



TASC Skills Development Fact Sheet

The Alliance of Sector Councils

Solutions for Skilled Trades Shortages

"Canadians need colleges, business, labour and governments to all work together. Partnerships and initiatives like I have mentioned allowed us to weather the economic downturn much better than some other countries. That is why the Government's goal is to create the best educated, most skilled and most flexible workforce in the world."

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

"An imminent labour shortage is a common subject of today's headlines, and the skilled trades will be among the hardest hit. Apprenticeship is a solution, but only if today's youth can be convinced there are viable and challenging career opportunities for those who become certified in their trade."

- **Canadian Apprenticeship Forum**, March 23 2011

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 solve skilled trades shortages:

- 1. LINKING EMPLOYERS WITH APPRENTICES.** The **Canadian Apprenticeship Forum** recently unveiled its new online employer toolkit. It meets a direct need from potential apprentices who said they were discouraged from considering apprenticeships because it took an average seven months to find an employer. The toolkit provides a searchable list of all available supports for employers who hire apprentices as well as interview guides and how to implement mentoring programs. It also highlights the return on investment for apprenticeships across 16 trades. <http://www.caf-fca.org>
- 2. SUPPORT FOR ENTRY LEVEL AND MANAGEMENT SKILLS IN WOOD MANUFACTURING.** The **Wood Manufacturing Council** offers a **Wood Employee Readiness Curriculum** designed for entry-level occupation skills development, recruiting from Aboriginal, new immigrant and disabled communities. It not only provides basic skills and knowledge, but the curriculum incorporates Foundation Skills, Sector Related Skills and Occupation-specific skills. Also from this sector council, employees with management potential and interest are supported through a Management Training Program. The program consists of 200 hours of training in eight online modules, an individual graduating project and a face-to-face session. <http://www.wmc-cfb.ca>
- 3. RETAINING AND HIRING BACK SKILLED EMPLOYEES IN THE STEEL INDUSTRY.** The **Canadian Steel Trade and Employment Congress** has, with the support of

Funded by the Government of Canada's Sector Council Program

Canada

HRSDC, designed an innovative apprenticeship program, the **Workforce Development Initiative**, which both encourages/provides incentives to employers to retain their apprentices as well as incentives for employers that hire back apprentices who were previously laid-off. Between 2009 and 2010, the WDI enabled the recall of 121 apprentices from lay-off and the hiring of 59 new apprentices across Canada, for a total of 180 Red Seal trade apprentices working and developing their careers. <http://www.cstec.ca/>

4. **MOVING WORKERS FROM DOWNSIZING SITUATIONS TO IN-DEMAND JOBS IN OIL AND GAS.** According to the Petroleum HR Council's labour projections, the petroleum industry will be challenged to meet its hiring requirements regardless of industry activity levels. The Petroleum HR Council's **Labour Market Transition (LMT) project** addresses a key issue of downsizing and skills transfer. The project provides information and assessments to petroleum companies about transferability, readiness to transition and mobility of workers from a specific downsizing situation into in-demand jobs. The service also provides accurate information about the oil and gas industry and its careers, recruitment processes and HR practices to the community affected by the downsizing situation. <http://www.petrohrsc.ca>
5. **ONLINE TOOLKIT FOR ATTRACTION AND RETENTION IN OIL AND GAS SECTOR.** The **Petroleum HR Council** projects that industry will need at least 39,000 and up to 130,300 new workers by 2020. The Petroleum HR Council's **Increasing the Talent project** developed an innovative online toolkit to help companies understand and address attraction, retention and workforce development challenges, particularly in "hard-to-recruit" locations. The toolkit includes planning tools, to assist companies in developing long-term recruitment and retention strategies, and implementation tools, to address immediate, on-the-ground HR challenges. <http://www.petrohrsc.ca>
6. **GROUNDBREAKING REPORT ON APPRENTICESHIPS IN AUTO INDUSTRY.** The **Council for Automotive Human Resources (CAHR)** recently released a groundbreaking report: *Advanced Manufacturing Specialty-Skilled Training Models*, which provides tools and models for the industry to invigorate its apprenticeships and prepare for the changes occurring in the sector. CAHR will launch a pilot project that will implement recommendations from this report. <http://www.cahr-crha.ca>
7. **INCREASING SKILLED TRADES IN THE BUS INDUSTRY.** The **Bus Council of Canada** has a program that addresses the current and increasing shortage of skilled trades within the sector. The ***Best Practices for Skilled Trades Technicians*** does this by: providing employers with better LMI on skilled trades and HR management practices; piloting a new certification for bus maintenance technicians; strengthening links for school-to-work or co-op placements; producing and disseminating a print and web-based career pathway guide to assist maintenance managers in developing maintenance shop workers into licensed technicians. <http://www.buscouncil.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-crrha.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.org

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