

**Deisleen  
Development Corporation**

**Teslin Community Economic Knowledge Base  
Household Survey**

**Local Human Resource Capacity Findings**

**October/November 2019**

## KEY FINDINGS FROM SURVEY REGARDING LOCAL HUMAN RESOURCE CAPACITY

The survey collected a large amount of information which has been set out in the 20-page Report and provides an overview of responses to inform the development of work as identified in DDC’s Workplan for 2019/20, and as well may be of assistance in future planning of DDC and the overall CED initiative.

The following Summary identifies key findings to those questions relating directly to HR Capacity.

### WHAT IS THE POPULATION FORECAST FOR THE NEXT 10 YEARS?

In order to understand potential benefits to residents from Project work, there was a need to understand the population groupings and as well forecast population over the 10-year period.

**Chart 1:**

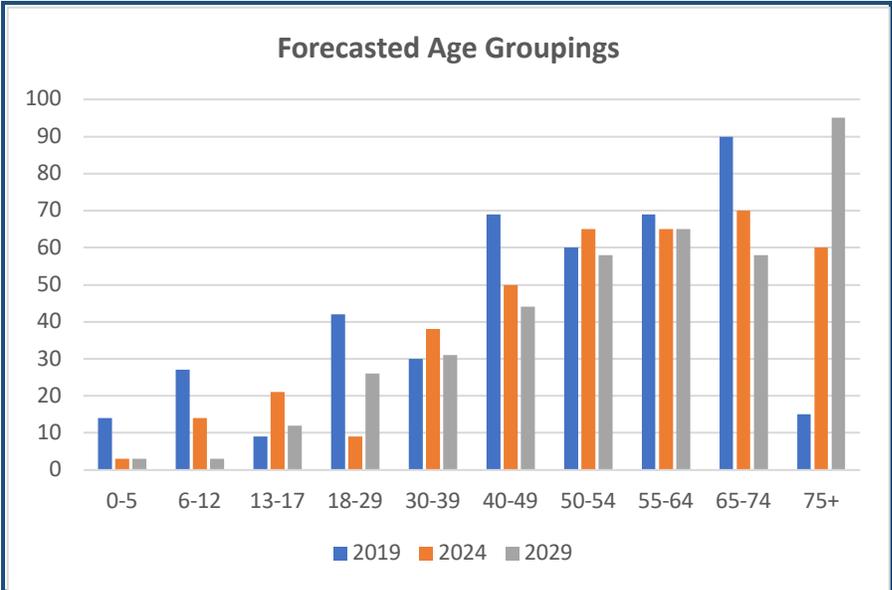


Chart 1 forecasts populations for 2024 and 2029. The forecasting has taken into account that households surveyed represent 35% of the population, and over the next 5 years respondents indicated:

- in-migration: 2 couples;
- out-migration: 1 family for education and 5 older residents for services/amenities; and
- 1 family planning 1 birth.

This Chart illustrates some considerations in planning for services to residents and an understanding of the workforce over the 10-year period.

**Working Age: (18-64)**

- 2019: 270 residents, population peaks in age groups 40-49 and 55-64 at 69 residents for both groups;
- 2024: 227 residents, and population peaks in the age group, 50-54 and 55-64 at 65 residents each;
- 2029: 224 residents, and population peaks in the age group, 55-64, at 65 residents.

In summary, the Working Age group is decreasing and relying heavily upon the 2019 age group - 40-54. Given that currently 264 residents are employed in local businesses and governments, there is likely to be a shortfall in meeting the demand of local work opportunities in both 2024 and 2029, and no ability to utilize local labour in any major construction projects.

There have been discussions since 2009, when Teslin’s CED was beginning to be framed out, and it was realized then that there was the potential for a shortfall in meeting the demand of local labor, and the concern to manage in-migration so as to not burden residents or infrastructure.

It may be timely to not only work toward understanding:

- what incoming long-term residents would be seeking in the way of services; but also
- what the current population envisions for its community and services to residents;
- what the current residency load is on services; and
- what would be needed to support population growth or even sustain the current population numbers.

This was discussed in the Infrastructure Report of 2006 which may have to be revisited and possibly updated.

#### **Retiring/Retired Population: (65-75+)**

- 2019: 105 residents;
- 2024: 130 residents; and
- 2029: 153 residents.

In summary, the Retiring population is growing while the Working Age and Youth populations are decreasing. The increasing population may put an additional burden on existing support services, which are already challenged in meeting current demand. It has been discussed in the past, to construct an Assisted Living accommodation; however, there has been no plans to construct such a facility given the operational and maintenance costs associated.

This may be a topic for discussion with the residents as to where they see themselves as they grow older:

- in their home and if so:
  - what services they may need;
  - are these services presently available; and
  - if so, what is the current demand and the extent to which services and staff are able to provide.

This information would assist in understanding whether or not services were sufficient, and where services may have to be further developed to accommodate the increasing elderly population; and/or

- in an assisted living accommodation outside the community or in Teslin and the financial implications.

Undoubtedly, there are many more considerations to care of the elderly, and some planning at this stage may provide some comfort and confidence to both the elderly, and their families, in that they are able to stay in their homes in the community.

#### **Youth Population: (0-17)**

- 2019: 50 residents;
- 2024: 38 residents; and
- 2029: 18 residents.

The Youth population is decreasing and as families move out for their children's high school education, it further creates the potential for these families to not return to Teslin.

As well, the decreasing Youth population has the potential to affect the operation of the elementary school. The potential for enrolment numbers to decrease, potentially decreases the number of teachers and the length of term they commit to Teslin.

During the survey, a number of parents mentioned that while they are satisfied with the education their children are receiving, they had concerns with continuity of teachers as turn-over has the potential to affect the continuity of staff and teaching methods and ultimately can have an effect on the education of the children.

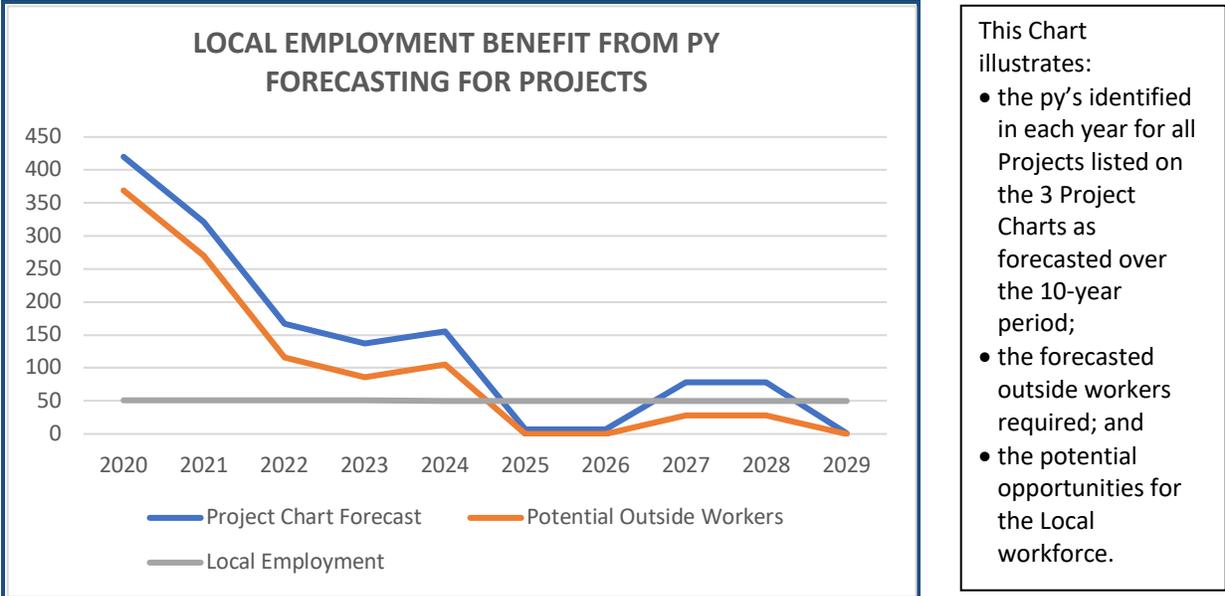
**WHAT IS THE GAP BETWEEN THE LOCAL WORKFORCE AND PY FORECASTS FOR THE 3 PROJECT CHARTS?**

The following Charts illustrate where gaps exist – only in terms of py’s. Without having the Project Description for each of the Projects, it is not possible to determine the skills, experience and project timeline and therefore the findings are a very high-level estimation of gaps in the local labor force, in relation to the Project Charts.

Chart 2 makes certain assumptions about local labour opportunities it estimates 51 residents available up to 2024 and 50 residents between 2025-2029 and is based upon residents:

- 24 Unemployed residents: and assumes all would be available and ready for Project work; and
- 54 Self-Employed residents: and for which only 27 are identified in the Chart below, as they have existing work locally as well that may reduce their availability for working full-time on Project work.
- the drop from 51 to 50 residents in 2025 is as a result of a single resident moving into Retirement.

**Chart 2:**



This Chart illustrates:

- the py’s identified in each year for all Projects listed on the 3 Project Charts as forecasted over the 10-year period;
- the forecasted outside workers required; and
- the potential opportunities for the Local workforce.

What’s important to note from this Chart, is that:

- Based on current population and estimated projections, outside workers will need to be called in to fill vacancies – should the py’s indicated in the Project Charts be actuals. The potential for hiring outside workers can range from 369 to 105 during 2020-2024, and provide employment to 51 residents.
- Increased interim in-migration of workers poses concerns and strains to residents and the community services including, housing, groceries, restaurant, accommodations, policing, health station, etc.
- In consideration of at least the above, there is a need to identify and plan according to project timelines so as to reduce and potentially eliminate risks to the residents and strains on community services.

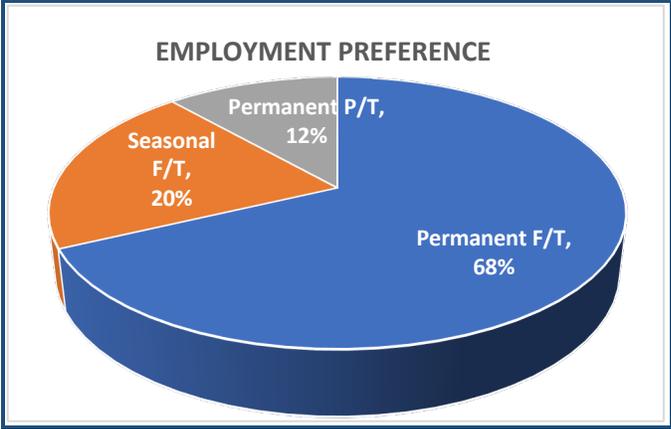
**WHAT JOB TYPE ARE RESIDENTS CURRENTLY EMPLOYED IN, AND WHAT IS THEIR EMPLOYMENT TYPE PREFERENCE?**

**Chart 3:** Illustrates the type of work the survey respondents identified themselves in.

Heavy Equipment	Carpentry	Laborer	Community Work	Office	Technician	Service	Management
36	15	30	6	69	63	60	42

While it's difficult, at this time – without the benefit of Project Descriptions – to assess the strengths and weaknesses of the workforce, the above Chart may help to inform planning in preparing residents to gain benefit from Project Work, and as well in the negotiation with the Contractors in hiring locally.

**Chart 4:**



This Chart demonstrates an interesting consideration in planning availability of local labour.

What is notable, is that 32% of the population do not want or feel they need permanent, full-time employment, and

Are satisfied with working as Permanent Part-Time and Seasonal Full-Time workers.

This was discussed in the survey with businesses in the winter/spring of 2019. In recognizing that employees were not necessarily wanting or able to commit to permanent, full-time positions, the employers had to find some way to accommodate both their labour needs and the preferences of the local workforce. Employers, in opting to reduce and/or eliminate hiring of outside workers were having to hire and manage more staff. This results in additional costs and time to the employer, and has the potential to affect the businesses bottom line.

For Project work identified in the Project Charts, outside contracting companies will be wanting a willing and available labour force in order to deliver the project on time and on-budget. Making accommodation for Part-Time or Seasonal workers may not fit with the Contractor's Project Timeline and Budget.

Once the Project Descriptions are available and Project Timelines and Employment Opportunities are known, it will require working with and planning:

- for the hire of the 51 residents for employment;
- with the businesses on service-delivery throughout the Project Timeline; and
- communicating with the residents as to fluctuations of outside workers into the community.

**WHAT ARE THE BARRIERS AFFECTING THE EMPLOYABILITY OF RESIDENTS BY LOCAL EMPLOYERS?**

There are no charts for the discussions; however, the following comments were made for consideration in any planning to prepare and support the local workforce either in their current permanent, full-time positions or in work that supports their work preference, seasonal, full-time or permanent part-time.

**Education:**

- There wasn't a lot of interest expressed in taking additional training; however, residents employed in permanent, full-time positions, did indicate the need/desire to take additional training to keep current in their field of work.

- There are quite a number of residents (6-8) who have worked in various trades, through on-the-job training but have not registered with the Apprenticeship Boards. In order to maintain levels of skilled workers, these individuals need to be encouraged and supported in their getting accredited. This is important as a number (2-3) of trades people are looking to retirement in the next couple of years.
- It was commented that there is a lack of local training in business, office management and marketing both for permanent, full-time positions and for individuals either self-employed or considering establishing a business.
- Need for more assistance and support to residents in educational, career and business planning. While this was noted, specifics were not identified as to how this could be provided.
- Families with children are moving out of the community – there is a need for greater emphasis in having teachers in the elementary school be permanently based to provide continuity in the children’s education.

**Employee Morale and Motivation:**

What was heard previously in the Business Survey was that employees were not motivated to work and, in this survey, Respondents expressed concern with:

- lack of acknowledgement of employee’s efforts contributing to lack of motivation of staff in their work;
- potential employees don’t have a valid driver license – either due to not have a need or have had license taken away;
- competition within community creates jealousy amongst contractors affecting work relationships and in living in the community, has the potential to affect personal relationships; and
- not prioritizing the hiring of TTC Citizens.

In closing, the comments made above are not new – they have in some fashion been identified previously. The challenge is not just in planning and implementing a resolution for each of the points but rather to understand if there is a common point throughout these discussions.

My observation is simply, that while residents are generally satisfied with where they are at – they do see the potential to further develop the community and ultimately their lives, but that there is an underlying frustration and mistrust with the intent of businesses, organizations and governments in the vision for the community and the residents.

**NEXT STEPS:**

- **Set Priorities and Create an Action Plan:** while for each question, there is discussion and considerations but only from the perspective of the residents and the writer of this Summary. The Project Team, as was the case in the winter/spring of 2019, will review the Key Findings and Report prepared from the Survey from which to develop the priorities and action plan.
- **Sharing Findings:** Upon completion of the priorities and action plan by the Project Team:
  - report to the BOD of DDC for review, discussion and decision in going forward, and
  - determine to whom and at what point in time the Priorities and Action Plan is to be distributed and discussed with governments and the community for their information and buy-in.