Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Canada

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Excellence in Everything We Do

Gearing Up for the Future: Canada's Skills and Knowledge Under the Microscope

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1. Emerging from the Recession

- Across Canada, labour market impacts of the recession were felt unevenly, in patterns similar to those of previous recessions.
  - **Regions:** Provinces of Ontario and Alberta were hardest hit
  - **Sectors:** Service sector gained 12,700 jobs while goods sectors lost 336,100 jobs (October 2008 to December 2009)
  - **Workers:** Youth, recent immigrants, Aboriginals and low-skilled workers more than twice as likely to experience job loss

- Unevenness partially due to cyclical pressures accelerating structural changes (e.g. auto industry)

- The good news:
  - Signs of economic recovery were seen in 2009
  - The Canadian economy has seen some job creation
  - Canada is in a stronger fiscal position relative to previous recessions
  - Business and consumer confidence is improving

2. Jobs of Tomorrow

Jobs of tomorrow impacted by three fundamental forces

- Globalization
  - Placing emphasis on skills, innovation, productivity and value-chains
  - Commodity prices and strength of the Canadian dollar
- Knowledge-based economy
  - Increasing skills requirements to meet employer needs (e.g. transferable skills new basic/digital skills, accreditation, certification)
  - New economic growth will be concentrated in skilled occupations, e.g. health, social services and green jobs.
- An ageing society
  - Approximately 60% (3.2 million) of job openings will be due to retirements.

3. Challenges Moving Forward

- GDP expected to return to pre-recession levels by 2011 but labour market recovery expected to be slower and unemployment may persist for some groups:
  - Vulnerable groups hit hard during recession (i.e., youth, recent immigrants, Aboriginal Canadians and persons with disabilities)
  - Previous recessions have shown youth, recent immigrants and those with low-skills are often "first out and last in"
  - Risk long-term negative effects on career trajectory and earnings
- Long-term unemployment, particularly for older workers and workers displaced from declining industries
- Labour market attachment for groups at risk of being excluded from the recovery
- The demographic crunch from an ageing workforce will mean an eventual return to labour and skills shortages

4. Education and Skills Landscape

- Canada currently has one the most well-educated populations in the world.
- Most working-age citizens have some form of post-secondary education, and this proportion is growing.
- Yet, there are some indicators of existing challenges with training, literacy and essential skills.
  - Youth without the skills needed to find employment
  - Adult literacy rate: 42% of Canadians do not have the skills needed to succeed in a knowledge based society
  - Flat apprenticeship completion rate
  - Low employer investment in training
- Labour market implications:
  - Workers with low education are particularly vulnerable to unemployment, regardless of age and gender
  - There is a high degree of overlap among persons with low educational attainment and other vulnerable groups

4. Education and Skills Landscape Cont'd

Skills and Education: A Shared Responsibility

- **Federal Government**
  - Investing in income support and other labour market measures
  - Leadership on national labour market issues
  - Promoting efficiency in the national labour market

- **Provincial and Territorial Governments**
  - Overall responsibility for education
  - Responsibility for design and delivery of post-secondary education and training
  - Design and delivery of training and active employment measures

5. Human Resources and Skills Development Canada

- Human Resources and Skills Development Canada's (HRSDC) response to the skills challenges relies on a labour market architecture that focuses on supply an demand conditions

- Assisting youth in gaining skills and experience
  - Career Focus
  - Skills Link
  - Pathways to Education

- Giving employers the tools to assess and train their employees through programs such as:
  - Literacy and Essential Skills
  - Trades and Apprenticeship programs
  - Sector Council Program

5. HRSDC Programs Cont`d

- **Literacy and Essential Skills**
  - It funds key labour market actors to adjust their policies and procedures – so that employers' human resource regimes consider literacy and essential skills concepts

- **Trades and Apprenticeship Initiatives**
  - Red Seal Program for national certification in 50 Red Trades representing 89% of apprentices in Canada
  - Apprenticeship Incentive Grant (AIG) & Apprenticeship Completion Grant (ACG)
    - AIG provides a grant to apprentices after completion of 1st or 2nd year - over 137,000 grants issued
    - ACG provides grants to apprentices who complete their apprenticeship program - nearly 17,000 grants issued

5. HRSDC Programs Cont`d

Sector Council Program

- Sector councils are public-private partnerships aimed at addressing human resources and skills development issues from a sectoral perspective.
- Councils are instrumental to Canada' s economic recovery and for the jobs of tomorrow as they are one of the Canadian government's link to employers as they:
  - Undertake in-depth labour market studies to better understand the impact of the economic downturn;
  - Explore cross-sectoral linkages with other sector councils; and
  - Ensure that their activities align with provincial/territorial investments in skills development.

5. Examples of Sector Council Projects

- Industry-Education Partnerships
  - Brings employer input to school curriculum, create co-op opportunities and provide students with practical work experience and industry/PSE recognized skills.
  - Information and Communications Technology Council's - Focus on International Technology (FIT) is an interactive program that supplements standard high school curriculum across Canada
- Wage subsidies to incent employers to retain and hire apprentices in key sectors
  - Canadian Steel Trade and Employment Congress is managing a highly innovative Workforce Development Initiative that promotes the skilled trades and develops greater access, enrolment and completion of steel trade apprenticeship programs.
- Accreditation and Occupational Standards
  - ECO Canada has a National Environmental Program Accreditation projector for colleges and universities
  - Canadian Tourism Human Resource Council has Emerit - a tool for online promotion and delivery of occupational standards

6. Connecting with the Global Community

- HRSDC is well connected to the global community and contributes its knowledge and resources to help workers and employers compete globally:
  - Pathway to Success, a collaborative effort between HRSDC and the OECD that explores whether young Canadians have the skills and education required for tomorrow's jobs
  - Like the United Kingdom, Canada's Sector Council Program is recognized as a model for sector-based, demand-driven interventions to address human resource and skills development issues
    - In December 2009, we participated at the European Union's Forum on *Restructuring: Sector New Skills for New Jobs*
    - In January, we collaborated with the Government of Jordan to support the creation of sector councils
    - Later today, we will be supporting the launch of the International Network of Sector Skills Organizations

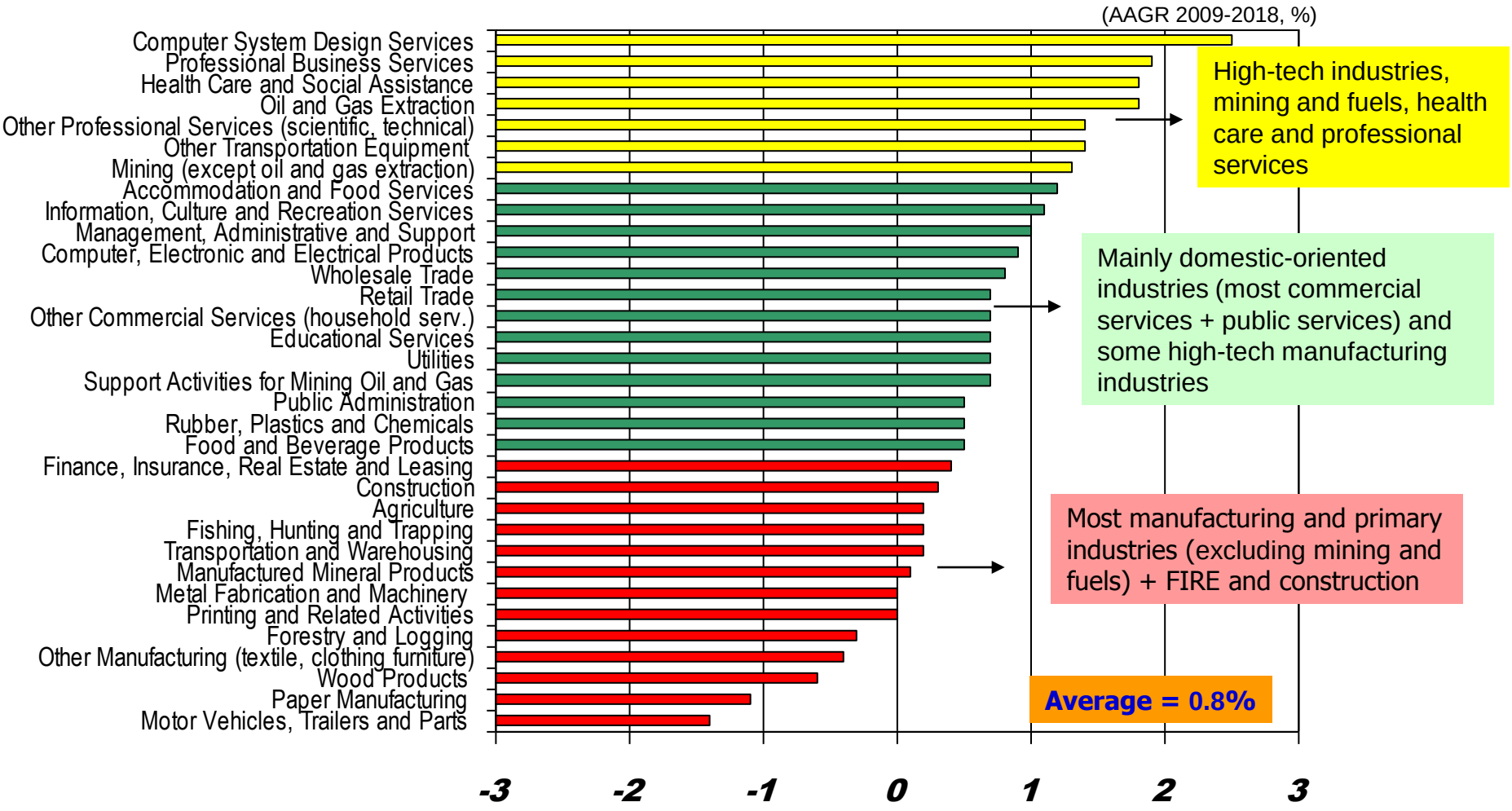
7. Government Priorities

- Canada's ***Economic Action Plan***, tabled in 2009, was aimed at stimulating the Canadian economy and providing support to workers in essential industries
- The recent Speech from the Throne and 2010 federal Budget confirmed continued support the ***Economic Action Plan*** and recognized that now is the time for the jobs of tomorrow
- HRSDC's programs are ideal in supporting demand-driven interventions as they:
  - Ensure that learning systems are more responsive to the needs of the labour market through demand-driven curricula
  - Explore best practices in sectoral-based labour market development both domestically and abroad
  - Rely on the Sector Council Program to ensure the training reflects the needs of employers

ANNEXES

2. Jobs of Tomorrow – Canada`s Landscape

10-Year Employment Growth Outlook for 33 Industries



List of National Sector Councils

1. Aboriginal
2. Apparel
3. Agriculture
4. Apprenticeship
5. Automotive Manufacturing
6. Automotive Repair
7. Aviation
8. Biotech
9. Child Care
10. Construction
11. Contact Centres
12. Culture
13. Electricity
14. Environment
15. Fish Harvesters
16. Food Processing
17. Forestry
18. Information and Communications Technology
19. International Trade and Training
20. Mining
21. Motor Carrier
22. Petroleum
23. Plastics
24. Policing
25. Printing
26. Retail Food
27. Steel
28. Supply Chain
29. Textiles
30. The Alliance of Sector Councils
31. Tourism
32. Trucking
33. Voluntary
34. Wood Manufacturing

The 50 Red Seal Trades (as of November 2009)

1. Agricultural Equipment Technician
2. Appliance Service Technician*
3. Automotive Painter*
4. Automotive Service Technician*
5. Baker
6. Boilermaker*
7. Bricklayer*
8. Cabinet Maker
9. Carpenter*
10. Concrete Finisher*
11. Construction Craft Worker
12. Construction Electrician*
13. Cook
14. Electric Motor System Technician
15. Electronics Technician (Consumer Products)*
16. Floorcovering Installer*
17. Glazier*
18. Hairstyling*
19. Heavy Duty Equipment Technician*
20. Industrial Electrician*
21. Instrumentation and Control Technician
22. Industrial Mechanic (Millwright)*
23. Insulator (Heat and Frost)*
24. Ironworker (Generalist)*
25. Ironworker (Reinforcing)*
26. Ironworker (Structural/Ornamental)*
27. Landscape Horticulturist
28. Lather (Interior Systems Mechanic)*
29. Machinist
30. Metal Fabricator (Fitter)
31. Mobile Crane Operator*
32. Motorcycle Mechanic*
33. Motor Vehicle Body Repairer (Metal and Paint)*
34. Oil Heat System Technician*
35. Painter and Decorator*
36. Partsperson
37. Plumber*
38. Powerline Technician
39. Recreation Vehicle Service Technician*
40. Refrigeration and Air Conditioning Mechanic*
41. Rig Technician*
42. Roofer*
43. Sheet Metal Worker*
44. Sprinkler System Installer*
45. Steamfitter/Pipefitter*
46. Tilesetter*
47. Tool and Die Maker
48. Transport Trailer Technician*
49. Truck and Transport Mechanic*
50. Welder*

*The trade is compulsory in at least one jurisdiction. 38 of the Red Seal trades are compulsory.