

Haida Gwaii Forestry Strategy Forum Breakout: Group 4, Day 1

Ideas

- fund available for maintenance of trails, campsites
 - good for locals, tourists
 - money comes from every piece of wood cut on Haida Gwaii
 - money from forestry going towards on-islands projects (particularly maintenance of trails)
 - funding from forestry towards social enterprises (trouble getting money for operational costs, easy to get it to build)
 - key concept: money comes from wood cut on Haida Gwaii, "every piece of wood should leave something behind"
- stumpage system is not a funding system to the community
- only a fraction of profit from resource extraction goes back to the community
- pave roads - rental cars not allowed on logging roads so tourists can't get to all the places they want to (ex. Sleeping Beauty)
- pay extra for exporting raw logs
 - need value-added
- shift in how people who are exporting logs - charge more for exportation of raw logs
- incentives for value added or disincentives for raw (give the value-added people a hand-up)
- logging roads poorly maintained - can't really get anywhere
 - percentage of profits towards maintaining roads - for locals and tourists
 - paved highway
- cost of production an issue on Haida Gwaii
 - cost of labour higher on HG - paying off-islanders more and paying for flights etc
 - volume
- off-island companies have already established working relationships with companies such as Taan so there is pressure to higher off-islanders instead of people who are skilled and planning to live on the islands
- lack of employers to hire local opportunities
- organization to pool together to train and support local workers
 - take the people who are here and train them to do the work that is needed
- transportation issues - limits delivery
 - cost, distance, availability
 - not enough ferries - already (April) there are standbys because BC Ferries cut sailings
 - decline in flights
- power issues - diesel powered - lack of good electricity big limiting factor
 - limits big mills (can't power it)
 - BC Hydro maybe not all to blame for lack of proper, clean electricity - difficult political issues
 - Fortis BC interested in HG
 - Natural gas?
- declining population
 - not enough jobs so families leave

- lack of skilled workers (ex. flying in engineers for 10 days at a time)
- people leave because there is not enough reliable work, but then off-islanders fly in for short periods of time to do the jobs that people left
- training
- lack of steady work for trained/skilled people
- disconnect between what is needed on the islands and what is being taught/told to the young people
- need for more collaboration
 - within communities
 - within corporations
- secondary school apprenticeship programs
 - proposal for a call-out board for students
 - apprenticeship matching tool - more support or attention to this on HG
 - force companies to take apprentices (but wider than apprenticeships such as work experience)
 - export trades people
 - problem: smaller companies may not be aware of the funding/grants available to hiring students
 - database
 - longterm strategy that involves collaboration between companies, employees, students
 - kids have great ideas
 - disconnect between reality and what parents/students think their futures are going to be - university is not necessarily the best thing
 - stop focusing on university and start meeting the needs of the student and what the community needs
 - innovation and cooperation
- MOU
- Local companies not really allowed to hire local because it is expensive (?)
 - cut off profits from the top
 - Taan needs a social licence to hire local
- Inventory of local workers
- Engagement with employers
- For very short term jobs it's okay to hire fly-ins, but then if you want to be employed here for longer term you have to live here
 - incentives to live here
- Community forest not a bad idea, but faces the problems like any other business
 - support for community forest, but still very unsure about what it would look like and how it would work
- need enough infrastructure and capacity (energy, roads)
 - logging companies should maintain their old roads
- money from logging to not go into a general revenue fund, but into a direct community fund (community investment)
- value-added makes it worth it to ship out

Highlights and Actions Right Now

- Inventory of local skilled workers/apprentices/trainees and an inventory of industry-wide list of needs (matching service where local jobs are a priority)
- Immediate action is to maintain and fix roads - for salvagers, tourists, locals
- Feasibility study/transition planning on the export of value-added
- Developing a MOU - Memorandum of Understanding (agreement of what we are going to do and how it is going to happen)
- Crux of the issues is the raw log export

Top Three Priorities

- Jobs and employer database
- Engagement with employers to commit to hiring local, training, mentoring
- Transition planning and action

Haida Gwaii Forestry Strategy Forum Breakout: Group 4, Day 2

Overview of Day 1

- three main themes: training and hiring, infrastructure, and policy
 - “dating service” for connecting local employers with local employees
 - electricity, roads, and transportation (ferry, barges)
 - raw log exportation: why is it a problem, how to deal with this
- need for an organization to identify problems and to be responsible for action
 - research body
 - capacity

Training and Hiring

- instead of reactionary, better coordination
- longer term staying - encourage families and stop having 10-day contractors
- need for more companies, Taan is basically the only one
- lots of youth - Work experience does occur in school, but not enough
- education system change - more diversity in what is offered (university is not the only option)
- connections are important - ex. the local mechanic may not be Red Seal approved, but can connect with other Red Seals to sign them off so they can now train locals
- focus not on just forestry, there are not enough forestry jobs, so need to focus on other sectors too
- need to understand the barriers that impede local people from getting jobs
- need for collaboration, need for more than a few people for a task team
- schools need to focus on trades and technical

Goals:

- Commitment by employers, service providers, trainers, and governments to support local hiring training, and mentorship (stronger than an MOU)
- Incentives to retain students and workers to live, move, and stay on Haida Gwaii

- Incentives to hire local and to train people
- Ensure recruitment on Haida Gwaii first

Strategies:

- Improve awareness of Haida Gwaii careers
- Provide early and diverse work experience opportunities and mentorship
- Encourage employers to accommodate training
- Make training a priority
- Make it easy for employers to tap into local work-force
- Contract commitments (feasibility?)
- Looking for actionable tasks (ex. marketing of funding and job opportunities, bring people together)
 - get businesses and employers together to talk about what they need

Tasks:

- Set up task team to hash out the MOA (Memorandum of Agreement) and what the barriers are (MIEDS? NWCC? Gwaii Trust? Industry? Bands? Gov't? All of them need to cooperate and collaborate)
 - work to aligning resources
 - make connections (Gwaii Trust)
 - research systemic barriers on hiring local, local employers
 - inventory of resources (programs, people, job opportunities)
 - create MOU or MOA
 - money needed to hire someone or create something or pour more money into MIEDS
- MOA
 - hiring policies
 - incentive programs
 - making marketing available for funding opportunities

Infrastructure (electrical capacity, roads, and transportation)

- lots of waste associated with forestry - companies have to deal with this and that takes time, money, and energy
- lots of options of what to do with the waste - Wood fuel? Wind? Tidal? Geothermal
- Self-generation of energy for mills etc.
- geothermal on Haida Gwaii is one of the largest untapped resources in BC
- small generators specific to communities instead of just one giant one
- road maintenance - different perceptions of the degree of accountability (to environment, not to people) depending on who you are (licensees, tourists, locals) and standards (legal, industry, and recreational)
- more dialogue needed between what is happening with the tourists and the industry
- Trail Network - ecotourism
- tourism can provide jobs and take pressure away from logging ex. train people to build cabins for tourists along trails

- MIEDS has information on transportations specifically related to agriculture
- Instead of BC Ferries, take subsidies for ourselves
- Accommodation for tourists
- Forest-based tourism (trails, cabins, etc)
- Trail maintenance is very expensive - can maybe get money from forestry to fund this
- Look at Haida Gwaii tourism strategy and expand

Goals:

- Study opportunities for district energy systems (geothermal in particular)
- Locally-owned transportation system (barging)
- Clean energy on Haida Gwaii (LT)
- Ensuring licensees understand community needs in regards to back roads

Tasks/Actions/People:

- ID roads of strategic need - tourist priority roads (multi-use corridors)
- Tax write-off for maintaining roads
- Road-user group - recreation opportunities and funding (Provincial Government)
- Study alternatives to BC Ferries
- Trail creation, management, and maintenance (MIEDS and Haida Tourism)