



*Training and Skill Development  
in Saskatchewan*

February 22, 2002



1. Saskatchewan Training Strategy  
(STS)

2. STS Evaluation - Key Findings

3. JobStart/Future Skills

- Workbased Training for the Unemployed
- Institutional Quick Response
- Sector Partnerships



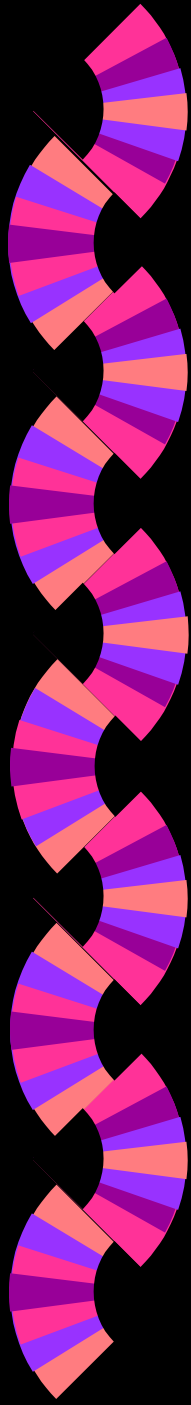
## *Saskatchewan Training Strategy (STS)*

- ◆ Implemented in 1997 as response to federal withdrawal
- ◆ Three key goals:
  1. Develop a skilled workforce relevant to Saskatchewan's labour market
  2. Enhance access and support opportunities for all learners
  3. Develop a coherent, effective and sustainable delivery system
- ◆ Foundation for Canada/Saskatchewan LMDA



## *STS Evaluation - Key findings*

- 1999-00 Evaluation conducted by EKOS Research Associates Inc.
- Key findings:
  1. Partnerships important
  2. Monitoring and accountability foundations laid
  3. Environmental scanning essential
  4. Right range and mix of programs and services



## *STS Evaluation - Key Findings*

- ▶ Key findings continued . . .
  5. Wide satisfaction with delivery of services
  6. Cost effective strategy
  7. Aboriginal labour force development priority
  8. Adequacy of resources
  9. Implement sector wide strategy



## *JobStart/Future Skills*

- ◆ Implemented in 1995 as a response to industry's need for skilled workers
- ◆ Key part of the *Saskatchewan Training Strategy*
- ◆ Three components to the program:
  - Workbased Training for the Unemployed
  - Institutional Quick Response
  - Sector Partnerships



## *Program Objectives*

- The objectives of the JobStart/Future Skills program are to:
  - provide recognized training leading to employment for unemployed Saskatchewan people who need job skills;
  - provide employers with the skilled workers they need to fill new positions;



## *Program Objectives*

- ◆ Objectives of JobStart/Future Skills program continued . . .
  - help industry associations, communities and training institutions to work together to meet training and employment needs specific to industry; and
  - enable public training institutions to respond quickly to industry needs for skilled workers.





## *Unique Features of the Program*

- Access open to all unemployed
  - Significant number of social assistance recipients, EI recipients and Aboriginal people participate in the program
- Partnership model for delivery
  - SIAST, regional colleges, Dumont Technical Institute, industry and department's regional offices
  - Blended federal/provincial resourcing



## *Unique Features continued. . .*

- Credit for workbased training
  - Through SIAST, apprenticeship, industry or learner portfolio



## *Sector Partnerships*

- ▶ 28 different sectors since 1997-98
- ▶ Sector Committees - inclusive membership:
  - business
  - labour
  - post-secondary institutions
  - Aboriginal organizations
  - other relevant stakeholders



## *Sector Partnerships continued . .*

### Results:

- Sustainable sector partnerships
- Informs post-secondary programming (e.g. garment manufacturing training, commercial pilot training)
- Industry-delivered training (e.g. Information Technology)
- Prior Learning and Assessment initiative



## *Evaluation Results (May 2001)*

### ◆ Trainee Profiles

- 59% male, 41% female
- 33% youth
- 28% have less than high school education
- 19% Aboriginal
- 4% people with disabilities
- 29% visible minorities



## *Evaluation continued . . .*

### ▶ Marital Status

- Single, no children - 33%
- Single, with child - 15%
- Couple, no children - 11%
- Couple, with children - 41%

▶ Employment Insurance Recipients - 40%

▶ Social Assistance Recipients - 27%



## *Evaluation: Key Findings*

### ◆ Trainees

- 88% of program participants reported being employed at some point following completion
- 79% of workbased participants remained employed with the original employer for at least six months
- 31% of respondents built on their training received through the program



## *Key Findings continued . . .*

- 17% were on social assistance some point after training compared to 27% before training
- 23% were on Employment Insurance at some point after training compared to 40% before training
- Social assistance recipients have less successful outcomes than the rest of the sample. 50% returned to assistance following program completion





## *Key Findings continued . . .*

- First Nations and Métis are less likely to have successful outcomes when compared to the rest of the sample:
  - 21% report discontinuing compared to 9%
  - 45% did not remain at the job following workbased training compared to 20%
  - 21% did not find work compared to 13%



## *Key Findings continued . . .*

### Employers

- 77% of participating employers had five employees or less
- 57% of employers said the process of determining “credit” for workbased training was acceptable
- 80% of employers indicated that training employees through the program improved the company’s productivity
- 60% of employers were in rural Saskatchewan



## *Key Findings continued . . .*

- 42% of employers indicated training employees through the program helped them expand
- 48% agreed that the program had made them more competitive



## *More Information*

- The JobStart/Future Skills Evaluation Report is available on the Saskatchewan Post-Secondary Education and Skills Training Website:

[www.sasked.gov.sk.ca](http://www.sasked.gov.sk.ca)