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# **SHUSWAP LABOUR MARKET ASSESSMENT & ACTION PLAN**

## **AREA C**

**Labour Market Action Plan 2018-2019**

 **IRONSIGHT**





## CONTENTS

Introduction
Welcoming Comments
Today's Purpose and Context
Meeting Focus Question
Project Focus Question
Project Steps
Today's Purposes
Action Plan Tasks and Steps
Participant Comments

## INTRODUCTION

### WELCOMING COMMENTS

Paul Demenok, CSRD Area C Director, welcomed the group and thanked them for attending. He noted that CSRD has an Economic Development Strategy under development, which will not be released until January of 2018, the Area C labour market action plan to be developed today will contain tasks and steps, but no timelines. When the Strategy is released, the Area C community will reconvene and decide on the appropriate next steps to integrate the Strategy and the labour market project.

### TODAY'S PURPOSE AND CONTEXT

#### Meeting Focus Question

What are the tasks and steps in our 2018 - 2019 action Plan?

#### Area C Project Focus Question

How can we make Area C and the Shuiswap a better place to work and do business?

#### Project Steps

1. Research available data – done
2. Community to identify needed information – Done
3. Researchers to gather needed information – Done
4. Community to review needed information – Done
5. Community to identify possible 3-5 year strategies – Done
6. Community to create 2-year action plan – **Today**
7. Community to use the data and implement the plan – in the two years after the project ends

#### Today's Purposes

- Participants will develop an action plan consisting of tasks and the steps needed to carry out those tasks.
- Participants will feel engaged in creating practical actions and enthusiastic about implementing them.

## ACTION PLAN TASKS AND STEPS

The participants began by discussing the elements in the table of strategic possibilities developed during the previous community meeting (see page 3). As the lively discussion of opportunities, challenges, and possible actions progressed, the participants developed the table of Tasks and Steps for 2018 - 2019 on page 4. See, also, Participant Comments on page 5.

SLMAPP CSR D Area C 3 <sup>rd</sup> Community Meeting		<b>What strategic initiatives might we undertake in the next 3-5 years?</b>			Cedar Heights Hall Sorrento, B.C. October 10, 2017	
<b>Apply economic development plan to CSR D Area C</b> ●●●●●●●●●●	<b>Build and enhance infrastructure</b> ●●●●	<b>Support labour force recruitment</b> ●●●●	<b>Support business services and development</b> ●●●●●●●●	<b>Support labour force development</b> ●●●●●●	<b>Develop land use strategy</b> ●●●●	
Integrate LM and economic plan results	Focus on increasing infrastructure: medical, roads, etc.	Focus on bringing more construction and teachers to area	Mentorship – the Prophet, profit program	Centralized database for employment pool	Develop commercial lands	
Develop an economic development plan specific to area C	Improve transportation options/mobility	Co-op. apprenticeship programs for labour force recruitment	Support business development	Develop employer networking opportunities	Update OCP: ID land resources and supports	
Investigate successful community approaches	Develop a regional/affordable housing strategy	Access the retired pool for job selection	Explore business incubator/ local program	Create a labour pool database/mentorship		
Inspire business retention and attraction opportunities	Identify Aging-in-place needs and develop facilities	Strengthen labour force through education and training	Create shared Shuswap business support services	Service industry certification		
Market Shuswap lifestyle	Participate in regional housing assessment	Expand labour pool via existing resident recruitment	Business succession planning			
Develop work here/play here campaign	Participate in regional transportation study	Liaise with colleges re: LM skills				
Attract non-seasonal businesses to Area C	ID effective alternative transportation systems, provincially					
Offer seasonal business incentives (out of the box)						

*Items proposed by pairs of participants. Organization into categories and naming the categories was by whole group consensus.*

**Priorities**

● 1<sup>st</sup> Individual participants identified their 1<sup>st</sup> and 2<sup>nd</sup> priority initiatives

● 2<sup>nd</sup>

SLMAPP CSRD Area C 4th Community Meeting		What are our tasks and the steps and victories in each task?				Sorrento Memorial Hall Sorrento, B.C. October 17, 2017
Task	Step 1	Step 2	Step 3	Step 4	Step 5	Victory
Develop an alternative housing plan (1 of 5)	Explore best practices and models	Explore collaborative opportunities to increase supply (best ideas)	Identify supply and demand for rental housing	Identify management structure for local rental pool	Secure funding	Alternative rental housing both available and affordable
Develop land use inventory (2 of 5)	Explore best practices and models	Explore collaborative opportunities to increase supply (FN, OC, etc.)	Secure funding and resources	Quantify and qualify demand	Contract development of database (people and land)	User friendly land use inventory system ready to use
Prioritize infrastructure development to support ED (3 of 5)	Explore best practices and models	Identify current and future infrastructure needs and areas best suited for ED	Prioritize infrastructure needs and areas	Explore collaborative opportunities to Develop infrastructure	Secure "lots" of funding	Infrastructure priorities are identified
Create a labour market support system for sub-trades and businesses (4 of 5)	Explore best practices and models	Explore collaborative opportunities to increase labour market and business support	Identify and assemble resources and available services and mentors	Determine feasibility of "user pay"	Secure funding through business retention and expansion and other resources	Affordable "user pay" system to support business and sub-trades ready to use
Develop a labour force inventory (5 of 5)	Explore best practices and models	Explore collaborative opportunities to develop and manage labour force inventory (FN/SEI)	Identify the labour pool	Secure funding	Contract development and maintenance of database	Accessible and current labour force database ready to use

## **PARTICIPANT COMMENTS**

### **GENERAL COMMENTS**

The following is a brief summary of the discussion of opportunities, challenges, and possible actions that led to the table of Tasks and Steps on page 4.

- Existing Tourism Development Plan is strong
- There is work yet to do on the Agricultural Strategy
- The limitation of commercial land for development in CSRS Area C is a problem
- Education and training opportunities need to go hand in hand and are necessary to attract residents and businesses to CSRD Area C
- The current Shuswap Economic Development Strategy will be completed within the next month and can be reviewed to compliment the LM initiative
- First Nations lands are not being considered in the Shuswap Economic Development Strategy – once CSRD has set their goals they would like to collaborate with First Nations
- Highway development is driving an updating of First Nations land use plans and this is a good opportunity to engage and collaborate
- Finz Resort – Greg noted that he has a plan developed to create rental accommodations, he just needs permits
- CSRD and other bodies need to provide assistance or we will still be talking about these issues 10-20 years from now
- Infrastructure is important, infrastructure is the foundational of a healthy economy and a robust labour market
- CSRD Area C has the largest population and deserves services; there is growth in the population growth (young and old)
- Land use is an important component to consider – our greatest asset is our water
- We should secure land (ALR??) that might be available for commercial economic development
- We should develop an alternative housing plan in collaborate with regional initiatives already underway
- Form a task force to see what can be achieved, pick goals that we can begin now and achieve good results, and integrate land use
- Maintain a focus on CSRD Area C, however it should be part of a regional plan and the information we generate could benefit others, so regional collaboration is important
- A large agricultural community exists in the CSRD and some innovative housing is underway (tiny houses)
- Agricultural land owners have a lot of land that is not being used, look at trends and explore possibilities, and talk about using ALR land rather than removing it
- Seasonal employment housing remains a big challenge
- Create a labour market support system for sub-trades (in collaboration with Work BC, businesses, Chamber of Commerce and Community Futures Shuswap) in order to provide leadership and training/workshops.
- Strengthen the labour force through education and training by completing a current labour force inventory, so business owners have access to available workers
- A mentorship program needed within CSRD Area C

## RECOMMENDED ACTIONS

1. Undertake a housing assessment and inventory. Robyn Cyr noted that such an initiative could fit within the CSRD Economic Development Strategy. She will assess the possibility and report back to the community in January of 2018.
2. Implementation of the Strategy is a community driven initiative. The Sorrento Chamber of Commerce will have an important role to play and this initiative could provide a new focus.
3. The Chamber will consider taking on a labour force inventory project and will discuss the possibility at their AGM in January. An initial \$10K might be available.

## REFLECTION

When you think back over this workshop, what stands out?

- The collaborative tone of the group
- Collaboration was great – excellent points and good suggestions were made
- Implementation will be daunting; manpower and money will be needed to achieve our goals
- I liked the focus of the conversation
- If we achieve half of this we will create huge opportunities
- The people around this table moved to CSRD Area C for a reason and I, for one, would be willing to pay for services
- I am not willing to have studies completed only to sit on a shelf, we need to find ways to pay to get things done