

Active Labour Market Policy in Canada

Future Challenges and Directions

Saskatchewan Federation of Labour

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Challenges for workers:

- Increased transition and changing skills
- Access to income support for learning
- Access to learning opportunities
- Recognition of learning
- Standards for employment services
- Employment Insurance benefits



Future Directions Needed

- Federal leadership on skills, learning and labour mobility- national standards
- Industry Sector partnerships (including unions) address the needs of our workplaces and communities
- A learning culture is supported with resources to increase access
- Learners receive recognition for their prior knowledge and skills



Industry Sector Partnerships

Employers, employees, government, education and training providers partner to build capacity in:

- human resource planning- forecast needs
- career and skill development
- education-community-industry partnerships
- Aboriginal employment
- workplace learning
- immigration and trade issues
- developing occupational standards /apprenticeships



Industry Sector Partnerships

Will address skill shortages and retirements through a variety of options including:

- workplace learning & development
- distribution of work
- mentorship
- phased retirement options
- pro-rated benefits for part-time workers



Employers of Choice

Employers will address skill shortages through:

- flexible work arrangements
- supportive work environment
- excellent working conditions
- learning opportunities for advancement
- creating a representative workforce
- succession planning



Recognition of Prior Learning (RPL)

The recognition of prior learning maximizes learning resources, speeds up reskilling, and increase utilization of talent,

Immigrants and those in transition will choose employers because they will recognize and value the skills and knowledge that they have.



Learning Culture

Learning will be actively promoted through a variety of venues by the federal and provincial governments.

Incentives for individuals, unions, and employers will be available through a variety of measures to promote training, learning and industry-education-community partnerships.



Learning Culture (2)

Workplace literacy programs, considered the foundation for all other training, will be actively supported by industry sectors (business and labour) in order that services are available for individuals in a variety of delivery modes and locations.



Access to Education

Multi-media learning opportunities will be available for all learners.

Adult education and training in the workplace will be consistently provided across Canada.

Equity seeking groups will have increased awareness of and participation in the labour market.

Community Based Organizations will be supported to provide career services.



Career Education

Students in the K-12 system and Adult Education programs, will have access to career development

This includes:

- having specific outcomes
- choice of delivery models
- portfolio development and
- exposure to a variety of post-secondary options (apprenticeship, education-public, private, vocational, technical, university, entrepreneurial ventures)



Career Education (2)

Career resources will reflect the full range of work options and that they value the full range of occupations- professional, trades, good or services, large or small businesses.

Labour representatives will support youth in their skill learning through Skills Canada competitions at a local, provincial and national level.



Career Education (3)

Teachers and education providers have access to certification in career education, workplace education, prior learning assessment and recognition, partnership building, diversity training, technology use and are provided opportunities to learn about industry sectors and the labour movement.



Success in Education

Policies and entrance criteria, in publicly funded education and training programs, will be examined and clearly articulated with a view to facilitating student access, progress and suitability. RPL options will be clearly identified.

Credit, skills and competencies that are transferable across industries and throughout Canada will be articulated.



Representative Workforce

The participation rate in the labour market will be increased for visible minorities, First Nations, Metis and persons with disabilities, and women in non-traditional occupations.