Canada-United States Inter-Parliamentary Group

Honourable Wayne Easter, P.C., M.P., Co-Chair of the Canadian Section of the Canada–United States Inter-Parliamentary Group
The Canada-United States Inter-Parliamentary Group provides a forum for exchanges between Canadian and Americans legislators.

**IPG Goals:**

- Find points of convergence in respective national policies
- Initiate dialogue on points of divergence
- Encourage the exchange of information
- Promote better understanding between Canadian and American legislators on shared issues of concern
Recent Canadian Workforce Development Initiatives
Workforce Development: Where to Start?

Labour Market Information (LMI)

- What jobs and skills employers are looking for
- Which industries are hiring and where they are located
- Where to find employers who are hiring
- What education and training workers need for specific jobs
- What factors can stop workers from getting a job
- Which job areas are growing in the future and other statistics

LMI can help employers, job seekers and students in their employment-related decisions, but also helps policy makers and government bodies design effective workforce development programs.
Established in April 2017, the **Labour Market Information Council** (LMIC) works to identify and implement pan-Canadian priorities for the collection, analysis and distribution of labour market information.

Example of LMIC Findings:

Share of employers, by sector, reporting that **finding qualified or skilled workers is a human resource challenge** (%)

- **Manufacturing**: 49.0%
- **Construction**: 45.4%
- **Agriculture, Forestry, Mining, Oil, and Gas**: 40.3%
- **Accommodation, and Food Services**: 38.5%
- **Education, Health Care, and Social Assistance**: 38.1%
- **Information and Communication Technology**: 36.5%
- **Finance, Insurance, and Real Estate**: 35.7%
- **Professional, Scientific, and Business Services**: 30.1%

Graph Source: [https://lmic-cimt.ca/charts/]
Labour Market Information Council (LMIC)

The LMIC’s Board of Directors is composed of 15 senior government officials representing each province and territory as well as the federal government through Employment and Social Development Canada and Statistics Canada. The LMIC also has:

• A **National Stakeholder Advisory Panel**, comprised of non-government stakeholders possessing substantial knowledge and expertise in one or more areas of labour market information; and

• A **Labour Market Information Experts Panel**, comprised of representatives from business, labour, the education and training sectors.
Labour Market Information Council (LMIC)

Examples of the LMIC’s work:

- The LMI interactive dashboard displays key findings with respect to Canadian’s most common LMI needs and challenges.
- Partnerships with LinkedIn to analyse and report on the top skills and jobs advertised in 2018.
- Publications such as:
  - Modelling the future of work in Canada
  - Challenges and solutions to identifying and measuring employment skills and related shortages.

Source: https://lmic-cimt.ca
Labour Market Information Council

Top 5 HR challenges for Canadian Employers

- Retaining employees: 38.6%
- Finding qualified or skilled workers: 34.7%
- Offering competitive wages: 31.6%
- Planning succession: 21.1%
- Upgrading skills for supervisors, managers: 18.3%

Graph Source: https://lmic-cimt.ca/charts/
Labour Market Information Council

Overqualification Rates Among Employed Canadian Men and Women.

Findings

Graph Source: https://lmic-cimt.ca/charts/
Labour Market Transfer Agreements

The Government of Canada provides funding to provinces and territories to help Canadians prepare for and return to work under two types of labour market transfer agreements:

- Workforce Development Agreements
- Labour Market Development Agreements
Workforce Development Agreements provide a total of $722 million to the provinces and territories annually – as well as an additional $900 million over six years from 2017-2018 to 2022-2023 – for the development and delivery of programs and services that help Canadians receive training, develop skills and gain work experience.

Provincial and territorial governments have the flexibility to design and deliver employment programs and services best suited to the needs of their local labour markets.

Source: https://www.canada.ca/en/employment-social-development
Workforce Development Agreements

Examples of programs receiving funding through the Workforce Development Agreement with **British Columbia**:

- **Bridges for Women**, which aims to help women affected by violence or abuse break the cycle of abuse through education and employment training;

- **Blade Runners**, a program that helps at risk youth obtain and sustain full-time employment with life skills and job readiness training, job placement and monitoring, and ongoing support;

- **Indigenous Persons Trades Training** that assists Indigenous people explore and develop trades specific skills in urban areas and communities.

Source: [www.newswire.ca](http://www.newswire.ca)
Labour Market Development Agreements are bilateral agreements with each province and territory to design and deliver employment programming to individuals who are eligible for Employment Insurance (EI) benefits through a combination of skills training and wage subsidies. The federal government collectively provides over $2 billion for these agreements annually, as well as an additional $1.8 billion over six years, which began in 2017-18.

Again, provincial and territorial governments have the flexibility to design and deliver employment programs and services best suited to the needs of their local labour markets.

See: www.canada.ca/en/employment-social-development
Labour Market Development Agreements

Examples of programs receiving funding through the Workforce Development Agreement in Alberta:

• Support for apprentices and jobs in construction, which are essential for building infrastructure.

• **Transition to Employment Services** such as the **Shuttle Program** at Higher Landing, which gives unemployed Albertans individualized services in career management and job search skills to help them return to work as soon as possible.

• **Women Building Futures**, which provides exposure and training in non-traditional career options in the construction trades to women.

Source: [www.newswire.ca](http://www.newswire.ca)
A Federal Innovation and Skills Plan

In developing its plan, the Canadian Government undertook broad consultations, hearing from over 100,000 Canadians; including industry leaders, academics, Indigenous leaders and other orders of government.

The plan was announced in the 2017 federal budget, and includes a number of specific targets for Canadian workforce skill development.

See: www.budget.gc.ca/2017/docs/plan
A Federal Innovation and Skills Plan

**Target:** Increase the number of professional, science and tech-related jobs in the Canadian economy as share of total employment to 40% by 2025.
A Federal Innovation and Skills Plan

15 separate government – or government funded – programs and initiatives contribute to the fulfillment of this target.

For Example:

Let's Talk Science is a national, charitable organization focused on education and outreach to support youth development. It creates and delivers unique learning programs and services that engage children, youth and educators in science, technology, engineering and mathematics (STEM).
A Federal Innovation and Skills Plan

**Target:** Increase coding and other digital skills training available to students across Canada’s Kindergarten to grade 12 school system by 2025, reaching 500,000 students by 2019.

Image source: [www.ic.gc.ca/eic/site/062.nsf](http://www.ic.gc.ca/eic/site/062.nsf)
A Federal Innovation and Skills Plan

Six separate government – or government funded – programs and initiatives contribute to the fulfillment of this target.

For Example:

CanCode provides funding for programs that deliver digital and coding skills development, such as ACTUA, which offers coding and digital skills workshops, summer camps, after-school programs, year-round clubs and community outreach initiatives to youths ages 6-16.
A Federal Innovation and Skills Plan

**Target:** Bridge the “digital divide” by increasing household Internet use to 100% by 2025 and ensuring 80% of Canadians have access to fast broadband at 1 Gbps by 2020.
A Federal Innovation and Skills Plan

Three separate government – or government funded – programs and initiatives contribute to the fulfillment of this target.

For Example:

The Connect to Innovate program will invest $500 million by 2021, to bring high-speed Internet to 300 rural and remote communities in Canada. Access to high speed and modern digital infrastructure, and the ability to use digital services, are necessary for Canadians to fully participate and succeed in today's digital economy.
A Federal Innovation and Skills Plan

Target: Increase the number of new high-skilled permanent resident admissions in Canada to 340,000 by 2020.

Image source: [www.ic.gc.ca/eic/site/062.nsf](http://www.ic.gc.ca/eic/site/062.nsf)
A Federal Innovation and Skills Plan

Eight separate government – or government funded – programs and initiatives contribute to the fulfillment of this target.

For Example:

The Express Entry System provides a pathway to permanent residence for skilled workers in Canada or overseas. Applicants may apply federally or through Provincial Nominee Programs.
Future Skills

The Federal Minister of Finance established the Advisory Council on Economic Growth in March 2016 to study and make policy recommendations regarding Canada’s long-term economic growth.

The Council is comprised of Canadian and international business professionals and academics, and is chaired by Dominic Barton. It has produced three reports, sometimes referred to as the “Barton Reports.”
In its second report, the Council recommended the creation of a “Future Skills Lab” to examine national strategies to address a rapidly changing economy.

As a consequence, in 2019, the federal government introduced the Future Skills Centre that will operate at arm's length from the Government of Canada to fund projects with the following goals:
Goals:

- Examine major trends that will have an impact on national and regional economies and workers;
- Develop, test and evaluate innovative approaches to help Canadians gain the skills they need to adapt and succeed in the workforce;
- Identify emerging skills that are in demand now and into the future;
- Help Canadians make informed training decisions; and
- Share results and best practices with governments, private sector, labour, educational training institutions, not-for-profit organizations, academics and subject matter experts to support broader adoption of innovative approaches.

Source: [www.fin.gc.ca/n19/19-014-eng.asp](http://www.fin.gc.ca/n19/19-014-eng.asp)
Future Skills Council

As part of the Future Skills project, the government introduced the Future Skills Council that will make recommendations to the federal government on national and regional priorities related to skills development and training for Canadians.

Council membership includes technical and subject matter experts from the public, private and not-for-profit sectors.

Source: www.fin.gc.ca/n19/19-014-eng.asp
The Canada Training Benefit

The 2019 federal budget introduced the Canada Training Benefit, which consists of the following three measures applicable to Canadian employees:

• A tax credit for participating in an eligible course or training program.

• An Employment Insurance Benefit to provide workers with up to four weeks of income support through the EI system (expected to launch in late 2020).

• Leave provisions to protect workers’ ability to take time away from work to pursue training.
The Canada Training Benefit

The Canada Training Benefit’s tax credit component allows an individual to accumulate a credit balance at a rate of $250 per year, up to a lifetime limit of $5,000. This balance can then be used to claim a refundable tax credit for up to half of the eligible tuition and fees for taking a course or enrolling in a training program.

Individuals qualify if they:

• are aged 25 to 64 years at the end of the fiscal year;
• have been resident in Canada throughout the fiscal year;
• have an income of at least $10,000, including working income and parental employment insurance benefits; and
• have an income under the threshold for the second-highest federal tax bracket ($147,667 in 2019).
Apprenticeship Incentive Grants

• The Apprenticeship Incentive Grant is a taxable cash grant of $1,000 per year or level, for a lifetime maximum amount of $2,000 per person in a designated Red Seal trade.

• The Apprenticeship Incentive Grant for Women further supports women in entering, progressing, and completing their training in Red Seal trades where women are underrepresented. It is an additional $3,000 per year/level to a maximum of $6,000.
Future Federal Plans

The 2019 federal budget announced other measures to support Canadian Trades, which include:

• Providing Skills Canada—a national organization dedicated to encouraging young people to consider careers in the skilled trades and technology—with $40 million over four years, starting in 2020–21, and $10 million per year ongoing.

• Investing $6 million over two years, starting in 2019–20, to create a national campaign to promote the skilled trades as a first-choice career for young people.

• An Apprenticeship Strategy to ensure that existing supports and programs address the barriers to entry for those who want to work in the skilled trades, and support employers who face challenges in hiring and retaining apprentices.
Thank you

Questions?

For information on the IPG and its activities:

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