

1.0 EXECUTIVE SUMMARY

The Canadian Home Builders' Association – Saskatchewan fully supports Workplace Essential Skills development in the residential construction industry through delivery of Skill Build – Workplace Essential Skills courses. Our industry continues to face growth and demand for skilled workers across the province to meet housing and business expansion needs. Providing accessible and industry-specific Essential Skills development opportunities to tradespeople, along with unemployed and underemployed individuals eager to establish a career in the skilled trades, promotes future technical skills development, enhanced labour market attachment and upward mobility in life-long careers. For these reasons, Essential Skills are recognized as a requirement to sustain the residential construction industry's growth and success.

Objectives

Objectives of the Skill Build project include, but are not limited to:

- To increase the awareness of Workplace Essential Skills;
- To assess the Workplace Essential Skills of current and potential construction workers;
- To offer industry specific and relevant Workplace Essential Skills training;
- To individualize Workplace Essential Skills training programs to increase the skill levels of construction workers;
- To increase skills levels for a more educated and professionalized workforce; and
- To increase safety awareness through Workplace Essential Skills training.

Principle Outcomes

The principle outcomes of the Skill Build project will include, but are not limited to:

- Provide construction workers with the Workplace Essential Skills necessary to enhance their job performance;
- Provide current construction workers with Workplace Essential Skills necessary to enter and successfully complete skills-based / technical training programs;
- Provide the residential construction industry with employees trained in Workplace Essential Skills;
- Increase employee retention for employers, as well as job security and higher wages for employees in the residential construction industry; and
- Increase the number of Aboriginal persons, women, youth and immigrants employed in the construction trades by ensuring that these groups gain the Workplace Essential Skills which are necessary for sustainable and rewarding employment.

Project Deliverables

The Skill Build project will work to accomplish the following deliverables:

- Identify skill gaps by assessing the Workplace Essential Skills of no less than forty-five (45) construction workers in Saskatoon & central Saskatchewan;
- Provide a minimum of five (5) classroom-based courses, over 52 weeks, which are individualized to meet the assessed Workplace Essential Skills needs of the learners;
- Provide online Workplace Essential Skills learning programs for workers to allow for flexible access to materials and resources, if requested;
- Provide 80-hour work placements to unemployed participants (underemployed participants when applicable), and on-the-job mentoring to participants presently working in the industry to encourage practice of skills acquired as a result of attending the programming;
- Provide access to ongoing work placement, job coaching and career development services for unemployed and underemployed participants through the Skill Build Training Services Division;
- Provide follow-up surveys to employees and employers which focus on post-training effects on the industry and worksite; and
- Establish partnerships with community organizations for the purpose of developing sustainable training initiatives.

2.0 PROJECT OVERVIEW

The Canadian Home Builders' Association – Saskatchewan represents over 600 member companies and organizations throughout Saskatchewan; approximately half of these members are located in the Saskatoon Census Metropolitan Area. Members are provided with access to the Skill Build Training Services Division to support their human resource, recruitment, retention and skill development needs which serve to enhance professionalism, safety and growth in the residential construction industry. Skill Build – Workplace Essential Skills courses are delivered to meet the professional development learning needs of members and their employees and to provide foundational skills for new entrants into the workforce, upon which future technical training is built. This serves to strengthen the workforce which is needed to meet the growing demand for skilled tradespeople.

Essential Skills courses have been delivered by the Association since 2008 and have faced increasing demand for programming. The number of individuals provided with Essential Skills training has increased yearly, showing heightened awareness and demand for industry-specific Essential Skills programming. To date, 361 individuals have registered for Skill Build courses across Saskatchewan and 422 intakes have been conducted (many individuals complete more than one course offering).