



**Future
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Centre

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Synergy: Workforce Development for Vulnerable Women to Succeed

Vulnerable women face many social, political, and economic obstacles affecting their ability to get and keep a job. These are part of systemic discrimination that creates inequalities based on gender such as the foster care system, expensive transit costs, precarious housing, and

Partners

YWCA Canada

1,000 vulnerable women workers across a variety of sectors

Locations

Across Canada

Additional Partners

Women and Gender Equality Canada (WAGE), Royal Bank of Canada Foundation, Ted Rogers School of Management, Chang School of Ryerson University, UN Women, Ontario Coalition of Agencies Serving Immigrants, Canadian Council for Youth Prosperity, Uber Canada, Facebook Canada, Capital One

Topics

Inclusive Economy

Related Tags

demand-driven,
Digital Divide,
financial services,
gender equity, ICT,
online learning, skills gap,
women,
Women in the workforce

burnout
culture.
In
other
words,
improving
labour
market
access
for
vulnerable
women
is
not
just
about
upgrading
skills,
but
providing
the
effective
supports
and
interventions
that
address
those
barriers.



YWCA
is
conducting
a
three-
year
national
study
to
identify
practices
to
build
social
resilience
and
labour
market
access
for
vulnerable
women.
Future
Skills
Centre
is
investing
\$686,000
to
assist
in
piloting
those
identified
practices
with
1,000
women
at 10
sites
across
Canada.
These
pilots
will
help
fine-
tune
the
practices
aimed
at
advancing
gender
equity
in the
labour
market,
with a
focus
on
disadvantaged
groups.

The
Synergy
project's
innovative
proposal
includes:

- Up to 20 YWCA member organizations collaborating nationwide;
- Using gender-based analysis+, holistic approaches, and trauma-informed lens to examine factors and influences on labour market participation and gainful employment;
- Piloting in 10 sites with 1,000 women across the country to address a range of chronic barriers such as housing precarity, rural and remote living, poverty, newcomer issues, single parenthood, indigeneity, disabilities;
- Mobilizing evidence of what works through practical tools

such
as
online
training
modules
and
infographics
to
improve
capacity
of

- 350 service providers;
- Improved YWCA trauma-informed national training standards affecting 330,000 women a year; and
- Working with five employers from different sectors to identify and implement strategies for workforce inclusion of vulnerable women.

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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