



TASC Skills Development Fact Sheet

The Alliance of Sector Councils

Skills Development for SMEs

"Our government understands that being competitive and productive means ensuring that Canadians have the skills and training to adapt to a changing global market...by responding to and addressing changing human resources needs, sector councils help keep Canadians on the cutting edge of the global economy."

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

"Some of the most promising skills and learning initiatives for Small and Medium Enterprises have emerged through sector based approaches, in which intermediary institutions provide or organize the training, and sector bodies or associations that represent companies within a sector oversee the process."

- **Conference Board of Canada**, "The Skills Factor in Productivity and Competitiveness: Sector Councils are Playing a Role", p. 26

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 working to provide skills development for SMEs:

- 1. PARTNERSHIPS TO INCREASE APPRENTICESHIPS.** The **Canadian Steel Trade and Employment Congress (CSTEC)** has, with the support of HRSDC, designed a unique approach to assist small and medium-sized operations, both within and outside the steel industry, in establishing apprenticeship programs. The Congress has helped develop regional apprenticeship committees and consortia that have developed working relationships with workplaces outside the steel industry in steel making communities. These consortia are able to sponsor apprentices directly. This approach has produced 109 sponsored apprentices and expects more than 200 more in the coming year. <http://www.cstec.ca/>
- 2. 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>
- 3. COMPREHENSIVE HR TOOLS WEB SITE FOR BC INDUSTRIES.** The **Asia Pacific Gateway Skills Table** created www.HRwire.ca to place HR tools and resources directly in the hands of B.C.'s small and mid-sized employers. The comprehensive

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website provides sector-specific information for the province's construction, trucking, marine, aviation, rail and security sectors. The site aims to be the go-to resource for Gateway employers to find HR solutions, tools, and timely, topical information related to areas such as legislation, compensation, recruitment, retention, news, and training. <http://www.apgst.ca>

4. **AUTO INDUSTRY TARGETS QUEBEC SME EMPLOYERS FOR HR SUPPORT.** The automotive industry is made up predominantly of SME's. To better reach this segment of the industry, **the Council for Automotive Human Resources (CAHR)** initiated an Enhanced Employer Engagement project, with a concerted communications effort in Quebec, which is yielding positive results. <http://www.cahr-crha.ca>
5. **TRAINING AND ACCREDITATION SUPPORT FOR SME'S IN THE BUS INDUSTRY.** The **Bus Council of Canada** is in the process of developing a generic training template to provide SME's a **cost effective tool** for formalizing and documenting their training programs, allowing them the opportunity to apply for Accreditation and demonstrate that their training meets the National Occupational Standards. <http://www.buscouncil.ca>
6. **OCCUPATIONAL STANDARDS FOR SME POLICE FORCES.** While there are several large police services across Canada, the majority are considered SME's. The **Police Sector Council** has embarked on a far-reaching initiative of developing nationally recognized occupational standards for all ranks/roles in policing, and a national learning and qualifications framework. This an empirically-driven, competency-based system to support the selection, education and training, professional development, and performance management of the challenging skills officers and civilians need to meet the demands of citizens across Canada for safe and secure communities. <http://www.policecouncil.ca>
7. **SUITE OF HR PROGRAMS FOR SME'S IN ENVIRONMENTAL SECTOR.** The bulk of Canadian environmental companies are knowledge-based SMEs. With growing labour shortages and increased competition for people, it is critical that Canadian environmental companies have human resource management strategies that help them recruit and retain the best employees. These companies look to **ECO Canada's** current suite of human resource tools for support. These include: the national ECO Job Board, internship programs, the Environmental Employer of the Year Award, employee engagement surveys and strategies, and programs that help them hire skilled Aboriginal, immigrant and transitioning workers to fill critical labour gaps. <http://www.eco.ca>
8. **PARTNERING AND ONLINE NETWORKING FOR CANADA'S AGRICULTURE SME'S.** The **Canadian Agricultural Human Resource Council** has developed a new tool that consolidates the wealth of information on the hundreds of agriculture associations across the country. www.agriguide.ca, is a bilingual database that contains contact information and a brief description of not-for-profit and publicly funded farm organizations and commodity groups across Canada. This valuable reference tool is a one-of-a-kind, easy to use resource for anyone interested in agriculture, including members of the agricultural community, educational institutions, governments and the media. <http://www.cahrc-ccrha.ca>
9. **ON-THE-JOB TRAINING FOR PRINTING INDUSTRY.** The **Canadian Printing Industries Sector Council (CPISC)** is in the midst of completing its **Print Ready: Building Skills for the Future** package in response to the industry's need for highly-skilled employees in the face of shifting technology and an aging workforce. The package will be released in June and will empower industry employers and employees with the tools they need to create an on-the-job employee-training plan based on the council's national **Skill Standards**. The Print Ready banner also encompasses the council's forthcoming **Certification** program, which will formally recognize employees who meet the requirements of the **Skill Standards**. <http://www.cpisc-csic.ca>
10. **HR TOOLKIT FOR PRINTING INDUSTRY SME's.** Given that 87% of Canadian printing establishments have fewer than ten employees¹ -- and therefore few dedicated HR professionals—the **Canadian Printing Industries Sector**

¹ CPISC HR Study: An Industry Redefined; 2009.

Council is developing an HR Toolkit of resources to build skilled staff, set goals, create positive workplaces, ensure health and safety, and plan and organize for the future. <http://www.cpisc-csic.ca>

11. **SUPPORT TO FOOD PROCESSING INDUSTRY THROUGH REGIONAL NETWORKS.** The food processing industry is vast and diverse, with ten major sub-sectors and thousands of employers. The **Food Processing HR Council** found a unique way to connect with industry stakeholders on a regular basis--through a regional network. Part time individuals provide weekly services to the industry at a regional level. This has enabled the sector council to recruit 500 members, engage 40 employers, develop a database of 8000 contacts and engage in personal visits to more than 120 companies. The new council has also connected and met with all provincial food associations, presented and participated in numerous events, conferences, trade shows, industry working groups, and up-skilled over 4800 people in the past fiscal year. <http://www.fphrc.ca>
12. **KNOWLEDGE MANAGEMENT (KM) AND KNOWLEDGE TRANSFER (KT).** The **Electricity Sector Council (ESC)** recognizes the need for organizations of all sizes within the sector to more effectively harness and use its critical knowledge to improve operating efficiencies, identify future business opportunities and improve overall decision-making. The ESC has developed the Knowledge Management (KM) and Knowledge Transfer (KT) online compendium of tools and resources to provide support to organizations wishing to introduce and/or advance their approach to KM/KT. It is important that organizations in the electricity sector have access to tools and approaches and the experience of others that can be adapted to their unique organizational culture, workforce risks and business strategy. <http://www.brightfutures.ca>
13. **HR CHECKUP.** The **HR Council for the Nonprofit Sector's** free online HR Resource Centre includes a suite of HR Management Standards; a comprehensive HR Toolkit featuring practical tools, information and downloadable resources; and the innovative and interactive HR CheckUp, an online self-diagnostic tool that allows nonprofits to evaluate their overall HR Health. <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