



Quebec regional partnership

Our partnership with [the Commission des partenaires du marché du travail \(CPMT\)](#) is supporting 68 partner organizations to ensure Quebec is well poised to support the workforce of the future. The partnership focuses on three priority areas: Quebec future skills reference framework, ensuring labour market participation by underrepresented groups, and increasing the participation of women in STEM fields.

Quebec future skills reference framework

Quebec future skills reference framework – The Future Skills reference framework provides labour market partners with common language, definitions and principles to address the future jobs skills so vital to the Quebec economy. The framework provides a broad approach to skills development, where sector partners can pick any number of the 10 referential skills, apply them together in their industry, and test their validity.

Partner name:	Accueil Bonneau
Project name:	The portfolio of future skills to reshape homelessness.
Budget:	\$124,384
Project Description:	Through self-diagnosis, research, training and dissemination programs, the sponsor aims to develop 8 competencies of the framework within the Bonneau Hospitality Center and to raise awareness on the framework within all its stakeholders. A transfer of knowledge is expected to happen in the homeless sector, for vulnerable clients, and for several job profiles.

Partner name: Association professionnelle des designers d'intérieur du Québec

Project name: State of affairs regarding Interior Designers' skills in the 21st century

Budget: \$260,559

Project Description: This project will identify the specific elements of interior design practice that make up each of the future skills and validate with them the skills that deserve special attention through workshops. During the project, an assessment will be carried out to evaluate the level of skills for each of the professionals' competencies. An audit will also be completed.

Partner name: Cégep André Laurendeau

Project name: A Guide to Implementing Quebec's Future Skills Framework [RQCF] in College Technical Education

Budget: \$213,969

Project Description: The project consists of structuring and deploying a process for the appropriation and implementation of Quebec's Future Skills Framework. To achieve this, three deliverables will be prepared: a guide for the implementation of the Reference Framework in technical training, the development of a system for issuing digital badges in line with the skills of the Reference Framework, experimentation of the reference guide and the system for issuing digital badges.

Partner name: Cégep de Drummondville

Project name: Coaching your team in the digital transformation

Budget: \$137,462.00

Project Description: The project aims to set up a program that will offer concrete training for manufacturing managers so that they can effectively support their employees on a daily basis and thus be agents of change.

Partner name: Cégep de Drummondville

Project name: Diversity and Inclusion in the Workplace Symposium: Cultural diversity in the workplace, a matter for everyone

Budget: \$54,844.00

Project Description: This project aims to organize a symposium by the Cégep de Drummondville. The goal of the symposium is to promote the values of inclusion and diversity of the Framework. Workshops will also be held on other skills such as adaptability, collaboration, communication and professional development. The sponsor considers this symposium to be a premise that will not only provide food for thought for the participants, but will also encourage them to continue their development in the area of diversity. The sponsor considers this symposium to be a premise that will not only provide food for thought for the participants, but will also encourage them to continue their development in the area of diversity. An audit will also be completed.

Partner name: Cégep Montmorency

Project name: Development of cross-curricular skills for college graduates

Budget: \$15,192

Project Description: Pilot project to design, develop pedagogical materials, test and evaluate a series of six three-hour workshops on cross-curricular skills. The workshops developed will focus on the soft skills most often identified by companies wishing to hire graduates. The objective is to equip graduates of continuing education programs to enter the job market.

Partner name: Cégep régional de Lanaudière

Project name: Evolution-skills: A humancentric solution 2.0

Budget: \$193,136

Project Description: The project aims to develop two training courses in which the skills of the Framework will be included: Formation destinée aux nouveaux employés [Pour apprendre efficacement son nouvel emploi] et Formation destinée aux gestionnaires [Pour guider le gestionnaire à la mise en place de stratégies gagnantes]. Training will be offered online 24/7.

Partner name: Centre d'intervention des Basses-Laurentides pour l'emploi

Project name: Winning know-how, appealing workforce

Budget: \$135,094

Project Description: The first objective of this project is to develop a diagnostic tool to assess the mastery of future skills for older job seekers. Secondly, it will allow for the creation of training on the themes of 9 future skills selected by the sponsor in conjunction with professional development.

Partner name: Centre de recherche et d'expertise en multi littératie des adultes

Project name: Developing a gradual framework of future skills in the form of a matrix with 4 levels of complexity

Budget: \$135,094

Project Description: The first objective of this project is to develop a diagnostic tool to assess the mastery of future skills for older job seekers. Secondly, it will allow for the creation of training on the themes of 9 future skills selected by the sponsor in conjunction with professional development.

Partner name: Centre de services scolaire Marguerite-Bourgeoys

Project name: Future skills and vocational training

Budget: \$973,949

Project Description: The project aims to develop tools related to the Framework that will enable vocational training teachers to integrate these skills into their teaching and pedagogical practices aimed at training the current or future workforce.

Partner name: Centre de services scolaires des Bois- Francs

Project name: Future Skills

Budget: \$109,500

Project Description: This project aims to integrate blocks of training on the competencies of the future into the Diploma of Vocational Studies (DVS) in electromechanics. Six modules of 3 hours will be produced. The sponsor will engage in workshops, group discussions, case analyses and practice stories. Coaching is also expected for manufacturing companies so that their electromechanical employees can develop these skills.

Partner name: Centre de services scolaires des Découvreurs

Project name: Developing self-training tutorials for basic skills

Budget: \$184,300

Project Description: The project aims to develop short video training segments. This type of accessible education will allow the acquisition of skills targeted by companies and adapted to their reality.

Partner name: Centre de services scolaires des Découvreurs

Project name: Effective communication in the workplace

Budget: \$285,771

Project Description: The project aims to offer training adapted to the customers of the technology companies that hold jobs of the future in the territory covered by the service center Les Découvreurs.

Partner name: Comité sectoriel de main-d'œuvre de l'environnement

Project name: Framework of environmental skills

Budget: \$356,076

Project Description: This project aims to develop a scalable framework of environmental skills adapted to environmental work scenarios based on the CPMT's future skills and a guide to facilitate its use in various contexts. This framework of environmental skills will allow the development of situational descriptors of skills in various contexts in the environmental sectors.

Partner name: Comité sectoriel de main-d'oeuvre en aérospatiale au Québec (CAMAQ)

Project name: AMBITION 4.0: Learning path for team leaders and supervisors

Budget: \$270,062

Project Description: The project aims to realign a proven human skills training program with the guidelines of the Future Skills Framework to develop a learning culture and team cohesion in manufacturing SMEs.

Partner name: **Comité sectoriel de main-d'œuvre en aménagement forestier**

Project name: Training in scaling and management of harvested wood

Budget: \$189,341

Project Description: The project aims to develop 615 hours of advanced technical training in scaling and management of harvested wood. Skills from the Framework will be included including digital literacy, collaboration and communication, adaptability, autonomy and professional development.

Partner name: **Concordia University**

Project name: Certifying Employability: Putting the Quebec Reference Framework for Future Skills into Action.

Budget: \$199,350

Project Description: The project aims to provide both candidates and employers with the necessary tools to identify and highlight the skills in the Framework.

Partner name: **Conseil québécois des ressources humaines en tourisme**

Project name: Using the Quebec Skills of the Future Framework to create a new trade

Budget: \$73,827

Project Description: The project focuses on the development of an innovative approach to the Framework to match the needs of employers and the aspirations of workers. It aims to identify (and reduce) the conflicts related to the hiring and retention of seasonal workers by setting up a reference framework for a new type of four-season employment, in the context of a mountain tourism operation. This is an innovative approach to using the Quebec Skills Framework of the Future, which will make it possible to match the needs of employers and the aspirations of workers. The target groups for the project are experienced workers.

Partner name: **École de la créativité La Factory**

Project name: Skills Accelerator

Budget: \$297,440

Project Description: This project is an analysis on the development of future skills. It aims to develop, test and measure the concrete impact of training on future skills, with young people from the School of Advanced Technology as they enter the job market.

Partner name: **Fédération des centres de services scolaires**

Project name: Sustainable employability, the role of future skills and external mentoring

Budget: \$957,288

Project Description: MEN-EXT is a pilot project and research on the use of external mentoring to train on future skills. It is sponsored by the training centers and aims to develop and validate an external mentoring model for the development of future skills. This project will also identify facilitating and limiting factors of training on future skills in order to equip organizations.

Partner name: **Fédération des centres de services scolaires du Québec [FCSSQ]**

Project name: Continuing education seen through the prism of the Future Skills Framework

Budget: \$914,370

Project Description: Through this project, the FCSSQ aims to develop support tools to assist service centers in including Referral skills when developing or adapting a training program. The goal of the project is also to develop tools to ensure a common vision across the network so that all service centers can include them in their customized training.

Partner name: **Fédération des centres de services scolaires du Québec [FCSSQ]**

Project name: Digital Sentinels

Budget: \$445,334

Project Description: Training digital sentinels, within the union structure itself, will help identify or anticipate workers' low digital literacy levels and facilitate the expression of their needs to organize a course curriculum with the business services of the academic service centers.

Partner name: **Fondation Émergence**

Project name: Certification in Diversity and Inclusion

Budget: \$50,730

Project Description: The sponsor would like to offer a training program to develop knowledge in inclusive leadership to the member companies of this NPO. The six-week training program is designed for business leaders, managers and all change agents who want to develop leadership based on diversity and inclusion.

Partner name: La Fondation québécoise pour l'alphabétisation

Project name: Projet Enrichir (Enhance Project)

Budget: \$171,225

Project Description: The Enhance project is designed to raise awareness among employers, decision-makers and managers in the targeted administrative regions about the importance of training and skills upgrading throughout Quebec by prioritizing environments with low literacy and numeracy levels, and secondly, to use the Info-Alpha and Info apprendre services to help organizations and users find the most appropriate resources for their needs.

Partner name: Grappe métropolitaine de la mode

Project name: Environmental and Ethical Sensitivity as a Labour Attraction Strategy in the Fashion, Apparel and Textile Sector in Quebec

Budget: \$226,907

Project Description: In order to attract millennials to the fashion industry who are more aware of climate and ethical issues, the sponsor is implementing a workforce attraction strategy in line with eco-responsibility, one of the values of the Referential, to support businesses in this sector. Concrete tools will also be developed to help these companies deploy environmentally responsible measures and policies.

Partner name: Intégration Jeunesse du Québec inc

Project name: Pathway 10/10: Working Together for Inclusion

Budget: \$200,671

Project Description: The project aims to set up a pilot project to develop and disseminate tools and conferences on the three competencies of the Framework, namely collaboration and communication, adaptability and autonomy. It is about going further with some of the training and activities that the organization has already done with employers and unemployed people. We also want to collaborate in the wider dissemination of the Framework, which we consider very relevant.

Partner name: Réseau canadien des entreprises d'entraînement

Project name: Developed a management guide, a trainer's manual and 19 administrative support job descriptions¹ by task and subtask.

Budget: \$296,298

Project Description: This project aims to develop training tools for the development of future skills for individuals who are under-represented in the labour market in the area of administrative support work. A management guide, a trainer's manual and 19 job descriptions for administrative support work by tasks and subtasks will be developed.

Partner name: Tables des responsables de l'éducation des adultes du Québec (TREAQ)

Project name: Developing a digital diagnostic tool to assess literacy and numeracy skill enhancement needs by job position.

Budget: \$545,917

Project Description: The project aims to develop a digital tool that will allow for the profiling of staff in terms of required literacy and numeracy skills, which will enable targeted training needs based on the diagnosis made.

Partner name: Université du Québec à Chicoutimi (UQÀC)

Project name: Inclusion and assertion of diversity

Budget: \$157,247

Project Description: This project aims to develop an innovative, pilot, assertiveness-based training to foster inclusion, autonomy and interpersonal relationships. Creative and experiential techniques (photolanguage, role-playing, fluid sculpture, etc.) will be used to support awareness, decentering, and encountering differences

Partner name:	Université TÉLUQ (Télé-Université)
Project name:	Projet FINEX : Environnement numérique d'apprentissage par simulation (ENAS) en finance pour non-financiers (FNF).
Budget:	\$792,077
Project Description:	This project aims not only at the development of a digital learning environment, of remote training by simulation, for the reinforcement of skills and the tailor-made support of sectoral needs, in financial management, for SMEs, entrepreneurs and non-financial managers but also at the development of contextualized and experiential training thanks to the collaboration with associated industrial stakeholders. The experimentation and the evaluation of their pedagogical approach of simulation will make it possible to apply and put into practice, the integration of the system of skills registered with the Référentiel québécois des compétences du futur (RQCF).



Ensuring labour market participation by underrepresented groups

Ensuring participation in the labour market by underrepresented groups will be key to maintaining a healthy economy. Partner organizations will focus on the integration and job retention of people in these groups through research, testing new approaches, and facilitating and co-ordinating action by key labour market groups.

Partner name: Alliance des centres-conseils en emploi

Project name: Co-development of an initiative to mobilize unemployed and inactive people

Budget: \$159,901

Project Description: The project seeks to create and facilitate a space for dialogue between the labour market partners represented on the CPMT. It aims to develop a common strategy for the mobilization and integration of unemployed and inactive people into the labour market.

Partner name: Bureau du Cinéma et de la télévision du Québec

Project name: Training for the retention and integration of underrepresented groups in the audiovisual technical professions

Budget: \$1,348,028

Project Description: The BCTQ's "Training for the Retention and Integration of Underrepresented Groups in the Audiovisual Technical Trades" project aims to address the growing labour shortage in the film and television industry and the lack of attractiveness and retention of underrepresented groups in the industry. This project will not only train the best film crews in Quebec, but will also establish learning standards that meet the needs of the industry and promote this training to the various cultural communities, including emerging groups and workers in career change (45+ years). It will take into account the notions of parity and inclusiveness.

Partner name: Camo-Route

Project name: Supporting companies in the international recruitment process

Budget: \$80,232

Project Description: The project aims to improve awareness of the process of hiring and retaining people of immigrant backgrounds internationally. Thus, the sponsor wishes to develop a Guide to international recruitment and cultural diversity management in the workplace. The project will allow company managers to be equipped with the complete process of international recruitment, to be informed of the legal framework surrounding immigration programs, and to be equipped with HRM practices that facilitate the integration and retention of employees of immigrant origin.

Partner name: Camo-Route

Project name: Truck drivers Objective 10% Tier 2

Budget: \$200,352

Project Description: After the success of the first phase, which was very mobilizing for the sector and whose efforts allowed to increase the percentage of female truck drivers by 1% in the participating companies and by 5% in the two participating road transport training centers (CFTR and CFTC); phase completed in March 2022; Camo-Route wishes to continue the project in order to keep the sector mobilized and committed to this change towards the inclusion of women as truck drivers and to pursue its objective of 10%.

This application for the Female Truck Drivers: Objective 10% (Tier 2) project is part of a larger project that will target women in nontraditional occupations in the trucking industry (e.g., heavy-duty truck mechanics).

Partner name: Cégep du vieux Montréal

Project name: Pathway 10/10: Working Together for Inclusion

Budget: \$181,951

Project Description: The Direction de la formation continue et aux entreprises du Cégep du Vieux Montréal (DFCE) and the Centre de recherche pour l'inclusion des personnes en situation de handicap (CRISPESH) are collaborating to propose this pilot project, which consists of developing and implementing the Pathway 10/10: 10 weeks of outreach, reflection, training and coaching to develop 10 ideas to face the challenges of inclusion and employment of people with disabilities in 10 businesses in the retail and food sectors. As part of the pathway, participating organizations will be matched with candidates with disabilities through on-the-job mentoring activities.

Partner name: Centre d'appui aux communautés immigrantes (CACI)

Project name: CACI - Centre d'appui aux communautés immigrantes - Skills and competencies of integration counsellors and employment counsellors for immigrants.

Budget: \$345,690

Project Description: Faced with a labour shortage in community organizations whose mission is to welcome and integrate immigrants, the development of the competency framework aims to strengthen their ability to offer effective and personalized reception and integration services to immigrant clients. To maximize the impact of the documents produced, this project will also allow not only an analysis of this profession to make the most complete portrait but to develop and implement a plan and tools for promotion, dissemination and exploitation of the results.

Partner name: Centre de service scolaire de la Capitale

Project name: For an additional support in the workplace tailored to graduates from under-represented groups in the socio-professional integration program and to their new work environment

Budget: \$106,517

Project Description: The project is a training program based on personalized coaching for 30 students who have completed a Socio-Professional Integration (SPI) program and have entered the workforce. This training will allow participants to improve their skills and develop, for example, self-confidence, rigor, a sense of responsibility, initiative at work, ethics, cooperation, communication, emotional management, conflict management, problem solving and, if necessary, behaviors that promote inclusion.

Partner name: Centre de transfert pour la réussite éducative du Québec

Project name: French language training at your fingertips

Budget: \$973,949

Project Description: Through this project, CTREQ aims to make French-language training as effective as possible. Its goal is to focus more on the use of digital technology. It proposes online training methods that will support the development of learners' skills by giving them more autonomy in managing their French-language training and more flexibility. The project targets Level 4 learners. Comments: The project meets the objectives of the proposal. This is a large project that allows clients who are far from the labour market to improve their knowledge of French. Francization

Partner name: Centre de transfert pour la réussite éducative du Québec [CTREQ]

Project name: Skills development guidelines: the core of an adaptive company's success.

Budget: \$153,450

Project Description: The proposed project aims to develop the skills of the workers of an adaptive company in the manufacturing sector, in particular by testing with them the modalities of a community of practice [CoP].

Partner name: Chambre de commerce du Montréal métropolitain

Project name: Integration Mentoring [Name not finalized].

Budget: \$669,785

Project Description: The project aims to provide SME representatives with the external support necessary to implement and deploy a structured integration process for staff from under-represented groups in the labour market.

Partner name: Conseil du patronat du Québec inc.

Project name: Increasing the labour force pools through the integrating diversity

Budget: \$672,472

Project Description: Through this project, le Conseil du Patronat du Québec aims to contribute to the seeding of a true culture of diversity within businesses. This will be achieved by the creation of a expert hub that will serve as a strategic, support tool for various stakeholders. The hub's objective will be to ensure, by the end of the project, that a significant portion of trainers, career coaches and experts in human resources are trained on best practices in diversity and inclusion.

Partner name: Conseil québécois des ressources humaines en tourisme

Project name: Mobilization of labor market partners and raising awareness of integration issues in the workplace

Budget: \$417,585

Project Description: This project, through the creation of five joint working boards for the following groups: workers aged 55 and over, people with disabilities, immigrants, First Nations and Inuit, and adult judicial clientele, aims to implement concrete actions in terms of integration, return to work and job retention for groups underrepresented in the labour market in the tourism industry in order to counter the aggravated labour shortage.

Partner name: **Coopérative Maître d’Oeuvre**

Project name: Bottines et Tournevis

Budget: \$432,578

Project Description: The project focuses on the recruitment, training and retention of women, including immigrant women, in the construction industry. The goal is to design and provide vocational training to sixteen women to enable them to enter the construction industry. This is a twelve-week training course, the theoretical and practical knowledge will be put into practice during the renovation of three bathrooms. The issue of racialized women poses significant challenges, as they are often victims of prejudice due to the fact that they are women, sometimes from minority groups, and under-represented in the construction industry. This project aims to recruit women by partnering with the Maison d’Haiti and Action Femmes Travail. Goals: Promote the integration of women in the construction sector by focusing on adapted strategies and career paths; Promote the retention of women in the construction sector; Raise awareness and educate people at all levels of the hierarchy on the importance of maintaining safe and inclusive work sites.

Partner name: **Formabois - Comité sectoriel de main-d’œuvre du bois**

Project name: Upgrading in industrial mechanics and production equipment operation for immigrant workers in Beauce and Lac-Saint-Jean in the wood transformation sector

Budget: \$1,784,157

Project Description: In order to alleviate the labour shortage in the wood processing sector, two companies in the sector with several plants in Beauce and Lac-Saint-Jean, will welcome in January 2023 approximately one hundred immigrants from different backgrounds. This CSMO FORMABOIS project aims to upgrade these workers in industrial mechanics and production equipment operation. It addresses the need to upgrade the skills of these workers for better integration into the Quebec production chain.

Partner name: **Fédération des chambres de commerce du Québec**

Project name: Facilitating the integration of underrepresented client groups in the labour market

Budget: \$976,254

Project Description: Through this project, the FCCQ seeks to contribute to the continuous improvement of the service offer in human resources management through an innovative process of assisted networking between employers in the regions and client groups under-represented in the labour market based on the competency-based approach. It targets candidates who are underemployed or underrepresented in the labour market because of their age, cultural or Indigenous background, disability, gender expression or sexual orientation. This project will also support any organization with a stated need for labour recruitment.

Partner name: **First Nations Human Resources Development Commission**

Project name: Training for businesses promoting the integration and retention of First Nations of Quebec

Budget: \$247,239

Project Description: The sponsor intends to develop a training program and to disseminate it to potential First Nations employers, particularly those in the tourism and forestry sectors. The resulting training will promote the implementation of collaborative practices and solidified partnerships while developing the knowledge of the Reference Guide to Promote the Integration and Retention in Employment of the Target Population and the best practices identified therein.

Partner name: **First Nations Human Resources Development Commission of Quebec**

Project name: Forum Premières Nations et Inuits – Gaspésie-et-Îles-de-la-Madelaine

Budget: \$111,254

Project Description: This forum aims to increase the participation of FNI members in the labour market with the collaboration of the stakeholders of this market. It will allow the networking of job seekers, and students who will complete in the near future a training recognized by the MEES as well as the numerous companies recruiting personnel. This is the second edition of the first successful regional forum held in Val-d'Or in Abitibi-Témiscamingue in June 2021 to raise awareness and increase the hiring of FNIs in businesses.

Partner name: **Fondation québécoise pour l’alphabétisation**

Project name: Literacy and Alpha-Success Studies

Budget: \$117,692

Project Description: This project is a literacy study. Its objectives are two-fold The first part of the study will provide an update of previous studies regarding the status of literacy. The second part of the project will be to carry out promotional activities and discussions on the results. Two alpha-achievement initiatives will be organized for the general public in either face-to-face or virtual format to raise awareness on literacy among the general public and employers in Quebec.

Partner name: **Intégration Jeunesse du Québec inc.**

Project name: The three Ms : Mentorat, Maintien, Mobilisation (Mentoring, Retaining, Mobilizing)

Budget: \$180,916

Project Description: The proposed project aims to develop and test a new model of career mentoring by including a job retention component. IJQ already offers a mentoring service for about twenty people per year as part of its Employment Assistance Service with activities that are part of the “integration into employment”, the promoter wants to implement and experiment a new role for mentors. It proposes to train them and involve them in the job retention of their mentees, thus enhancing the role of mentors in order to better support under-represented groups.

Partner name: **NPower Canada**

Project name: Programs Pathways

Budget: \$992,615

Project Description: This project aims to launch NPower Canada’s program in Quebec by implementing a workforce development program that will enable underrepresented job seekers to acquire the technical and professional skills necessary to succeed in these high-demand roles. Through this proven skills training and work placement program, NPower Canada will be able to help Quebec job seekers achieve sustainable financial stability. Through its holistic approach to service delivery, NPower Canada will provide lowincome job seekers with coveted digital and workplace skills training, including job placement opportunities that will enable them to secure meaningful employment with an average starting hourly wage of \$21 or more, which represents a 47% increase over the provincial minimum wage.

Partner name: Options sans limites inc

Project name: Together for the sustainable integration of women in employment

Budget: \$146,278

Project Description: The project's mission will be to promote the retention of women in predominantly male jobs and to counter the main problem of women's difficulty in integrating and/or retaining these jobs for multiple reasons. The Specialized Women's Workforce Development Organizations (SWWDO) are working together to identify and test winning practices for companies in need of workers. The occupations targeted by this project are futureoriented and non-traditional occupations, in various sectors according to the needs and realities of the regions.

Partner name: Promo 21

Project name: Training program to support the reintegration of neurodiverse adults into a warehouse environment and skill development to maintain employment in a supply chain environment

Budget: \$565,534

Project Description: The project's mission will be to promote the retention of women in predominantly male jobs and to counter the main problem of women's difficulty in integrating and/or retaining these jobs for multiple reasons. The Specialized Women's Workforce Development Organizations (SWWDO) are working together to identify and test winning practices for companies in need of workers. The occupations targeted by this project are futureoriented and non-traditional occupations, in various sectors according to the needs and realities of the regions.

Partner name: Provincial Roundtable Discussion on Employment

Project name: Employment and skills needs of Anglophones in Quebec

Budget: \$191,608

Project Description: This project uses data from the 2021 Census as well as from the Institut de la statistique du Québec (ISQ) and the Ministère du Travail, de l'Emploi, et de la Solidarité sociale (MTESS) to determine the employment status of English-speaking Quebecers, to analyze the skill needs of various anglophone populations, and to link them to job opportunities in the regions.

Partner name: **Regroupement des organismes spécialisés pour l'emploi des personnes handicapées (ROSEPH)**

Project name: Union support for the integration, reintegration and job retention of people with disabilities: a review of "practices

Budget: \$196,974

Project Description: The project aims to promote the integration and retention of people with disabilities through strategies and pathways adapted to the workplace. Thus: By focusing on people with disabilities, capitalizing on the initiatives taken by unions and SSMO-PHs regarding their integration and job retention. speaking Quebecers, to analyze the skill needs of various anglophone populations, and to link them to job opportunities in the regions.

Partner name: **Services intégrés pour l'emploi**

Project name: Ergonomics: a tool for retaining women in non-traditional workplaces impacting manufacturing industries

Budget: \$90,885

Project Description: The project aims to develop a guide on the ergonomics of women in manufacturing industries that will offer solutions. The Guide will have two components: a paper component or an electronic PDF that will be distributed to all manufacturing employers in the Centre-du-Québec territory and another component in the form of a video, available on the Internet and posted on social networks. The main objective of the project is to attract and retain women in jobs that are predominantly male by using ergonomics.

Partner name: **The Regional Development Network (Quebec English-Speaking Communities Socio-Economic Development Network)**

Project name: To deepen to allow better support of the regional initiatives in the field of employment.

Budget: \$60,830

Project Description: The purpose of the project is to collect and analyze data that will increase knowledge about employers with English language needs and the labour market skills needs of English-speaking Quebecers. The study will address the following questions:

1. What sectors of the Quebec labour market require English language skills to complement French in the workplace?
2. Where are the opportunities in these sectors located in Quebec?
3. What are the skills associated with opportunities in these sectors?
4. Where can the identified skills be acquired? How is access to skills development for the English-speaking community in regions outside Montreal and Laval?

Partner name: **Université du Québec à Montréal (UQAM)**

Project name: Increasing the duration of job retention for people with mental health disabilities receiving employability services in Quebec.

Budget: \$76,243

Project Description: The purpose of the project is to conduct a feasibility and acceptability study verifying the effects of the new “Brains@Work” intervention in community and health settings offering employability services to people with psychological disabilities.

Partner name: **Université du Québec à Trois-Rivières (UQTR)**

Project name: Towards a TEID (temporal, emergent, idiosyncratic, dyadic) approach to sustainable employability of underrepresented groups in the labour market: the role of future skills

Budget: \$1,261,241

Project Description: Explore solutions to the integration and retention of groups underrepresented in the labour market by considering:

- the time frame spanning the pre-employment and post-employment periods (integration and retention);
- the trajectories of professional integration adapted to the specific nature of each group;
- the individual from groups underrepresented in the labour market and his or her employer (work on understanding the role of the employee-employer dyad)

Main objective:

- Develop and document a model for furnishing varied forms of plural and distributed leadership involving both underrepresented individuals and their employers based on the needs of each group and the requirement of the period.”

Partner name: **Université du Québec en Outaouais**

Project name: Diagnosing equity, diversity and the inclusion of women in the metallurgical industry in Quebec

Budget: \$29,839

Project Description: This research project aims to provide a recent diagnosis of the equity, diversity and inclusion of women in the Quebec metallurgical sector.

Partner name:	Université Laval
Project name:	Remote development of socio-professional skills of people with disabilities and integration into an inclusive company.
Budget:	\$251,770
Project Description:	The project aims to develop a continuum of socio-professional services. This continuum will allow people with disabilities to develop (remotely or face-to-face) their socio-professional skills and their employability in the food industry



Increasing the participation of women in STEM fields

Women are underrepresented in occupations in the areas of science, technology, engineering and mathematics, known as STEM, including jobs where there are vacancies. Partner organizations will focus on increasing the proportion of women in STEM fields through requalifying and upgrading their skills and supporting organizations in integrating, retaining and advancing women.

Partner name: Centre des perspectives de carrière en TI

Project name: Numérique au Féminin

Budget: \$76,617

Project Description: This project aims to transform the annual event “Numérique au Féminin” held annually for the past 5 years as a conference for the inclusion of women in the digital ecosystem, to the dimension of a movement that allows women to benefit from support throughout their journey. First in the learning and training stages, but also throughout their career regardless of their job transitions.

Partner name: Institut d’IA Appliquée de Concordia

Project name: Increase women’s participation in applied artificial intelligence through a better understanding of barriers to participation.

Budget: \$226,482

Project Description: Concordia’s Institute of Applied AI proposes a community-based action research methodology, based on an intersectional analysis, that aims to:

- Understanding gender inequality in AI sectors;
- design response strategies and implement them through Concordia’s newly created Institute for Applied Artificial Intelligence.

This strategy will allow them to:

- focus on the place of women in AI
- Contribute to the advancement of knowledge related to women’s needs, research and skills development in the rapidly expanding field of AI.

Partner name: Liaison et développement Numana

Project name: Les cartes ESTIM (ton impact) : un jeu pour comprendre l'autre

Budget: \$103,583

Project Description: To reduce barriers to the presence of women and non-binary people in STEM, the NPO Liaison et développement Humanovis, through this project, proposes the co-construction of a deck of cards focused on creating inclusive workplaces that promote the presence and retention of women and non-binary people in STEM. The sponsor includes the relevant communities for a better understanding and ownership. It wants to better respond to the knowledge and support needs of organizations.

Partner name: Regroupement des jeunes chambres de commerce du Québec (RJCCQ)

Project name: Techno-elles

Budget: \$107,789

Project Description: Through training and upskilling, the project seeks to integrate and provide women aged 18 to 35 with the tools necessary to succeed in the business world.

Partner name: Université du Québec à Montréal (UQAM)

Project name: Digital toolkit on diversity and inclusion of women in STEM sectors

Budget: \$198,265

Project Description: The project aims to provide a digital toolkit to leaders, team leaders and HR managers in the province, containing specific training content addressing the issue of hiring, integrating and retaining women in STEM jobs.

Partner name: Université du Québec à Trois-Rivières (UQTR)

Project name: International Day of Women and Girls in Science (STEM)

Budget: \$102,299

Project Description: The project aims to set up a day of development, networking and promotion of the place of women and students working in the manufacturing sector.

Partner name: **Université du Québec à Trois-Rivières (UQTR)**

Project name: Promote the recruitment attraction, integration, and retention of women in STEM in refining and other companies hiring women from STEM industries:

Budget: Developing a practical model for raising awareness and supporting the implementation of skills

Project Description: \$405,633

The project aims to learn about the strategies used by refining companies such as Suncor, Energir and Valero to recruit and retain women employees and to consult with these employees.