

New & Critical Competencies of Employment Practitioners

Facilitating the Future of Work

altitude

FIRST WORK

CELEBRATING 30 YEARS OF YOUTH WORKFORCE DEVELOPMENT

Who Are We?

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Gladys Okine

**Executive Director
First Work**

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I Learned About...

- The Job Loss Cycle
- Employment Assessments
- Group and One to One Counselling
- Information & Resources
- Facilitating Employment Workshops
- Career Action Plans
- Resume Writing and Cover Letters
- Interview Preparation and Coaching
- Job Development
- Labour Market Information
- Government Programs & Community Referrals

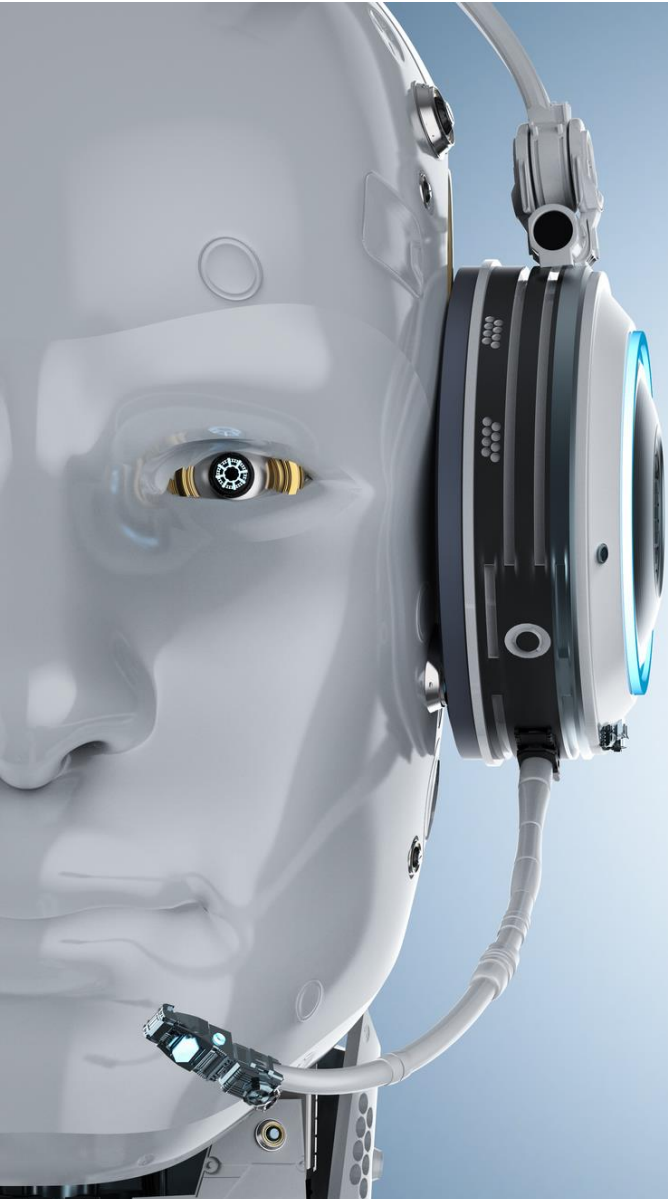


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Fast Forward 2017



Fast Forward 2017



AI & The Future of Work

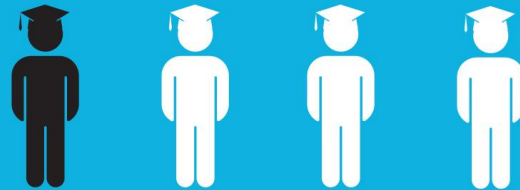
Fast Forward 2017

Growing Skills Gap



Only 1 in 10

Organizations has all the skills
it needs to be successful



Roughly 3 out of 4

students and educators report a
moderate to major gap in their ability to
meet the skill needs of the IT workforce

Figure 2: The outlook among educators and students suggests the current shortage of IT skills could get even worse.

Source: PayScale Inc.

Questions

A person with a red backpack is walking away from the viewer on a dark asphalt road. The road has a white dashed line down the center. In the distance, the road curves upwards and ends in a large, stylized question mark. The background is a cloudy sky.

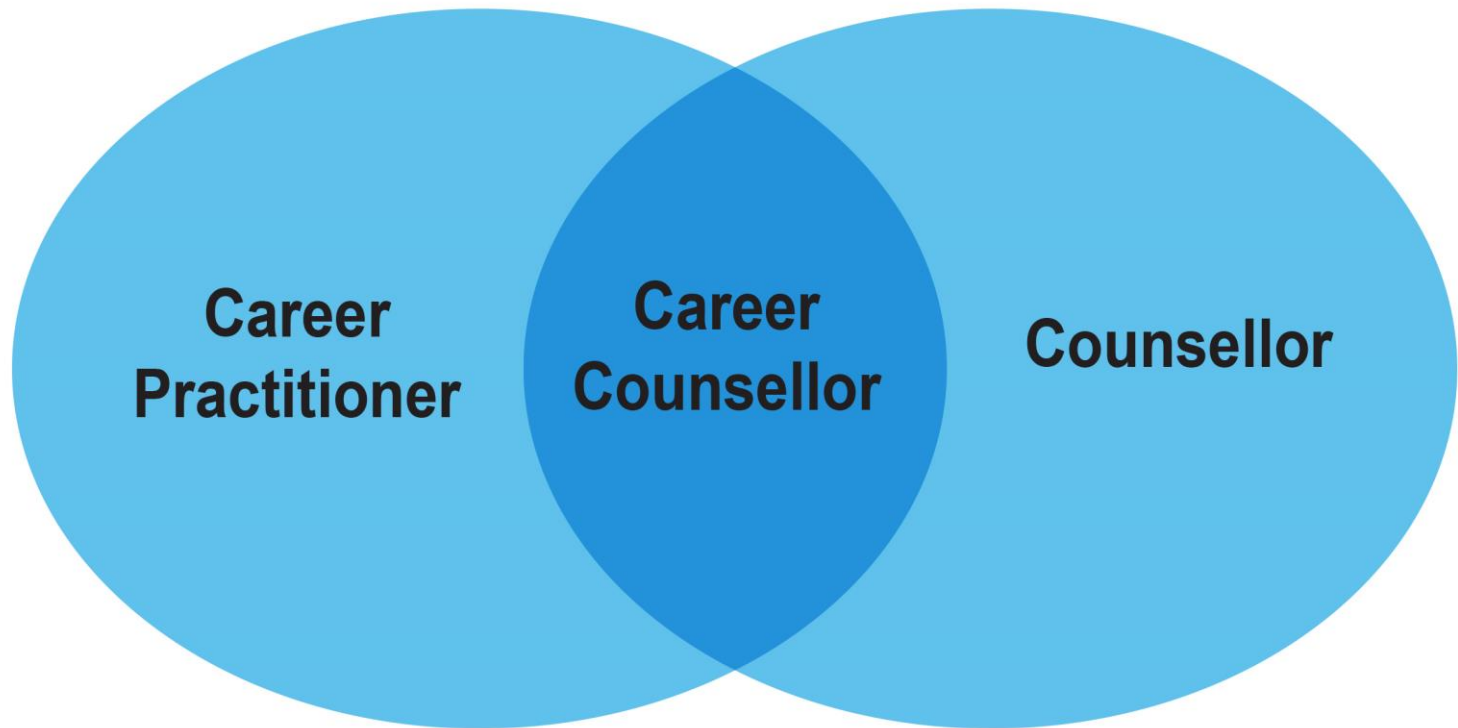
We Often Ask:

Do youth have
the skills
employers need?

We Should Ask:

Do we have the skills
our dual client
model requires?

Current Competencies



Imbalance of Support



What We Are Meant To Do...

2019

Employment Ontario can help you get training, build skills or find a job. We also help employers train their staff and find the talent they need.

Career Focus provides funding for employers and organizations to design and deliver a range of activities that enable youth make more informed career decisions, develop their skills and benefit from work experiences.

- Get the employment skills training and job you need
- Provides employment services and HR solutions to job seekers and employers
- Help you get hired faster

What We Do...

- Walk-in service and assessment
- Group orientation sessions
- One to one counseling
- Resource centre
- Employment related workshops
- Career action plan
- Resume writing and cover letters
- Interview preparation and coaching
- Networking events with employers, industry guides, mentors/guest speakers
- Labour Market Information
- Second Career, Canada Ontario Jobs Grant, Youth Job Link and Apprenticeship



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Labour Market Information
- Second Career, Canada Ontario Jobs
Grant, Youth Job Link and
Apprenticeship , Experience Ontario

2019

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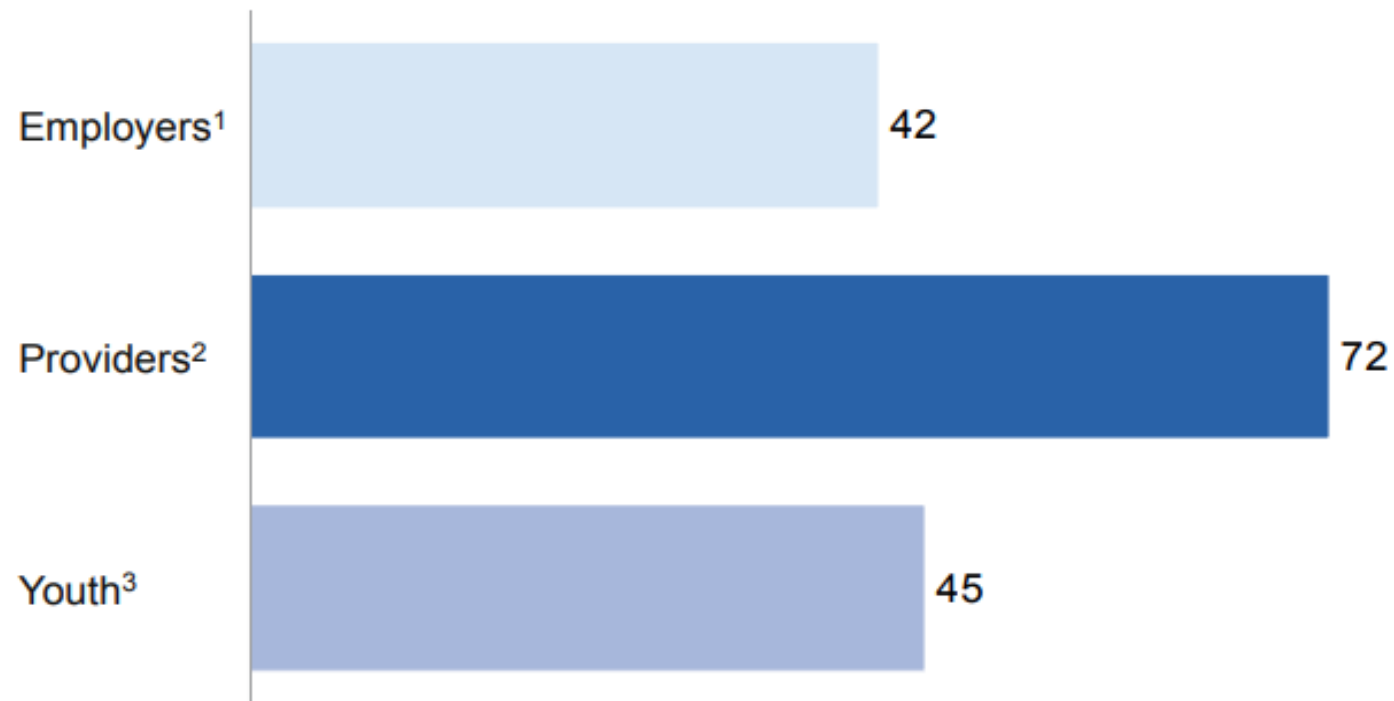
New Skills Competencies

- Skilled at Conducting Employer Talent Needs Assessment
- Understand Employer Training and Development Needs
- Understand Human Resources Cycle & Cost
- Strong Business Networks (Create Business/Stakeholder Advisories for your organization, join Chambers of Commerce, Economic Development Deps. etc)
- Analyse /Forecast Industry Trends – Prepare Cohorts for Placements
- Collaborate and Co-Design Skills Development Programs
- Support Employers with Youth Retention Strategies and Workplace Cultures
- Develop Career Profiles and Career Pathways for Youth
- Negotiate Sector-Wide Partnerships and Private Funding for Programs

Gaps in Communication

Agreement that graduates/new hires are adequately prepared

% of respondents





Employers

Service Providers



Working Together



Education

Youth



Classroom → **Workplace**
In ← **In**
The Workplace ← **The Classroom**

**“I hear and I forget.
I see and I remember.
I do and I understand,”
Old Chinese Proverb.**



Examples of Successful Models:

Manufacturing and Automation - OMLC

Hospitality - OTEC

IT – Code Academy

Workforce Windsor Essex

N-Power



Results of True Collaboration

→ Influence and change employer policies and practices regarding providing entry-level opportunities.

→ Get closer to hire then train protocols.

→ Co-design skills training and job preparation.

→ Build on best practices that strengthen the workforce development system.





- 1. Remember the problem you are trying to solve;**
- 2. Equip staff with labour market relevant skills; and**
- 3. Work collaboratively with all stakeholders to come up with a collective solution that works for everyone.**

Thank You

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