



TASC Skills Development Fact Sheet

The Alliance of Sector Councils

Up-Skilling for the Jobs of Tomorrow

"Increasingly, the prosperity and potential of nations are measured by the depth of their scientific and technological expertise. Canada is no exception. And Canada cannot be an exception. To succeed and stay competitive in the global economy, we must invest in the people and in the ideas that will produce tomorrow's breakthrough biotechnology, pharmaceutical godsend, or telecommunications wonder."

- The Right Honourable Stephen Harper, Prime Minister of Canada, July 2010

"Sector councils have the added advantage that they embody the principles of partnership by bringing together business, labour and learning stakeholders to share ideas about human resources and skills issues and implement solutions for the betterment of the sector."

- Conference Board of Canada, 2005

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 employers and job-seekers prepare for the jobs of tomorrow:

- 1. PILOT PROJECT PARTNERSHIP WITH SCHOOL BOARD.** A four-year pilot project between several sector councils and the Toronto District School Board in Ontario as well as the federal and provincial government focuses on job-readiness of high school graduates. This project integrates the ways in which sector councils can collaborate, develop essential skills, provide workplace experiences for students, offer enhanced career and labour market information, and develop sector and industry classroom resources. Partnerships are in the works for other school boards.
- 2. EXPLAINING SUPPLY CHAIN SECTOR TO STUDENTS.** Many people could not name one job in the Canadian Supply Chain sector. In order to raise awareness of the myriad of job opportunities in this sector, the **Canadian Supply Chain Sector Council** partnered with Junior Achievement Canada to deliver supply chain career information to students across Canada. Employees within the sector volunteer to speak at a local Junior Achievement event or as part of the local Junior Achievement program and inform young people about job opportunities. <http://www.supplychaincanada.org>
- 3. PARKS CANADA INTERPRETERS GET SECTOR COUNCIL CERTIFICATION.** Earlier in 2010, the **Canadian Tourism Human Resources Council (CTHRC)** and **Parks**

Funded by the Government of Canada's Sector Council Program



Canada announced that Heritage Interpreters throughout Parks Canada will undertake a nationally recognized certification called *emerit*. Parks Canada employees will pursue Professional Certification as Heritage Interpreters, gaining the highest industry recognized credential for tourism workers in Canada. CTHRC has also developed partnerships with Skills Canada and the Art Institute of Vancouver to promote skilled trades, professional certification through *emerit* and careers in the tourism industry in Canada. <http://www.cthrc.ca>

4. **MINING-SPECIFIC ON-LINE HR COMMUNITY.** **MiHR Innovate** is the first Canadian mining-specific HR community. An online collaborative platform for sharing knowledge and effective HR initiatives, MiHR Innovate was developed by the **Mining Industry Human Resources Council** in the interest of addressing the HR challenges specific to mining. www.mihrinnovate.ca
5. **ON-LINE TOOL FOR SKILLS TRANSFER IN BIO-ECONOMY.** **BioTalent Canada** partnered with the Canadian Society of Medical Laboratory Science (CSMLS) and industry to identify the transferable skills of a Medical Laboratory Technologists to Laboratory Worker. This and other Bio-economy Skills profiles formed the basis of the BioSkills Transfer Tool. This online tool will help job seekers identify bio-economy skills they can transfer to bio-economy functions such as from traditional manufacturing into biomanufacturing or medical specialists to other bio-economy functions. From here job seekers will be able to start their BioTalent ePortfolio as part of the BioSkills Recognition Program so they may be recognized as BioReady. Employers will then search for BioReady talent in specific functions areas via the new BioSkills Match service. All these services leverage on The PetriDish job bank – both in its functionality and content. <http://www.biotalent.ca>
6. **INTERNATIONAL BUSINESS PROGRAM FOR CANADIAN COMPANIES.** Trade will continue to be a crucial driver of development and a knowledgeable and skilled labour force in **international business** is critical to the future of Canadian economic growth and prosperity. **FITTskills**, a comprehensive international business program is offered in over 60 colleges, universities, cegeps, and private training organizations across Canada that have partnered with **FITT**. The program brings a new level of international expertise to help companies compete in today's global economy and increase Canada's market share of the international economy. <http://www.fitt.ca>
7. **TRUCKING HR TOOLS USED IN EUROPE.** The **Canadian Trucking Human Resource Council (CTHRC)** has such a successful and effective set of curriculum tools and standards that the council is sharing it internationally. CTHRC is working with several European countries looking to establish standards and curriculum to train professional drivers in Europe. They are using CTHRC's resources as a template to model their requirements and programs. <http://www.cthrc.com>
8. **LOW INCOME NEIGHBOURHOOD GETS JOB FAIR.** Johnson Controls Employment & Training, UPS and the **Canadian Supply Chain Sector Council** joined forces in September 2010 to present a job fair for people living in Toronto Community Housing (TCH). More than 160 people attended to learn about supply chain career opportunities and apply for jobs available at UPS. Thirty-two of the attendees were hired for material-handling roles to meet seasonal demand. UPS following their initial temporary assignment retained many of them. Plans are in the works to build upon the success of this partnership. <http://www.supplychaincanada.org>
9. **PARTNERS BUILD AUTO INDUSTRY HR STRATEGY.** The **Council for Automotive Human Resources (CAHR)** is embarking on an ambitious initiative called **Horizon 2015**, to enable CAHR to work with automotive manufacturing employers, the research community, labour, education and training providers, industry associations and all levels of government to develop **a strategy to meet the next generation of labour and skill requirements**. Specifically, the project will assess emerging technology, capacity to respond, develop a skills roadmap, and recommend a strategy for skills development. <http://www.cahr-crha.ca>

10. **OCCUPATIONAL STANDARDS HELP EMPLOYERS.** In 2009, the **Canadian Supply Chain Sector Council** partnered with **Multimodal Logistics Systems** to help that company write job descriptions and test the sector council's new standards. The council completed 15 national occupational standards for supply chain roles which helps employers complete job descriptions, competency profiles and job-performance tools. The sector council plans to work with other companies and use the newly developed occupational standards.
<http://www.supplychaincanada.org>
11. **ACCREDITING BUS DRIVERS IN CANADA. Bus Council of Canada - Certifying an Industry Initiative** – will raise and standardize the skill level of bus operators in all 5 sub-sectors of the bus industry by aggressively promoting the adoption of the council's accreditation and certification programs. This rigorous process involves organization self-assessment; registration for MCPCCC certified evaluators, peer review, Board approval and adherence to a Code of Ethics. In addition the **National Occupational Standards for Driver Instructor/Trainer** – has been developed with the intent to recommend the occupation as a Certified Profession.
<http://www.buscouncil.ca>
12. **TRAINING SUPPORT TO MAGAZINE PUBLISHERS.** Magazine publishers have been severely affected by both the economic recession and the rapid digitization of their industry. The **Cultural Human Resources Council** is undertaking an **occupation analysis of the publishing function** to guide educators and trainers in course development to prepare the magazine publishing workforce. The Council is also developing online courses to help the industry upgrade skills to adapt to the digitization of editorial, production, sales and circulation functions. <http://www.culturalhrc.ca>
13. **SETTING STANDARDS IN THE FILM INDUSTRY.** The **Cultural Human Resources Council** has engaged producers, unions and guilds from across the country to find consensus on set safety and set etiquette standards. In a unique process that brought the parties to the table over several months, the Council oversaw the development of course material that has been accepted by the industry as the basis for what crew need to know and what producers will accept on film sets throughout Canada. <http://www.culturalhrc.ca>
14. **MUSIC HR TOOLS FOR THE NEW ECONOMY.** As the Music industry reshapes itself in the face of new technologies and globalization that are rapidly changing its revenue streams and business models, the **Cultural Human Resources Council** has moved quickly to provide **training to musicians and producers who need new skills**. Through workshops on *Marketing Music in the New Economy*, and on *Rights Management* presented through industry associations, music events and educational institutions across the country, CHRC is ensuring that the music industry has the skills to function effectively and successfully in its new environment.
<http://www.culturalhrc.ca>
15. **COMPREHENSIVE DATABASE OF AGRICULTURE TRAINING IN CANADA.** In order to survive and thrive in today's competitive information economy, and to assist youth, producers, farm managers and other workers in the agriculture sector, as well as those seeking new learning opportunities to find the training they need, the **Canadian Agricultural Human Resource Council (CAHRC)**, developed www.agritalent.ca. Launched in 2009, www.agritalent.ca is a bilingual database that lists more than 1,000 training programs and courses in agriculture offered by more than 200 providers across Canada, including those offered by agricultural associations.
<http://www.cahrc-ccrha.ca>
16. **RELEVANT FORESTRY INDUSTRY CURRICULUM FOR HIGH SCHOOL STUDENTS.** The **Wood Manufacturing Council** partners with high schools across Canada to offer specialized curriculum for students. The curriculum provides core woodworking skills as well as a sub-sector module, which can be selected to match the specific region where the school is located and to match the local employers and the future jobs that may be available. The WoodLINKS program is working in partnership with the Forest Products Sector Council to develop sub-sector

modules for saw milling and pulp and paper to meet the unique demands of the forest industry, and to build relationships. <http://www.wmc-cfb.ca>

17. **MATCHING REQUIRED SKILLS WITH TRAINING IN THE PRINTING INDUSTRY.** Using their national Skill Standards, the **Canadian Printing Industries Sector Council (CPISC)** examined the gaps between actual and required skills of printing employees in nine occupations, and then compared skill shortfalls against available training from employers and educators. CPISC also presented a training-delivery model for the printing and graphic communications industry—based on employees' and employers ideal methods of acquiring new skills— to guide employees on the path to life-long learning and increase the strength of the industry's workforce. <http://www.cpisc-csic.ca>
18. **APPRENTICESHIP TRAINING IN FOOD PROCESSING.** The **Food Processing HR Council** has partnered in a groundbreaking initiative with the new Institute of Food Processing Technology (IFPT) at Conestoga College to deliver a *Level 1 – Food Safety* online training program open to the food processing industry across Canada. This program will be launched in Kitchener-Waterloo in the spring of 2011 and will be accessible to educators, industry and students. <http://www.fphrc.ca>
19. **FOOD PROCESSING RECRUITMENT AND RETENTION.** The **Food Processing HR Council** is creating several tangible and concrete tools for industry stakeholders, which fill a current void of information and support. Tools and initiatives include: a framework for experiential learning, a mentorship program, education community outreach and cultural diversity. Tools will be designed for education, employers and youth. <http://www.fphrc.ca>
20. **CARS ONDEMAND ONLINE TRAINING.** Automotive Repair and service personnel can keep their skills current to meet the demands of new vehicle technologies through CARS OnDemand online training. OnDemand programs consist of two-hour videos with detailed repair and service demonstrations in a real garage environment. Trainees have access to presentations, audio-visual aids, learner guides and quizzes and get immediate results from online testing and can download certificates of achievement. The **Canadian Automotive Repair and Service (CARS) Council** develops the OnDemand curricula to encompass the full range of aftermarket professional development needs, including small business management and technical repair. <http://www.cars-council.ca>
21. **NATIONAL ESSENTIAL SKILLS INITIATIVE.** The National Essential Skills Initiative developed by the **Canadian Plastics Sector Council (CPSC)** in collaboration with The Essential Skills Group Inc. will include an interactive, state-of-the-art bilingual product suite aimed at building workers' Essential Skills in the plastics industry. The new HR program will include Essential Skills Assessment Tools to help firms meet their training, safety and productivity targets. It will feature industry-specific occupational profiles that are unique to each job and will create a customized report detailing the worker's strengths and skill gaps with an objective to design a learning plan that focuses on the worker needs. <http://www.cpsc-ccsp.ca>
22. **VIRTUAL HR DEPARTMENT (VHRD).** A web-based "one-stop-shop of valuable human resources tools, the **Canadian Plastics Sector Council's (CPSC's) Virtual HR Department (VHRD)** is an online suite of essential resources that provide access to templates, policy samples and guides, covering a wide range of subjects such as: Training and Development; Employment Performance; Recruitment and Selection; and Compensation and Benefits. The online program can assist managers to deal with human resources issues more efficiently and effectively, allowing them to focus on managing core operations, and can be customized to the user's specific needs.
23. **CPSC TRAIN THE TRAINER CERTIFICATE PROGRAM.** The majority of training in the plastics industry happens on the shop floor and is delivered by senior technical and supervisory staff. Those employees although very strong in their technical skills might lack the ability to efficiently transfer their knowledge. With this in mind, the

Canadian Plastics Sector Council developed Train the Trainer Certificate Program (TTCP), an on-line delivery system of interactive e-learning modules developed to improve the mentorship/coaching skills of senior technical and supervisory staff in the plastics processing industry. The online curriculum for plastics trainers includes animated demonstrations and videos, practical training templates and occupational standards for plastics trainers. This program will lead to a new National Standard for mentors/coaches within the plastics industry, as well as the creation of a certificate program for recognition of mentors/coaches within the plastics industry.
<http://www.cpsc-ccsp.ca>

SECTOR COUNCILS MAKE A DIFFERENCE IN TODAY'S LABOUR MARKET



The Alliance of Sector Councils
L'Alliance des conseils sectoriels

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.cpsc-cssge.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.accc.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