

UNDERSTAND THE MARKET	
1. Understand the labour market supply and demand in BC and the Lower Mainland for the next decade, 2019-2028.	BuildForce Canada Construction and Maintenance 10-year rolling forecast of workforce supply and demand by trade, province and region.
ATTRACT	
2. Be an Employer of Choice. We know that today's candidates want to understand a company's vision, values, corporate culture and their career path in the organization. So communicate the details!	Sign up for a complimentary, half-day Business Execution Check-In with our strategic partner, Results Canada Inc., and make a plan to be an Employer of Choice.
3. Shore up your future recruitment needs by engaging young, tech-savvy prospects early.	Encourage your Under-40 employees to volunteer in our school outreach program , designed to engage and inspire K-12 students to pursue a career in construction.
4. Adopt a "we are always hiring" mentality.	Carry "We are hiring" ads on your company trucks, on site and on your website.
5. Place job ads that describe not only the position but your vision, value and corporate culture. Inspire them to join your team!	Check out VRCA's Construction Job Centre , a construction-specific job board that attracts job postings and viewers from across BC.
6. Make good use of government programs to find the people you need.	Check out our Skilled Trades Employment Program (STEP), or the BCCA-Integrating Newcomers program.
7. Understand the options available to recruit skilled workers from overseas. Ask for guidance from a variety of recruitment professionals, including immigration specialists.	Connect with the recruitment professionals and immigration specialists that are members of VRCA.
TRAIN	
8. Double down on education. Invest in your employees' professional development.	Check out VRCA's education program , including the upcoming " Love Them or Lose Them – Employee Retention " course, as well as VRCA's annual Construction Leadership Forum , designed specifically to deliver on the needs of the industry's middle management tier.
9. Encourage your employees to find a mentor to provide insight, guidance and perspective as needed.	Check out our U40 Mentoring Breakfasts and the Women4Climate mentorship program offered by our Zero Emissions Building Exchange (ZEBx).
RETAIN	
10. Offer competitive remuneration and attractive benefits packages.	Check out VRCA's Employee Benefit Plan that can be tailored to meet the needs of your organization.