



Future Skills
Centre

Centre des
Compétences futures

IMPACT REPORT 2022

Dedicated to helping everyone in Canada gain the skills they need to thrive in a changing labour market.

Skills for Canada

The world of work is changing at a rate none of us could have anticipated, an acceleration that has been exacerbated by the pandemic. Canada now needs more skills innovation capacity that builds prosperity and sustainability for the long term.

At FSC, we are dedicated to helping **everyone in Canada** gain the skills they need and employers the workforce they require to foster a resilient learning nation.



Pedro Barata
Executive Director
Future Skills Centre

Our innovations are enhancing the skills ecosystem with new tools and labour market information — helping over 25,000 people and various industries navigate change. Our pan-Canadian portfolio of innovation projects is providing insights about what works. Now, 15 per cent of our projects are scaling their efforts and our partnerships with provincial and territorial governments are driving systems change.



Jenny Poulos
Senior Vice-President, Talent
Services and Operations
RBC
Board Chair
Future Skills Centre

We are pleased to present **our first impact report**. These pages demonstrate how our consortium — the Toronto Metropolitan University (including The Diversity Institute and Magnet), Blueprint, the Conference Board of Canada — has solidified FSC as Canada's world-class skills innovation hub. But there is much more to be done, we must reinforce our efforts so that everyone in Canada can participate in our shared prosperity today and tomorrow.

FSC's impact at a glance

Creating more than

13 new digital platforms for labour market information and career navigation tools

to help people and industries navigate change.

3.9M

audience reach of our projects and insights

Partnering on

195+ innovation pilots

with industry, post-secondary and skills practitioners & **growing/scaling 25 initiatives** across sectors and regions.

2,000+

network of practitioners, influencers and decision makers

Influencing policy adoption through **4 established provincial partnerships**

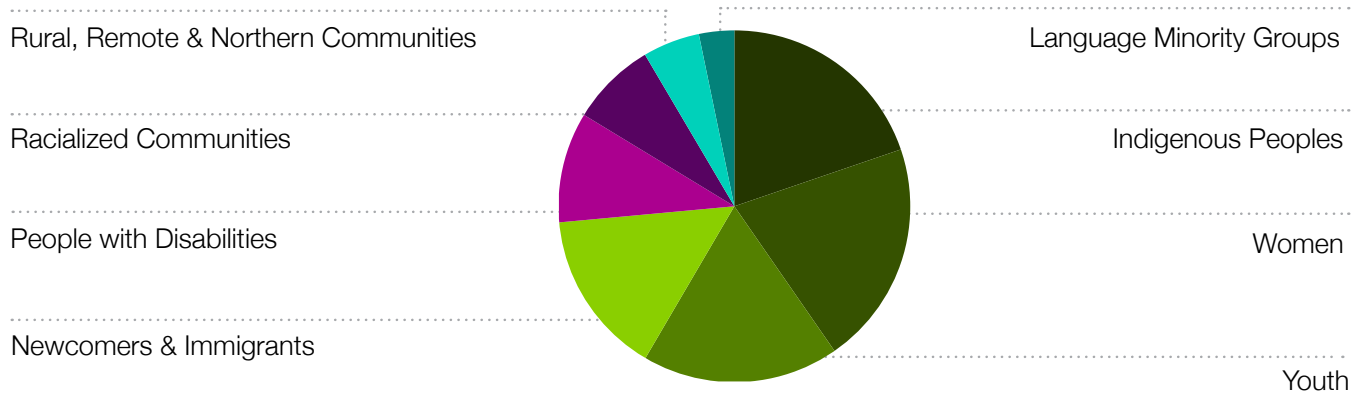
(BC, AB, SK, QC) and growing, encouraging investment into systems-oriented approaches.

25,000+

people benefited from skills training and/or employment opportunities

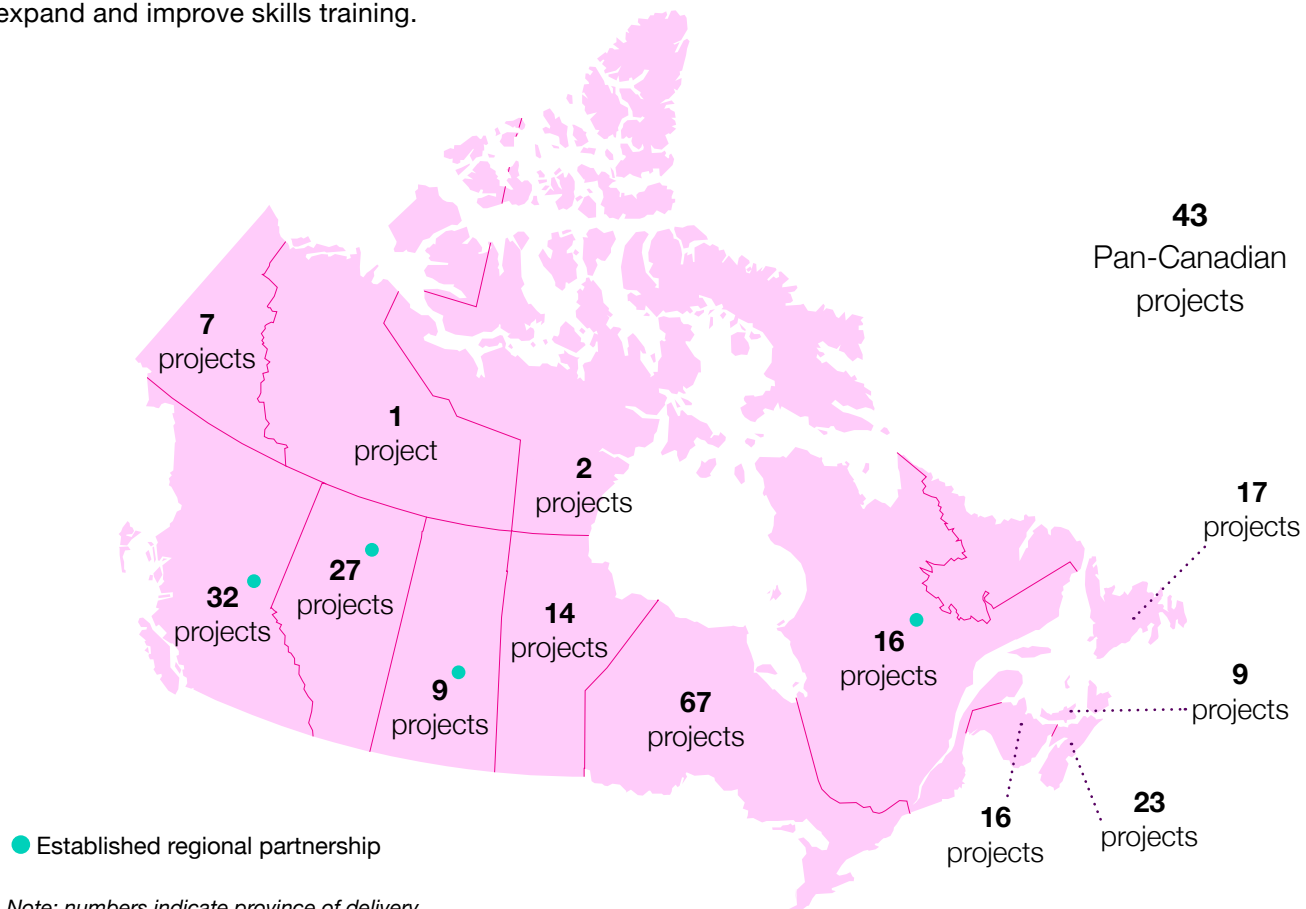


79% of our projects focus on addressing barriers and advancing opportunities for under-represented groups.



Investments in skills innovation across Canada

We are working directly with many stakeholders including practitioners, employers and labour, post-secondary institutions and federal and provincial governments to co-invest and pilot new systems-oriented approaches that expand and improve skills training.





Our approach to drive transformation in Canada's skills development ecosystem

The need to anticipate significant changes to our rapidly evolving economy is urgent:

- **Unmet skills needs cost the economy \$25B** or 1.3% of GDP in 2020, up 60% from 2015
- **900,000+ positions were unfilled** in 2021; half remained unfilled for 60 days
- The pandemic has accelerated automation, disrupting more sectors and workers

FSC is answering the call to make sense of our fast-changing economy and build a resilient, nimble and inclusive workforce.

We transform Canada's skills development ecosystem through **insights** and **solutions** that drive **systems change**.



The agreement between FSC and CPMT will allow us to **accelerate the development, enhancement, recognition and transferability of current and future skills in key sectors of the Quebec economy.**

The future of employment for all depends on the ability of the government and its partners to innovate and stimulate the development of skills. I applaud FSC's openness and responsiveness to Quebec's distinct realities in this area.

Audrey Murray, former chair of the *Commission des partenaires du marché du travail*

Insights

We bring together leaders, practitioners and experts across sectors and jurisdictions to gain and share the insights that will ensure Canada has the skills and innovation needed for the future.

300+

partnerships with ecosystem experts to deliver innovative perspectives and thought leadership on the future of skills

13

new digital platforms for skills development and career navigation tools delivered

250+

research reports, learning bulletins and web content produced and shared to advance knowledge

150+

appearances and events to share research and insights

“FSC has set up something truly amazing to push our ecosystem forward, and we can access experts who support research that uncovers why In Motion & Momentum works, what its impacts are, and how it benefits the system.”

Donnalee Bell

Managing Director, Canadian Career Development Foundation

Insights to enable opportunities beyond social assistance

Kate, an Inuit woman living in a remote community, had been struggling for years with anxiety and precarious work. Like many, she entered the labour market before being work-ready, cycling back into social assistance. Through [In Motion & Momentum](#), a program that serves people with systemic and intrapersonal challenges, she formulated new life goals and enrolled in a trades and technology program to start a career.

As the program expands across Canada, there has been evidence of success. In the program’s seven years in New Brunswick, **the province’s social assistance caseloads dropped by 10%** and had a positive impact on participants and their families and government investments. The results indicate more vulnerable and marginalized groups can be reached.



Solutions

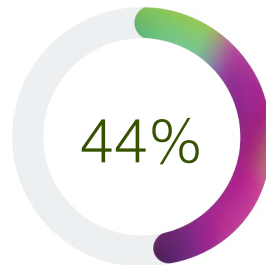
We are working with governments, industry, post-secondary institutions and skills practitioners to **scale solutions from pilots to pan-Canadian programs** and expand across populations, regions and sectors so that more people can benefit.

\$209M

invested in projects helping 25k+ people with skills training and/or employment opportunities

20

sectors supported across all provinces and territories



of projects are employer-led or partnered solutions



of projects are growing or scaling

“It has been a disheartening time for many members of our workforce who have been displaced from the oil and gas sector, [but] the greatest employment opportunity in Calgary right now is in jobs requiring digital competencies...We’re really excited about the opportunities moving forward with the new and expanded EDGE UP 2.0 model.”

Jeanette Sutherland

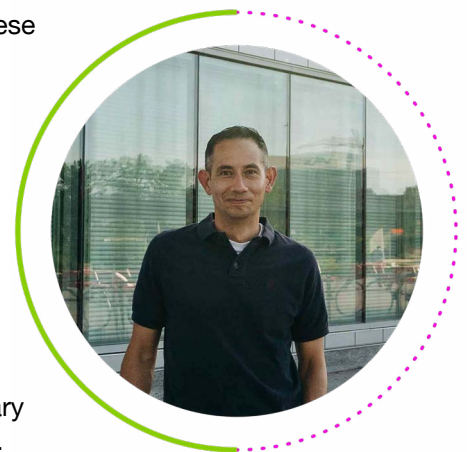
EDGE UP program lead, Calgary Economic Development

Mid-career transitions from energy to tech

The oil and gas sector in Calgary has had to pivot, displacing many highly skilled workers. FSC is supporting a Calgary Economic Development solution to help these workers transition to the high-growth IT sector and fuel Alberta’s economy.

The [EDGE UP](#) program offers training pathways developed by post-secondary institutions, training organizations and employers. The OECD has endorsed the program’s promise for replication in other sectors and regions, and to inform future policies. Companies like Amazon Web Services have partnered to fuel their local talent pipeline.

More than 70% of the first cohort is now employed in tech jobs or furthering their education. Felipe Moreno spent 15 years as a mechanical engineer. After completing EDGE UP, he landed a job as a data analyst at a Calgary fintech company. The program is expanding to new cohorts and digital platforms.





Systems change

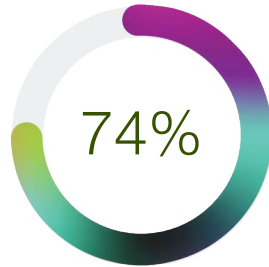
We are now recognized as a trusted partner and leader in skills innovation that influences systems change. We are working with federal and provincial governments to co-invest and pilot new approaches that expand and improve skills training. By fostering collaboration, engaging with policy-makers and investing in the skills development ecosystem, we ensure promising solutions grow in scale and innovation, and are adopted.

4

active partnerships with provinces of Quebec, Alberta, Saskatchewan, and British Columbia

1400+

active members in our Community of Practice



of partners participating in our Innovation Lab for seeding future-looking transformation

1st

example of a pilot being adopted as a policy solution at scale by provincial government

“FSC has been instrumental in infusing much-needed investment into the FAST program, and with their collaboration, we’re expanding it to create a long-term care stream to support an industry in dire need of individuals with those skills right now.”

Iona Santos-Fresnoza

FAST Program Lead, Immigration Employment Council of British Columbia

Accelerating newcomer integration

Saeed arrived from Iran with a decade of experience in the financial industry but couldn’t get a foothold in the Canadian labour market. Many newcomers whose foreign credentials aren’t recognized face barriers that exacerbate higher unemployment and low wages.

Through [FAST](#), an innovative online program that connects organizations that serve immigrants with those that provide career guidance, Saeed received assessments of his technical and soft skills to land a job in finance.

FAST’s success in helping newcomers navigate Canada’s job market is resulting in its expansion into more sectors including biotechnology and life sciences, skilled trades, culinary arts and long-term care. The government of New Brunswick has adopted FAST as a policy solution at scale.





Pivoting today to succeed tomorrow

This year we are focused on three priority areas:

1. Sector-based skills for a sustainable transition

[We are supporting](#) the transition to a sustainable economy by helping workers reskill and upskill for the green jobs of the future through research, development of standards and frameworks and innovation pilot programs.

2. Responsive career pathways

We are testing approaches such as career hub models, employer engagement and support for career guidance professionals, in recognition of the pivotal role [career guidance](#) plays as people navigate decisions over their working lives.

3. Inclusive prosperity

We are prioritizing the testing of new models and approaches that address barriers for [under-represented groups](#) because Canada is stronger when everyone can contribute to and benefit from our shared prosperity.



Our commitment to excellence and accountability

We adhere to the highest standards of financial accountability and transparency, earning the trust of everyone in Canada to steward public funds to catalyze skills innovation and training and enable everyone to thrive in an evolving economy.

Efficient operating costs

Our operating budget is holding at 9%, with the vast majority of resources directed to innovations in skills development.

Significant investments in skills innovations

\$209M invested since 2020 in partners whose innovations and research are strengthening Canada's skills ecosystem, including education and skills organizations, sector and industry groups and training institutes.

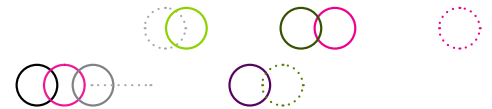
Strong financial reporting

Annual [audits](#) by KPMG confirm the accuracy of our financial statements and the effectiveness of our controls and systems in ensuring we are meeting our contractual obligations.





About the Future Skills Centre



We are a forward-thinking centre for research and collaboration dedicated to driving innovation in skills development so that everyone in Canada has access to economic opportunities and is prepared for the future of work.

We are founded by a consortium whose members are the Toronto Metropolitan University, Blueprint, and The Conference Board of Canada, and are funded by the Government of Canada's Future Skills program.

We work with researchers, practitioners, employers and labour, post-secondary institutions and policy makers to solve pressing labour market challenges to ensure Canada's economic prosperity – with an unwavering commitment to diversity, equity, and inclusion.

Our vision

We focus on strengthening Canada's skills development ecosystem so that everyone in Canada can look to a future of meaningful and relevant lifelong learning opportunities.

Our mission

Canada is a resilient learning nation, backed by an agile and responsive skills ecosystem, that equips everyone with the skills they need to thrive in a rapidly changing economy and share in Canada's prosperity.

How we work

We...

- are agile
- are collaborative
- are inclusive
- pursue excellence
- focus on impact

Key milestones

2019

FSC is launched
First cross-Canada regional sounding tour
Inaugural research series “[Skills Next](#)”
First round of innovation pilots launched

2020

Appointment of advisory board
Launch of [Strategic Plan](#)
Launch of the [Community of Practice](#)
Second cross-Canada regional sounding tour
30 innovation and evaluation pilots funded

2021

64 [shock-proofing](#) the future of work pilots launched
Launch of [Opportunext](#) tool for jobseekers
10 promising pilots [scaled](#)
Upskilling partnerships targeted to key economic sectors

2022

Inaugural [Future Skills Summit](#)
Milestone partnership with Quebec on future skills innovation
13 pilots expanded to tackle skills shortages

Pandemic Pivot

When COVID-19 hit in FSC’s second year, we pivoted to [support Canada’s recovery](#) while staying attuned to future labour market disruptions.

- We supported displaced hospitality and tourism workers with our rapid response project
- We researched COVID’s impact on jobs, sectors, youth, mental health and equity
- We funded **64 innovation pilots** to shock-proof Canada’s workforce in the most significant economic disruption of our times

“ These solutions – the testing and evaluation of some of the actual assets that have been developed – we would’ve been very hard pressed to make the progress that we’ve made without the Future Skills Centre’s support. **We can scale some of the best practices that were identified as we’re working with other provinces.** It makes it exciting – not just in how it helped us to begin to respond and provide solutions, but also to start to think ahead.

Adam Morrison, President and CEO, Ontario Tourism Education Corporation, Tourism and Hospitality Emergency Response Project

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[Future Skills Centre](https://www.linkedin.com/company/future-skills-centre/)



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Community of Practice

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FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We commit ourselves to learning about our shared history and doing our part towards reconciliation.

The Future Skills Centre was founded by a consortium of partners.

**Toronto
Metropolitan
University**

**The Conference
Board of Canada**

Blueprint

The Future Skills Centre is funded by the [Government of Canada's Future Skills Program](#).

Canada 