



Future Skills Centre Centre des Compétences futures

Shaping the Future: Innovative Skills and Solutions for Tomorrow



fsc-ccf.ca



Future Skills Centre



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We drive innovation in skills development to prepare for the future of work

375+

skills development projects spanning every province & territory

87,000+

Canadians provided with training and employment opportunities.

940,000+

Have accessed resources that support their labour market pathway

72%

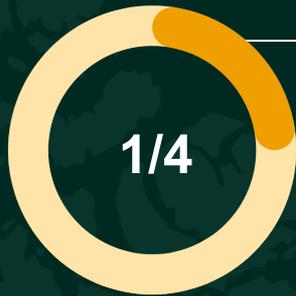
of projects serving underrepresented and disadvantaged groups

430+

Presentations and reports



In the next decade...



of Canadian jobs
will be heavily
disrupted by
automation



of Canadian jobs
will require a new mix
of skills even if the job
title stays the same

Yet...

The digital economy alone is expected to have employed **2.26 million workers by 2025**





3.1 million jobs

will be disrupted over the next 10 years as the country transitions its energy economy

Forecasts show we will come out with **more jobs** as part of this transition





Changing demographics

Canada's low birth rate and aging population means a shrinking workforce.



By 2031, one in three Canadian workers will be part of a racialized group.

By 2032, it's projected that immigration account for **100%** of Canada's **population growth**.





Scenario planning shows the largest job gains in 2050 are in the **manufacturing, construction, and transportation** sectors.

These three sectors could make up **18-22%** of jobs in **ON, BC, AB, QC**

Emerging sectors such as carbon capture will also see job gains in 2050.

Jobs in these sectors can offer greater stability and financial benefits

Meanwhile, both fossil fuel and resource sectors decline across all scenarios.



The top five skills that rank as fundamental for the future of workforce include:



Critical thinking



Monitoring



Coordination



Judgement and decision making



Complex problem solving



**Skilling up our people has never
been as important as it is now**

Canada's Future Prosperity depends on...

- 1. PATHWAYS TO JOBS**
Facilitating pathways for individuals entering, transitioning, and advancing in the labour market.
- 2. SME ADAPTABILITY**
Engaging Canadian employers, especially SMEs, in meaningful skills development and utilization.
- 3. SUSTAINABLE JOBS**
Advancing skills development and transition planning for a decarbonized economy.
- 4. TECH AND AUTOMATION**
Preparing workers and employers for a more digital and connected world of work.
- 5. INCLUSIVE ECONOMY**
Driving labour market inclusion for underrepresented groups with an emphasis on Black Youth, Newcomers, and Indigenous & Northern Communities.

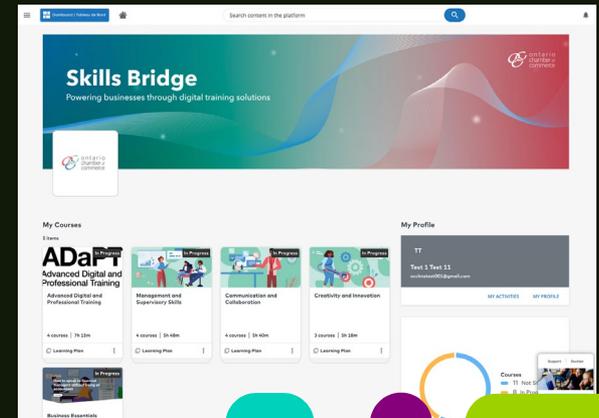


Employers and business: SMEs

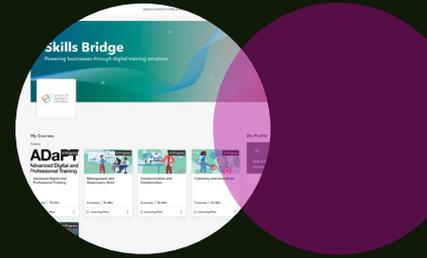
With Magnet, Diversity Institute and Ontario Chamber of Commerce: building a platform that provides access to training resources to support SMEs with recruitment and training.

Across Canada

- ▶ Engaged **55 chambers of commerce** and **790 SMEs** on the needs of SMEs and employees
- ▶ Collected more than **2400 surveys** from learners on the use of the prototype



Career development: Building capacity for SMEs



Asynchronous learning course offering based on core skill needs we heard SMEs need:



Communication



Digital Skills



Numeracy



Problem Solving



Collaboration



Equity, Diversity & Inclusion



Innovation



Adaptability



Entrepreneurship



Reading



Writing

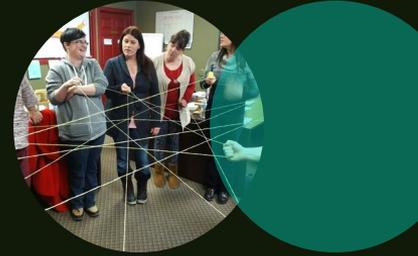


Management

Theme-specific skills: Leverage Inclusion In Workplaces, Sustainability Literacy, AI adoption



Supporting Workers: Canadian Career Development Foundation



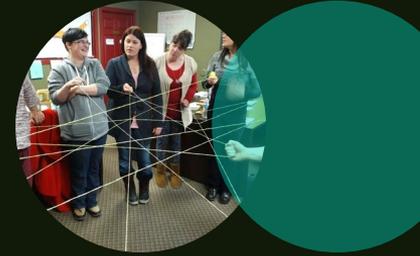
As part of the IM&M+: pre-employability program for individuals who are distant from the labour market, allowing participants to clarify career goals and improve employment prospects.

Across multiple research projects, **20 to 40% of participants** have gained **employment or education** 2-3 months after the program.



Delivered in Alberta, British Columbia, Newfoundland and Labrador, Nova Scotia, Ontario, and Saskatchewan

Solutions: In Motion & Momentum +



Ready to Get In Motion!

I'm doing the IM&M+ program with John Howard Society and it's been absolutely amazing so far. This group has actually gotten me motivated and definitely ready to get in motion! I've been scared of going back to work or school for years because of anxiety issues, but just like I do with class I make a commitment, I have to push through and keep going even if it is out of my comfort zone

IM&M+ Participant



How we acquire and demonstrate skills is changing

Are microcredentials the future of higher ed?

They've been on the lips of a growing number of postsecondary administrators and faculty in recent years, and COVID-19 has only accelerated the trend.

CONTRIBUTORS < OPINION

Micro-credentials are trendy, but do they get people well paying jobs?

Here's the dilemma facing governments: micro-credentials are flexible and easy to get, but they don't get people the well-paying, in-demand jobs they need. University degrees get workers the education they need to get the jobs that are in demand, but they aren't accessible for a lot of people.

WHAT NOW?

MICRO CREDENTIALS
'Small' qualifications, big deal

Oct 5, 2021, 06:30am EDT | 4,469 views

Small But Mighty: Why Micro-Credentials Are Huge For The Future Of Work

Part of the THE NORTH AMERICAN WORKFORCE DEVELOPMENT INITIATIVE ARTICLE

The Future of Ontario's Workers: How Microcredentials Can Be a Vital Part of the Post-Pandemic Recovery



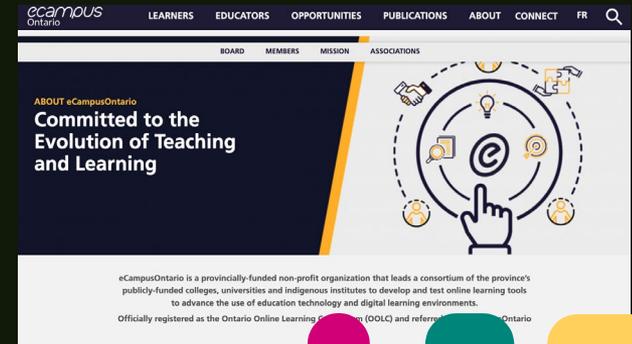
eCampusOntario Microcredentials



The initiative, part of Ontario's strategy to facilitate upskilling and reskilling, involved integrating standardized occupation and skills data along with labour market information, particularly in the **manufacturing, healthcare, and IT**.

40,000 unique users since its launch in 2021.

Since enhancing the portal, **7,593** individuals have accessed personalized job recommendations, a **32%** increase in **user inquiries** and a **4%** increase in **click-through** rates to post-secondary institutions.





eCampusOntario Microcredentials



The eCampusOntario portal was subsequently improved to allow users to enter a job title and receive customized program recommendations, as well as labour market information about the role provided.

This initiative, which reflects a shift toward micro-credentials in education, is aimed at workforce development by aligning educational offerings with market demand.

The screenshot displays the eCampusOntario search results page. At the top, there is a search bar with the text "Search for something...". Below the search bar, the page shows "14,900 Results Found" and "Courses x". On the left side, there is a "Filter by" section with various categories and counts: Programs (951), Courses (14,900), Open Library (8,918), News, Blogs & Events (548), and Web Pages (353). Below this, there are several filter options: Start Date, Course Levels, Course Attributes, Colleges & Universities, Languages, and Delivery Methods. The main content area displays three course cards. The first card is for "OL 371: Software Application Integration" from Confederation College, with a description: "Create advanced level business documents that are in high demand in today's business world. Learn how to effectively create valuable business documents that incorporate data from several Microsoft Office products (Word, Excel, Access and PowerPoint)." The second card is for "OL 491: Practical Approaches to Library Interactions" from Confederation College, with a description: "Examine socioeconomic factors that can influence library interactions. Identify and apply practical strategies to escalated situations and explain the features of an effective and appropriate response." The third card is for "NURS 4024: Clinical Practicum - Nursing, Preceptorship" from Nipissing University, with a description: "Students assume incremental responsibility for client care. Focus is on the integration of theory and practice in a variety of health care settings, under the supervision of a Registered Nurse. Students develop clinical reasoning, clinical judgement, independent decision-making skills, profess..."



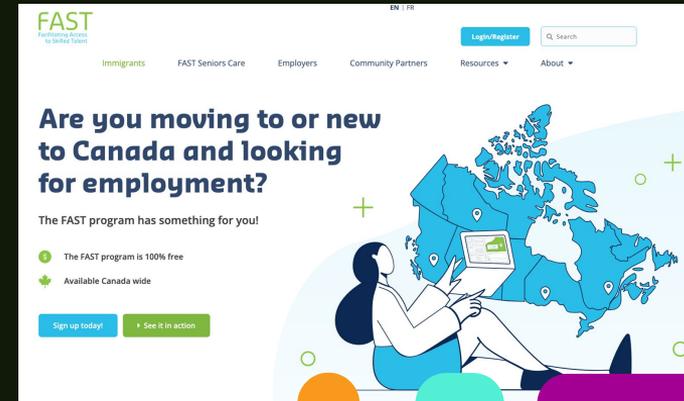


Facilitating Access to Skilled Talent: FAST



Immigration is essential to the growth of Canada's economy. However, newcomers to Canada have higher unemployment rates on average and lower wages despite higher education levels. This career preparation program (FAST) helps to set newcomers up for success in Canada while simultaneously helping Canadian employers to find skilled immigrant talent.

The FAST program aims to assess **200,000 individuals** within **five years**, rendering Canada a destination of choice for qualified care workers.





Facilitating Access to Skilled Talent: FAST



FAST key components to support newcomers:

1. Assess occupation-specific skills
2. Provide information about Canadian labour market and workplace culture
3. Fill any skill/credential gaps with targeted short courses and skill validation
4. Connecting to employers and opportunities

FAST Sector Streams

The FAST Program provides competency assessments and industry information in the following six sectors:



Skilled Trades
Carpentry, Power Engineering, Automotive Services



Culinary Arts



Biotech & Life Sciences



Accounting & Finance



IT & Data Services



Seniors Care
Currently only available to residents of British Columbia



Key Takeaways



Empowering Through Education

Upskilling and reskilling are key to aligning education with labour market demands, rapidly equipping individuals with essential skills. This approach enhances workforce agility and employability, ensuring educational relevance in today's dynamic job market.



Renewing the Workforce

Effective integration of newcomers and empowering youth workers is crucial not only for enhancing their contributions to the Canadian economy but also adapting to an aging workforce and labor market needs.



Collaboration is key

We encourage collaboration between **governments and organizations** of all levels.

Regional and local governments must take the lead.

Through meaningful workforce development strategies, we must create conditions to support employers and job seekers.



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Thank you!

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