



**Future
Skills
Centre**

Centre des
**Compétences
futures**

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Transition to a New Tomorrow

Partners

NorQuest College

120 oil and gas workers

\$1,039,853 over two years

Locations

[Alberta](#)

Topics

Future Skills
Pathways to Jobs

Related Tags

[career pathways](#),
[digital platform](#),
[mentorship](#), [mid-career](#),
[mid-career workers](#),
[sector specific](#),
[Social and emotional
skills development](#),
[soft skills development](#),
[work-integrated learning](#)

As economies and the world of work transform, career changes are becoming much more crucial for workers, particularly in the oil and gas sector in Alberta. Many professionals in that sector need to pivot careers but for mid-career workers there is a

**lot
of
stigma
and
confidence
issues
that
create
obstacles
for
many
considering
a
change.**

Colleges
like
Edmonton's
Norquest
College
can
play
an
important
role
in
retraining
efforts
and
its
"Career
Moves"
program
was
designed
and
tested
to
meet
the
needs
and
sensitivities
of
mid-
career
workers
in
many
industries
to
help
foster
successful
career
transitions.

The Career Moves program explored various career counselling and soft skills development approaches, divided into three phases:

1. professional exploration: reflecting on mid-career workers' skills and interests;
2. professional development: receiving the skills training they need; and
3. professional reflection: understanding professional development options.



The services included activities like seminars, coaching, work-integrated learning and peer support. The program also ensured it was accessible for a variety of equity-seeking demographic groups.

The training was customized to the individual needs of participants, who completed it at their own pace. According to post-project evaluations, participants indicated high rates of satisfaction with clear quantitative improvements in their employment outcomes, such as increased rates of employment and earning comparing pre- and post-training periods.

While the project was aimed at workers in the oil and gas industry, it ended up attracting fewer workers in that sector than originally intended (7% of participants) but more women (62%) and mid-career workers (with an average age of 45) in other fields.

With the number of vulnerable mid-career workers rising, demand for responsive mid-career skills training programs like Career Moves is likely to expand in the years ahead. Crafting a skills training curriculum better tailored to the sensitivities of mid-career workers and which goes beyond technical skills to tackle social/soft skills and psychological issues as well, may be needed to service the needs of this particular demographic.

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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