

Human Resource Roundtable

BC Seafood Expo
2017



EXCEL
CAREER COLLEGE

Overview

Welcome to the Comox Valley and to the BC Seafood Expo.

This Panel has graciously donated their time to start conversations, share their experience, spark ideas, and answer questions. The more you participate the greater the experience for us all.



Foundational equations

- ⦿ Increase production = increase revenue
- ⦿ Reduced expenditures = improved profitability
- ⦿ Increased market = potential for increased growth
- ⦿ Improved efficiencies = improved sustainability



Can any of those simple equations work without a work-force?

- By 2025, it is predicted that 1,300 Aquaculture jobs will go unfilled.
- Vancouver Island is predicted to have 2800 jobs over the supply of labour by 2025.
- More competition for employees creates recruiting challenges and costly attrition increases.



Cost of unfilled job vacancies

- In 2014, the aquaculture industry employed 4,000 people.
- The industry was unable to fill 450 jobs, which cost it \$57 million.
- Within 10 years, the labour gap will widen, with 1,300 jobs going unfilled by 2025.

Staffing shortages are so acute at Pizza Hut in B.C. that the company has been forced to hold off opening new locations

Assumptions/questions

- Will Government regulations be replaced by available labour as the impediment to growth?
- Will we be able to expect “skilled labour” at the recruiting stage or will the industry be forced to compete differently?



But before we jump to the Future –

Kevin Onclin is going to take us back to the present and share some stories of his history in the industry.

