

Rescon News

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Be involved; without your participation, there is no future for change

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Measures For Employers

Canadian Federation Of Independent Business—

In order to help employers address skills and labour shortages, the Federal Government introduced the following measures to reduce the amount of income taxes your business owes and reduce some of the training costs incurred when hiring new employees.

1) Apprenticeship Job Creation Tax Credit

To encourage employers to take on an apprentice, the government will provide employers with a non-refundable tax credit equal to 10 per cent of salaries and wages payable for employment of eligible apprentices after May 2, 2006, up to a maximum credit of \$2,000 per year per apprentice.

Eligible Firms: Those who operate a business that employs one or more eligible apprentices in the 49 Red Seal* trades (for more info on Red Seal trades consult: www.red-seal.ca/Site/index_e.htm).

Eligible apprentices: Apprentices in their first 24 months of a provincially registered apprenticeship contract, in a program designed to certify or license the apprentice in a Red Seal trade.

2) Increased Capital Cost Allowance for Tools

Recognizing that many in the trades are self-employed, the government broadened a measure to help alleviate some of the financial burden for those who purchase their own tools by increasing the limit for Capital Cost Allowance (CCA) for tools, effective May 2, 2006.

Prior to May 2, 2006 tools used to earn business income that cost less than \$200 are eligible for a 100 per cent CCA rate (class 12 property), but tools that cost \$200 or more are generally eligible for a 20 per cent CCA (Class 8 property). The cost cap for access to the 100 per cent CCA for tools is increased from "less than \$200" to "less than \$500" for tools acquired on or after May 2, 2006. The cost cap for kitchen utensils and medical or dental instruments is also increased from "less than \$200" to "less than \$500" for goods acquired on or after May 2, 2006.

Electronic communications devices and electronic data processing equipment are excluded.

Canadian Home Builders' Association—

Earlier this year, Canada's official report under the Kyoto Treaty showed that greenhouse gas (GHG) emissions released by **Canadian homes in 2006 had fallen to 8.5% below their level in 1990—surpassing the Kyoto target set for Canada as a whole.**

In order to verify that this good news was solid, the CHBA commissioned Marbek Resource Consultants, Canada's leading energy analysts, to review the data and provide their perspective.

More than 18,000 Skilled Workers Needed in Atlantic Canada

MAJOR NEW PROJECTS STRETCHING AVAILABLE WORKFORCE

St. John's— Major engineering and industrial construction projects in New Brunswick and Newfoundland and Labrador will stretch Atlantic Canada's workforce to the limit, according to the Construction Sector Council. "We've got a record number of big projects planned or underway in the Atlantic region including a nuclear power plant, oil refinery projects, hydro and highway construction," said Timothy Flood, President of John Flood and Sons Limited, the oldest construction company in Canada. "These projects require more skilled workers than we have available."

The information is contained in the Construction Sector Council's fourth annual edition of "Construction Looking Forward," a detailed forecast of labour market trends from 2008 to 2016 in Atlantic Canada.

Ongoing construction activity will keep Nova Scotia and Prince Edward Island busy but replacing an older than average construction workforce will create a significant challenge towards the end of the forecast.

The report finds that Atlantic Canada will need more than 5,000 new trades people to meet demands for new construction. The age of Atlantic Canada's workforce is above the national average. As a result an unprecedented 13,600 workers are needed to replace retiring baby boomers between now and 2016.

"With so many workers retiring, this makes attracting, training, and retaining skilled workers more important than ever," said Carol MacCulloch, President of the Construction Association of Nova Scotia.

Major new industrial and engineering projects will require specific skilled trades.

"To remain competitive and attract industrial development we will have to step up training and recruitment efforts to find enough skilled workers to keep up, no doubt about it," said Dermot Cain, Canadian Director, of the International Union of Operating Engineers.

The boom in large construction projects will also affect residential construction.

"We'll see a burst in residential building in Atlantic Canada to accommodate workers coming in from out of province," said Grant MacLeod, President of the PEI Residential Construction Sector Council. It's a real domino effect."

The Construction Sector Council is a national organization committed to developing a highly skilled workforce—one that will support the future needs of the construction industry in Canada. Created in April 2001, and financed by both government and industry, the CSC is a partnership between labour and business.

The CSC's "Construction Looking Forward" national and regional forecasts provide colleges, labour and industry with accurate information on labour supply and demand to support the future needs of the construction industry in Canada.

For a copy of the Atlantic labour market forecast visit our website: www.csc-ca.org

For further information contact:

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"Regard it as just as desirable to build a chicken house as to build a cathedral"

- Frank Lloyd Wright

In recent months, Canadian employment for youth aged 15—24 has edged down, resulting in a year-over-year employment decline of 0.3%

July 2008—Statistics Canada Released Aug 8, 2008

Following gains at the beginning of 2008, and little changes from April to June, employment dropped by 55,000 in July. The unemployment rate edged down 0.1 percentage points to 6.1%, as many people, particularly youth, left the labour force.

Employment decreases in July occurred in manufacturing; business, building and other support services; and educational services. The only significant gains were in accommodation and food services.

July's employment losses occurred in Quebec, Ontario, Saskatchewan and Prince Edward Island.

For more information see: www.statcan.ca

HR Tips for the Construction Industry

***Bigger is not necessarily better.**

“...the trend is toward globalization, consolidation of firms, and “full-service” providers. However, in our efforts to offer more and be larger, are we overlooking the value of personal touch that small, local firms provide? Small local firms provide an unparalleled knowledge of the immediate marketplace, and a more direct, personalized, non-hierarchical type of service that brings value to the job.”

***Don’t settle on low expectations.**

“In business, it’s easy to expect mediocre service if that’s what you’re used to getting. And it’s even easier to habitually give mediocre service, especially when we have multiple projects on the go and multiple roles in our firm. When the bar has been set low, it’s difficult to raise it again.”

***Communication**

“The most important service we can provide our clients is good communication. This means regular, live conversations (not just an email) that explain what you are working on, what your strategy is for moving forward, and that involves active listening to our clients.”

***Personal Attention**

“In our industry, projects are usually won by...well-experienced professionals who garner respect and recognition— and then are handed off to our less experienced employees. The principals remain “in charge” but are really only brought in if something goes wrong. How does your client feel about that?”

***Admit and apologize when you mess up.**

“Projects go wrong, mistakes happen, and it is human nature to try and minimize or even shield the client when such a situation occurs. However, if we communicate with our client, they may appreciate your work and your personal touch even more.”

Dan Blank—Expert Business Source

Healthier Workplace= Healthier Bottom line

Making your office or plant safe and healthy can have a real affect on your company’s productivity and your bottom line.

It’s a simple proposition, really. Investing in health and safety can save you money; failure to do so can erode your output and add considerably to costs.

Like any worthwhile venture, building a safe, healthy and cost-efficient workplace takes money, time and effort. And, depending on the nature of your business, you face different considerations. For example, construction firms or companies dealing with hazardous materials face different demands than office-based service firms. When it comes to health and safety, there is really no one size fits all.

As an employer, you are responsible for ensuring that sound practices are followed and that working conditions are safe.

For further information, check out: www.ccohs.ca

“Your most obvious task is to make sure within reason, that the workplace is safe.”



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Building a Stronger Workforce

This project is funded by the Canada / Prince Edward Island Labour Market Development Agreement (www.lmda.pe.ca).

Please contact PEIRCSC at the address aside to obtain a list of upcoming events and/or training events on PEI, to post a job and/or event, and to add an article in PEIRCSC's third quarter newsletter.

PEIRCSC is a CHBA member (www.chba.ca) and also belongs to the PEI Association of Sector Councils' network (www.peiasc.ca).



Structural Changes in PEIRCSC

Moving on...

On July 15th, Brenton MacLeod completed his term as Executive Director after a one year tenure. The Board of Directors as well as Brenton had determined that it was a convenient time at the end of the HRDSC/PEIRCSC funding agreement.

Brenton has since been elected to the PEIRCSC board of directors as a Member at Large. The Board thanks Brenton for his contributions and welcomes him as a valued representation .

*PEIRCSC elects new President...new Executive Director
A message from Martin Hilchie—Hilche Quality Homes*

As past vice president, it gives me great pleasure to take my experience a step further by recently assuming the role of President of the PEI Residential Construction Sector Council. I have been very committed to the PEIRCSC and look forward to strengthening and further developing this sector council in the 2008-2009 fiscal year. This council will continue to focus on HR and labour market issues and to re-establish construction trades as a desirable career choice.

Recently, at our Annual General Meeting, we announced a new Board structure. Morgan Fisher (Fisher Electric/Alliance Security) holds the seat of Vice-President, while Grant MacLeod (Sherwood BMR) is this year's Secretary-Treasurer. Board members include Peter Brown (Bayside Construction), Karen Redmond (Director of Apprenticeship), & Brenton MacLeod (MacLeod project Management & Consultancy)

In addition, we also have a new Executive Director, Tracey Gormley. Tracey holds a Business Management Diploma from Atlantic Business College, Moncton, N.B. and has obtained additional HR management education through Holland College. PEIRCSC welcomes Tracey and looks forward to a long working relationship. ~Martin Hilchie, President