

Building the Knowledge Advantage in Canada

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The Alliance of Sector Councils
L'Alliance des conseils sectoriels

Skills Shortages



Some examples of skills shortages:

- **Trucking:** 37,000 a year over the next 5 years
- **Construction:** 150,000 retiring workers 2005 - 2014
- **Tourism:** 300,000 new jobs over the next decade
- **Mining:** about 81,000 needed in the next decade

Skills Shortages



Main causes

- Aging population
- Declining birth rate
- Growing economy
- Changing technology in the workplace

Overview of Presentation



- **Overview of Sector Councils and TASC**
- **Best practices of what sector councils do**

Sector Council Overview



Sector Councils implement *industry-driven* labour market solutions in key sectors of the economy

- First ones began in late 1980s
- Reaching close to 50% of Labour Market
- Public & private funding support
- Growing expectations

The Alliance of Sector Councils (TASC)



Some 30 sector councils, plus associates and partners.

Work to share best practices and develop expertise on the key labour market issues.

Composition of Sector Councils



- All partners participating
 - Employers
 - Employees
 - Educators
 - Government
 - Other relevant stakeholders

National Sectors



- **Agriculture/Agri-food**
- **Apparel**
- **Automotive manufacturing**
- **Automotive repair & service**
- **Aviation maintenance**
- **Biotechnology**
- **Bus transportation**
- **Fish harvesters**
- **Food retail**
- **Mining**
- **Petroleum**
- **Plastics**
- **Police**
- **Printing**

National Sectors



- **Child care**
- **Construction**
- **Customer contact centres**
- **Culture**
- **Electricity**
- **Environment**
- **International trade**
- **Seafood processing**
- **Software**
- **Steel**
- **Supply Chain**
- **Textiles**
- **Tourism**
- **Trucking**
- **Voluntary/Non-profit**
- **Wood manufacturing**

Partners



Partners address cross-sectoral issues working with all sectors:

- **Aboriginal**
- **Apprenticeship**
- **Career Information**
- **Community colleges**
- **Education and training**
- **Engineers**
- **Technicians & technologists**

A variety of skills



- **Sectors require skilled workers at all points in the education and training spectrum**
 - Frontline occupations
 - High skilled occupations and trades in a range of sectors
 - Occupations with PSE for business management, science, technology and international trade

Engagement with the federal government



- Partnership between government and industry
- Government is part enabler
- Councils do the work of bringing the parties together, developing and implementing solutions

Best Practice Examples



- Aboriginal engagement examples

Best Practices – Aboriginal programming examples



- BEAHR (Environment)
- Construction
- Tourism
- WoodLINKS
- Automotive Repair
- Apprenticeship
- Aboriginal Human Resources Council

BEAHR – Building Environmental Aboriginal Human Resources



BEAHR is an initiative offering opportunities in three areas:

- 1 – Career Awareness (Aboriginal envirocareers website)
- 2 – Training (BEAHR Learning Institute provides a source for environmental education, training and professional development, online database of community-relevant opportunities, culturally-appropriate community-delivered training)
- 3 – Employment (internships, online services including employers guide and employment centre)

Canadian Tourism Human Resources Council



CTHRC's Ready-To-Work Program

- A skills development and transition program
- Originally designed for youth, the program now focuses on non-traditional pools of labour
- Assists with entry-level hiring
- Offers both classroom and hands-on training
- Provides on-going support and mentoring

Benefits and Impacts:

- Saves employers recruitment costs
- RTW graduates are more productive sooner
- Improves retention rates
- Offers a bridge to further learning and career development

Construction Sector Council



Projects include:

- 1 - Aboriginal Participation in Construction research.
- 2 - Ironworker Aboriginal Career Awareness Campaign.
- 3 - AboriginalConstructionCareers.ca

WoodLINKS



- Program modified for an Aboriginal audience in northwestern Ontario
- Provides entry-level certification for those interested in working in the advanced wood manufacturing sector
- Provides curriculum and work experience
- Partnership of secondary, post secondary and industry representatives

Canadian Automotive and Repair Service (CARS) Council



- Council developed a basic snowmobile maintenance training program
- Developed in collaboration with Aboriginal communities in Northern Manitoba with input from band staff, community training coordinators
- Over 80 trainees participated on a full-time basis in Opaskwayak Cree Nation.

Canadian Apprenticeship Forum



- The Canadian Apprenticeship Forum has produced the guide “Making It Work (On-the-job Training in Apprenticeship) to encourage Aboriginal participation in skilled trades.
- Is a useful, day-to-day tool for the apprentice, the supervising journeyperson, and the employer.
- Portion of the June 2008 apprenticeship conference will be devoted to the issue of Aboriginal apprenticeships.

Aboriginal Human Resource Council



Some key aspects:

- Works with sector councils to advance Aboriginal engagement in all sectors
- Runs various programs directly including “Guiding Circles”
- Communicates with AHRDA’s
- Issues a national report on Aboriginal inclusion
- Works with many major corporations
- Includes board membership from national Aboriginal organizations

Apprenticeship and Trades Training



- Major issues for some councils, most notably Construction
- Some have one apprenticeable trade, e.g. Tourism (cook) and Wood Mfg. (cabinet maker)
- Some are beginning in considering apprenticeable training

Apprenticeship and Trades Training



- Workplace training a priority for all sectors
- Most councils develop standards and certification for occupations in their sectors.
- Training is then provided by a range of partners, public and/or private institutions
- Courses are various lengths

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