



AAPA Workforce Development Summit

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Agenda: Challenges in the Maritime Transportation Workforce

Why can't we find skilled workers, what are the training gaps and what are the opportunities?

- What is the BCMEA and what do we do?
- Training, Safety & Recruitment
- Recruitment: Why can't we find skilled workers?
- Training Gaps
- Opportunities / Initiatives
- Questions

What is the BCMEA?

- The British Columbia Maritime Employers Association (BCMEA) is a voluntary multi-employer waterfront organization, representing 55 customer-members which include ship owners, agents, and stevedores, as well as terminal operators across the container, cruise ship, bulk and break bulk sectors.
- We are governed by a Board of Directors made up of representatives from our member organizations.
- The BCMEA proudly serves the Asia Pacific Gateway, extending from Victoria to the Alaskan border.



What does the BCMEA do?

The BCMEA provides its customer-members with the following services:

- Labour relations
- Dispatch
- Training and recruitment
- Related payroll and IT functions
- Safety consulting
- Government relations
- Disability claims management and recover-at-work programs
- Analytics

Training, Safety & Recruitment

- The BCMEA's Training, Safety & Recruitment Department recruits and trains new longshore workers into the workforce, and trains existing workers in new skills
- Goal is to maintain pool of trained operators/workers for each rating to avoid shortages when dispatching work crews to terminals
- Training programs and curriculum are a mix of custom educational material and practical skills training
- Dedicated training facilities are located at the BCMEA's Head Office, the BCMEA / ILWU Waterfront Training Center (WTC), and the Prince Rupert training center
- Training also takes place at member company cargo terminals and on member-owned ships

Recruitment Issues

- Safety Priority – Safety must be built into training
- Unable to hire experienced longshore – must train from scratch
- Employment Equity - must be representative
- No issue in getting applicants for the high paying ILWU longshore jobs in the city
- The remote north is more of a challenge – different approaches needed
- Diverse industry and commodities – containers to bulk - how to train efficiently?
- Lack of skilled trades applicants – heavy duty mechanics, millwrights, electricians
- Timing recruitments to ensure industry demand are met
- Different areas of the province have different challenges – Prince Rupert vs. the lower mainland

Recruitment Initiatives to Address Gaps

- BCMEA conducts the recruitment process of testing and training:
 - Waterfront Basics course - Safety, Safety, Safety
 - Physical Demands testing
 - Labour Safety Training – by industry sector
- Commitment to employment equity
- Trades apprenticeship programs – train our own
- Also need to find new ways to recruit trades
- Partnerships with local communities and stakeholders – remote communities
- Analytics – prevent over / under recruiting

Training Gaps / Issues

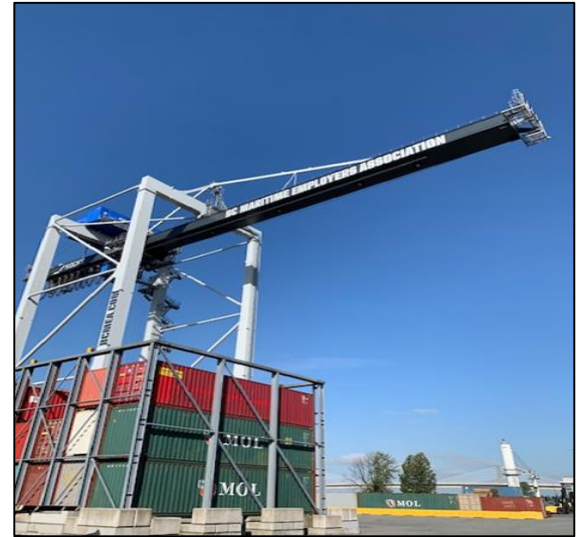
- Terminals are busy and congested - often difficult to get access to equipment
- Terminal operators expect a minimal level of skill in trainees before they are handling commodities in production
- Limited resources – need better ways to allocate to ensure next meeting the needs of the industry

Initiatives to Address Training Gaps

- Select the right worker that has the most success to learn and will service the rating
- Train out of the pressure of production where all possible - Training Centers
- Consistent quality training programs:
 - Competency based
 - Curriculum development process (DACUM)
 - Primarily on the job
 - Quality trainers
 - Consistent evaluation – metrics and exit points
- Utilize analytics to help determine where to better allocate resources

BCMEA Waterfront Training Centre

- Location: Mitchell Island, Richmond, BC
- Opened 2013
- Originally 5.7 acre property - now expanded to 9.7 acres
- Initial \$10M CAD budget (\$7.2M for land, \$2.8M for design and build).
- Additional \$6M CAD for equipment for training
- Subsequent \$17M CAD investment in additional space, facility upgrades and new equipment



BCMEA Waterfront Training Centre

PEDESTAL CRANE

- Cost of approximately \$1.5M CAD for Liebherr ship's pedestal crane modified for land-based training.
- Reduced ship-based training period from 17 to 2 days.
- Estimated annual benefits in terms of productivity and training optimization of approximately \$650K CAD.



BCMEA Waterfront Training Centre

SHIP-TO-SHORE CRANE



- Approximate cost of \$11M CAD for **Kocks Boxer 4000** dock gantry crane modified for land-based training.
- Estimated annual benefits in terms of productivity and training optimization of approximately \$1.8M CAD.
- Only ship-to-shore crane in the world dedicated solely to training.

Thank you



BCMEA

Questions?