



Rescon News

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WELCOME TO PEIRCSC'S 2ND NEWSLETTER!

PEIRCSC is a non-profit organization composed of industry employers, employees and stakeholders involved in PEI's residential construction industry.

PEIRCSC's mandate is to identify and address HR and labour market issues affecting PEI's residential construction industry, while promoting best HR practices in the workplace.

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What has been PEIRCSC's focus?

PEIRCSC has established four main target groups: 1. Homebuilders/Renovators 2. Electricians 3. Plumbers 4. Other Related Subtrades, while there are approximately 600 companies listed in PEIRCSC's database.

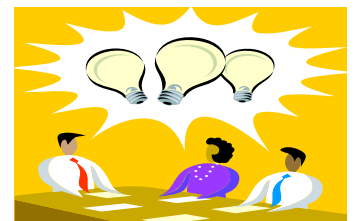
Some key activities that have taken place to date include:

- Transitional (preliminary) activities have been completed
- Office set-up has been completed
- Staff and Board have been established, while new Board members are welcome
- Database has been created and continues to grow, while four targeted mail-outs have been circulated (Atlantic Home Warranty Program - AHWP, Prince County, Queens/Kings County, and registered members)
- Marketing and promotional materials have been created for distribution
- PEIRCSC's newsletter continues to be published quarterly
- PEIRCSC website is up and running and continues to be updated frequently
- PEIRCSC holds monthly Board Meetings
- PEIRCSC attends meetings regularly hosted by other industry groups
- PEIRCSC attended National Skilled Trades Day on October 30, 2006 at Holland College, while being asked to partner with Skills Canada PEI, PEI Apprenticeship and the Association of Certified Engineering Technicians and Technologists of PEI (ACETPEI) for this year's upcoming event (November 5, 2007)
- PEIRCSC attended the 2007 Provincial Skills Competition and visited Holland College Slemmon Park and Montague trades' programs
- PEIRCSC participated in three 2007 tradeshows (Booming Trades Expo, Western Career Expo, and Kings County Job and Career Fair), while visiting the 2007 Summerside Job Fair and Showcase 2007
- PEIRCSC conducted a presentation to a group of youth from the Construction Association of PEI (CAPEI) Skills Link Program in May 2007
- PEIRCSC attended the 2006 PRO SPEC, 2007 WCB PEI and HRANS Conferences.
- PEIRCSC posted an ad in The Journal Pioneer and Guardian newspapers in April 2007 to create public awareness
- PEIRCSC created a mini residential construction sector profile in March 2007. This profile will be available for review in September 2007.
- PEIRCSC continues to meet and interview employers at their workplace or on-the-job site
- PEIRCSC continues research on an ongoing basis and seeks out new projects to pursue
- PEIRCSC held its first AGM in March 2007
- PEIRCSC has been featured in the February/March 2007 and April/May 2006 issues of The Employment Journey (www.employmentjourney.com).

PEIRCSC's 2007/2008 Board of Directors

PEIRCSC's 2007/2008 Board of Directors include:

Grant MacLeod, President (Building Supplier—Homebuilder/Renovator)
 Martin Hilchie, Vice President (Homebuilder/Renovator)
 Ralph Clark, Secretary-Treasurer (Custom Woodworking & Cabinetry)
 Morgan Fisher, Director (Electrician)
 Sidney Smith, Director (Plumber)
 Laurie Wallace, Ex-Officio (Government)



PEIRCSC welcomes new Board members. If interested, please contact PEIRCSC by phone: (902) 724-3300, fax: (902) 724-3304, or e-mail: info@peircsc.ca.

“Success is the sum of small efforts, repeated day in and day out.”

- Robert Collier



Brenton MacLeod, PEIRCSC Executive Director

PEIRCSC’s website is up and running

PEIRCSC’s new Executive Director, Brenton MacLeod, welcomes new website. “ I know there has been a lot of effort from staff and the Board of Directors in developing this website. Lively but creative discussions surfaced during the website’s development; however, in the end, I believe we have come up with a good useful product. As with any new product, there will be bugs that need to be worked out. So, we welcome feedback from PEIRCSC members and users that may arise while trying out this new industry tool.”

PEIRCSC’s website is up and running. Officially launched in May 2007, PEIRCSC’s website is a resourceful HR tool for present and future industry employers and employees to access information about us, industry training and events, HR and labour market research and resources, FAQ, and how to contact us. PEIRCSC’s quarterly newsletters are also available for download on this website.

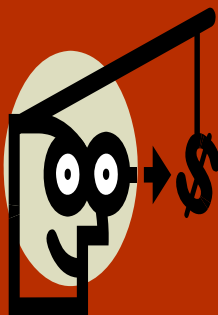
PEIRCSC’s website contains an Employer section where industry employers can join to become free members (list their business online), post jobs, and participate in a short survey. There is also a Job Seeker section where job seekers are able to view jobs posted by industry employers (members) as well as view the Members List of residential construction employers who may be hiring in the near future.

We encourage you to visit and use PEIRCSC’s website on a regular basis. Please submit your feedback and/or ideas regarding PEIRCSC’s website by phone: (902) 724-3300, fax: (902) 724-3304, or e-mail: info@peircsc.ca. PEIRCSC’s website address is www.peircsc.ca.

10 Simple (Non-Monetary) HR Tips

Here are some 10 simple (non-monetary) ways to motivate your employees.

1. Be flexible and have fun.
2. Treat employees equally.
3. Treat employees with dignity and respect.
4. Recognize employees for a job well-done (good work behavior).
5. Ask employees simple questions i.e. how are you today? Show them you’re interested.
6. Ask employees for feedback. (See article on page 2 in PEIRCSC’s 1st quarterly newsletter)
7. Ask employees for new (project) ideas. Allow employees to be creative (to think outside the box).
8. Teach employees a new skill.
9. Delegate tasks to employees. Do not micro-manage employees (other than for safety reasons).
10. Provide mentorship opportunities.



Island students demonstrate abilities at Canada Skills Competition in Saskatoon

Highlights taken from Skills Canada – PEI Press Release, June 18, 2007

Island students represented the province well at the Canada Skills Competition held in Saskatoon, last week, earning one gold, two silver, and the safety award in Carpentry- Secondary. The students were part of a team of 41 who traveled to Saskatchewan for the competitions.

All 41 members of the Island's delegation had previously participated in 34 provincial competitions in skilled trades and technology that were held across the Island in February and March 2007. At that time, 222 students vied for the opportunity to represent PEI at the national level.

"We came home with five awards and the invaluable experience of competing on the national level. This could not have been accomplished without the help of parents, educators and volunteers, stated Paulette Waddell, Executive Director.

Winners, from the 2007 PEI Skills Competition, can be found on the 2007 Provincial Skills Competition Medalists page at http://www.skillscanada.pe.ca/prov_medalists_2007.html.

2007 National Skilled Trades Day on PEI

Do you know about National Skilled Trades Day? In celebration of National Skilled Trades and the start of Technology Week, Skills Canada – PEI will be hosting and promoting events in partnership with Holland College, PEI Department of Education – Youth Apprenticeship, Association of Certified Engineering Technicians and Technologists of PEI (ACETTPEI), and PEI Residential Construction Sector Council (PEIRCSC) to raise the awareness of skilled trades and technical careers to youth.

Event: Technology, Trades and Treats
Location: Holland College Slemon Park – Summerside
 Holland College – Georgetown
Date: Monday, November 5, 2007
Time: 9:30 a.m. - Nutrition Reception by Invitation
 10:00 a.m. - Official Launch
 Open to the Public from 10:00 a.m. to 2:00 p.m.

PEIRCSC members are encouraged to get involved in hands-on demonstrative (interactive) projects that will highlight their trade skills.

More information on this event will be mailed to PEIRCSC members in August 2007.

GETT Camps

Girls Exploring Trades and Technology

The purpose of these camps is to introduce girls in grades 7, 8, and 9 to trade and technology activities by completing fun filled hands-on projects. The girls will also have a chance to meet female trades/technology workers through mini sessions throughout the week. By participating in this program, girls will come to understand various types of skills needed to pursue trade/technology careers.

GETT camp has 5 goals:

- Increase girls awareness of broad range of occupations they might otherwise overlook;
- Increase girls understanding that trades/technical work is fun and satisfying;
- Boost girls self-confidence with regards to trade skill levels
- Introduce girls to successful tradeswomen role models
- Encourage girls to remain in school and to enroll in math, science, and technical and shop courses.

These camps are sponsored by Skills Canada – PEI in partnership with the PEI Department of Education – Youth Apprenticeship and Service Canada.

Camp Week Dates: July 23 to 27; July 30 to Aug. 3; Aug. 6 to 10; Aug. 13 to 17, 2007

Cost: \$100 per week (complimentary kit bag and snacks included)

For more information, please contact Paulette Waddell by phone: (902) 566-9352 or e-mail: paulettew@skillscanada.com.

PEIRCSC members are welcome to submit names of young people to this worthwhile project.



**RESIDENTIAL
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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).

Submit your ideas in our next quarterly issue.
Provide your feedback on this current issue.
Be involved; without your participation, there is no future for change.

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



Residential Construction Trades List

Identified by the Canadian Home Builders' Association - CHBA (March 2007)
to the Canadian Council of Directors of Apprenticeship - CCDA

Excavator (Red Seal)	Mobile Crane Operator (Red Seal)	Carpenter (Generalist) (Red Seal)	Carpenter – Concrete Former	Ironworker (Red Seal)	Weeping Tile Installer	Concrete Moisture Barrier Installer	Reinforcing rod worker
Concrete Finisher (Red Seal)	Carpenter - Frammer	Scaffold Erector	Pre-fabricated wood components carpenter	Stairs Installer	Carpenter – Exterior Finisher	Window and Door Installer	Roofer (Generalist) (Red Seal)
Roofer – sloped roofs	Roofer – flat roof	Bricklayer (Red Seal)	Stucco Applicator	Construction Electrician (Red Seal)	Residential HVAC Technologist	Gas Fitter	Gas Fireplace Installer
Oil Burner Mechanic (Red Seal)	Refrigeration and Air Conditioning Mechanic (Red Seal)	Sheet Metal Worker (Red Seal)	Plumber (Red Seal)	Water Well Driller	Sprinkler System Installer (Red Seal)	Steamfitters/ Pipefitter (Red Seal)	Welder (Red Seal)
Insulator (Red Seal)	Drywall Installer	Carpenter – Interior Finisher / Finishing Carpenter	Cabinetmakers (Red Seal)	Cabinet Installer	Countertop Installer – Marble and Slate	Drywall Taper and Finisher	Painter and Decorator (Red Seal)
Floorcovering Installer (Red Seal)	Harwood Flooring Installer/Finisher	Tilesetter (Red Seal)	Elevator Mechanic	Overhead Garage Door Installer	Landscapers	Landscaping – interlock installer	Landscaping – sod and plants installer
Deck and Fence Installer	Metal Fence Installer	Paver - asphalt	Construction Manager	Building Envelope Technician	Hydronics Technologist	Site Supervisor / Superintendent	Safety Supervisor
Construction Craft Labourer	Site Labourer	Cleaner	Material Recycler	Residential Building Maintenance Worker	Renovation Carpenter	Partsperson (Red Seal)	Lumbeyard Supervisors and workers

* The purpose of this is to inform all provincial apprenticeship authorities on the different types of skilled tradespeople hired by new builders and renovators in the execution of their work.