

Contrasting Pathways with Long Distance Labour Commuting in Mackenzie, BC:

Summary Report

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University of Northern British Columbia**

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Availability

Copies of this report have been provided to the Mackenzie Public Library, the College of New Caledonia, and the District of Mackenzie. Copies of the report have also been provided to all participants. At UNBC, copies have been posted on the Community Development Institute's website: www.unbc.ca/cdi.

Project Reports

- Hollowing Out the Community: Community Impacts of Extended Long Distance Labour Commuting
- Contrasting Pathways with Long Distance Labour Commuting in Mackenzie, BC
- Long Distance Labour Commuting Contributions to Community Capacity in Mackenzie, BC
- Assessing the Scale and Scope of Long Distance Labour Commuting in Mackenzie, BC

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Contrasting Pathways with Long Distance Labour Commuting in Mackenzie, BC

1.0 Project Description

The town of Mackenzie is one of BC's 'instant towns', built in the late 1960s to house the workforce for a new regional forest industry. A significant economic downturn in Mackenzie beginning in early 2008 resulted in the closure of all major forest industry operations (sawmills and pulp and paper mills) in the community. As a result, many forest sector workers had to engage in long distance labour commuting (LDLC). For many of these workers, this was their first experience with LDLC.

This project provides the opportunity to explore and contrast the reasons and motivations behind different pathways that residents take to either continue with, or to stop, their engagement in LDLC. This research will provide decision-makers and stakeholders with information to enhance strategic investments, policies, and programs for workplace and community environments.

Table 1.1: Timeline

April 2012	<ul style="list-style-type: none">• UNBC Research Ethics Board process completed.• Research team established.
May 2012	<ul style="list-style-type: none">• Project logistics schedule completed.
June 2012	<ul style="list-style-type: none">• Interviews completed.
July 2012	<ul style="list-style-type: none">• Analysis of interview data.• Completed draft project reports.
August 2012	<ul style="list-style-type: none">• Review of draft reports by community partners.
September 2012	<ul style="list-style-type: none">• Final reports completed and distributed.

2.0 Methodology

The data and information for this report was conducted through key informant interviews with workers who have experience working out-of-town for extended periods of time.

Selecting Key Informant Interviews

Interviews were conducted with workers during June 2012. The purpose was to study the contrasting motivations and pathways that workers from Mackenzie take with LDLC. Participants were recruited through a snowball sampling technique where residents and participants provided recommendations of other workers for the study. Participants were also able to self-identify themselves as potential participants to the research team during community visits. The research team set up a display table at the Alexander Mackenzie Mall during three community visits throughout the month of June. A total of twenty-two residents were interviewed, including five women and seventeen men. While many participants were long-time residents of the community, we also spoke with participants who had moved to Mackenzie within the last five years (Table A1). Interviews lasted between 20 and 40 minutes.

Research Ethics

Research conducted by the Community Development Institute is bound by protocols at the University of Northern British Columbia that require all survey or interview guides be submitted to UNBC's Research Ethics Board for review. A key component to this protocol is to provide research participants with a copy of the consent form (Appendix B) that outlines the purpose of the study, how the research process will protect their anonymity and confidentiality, and that their participation is voluntary.

Interview Questions

The purpose of this project was to explore the motivating factors that influence contrasting pathways that workers take to engage in LDLC. This report assembles a summary of key issues identified from our interviews. A detailed description of questions asked in each section of the interview guide is provided in Appendix C. In general, participants were asked questions in the following areas:

- Experiences with long distance labour commuting and
- Pathways with long distance labour commuting.

Analysis

During each interview, comments were recorded and notes were taken. After a final summary file was created for each interview, qualitative analysis was done to identify, code, and categorize patterns and themes that emerged from the data. Each table consists of theme headings and sub-headings. The theme headings are bolded and have a numerical count beside them of the total number of comments received for that particular topic. Under each theme are sub-headings that are in plain, non-bolded font. These cover the range of issues captured under a key theme. Beside each sub-heading is a numerical count of the total number of participants that raised a specific issue. When all of the sub-heading comments are added up, they indicate the number of times that a particular theme was raised.

For example, in Table C1, participants were asked to discuss the positive benefits associated with working out-of-town for extended periods of time. The most prominent theme was financial benefits. For example, while 12 participants felt that the income was an important benefit, three participants also benefitted from receiving a travel allowance. When all of the sub-heading comments are added up, the theme of financial benefits was raised 27 times.

3.0 Results

To explore factors influencing worker decisions to engage with, and continue, long distance labour commuting, participants were asked a series of questions about their experiences with LDLC. This part of the report describes the key themes running through each section of questions that were posed to participants.

3.1 Experience with Long Distance Labour Commuting

Participants were first asked to identify the sector(s) that they worked in prior to the forest industry mill closures in Mackenzie. Almost three-quarters of the workers we spoke with were employed in the forest industry (Table B1). However, we also spoke with workers who were employed in transportation, construction, and a variety of service sectors. When we asked participants when they began to commute out-of-town for work, almost half of the participants started working out-of-town in 2008 (Table B2). Almost 20% of the participants began commuting during the following year in 2009. Of interest, approximately 27% of the people we spoke with began to engage with LDLC after 2009 despite developments that would re-open the mills in 2010. Key sectors that attracted workers for out-of-town work included oil and gas and mining, followed by construction and forestry (Table B3). Respondents were also asked to identify the locations of places where they had commuted for out-of-town work. Overall, the most prominent locations were within the Peace River region in British Columbia (Table B4). In Alberta, many of the people we spoke with had commuted to places such as Fort McMurray and Grand Prairie.

3.2 Pathways with Long Distance Labour Commuting

Participants were also asked a series of questions about experiences and motivating factors that influenced their decisions to work out-of-town. To start, participants were asked to describe the positive benefits associated with LDLC. Three key benefits were identified, including financial benefits, education and training, and work experience (Table C1). For **financial benefits**, participants appreciated having an income during such difficult economic times, as well as travel and living allowances to support their work out-of-town. In some cases, companies provided participants with either a company vehicle or company **transportation** in order to facilitate travel between Mackenzie and the job site. A number of participants also benefitted from **education and training** programs, such as safety and first aid courses, driving courses, and specific industry trade tickets. In terms of **work experience**, participants appreciated their exposure to new sectors and experience with new vehicles and equipment that would provide them with more transferrable skills and opportunities in the future. Perhaps of concern, however, is that some participants enjoyed access to additional **services** and amenities that were not available in Mackenzie. Ensuring that all of these benefits are in place in Mackenzie is important in order to attract and retain workers and their families in Mackenzie and reduce out-migration.

Participants were also asked to indicate any concerns they had with LDLC (Table C2). The key issue identified was the **financial impacts** that LDLC had on workers and their households. This included concerns about additional costs incurred for commuting to the job site that were not covered by the company, as well as additional costs for maintaining multiple households. These

impacts were compounded by *transportation* concerns about the distance and long hours required to commute to the job site, as well as *safety* concerns about driving with little sleep in winter conditions after a long *shift rotation*. As workers spent long periods of time out-of-town, and were required to commute on their days off, this had several impacts on the family and the sharing of household responsibilities. For example, there were participants who emotionally missed their family as they had less time to spend with their spouse and children. Even participants who were single had experienced *emotional impacts* as they missed being away from home. Participants we spoke with also expressed concerns about burnout as their days off were consumed by paying bills and attending to *household maintenance* and repairs. Their spouses were also experiencing burnout as they assumed more household duties. Furthermore, the limited time workers had in Mackenzie had an impact on other *friendships* and types of engagement in the community. There was less time to spend with friends and less time to enjoy both indoor and outdoor *recreational amenities* in the community.

Given the numerous benefits and concerns that were identified, we explored the different pathways that workers chose with respect to LDLC. When we asked participants if they still worked out-of-town for extended periods of time, approximately 32% said ‘yes’ (Table C3). Two key factors have influenced the decision of these participants to continue engaging with LDLC, including *access to shopping and businesses*, as well as *employment benefits* (Table C4). In terms of shopping and businesses, participants noted that they use the opportunity of being out-of-town to purchase a broader range of goods and access amenities that are not available in Mackenzie. Participants also chose to continue working out-of-town due to the employment benefits they received, such as income, job stability, better employment benefit packages, job flexibility, and opportunities for advancement.

For participants who were no longer engaged with LDLC, almost half had returned to work in Mackenzie in 2010 (Table C5). An additional one-third of these participants returned to work in Mackenzie during 2011. Once these participants returned to Mackenzie, two-thirds were employed in the forest industry (Table C6). Finally, we asked participants to discuss the factors that influenced their decision to return to work in Mackenzie (Table C7). The most prominent factor was the connections that they had with the *community*, including their friendships, experience growing up in the community, and a preference for the small town lifestyle. In this context, desires to spend more time with *family* and attend to *child care* needs were also important. A number of participants also highlighted *employment* factors that influenced their decision to return, such as union members returning to work for Conifex, opportunities for advancement, and limitations to out-of-town work. *Financial* considerations were also important for a number of participants who were close to receiving their union pension or were looking to eliminate the extra costs associated with commuting and living out-of-town. Furthermore, participants liked being at home to enjoy the *recreational* activities and outdoor environment.

4.0 Conclusion

The purpose of this report is to highlight some of the core themes that came out of the key informant interviews held in Mackenzie to discuss the experiences and contrasting pathways that participants took with LDLC. Appendix A contains the detailed tables that describe the range of responses to each question. These themes, together with the nuances captured in the appendices, can form the basis for planning programs, policies, and infrastructure investments.

In a context of LDLC, there are always concerns that engagement with LDLC can eventually lead to out-migration. However, there are several positive strengths that have been important factors influencing the decisions of workers to return to work in Mackenzie. These include:

- An affordable lifestyle;
- Connections with friends, family, and community groups across the community;
- A breadth of indoor and outdoor recreational opportunities; and
- A positive and flexible working environment.

Our work explored the impacts of long distance labour commuting on workers in Mackenzie. While there are a number of issues that fall outside of local jurisdiction, some topics raised in this report may simply become advocacy issues for the District of Mackenzie and other local leaders to raise with other levels of government. There are, however, a number of issues that can be addressed through local action. Below, we have highlighted some possible areas that leaders, industry, businesses, and organizations in the community can build upon to respond to the needs of workers and their families:

- Retain shorter shift rotation schedules in order to reduce burnout;
- Develop flexible shift schedules and day care to support female participation in industry;
- Pursue opportunities for networking and collaboration to provide adequate transportation support for LDLC workers;
- Provide strategic support to help LDLC workers to develop the capacity to meet any requirements needed to return to work in Mackenzie;
- Continue to support and broaden infrastructure and opportunities for social interaction to allow LDLC workers and their families to connect with a broader range of support networks;
- Lobby for more resources and personnel to provide services and outreach supports within the community (i.e. support networks, flexible child care, home maintenance / repairs, yard work, etc.);
- Continue to ensure that information about local, regional, provincial, and federal supports is up-to-date and accessible in multiple formats for residents; and
- Encourage and support the development of a broader range of shopping amenities.

Overall, developing a comprehensive, long-term strategy to address these needs is important to help workers and their families cope with the stresses associated with long distance labour commuting and to enhance their quality of life in the community.

Appendix A: Tables

Table A1: How long have you lived in Mackenzie?

	Number of total respondents	% of total respondents
Less than 5 years	4	18.2
5-9 years	1	4.5
10-19 years	4	18.2
20 years or more	13	59.1
Total	22	100.0

Source: Mackenzie Key Informant Interviews 2012.

Table B1: Prior to the mill closures in 2008, in what sector(s) did you work in Mackenzie?

	Number of total respondents	% of total respondents
Forestry	16	72.7
Transportation	3	13.6
Business	1	4.5
Construction	1	4.5
Food and beverage	1	4.5
Government	1	4.5
Health care	1	4.5
Housing	1	4.5
Service sector	1	4.5
Trades	1	4.5
Unemployed	1	4.5
N=	22	

Source: Mackenzie Key Informant Interviews 2012. Note: participants could provide multiple responses.

Table B2: When did you begin to work out-of-town for extended periods of time?

	Number of total respondents	% of total respondents
Before 2008	2	9.1
2008	10	45.5
2009	4	18.2
2010	5	22.7
2011	1	4.5
Total	22	100.0

Source: Mackenzie Key Informant Interviews 2012.

Table B3: In what sector(s) did you work out-of-town?

	Number of total respondents	% of total respondents
Oil and gas	6	27.3
Mining	5	22.7
Construction	3	13.6
Forestry	3	13.6
Transportation	2	9.1
Business	1	4.5
Education	1	4.5
Food and beverage	1	4.5
Health care	1	4.5
Protection services	1	4.5
Tourism	1	4.5
N=	22	

Source: Mackenzie Key Informant Interviews 2012. Note: participants could provide multiple responses.

Table B4: Where did you work out-of-town?**British Columbia (27)**

Fort St. John (4)
 Tumbler Ridge (4)
 Fort Nelson (3)
 Chetwynd (1)
 Farmington (1)
 Fraser Lake (1)
 Houston (1)
 Kamloops (1)
 Kilometre 106 (1)
 Mount Milligan Mine (1)
 Nelson (1)
 Pine Pass (1)
 Prince George (1)
 Smithers (1)
 Sparwood (1)
 Terrace (1)
 Tom's Lake (1)
 Vancouver (1)
 Victoria (1)

Alberta (12)

Fort McMurray (3)
 Grande Prairie (3)
 Airdrie (1)
 Calgary (1)
 Grand Cache (1)
 Peace River (1)
 Red Deer (1)
 Zama (1)

Other (1)

Watson Lake (1)

Source: Mackenzie Key Informant Interviews 2012.

Table C1: What do you think have been some of the positive benefits with LDLC?

Financial Benefits (27)

Income (12)
Full-time employment (3)
Travel allowance (3)
Living allowance (2)
Meal allowance (2)
Accommodation costs covered (1)
Avoid housing costs by living in camp (1)
Received \$3/hour towards RRSPs (1)
Received funds for displaced workers for training (1)
Received pay for travel time (1)

Education and Training (23)

H₂S Alive (3)
Learning new driving skills (3)
Company spent time to train people properly (2)
First aid (2)
Train the trainer courses (2)
WHIMMIS (2)
Aerial life operators ticket (1)
Class one driver's license (1)
Company courses (1)
Mining rescue ticket (1)
Obtained training to get job back in Mackenzie (1)
Obtaining new tickets (1)
Received apprenticeship training (1)
Training in construction (1)
Transportation of Dangerous Goods (1)

Work Experience (18)

Exposure to different trucks/equipment (4)
Exposure to new sectors / experiences (4)
Building ice roads (1)
Exchanged ideas between north/south of province (1)
Exposure to different ways of doing business (1)
Gained experience fixing equipment / vehicles (1)
Gained new skills that could be applied to forest industry (1)
More pit experience (1)
More transferrable skills (1)
New skills have diversified opportunities (1)
On-the-job experience (1)
Opportunities to expose other places to how things are done in Mackenzie (1)

Access to Recreation (7)

Exploring new places (4)
Close proximity to the Northwest Territories (2)
Movie theatre (1)

Access to Services (7)

Access to more amenities (1)
Camp contained multiple gyms (1)
Camp contained Tim Horton's (1)
Canadian Tire (1)
Good camp food (1)
More shopping (1)
Tim Horton's (1)

Natural Environment (3)

Northern lights (1)
Sunsets (1)
Wildlife (1)

Networks (3)

Able to spend time with friends near job site (1)
Exposure to different people (1)
Made new friends (1)

Transportation (3)

Company picked up and returned worker to Mackenzie (1)
Company provided vehicle for commuting (1)
Some workers carpooled (1)

Emotional Impacts (2)

Adrenaline rush (1)
Pride in work (1)

Housing (2)

Clean sheets at camp (1)
Nice big camp (1)

Shift Schedule (2)

Long stretches of days off (2)

Working Environment (1)

Being outdoors (1)

Source: Mackenzie Key Informant Interviews 2012.

Table C2: What do you think have been some of the concerns with LDLC?

Financial Impacts (27)

Costs for commuting not covered (7)
Costs to maintain two households (7)
Can't claim commuting costs on income tax (2)
Lower wages (2)
Spending money on pre-packaged food (2)
Costs to maintain three mortgages (1)
Flying in winter adds costs (1)
High costs for 24/7 day care (1)
Living allowances cut with expanded labour pool (1)
Needed to work on days off to cover expenses (1)
No benefits (1)
No northern living allowance (1)

Impacts on Family (13)

Lack of time with family (5)
Missed spouse / kids / grandkids (4)
Both spouses work out-of-town in different sites (1)
Lost touch with kids (1)
Relationship break-ups (1)
Strained relationship with spouse (1)

Transportation (12)

Distance to commute to job site (3)
Must commute on days off (3)
Long hours to commute (2)
Must drive to Mackenzie after flying into PG (2)
Required to take multiple flights through different cities to get to job site (2)

Safety (12)

Winter driving conditions (3)
Being approached by male co-workers (1)
Dangerous job tasks (1)
Health / safety concerns with materials used (1)
Impacts of sour gas on safety not clear (1)
Lack of sleep (1)
Lack of support to address female safety concerns (1)
More highway accidents after long shifts (1)
Poor weather (1)
Wildlife (1)

Shift Rotation (10)

Long stretches of work (4)
Long working hours (3)
Lack of time off (2)
Inconsistent shifts (1)

Health (8)

Sickness (3)

Health Cont'd

Poor diet (2)
Depression (1)
Overcoming drug addiction (1)
Stress (1)

Impacts on Friends (6)

Less social time with friends (2)
Disconnection from community (1)
Fewer fishing trips with friends (1)
Fewer hunting trips with friends (1)
Friendships eroded (1)

Social / Recreational Activities (6)

Commuted to other places on days off for community team sport events (1)
Less involved in service club (1)
No time for boating (1)
No time for hockey (1)
No time for quadding (1)
No time for sports (1)

Child Care (5)

Child care / babysitters must be arranged (2)
Needed to arrange supports for older teen at home (1)
No access to counseling on distant job site (1)
No public 24/7 daycare available (1)

Emotional Impacts (5)

Being away from home (4)
Feeling isolated (1)

Household Responsibilities (4)

Days off consumed by paying bills (1)
Needed to do household maintenance on days off (1)
Spouse in Mackenzie had extra duties (1)
Spouse in town becomes disciplinary parent (1)

Work Environment (2)

Given boring duties after submitting complaints (1)
Strained relationship with employer impacted opportunities in Mackenzie (1)

Education / Training (1)

Short notice for gov't training programs (1)

Other (3)

Had to hire people to look after horses (1)
Missed pets (1)
Needed to find homes for animals (1)

Source: Mackenzie Key Informant Interviews 2012.

Table C3: Do you still work out-of-town for extended periods of time?

	Number of total respondents	% of total respondents
Yes	7	31.8
No	15	68.2
Total	22	100.0

Source: Mackenzie Key Informant Interviews 2012.

Table C4: If yes, what factors have influenced your decision to continue working out-of-town for extended periods of time?

Access to Shopping / Businesses (10)	Capacity Development (2)
More competitive shopping prices (2)	Developing different skills (1)
Limited access to quality restaurants in town (1)	Opportunities for training (1)
Limited produce options in town (1)	
Limited stationary products in town (1)	Recreation (1)
No kids clothing store in Mackenzie (1)	Lack of amenities in Mackenzie (1)
No Starbucks in Mackenzie (1)	
No TD bank in Mackenzie (1)	Relationships (1)
No Tim Horton's in Mackenzie (1)	Relationship break-up in job site community (1)
Too long to order items in Mackenzie (1)	
Employment Benefits (10)	Services (1)
Money (4)	Concerns over quality of high school education (1)
Job stability (2)	
Better benefits (1)	
Enjoys the work (1)	
Opportunities for advancement (1)	
Opportunities given to modify the work (1)	

Source: Mackenzie Key Informant Interviews 2012.

Table C5: If no, when did you stop working out-of-town?

	Number of total respondents	% of total respondents
2008	1	6.7
2009	2	13.3
2010	7	46.7
2011	5	33.3
Total	15	100.0

Source: Mackenzie Key Informant Interviews 2012.

Table C6: In what sector(s) do you work in Mackenzie today?

	Number of total respondents	% of total respondents
Forestry	10	66.7
Property maintenance	2	13.3
Business	1	6.7
Transportation	1	6.7
Unemployed	1	6.7
Total	15	100.0

Source: Mackenzie Key Informant Interviews 2012.

Table C7: What factors have influenced your decision to stop LDLC and return to work in Mackenzie?

Community Connections (15)

Desire to be close to friends (3)
Disliked being away from home (3)
Grew up in Mackenzie (3)
Small town living (2)
Carefree lifestyle (1)
Friendly people (1)
Quiet lifestyle (1)
Sense of community (1)

Employment (13)

Union members called back to work at Conifex (4)
Opportunities for advancement (2)
Difficult to adjust to fluctuating hours (1)
Enjoy job in town (1)
Expansion of job opportunities in Mackenzie (1)
Hours were reduced (1)
Only had part-time work out-of-town (1)
Opportunities to modify work (1)
Out-of-town contract work completed (1)

Recreational Activities (12)

Quadding (2)
Biking (1)
Canoeing (1)
Fishing (1)
Golfing (1)
Hiking (1)
Hockey (1)
Hunting (1)
Jet boating (1)
Ski-dooing (1)
Snowmobiling (1)

Finances (10)

Close to receiving pension (2)
Costs of multiple households (2)
Took a pay cut to return to Mackenzie (2)
Boom towns are too expensive (i.e. food, housing, vehicles) (1)
Financial earnings not enough to cover in town and commuting expenses (1)
Good paying job in town (1)
Offered \$20,000 signing bonus (1)

Family (7)

Desire to be with family (7)

Housing (5)

Difficult to remotely manage properties (2)
Own a home in Mackenzie (2)
Affordable rent (1)

Child Care (4)

To be at home with kids (4)

Health (3)

Fatigue (1)
Getting older (1)
Took time off to address stress (1)

Capacity Building (2)

Opportunities to work on new equipment (1)
Training opportunities provided (1)

Natural Environment (2)

Good air quality (1)
Good water quality (1)

Shift Rotation (2)

Able to have normal schedule / life (1)
Shorter shift rotation schedule (1)

Source: Mackenzie Key Informant Interviews 2012.

Table D1: Concluding comments

Expand Social / Recreational Activities (4)

Demolition derby (1)

Rodeos (1)

Use air strip for drag racing (1)

Use air strip for go-kart racing (1)

Shift Rotation Schedules (1)

Need longer rotation schedules to avoid too much commuting (1)

Transportation (1)

Need a shuttle van for out-of-town workers (1)

Source: Mackenzie Key Informant Interviews 2012.

Appendix B: Consent Form

Contrasting Pathways with Long Distance Labour Commuting in Mackenzie, BC
Interview Consent Form

Purpose – A key change in Canada’s northern resource towns has been the growth of long distance labour commuting (LDLC). Mackenzie was built in the late 1960s to house the workforce for a new regional forest industry. A significant economic downturn beginning in 2008 meant that many workers had to engage in LDLC. This project will explore the factors influencing the decision for workers to either continue with, or to stop, their engagement in LDLC. It will provide decision-makers and stakeholders with information to enhance strategic investments, policies, and programs to improve workplace and community environments.

How Respondents Were Chosen - The interview participants were selected from local suggestions of people with an interest in, or experience with, long distance labour commuting. Interview participants were selected for their potential to provide information that can help to better understand the factors that influence decisions for people to engage in LDLC. The interview should take about 45 minutes to complete.

Anonymity And Confidentiality - The names of participants will not be used in any reporting, nor will any information which may be used to identify individuals. All information shared in this interview will be held within strict confidence by the researchers. All records will be kept in a locked research room at UNBC and will be accessible only to the research team. The information will be kept until the final project report is complete. After which time, shredding and file erasure will destroy all information related to the interview.

Potential Risks and Benefits - This project has been assessed by the UNBC Research Ethics Board. The project team does not consider there to be any risks to participation. We hope that by participating you will have a chance to provide input into issues relevant to long distance labour commuting and its impacts.

Voluntary Participation - Your participation in the interview is entirely voluntary and, as such, you may chose not to participate. If you participate, you may choose not to answer any questions that make you uncomfortable, and you have the right to end your participation in the interview at any time and have all the information you provided withdrawn from the study and destroyed.

Research Results - In case of any questions that may arise from this research, please feel free to contact Dr. Greg Halseth (250-960-5826; halseth@unbc.ca) in the Geography Program at UNBC. The final project report will be distributed to all participants.

Complaints - Any complaints about this project should be directed to the Office of Research, UNBC (250) 960-6735, or email: reb@unbc.ca

I have read the above description of the study and I understand the conditions of my participation. My signature indicates that I agree to participate in this study.

(Name -please print)

(Signature)

(Date)

Appendix C: Interview Guide

Contrasting Pathways with Long Distance Labour Commuting in Mackenzie, BC
INTERVIEW GUIDE

Participant name: _____

Contact information: _____

Interviewer: _____

Date: _____ Place: _____

Interview Time: Start _____ Finish _____

TOPIC AREAS:

Opening Questions
Concluding Question

A. Opening Questions

What is your name and how long have you lived in Mackenzie?

B. Experience with LDLC

Prior to the mill closures in 2008, in what sector(s) did you work in Mackenzie?

When did you begin to work out-of-town for extended periods of time?

Where did you work out-of-town?

In what sector(s) did you work out-of-town?

C. Pathways with LDLC

What do you think have been some of the positive benefits with LDLC?

What do you think have been some of the concerns with LDLC?

Do you still work out-of-town for extended periods of time?

- Yes
- No

If **yes**, what factors have influenced your decision to continue working out-of-town for extended periods of time?

Prompt: employment / wages, benefits, developing new skills, advancement / promotion, community assets, etc.

If **no**, when did you stop working out-of-town?

In what sector(s) do you work in Mackenzie today?

What factors have influenced your decision to stop LDLC and return to work in Mackenzie?

Prompt: employment / wages, benefits, developing new skills, advancement / promotion, community assets, proximity to family / friends, etc.

E. Concluding Question

From the experiences you have had in the community, do you have anything else that has not been touched on here that you would like to comment on?