INITIATIVES TO SUPPORT OUR WORKFORCE AND MEMBERSHIP
WEFMAX – Vancouver, BC
March 14, 2019
18% of current workforce retiring by 2025

- 36% 50 + years
- 41% 35 - 49 years
- 23% Under 35 years
FEWER YOUNGER WORKERS

33% of BC residents are under 35 years of age

50 + years: 36%
35 - 49 years: 41%
Under 35 years: 23%
FEWER WOMEN

87% MEN

13% WOMEN
### SIGNIFICANT DEMAND FOR NEW WORKERS

<table>
<thead>
<tr>
<th>Region</th>
<th>2015</th>
<th>2016 - 2020</th>
<th>2021 - 2025</th>
<th>Cumulative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mainland/ Southwest</td>
<td>333</td>
<td>688</td>
<td>952</td>
<td>1,973</td>
</tr>
<tr>
<td>Vancouver Island/ Coast</td>
<td>144</td>
<td>239</td>
<td>310</td>
<td>694</td>
</tr>
<tr>
<td>Interior</td>
<td>55</td>
<td>127</td>
<td>180</td>
<td>362</td>
</tr>
<tr>
<td>Northern BC</td>
<td>50</td>
<td>100</td>
<td>138</td>
<td>288</td>
</tr>
<tr>
<td>BC Total</td>
<td>584</td>
<td>1,155</td>
<td>1,581</td>
<td>3,320*</td>
</tr>
</tbody>
</table>

* Totals may not sum to 100% due to rounding.
BARRIERS IMPACTING THE WORKFORCE

- **Aging** workforce
- **Recruitment** challenges
- **Lack of awareness** of career opportunities in the sector
- Gaps in **knowledge**, skills and abilities
- Limited **career pathways** for entry and advancement
WORKFORCE STRATEGY GOALS

1. A robust **competency framework** is the foundation for HR management, training and certification in the workforce.

2. **Succession-planning** and **knowledge transfer mechanisms** facilitate smooth retirement and replacement transitions.

3. The water and wastewater industry has an **enhanced image and brand** that attracts new entrants.

4. **Professional development** is accessible, applicable and continuous from employment entry to retirement.

5. Employers use **best-practice HR tools** and **processes** to motivate, manage and retain employees.
COLLABORATIVE COMMITTEE APPROACH

BC Water Workforce Development Committee

- Government
- Professional Regulatory and Certification Bodies
- Education and Training Providers
- Employers
- Water Associations
1 FEMALE FOR EVERY 9 MALES

- Woman: 9%
- Man: 89%
- Prefer to self-describe: 2%
MAJORITY OF MEMBERS ARE CAUCASIAN

- Caucasian/White: 77%
- Canadian-African/Black: 6%
- East Asian: 4%
- Indiginous/First Nations: 4%
- South Asian: 3%
- Pacific Islander: 1%
- Middle Eastern: 1%
- Southeast Asian: 1%
- Hispanic/Latinx: 1%
- Prefer to self-describe: 6%
MAJORITY OF MEMBERS ARE 35 - 64 YEARS OF AGE

- 18 to 24: 1%
- 25 to 34: 11%
- 35 to 44: 22%
- 45 to 54: 30%
- 55 to 64: 26%
- 65 to 74: 8%
- 75 or older: 2%
SMALL MINORITY OF MEMBERS LIVE WITH A DISABILITY

- Yes: 4%
- No: 96%
MAJORITY OF MEMBERS FEEL THEY BELONG IN THE BCWWA

- Strongly agree: 17%
- Agree: 70%
- Disagree: 11%
- Strongly disagree: 1%
1. PURPOSE
   1.1. The purpose of the Diversity & Inclusion Task Force is to provide recommendations on
BC Water & Waste Association (BCWWA) policies and practices that will enable
diversity and inclusion.

2. SCOPE OF WORK
   The task force will prepare the following products, and others as may be selected by the Chair
and approved by the BCWWA Board of Directors and CEO, to the Board and staff for their
review and consideration for adoption:
   2.1. Update sponsor and exhibitor policies and procedures so that they reflect the
Association’s expectations regarding diversity and inclusion.
   2.2. Develop a code of conduct, based on the Association’s core values, for everyone
participating in BCWWA programs and events.
   2.3. Develop recommendations for attracting individuals that represent the diversity of the
water workforce in BC and the Yukon to participate on BCWWA working groups,
committees, communities of practice, and the Board of Directors.
   2.4. Develop recommendations for attracting individuals that represent the diversity of the
water workforce to become BCWWA members and participate in Association events
and activities.
   2.5. Develop recommendations for metrics that evaluate diversity in the BCWWA.

3. TASK FORCE COMPOSITION
   3.1. The chair of the Task Force shall be appointed by the BCWWA Board of Directors.
   3.2. Seven individuals shall be appointed by the BCWWA Board of Directors as members of
the Task Force, including the chair.
   3.2.1. All members shall be current BCWWA members.
   3.2.2. Representation from various demographics will be sought out.
   3.2.3. At least two of the members will be current BCWWA volunteers of different
working groups or committees.

4. AUTHORITY
   4.1. The Task Force has the authority to produce the work products outlined in section 2 –
scope of work.
Questions?