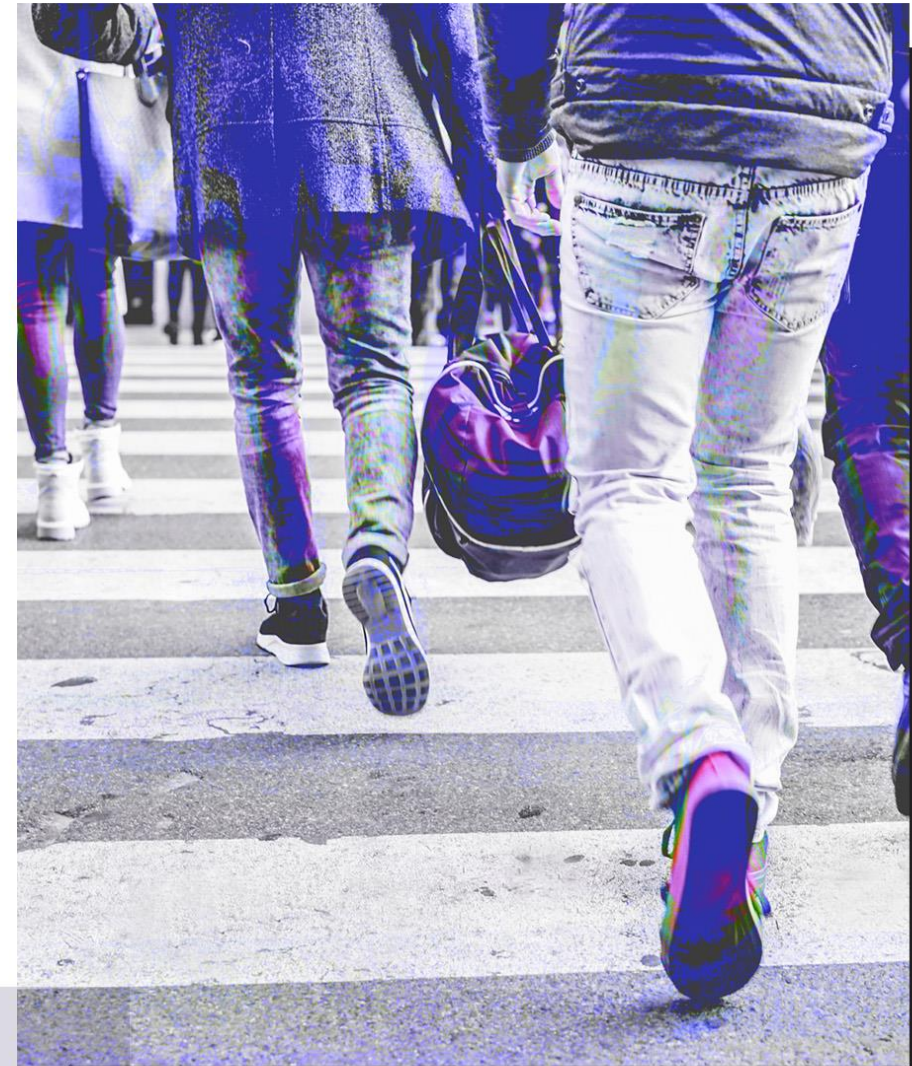


Bridging the Skills Gap

Experiential Learning and Employer-Centred Training for Addressing Skills Gaps in Canada's Labour Market

ADaPT Case Study

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Agenda

- > Introduction
- > The Skills Gap in Canada
- > The Diversity Institute
- > Skills Mismatch and Labour Market Underrepresentation
- > Work-Integrated Learning
- > The ADaPT Program
- > Conclusions



Introduction

What is the Skills Gap?

- Underpinning the notion of the “skills gap” are employers' claims they cannot find qualified talent at a time when rates of unemployment and underemployment among particular groups, including recent post-secondary graduates, skilled immigrants and persons with disabilities, are high.
- While there are many factors, including regional imbalances, unconscious bias and overt discrimination still have a significant impact on the labour market outcomes of marginalized groups

The Skills Gap in Canada

- The skills gap in Canada - and the focus on technology
- Approaches like Work-Integrated Learning
- Immigration policy as a promising solution proposed by the Government on Canada (2010)
- Need for training to address soft skills as well as digital skills
- Also a role for employers to play in improving diversity and inclusion in hiring



The Diversity Institute

Our Focus

Founded in 1999, the Diversity Institute conducts multi-disciplinary, multi-stakeholder research to address the:

- Needs of diverse Canadians
- Changing nature of skills/competencies
- Policies, processes and tools that advance economic inclusion and success

DI engages in action-oriented research and takes an evidence-based approach to develop collaborative, innovative solutions to societal challenges

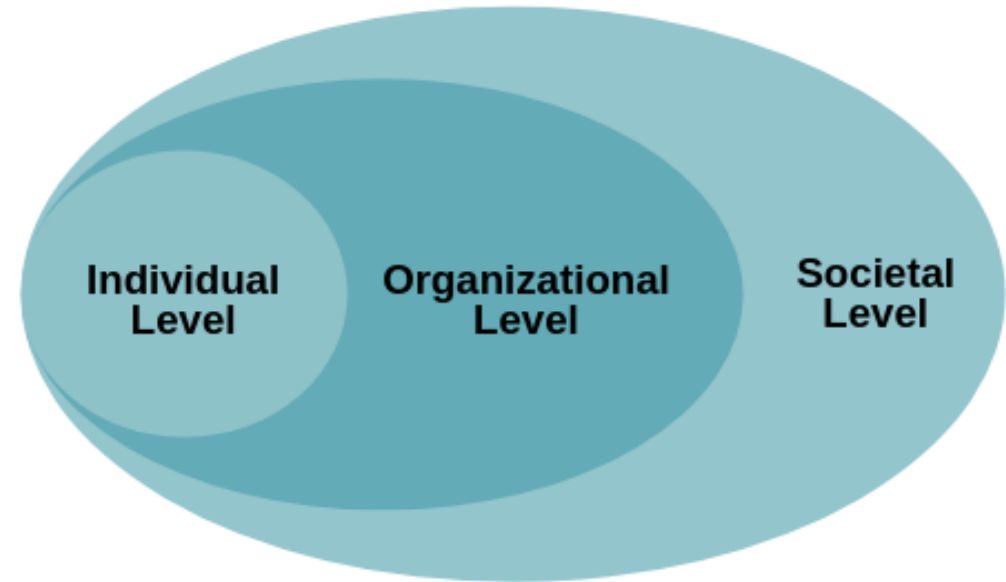
Research partners include academic institutions, public, private, non-profit and government



Skills Mismatch and Labour Market Underrepresentation

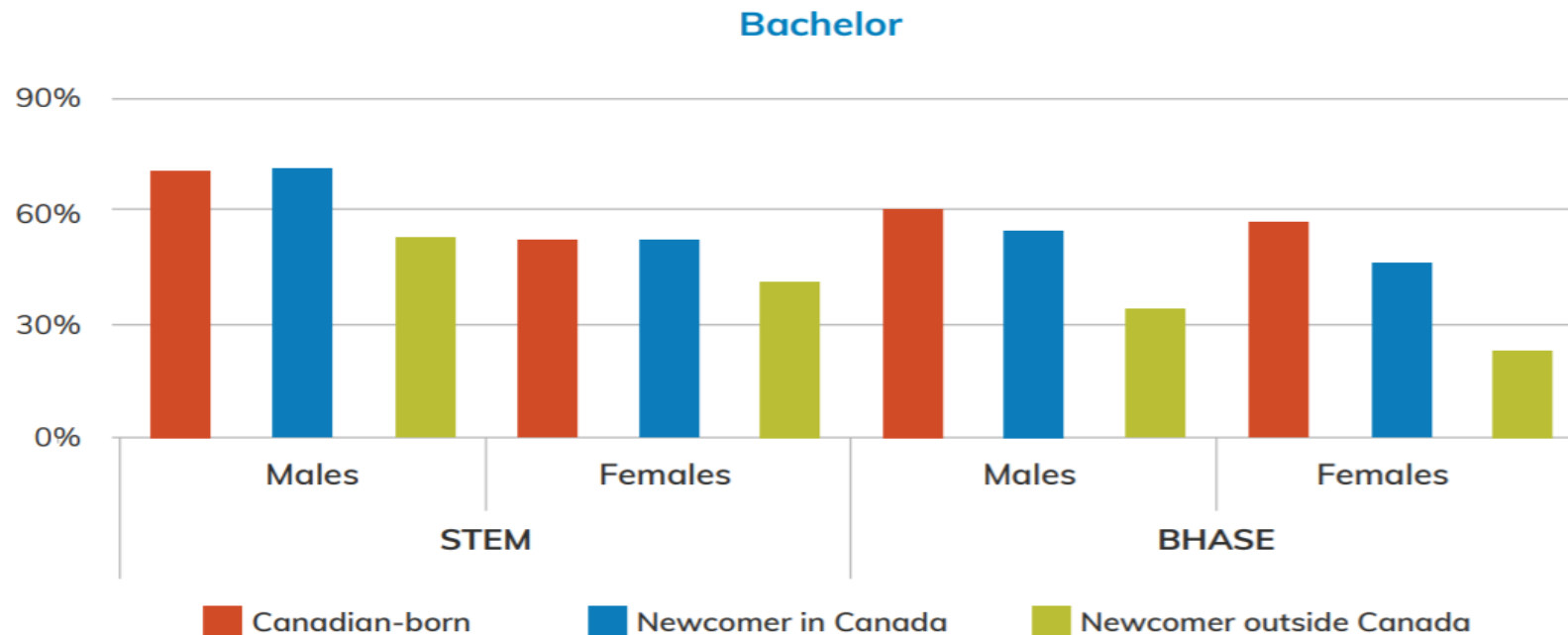
Research Paradigm & Tools for Assessing the Skills Gap

- Diversity Institute's Diversity Assessment Tool (DAT)
- Intersectionality
- Business Case for Diversity
- Inclusion
- A [Critical] Ecological Model



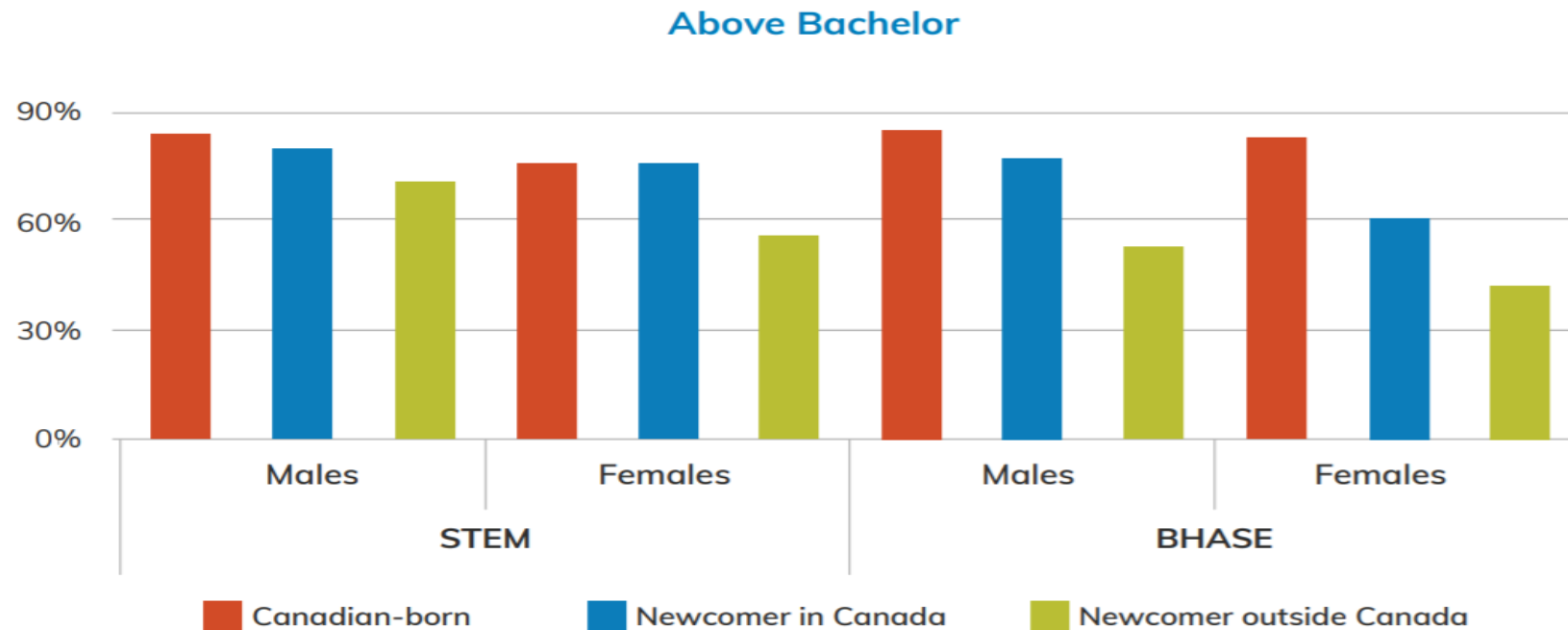
Underemployment – Canadian-born vs immigrants – Bachelor

- STEM vs BHASE, men vs women (TRIEC)
- Are employers not tapping into an existing labour pool?



Underemployment – Canadian-born vs immigrants – Above Bachelor

- STEM vs BHASE, men vs women (TRIEC)
- Are employers not tapping into an existing labour pool?





Work-Integrated Learning

Developing the Pipeline

- Outreach and community engagement
- Reaching Youth
- Partnerships
- Corporate Social Responsibility
- Government Relations and Advocacy

Work-Integrated Learning

- Work-integrated learning (WIL) “describes educational activities that intentionally integrate learning within an academic institution with practical application in a workplace setting, relevant to a student’s program of study or career goals” (Peters et al., 2014).
- Canadian government launched *Student Work Placement Program (SWPP)*, which would allow employers to offer work opportunities to post-secondary students in STEM and business programs

University Graduate Earnings

Program	2005 Grad	2012 Grad
Engineering	\$58,939	\$65,265
Business & Commerce	\$52,383	\$53,286
Mathematics	\$50,814	\$56,776
Health Professions	\$51,410	\$50,320
Therapy & Rehabilitation	\$50,313	\$48,334
Education	\$47,992	\$43,787
Social Sciences	\$43,996	\$42,105
Humanities	\$41,550	\$38,399
Fine & Applied Arts	\$36,911	\$34,695
Growth in Salary		Reduction in Salary

University Graduate Earnings

- Median earnings for 25-34 year olds who are full time paid employees, women and men

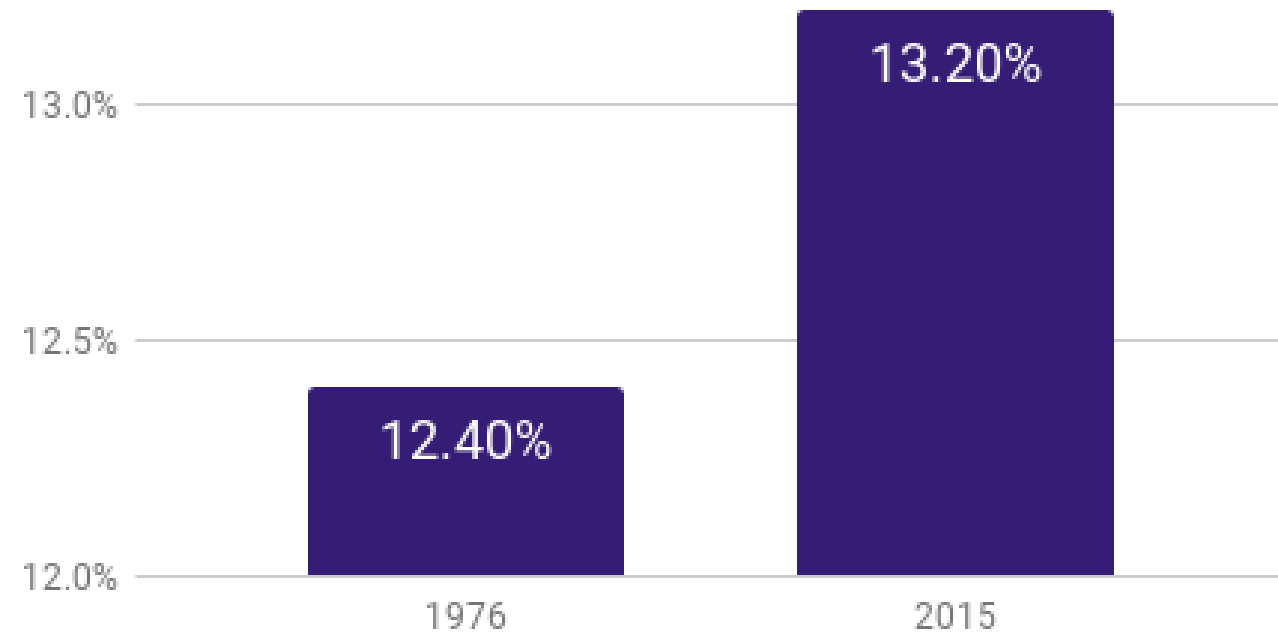
Program	Men	Women
Science	\$58,342	\$52,875
Engineering	\$78,041	\$75,014
Math and Comp. Sci	\$71,056	\$64,314
Business and Admin	\$63,057	\$55,513
Arts and Humanities	\$47,795	\$44,892
Social/Behavioural Sciences	\$56,213	\$48,734
Health Care	\$73,890	\$72,919
Education and teaching	\$57,695	\$53,518
Trades, services, natural resources, conservation	\$58,504	\$51,517

Youth Unemployment Rate

“Jobs without people and people without jobs.”

- Don Drummond

Order of Ontario, Canadian Economist



Youth Underemployment Rate

However, hidden is the statistic of youth underemployment, which is at 27.7%

This means one in four are either unemployed, working part-time or less than they wish to, or have just given up looking for work

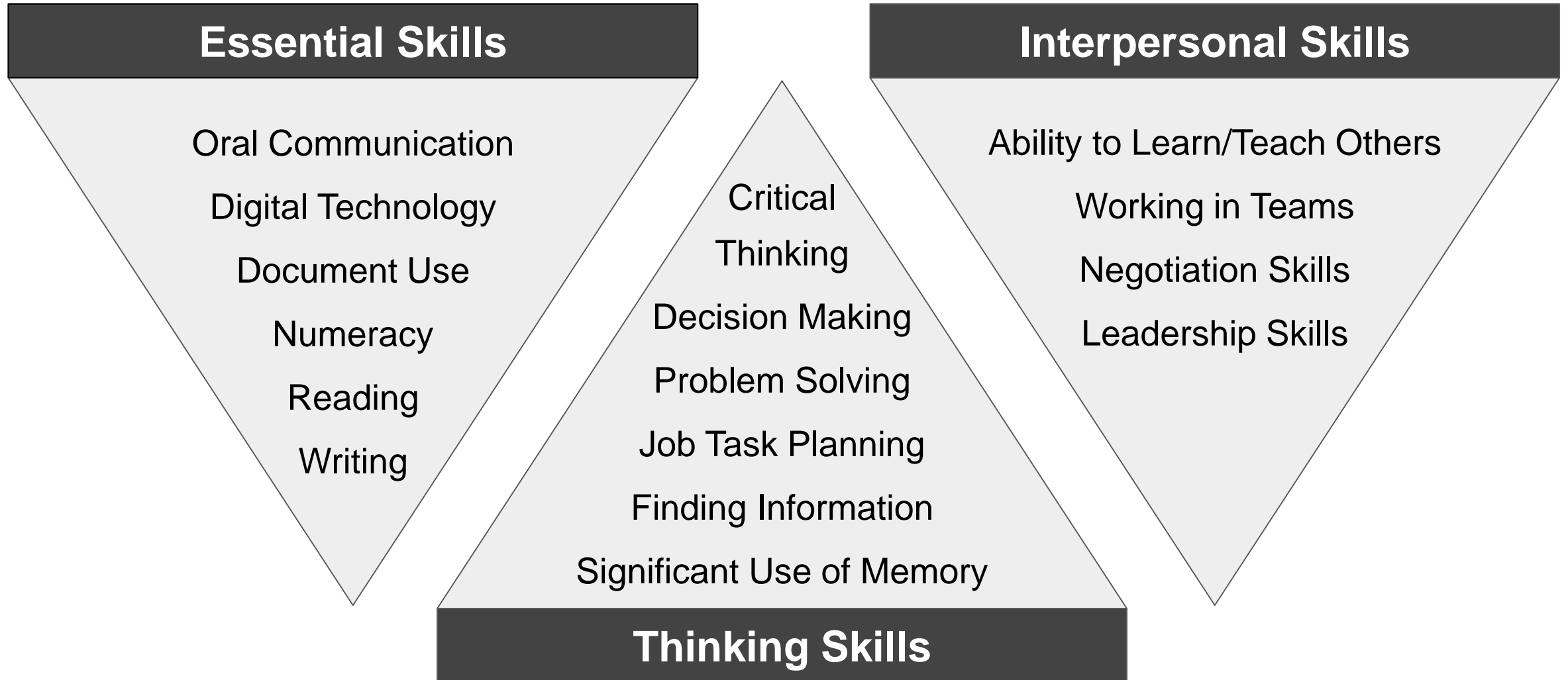
A photograph of two women in a meeting. The woman on the left is wearing a blue hijab and a white top, looking towards the right. The woman on the right is wearing a light pink top and is pointing at a whiteboard with her right hand. The whiteboard is covered with numerous colorful sticky notes (yellow, pink, teal) with handwritten text. Some visible words include 'community', 'Bass', 'niche', 'initiat', 'hill-shi ft', and 'envion'. The background is a plain wall.

The ADaPT Case Study

An action research and skills development program to bridge the employment gap for recent graduates.



Skills Development



Skills Development

Technical Skills

MS Office (Excel, Word, Powerpoint)

Website Design & Development

Digital Communications

Statistical Analysis

Graphic Design

Databases

Networking

Interviewing

Self-Awareness

Career Planning

Resume Writing

Cover Letter Writing

Creativity

Entrepreneurship

Financial Literacy

Project Management

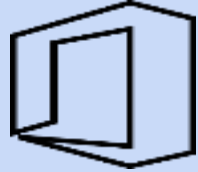
Ability to Learn on the Job

Professionalism & Etiquette

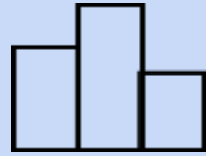
Job Search Skills

Other Skills

Workshops



Microsoft
Excel



Finance



Adobe
Creative
Suite



Presentation
and Networking
skills



Applied
Research



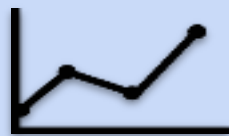
Writing for
an Audience



Personal
Branding &
Communication



Business &
Marketing



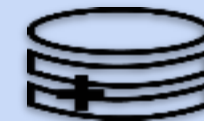
Google
Analytics



Search
Engine
Optimization



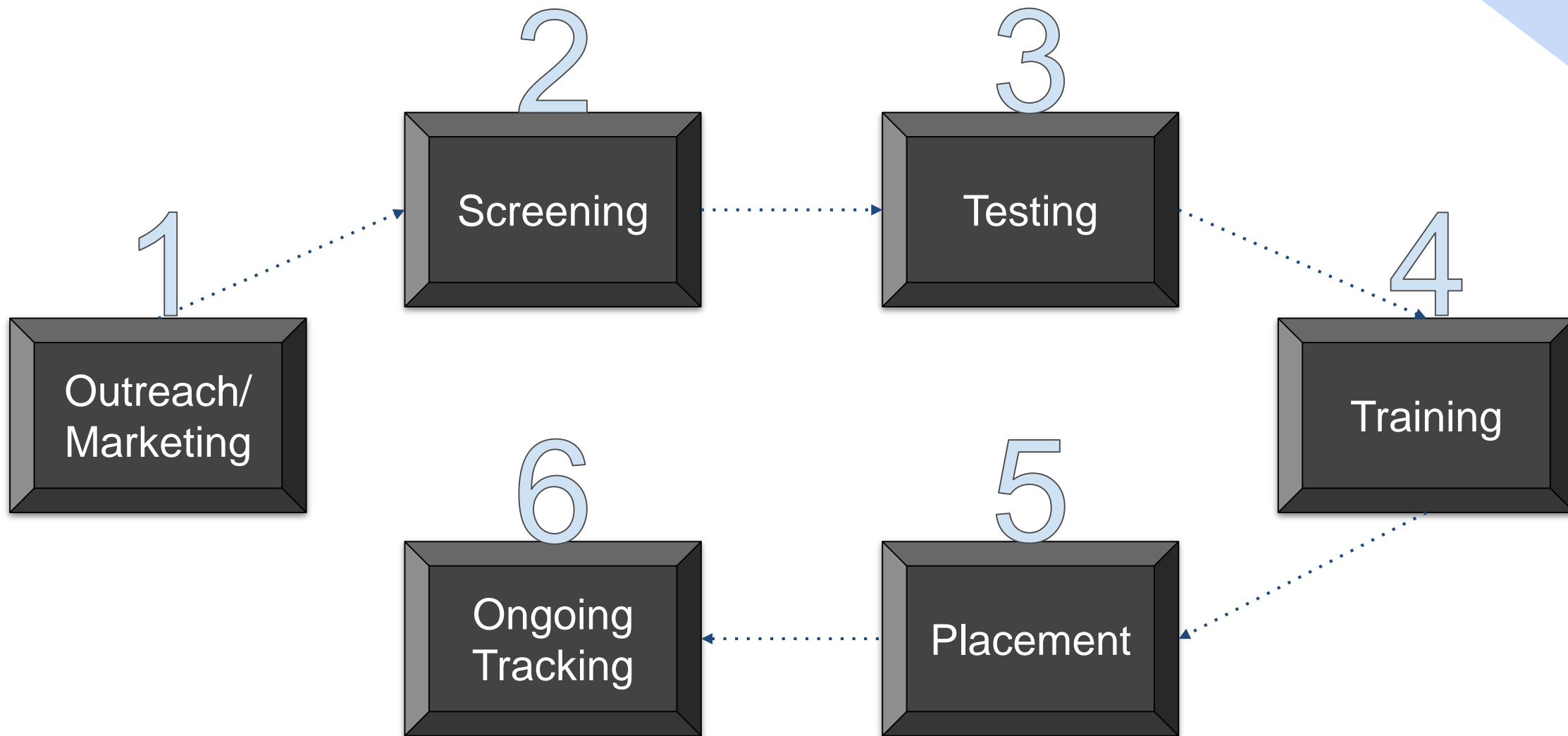
Coding

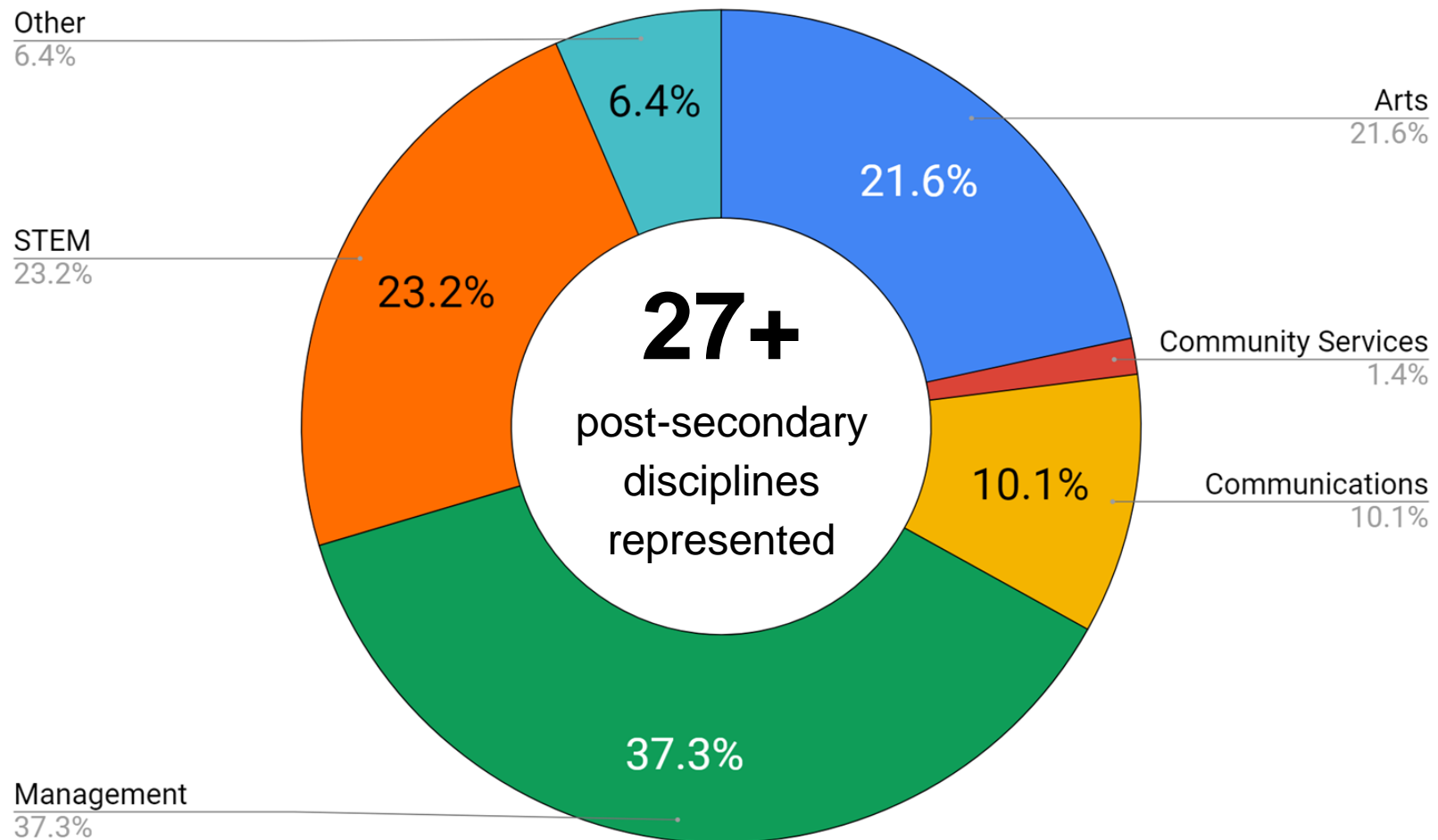


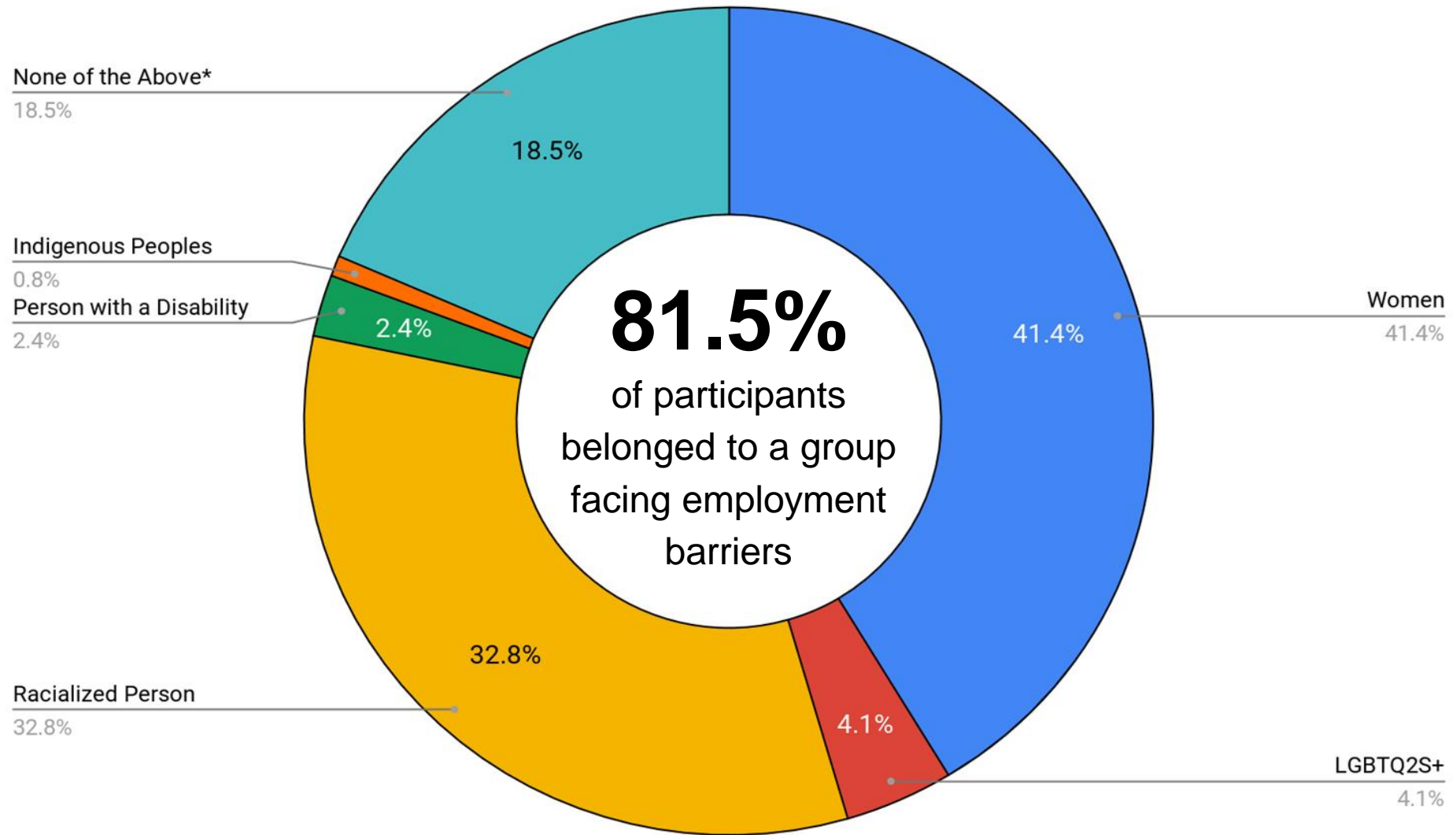
Big Data
Analytics

ADaPT

12 Cohorts
to Date





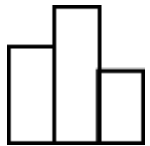


*self-reporting,
includes non-disclosure

Corporate Partners & Placements



ADaPT

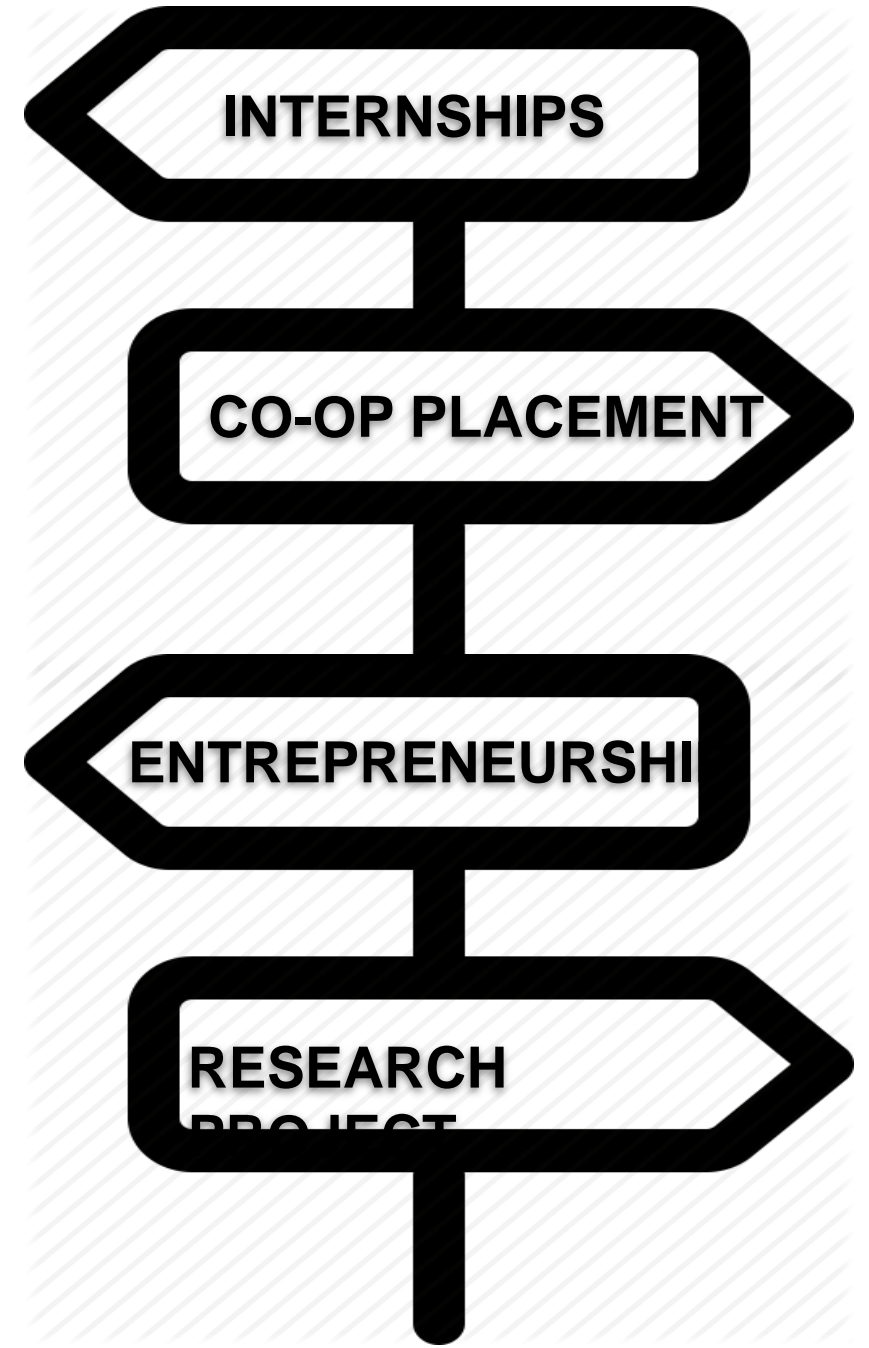


Skills Development Evaluations Post Training	
Skills	Increased By
Job Search	11.6%
Technical (Excel, Website/Graphic Design)	21.9%
Financial Literacy	20.3%
Entrepreneurship	22.3%
Understanding of Business Environment	11.2%
Oral Communication	6.1%

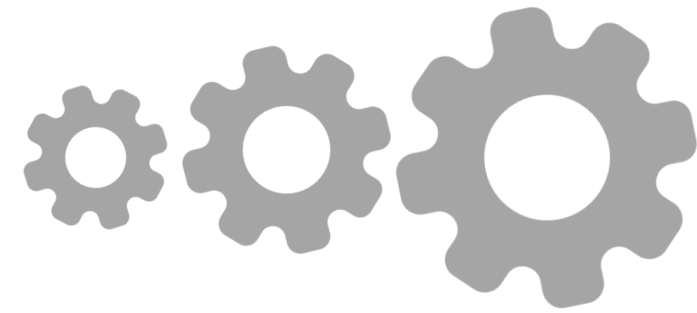
Career Pathways

600+ participants placed

88% satisfaction rate



Current Research



- Updated data on **skills gap**
- **Regional** comparisons
- Efficacy of **varying delivery methods**
- **Test** different levels of access to coaching
- Efficacy of microcredentials

Opportunity to offer **nationwide training**, impacting a larger number of participants facing **employment barriers**:

- Women
- Indigenous Persons
- People with Disabilities
- Racialized People
- LGBTQ2+

Thank you!

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