



CANADIAN COUNCIL FOR
YOUTH PROSPERITY

YOUTH EMPLOYMENT AND SERVICE GAPS IN ONTARIO:

Opportunities
ahead for transformation

In Partnership with
Future**Fit** AI 

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Canada 

ABOUT US

Canadian Council for Youth Prosperity

The Canadian Council for Youth Prosperity (CCYP) is a national, cross-sector collaboration that drives coordination and boosts the infrastructure that supports the youth workforce development ecosystem. The CCYP has brought together a highly-skilled table of Canadian community and corporate leaders who provide a balanced, evidence-based voice.

FutureFit AI

FutureFit AI is an artificial intelligence platform for the future of work. Our vision is to build the world's most comprehensive and intelligent map of work, skills and learning to address the significant and impending negative impact of AI and automation. Built on over one billion data points, FutureFit AI works with enterprises, organizations, and governments to connect work, talent, and learning data and map pathways for up/reskilling people for the future. FutureFit AI is a NextAI venture and has already won awards and recognition from the US Government, TD Bank, and the Google Social Impact Challenge.

CONTEXT

In early 2019, the Government of Ontario began the process of transforming employment services in order to streamline, increase efficiency and focus on outcomes. Ontario's Ministry of Training, Colleges and Universities will pilot system changes by consolidating the employment service landscape in the regions of Peel, Hamilton-Niagara and Muskoka-Kawarths starting in early 2020.

As a national body, focused on boosting the youth employment and workforce development ecosystem, the CCYP is exploring how the transformation in Ontario could improve employment outcomes for Ontario's youth. We engaged FutureFit AI to examine the factors that led to this shift and encourage you to read the "Employment Demand and Service Gaps in Ontario" report series. Through this research, we identified five core themes related to improving Ontario employment services which, if done well, would improve employment prospects for youth.



OPPORTUNITIES AHEAD

THEME 1:

Enable an adaptable, demand-driven system designed for transitions.

Significant structural and cyclical forces are at play in creating a rapidly changing labour market. Industrial bases, occupations, and skill requirements now change at a frequent pace. The age of automation and digitalization creates a world where today's youth may need to change occupations multiple times, requiring continual educational and training supports, transition supports, and relocation programs.

The Rockefeller Foundation's Digital Jobs Africa Initiative (now Global Impact Sourcing Coalition) uses the inclusive hiring practice of impact sourcing, which helps scale demand-driven skills training approaches for youth. The goal is to influence systemic change in business practice by demonstrating the value of impact sourcing in South Africa, including placing youth in jobs in various industries and ultimately, improving the social and economic well-being of entire families, communities and nations. Learn more at RockefellerFoundation.org/our-work/initiatives/digital-jobs-africa/



THEME 2:

Use labour market information for tailored programming

Those who work in program design and delivery should be armed with a robust set of tools that allow them to easily access timely labour market information to better anchor core program components to what's currently needed in the market. Having data is not enough -- tools must be designed so that it becomes readily available to those that need it most.

The Skills Panorama platform makes labour market data intelligence available to all. It turns labour market data into accurate and timely intelligence to offer new insights into skill need in the European Union (EU). The platform fosters the improvement of skill needs assessment and anticipation, which in turn helps education and training systems become more responsive to labour market needs for better matching of skill supply and demand across the EU. Learn more at SkillsPanorama.cedefop.euroa.eu

THEME 3:

Improve data collection and sharing between programs

Better data collection on long-term outcomes (i.e. beyond three-month employment) and impact assessments on employment (i.e. could they have found the job without the program?) would provide greater transparency into actual program impact. Sharing data between programs may assist program delivery to those that are served by multiple programs at one time. This would allow better and closer collaboration between the different programs with similar service offerings.

Employment Ontario Geo Hub is a good start for centralizing employment data and making it available through open data initiatives. The goal is to connect people with information. However, many non-profit agencies are not equipped to comb through large datasets. Through their community engagement efforts, they may be able to form alliances with groups like Data for Good to support improved data sharing between programs. Learn more at EO-Geohub.com and DataForGood.ca.

THEME 4:

Address youth specific program needs in skills development

A focus on youth means providing them with the proper skills they'll need to excel in rapidly changing environments - not just what's required for a set occupation. A modern workforce system must align flexible upskilling and reskilling supports across a broad range of skills, including human, technical and professional. Youth, in particular, may need additional guidance on human skills training due to their growing demand by employers. Further, supports beyond classroom style training that include work-integrated learning environments are suggested in order to solve a growing “experience mismatch” between youth and employer.

Future Ready NB is a work-integrated program between the government, education and business. Their goal is to position New Brunswick as a place where students and employers have access to rich learning opportunities and new ways to collaborate with one another. Learn more at FutureReadyNB.ca



THEME 5:

Ensure flexible and continuous supports beyond initial employment

In a rapidly shifting labour market, those that face additional barriers, such as youth or those with disabilities, may not only require supports to enter the labour force, but will likely require continuous assistance throughout their careers. Youth are expected to hold as many as 15 different jobs in their career, and those with disabilities often face both mental and emotional challenges as they re-enter the labour force. These challenges are often addressed in employment programs, but not eliminated entirely. Having to navigate more job transitions will require supports that ensure flexible programming that addresses evolving workforce needs, such as alumni offerings, mentorship, and partnership offerings to employers.

The Career Foundation has a mentorship program that does not end when an individual becomes employed. The objective of the program for the mentor to provide guidance, information and connections to the mentee that would clarify and strengthen their career path. Learn more at CareerFoundation.com/mentorship-program/

REFERENCES:

- CCYP-FFAI (September 2019), Employment Demand and Service Gaps in Ontario: Labour Market Analysis of the Hamilton-Niagara Region – Area Report 1. FutureFit AI in Partnership with Canadian Council for Youth Prosperity
- CCYP-FFAI (September 2019), Employment Demand and Service Gaps in Ontario: Labour Market Analysis of the Peel Region – Area Report 1. FutureFit AI in Partnership with Canadian Council for Youth Prosperity
- CCYP-FFAI (September 2019), Employment Demand and Service Gaps in Ontario: Labour Market Analysis of the Muskoka-Kawartha Region – Area Report 1. FutureFit AI in Partnership with Canadian Council for Youth Prosperity
- Statistics Canada, Census of Canada, 2016
- <https://onestep.ca/employment-services-transformation/>

¹Workopolis. "How many jobs do Canadians hold in a lifetime?" December 2014. <https://careers.workopolis.com/advice/how-many-jobs-do-canadians-hold-in-a-lifetime/>