



Building Future Ready Communities

2022 Review



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Introduction

Throughout 2021/2022, Magnet and EnPoint were honoured to bring together leaders, experts, and changemakers from across Canada for the Building Future Ready Communities (BFRC) series. Together, we hosted 13 conversations featuring more than 30 panelists from diverse sectors, regions, and backgrounds.

With voices from post-secondary institutions, community based employment agencies, employers, and industry associations, BFRC served as a platform for insights on topics like:

- Integrating different cultures in the workplace
- Reskilling for greater prosperity
- Exploring opportunities in rural communities

While topics of discussion were diverse, all revolved around a common theme and goal: how can we prepare Canada's communities for the future of work?

Panelists shared success stories and challenges and also highlighted tools and programs that helped advance goals related to upskilling, fostering inclusive workplaces, transitioning students into work opportunities, supporting newcomers, and strengthening capacity for innovation.

While these discussions took place over the course of a year, these insights remain relevant, highlighting important insights and resources for all stakeholders in skills training, career development, policy, and education.

With so many great efforts being led and innovative ideas taking root across Canada, we're proud that BFRC served as a platform to amplify the work being done by panelists. Our hope is that this report will serve as a resource to continue to learn from these discussions, access and connect with the programs and organizations highlighted, and reflect on themes like solving challenges through collaboration and future-proofing Canada's workforce.

Magnet and EnPoint would like to thank all of our attendees, panelists, and hosts who made this series engaging, informative, and inspiring.

The Big Takeaways

BFRC conversations highlighted unique programs and efforts across different regions, but throughout the series, common themes and lessons emerged for supporting a future-ready workforce: diversity and inclusion; collaboration and partnerships; and lifelong learning and mentorship.

In this section, we have highlighted success stories and insights from different BFRC panelists that fall under these themes. By bringing this information together, we hope to encourage more organizations to learn about these programs and even get connected and collaborate with leaders across the country.

Full reports from each conversation are available on the [BFRC website](#). Each contains a full recap of contributions from panelists, a recording of our conversation, and additional resources.





Diversity and Inclusion

While diversity has been demonstrated through research to foster organizational strength, barriers to opportunity remain for job seekers from underrepresented groups. These barriers and a lack of proactive approaches to hiring and retaining talent from equity deserving groups has a negative impact not just on individual well-being but on Canada's economy.

According to IRPP, immigrant underemployment alone costs Canada \$50 billion in GDP every year. In addition, 44% of internationally educated engineers in Ontario are underemployed. Underemployment and precarity extends to other groups such as persons with disabilities, who are left out of the labour market with higher rates of poverty, up to 200 times more for those with severe disabilities. These are just two examples of groups being left behind. Women in specific sectors, international students, and Indigenous persons all face unique barriers that can only be removed by unique approaches.

Panelists across different sessions cited a need to reduce barriers to employment for newcomer populations and build Canada's reserve of newcomer talent. Currently, according to the Conference Board of Canada, "Canada lacks a strategy to coordinate between granting study permits and selecting international students for immigration." With a fragmented system, and different rules across provinces, international students often face uncertainty and a difficult transition from student to permanent resident, resulting in a loss of talent and potential for them and for Canada.

Panelists across the BFRC series acknowledged the need for Canada to rely on two key fronts when it comes to building an inclusive future of work: building pathways for diverse talent to enter and remain in Canada and building partnerships to recognize the unique barriers that different groups face and implement programs that support more diverse hiring and retention.

The IRPP adds that partnerships between immigrant employment councils and intermediaries like industry associations and community service providers can focus on training individuals for in-demand skills and work with employers to develop appropriate programming.

The same principles can and should be applied to other groups confronting barriers, such as persons with disabilities. Panelists argued that employers and educational institutes can work together to provide persons with disabilities with skills training, competencies, and credentials to transition into new opportunities.

- **Nunavut:** SOI Foundation's [Expedition to Community \(E2C\)](#) program is a community based youth program across Inuit Nunangat. E2C worked with youth in the community to design programs for other youth in the community. Through inspiration, training, mentoring, and financial support, Local Community Coordinators and Local Youth Councils are given the tools to engage youth, elders, and key community leaders. The success of the E2C program inspired other communities to engage youth in developing digital literacy without having to leave their communities.
- **Yukon:** One of the challenges we face is retaining international students in our provinces and in our workforces. [EduNova takes an iterative approach to continue to learn, to listen, and to try to meet students where they are.](#) It is important to not only listen to students, but to also engage them in a number of diverse ways to be able to capture their attention and effectively provide them with the information that they need.
- **Nova Scotia:** Design program supports that allow for full participation of members from marginalized communities and ensure that people can see themselves being a part of programs/initiatives/etc. Consider, "nothing for us, without us" as the future of work requires co-determination and co-creation of solutions.
- **British Columbia:** The pandemic has shed light on the importance of understanding the diverse voices of Canada. [Brainstorm's Research and Insights look into various workplace topics](#) such as: How do we understand the needs of different individuals? How do we work better with and support these individuals? How do we make our workplace more attractive? How do we make our workplace more inclusive



Collaboration and Partnerships

Across BFRC discussions was an acknowledgement that work and education have not been siloed for some time and are only becoming more intertwined. Workers can expect to change roles and even sectors several times in their career and in doing so will be required to upskill and reskill constantly. Without the opportunities for ongoing learning, another theme that emerged in these discussions, job seekers will risk losing opportunities and employers will not be able to keep up with change.

Indeed, [research from the Public Policy Forum](#), citing McKinsey, estimates that 14% of the global workforce will need to reskill or change jobs in the coming years. Currently, when it comes to non-formal training that might allow for job transitions, Canada lags behind its OECD counterparts, which spend an average of 0.13% of GDP on upskilling/reskilling, whereas Canada only spends 0.07%.

Compounding the need to support transitions through upskilling is the fact that Canada is facing a significant demographic shift [with 1 in 5 workers headed toward retirement](#). Businesses will not just need to start hiring for immediate needs, but also to hire in advance by putting succession plans in place and building dialogue with educational institutions to provide appropriate training so graduates are workforce ready.

Canada's current labour market presents a complex picture in which one organization or sector can't solve major challenges on its own. With the country facing a succession crisis and significant labour shortages, educators and industry need to work together to ensure employers can hire people with the right skills.

Across BFRC, we learned about various programs that leveraged the combined efforts of post-secondary, community organizations, and employers to produce better outcomes for both job seekers and businesses.

Panelists consistently highlighted two key areas in which partnerships could address the challenges of reskilling as well as labour shortages: mentorship and work integrated learning. While these strategies don't provide comprehensive solutions to these very complex challenges, participating organizations saw significant success in unlocking opportunities for job seekers and filling roles in key sectors within their region.

Mentorship in Canada has been successful as a career investment for both youth job seekers and employers. Mentorship doesn't just have to be for youth, but can also act as a mechanism to connect recent graduates and job seekers from underrepresented groups to learning and networking opportunities with industries of their choice, as seen in the example of Crown Mentorship.

In addition, large-scale work integrated learning programs funded by the federal government and delivered by partners across the country supported the strategic placement of students in work opportunities that allowed them to combine academic training with relevant industry experience.

In both cases, programs were underpinned by partnerships between various stakeholders like employers, community organizations, post-secondary institutions, and government, all working to a common goal of filling key labour market needs to the benefit of both job seekers and employers.

- **Ontario:** Creating and leveraging partnerships where there is a shared purpose can build sustainable change for all; “If we bring people together we can do amazing things. The Student Work Placement Program helps students secure work integrated learning opportunities. With lockdown procedures introduced in early 2020, there was a lot of uncertainty in post-secondary institutions and with students in terms of meeting co-op requirements to graduate. However, seeing RBC move their large workforce remotely and still commit to onboarding students, created a “If they can do it, then we can do it” mindset, resulting in Magnet rethinking their models to better support SMEs in continuing to hire through the SWP program. Working with the government, national co-op association, CEWIL Canada, and RBC, who reached out to SMEs in their network, 18,000 student placements successfully received wage subsidies.
- **Quebec:** One of the highlights of the conversation was that a future ready community must be ready to engage in all spheres of a person’s life (i.e., family, school, work, social activities). It is important to assess and take into consideration the needs of everyone, including those of marginalized populations when implementing new programs and initiatives. Inclusion and diversity are key in creating future ready communities.
- **Manitoba:** Mentorship is a way for each of us to do just that while also creating a space that bolsters (job seeker, student, employee) self confidence and helps them build a network of support. Mentorship positively impacts career growth and development. [Crown Mentorship](#) has worked on changing the mindset that only mentees benefit from a mentorship relationship. They have seen success in shaping programs in a way where both mentees as well as mentors benefit and grow from a mentorship relationship, and in that growth are able to give back and add value to their own organizations and communities.



Lifelong learning

The commitment to futureproofing a workforce requires the commitment to lifelong learning from all participants. When we're working with a multi-generational workforce and also with the rapid evolution of technology, we need the ability to question what we know and the humble confidence to challenge our existing understanding. Employers and communities should continue to foster and nurture the workforce's sense of inquiry and encourage a life long learning mindset.

[The World Economic Forum has already warned](#) that countries need to embrace the future of work as a matter of constant reinvention and normalize learning for all, specifically prioritizing just-in time and self-directed learning. These types of learning can coexist alongside work and allow individuals to adapt to coming changes without disrupting careers. In particular, social and emotional skills will have to be prioritized.

[RBC's Humans Wanted Report](#) also echoes the claims of Mckinsey outlined above by noting that more than 25% of jobs will be disrupted by technology in the coming decade, radically changing the nature of work and the skills workers will need as these shifts transform existing roles and create new opportunities. The report also warns, "Canadian

employers are generally not prepared, through hiring, training or retraining, to recruit and develop the skills needed to make their organizations more competitive in a digital economy."

Outlining the skills that will be needed in the midst of these changes, [the government of Canada also highlights](#) areas like creativity, innovation, adaptability, and problem solving. These skills necessitate lifelong learning, as they relate less to the completion of single tasks and more to understanding one's environment and being ready to solve new challenges using different tools at any given moment.

According to a panelist from our New Brunswick webinar, "Employers are seeking people who can apply creativity and innovation skills to their work in increasingly diverse settings and come up with new solutions or approaches to tackling challenges."

Panelists spoke positively of ongoing learning partnerships to support microcredentials as a means of quick, self-directed learning among the current workforce. [The Future Skills Centre has also explored the possibility of microcredentials](#) as part of educational options that can be made available to learners at all stages of their careers. Various pilot programs have explored how employers and educators can collaborate on microcredentials to equip learners with recognized and applicable skills.

Ongoing investment in employee training can also represent a major win for employers. As reported by the Conference Board of Canada in [Canadian Human Resources Benchmarking: Investing in Employee Training and Development](#), "94 per cent of employees would stay with a company longer if their company invested in their career development," whereas, in contrast, 37 per cent of employees "would consider leaving their organization if training and development were not offered."

- **New Brunswick:** Given that a number of future jobs do not exist yet, a focus on skill development and maybe less on earning diplomas and certificates, seems relevant. Volunteering and work integrated learning can be a great way to develop and/or improve skills like critical thinking and collaboration – important skills to have in future jobs. An example of this is the [Future Link program](#), where organizations have been able to leverage meaningful support in the form of an intern during a critical time for their business. Not only are employers benefiting through Future Link, but so are student interns who get to experience eight different projects working with different businesses, their teams, and workplace cultures.

- Prince Edward Island: In partnership with Holland college in PEI, [CASTL delivers a Reskilling Program which is in its third cohort](#). The program has been designed, developed, and delivered for adults who are unemployed, under employment, or in mid-career transition. The Reskilling Program introduces learners to a variety of topics designed to provide the knowledge and skills needed to start a successful career in the bioscience industry.
- **Alberta:** [ICTC's iAdvance Pathways](#) provides career coaching and accelerates the employment prospects for internationally educated professionals (IEPs) that are unemployed and underemployed in Canada, while simultaneously helping Canada's industries accelerate their digital advantage, and further expand their employment prospects.
- **Northwest Territories:** A huge knowledge base will soon be leaving the workforce; one [in five working adults is now nearing retirement](#). We need to build relationships with these professionals, whether in the form of mentorship, apprenticeship, or other, so that learnings, experiences, and skill sets can be passed on to different generations to help them prepare for the future.
- **Newfoundland & Labrador:** Genesis has advanced the conversation on equity, diversity, inclusion and belonging. As an example, their [Start-Up Visa](#) program attracts high growth potential startups around the world to launch and develop their businesses in Newfoundland and Labrador. Genesis' [Women in Tech](#) program focuses on retention of women in the sector- nurturing role models and using mentorship. The program has resulted in the growth of representation of women founders from 0% to over 30% in three years.

Individual Webinar Highlights

- 13 webinars hosted by each province and territory
- 30+ experts and leaders from across Canada
- Breaking down silos and building up dialogue
- Preparing Canada's communities for the future of work



Stronger Together: Breaking silos to support job seekers and employers (New Brunswick)

Background & Panelists

Silos create a segregated work culture reducing productivity and create challenges for employers and job seekers. Leaders at this seminar shared their experiences breaking down these barriers to support economic recovery for all on the heels of COVID-19.

This event brought together New Brunswick leaders who shared their organizational and personal learnings and initiatives to break down silos.

This event featured panelists:

- Rachel Brown, Director of Post-Secondary Relations, Department of Post-Secondary Education, Training and Labour, Government of New Brunswick, [Future NB | Avenir NB | Future Wabanaki](#),
- Stephane Sirois, [Future Link](#) Program Coordinator, [Chamber of Commerce, Greater Moncton](#),
- Kirsten MacLellan, Business Support Intern, Fredericton Chamber of Commerce, and Student, St. Thomas University
- Kenza Bennouna, Financial Advisor and Recent Graduate, Collège Communautaire du Nouveau-Brunswick (CCNB)

Key Takeaways

What stood out throughout the discussions was the importance of understanding that we all have a role to play in building future ready communities and that we must take action, no matter how big or small. It is our job to find ways to do that by looking at the existing gaps, examining things that may be uncomfortable and understanding that there really isn't any other choice other than to evolve and build a future of work that we can be proud of.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- Jesse Itzler's ['Build your life resume'](#)
- [Covid-19 Breaking Down Silos In Companies](#)
- [Cross-Silo Leadership](#)
- [The Chief Reinvention Officer Handbook: How to Thrive in Chaos](#) from Nadya Zhexembayeva. This book explains the importance for organizations/employers to reinvent themselves every three years to survive and thrive.
- Employment and Social Development Canada's [Skills for Success](#) report
- [Future NB | Avenir NB | Future Wabanaki](#),
- [FUTURE LINK](#)

Creating a "Future of work" for all (Nova Scotia)

Background & Panelists

[Study after study](#) has demonstrated that building diverse teams contributes unique insights, improves problem-solving, and enhances employee engagement. There is mounting information proving that we have work to do to reduce employment and training barriers faced by marginalized groups, youth, front-line workers, among others that have been further exacerbated by COVID-19.

This event featured panelists:

- Matthew Martel, Chief Operating Officer, [Black Business Initiative](#)
- Jill Provoe, Executive Director, Human Rights, Equity and Inclusion, [Nova Scotia Community College](#)
- Dr. Devan Kronisch, Head of Diversity, Equity, and Inclusion, [Proposify](#)
- Jess Popp, Manager of Engagement and Partnership, [Centre for Employment Innovation, St. Francis Xavier University](#)

Key Takeaways

Creating a future of work for all is a multi-stakeholder, multi-year, multi-pronged approach; it is complex and ongoing. There is value in learning from each other by sharing resources, information and stories about our wins and the set-backs, and in humbly recognizing that we all have a role to play in ensuring that the future of work has space for all members of Canadian communities. Take the advice and counsel of our panelists, never stop asking questions, and continue the conversation and initiatives to build future-ready communities.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [The Diversity Employment Network](#)
- [What does my headscarf mean to you? | Yassmin Abdel-Magied](#)
- [How blind auditions help orchestras to eliminate gender bias](#)
- [Improving workplace culture through evidence-base diversity, equity and inclusion practices](#)
- [Anti-Racism Daily](#)
- [Hofstede Insights](#)
- [Transitioning Employers: A survey of policies and practices for trans inclusive workplaces](#)
- [Black-owned Business Directory](#)
- [Addressing Economic Racism in Canada's Pandemic Response and Recovery](#)
- ["The Inclusive Mindset: How to Cultivate Diversity in Your Everyday Life" by Justin Jones-Fosu](#)

De-mything "soft skills (Northwest Territories)

Background & Panelists

[McKinsey & Company's global survey on reskilling](#) reported that the proportion of companies addressing empathy and interpersonal skills doubled in 2020, while [Deloitte predicts](#) that soft skill-intensive occupations will account for two-thirds of all jobs by 2030.

Yet soft skills have been undervalued or overlooked, and are still surrounded by myths. Panelists shared their experience about the importance of "soft skills" and the value of investing in developing them.

This event explored those questions and featured panelists:

- Jennifer Phillips, Executive Director, [Northwest Territories Chamber of Commerce](#)
- Dr. Kerry Lynn Durnford, Program Head, Bachelor of Science in Nursing (BSN) and Post-BSN, [Aurora College](#)
- Erika Hildebrand, Partner, [Venor](#)

Key Takeaways

A key takeaway from the discussion was that while people think "soft skills" are easy to learn, they are actually "hard skills". Relationship and communication skills are difficult to learn, yet they are foundational skills needed in every industry.

Our panelists also discussed the importance of lifelong learning to think and do things differently than how you have done in the past, and of being vulnerable and self aware to better understand what you are lacking and how you can grow yourself and build valuable skill sets.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Personal Support Worker Program](#)
- [Shop Local Campaign \(#ShopNWT\)](#)
- [Folk on the rocks festival – Volunteer opportunity](#)
- [Skills 4 Success](#)
- [Massive Open Online Courses \(MOOCs\)](#)
- [The Northwest Territories Health and Social Services Authority \(NTHSSA\)](#)

Technology Disruption in 2021 + Beyond: What does AI, Machine Learning, and Big Data really mean? (Newfoundland & Labrador)

Background & Panelists

[Research has shown](#) that over 90% of leading businesses have an ongoing investment in AI. AI, machine learning and big data are a gateway to a future that has endless potential – [if we have the accompanying workforce](#). It is crucial for organizations and leaders to prepare and [equip their workforce with the right skill sets](#) required to excel in this rapidly changing world of work now and for years to come.

Newfoundland and Labrador leaders shared their organizational and personal learnings and insights around what AI, machine learning and big data mean to job seekers and organizations looking to adapt and flourish in the future of work:

This event featured explored the impact of these technologies with panelists:

- Lesley Galgay, Success Manager, Diversity, [Genesis](#)
- Andrew Sinclair, Founder & CEO, [totaliQ](#) & [trajectorE](#)
- Paul Preston, CEO, [techNL](#)

Key Takeaways

A theme that comes across loud and consistently right across the board is that we all have the responsibility to be role models and mentors to those who can leverage and benefit from the support, and to the people who are not yet in the sector but want to explore opportunities.

At the heart of it, even though we are talking about technology disruption in 2021 and beyond, technology is actually about people. Without people, there is no technology disruption. There will be certain jobs that shift and change as technology evolves, that is no different than what has happened in the past, but that being said, we still need humans in jobs that leverage technology and that is not going to go away any time soon.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [The Conference Board of Canada](#)
- [Future Skills Centre](#)
- [Information and Communications Technology Council \(ICTC\)](#)
- [Finland is challenging the entire world to understand AI by offering a completely free online course](#)
- ["The Future of Work" Podcast with Jacob Morgan](#)
- ["The Infinite Game" by Simon Sinek](#)
- ["Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones" by James Clear](#)
- [TechNL Jobs](#)
- [Genesis Careers](#)
- [Student Work Placement Program Funding](#)
- [Align Tool](#)

Exploring opportunities in rural communities (Nunavut)

Background & Panelists

The urban-rural divide describes disadvantages for rural communities in terms of economic growth, population density, income distribution, and career opportunities. [While the pandemic resulted in unprecedented job loss in 2020, rural areas had the fastest overall employment recovery.](#)

Currently 18% of the population in Canada lives in rural areas. Research conducted by Brookfield Institute for Innovation + Entrepreneurship predicts rural areas will achieve rapid population growth in the coming years, fostering rural communities with more diversity and leading to greater employment and training opportunities for the future of work.

This event looked at employment for everyone discussed the rural/urban divide with these panelists:

- Lynda Brown, Alumni Team Lead, [SOI Foundation](#)
- Jennifer Whelan, Executive Director, [CBDC Emerald](#)
- Becky Tucker, Communications Associate, Campus Planning & Community Engagement, [Nova Scotia Community College](#)

Key Takeaways

What stood out from the discussion was the importance of learning from and with communities, and collaborating across sectors to work towards a shared goal. We need to be vulnerable, be brave, and be willing to put ourselves out there. We all have a role to play in terms of us being a part of a community, and we all need to do our part to make the community stronger. There is still work to do and lessons to be learned, but we are not alone.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Expedition to Community \(E2C\)](#)
- [SOI Foundation Expeditions](#)
- [Newfoundland Study and Stay Program](#)
- [CBDC Programs](#)
- [NSCC Community Innovation Leads and Customized Programming](#)
- [SOI Foundation's Blue Futures Pathways PORT](#)
- [Nunavut Sivuniksavut](#)
- [Canada Job Grant](#)
- [Community Futures](#)
- [CBDC Social Enterprise Loan](#)
- [Sustainable Development Goals \(SDGs\)](#)
- [Nova Scotia Regional Enterprise Networks](#)
- [Community Innovation Leads \(CIL\)](#)

Defining the "new normal" and designing the employee experience of the future, today (Ontario)

Background & Panelists

[Mckinsey & Company](#) reported that 80% of organizations interact with customers digitally, post pandemic, three times higher than before. [Several trends](#) emerged including the need for upskilling/reskilling, flexibility in response to remote work, valuing employee mental health support, and a shift from managing employee work to managing the 'employee experience'.

The [2021 Employee Experience](#) survey conducted by Willis Towers Watson found that 92% of organizations have prioritized employee experience, 52% higher than before the pandemic. 72% of employees had full confidence in leaders to protect their health and wellbeing at the start of the pandemic, but that number had fallen as 52% of employees reported more anxiety.

This event explored the new normal with these panelists:

- Mark Beckles, Vice President, Social Impact & Innovation, [RBC Corporate Citizenship](#)
- Dr. Wendy Cukier, Founder, Diversity Institute, Toronto Metropolitan University
- Mark Patterson, Executive Director, [Magnet](#)

Key Takeaways

When we think about defining the “new normal” and designing the employee experience of the future, today, the recurring theme throughout the conversation was despite not knowing what the future holds and/or not being 100% clear on how to support communities and employees in navigating these changes, that the power in bringing together people with a shared vision and common purpose can create sustainable and meaningful impact.

While the global pandemic has affected the lives of all, some more so than others, it has also opened our eyes to the opportunity of a better future. Now is the time to build better, to learn what works and what doesn't, and to take accountability for ourselves as well as for the communities we are a part of. When we come together as a community, we can inspire, innovate and create a better, more inclusive, future world of work.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Diversity Institute](#)
- [Women Entrepreneurship Knowledge Hub](#)
- [RBC Future Launch](#)
- [BBPA Survey on COVID Supports](#)
- [Advanced Digital and Professional Skills \(ADaPT\)](#)
- [Study Buddy connects K-12 students with free tutoring](#)
- [Magnet Student Work Placement Program](#)
- [Future Skills Centre](#)
- [Lessons learned: The pandemic and learning from home in Canada](#)

Reskilling for Greater Prosperity (Prince Edward Island)

Background & Panelists

[During the pandemic, many employees have been laid-off that will not be rehired, or will require a different skill set.](#) McKinsey & Company found that 25% of workers may need to switch occupations. Randstad's Skilling Today survey reported that nearly 70% of HR professionals now ask or require employees to upskill or reskill to meet changing business needs.

[Upskilling and reskilling takes time.](#) Job seekers and employees need to take advantage of opportunities to re-skill that employers, government, community agencies, and post-secondary institutions provide.

Reskilling for Greater Prosperity delved into the topic of how re-skilling and upskilling initiatives can help employers and communities combat skill gaps, now and in the future.

This event, about effective reskilling, featured these panelists:

- Wendy McIsaac, Director of Academic Partnerships & Special Projects, [Canadian Alliance for Skills & Training in Life Sciences \(CASTL\)](#)
- Judith Dardon, Project Manager, [Digital Nova Scotia, & Skills for Hire Atlantic](#)
- Bill DeBlois, 1st Vice President, [The Greater Charlottetown Area Chamber of Commerce](#)

Key Takeaways

The underlying themes discussed by our panelists were having passion for what you do, connecting with your community, making the most out of networking and mentorship opportunities, and recognizing the importance of confidence to help you navigate your career.

Your community is an ecosystem of support; the organizations, associations, chambers, and entrepreneurs are there to help all who are looking to reskill, upskill, or pivot their careers.

You don't know what you don't know, but your community can show you a path that is available that you might not quite see yet because you are still in transition or building your confidence. We all play a role in preparing for and building a future of work where everyone can prosper together and pay forward the support we receive.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Skills For Hire Atlantic](#)
- [Get into IT Program](#)
- [Digital Nova Scotia Career Programs](#)
- [CASTL Reskilling Program](#)
- [PEI Connectors – Advancing Career Connections](#)

- [Future Skills Center](#)
- [Skills for Success](#)
- [Halifax Connector Program](#)

Exploring multigenerational workforces in 2022 & beyond (Manitoba)

Background & Panelists

[Five generations coexist](#) in the current labour market creating unique challenges for organizations including [creating advancement opportunities for young professionals while recognizing and including older workers](#).

World Economic Forum, AARP and OECD found that [83% of global executives](#) agree that multigenerational workforces are key to business growth and success. However, 53% do not include age in their diversity and inclusion policy and 58% do not provide training or support related to managing a multigenerational workforce. [Deloitte's 2021 Global Human Capital Trends](#) reported that only 6% of survey respondents strongly agree that their leaders are equipped to effectively lead a multigenerational workforce.

This event, exploring the intergenerational work environment featured panelists:

- Siju Ewhubare, President & CEO, [Crown Mentorship Foundation](#)
- Rhonda Taylor, CEO, [Career Trek](#)
- Tanya Lush, Director of Workforce Development, [Centre for Ocean Ventures & Entrepreneurship \(COVE\)](#).

Key Takeaways

A key theme that stood out in our panelist discussion was the importance of life-long learning and understanding your demographic. We sometimes forget that it's not a "one size fits all". Employees want to be engaged and we need to create a space where everyone can voice their perspectives and needs.

It is important to be proactive and adaptive, and think outside the box to identify ways that we can build and learn from a multigenerational workforce. We need to remember that everyone has a role to play and has lived experience that brings value to the table.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [COVE Internship Program](#)
- [Halifax Connector Program](#)
- [Immigrant Services Association of Nova Scotia \(ISANS\)](#)
- [Military Veterans Career Pivot](#)
- [Career Trek Alumni Success Stories](#)
- [More info about the Military Veterans Career Pivot](#)
- [CASTL Reskilling Program](#)
- [Skills For Hire Atlantic](#)
- [Patrice Thompson: Closing the gap: A millennial proposal for a happy multigenerational workplace](#)
- [ABEEL Foundation](#)
- [Magnet's Student Work Placement Program](#)
- [Information and Communications Technology Council \(ICTC\)](#)

Building an “innovation” mindset (Alberta)

Background & Panelists

[Accenture](#) reported that in 2020, innovation leaders increased the revenue growth gap by 47% over the rest of the market, with a predicted gap of 115% by 2023. [Boston Consulting Group](#) demonstrated that the pandemic has highlighted the critical importance of innovation and at the same time identified a readiness gap. While 75% of executives surveyed placed innovation as a top-three priority, a 10% increase from before the pandemic, only 20% of companies are ready to scale innovation.

Remote working has created challenges for cross-collaboration and [over 60% of managers](#) feel that they haven't effectively learned how to empower distanced teams.

Experts featured:

- Tim Perron, Atlantic Regional Coordinator, [Information and Communications Technology Council \(ICTC\)](#)
- Sashie Steenstra, Manager iAdvance, [Information and Communications Technology Council \(ICTC\)](#)
- Luisa Da Silva (she/her), Executive Director, [Iron & Earth](#)
- Shawn McCarty, Manager, Key Partnerships, [Windmill Microlending](#)

Key Takeaways

A theme that resonated strongly with our panelists was the importance of keeping an open mind and not limiting ourselves to one or two conventional ideas or solutions. Life-long learning is an essential part of innovation; be curious and ask the simple as well as the hard questions, do your research, and leverage your network by connecting with mentors, peers, industry leaders, and professional associations.

Employers need to build a supportive ecosystem that fosters an innovative mindset. Consistent and clear communication with employees plays a big role in building trust and creating internal champions who will help develop a culture of creativity.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Climate Career Portal](#)
- [iAdvance Pathways](#)
- [Digital Think Tank](#)
- [Windmill Microlending Mentorship Program](#)
- [About ICTC Agile Industrial Mindset \(AIM\)](#)
- [ICTC Programs](#)
- [Magnet Programs](#)
- [ICTC Research](#)
- [Magnet Intelligence](#)
- [Onwards and Upwards Digital Talent Outlook 2025](#)
- [Getting "Unstuck": How a Curious and Agile Mindset will Propel Your Tech Job Search](#)
- [EDGE UP Tech Training for Oil and Gas Professionals Expands Beyond Initial Pilot](#)
An EDGE UP on the Competition (3-part blog series – ICTC):
 - » [Participant Profile-Sanzhar Baiseitov](#)
 - » [Participant Profile-Monica Dang](#)
 - » [Participant Profile-Kurt Armbruster](#)
- [EDGE UP 2.0 \(Energy to Digital Growth Education and Upskilling Project\)](#)
- [Digital Body Language](#) by Erica Dhawan
- [Atomic Habits](#) by James Clear
- [Think Again](#) by Adam Grant
- [Quiet: The Power of Introverts in a World that Can't Stop Talking](#) by Susan Cain
 - » [Associated Ted Talk](#)
- Windmill Microlending [Career Planning and Success Centre](#)

Créer un avenir du travail pour tous (Quebec)

Background & Panelists

[Study after study](#) has demonstrated that building diverse teams contributes unique insights, improves problem-solving, and enhances employee engagement. As Canada invests in rebuilding the labor market with job readiness, skill-development, and re-training, and as industries rebuild and shift, the importance of making sure that there is equal opportunity to participate in the “future world of work” is a responsibility we all share.

[There is already mounting information proving that we have work to do to reduce employment and training barriers faced by marginalized groups, youth, and front-line workers, among others that have been further exacerbated by COVID-19.](#) Additionally, the challenges of a multilingual workplace need to be addressed as [90% of leaders surveyed said that their teams face language barriers that hinder daily work.](#) Taking a holistic approach to understanding and supporting potential employees’ and employees’ needs on all organization levels, is critical to building a “future of work for all”.

Experts:

- Amélie Duranleau, National Program Manager, Operations, [Ready, Willing & Able \(RWA\)](#)
- Nadia Forgione, Senior Account Manager, Virtual Business Centre, [BDC](#)

Key Takeaways

For professionals:

- Trusting yourself, staying on the lookout, being creative, not being afraid of change, getting out of your comfort zone and knowing yourself well and recognizing your skills were highlighted as being important for professionals.
- Today, there are more employers than employees, which means that for job seekers, there is a certain latitude in finding a job that suits them well.

For employers:

- The future of work requires openness to consider atypical profiles and to dare to do things differently.

[Read the full recap and watch it here!](#)

Integrating different cultures in the workplace (Yukon)

Background & Panelists

77% of Canadians desire flexibility to work in the office and remotely. [The hybrid workplace model has become the "new normal,"](#) enabling organizations to access global talent creating diverse teams that bring together different skill sets, experiences and ideas. This increasingly multicultural workforce comes with the challenge of integrating different cultures and wisdom in the workplace. A [Deloitte survey](#) found that 94% of executives and 88% of employees believe a distinct workplace culture is important to business success, [81% of employees](#) believe their managers need to be better trained to effectively manage a hybrid workplace team. In the post-secondary world, some schools' [anti-discrimination policies have required learning modules related to cultural diversity, and created opportunities for intercultural learning through events and celebrations.](#)

Featured experts:

- Trevor Buttrum, Executive Director, [CACEE / ACSEE](#)
- Shawna Garrett, President + CEO, [EduNova Cooperative Ltd.](#) shared their experiences related to integrating different cultures in a hybrid working model.

Key Takeaways

A theme discussed by our panelists is the power of mentorship in educating and empowering individuals and communities. Continuous learning through the sharing of experiences, stories and resources is a critical component in fostering talent and building diverse and inclusive workplaces.

We need to take a look and gain a deeper understanding of what equality, diversity and inclusion mean to our organizations. It shouldn't be just a number, but actual integration where every voice is able to contribute in meaningful ways. We need to identify the gaps in our talent pools, create support systems, and share best practices with other organizations in our communities.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Study and Stay Program](#)
- [Diversity wins: How inclusion matters](#)
- [How do you create new possibilities? Experience Coaching: Executive Coaching, Motivation, Leadership](#)
- [Discover Nova Scotia](#)
- [Inspired Immigration](#)
- [Post-Graduation Immigration Support Program](#)

Career Champions: Helping employees and job seekers reflect on their career plan (British Columbia)

Background & Panelists

[Lighthouse Labs](#) found that 57% of Canadians would change careers if given the opportunity. Students and prospective employees have shown an increasing appetite for [career-oriented programs](#), internship and post-graduate work opportunities, career counseling resources, and upskilling courses. A [survey of 6,500 students and graduates](#) found that the pandemic has caused about 30% to change their career plans and 40% stated that they are still uncertain about what is next for them.

Reflection helps us gain insight from past experiences and better understand our own strengths, skills gaps, passions, and aspirations.

Featured experts:

- Graham Donald, Founder & President, [Brainstorm Strategy Group Inc](#),
- Riz Ibrahim, Executive Director, [CERIC](#), and
- Jill Haigh, Human Resources Partner, [Manulife Financial](#)

Key Takeaways

One of the main take-aways from the panel discussion is the importance of individuals being able to see themselves within an organization and within communities. The pandemic has created an opportunity to grow and create a more inclusive workforce. Communities need to be built in a collaborative effort rather than a competitive one. Supporting employees and job seekers in their career development and progression not only helps the individual but also the community as a whole. We need to grow together by adopting a “giving mindset” and sharing our personal and professional learnings and experiences with others in the community.

[Read the full recap and watch it here!](#)

Programs and Resources to Check Out

- [Manulife's Impact Agenda](#)
- [Manulife Empowers Aspiring Tech Professionals to Build Meaningful Careers \(npowercanada.ca\)](#)
- [Financial Services Template 2022 – Infogram](#)
- [Heather E McGowan – Future of Work Keynote Speaker \(heathermcgowan.com\)](#)
- [Brainstorm Research and Insights](#)
- [Future Workforce](#)
- [CERIC](#)
- [CERIC's new Wayfinder tool](#)
- [Cannexus National Career Development Conference](#)
- [CERIC's 2021 National Business Survey](#)
- [Careering Magazine \(issue on Career Mindsets\)](#)
- [Retain and Gain: Career Management for Small Businesses](#)
- [Retain and Gain: Career Management for Non Profits and Charities](#)
- [Strengthening Mental Health through Effective Career Development](#)

About Magnet

Magnet is Canada's only Digital Community Workforce System. We bridge labour market supply and demand to support the vision of an effective and well-coordinated employment and training system in partnership with a community of government, employment, industry and enterprise organizations.

Magnet brings together technologies, creating an ever-evolving digital solution, that inclusively connects organizations and businesses with talent and opportunities. Collectively, we are driving positive workforce and economic development for Canada.

About EnPoint

EnPoint: EnPoint helps clients harness the power of mentorship to support their people and participants in creating meaningful careers. Our mission is to support one million individuals in making the right connections at the right stages in their careers. With the EnPoint Mentorship software, program design services, and mentor/mentee training, we help clients create impactful mentorship programs at scale. Working with clients like Dalhousie University, Dillon Consulting, NSCC, the Black Business Initiative, Women in Communications and Technology, and University of Prince Edward Island, we've helped 20,000+ people across 35+ programs to build the confidence, skills, and connections to be successful for many years to come. To learn more about EnPoint, [click here](#).

