

## Targeted call for FSC Project Partners

### Instructions to complete the application form

Please refer to the Future Skills Centre's (FSC) [Targeted Call for FSC Project Partners Guidelines](#) document when preparing your application.

This application form is structured to help you address the selection criteria for this call and give reviewers easy access to your project information. This form is divided into the following sections:

- Part 1 - General information
- Part 2 - Project summary
- Part 3 - Project details
- Part 4 - Project work plan and budget
- Part 5 - Declaration

If you would like to request accommodations or other types of support, please contact Maysa Mourad by email at [targetedcall@fsc-ccf.ca](mailto:targetedcall@fsc-ccf.ca) or by phone at 437-331-0613.

If you have any questions while compiling your application, you may contact our team at [targetedcall@fsc-ccf.ca](mailto:targetedcall@fsc-ccf.ca). We would be happy to answer any questions.

# PART 1 - GENERAL INFORMATION

## 1. Lead organization

Name of lead organization

United Food and Commercial Workers Union Canada

Name of project lead

Derek Johnstone

Project lead's preferred method of contact (email address and/or phone number)

[derek.johnstone@ufcw.ca](mailto:derek.johnstone@ufcw.ca); 416-720-8858

## 2. Proposed project

Project title

Supporting Mid-Career Workers in Retail and Meat Processing

Project start and end dates

December 30, 2021 – September 30, 2023.

Projects must end no later than September 30, 2023.

Amount requested from FSC (total)

\$534,850.00

Project partners and their location

# PART 2 - PROJECT SUMMARY

## 1. Proposed project “one-liner”

How would you describe your new project in one sentence?

Building the skills eco-system across workers in the retail and meat processing sector  
(30 words maximum)

## 2. Proposed project summary

How would you describe your new project and how it builds on the testing and learning of your current project to date?

We suggest that this summary covers the main information about how your new project addresses all selection criteria of this targeted call.

In this new iteration of supporting mid-career workers in retail and meat processing we seek adaption in the skilled trades certification regime building on learnings made when navigating the existing model. This model attempts to act as a bridge between members and the certification regime, advocating for their integration and access to higher-paying, skills adept labour market prospects.

(250 words maximum)

## 3. Additional scope

How does your new project go beyond the scope of your current FSC-funded project?

The additional scope may include expanding or extending a project model, its principles and/or components. For example, it may include expanding the project to new regions or jurisdictions, including new or larger target populations, and testing different delivery formats to understand what works to address demands. This would assume the potential for bringing additional partners to deliver the project at a broader scale. The additional scope must be grounded in new concrete learning questions to contribute to your work and of others in the skills ecosystem.

The new project will engage primarily industry partners and educational institutions to bridge the administrative gap that constrains workers from entering the skilled-trades eco-system in relation to retail and food processing workers. It will also expand digital skills training to francophone members.

(150 words maximum)

## 4. Importance of the additional scope

**Why is the additional scope of your project important to your organization, sector and target populations? Why is it timely?**

This additional scope is critical to establishing our pre-apprenticeship training among workers in the retail and food processing sector with industry accreditation and value for time and learning investment. It will also allow us to reach an underserved portion of our francophone membership.

(150 words maximum)

## **PART 3 - PROJECT DETAILS**

In this section, please provide information about how your new project supports each of the selection criteria of this targeted call.

We provide prompting questions to help you address all criteria in the application guidelines. You may prepare this section following the prompting questions in sequence or using your own sections and narrative.

Although you have flexibility regarding the format for this section, please make sure that you address all criteria according to the prompting questions. Reviewers will assess your application by scoring each criterion individually.

This section should not exceed **seven** pages. We anticipate that most proposals will present this section in **five** pages.

**Our project continues to strive for relevance as we mitigate the worst effects that job displacement could have on workers in the retail and meat processing industry. Retail and food processing workers have some of the lowest educational outcomes in today's labour market meanwhile employer's are expecting more sophisticated workers with many skills to offer a competitive labour market. By bringing accredited skills training and providing digital skills exposure to this underserved labour market segment the country is better prepared to have skills-informed workers, knowledgeable and accredited to add value to Canadian firms.**

**Remote and virtual learning has quickly become the de facto means of knowledge dispersion and our online learning technology has been well situated to meet the increasing demand for remote and virtual learning methods. Members in retail and food processing already work irregular hours and formal educational schedules make in-class learning untenable, presenting barriers to advanced knowledge. With our current learning infrastructure,**

matched with a burgeoning skills eco-system our members will be well positioned to take advantage of learning experiences otherwise unavailable to these underserved labour market segments.

It takes heavy regulatory lifting to disrupt the established trades certification regime as informed from past project experiences. Dispersed networks of skilled-trades learning providers, in partnership with a shared vision of advancing skilled trades is a better formula for success than regulatory transformation. Acting as a bridge for our members to the skilled-trades eco-system adds value to our members who are seeking educational prospects while sharing the vision of partners who want to advance a skilled and professional Canadian workforce.

Not only are retail and food processing members underserved in their access to skills development due to inherently low-skilled work they are overrepresented as Black, Indigenous and People of Colour (BIPOC). Many of our members in the retail and food processing industry are minimum wage earners and overrepresented in low-income households part of the barriers facing BIPOC peoples in accessing better skills training and higher-income occupations. Addressing skills training in this labour market segment is naturally inclined to address the barriers in skilled training among BIPOC Canadians.

The project maintains prudence in spending and administration of funds with protected legal liability as part of previous funding arrangements and coherent distribution of finances across a feasible time horizon.

(3,500 words maximum)

## **PART 4 - PROJECT WORK PLAN AND BUDGET**

1. Please submit a **one-page work plan** with key milestones and their timeline. **Do not** include detailed activities at this time. If your proposal is selected, we will work with you to develop a detailed work plan.
2. Please complete the project budget template provided to you as part of the application material.
  - a. Include only **new funding** associated with your new project and its additional scope. Please do not include the existing funding that is already part of your current funding agreement with FSC.
  - b. If applicable, identify new funding pending or confirmed for this project from other sources. **This funding should be included as in-kind contributions.** (Please note that funding from other federal sources cannot be counted towards in-kind contributions)

3. Please submit your work plan and budget by sending these files, along with this completed form, to [targetedcall@fsc-ccf.ca](mailto:targetedcall@fsc-ccf.ca).

4. You may use the space below to provide comments to accompany your work plan and/or budget.


(100 words maximum)

## PART 5 - DECLARATION

By submitting an application, the lead organization and its partners agree to the requirements of the following sections, detailed in the guidelines outlined for this funding call, and they affirm that they comply with and/or commit to the following:

- Organization eligibility.
- Active support for co-creating and carrying out an evaluation with an FSC-approved evaluator, if FSC decides an evaluation is appropriate for this project.
- Active engagement in knowledge mobilization activities related to the project.
- Compliance with the Tri-Council Policy Statement on the Ethical Conduct of Research Involving Humans.
- Confidential due diligence inquiries from Future Skills Centre into the applicant.

Signature



Name of signing authority

Derek Johnston

Date

Nov 2, 2021