

Québec's Value-Added Partnership Approach



COMMISSION
DES PARTENAIRES DU
MARCHÉ DU TRAVAIL

Emploi-Québec

- ❖ Québec public employment agency
- ❖ Administers measures under active labour market policy
- ❖ Partners involved in management

Québec's partnership approach: a long tradition

- ❖ 1945 Apprenticeship boards
- ❖ 1969 Vocational training boards (CCRs)
- ❖ 1989 Employment forum
- ❖ 1990 Ongoing labour force conference
- ❖ 1992 Société québécoise de développement de la main-d'œuvre (Québec labour force development corporation)
- ❖ 1997 Commission des partenaires du marché du travail (labour market partners board)

Labour market partners in Québec

- ❖ Commission des partenaires du marché du travail (CPMT)
- ❖ Regional councils of labour market partners (16)
- ❖ Sectoral labour force committees (26)
- ❖ Job entry and retention committees («CIMEs») (2)
- ❖ Advisory committees for target groups with special employment problems (4)

Make-up of CPMT

- ❖ Chairperson
- ❖ 6 labour force representatives
- ❖ 6 employer representatives
- ❖ 3 representatives of community organizations
- ❖ 2 education system representatives (plus an observer from the university system)
- ❖ Deputy Ministers representing the Ministère de la Solidarité sociale and Emploi-Québec
- ❖ Deputy Ministers from other departments (no voting privileges)

Mission of CPMT

- ❖ Set annual priorities in collaboration with the Minister

Examples of priorities for 2001-2002:

- ✓ aging of labour force
- ✓ continuing training policy
- ❖ Approve Emploi-Québec's action plan
- ❖ Prepare and/or approve the financial allocation plan (close to \$1 billion), targets and results.

Mission of CPMT

- ❖ Participate in management of Emploi-Québec
- ❖ Contribute to labour force and employment objectives and strategies
- ❖ Develop continuing training and adopt regulations under the Act to foster the development of manpower training («1% Act»)
- ❖ Manage the Fonds national de formation de la main-d'œuvre («1% Act» fund) -- \$40 million to \$50 million per year

Mission of CPMT

- ❖ Promote and initiate, e.g.:
 - ✓ development of a general framework for skills development and recognition
 - ✓ employer initiative, backed by a consensus, concerning practical research into labour force training problems experienced by small manufacturing businesses, etc.

Make-up and main responsibilities of sectoral committees

- ❖ Joint representation (employer and labour force representatives)
- ❖ Responsibilities:
 - ✓ develop continuing training
 - ✓ identify and meet specific needs with respect to human resource management (workers' needs and needs in terms of workers)
 - ✓ circulate information to businesses and personnel in the sector

Make-up and main responsibilities of regional councils

- ❖ Made up of representatives of the labour force (6), employers (6), community organizations (2), training specialists (4) and government departments
- ❖ Responsibilities:
 - ✓ prepare a regional action plan
 - ✓ define target results and allocate resources
 - ✓ collaborate with regional authorities

Make-up and responsibilities of CIMEs and advisory committees

- ❖ Made up of representatives of target groups and stakeholders who work with this clientele
- ❖ Support and promote labour force and employment development for the target groups
- ❖ Issue action strategy recommendations for Emploi-Québec and the sectoral committees
- ❖ CIMEs also help deploy certain measures, provide training, etc.

Value-added partnership approach

- ❖ Areas of consensus reached at the CPMT have major importance for Québec society:
 - ✓ creation of links between socioeconomic partners
 - ✓ contributions by CPMT's 300 partners

Value-added partnership approach: two examples

- ❖ One of the priorities of the partners is to develop labour force qualification in a continuing training perspective:
 - ✓ by implementing a general framework for skills development and recognition
 - ✓ by working with the government to develop a true continuing training policy

General framework for skills development and recognition

- ❖ Create a flexible infrastructure in order to:
 - ✓ develop skills of employed workers
 - ✓ formally recognize skills acquired by workers through training activities and prolonged experience in a trade

General framework for skills development and recognition

- ❖ Industry empowerment via sectoral labour force committees:
 - ✓ choice of trades based on sectoral needs
 - ✓ development of vocational standards, along with training and skills recognition programs

General framework for skills development and recognition

- ❖ Vocational standards, backed by broad industry consensus, used to:
 - ✓ assess training needs
 - ✓ develop training programs
 - ✓ develop skills evaluation programs
 - ✓ recognize skills that have been acquired

General framework for skills development and recognition

- ❖ Skills recognized by industry
- ❖ Government recognition:
 - ✓ via Emploi-Québec
 - ✓ via the CPMT

General framework for skills development and recognition

- ❖ Adopted in June 2001 by the CPMT
- ❖ Starting in April 2002, implementation of 10 projects involving 2,000 workers



Toward a continuing training policy

- ❖ Need to develop lifelong learning
- ❖ CPMT requested a government policy in 1998
- ❖ Québec government submitted a draft policy in 2001
- ❖ Policy to be adopted in winter 2002

Toward a continuing training policy

- ❖ Policy will enable better structuring and enhanced impact of in-house training, with an annual investment of over \$1 billion
- ❖ Efforts by the CPMT should enable:
 - ✓ better labour force qualification
 - ✓ enhanced recognition for in-house training
 - ✓ integration of the general framework for skills development and recognition into the policy

A consensus to comply with

- ❖ The partners remember when services were delivered by three different agencies: SQDM, Government of Canada and Government of Québec.
- ❖ The partners were closely involved in efforts to adopt the Canada-Québec Labour Market Agreement. There is still a consensus on the need to avoid duplication.
- ❖ The current framework allows for the development of promising initiatives.

... consensus to comply with

- ❖ The current economic and employment situation urgently requires an improvement in labour force training. The partners therefore:
 - ✓ hope to continue the current Agreement
 - ✓ want funding under Part II of the Employment Insurance Act to be increased to the maximum level (additional \$200 million per year)
 - ✓ want to be allowed maximum leeway