



Employment Strategies Branch, 712 Yates St. Victoria, B.C. V8V 1X4. Tel. 953-5119.

June 14, 1995.

## INVITATION FOR PROPOSALS

### B.C. EMPLOYMENT STRATEGIES

The Employment Strategies Branch of the Policy Division, Ministry of Employment and Investment, is inviting proposals to conduct applied research and policy analysis for two projects concerning the B.C. labour market (detailed description attached).

#### **Proposal Request**

Each proposal should contain at least:

- The proponent's understanding of the work to be undertaken;
- A detailed statement of the methodology, process and tasks proposed to meet the objectives, other elements that may be deemed necessary but are not contained in this request;
- A detailed summary of the professional experience in this field of the firm and consultants, include the curriculum vitae for all staff that may be assigned to the project;
- A fixed price quote for all services to be rendered accompanied by a schedule of proposed hourly rates, estimate of time for completion of the project, and estimated expenses; and
- An outline of a workplan.

Proposals should outline both the overall methodology for achieving the objectives and cost breakouts for each recommended task. The proposal should also show how regional and demographic considerations will be addressed.

#### **Criteria**

Proposals will be evaluated on the following criteria:

- understanding of the scope and subject of the tender;
- understanding of the objectives;
- overall organization of the project;
- breakdown of requirements into logical tasks;
- planning and organization of tasks;
- originality and innovation;
- relevant experience;

- qualified staff to complete the project;
- references;
- commitment to completion date;
- budget considerations; and
- knowledge of labour market issues in contemporary British Columbia and other relevant jurisdictions.

The lowest, or any, quote may not necessarily be chosen. Favourable consideration will be given to proposals which represent value added to the economy of British Columbia. A separate tender should be submitted for each project, and proponents may choose to quote for both or either of the projects. Each proposal should be submitted in a sealed envelope with the name of the project and the proponent's name clearly marked on the envelope.

### **Confidentiality**

All submissions shall be held in strict confidence and will not be revealed directly to any other party. Information pertaining to the Ministry obtained by the bidder as a result of participation in this tender is confidential and must not be disclosed without written authorization from the Ministry.

### **Timetable**

Written proposals must be received by 4:00 p.m. on Friday June 30, 1995 by the Ministry contact person listed below:

Mr. Rupert Downing  
Employment Strategies Branch  
Policy Division  
Ministry of Employment and Investment  
4th floor - 712 Yates Street  
Victoria, BC. V8V 1X4  
Telephone: 953-5119 Fax: 356-0380

**PROJECT 1 - LABOUR-MARKET CHANGES IN WORK TIME AND DISTRIBUTION OF WORK.**

**Objective:**

To find viable new ways for the Province to create jobs by redistributing work over different time periods, such as shorter work weeks, and by more flexible working conditions, such as job sharing.

**Product:**

A report by an economic consultant in several parts.

- A review of recent proposals on the future of work and related issues.
- A survey of recent actions by other industrial economies on work time and the redistribution of work.
- An analysis of the applicability of these proposals and actions to the B.C. economy.
- Proposals, with rationales, for possible actions on a limited scale in B.C., including the potential for wider usage in the longer term.

**Outcomes:**

- Release of the report and/or consultations with stakeholder groups based on its findings.
- Link to parallel studies on new signs of job quality and on the full costs of unemployment.
- Possible follow-up to the new economic strategy, "Investing in Our Future".
- Possible topic for future Premier's Forums and Summits
- Proposals for pilot projects, in the public or private sectors or together.
- If pilots were to succeed, proposals for wider usage of methods, such as shorter work periods, to create more jobs.

**Terms of Reference:**

1. Conduct a scan of recent (1985 -95) analyses of the future of work (e.g., *The End of Jobs* by Richard Barnet and *The End of Work* by Jeremy Rifkin) for applications to B.C. Include changes in work modes and public and private innovations to redistribute work to create jobs and to increase the flexibility of working practices to meet changing needs.
2. Identify and analyze federal and provincial policies, strategies and programs, and those in other industrial economies, on working time and the distribution of work (e.g., Federal Advisory Group on Working Time and the Distribution of Work). Review the viability of such measures in B.C.

3. **Project the nature of changes in jobs for B.C. over the next 5, 10 and 20 years. Where possible, analyze changes by sector, region and the nature of public and private investments.**
  
4. **Produce a report with executive summary (5 copies) outlining the results of the above research and analysis. Based on this analysis, suggest options for the Province to facilitate labour-market innovations that respond to the changing nature of work and create more widespread work. Propose pilot projects to introduce such measures in limited but credible ways and how they might later expand to larger areas, depending on the outcomes of such pilots. This should include partnerships with industries, sectors, communities, enterprises and other agencies where necessary or desirable.**

## **PROJECT 2 - INDICATORS AND BENCHMARKS FOR QUALITY OF JOBS**

### **Objective:**

To develop key indicators of the quality of jobs in B.C., such as skill levels required and income levels earned, and to propose provincial benchmarks, based on these indicators, to achieve higher-quality jobs.

### **Product:**

A report by an economic consultant in several parts.

- A review of recent analyses of labour-market indicators and benchmarks, in particular those measuring the quality of new jobs, as well as of overall employment.
- A survey of recent actions by other industrial economies on indicators and benchmarks for the quality of jobs.
- An analysis of the applicability of these proposals and actions to the B.C. economy.
- Proposals, with rationales, for possible actions on a limited scale in B.C., including the potential for wider usage in the longer term.

### **Outcomes:**

- Release of the report and/or consultations with stakeholder groups based on its findings.
- Link to parallel studies on shorter work times and on costs of unemployment.
- Complement to Ministry of Finance fiscal benchmarks in 95/96 budget.
- Possible follow-up to the new economic strategy, "Investing in Our Future".
- Possible topic for future Premier's Forums and Summits.
- Proposals for pilot projects, in the public or private sectors or together.
- If pilots were to succeed, proposals for wider usage of methods, such as province-wide indicators and benchmarks, to measure and improve the quality of jobs.

### **Terms of Reference:**

1. Conduct a scan of recent (1985-95) analyses of employment indicators (e.g., EU job growth standards) and benchmarks (e.g., Oregon benchmarks) for application to B.C. In particular, review quantitative measures of the quality of jobs, such as skill levels required and income levels earned.

2. Identify and analyze efforts in other industrial economies to measure the quality of jobs, especially changes over time. Review the viability of such measures in B.C.
3. Develop possible quantitative indicators and benchmarks for the quality of jobs for B.C., including popular leading or composite indicators, comparable to GDP, and rates of job creation, unemployment and inflation.
4. Apply indicators to the past 5 and 10 years of labour-market trends in B.C.. In particular and where possible, analyze changes by sector, region and the nature of public and private investments.
5. Produce a report with executive summary (5 copies) outlining the results of the above research and analysis. Based on this analysis, suggest options for the province to develop and apply indicators and benchmarks for the quality of jobs in B.C.. Propose pilot projects to introduce such measures in limited but credible ways and how they might later expand to larger areas, depending on the outcomes of such pilots. This should include partnerships with industries, sectors, communities, enterprises and other agencies where necessary or desirable.

**TENDER LIST - EMPLOYMENT STRATEGIES BRANCH PROJECTS**

June 9, 1995

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