

Successes and Challenges in Essential Skills Training in Manitoba

Skills for the Future
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Why ES Training?

- Essential skills are a demand-driven training response, as they are based on tasks done in the workplace, i.e., what employers need.
- Since 1991, ES training in Manitoba has been recognized by employers as reflective of their needs.
- ES training has resulted in performance improvements for existing workers and has an impact on productivity.

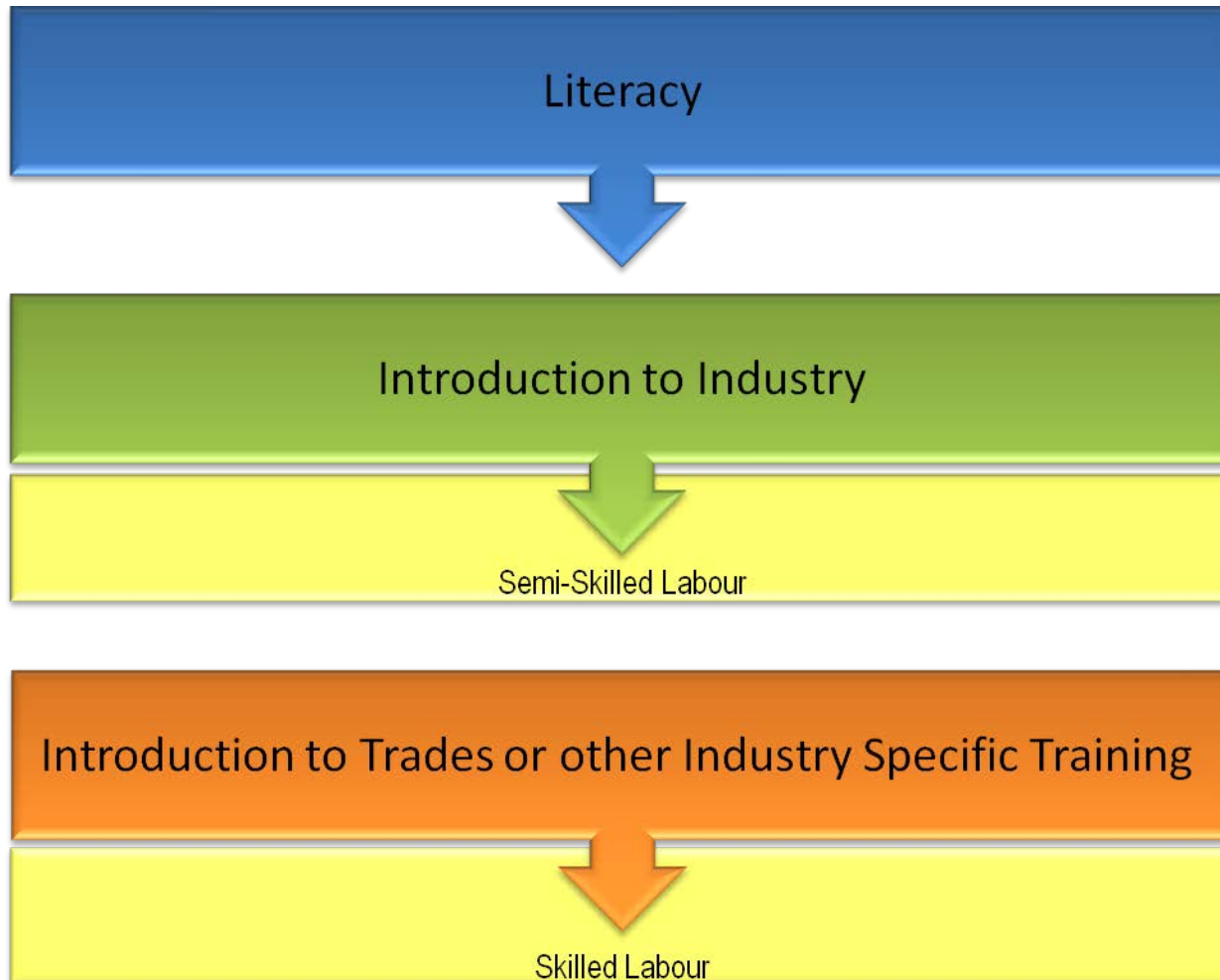
Using ES for Pre-Employment

- Because ES support productivity in the workplace and employers relate quickly to the model and value its training outcomes, it can be used for employment preparation also.
- In 2008, Manitoba began to test the concept in the north in order to respond to pressing labour-market shortages and to be more inclusive of northerners in the workforce.
- ‘Northern people for Northern jobs’ became the partnership vision.

Success: Training to Employment Pathway (TEP) - The North

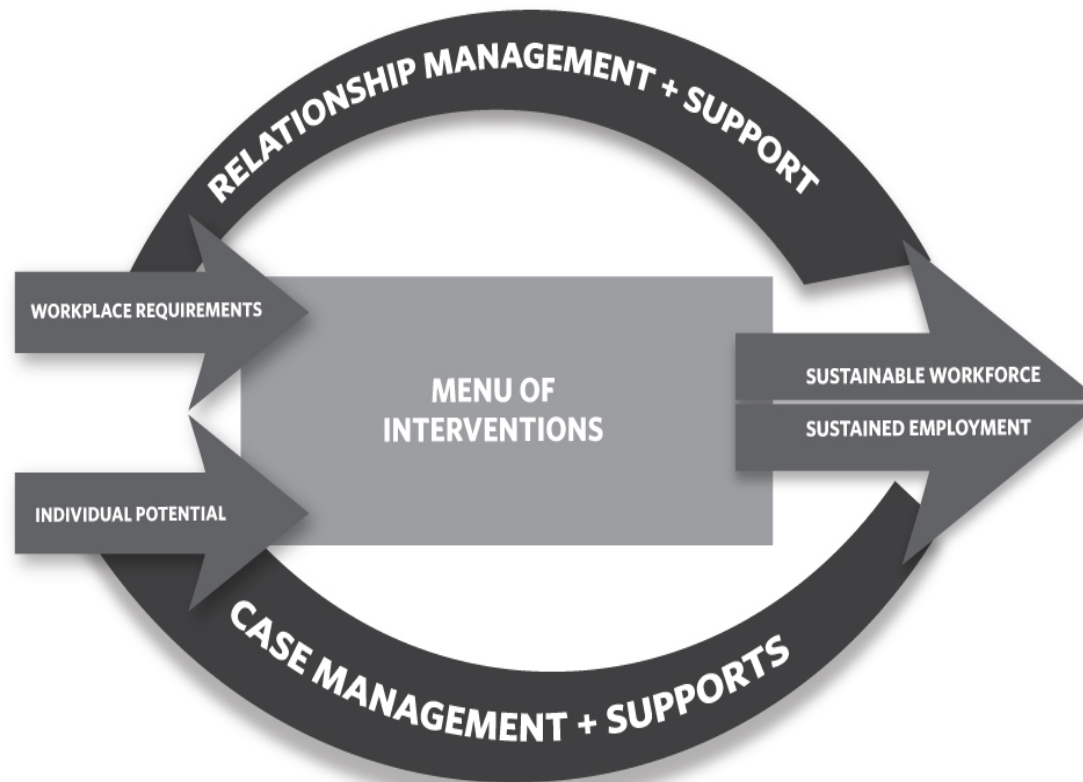
- ES meet northern employers' needs.
- Focused to support indigenous Manitobans and other northern residents in gaining the skills required for success at work, including those transitioning into the workforce, into a workplace, and into other jobs within a workplace by moving them along a continuum of customized responses.
- A holistic response that uses an inclusive no-closed-door model of delivery.
- Extensive relationship-building across a wide variety of stakeholder groups - a critical requirement for success in the north.

TEP



Using ES System Wide

- Based on this success, in 2010, Manitoba Competitiveness, Training and Trade (now Jobs and the Economy) began to explore the use of ES as a key foundation in determining client readiness for other skills development or employment pathways as part of its integrated service delivery planning.
- The concept was to backwash demand definitions of required skills into pre-employment assessments and training.



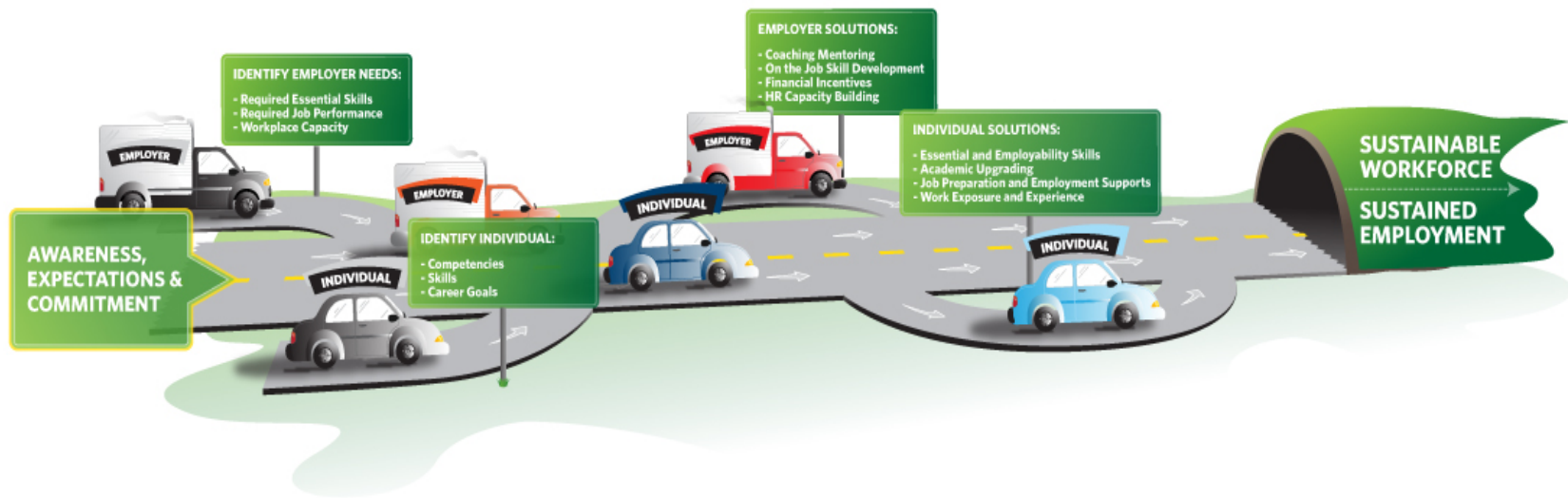
Manitoba's Strategy for Sustainable Employment and a Stronger Labour Market

- Employers need workers with specific skills and abilities, and many Manitobans need sustainable, meaningful employment. This strategy is about connecting these two complementary priorities, to build a prosperous future for the entire province.
- In 2012, the Manitoba government merged its income-support programs with workforce-development services for individuals and employers. The new Workforce Development and Income Support Division has the lead responsibility for labour-market development.
- The change is an important step toward helping EIA participants and other economically disadvantaged Manitobans find and keep good jobs and toward helping employers access skilled workers. By more closely aligning income-support programs with employment and skills training, there is opportunity to capitalize on the human-resource potential of the entire population.

2014 Services – Where do ES Fit?

- Employment Training Assessment (ETA)
- assessment and training
 - <http://www.esdc.gc.ca/eng/jobs/les/profiles/>
 - www.wem.mb.ca and www.esmanitoba.ca
- Bridging benefits
- Post-hire supports
- Career self-management preparation
 - <http://www.manitobacareerdevelopment.ca/CDI/>
- Pre-employment training: ready to learn and ready to work
- On-job training for existing workers
- Human-resource systems improvements – industry wide and workplace specific

— EMPLOYER SUPPORTS —



— INDIVIDUAL SUPPORTS —

Early Success: MB Works!

- Delivered through third-party service providers with the flexibility to deliver a customized training response that is aligned with the combined needs of the individual(s), community(ie) and employer(s).
- Incorporates pre-employment, ES, career-exploration, and technical training options.
- Supported and lengthier cooperative work experience opportunities.
- Defining feature is the integration of comprehensive ‘wrap-around’ supports for the individual, while ensuring employers have the internal human-resource capacity to effectively train and support participants facing multiple barriers to employment.

Challenges

- Creating a demand-led perspective in a service-provision system
- Addition of new types of responses, at times costly, (length) in a tight financial landscape
- Capacity – training sufficient practitioners in the ES model to respond to the need