



Future Skills
Centre

Centre des
Compétences futures

Bridging the School-to- Work Transition

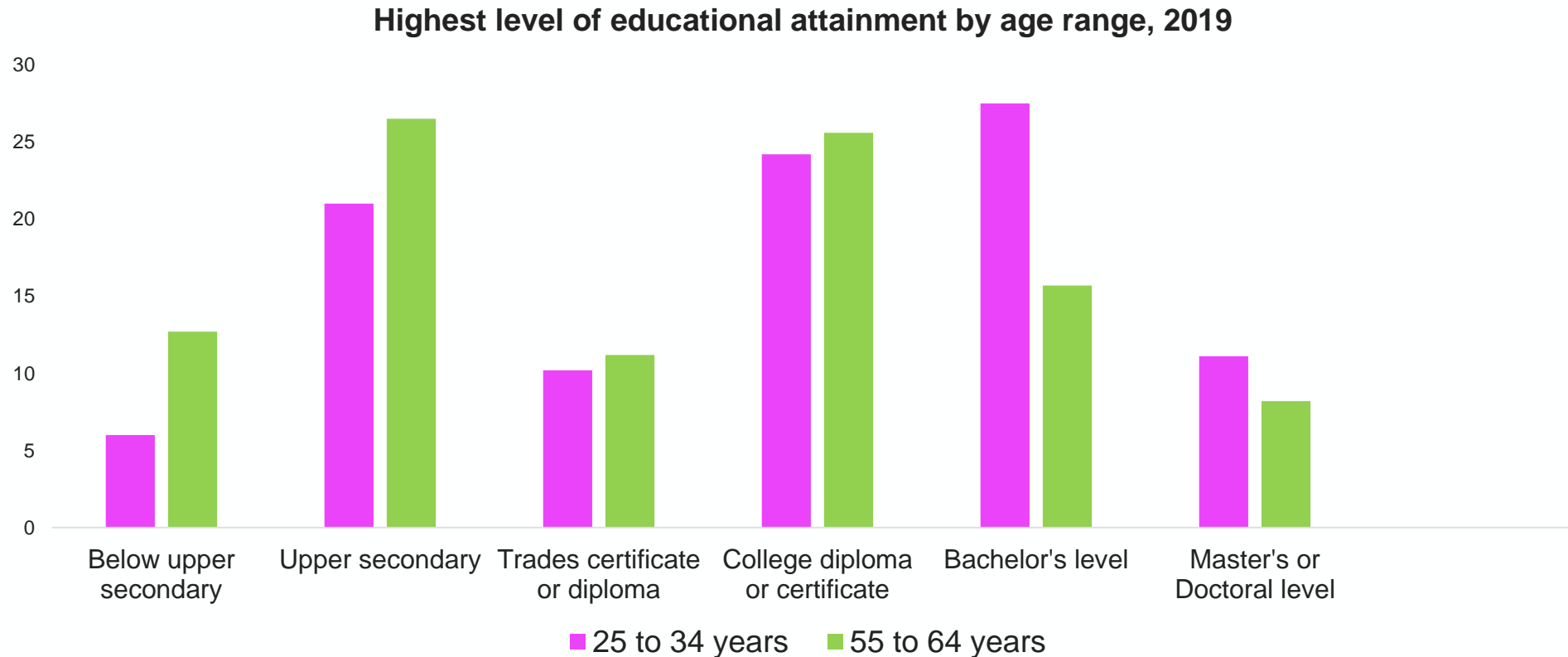
FSC Webinar



August 18, 2022



Youth in Canada are attaining higher levels of education than older generations





Education boosts labour market outcomes



Higher levels of education are associated with:

- Greater likelihood of getting a job
- Higher average earnings
- Greater likelihood of getting a high quality job

Hurdles in the school-to-work transition



Disparities by education

- Personal and financial barriers



Negative employer attitudes

- Particularly against equity-seeking youth or youth with lower levels of education



Labour market

- Last in, first out
- Rapidly shifting
- Rising precarity

Equity-related factors moderate how young people experience challenges in each of these areas





How do we facilitate **smoother** and **faster** school-to-work transitions?

How can the skills ecosystem increase rates of youth participation in education?

How can educational institutions better prepare young people for the world of work?

How can young people without experience gain relevant work experience?

How can we encourage employers to hire and invest in excluded youth?

How can we better integrate services to support young job seekers?



School-to-work transitions are important to policy makers, post-secondary institutions, and employers

Active labour market policies

Federal, provincial and territorial governments support programs that subsidize the **creation of entry-level jobs, skills development opportunities and career services** for young people.

Post secondary institutions

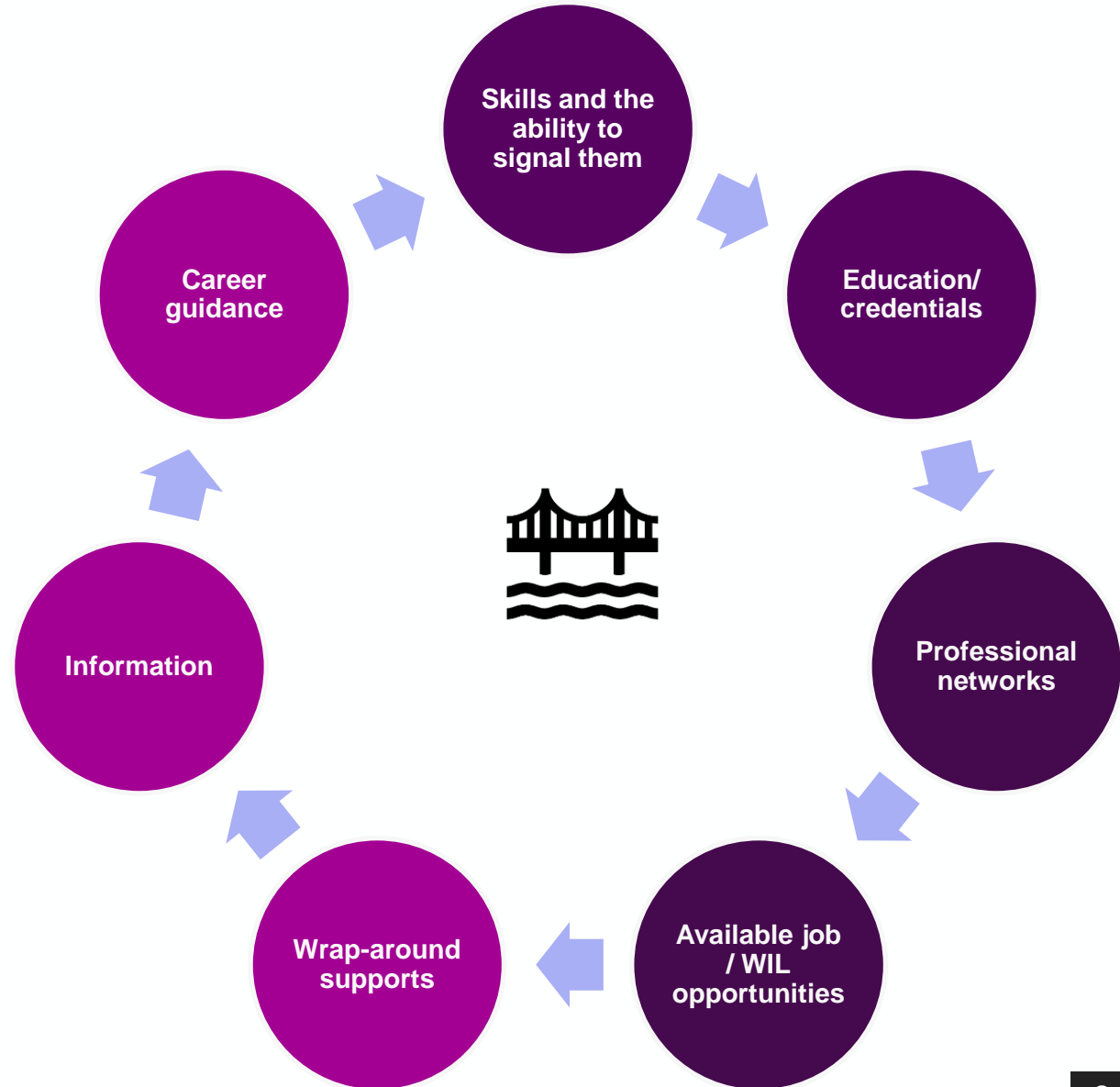
Colleges and universities recognize that transitions to the workforce are vital for students.

Employers

In a tight labour market, employers are more willing to consider investing in youth to meet labour needs.



Eight core dimensions to school-to-work transitions



FSC's Learning Themes

Issue area / Learning theme	Relevant projects addressing this question
<p>How can the skills ecosystem increase rates of youth participation in education?</p>	<p><u>Zero-Fee, University of Alberta</u>: Free post-secondary education (incl. microcredentials).</p> <p><u>Reboot Plus, Douglas College</u>: Holistic support program for youth struggling with high school – incorporates essential skills training and experiential pathway exploration.</p>
<p>How can educational institutions better prepare young people for the world of work?</p>	<p><u>Future Skills Innovation Network for Universities, FUSION</u>: An innovative network of universities bringing professional development into the classroom via a skills-focused curriculum and skill reflection sessions.</p> <p><u>Canadian Alliance for Skills and Training in Life Sciences (CASTL), PEI BioAlliance</u>: Applied-learning STEM skills development program jointly informed by academia and industry.</p>



FSC's Learning Themes

Issue area / Learning theme	Relevant projects addressing this question
How can young people without experience gain relevant work experience?	<u>ELITE, University of Alberta</u> : Paid work-integrated learning and internship opportunities for Black youth in STEM with an entrepreneurial component – wage subsidized.
How can we encourage employers to hire and invest in excluded youth?	<u>Upskilling Canadian youth for in-demand tech careers, NPOWER</u> : Employer-informed “pre-training” skills programming – does not leverage wage subsidies. <u>ADaPT, Technation Canada & the Diversity Institute</u> : Skills development and work placement program to transition recent graduates with non-STEM backgrounds into digital roles.
How can we better integrate services to support young job seekers?	<u>Project Integrate, OTEC, MaRS & First Work</u> : An integrated digital youth employment services pathway.





The value of hiring youth

“As the Canadian economy becomes more knowledge-based and demands greater innovation and creativity, **the business case for hiring young people grows stronger**. Arguments supporting **diversity** in the workplace in terms of varying backgrounds, experiences and thinking apply: Young people are uniquely equipped to help employers handle the pace of change in this new world of work. The value of youth is a strategic business discussion that must be held in every boardroom across the country.”¹

¹ 13 Ways to modernize youth employment in Canada, Government of Canada:
<https://www.canada.ca/en/employment-social-development/corporate/youth-expert-panel/report-modern-strategies-youth-employment.html>

A person stands on a dark, rocky shore, looking out at a cityscape framed by a glowing purple rectangle. The cityscape is illuminated with purple and blue lights, suggesting a futuristic or digital theme. The background is a dark, cloudy sky.

Thank you!

Looking forward to your questions.



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Pivot today. Succeed tomorrow.