



**Technology  
Careers...  
it's TIME!**

Applied Science  
Technologists & Technicians  
of British Columbia



# Technology Skills Action Plan for BC

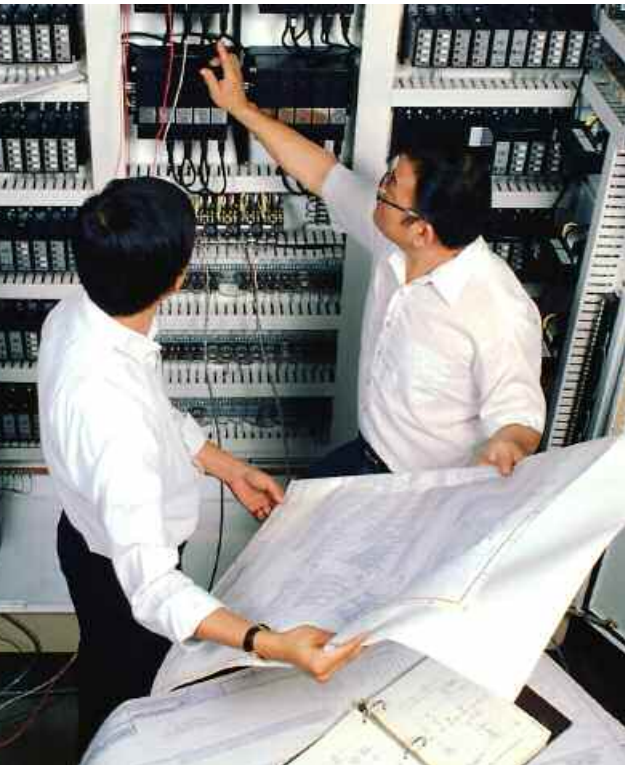
PREPARED BY:

APPLIED SCIENCE TECHNOLOGISTS & TECHNICIANS OF BRITISH COLUMBIA

IN CONSULTATION WITH TECHNOLOGY STAKEHOLDERS

## Action Plan RATIONALE

**T**HERE ARE AN ESTIMATED 50,000 technologists, technicians and technical specialists working in British Columbia, and they collectively represent \$5 billion in direct economic impact through income and taxes. These technology workers also contribute significantly to the regulation and promotion of public and worker safety... building our provincial infrastructure and constructing all types of buildings... forest, mineral and other resource management... advanced manufacturing and... the design and use of state-of-the-art technology.



However, BC is facing a crisis in a critical shortage of these professionals, which will only get worse without pre-emptive action...

- Almost half of the current technologists and technicians will retire as the oldest baby boomers start to leave the workforce.
- The BC and Canadian economies are forecast to grow steadily, led by the high tech sector and technology-based processes.
- In BC, the 2010 Olympics, construction and real estate development, mining and resource projects, and the growth of our cities and population, have and will create a huge surge in demand for trained and qualified workers.
- By 2010, there is projected to be a 70% shortfall in the supply of needed supervisors, managers and contractors in trades and technologies.
- In the meantime... BC post secondary institutions are closing down and reducing spaces in technology programs and few opportunities are provided for technology workers to complete necessary continuing education and lifelong learning.

BC needs the participation of industry leaders and stakeholder representatives willing to invest the time, money and effort needed to build and implement a comprehensive broad strategic plan and supporting infrastructure required to ensure that BC employers have a sufficient supply of qualified technology professionals well into the future.

If we collectively are bold in our approach and come together to create a comprehensive strategy, we can open a world of opportunities for British Columbians looking for long-term career success. It is time for a concrete action plan and a comprehensive approach to promoting and building careers in technology. BC needs the commitment and participation of associations, employers, government, educators, and individual technologists, technicians and technical specialists who will come together to champion the cause and implement the proposed strategies.

## Vision

The vision of a long-term **Technology Human Resources Strategy** is...

*“A growing, diverse and sustainable British Columbia economy supported by well-trained, qualified and fully-engaged technologists, technicians and technical specialists, and a responsive, flexible education and training system.”*

## Goals

This Action Plan will ‘kick start’ the development and implement a **Technology Human Resources Strategy** to achieve the following long-term goals over the next three to five years...

1. British Columbia leads in technology human resources development in Canada and internationally.
2. Technology careers are ‘top of mind’ among British Columbian youth and their influencers, ie: parents, educators, peers.
3. The Technology Education & Careers Council (TECC) provides strategic leadership, guiding and directing BC’s technology education system.
4. BC’s post secondary education system provides a balance of programming throughout BC, graduating an optimal supply of technologists, technicians and technical specialists.
5. Unemployed persons and under-utilized labour force groups are full participants in technology careers and education and training.
6. Current technology human resource and labour market information guides strategic decision-making for technology education and careers.
7. Technology professionals in BC are qualified, registered and accountable through professional registration, and enabled and fully recognized by government.
8. Internationally trained professionals are fully integrated into careers and within BC through an effective technology professional foreign credential recognition process.
9. An innovative human resource management program assists small and medium-sized businesses in BC to hire, mentor and retain technology workers.



## Action Plan

1. Establish a **Technology Education & Careers Council** of senior employer representatives and other stakeholders to oversee and champion this Action Plan.
2. Develop and implement a **Technology Human Resource Strategy... TECHNOLOGY SKILLS 2020**.
3. Sponsor and resource a **Technology Skills Roundtable** on October 31, 2007, during National Technology Week.
4. Champion for and develop a **Technology Skills Advanced Education Strategy** that includes targeted spaces and initiatives for technology programs in public post secondary colleges, institutes and university colleges.
5. **Initiate programming in K – 12** to enhance awareness of, and participation in, technology education and careers.
6. Partner with governments to initiate a **Technology Skills Labour Market Information Project** to develop provincial, regional and sectoral labour market demand and supply projections for technology occupations.
7. Partner with governments to initiate a **Technology Skills Foreign Credential Assessment, Recognition & Mentoring Demonstration Project**.
8. Oversee the development of a package... **Practical HR Tools for Small & Medium-Sized Businesses ...** to recruit, mentor and retain technology professionals.
9. Partner with governments to pilot test a program to support **lifelong learning for and retention of mid-career and older technology professionals**.
10. Initiate a program to engage **under-utilized labour force groups**, including women, First Nations and British Columbians with disabilities.

BUILDING TOMORROW ...  
...THROUGH ACTION TODAY



## ASTTBC would like to hear from you...

The Applied Science Technologists & Technicians of British Columbia (ASTTBC) is taking a leadership role in bringing together stakeholders in technology-based businesses and industry, government and education, and welcomes feedback on this Action Plan.

Please submit input or feedback to...

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For additional information, please visit the ASTTBC web site...

Technology Careers... it's TIME!



*“Human capital has and will become the ultimate scarce resource. Technologists and technicians are a precious commodity because they not only know what needs to be done, but also know how to do it with the right tools and equipment.”*

**Roslyn Kunin**, Economist  
Building Careers in Technology Conference, June 2005