



TASC Skills Development Fact Sheet

The Alliance of Sector Councils

Overcoming Skills Shortages

"Many companies and sectors are already facing shortages of the talented people they need to remain competitive and grow...the grave concern for Canada's business community and the well-being of Canadians is that workforce shortages are expected to increase within the present decade as the baby boomer generation retires in droves. The time to act is now."

- Honourable Perrin Beatty, President & CEO, Canadian Chamber of Commerce, October 14, 2010

"With emerging skills shortages in key sectors of the Canadian labour market - our Government has made post-secondary education and skills training a clear priority."

- Honourable Diane Finley, Minister of Human Resources and Skills Development Canada, November 29, 2010

Canada's Sector Councils are industry's voice on Human Resources and Skills Development Issues...

SECTOR COUNCILS are industry-led partnership organizations that address skills development issues and implement labour market solutions in key sectors of the economy. Sector Councils bring together representatives from business, labour, education, governments, and other professional groups to comprehensively address solutions across Canada.

THE ALLIANCE OF SECTOR COUNCILS (TASC) is the network of over 35 sector councils and sector-like organizations that facilitates the sharing of best practices in skills development, advances expertise of all councils, and builds strategic partnerships with other labour market stakeholders (www.councils.org).

Some examples of how Sector Councils are helping to overcome Canadian skills shortages:

- 1. ON-LINE SKILLS ASSESSMENT.** CARSability is a revolutionary online skills assessment tool, developed for the automotive repair and service industry by the **Canadian Automotive Repair and Service (CARS) Council** with input from over 1000 industry professionals. CARSability allows employees to assess their skill level for more than 30 industry occupations, determine what they excel at and pinpoint the training they require to optimize their performance. Employers can use CARSability to create targeted training plans to improve productivity and their bottom line. <http://www.cars-council.ca>
- 2. ELECTRICITY SUMMER CAMPS.** The popular Bright Futures Youth Camps for Aboriginal youth, organized by the **Electricity Sector Council**, are designed to bring attention to the opportunities for Aboriginal youth in the electricity and renewable energy industry, and the importance of taking math and sciences in school. The camps are targeted at youth aged 10-13 and four camps (Thunder Bay, Rouyn-Noranda, Prince George, Saugeen) have been held to date (with more planned). The Bright Futures Camp is a component of the ESC Aboriginal Workforce Participation Initiative project which focuses on increasing the participation of Aboriginal peoples (First Nations, Metis and Inuit) in the electricity and renewable energy workforce. <http://www.brightfutures.ca>
- 3. EXTENSIVE AND COMPREHENSIVE WEBSITE OF TOURISM HR.** The **Canadian Tourism Human Resource Council** has an exceptional web site, which answers

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every possible question anyone might have regarding the Tourism industry. From a suite of self-assessment resources and videos, to descriptions of more than 400 industry jobs, to specific information for youth, newcomers to Canada, mature work styles and persons with disabilities, the site is an industry-relevant showcase of the sector (www.discovertourism.ca). The site also links to the sector council's world-renowned *emerit*[®] Tourism Training. <http://www.cthrc.ca>

4. **SUCCESSFUL NATIONAL TOURISM SKILLS TRAINING.** For more than a decade the **Canadian Tourism Human Resource Council** has run the Ready-to-Work Program, a national skills development program designed to assist people with transitions in the workforce. To date the program has provided over 11,000 individuals with skills upgrading, work terms and an introduction to a world of opportunity within the sector. The program was also the recipient of a Conference Board of Canada case study on successful programming offered by Sector Councils. <http://www.cthrc.ca>
5. **MINING HR VIRTUAL TOOLS FOR STUDENTS.** Developed by the **Mining Industry Human Resources Council**, *Explore for More* (www.acareerinmining.ca) is the mining industry's brand to promote careers in mining. The website includes a dynamic suite of virtual career tools, including the **Virtual MineMentor Program**, (www.acareerinmining.ca/minementor) which pairs students from post-secondary mining programs with positive, exceptional workers from the industry, and the **Virtual Mining Career Fair**, a unique event which connects employers with careers seekers, regardless of their location. <http://www.mihrc.ca>
6. **BIO-ECONOMY EXPERIENCE AVAILABLE FOR POST-SECONDARY STUDENTS.** When students graduate from post-secondary programs, they want not only the knowledge but also the practical skills and experience to get a good start along their chosen career paths. And employers want to take on eager young professionals who are truly ready to get down to work. The **BioTalent HeadStart program** answers both needs. Through project-based volunteer placements, it gives students hands-on bio-economy work experience that increases their job-readiness upon graduation. At the same time, it gives companies the capacity to meet key business goals—without overtaxing their current staff. <http://www.biotalent.ca>
7. **CAREER FOCUS PROGRAM.** **Biotalent Canada's Career Focus Program** helps crack the conundrum by encouraging employers to hire new graduates. It provides companies with subsidies to offset the costs of orientation, integration and skills development. With over 79 placements since 2009, the program has helped industry with their talent needs that they may not have been able to hire without the subsidy. <http://www.biotalent.ca>
8. **HIGH SCHOOL COMPETITION IN BIOTECHNOLOGY.** **BioTalent Canada** also supports the **Sanofi Aventis BioTalent Challenge** - a series of annual regional and national high school science competitions intended to raise awareness about the emerging science of biotechnology. Through the exposure to 'real-world' research (including proposing their own research), students develop their research skill along with invaluable communication and workplace skills. Over 100 industry, government, academic and non-profit partners come together to make the challenge possible. <http://www.biotalent.ca>
9. **SMALL BUSINESS HR SUPPORT AND TRAINING.** The **Asia Pacific Gateway Skills Table Training Fund** connects HR specialists with Gateway employers free of charge to assess training needs, inform them of training programs, provide guidance on appropriate solutions, and offer employee training funding of \$5,000 per employer. This is particularly beneficial for small employers and allows them to tailor training options to meet specific needs. The program also provides additional HR and training support to participating employers. <http://www.apgst.ca>

10. **HR BEST PRACTICES GUIDE.** The **Bus Council of Canada** launched an innovative **Skilled Trades Commission (STC)** to identify best HR practices for the recruitment, training/education, and retention of skilled trades occupations. The STC brought together members of the federal and provincial governments, academia, labour, and key Industry stakeholders, to establish political, regulatory, and jurisdictional support networks for research and analysis to develop HR best practices. From this work, the Council developed an **HR Best Practices Guide** and an Action Plan that has resulted in: development of a Bus Specific Maintenance Technician Endorsement, web-based Pre-Employment Education Program, Career Pathway Management Program, Generic Accredited Training Program, and National Occupational Standards for Trainers/Instructors. <http://www.buscouncil.ca>
11. **ESSENTIAL HR TOOLS AND TEMPLATES.** The **Bus Council of Canada** has also developed a **Workforce Planning Model** tailored to each sub sector of the industry. Some of the effective tools include: Templates, Best Practices Guide, Supporting Tools and information in both French and English. These tools were developed based on a recent sector study that showed the aging workforce, succession planning, increased representation of women and visible minorities were major issues in the sector. <http://www.buscouncil.ca>
12. **PROFESSIONAL DESIGNATIONS AND CERTIFICATION.** For over a decade, **ECO Canada** has offered professional designations specifically for environmental professionals and the only designation of its kind in Canada to provide professionals with formal recognition of their unique environmental competencies. Certification is crucial in the environmental sector where green-washing makes it difficult to separate the self-proclaimed experts from the real ones. It demonstrates an individual's professionalism, commitment to the field, and desire to remain on top of current practices. It is also a measure of a professional's competencies against verified standards, which set them apart from others in the industry. <http://www.eco.ca>
13. **ON-LINE COURSES IN ENVIRONMENTAL EDUCATION.** **ECO Canada** partnered with Royal Roads University to develop the Canadian Centre for Environmental Education (CCEE). The CCEE has brought together the best online environmental courses from across the country with 26 Universities and Colleges currently offering their courses as part of the program. More than 700 individuals have participated in the CCEE taking well over 1,000 courses. More than 100 of these individuals have foreign education and experience. <http://www.eco.ca>
14. **CERTIFICATION IN INTERNATIONAL TRADE.** Since 1993, the Forum for **International Trade Training (FITT)** has offered a certification program for international trade professionals to formally recognize their level of skills and knowledge. Through FITT's training programs over 4,000 individuals hold the FITT Certificate, and over 2,500 hold the FITT Diploma. Over 400 practitioners hold the coveted Certified International Trade Professional (CITP) designation. <http://www.fitt.ca>
15. **ONLINE TRAINING FOR PLASTICS.** An online curriculum-training program for Industry specific occupations such as: Injection Moulding, Blow Moulding, Extrusion and/or PET Thermoforming, is being developed by the **Canadian Plastics Sector Council**. Based on the National Occupational Standards, the project will provide training materials and tools that are currently unavailable for the industry, trainers, teachers and students. The key objective of the project is to develop accessible plastics-specific e-learning training programs for those entering or progressing in the plastics industry and to supply appropriately qualified workers to meet the needs of the industry. <http://www.cpssc-ccsp.ca>
16. **AWARD-WINNING HR TOOLKIT FOR SME's.** The HR Toolkit is an award-winning, free comprehensive online resource, developed by the HR Council for the Nonprofit Sector, designed to help managers, employees and board members better understand, address and manage issues relating to HR in nonprofits. Created with small nonprofits in mind the HR Toolkit is positioned as an off-site HR resource with checklists, sample policies,

document templates and case studies. In 2010, resources in the HR Toolkit were downloaded more than 150,000 times. <http://www.hrcouncil.ca>



The Alliance of Sector Councils
L'Alliance des conseils sectoriels

SECTOR COUNCILS MAKE A DIFFERENCE IN TODAY'S LABOUR MARKET

Sector Councils are industry-led partnership organizations that address skills development issues and implement solutions in key sectors of the economy. Sector Councils bring together representatives from business, labour, education, and other professional groups in a neutral forum to comprehensively and cooperatively analyze and address sector-wide human resource issues on a national scale.

The Alliance of Sector Councils (TASC) is the coordinating body for these 37 sector councils and sector-like organizations. TASC's core purpose is to engender a cohesive sector council approach to providing labour market solutions and our mission is to assist sector councils in providing those labour market solutions.

LIST OF CANADA'S SECTOR COUNCILS

The Alliance of Sector Councils
www.councils.org

MEMBERS

Aboriginal Human Resources Council
www.aboriginalhr.ca

Canadian **Agricultural** Human Resource
Council
www.cahr-ccrha.ca

Apparel Human Resources Council
www.apparel-hrc.org

Canadian **Apprenticeship** Forum
www.caf-fca.org

Council for **Automotive** Human Resources
www.cahr-crha.ca

Canadian **Automotive Repair and Service**
Council
www.cars-council.ca

Canadian Council for **Aviation and Aerospace**
www.avaerocouncil.ca

BioTalent Canada
www.biotalent.ca

Motor Carrier Passenger Council of Canada
(BUS)
www.buscouncil.ca

Child Care Human Resources Sector Council
www.csc-csge.ca

Construction Sector Council
www.csc-ca.org

Contact Centre Canada
www.contactcentrecanada.ca

Cultural Human Resources Council
www.cultural.hrc.ca

Electricity Sector Council
www.brightfutures.ca

Environmental Careers Organization of
Canada
www.eco.ca

Canadian Council of Professional **Fish**
Harvesters
www.ccpfh-ccpp.ca

Canadian **Food Processing** HR Council
www.fphrc.ca

Forest Products Sector Council
www.fpsc-cspf.ca

Canadian **Grocery** HR Council
www.cghrc.ca

Information and Communications Technology
Council
www.ictc-ctic.ca

Forum for **International Trade** Training
www.fitt.ca

Mining Industry HR Council
www.mihrc.ca

HR Council for the **Non-Profit** Sector
www.hrcouncil.ca

Petroleum Human Resources Council of
Canada
www.petrohrsc.ca

Canadian **Plastics** Sector Council
www.cpsc-ccsp.ca

Police Sector Council
www.policecouncil.ca

Canadian **Printing** Industries Sector Council
www.cpisc-csic.ca

Canadian **Steel** Trade and Employment
Congress
www.cstec.ca

Canadian **Supply Chain** Sector Council
www.supplychaincanada.org

Textiles Human Resources Council
www.thrc-crht.org

Canadian **Tourism** Human Resource Council
www.cthrc.ca

Canadian **Trucking** Human Resources Council
www.cthrc.com

Wood Manufacturing Council
www.wmc-cfb.ca

PARTNERS

Asia Pacific Gateway Table
www.apgst.ca

National Association of **Career Colleges**
www.nacc.ca

Association of Canadian **Community Colleges**
www.acc.ca

Engineers Canada
www.engineerscanada.ca

Installation, Maintenance and Repair Sector
Council
www.imrsectorcouncil.ca

Polytechnics Canada
www.polytechnicscanada.com

Canadian Council of **Technicians and**
Technologists
www.cctt.ca