Skills Match? Raising the bar on supply & demand strategies

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Future Skills Centre
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Driving innovation in skills development to prepare for the future of work

240+
skills development projects spanning every province & territory

36,000+
Canadians receiving hands-on skills training

75%
of projects serving underrepresented and disadvantaged groups

20
economic sectors represented
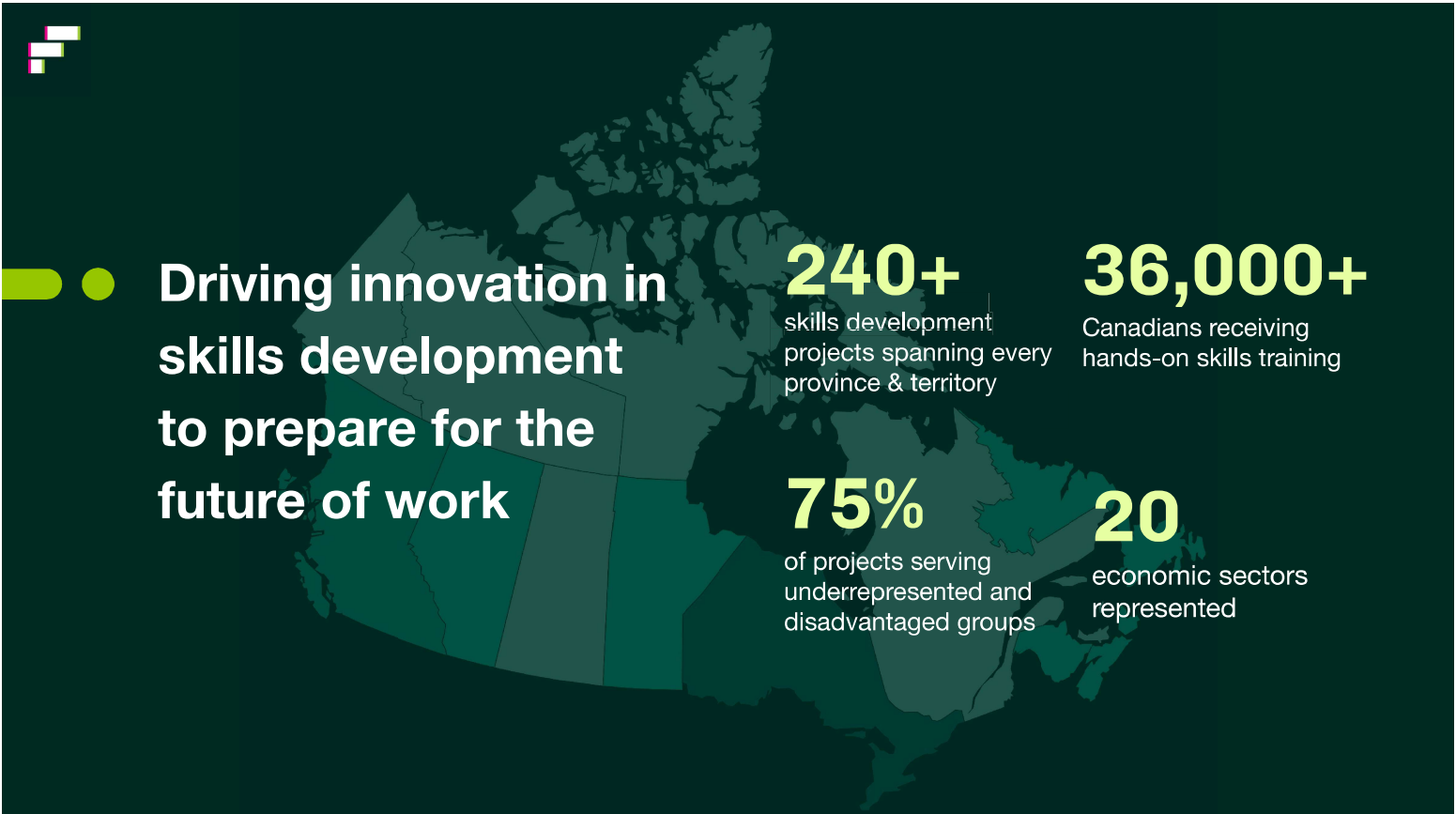
Only about 50% of Canadian workers participated in training over the last year.

This included 44% who participated **in employer provided training** and the majority of these were **young workers training** as they started a new job.

In the next decade...

1/4 of Canadian jobs will be heavily disrupted by automation

1/2 of Canadian jobs will require a new mix of skills even if the job title stays the same

Yet...

The digital economy alone is expected to have employed **2.26 million workers by 2025**

Sources: RBC, Humans Wanted (2018); ICTC, Onwards and Upwards Digital Talent Outlook (2025)

3.1 million jobs

will be disrupted over the next 10 years as the country transitions its energy economy

Forecasts show we will come out with **more jobs** as part of this transition

Source: RBC, Green collar jobs (2022)

Changing demographics

Canada's **low birth rate and aging population** means a shrinking workforce.

By 2031, one in three Canadian workers will be part of a racialized group.

By 2032, it's projected that immigration account for **100%** of Canada's **population growth.**

Sources: Statistics Canada

Only
4% of Canadian businesses
are using **artificial intelligence**

AI adoption highest in Quebec (5%),
Ontario, B.C. and Saskatchewan
businesses (4%), Alberta (3%).

Sources: The Diversity Institute and the C.D. Howe Institute, The Next Wave: Automation and Canada's Labour Market. (2020); Brookfield Institute, Race alongside the machines: Occupation and digitalization trends in Canada (2006 to 2021); The Dais, Automation Nation? AI Adoption in Canadian Businesses (2023)

Only 20% of adults in Canada
have ever used careers services

Source: LMIC and OECD, Career guidance for adults in Canada (2022).

Employers and business: SMEs

With Magnet, Diversity Institute and Ontario Chamber of Commerce: building a **platform that provides access to training resources to support SMEs with recruitment and training.**

Across Canada

- ▶ Engaged **55 chambers of commerce** and **790 SMEs** on the needs of SMEs and employees
- ▶ Collected more than **2400 surveys** from learners on the use of the prototype

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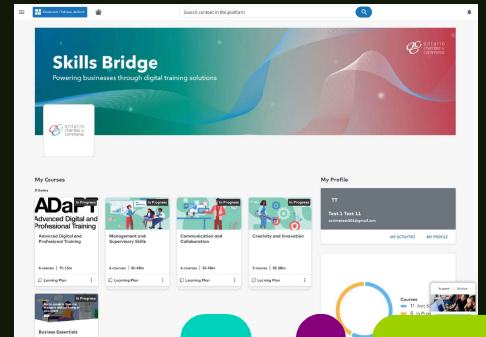
Career development: Building capacity for SMEs
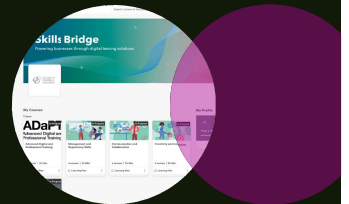
Asynchronous learning course offering based on core skill needs we heard SMEs need:

Communication	Digital Skills	Numeracy
Problem Solving	Collaboration	Equity, Diversity & Inclusion
Innovation	Adaptability	Entrepreneurship
Reading	Writing	Management

Theme-specific skills: Leverage Inclusion In Workplaces, Sustainability Literacy, AI adoption