



Skills Development in SMEs for Faster Adaptation to Job Market Changes

Partners

Fédération des chambres de commerce du Québec (FCCQ)

300-800 SMEs in Quebec

Locations

Quebec

Topics

Pathways to Jobs
Skills Training
SME Adaptability

Related Tags

collaboration,
labour market and skills information,
skills development,
upskilling,
workplace training

Small and medium size enterprises face a serious talent crunch, but often don't know where to start in terms of assessing training needs and getting connected to effective programs and resources for training and talent development. In Quebec, the basic skills level

of
its
population
is
below
the
Canadian
average,
posing
a
significant
problem
in
terms
of
adapting
the
workforce
to
labour
market
disruptions
and
developing
workforce
skills.



Despite several public-sector initiatives over the past few decades to foster the development of a continuing education culture in Quebec businesses, the level of investment by corporate Quebec in workforce training remains one of the lowest in Canada.

Future Skills Canada is making a seed grant of \$100,000 to Fédération des chambres de commerce du Québec to jump-start a national initiative, identifying partners in other provincial chambers of commerce, and curating evidence-based tools and training resources. The goal of this national initiative will be to support member businesses and organizations in identifying their skills development needs, developing an action plan and establishing linkages between service suppliers from the

business,
education,
and
community
sectors,
policymakers,
programs
and
funding
agencies.

The
project
aims
to
step
up
the
pace
of
organizational
buy-
in to
a
culture
of
continuing
education
and
the
pace
of
workforce
skills
development
in
eight
Quebec
regions.

Inspired
by
the
dual
vocational
training
model,
used
by
several
European
Union
states,
the
proposed
model
is
based
on
the
federation's
network
of
chambers
of
commerce
and
aims
to:

1. identify
basic
regional
human
resource
skills;
2. make
businesses
aware
of
the
importance
of
developing
workers'
basic
skills;
3. develop
and
implement
innovative
solutions
in
addressing
needs
through
skills
development
plans
(SDP);
and
4. gather
needs-
specific
information
as
food
for
thought
and
in
an
effort
to
inform
policy
making
by
public
employment
and
workforce
stakeholders.

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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