

## Foreword . . .

This newsletter was created to respond to the need to share information about what is happening across Canada and internationally in the area of career and labour market information. We are hoping that the information and ideas in this newsletter will help you and your colleagues keep up-to-date and inspired in your work.

## WHAT'S NEW: FLMM LMI Working Group Initiatives ([www.flmm-lmi.org](http://www.flmm-lmi.org))

### 2004 National Labour Market Information Forum report

The summary report presents the highlights of the LMI Working Group's third annual forum held in Vancouver, May 2004. The forum showcased new and innovative LMI practices, and increased awareness of how LMI supports workforce development policy, programs and services.

### Labour Market Information Resource Guide – web sites

The updated guide provides access to current Canadian and internal web resources of economic, labour market, social, demographic and workplace data and information. It provides a description of each information source and the web site address.

### Career and Labour Market Information Service Delivery Guidelines

Individuals have the right to expect that current and accurate information will be readily accessible and delivered in a professional manner. The Career and LMI Service Delivery Guidelines publication provides organizations with a useful tool to create and evaluate their service delivery initiatives.

## Coming soon . . .

### Labour Market Information Training Resources

The *LMI Training Manual*, a learning guide for career and employment information services specialists, will be available in the fall 2004, along with the following companion pieces:

- ? *Companion Guide* - examples of how LMI may be used in everyday instances to assist people with employment and career planning; and,
- ? *Self Study Guide* - as a quick, self-assessment of LMI knowledge and skills and an action plan for self-study.

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## FEATURE ON NATIONAL SECTOR COUNCILS

Canada's sector council network includes 29 sector councils representing approximately 40 percent of the labour market. Sector councils are permanent organizations that bring together business, labour and educational stakeholders to share ideas, concerns and perspectives about human resources and skills issues, and to find solutions that benefit that sector. Their key objectives are:

- ? define and anticipate skills and human resources issues
- ? promote lifelong learning in the workplace to help workers get the skills and knowledge needed in the changing economy
- ? encourage the learning system to be more responsive to the labour market
- ? facilitate labour mobility and labour market transitions
- ? encourage the private sector to invest in finding solutions to skills challenges

***Sector councils are becoming more active in the areas of career information and labour market research and analysis, as illustrated by the selection of new initiatives listed below:***

### **Construction Sector Council – Labour market research studies**

The findings of the following four new research studies highlight the need to deal with the shrinking workforce and skill shortages in the construction industry.

*Future Labour Supplies for Canada's Construction Industry*

[www.csc-ca.org/pdf/LMI\\_Future\\_E.pdf](http://www.csc-ca.org/pdf/LMI_Future_E.pdf)

*The Impact of Technology on the Construction Labour Market*

[www.csc-ca.org/pdf/LMI\\_Impact\\_E.pdf](http://www.csc-ca.org/pdf/LMI_Impact_E.pdf)

*Training Canada's Construction Workforce: Meeting the Industry's Needs*

[www.csc-ca.org/pdf/LMI\\_Training\\_E.pdf](http://www.csc-ca.org/pdf/LMI_Training_E.pdf)

*Emerging Trends in Management, Supervision and Mentoring in the Construction Industry*

[www.csc-ca.org/pdf/LMI\\_Trends\\_E.pdf](http://www.csc-ca.org/pdf/LMI_Trends_E.pdf)

### **Environmental Labour Market (ELM) report**

This report identifies employment trends, human resource needs, future challenges, and emerging opportunities in the environmental profession. [www.cchrei.ca/](http://www.cchrei.ca/)

### **Canadian Council of Professional Engineers**

This site contains information and resources for the professional engineering career in Canada. [www.peng.ca/](http://www.peng.ca/)

### **Update To The Strategic Human Resources Study Of The Upstream Petroleum Industry: The Decade Ahead**

The publication now includes updated East Coast information, including revisions to production numbers and the "occupations in demand" charts for both Nova Scotia and Newfoundland and Labrador.

[www.petrohrsc.ca/pdf/studyupdate\\_final.pdf](http://www.petrohrsc.ca/pdf/studyupdate_final.pdf)

### **Biotechnology Human Resource Council – PetriDish Internet Job Portal**

This career portal was created to assist bio-tech companies post career opportunities and learn about employment data and trends. Career seekers from Canada and the world can also post their résumés and search career opportunities in the bio-tech industry.

[www.bhrc.ca/career/petriDish/index.cfm](http://www.bhrc.ca/career/petriDish/index.cfm)

### **Building on Success – A Human Resources Development Strategy For The Canadian Cultural Sector**

This document assesses the current human resources issues facing the Cultural Sector and proposes a human resources development strategy for culture-based occupations. *Building on Success* was released in conjunction with two complementary publications: *Canada's Cultural Labour Force* and *Cultural Sector Fast Stats*.

[www.culturalhrc.ca/research/default-e.asp](http://www.culturalhrc.ca/research/default-e.asp)

### **Youth in Transition Survey: Education and labour market pathways of young adults**

This report is based on data from the second cycle of the Youth in Transition Survey, and looks at high school completion, postsecondary participation and labour market activities of people aged 20 to 22 years. According to the report, young people are making the transition from school to work through a complex set of pathways, rather than simply finishing their education and going straight into a full-time job. It is taking young people longer to finish high school but a large proportion of youth move into some form of post-secondary education as they age from 20 to 22 years.

[www.statcan.ca/Daily/English/040616/d040616b.htm](http://www.statcan.ca/Daily/English/040616/d040616b.htm)

### **Class of 2000: How are they faring two years later?**

This article profiles recent college and bachelor graduates two years after graduation, by drawing on data from the 2002 *National Graduates Survey* (Class of 2000). Recent graduates and their key labour market outcomes, trends in student debt and debt repayment are examined. It was found that although more post-secondary students were able to secure employment and had higher than average incomes, they were more likely to report difficulties in paying off their student debt.

[www.statcan.ca/english/freepub/81-004-XIE/200406/ngs.htm](http://www.statcan.ca/english/freepub/81-004-XIE/200406/ngs.htm)

### **New Brunswick Community College Three-Year Graduate Follow-Up Survey - 2004 Survey of 2001 Graduates**

The report provides a summary of the information collected from the three-year follow-up survey of graduates of the New Brunswick Community College regular training programs in the 2000-2001 academic year. Overall, the results indicate that the 2000-2001 graduates have improved financial situations and

stable employment rates three years following graduation compared to their initial contact one year following graduation.

[www.gnb.ca/0343/2004%203yr-GFU%20E.pdf](http://www.gnb.ca/0343/2004%203yr-GFU%20E.pdf)

### **Missing Pieces V: An Alternative Guide to Canadian Post-secondary Education**

The paper asserts that post-secondary education (PSE) in Canada has been compromised by a lack of adequate provincial and federal funding. Their report assesses and ranks each province according to their level of commitment to post-secondary education across four indicators: equity, quality, public accountability and accessibility. According to the study, Manitoba ranks first with the highest level of provincial expenditure on PSE as a share of total provincial expenditures, and one of the greatest increases in expenditure per FTE student enrolment.

[www.policyalternatives.ca/](http://www.policyalternatives.ca/)

### **Fiscal Prospects for the Federal and Provincial/Territorial Governments – Update February 2004**

This study was conducted on behalf of the Council of the Federation – a new body, composed of the premiers of all 13 provinces and territories, formed to strengthen the federal system.

The study projects the federal Public Accounts and the aggregate provincial/territorial government Public Accounts over the long term, with an emphasis on determining the impact of demographic changes on the cost of public health care and education spending to 2019/20. The analysis shows that the federal surpluses will steadily increase over the forecast period, while the provinces and territories, as a collective, will be in a deficit position. Only the federal government will have the financial capacity to pay down its debt or implement new initiatives during this period.

[www.councilofthefederation.ca/pdfs/cof\\_fi\\_report\\_e.pdf](http://www.councilofthefederation.ca/pdfs/cof_fi_report_e.pdf)

### **Accessibility and Removal of Barriers Project: Accessing and Completing Apprenticeship Training in Canada**

With the certainty of higher retirement rates and potential shortages in skilled trades, there is a growing urgency to identify and overcome the perceived barriers to accessing and completing an apprenticeship in Canada.

The objective of the project headed by the Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA), is to identify barriers as they were perceived by employers and individuals in offering or accessing apprenticeships in Canada.

While the research does not uncover significant new barriers to apprenticeship, it validates the perception that similar barriers are experienced in different ways by different groups.

Full report:

[www.caf-fca.org/files/access/1-Report\\_jan04\\_e.pdf](http://www.caf-fca.org/files/access/1-Report_jan04_e.pdf)

Summary on Aboriginal People:

[www.caf-fca.org/files/access/Aboriginal\\_People.pdf](http://www.caf-fca.org/files/access/Aboriginal_People.pdf)

Summary on Persons with Disabilities:

[www.caf-fca.org/files/access/Persons\\_Disabilities.pdf](http://www.caf-fca.org/files/access/Persons_Disabilities.pdf)

Summary on Recent Immigrants:

[www.caf-fca.org/files/access/Recent\\_Immigrants.pdf](http://www.caf-fca.org/files/access/Recent_Immigrants.pdf)

Summary on Visible Minorities:

[www.caf-fca.org/files/access/Visible\\_Minorities.pdf](http://www.caf-fca.org/files/access/Visible_Minorities.pdf)

Summary on Women:

[www.caf-fca.org/files/access/Women.pdf](http://www.caf-fca.org/files/access/Women.pdf)

### **The Apprenticeship Experience: 2003 Survey of Registered Apprentices of Newfoundland and Labrador**

The survey was undertaken to provide greater insight into apprenticeship in Newfoundland and Labrador, and specifically the high rate of attrition and low female participation in the program. Key findings of the report indicate that majority of surveyed apprentices

successfully completed their entry-level classroom training. While most have logged some on-the-job hours, apprentices in a number of trades are experiencing difficulty in finding sufficient hours in trade-related employment to meet the requirements for journey person certification.

[www.gov.nl.ca/edu/pub/app\\_exp/index.htm](http://www.gov.nl.ca/edu/pub/app_exp/index.htm)

### **Employment in the Voluntary Sector: The New Brunswick Context**

This literature review was undertaken as a first step in building a knowledge base on the voluntary sector in New Brunswick. The study reviewed the current literature and research on the non-profit and voluntary sector, and highlighted some of the trends and major issues facing the sector.

The research suggests that voluntary sector workers are predominantly older and female who frequently are in flexible work arrangements (part-time and temporary positions). The study also indicated the need for further research into the size and scope of the voluntary sector in the province and the human resources challenges that organizations face.

[www.gnb.ca/0346/Voluntary%20Report%20E.pdf](http://www.gnb.ca/0346/Voluntary%20Report%20E.pdf)

### **Making a Visible Difference - The Contribution of Visible Minorities to Canadian Economic Growth**

The brief examines the rapid growth of the visible minority population and their impact on Canada's economic well-being, as measured by potential output and earnings. Visible minorities, comprising less than 11 per cent of the labour force on average between 1992 and 2001, accounted for a third of the labour force's contribution to Canada's GDP growth annually. Their contribution could be greater if not for the wage disparity compared to other Canadians; foreign credentials recognition would reduce this disparity.

[www.conferenceboard.ca/documents/makingavisi-bledifference.pdf](http://www.conferenceboard.ca/documents/makingavisi-bledifference.pdf)

### **Foreign Credential Recognition: An Overview of Practice in Canada**

The shortage of skilled workers has sharpened the focus on the demands of highly-educated immigrants to let them apply their knowledge and skills in appropriate jobs. This publication provides a brief summary of the current practice of foreign credential recognition in Canada as well as in other jurisdictions such as Europe, Australia and the United States. The document also includes a list of resources and information sources.

[www.caeto.ca/reports/FCRGuide.pdf](http://www.caeto.ca/reports/FCRGuide.pdf)

Related to this, the **Government of Ontario** announced plans in June 2004 to invest in "Career Bridge", an innovative internship program that gives internationally trained individuals Canadian work experience in their field of expertise. [www.careerbridge.ca/](http://www.careerbridge.ca/)

The **Government of Alberta** announced in June 2004 that it will contribute funding to Bow Valley College for the Directions for Immigrants in Trades and Professional Careers centre. The program will help skilled immigrants restart their careers in their field of training, and help to address Calgary's growing worker shortage.

[www.ditpc.ca](http://www.ditpc.ca)

**Government of Canada** announced in May 2004 funding to support four new projects related to the recognition and assessment of foreign credentials.

Medical Council of Canada - Self-Assessment Tool project [www.mcc.ca/](http://www.mcc.ca/)

Canadian Council of Professional Engineers - International Engineering Graduates From Consideration to Integration project [www.ccpe.ca/fc2i/e/index.cfm](http://www.ccpe.ca/fc2i/e/index.cfm)

Canadian Nurses Association – Diagnostic for the National Assessment of International Nurse Applicants project [www.cna-nurses.ca](http://www.cna-nurses.ca)

Public Policy Forum - Immigration survey and roundtables project [www.forumpp.ca](http://www.forumpp.ca)

### **Understanding Employment Insurance Claim Patterns: Final Report of the Earning Supplement Project**

The Earnings Supplement Project was a long-term multi-phase project designed to study reliance on Employment Insurance (EI) benefits. The study examined the barriers that workers face in trying to obtain secure year-round employment to help inform appropriate policy responses.

This report presents a series of lessons learned from current research on work and EI reliance. One such lesson is that policies need to more broadly address the barriers to employment faced by workers who have inadequate skills or education, whether they rely on EI or not.

[www.srdc.org/english/publications/esp\\_final\\_report.pdf](http://www.srdc.org/english/publications/esp_final_report.pdf)

### **Helping People Help Themselves - An Early Look at learn\$ave**

This report is the first of a series on the learn\$ave research and demonstration project, which will be published until the end of the project in 2009. The study tests whether financial incentives can help low-income people improve their long-term economic prospects. learn\$ave focuses on savings and financial incentives directed to post-secondary education, skills development, small business capitalization, and associated supports to learning.

Preliminary results of the study suggest that low-income people with very few financial assets can and will accumulate savings that are substantial given their personal circumstances.

[www.srdc.org/english/publications/learnsave\\_early\\_look.pdf](http://www.srdc.org/english/publications/learnsave_early_look.pdf)

## INNOVATIVE PRACTICES AND PRODUCTS

### Step Into The Trades

The Yukon Department of Education has produced two *Step Into The Trades* handbooks to promote career opportunities in trades and technology to youth, parents, career counsellors and educators.

[www.education.gov.yk.ca/pdf/trades\\_for\\_students.pdf](http://www.education.gov.yk.ca/pdf/trades_for_students.pdf)

[www.education.gov.yk.ca/pdf/trades\\_for\\_educators.pdf](http://www.education.gov.yk.ca/pdf/trades_for_educators.pdf)

### Careers in Motion

This mobile Labour Market Information Centre (LMIC) is stocked with written materials and laptop computers connected to the Internet with the latest in cellular phone technology. *Careers in Motion* was launched to provide the Alberta government with a way to take career and LMI resources directly to citizens, especially communities without a LMIC.

[www.gov.ab.ca/acn/200206/12522.html](http://www.gov.ab.ca/acn/200206/12522.html)

### Job Opportunities Index

This economic indicator of labour demand counts the number of job openings posted on the Internet. The indicator suggests western Canadian employers are in the mood to hire. Internet postings in western Canada on *Monster.ca* were up over 20 per cent from the first count taken in January 2004.

[www.cwf.ca/abcalcwf/doc.nsf/doc/7EFC35AC306ABB7687256ECB007D2566?Open](http://www.cwf.ca/abcalcwf/doc.nsf/doc/7EFC35AC306ABB7687256ECB007D2566?Open)

### Index of Economic Well-being

This index is comprised of four components of economic well-being: effective per capita consumption flows; net societal accumulation of stocks of productive resources; income distribution; and, economic security. The *Index of Economic Well-being* was developed to provide Canadians with a useful tool to make informed judgments about society's level of economic well-being.

[www.csls.ca/iwb.asp](http://www.csls.ca/iwb.asp)

### Report of the Pan-Canadian Education Indicators Program 2003

This publication, prepared jointly by Statistics Canada and the Council of Ministers of Education, Canada, is designed to assist policy makers, practitioners and the general public to evaluate the performance of education systems across jurisdictions and over time. The report examines the socio-demographic characteristics of the school-age population, the financing of education systems, the characteristics and features of education at the elementary-secondary and post-secondary levels, and educational and labour market outcomes.

[www.cesc.ca/pceip/PCEIP2003en.pdf](http://www.cesc.ca/pceip/PCEIP2003en.pdf)

### CanLearn Pro Web Site

CanLearn Pro provides learning professionals with access to tools, resources, and up-to-date information to assist their students and clients explore learning and career options. The site includes a learning directory, reading resources, a Facilitators Guide and listings of learning events and news stories.

[www.canlearn.ca](http://www.canlearn.ca)

### 2003 Alberta Wage and Salary Survey

The Alberta Wage and Salary Survey is conducted every two years. The 2003 survey covers over 500 occupations and provides information on wages and salaries for full-time and part-time employees in Alberta by occupation, geographic area, and industry group. The survey also includes new information on skill shortages.

[www.alis.gov.ab.ca/wageinfo](http://www.alis.gov.ab.ca/wageinfo)

### Career Voyages Web Site

This American web site features detailed information about the fastest growing industries and occupations, the skills and education required to prepare for them, job openings by area, wages, and licensing requirements and growth rates for occupations. [www.careervoyages.gov](http://www.careervoyages.gov)

### **How Canada Stacks Up - The Quality of Work – An International Perspective**

High quality work is defined by more than wages, benefits, and job security. This report compares workplaces in Canada, the U.S. and the member nations of the European Union, in terms of four dimensions of job quality: work/life balance; health and well-being; skills development; and career and employment security. An additional indicator on overall satisfaction with working conditions is presented separately.

[www.cprn.com/en/doc.cfm?doc=499](http://www.cprn.com/en/doc.cfm?doc=499)

### **World Economic Outlook, Advancing Structural Reforms**

The World Economic Outlook presents the International Monetary Fund staff's analysis and projections of economic developments at the global level, in major country groups (classified by region, stage of development, etc.), and in many individual countries. It focuses on major economic policy issues as well as on the analysis of economic developments and prospects.

[www.imf.org/external/pubs/ft/weo/2004/01/index.htm](http://www.imf.org/external/pubs/ft/weo/2004/01/index.htm)

### **OECD Economic Outlook**

This edition of the OECD Economic Outlook analyzes the major trends for the years 2004 and 2005. It provides in-depth coverage of the main economic policy issues and the policy measures required to foster growth in each member country. As governments strive to tackle unemployment, the OECD urges them to avoid taking too narrow an approach and to consider wider economic and social objectives as well.

[http://www.oecd.org/document/18/0,2340,en\\_2649\\_201185\\_20347538\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/18/0,2340,en_2649_201185_20347538_1_1_1_1,00.html)

### **Economic Security for a Better World**

A new study by the International Labour Organization indicates that economic security – coupled with democracy and government spending on social security – is beneficial for social stability.

The report is the first attempt to measure global economic security as perceived by ordinary people. New information sources were used, including statistics from a series of detailed household and workplace surveys, which covered 15 countries representing 85 per cent of the world's population. Over 48,000 workers in more than 10,000 workplaces were surveyed.

This study indicates that less than 10 per cent of people live in countries that provide favourable economic security. All countries, especially developing nations, face the challenge of moving forward with policies that foster economic rights and an environment in which a growing majority can pursue a rewarding life of dignified or decent work.

[www.ilo.org/public/english/protection/ses/index.htm](http://www.ilo.org/public/english/protection/ses/index.htm)

## THE CONFERENCE ADVANTAGE – UPCOMING EVENTS

### **Essential Skills Symposium**

**When:** October 24 to 26, 2004  
**Where:** Chateau Cartier Aylmer, Gatineau, Que  
**Website:** [www.forumpp.ca/skills\\_symposium/symposium\\_e.html](http://www.forumpp.ca/skills_symposium/symposium_e.html)  
**Hosted by:** Public Policy Forum

#### **About the conference:**

The objective of this Symposium is to broaden the community of experts and practitioners and engage a wide range of stakeholders in discussion on the national goals of essential skills research and the actions needed to reach them. The Symposium sets out to engage a wide range of participants and introduce them to the research, policy initiatives and best practices surrounding

The event is by invitation only.

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### **Innovative Methods for Surveying Methodology Symposium**

**When:** November 3-5, 2004  
**Where:** Hilton, Lac-Leamy Hotel, Gatineau, QUE  
**Website:** [www.statcan.ca/english/conferences/symposium2004/index.htm](http://www.statcan.ca/english/conferences/symposium2004/index.htm)  
**Hosted by:** Statistics Canada

#### **About the conference:**

This international event will address issues of statistical methodology relevant to the work of a government statistical agency as well as to a broader statistical community, including universities, industry and other organizations. Some of the topics to be covered during this year's Symposium will include: indirect sampling, data mining and text mining, sampling issues, mobile populations, surveys on Aboriginal peoples and business surveys.

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### **National Technology Week 2004**

**When:** November 10, 2004  
**Website:** [www.cctt.ca/NTW/National.aspx](http://www.cctt.ca/NTW/National.aspx)  
**Hosted by:** Canadian Council of Technicians and Technologists and the National Council of Deans of Technology

#### **About the event:**

The event, which is held annually across Canada, presents a range of activities and material for Canadian grade eight and nine students and educators, including first-hand introductions to technician and technologist jobs and comprehensive resource material.

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## THE CONFERENCE ADVANTAGE – UPCOMING EVENTS

### **Workplace Education and Learning Conference: Investing in People**

**When:** November 29-30, 2004  
**Where:** Toronto Marriott Bloor Yorkville Hotel, Toronto, ON  
**Website:** [www.conferenceboard.ca/education/symposium/workplace2004/](http://www.conferenceboard.ca/education/symposium/workplace2004/)  
**Hosted by:** The Conference Board of Canada

**About the conference:**

The conference will bring together business and industry decision-makers and practitioners with educators, government officials and labour representatives. Its focus will be on enhancing workplace learning initiatives, improving standards and challenging organizational change.

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### **Exploring New Approaches to Social Policy: Lessons from Research**

**When:** December 13-15, 2004  
**Website:** [policyresearch.gc.ca/page.asp?pagenm=v7n1\\_art\\_18](http://policyresearch.gc.ca/page.asp?pagenm=v7n1_art_18)  
**Hosted by:** Organized by the Queen's University School of Policy Study, in partnership with the Policy Research Initiative and Social Development Canada

**About the event:**

The subject of the conference is the implications of recent social policy research for understanding the challenges and opportunities that are most likely to affect social policy in the medium term. The conference will build on the interdepartmental research from three Policy Research Initiative's social policy projects that are coming to completion in the autumn of 2004.

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