



Material Handling 4.0: Building pathways to employment for disadvantaged groups

Partners

Mohawk College of Applied Arts and Technology

243 individuals receiving social assistance, newcomers, youth in the manufacturing sector, people without post-secondary education, people with essential skills gaps

Locations

[British Columbia](#), [Manitoba](#), [Nova Scotia](#), [Ontario](#)

Additional Partners

Nova Scotia Community College, Red River College, Vancouver Community College

Topics

Inclusive Economy
Innovation and scaling
Microcredentials
Pathways to Jobs
Sectors

Related Tags

[career pathways](#),
[disruptive technologies](#),
[logistics](#), [manufacturing](#),
[micro-credentials](#),
[microcredentials](#),

Traditionally,
one
doesn't
think
that
moving,
storing,
distributing,
or
disposing
of
materials
and
products
involves
much
technology.

But
as
industry
shifts
to
more
complex
reporting
and
management
protocols,
people
will
need
to
upgrade
their
skills
to
do
this
work
in

scaling, training,
upskilling

the
future.



Evaluation
Report:
Building
pathways
to
employment
for
disadvantaged
groups
Evaluation
Report

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On May 3, 2021, the Future Skills Centre announced an additional investment of \$1.1 million to expand the reach of the Materials Handling 4.0 project

— FSC first invested \$1.95 million in the first phase of the project in 2020

— which helps new material handlers transition into job opportunities within the supply chain sector.

In this integral, but often low-skilled area, employers are suffering from

labour
shortages
due
to
a
lack
of
technical
and
21st
century
skills
among
applicants,
lack
of
organizational
fit,
and
an
ageing
workforce.

Many disruptive technologies have become part of the supply chain system, creating a need for resilient and adaptive personnel, as well as redefining the skills workers, and their employers, need. The new investment announced on May 3, 2021, expands the program and increases its scale and potential impact. Four colleges across Canada are partnering to support economic recovery in their regions through this training program for the supply

chain
sector.
Nova
Scotia
Community
College,
Red
River
College,
and
Vancouver
Community
College
are
joining
with
Mohawk
College
to
deliver
this
program,
which
combines
training,
individualized
student
support
and
practical
work
experience
to
provide
comprehensive
training
to
people
who
face
barriers
to
employment
and
education.

The project will leverage Mohawk College's existing access initiative, City School by Mohawk, to deliver training to prepare individuals receiving social assistance, newcomers, and youth for entry-level careers in material handling. With input from local employers, the project develops and implements a series of grading criteria that will serve as the foundation for a micro-certification for these 21st century skills. Participants receive six weeks of

instruction,
a
two-
week
paid
work
placement,
complete
with
wraparound
supports
such
as
child
care,
PPE
and
work
safety
equipment,
and
referrals
to
support
services
such
as
legal
clinics,
housing,
and
health
care.
Mohawk
is
launching
its
local
cohort
of
the
program
in
spring
2021,
while
the
partnering
colleges
will
offer
their
cohorts
starting
in
fall
2021.

Evaluation Strategy

This project will be evaluated using tools and approaches aligned with its goals, context, and stage of development. The evaluation will focus on generating the right evidence at the right moment to move the intervention forward. [Read more about our evaluation strategy.](#)



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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