

BUILDING ONTARIO'S
HIGHLY
SKILLED
WORKFORCE

PRIORITIES AND PROGRESS



01

To provide an overview and context for the Highly Skilled Workforce Expert Panel

02

To provide an overview of the government's development of the Highly Skilled Workforce Strategy and how the strategy fits into the education and skills plan

03

Role of the Planning and Partnership Table in Ontario



PURPOSE & OVERVIEW

CONTEXT

Building Up Ontario's Workforce In The Age Of Disruption

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The impact of technological, demographic and socio-economic disruptions on business models will be felt in transformations to the employment landscape and skills requirements. Not addressing such issues may come at an enormous cost for businesses, individuals, economies and societies as a whole.

– World Economic Forum, 'The Future of Jobs'

Minister Matthews' November 2016 speech emphasized the need to take advantage of innovation opportunities, while promoting an inclusive economy:

"Ontario is operating in a disruptive economic environment that the World Economic Forum has called 'The Fourth Industrial Revolution.'

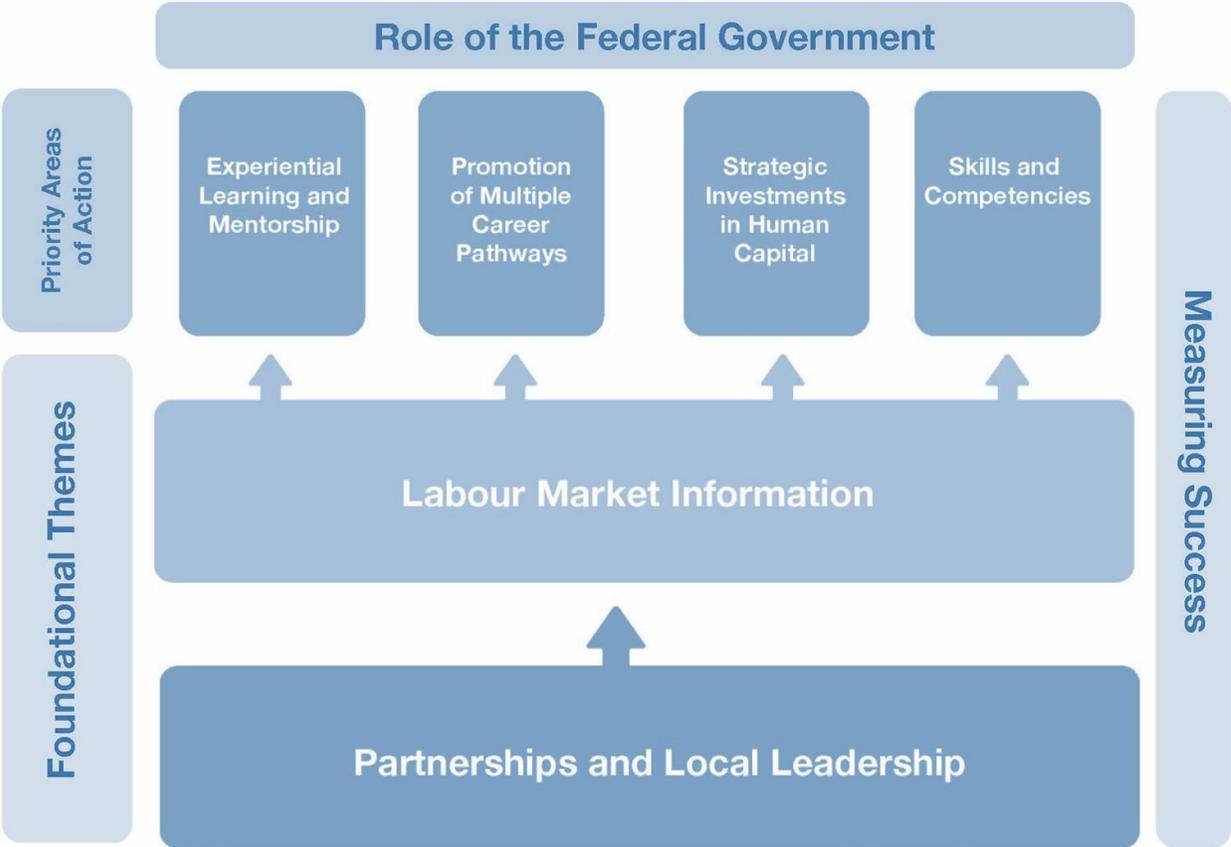
While many of us are poised to succeed and are excited about the opportunities in the age of disruption, others are worried that they are not part of it—that they are missing out.

As a government, we have chosen to roll up our sleeves and help people from across the province adapt to the challenges that we're facing now—and the challenges that we're going to face down the road.

We have chosen to focus on the opportunities—opportunities to thrive in the new economy by building up our greatest strength—our people."

PREMIER'S HIGHLY SKILLED WORKFORCE EXPERT PANEL

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- Ontario appointed a Highly Skilled Workforce Expert Panel to develop an integrated strategy to help the province's current and future workforce adapt to the demands of a technology-driven knowledge economy.
- The government received the Panel's report and accepted all 28 recommendations in June 2016.

Key Recommendations



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- Creating a **Planning and Partnership Table** to bring together employers, educators, government and others to guide implementation of the strategy and develop actionable solutions on talent and skills.
- Developing a provincial **Labour Market Information Strategy** including a digital labour market information website.
- **Expanding experiential learning** so that every high school and postsecondary student has at least one opportunity before graduation to participate in this hand-on-learning experience.
- Promoting **Multiple Career Pathways** (including non-traditional fields) by improving guidance and career education, exposing K-12 students to science, technology and engineering, and other measures.
- Investing in **Human Capital** through measures aiming to increase employer-driven workplace training.
- Developing **Skills and Competencies** through training focused on the needs of the labour market, and by shifting focus from credentials to needed skills.



HIGHLY SKILLED WORKFORCE STRATEGY

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- A multi-year initiative to build on our education, training and skills system and help learners, workers and jobseekers adapt to the new economy.
- Responds to recommendations of the Premier's Highly Skilled Workforce Expert Panel.

PARTNERSHIPS AND LOCAL LEADERSHIP

Focus on connecting employers, labour, K-12, postsecondary, government and other partners



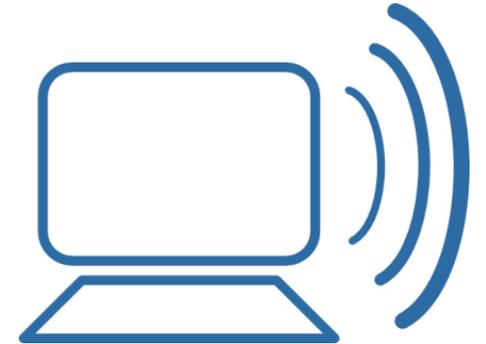
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Supporting partners to drive local success and develop talent for the innovative industries of the future while creating opportunities for everyone.

- ***Creation of the Planning and Partnership Table***
- ***Establishment of the new Highly Skilled Workforce Division within the Ministry of Advanced Education and Skills Development***
- ***Creation of a new HSW Demonstration fund may also provide opportunities***

IMPROVING LABOUR MARKET INFORMATION

Focus on improving quality and timeliness of local information to support students and jobseekers.



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Equipping all Ontarians
*with better information to
find and choose careers.*

- *A Labour Market Information Action Plan with a refreshed website.*
- *Re-launching Ontario Job Futures as a career exploration tool, and introducing new and relevant LMI content and functionality.*
- *Extending Local Employment Planning Council pilots.*
- *Taking a leading role with the new national Labour Market Information Council to be located in Ottawa.*

EXPANDING EXPERIENTIAL LEARNING

Focus on connecting youth to careers through meaningful, high quality experiential learning opportunities.



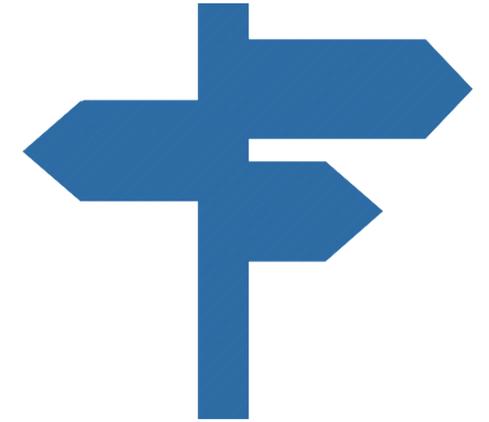
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Kick-starting careers for youth with a target of creating experiential learning opportunities for all K-12 and PSE students.

- ***A Career Kick-Start plan that includes:***
- *Investing to support more experiential learning opportunities for K-12 students including through the Specialist High Skills Majors program.*
- *A Career-Ready Fund to help universities, colleges, and employers create work-related learning opportunities for students and new grads*
- *Industry-led research internships through Mitacs and Talent Edge programs.*
- *Giving all college and university students access to high-quality, skills-focused online learning through Lynda.com.*

PROMOTING MULTIPLE CAREER PATHWAYS

Focus on supporting students and educators to improve career education and life planning.



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Enhancing career and life planning support for K-12 students to understand career options including in science, math, tech and non-traditional fields.

- ***Bringing together partners to begin the modernization of the apprenticeship system.***
- ***Launching and partnering with employment councils and workplace associations on a five-year, province-wide professional learning plan Deeper Conversations on Education and Career/Life Planning as well as piloting learning modules on financial literacy, digital literacy, career planning and entrepreneurship as part of renewing the Careers Studies course.***
- ***Enhanced supports for teaching and learning practices that increase K-12 students' exposure to science, mathematics and technology fields.***

INVESTING IN HUMAN CAPITAL

Focus on employers leveraging partnerships and successful models and better outcomes for jobseekers.



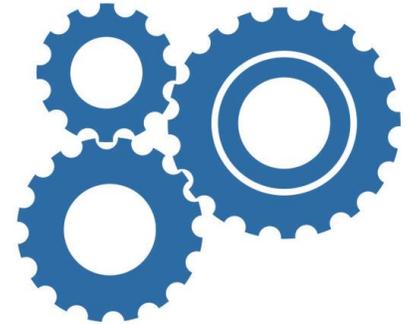
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Piloting and renewing employment and training programs while expanding successful employer-led models to human capital development.

- *Renewing key employment and training programs that support workers and employers (e.g. Second Career & Canada-Ontario Job Grant).*
- *Piloting approaches to career laddering programs.*
- *Looking for opportunities to ‘franchise’ or spotlight successful employer-led training models.*
- *Piloting a new sector-focused workforce development program to support partnerships between employers and employment and training providers, to develop a pool of job-ready, skilled workers that meet their workforce development needs.*

DEVELOPING SKILLS AND COMPETENCIES

Focus on educators, employers and learners to improve skills and competencies and describe them in a more common framework.



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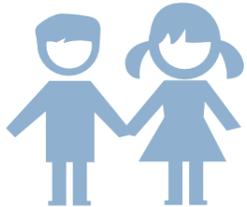
Investing in adult education and development common competency frameworks to focus on skills that are essential for everyday life and careers.

- ***Enhanced investments in essential skills and a more seamless adult education system.***
- ***Supporting programs to improve contextual workplace literacy.***
- ***Building on national and international work to develop a skills and competency framework to support jobseekers, employers and educators to “speak the same language.”***

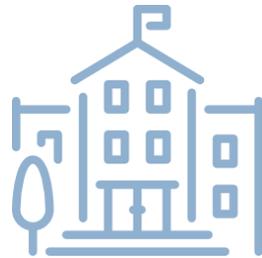
ONTARIO'S EDUCATION AND SKILLS PLAN

The Province's Framing on a Education and Skills Narrative

Ontario's Education and Skills Plan includes all Ontarians – from child care and early-years programs getting more children off to a positive start in their education and making life easier by providing working families with quality, affordable care to supporting Ontarians displaced or seeking essential skills training or upgrading.



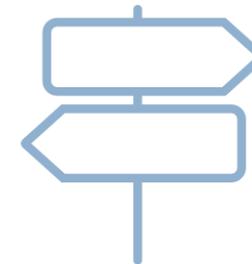
Early learning and child care – with 100,000 new spaces



Building on Ontario's world-leading K-12 education system



High-quality, accessible postsecondary education – with OSAP helping low-income students go to college or university, and quality education



Helping youth and newcomers find their first job and career – through clearer student pathways, experiential learning and youth jobs programs



Supporting displaced workers and lifelong-learners – through adult education and essential skills training, and Second Career

DISCUSSION

TALKBACK WITH THE SERVICE DELIVERY ADVISORY GROUP

01

Information Sharing

- As leaders in the Employment Ontario network, what questions regarding HSW are being asked most frequently by your peers?

02

Implementing HSW

- From the perspective of your areas of expertise, what do you see as the greatest challenges and opportunities for implementing HSW?

03

HSW On the Ground

- Can you highlight specific activities or initiatives in your geographic or business communities that support the province's HSW vision?

04

Employer Engagement

- What challenges do your organizations face in partnering with employers on skills and training initiatives that address their specific needs?