

Polices and strategies aligned with labour market needs

Skills for the Future
July 2014 – Charlottetown

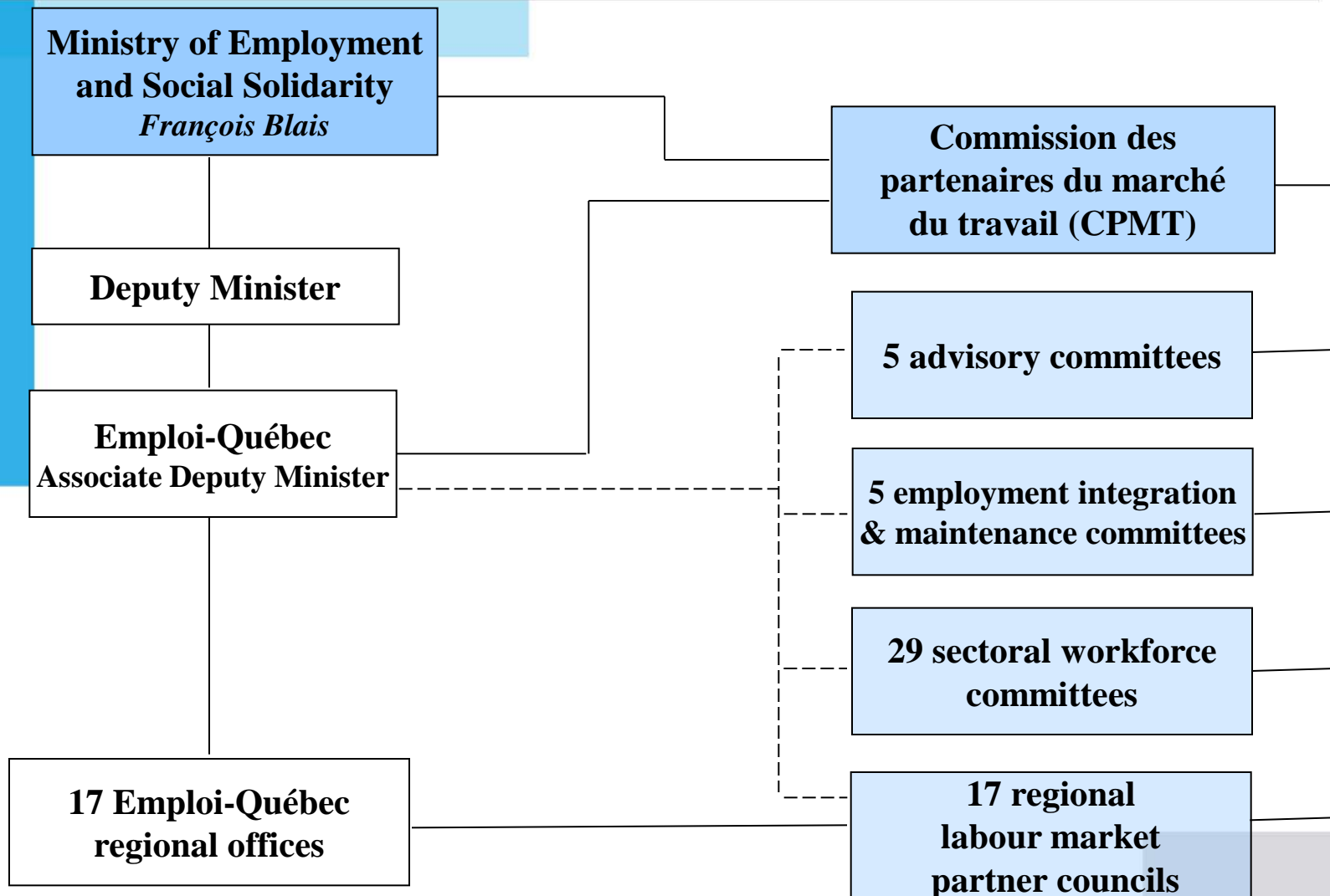
*Commission
des partenaires
du marché du travail*

Québec 



La Commission des partenaires du marché du travail (CPMT)

National coordinating body created in 1997



Mission

Ensure the development and optimum use of human capital—people's skills, experience and knowledge—through concerted efforts by labour market players, with a view to increasing Quebec's prosperity.

Vision

The Commission des partenaires du marché du travail applies its expert understanding of labour market needs and activities to make a major contribution to ensuring that Quebec becomes a model learning society in which people and enterprises can achieve their full potential.



Roles and responsibilities

Two framework laws

1. *An Act to promote workforce skills development and recognition*, CQLR c D-8.3
 - **Perform roles set out in the Workforce Skills Act**
2. *An Act Respecting the Ministère de l'Emploi et de la Solidarité sociale and the Commission des Partenaires du Marché du Travail*, CQLR c M-15.001
 - **Advisory and strategy formulation role for the workforce and employment**

Different clienteles with different needs

Répartition d'entreprises et d'emplois et pourcentage d'établissements qui ont offert ou financé de la formation

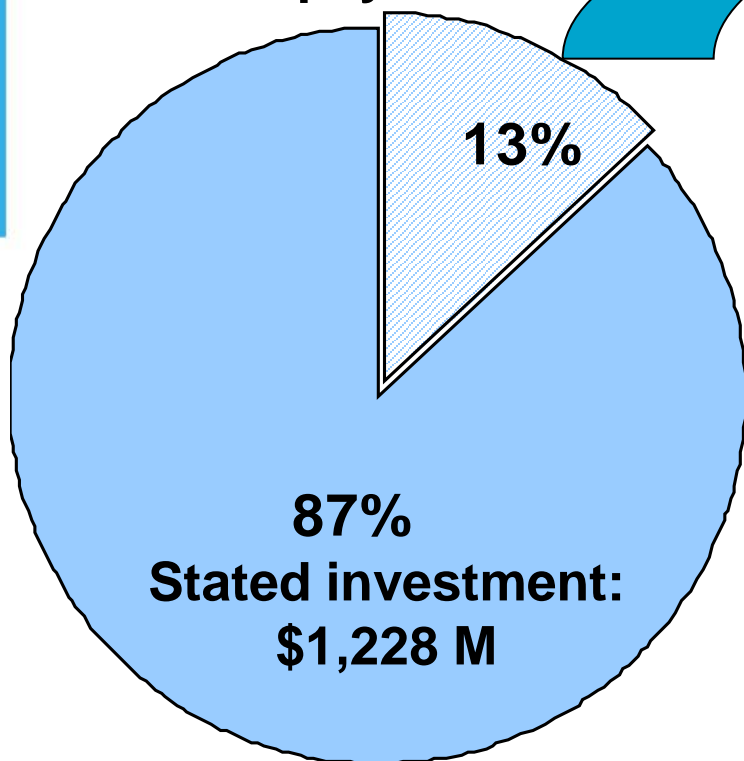
		Nombre d'entreprises (déc. 2010)	Nombre d'emplois (2011)		Établissements offrant ou finançant de la formation (2011)
Moins de 20	95 %	196 007	684 257	33 %	39%
20 à 49		18 359	415 166		64%
50 à 99	5 %	5 890	301 285	67 %	84%
100 à 499		3 943	495 887		89%
500 et plus		1 182	1 446 656		96%
Total		225 381	3 343 251		49%

Sources: Business Register Database. Survey of Employment, Payrolls and Hours; and Enquête sur le recrutement et l'emploi au Québec.

Table available in French only.

1. Administer the Workforce Skills Act: Workforce Skills Development and Recognition Fund

Percentage stating
that they spent at
least 1% of their
payroll



\$28 M

Fund



Investissement
COMPÉTENCES

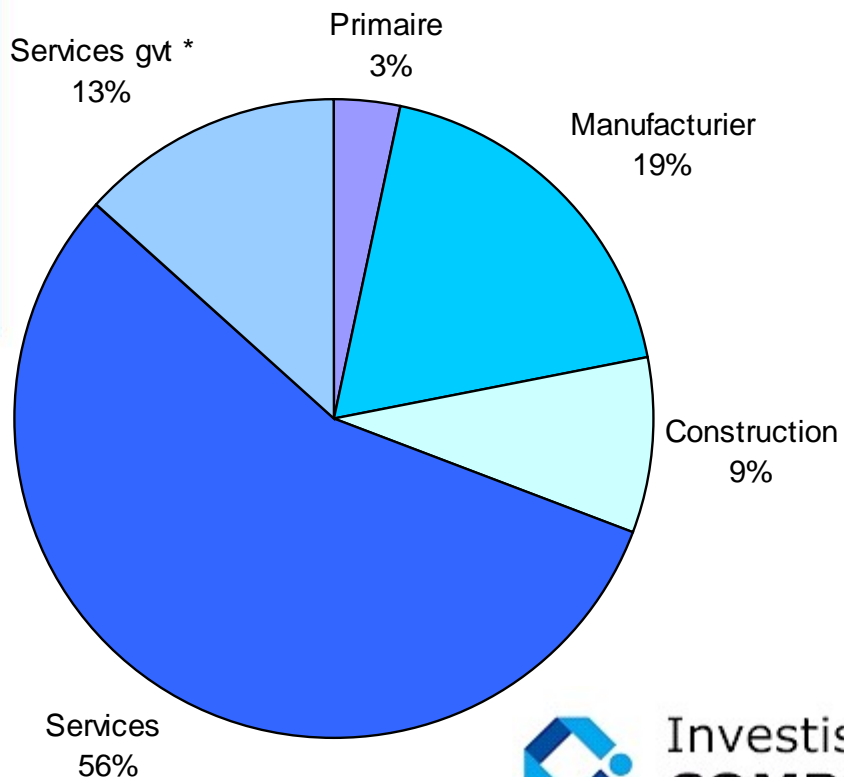
\$58 M

Workplace training
projects, training/job
matching

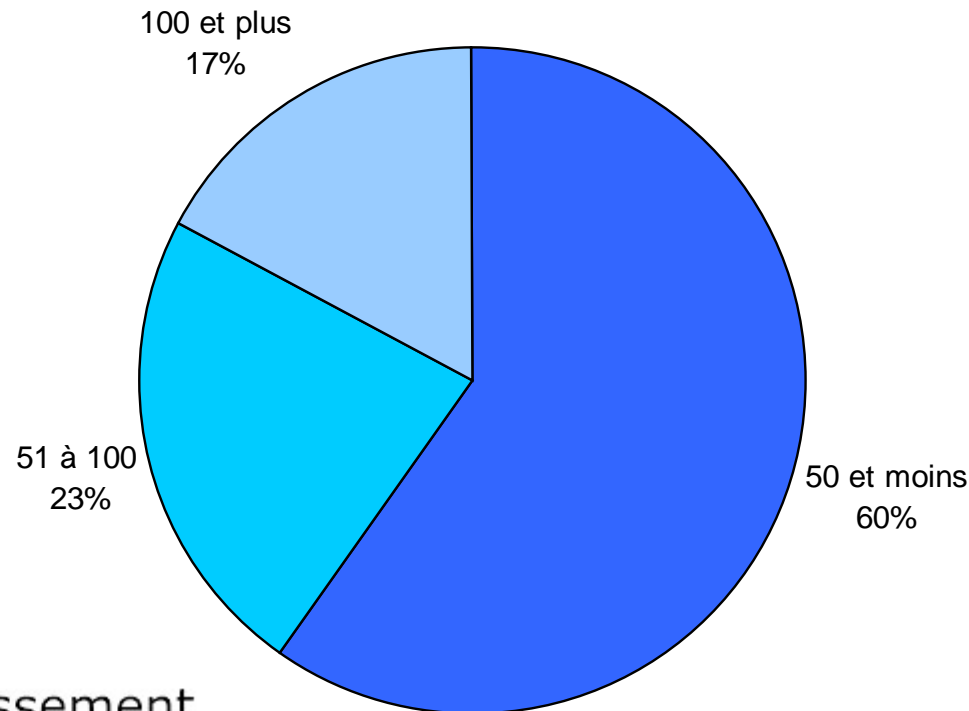
Promote the development of a culture of lifelong learning in the workplace

Over 8,600 employers have signed up to date since the February 2012 launch.

By sector



By number of employees



Investissement
COMPÉTENCES

<http://www.i-competences.gouv.qc.ca/>

Objectives that are supported by the programs

The programs support projects that focus on:

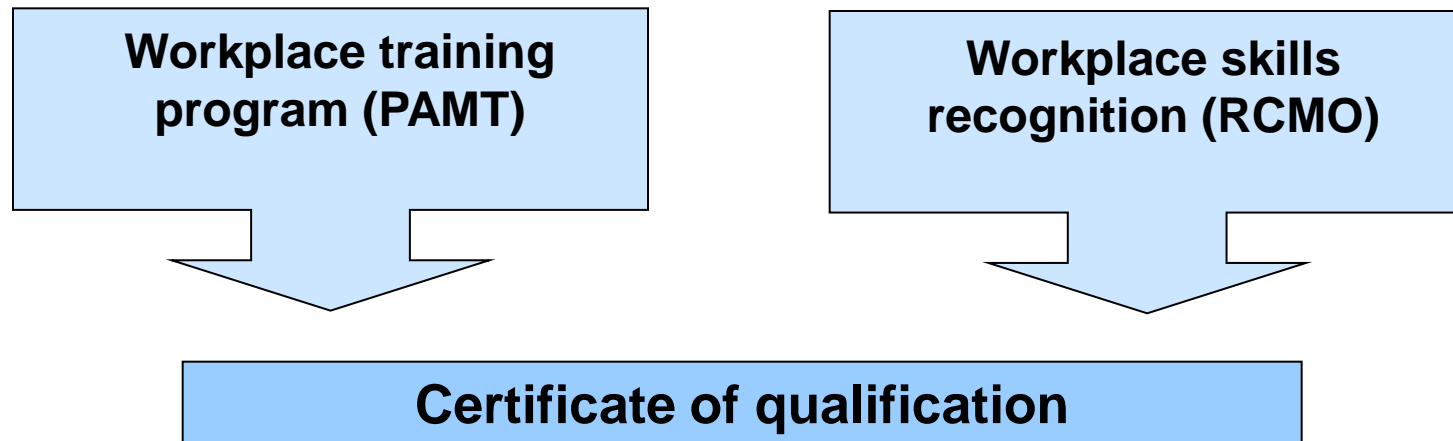
- Matching training with jobs
- Paid corporate internships
- Improvement in business competitiveness
- Development and recognition of individual skills
- Transfer of skills through internal mobility.

Two examples:

- 25 educational courses and activities were adapted for the peat industry in the Lower St. Lawrence
- Internship for 45 sales consultants from 15 firms.

1. Administer the Workforce Skills Act: Workforce skills development and recognition framework

- A unique mechanism **based on workforce needs**.
- Development of professional standards by sectoral workforce committees: 70 standards developed.



2. Advisory and strategy development role (*MESS Act and CPMT Act*)

Defines strategic directions:

- **Advises the Minister** of Employment and Social Solidarity on general labour market policy directions, objectives to be set and strategies to adopt to support the workforce and increase labour market effectiveness.
- Contribute to the formulation of government policies and measures with respect to the workforce and employment.
- **Identify** workforce development needs to address labour market realities.
- Contribute to the formulation of Emploi-Québec directions and to the administration of employment measures and services.
- Jointly with the Minister, approve the annual Emploi-Québec Action Plan and the regional actions plans.



Influence and contribution to training/job matching

Matching training with jobs

Main stakeholders and their roles

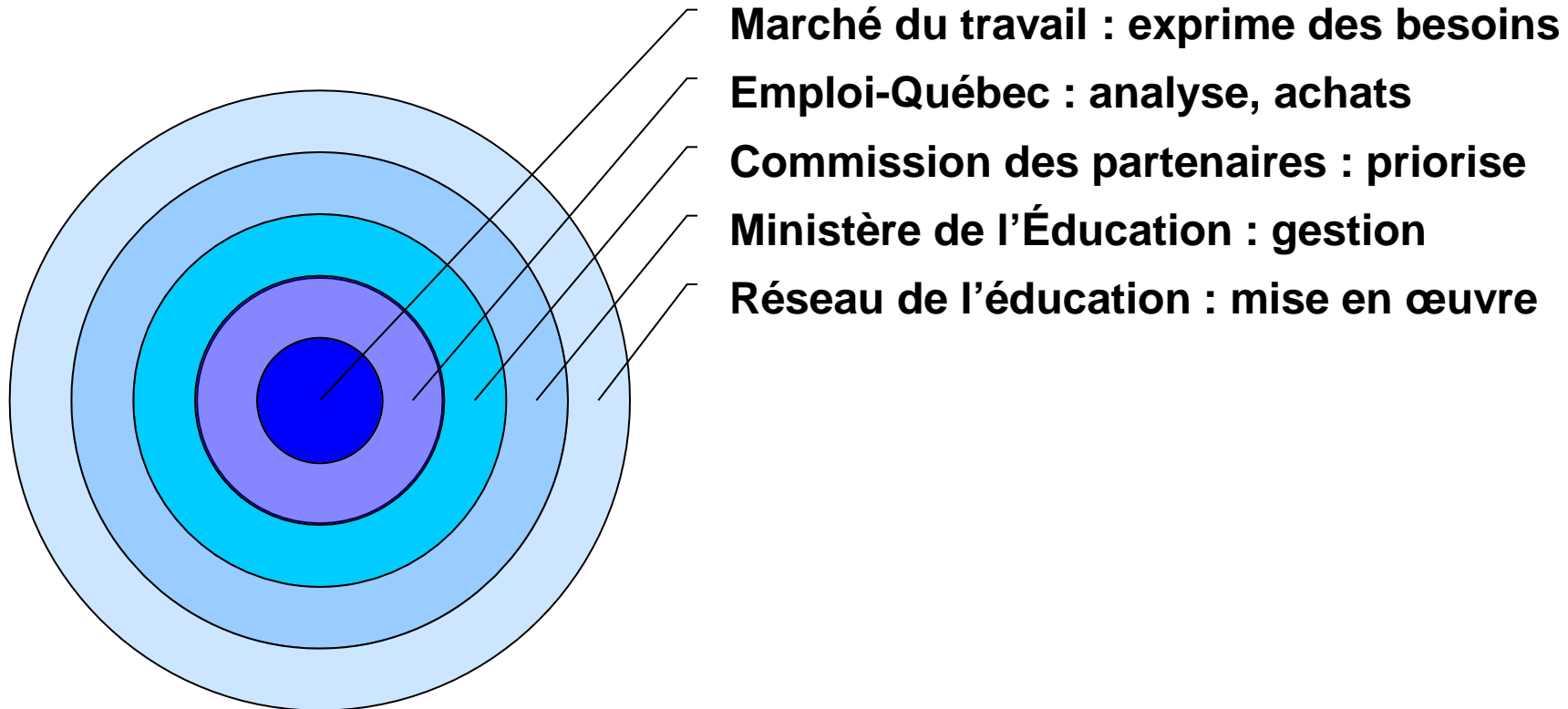
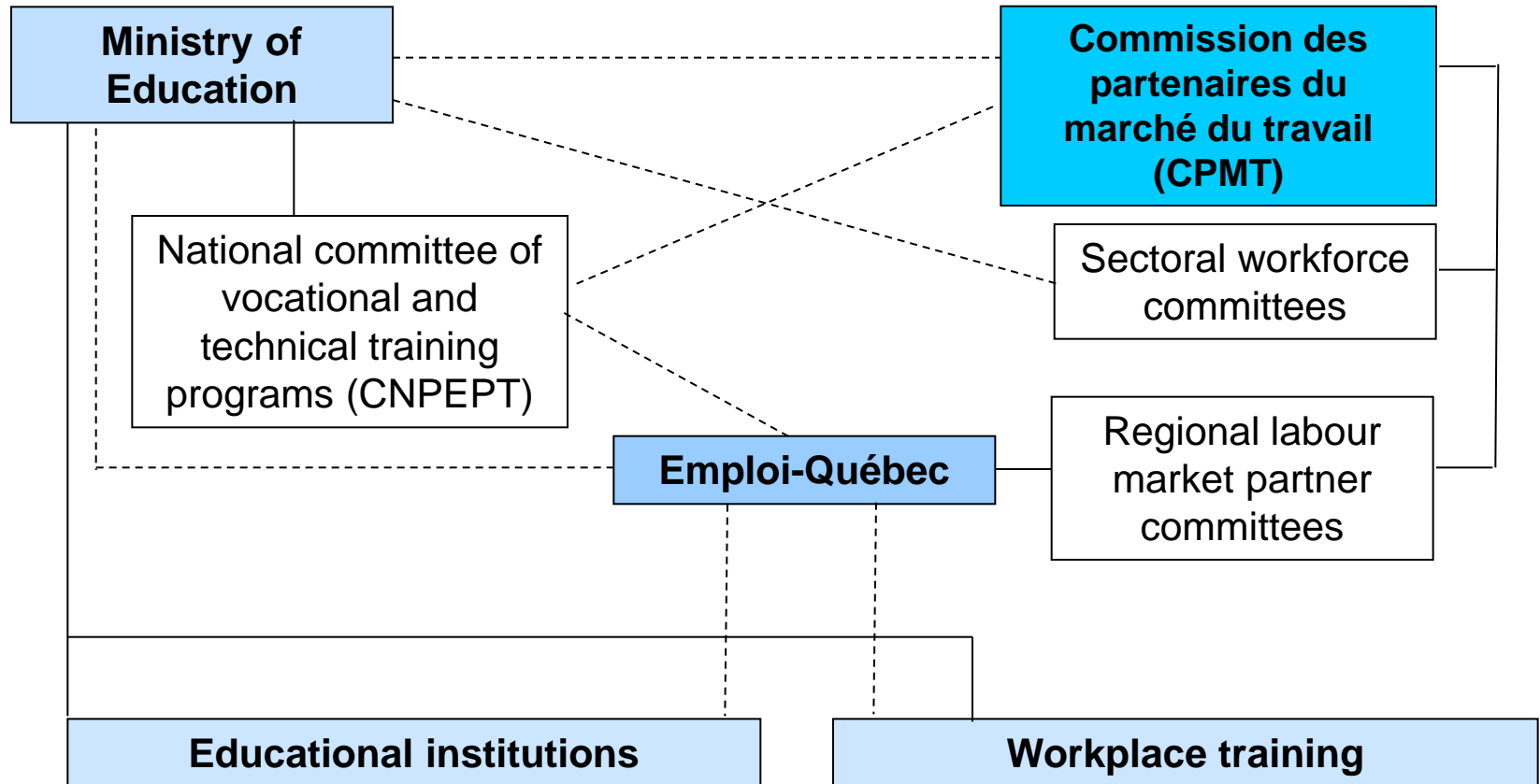


Image available in French only.

Training/job matching

Adjustments to vocational and technical training offerings





Issues and priorities

Priority issues for the CPMT and its members over the coming years

- Demonstrate leadership in matching training with jobs
 - Develop training offerings in accordance with demand (part-time, corporate internships, etc.)
 - Coordination with all ministries concerned.
- In a context of growing labour scarcity, helping public employment services evolve to meet current and future labour market needs
- Canada-Quebec agreements on labour market development
 - Contribute to the dialogue on possible amendments to the agreements.