



**Future Skills** Centre  
Centre des **Compétences futures**

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# **CLIMB: Continuous Learning for Individuals' Mid- career and Beyond**

Mid-career workers in northern and remote areas of British Columbia are some of the most vulnerable to labour market disruption and also face considerable barriers to retraining and finding new employment.

### Partners

Northern Lights College

**200** participants including from Indigenous and Aboriginal communities

**\$754,315** in funding over 2 years

### Locations

[British Columbia](#)

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### Topics

Future Skills  
Inclusive Economy  
Pathways to Jobs  
SME Adaptability

### Related Tags

[digital platform](#),  
[indigenous](#),  
[indigenous populations](#),  
[mid-career](#),  
[mid-career workers](#),  
[Social and emotional skills development](#),  
[soft skills development](#)

Northern  
Lights  
College  
developed  
the  
CLIMB  
project  
to  
provide  
mid-  
career  
workers  
in  
the  
North  
and  
South  
Peace  
River  
Service  
Region,  
including  
Indigenous  
communities,  
with  
structured  
supports  
offering  
information,  
resources  
and  
training  
to  
reduce  
their  
fears  
of  
the  
unknown  
and  
help  
them  
make  
informed  
mid-  
career  
choices  
and  
changes.

Over two years, CLIMB offered more than 200 people a range of supports and personalized skills assessment modules via a dedicated online portal. The training modules tested how digital programs of this nature can help workers overcome barriers to taking more formal training to put them on a path towards upskilling for a new role or career.

The digital tools and training modules helped improve the mindsets of mid-careers workers about the benefits and feasibility of reskilling for new jobs, however, the CLIMB and CLIMB Restart project demonstrated that online tools are not a panacea on their own and should be used to complement to in-person assistance.



Embarking on a new career is complex and individuals benefited significantly from in-person career and training guidance that helped them better understand their

career options and how to choose training that aligned with those goals.

With its target clients, the project also found financial barriers were key in mid-career workers' decision to take up more formal training. A small increase in the training credit from \$100 to \$250 offered to workers led to an increase in training uptake and therefore the likelihood they will find something that aligns with their career ambitions.

The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the 'Dish With One Spoon Territory,' where our office is located, bound to share and protect the land. As a pan-Canadian initiative, 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 are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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