, 2021 Northern Lights College will, together with its partners, conduct a study to identify the upcoming labour market gaps in the agriculture and agrifood industry,
- Some examples of the study will be the examination of the agriculture and agrifood industry regarding current and continuing research, its contribution to GDP, overall value to the economy, marketing and transportation issues.
- To close the current labour market gaps the study will examine the investments required to bolster the skills and the developments of agriculture, agrifood and native plant nurseries in Indigenous communities.

## Agriculture Study Project Description

- Northeast BC produces more forage, grain (barley, oats, wheat), seed, and canola than any other region of British Columbia.
- Cattle ranching is also well established in the region, and game production remains in the area – particularly bison production
- Commercial meat processing exists to support this industry, but the level of support does not meet the local demand.

## Agriculture Study Project Description

- The opportunity to produce greenhouse vegetables using geothermal or waste heat from industrial operations needs to be investigated.
- The agriculture and agrifood industry are at the intersection of a demographic and technological revolution resulting from changing market conditions, some related to Covid-19. By 2025, one in four Canadian farmers will be aged 65 or older, and over the next decade 37% of the agricultural workforce will be set to retire.

- **Farmer 4.0 - RBC.com**

## Agriculture Study Project Activities

- Engage an external consultant;
- Convene an Advisory Committee to establish a Terms of Reference and a schedule for meetings.
- Conduct a literature review of existing local and provincial labour market information related to the sector and produce two scenarios - base case and optimistic case, related to current and future labour needs.
- Conduct a minimum of ten (10) interviews with major agriculture and agrifood associations and equipment dealers in the Northeast area and other parts of British Columbia and Canada.
- Conduct a minimum of thirty (30) interviews with farmers and ranchers and their suppliers in the Northeast. Representation from the targeted sectors; cattle, grain, specialty crops and equipment dealers.
- Conduct a minimum of four (4) interviews with Indigenous communities regarding Indigenous plant nurseries.

## Agriculture Study Project Activities

- The results of these interviews along with the review of existing labour market information and prior reports will be used to develop a Labour Market Strategy for the agriculture and agri-food sectors in Northeast BC that will include:

- Current and projected labour market needs for the region's agriculture and agri-food workforce and identify how to address those needs

- An assessment of opportunities for longer term employment in emerging industries/ sectors

- An action plan for implementation of the strategy

## Agriculture Study Conclusions

- Based on the results of this study, a report including an executive summary will outline a labour market strategy to address current and projected labour market needs in Northeast BC.
- It will make recommendations to help new talent develop world-class skills and encourage the industry to further embrace a culture of innovation.