



TASC Skills Development Fact Sheet

The Alliance of Sector Councils

Providing Key Labour Market Intelligence

“Quality Labour Market Information (LMI) is key to developing a skills and recruitment strategy that will lead to an effective workforce and to greater efficiency and effectiveness right across the workplace.”

- Asset Skills, United Kingdom, 2010

“LMI’s importance to employers, employees, job seekers and learners makes it relevant to the lives of all Canadians.”

- Advisory Panel on Labour Market Information, Final Report, 2009

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 key sector-based labour market intelligence:

- 1. LONG TERM LABOUR SHORTAGE INFO IN TOURISM SECTOR.** Using a macroeconomic model, the **Canadian Tourism Human Resource Council** can report potential labour shortages out to 2025. With industry input, the report is highly accurate and determines the degree to which labour shortages will affect the sector over the medium and the long term. <http://www.cthrc.ca>
- 2. EXTENSIVE RANGE OF OCCUPATIONS AND REGIONS IN ANNUAL CONSTRUCTION FORECAST.** Using a sophisticated model and complex analysis, the **Construction Sector Council** provides an annual forecast scenario that includes an economic outlook, construction investment, and employment demand for more than 31 trades and occupations for 14 regions across Canada over a nine-year period. <http://www.csc-ca.org>
- 3. SETTING STANDARDS IN ENVIRONMENTAL LMI.** LMI is particularly critical in the environmental sector because NOC’s cannot yet fully identify the evolving spectrum of jobs and considerations. **ECO Canada** collects LMI, evaluates the environmental sector and defines environment-related employment. <http://www.eco.ca>
- 4. COMPREHENSIVE LMI IN INFORMATION COMMUNICATION TECHNOLOGY.** The **Information and Communications Technology Council’s** Labour Market Intelligence program provides the most accurate, relevant and timely ICT labour market information in Canada. The information allows industry, government and the education sector to develop the strategies needed to handle future HR challenges by providing a clear, accurate view of current national labour market

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Canada

issues. Additionally, the Council uses this research to shape projects and programs aimed at enhancing Canada's competitiveness in the global ICT labour market. <http://www.ictc-ctic.ca>

5. **EMPLOYMENT FORECASTING TOOL FOR MINING.** To address the looming labour shortage and help industry meet future hiring requirements, the **Mining Industry Human Resources Council** has launched HR Forecasts (www.mininghrforecasts.ca), a website with an employment forecasting tool and reports containing the most extensive research and analysis on Canada's mining labour market and workforce planning to date. The tool projects changes in employment and hiring requirements over a 10 year period, with particular emphasis on national, regional and occupational needs and generates custom forecasts based on the model and parameters specified reports.
6. **MAPPING TECHNOLOGICAL INNOVATION IN BC.** The **Asia Pacific Gateway Skills Table**, in partnership with the Innovation Group, Transport Canada, is gathering information from key organizations in the Gateway evaluating technological innovation. The information gathered will focus on four areas: current best practices in supply chain and shipping; end to end supply chain technological innovations; focus of current plans for technological innovation; and skills and knowledge needed to meet emerging requirements. <http://www.apgst.ca>
7. **CENTRAL REPOSITORY FOR BUS INDUSTRY HR INFORMATION.** Developed by the **Bus Council of Canada**, the HR Investment and Resource Centre (busgurus.ca or gourousdelautobus.ca) enables bus companies and transit authorities to access centralized information, a multi-media reference library of industry and human resources, relevant best practices and market and business intelligence. This exhaustive knowledge centre contains three in-depth areas: *HR Library*, *HR Onboard*, *HR Tools*. <http://www.buscouncil.ca>
8. **HARNASSING THE INTERNET FOR CALL CENTRE INDUSTRY.** **Contact Centre Canada** has developed an enhanced collaborative website supporting HR business practices relating to knowledge workers and contact centres. The site provides capacity for contact centre employers employees, and job seekers to gather information, participate with online interactive tools, and to communicate with industry through web-based conferencing, discussion forums, participatory libraries and chat capabilities. This site will fill the existing gap in Canadian, sector specific HR information and resources for small and medium-sized contact centres. <http://www.contactcentrecanada.ca>
9. **TOOLS TO IMPROVE PERFORMANCE IN CONTACT CENTRES.** **Contact Centre Canada** has developed a number of tools to improve performance and efficiencies. One is a cost of turnover calculator tool, which supports managers and calculates the total cost of turnover of employees including tangible and intangible costs. The other is a tool to help organizations grade their performance based on Canadian industry benchmarks and provide clarification on how performance can be improved. <http://www.contactcentrecanada.ca>
10. **COMPLETE OVERHAUL OF APPAREL INDUSTRY IN CANADA.** The **Apparel Human Resource Council** has just completed a Labour Market study that concludes the sector has restructured and has 'reinvented itself.' The study highlighted new trends including:
 - the Canadian Apparel industry is growing, and will create up to 12,000 new jobs in the next two years
 - in less than 4 years (2006 to 2010) the industry went from a blue collar manufacturing sector to a white collar service sector where a majority of its workforce now works in products development, customers services and marketing and sales. The Council has developed products and services to help the industry and will be working with SME's (the majority of the industry), to implement them. <http://www.apparelconnexion.com>
11. **THE ELECTRICITY SECTOR COUNCIL'S LABOUR MARKET INFORMATION INITIATIVES.** Following on the success and high industry up-take of our 2008 Powering Up the Future report, the **Electricity Sector Council** is undertaking an update of Labour Market Information for use by Industry. As a highly regulated industry, ESC's

approach of using primary data has been well received (employers and government bodies often use and quote our data), and industry has financially partnered with ESC on this undertaking. As interest continues to grow in the area of renewable energy, ESC is looking to undertake a comprehensive analysis of these sub-sectors and through a labour market information type study, identify the workforce planning needs specific to this area of the electricity business. <http://www.brightfutures.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.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