



Canadian Vocational Association | Association canadienne de la formation professionnelle

CVA-ACFP Bulletin

April 2013

In ENGLISH

CALL FOR NOMINATIONS

The Red Seal Award of Excellence

May 1, 2013 to June 12, 2013

The *Canadian Council of Directors of Apprenticeship* (CCDA) is pleased to launch the call for nominations for the second biennial Red Seal Award of Excellence. This award honours the contributions of provincial/territorial/federal apprenticeship and trade certification staff to the Red Seal Program.

The award will be presented to an individual working within the apprenticeship system as a staff member/technical training provider who has demonstrated inspirational leadership in the development and promotion of apprenticeship and trade certification.

<http://www.red-seal.ca/c.4nt.2nt@-eng.jsp?cid=33>

IN FOCUS

Skills shortages in Canada

Canada. Flaherty to make skills training a budget focus

The federal budget will take a new look at how provinces handle the \$2.5-billion a year Ottawa spends for job skills training programs.

<http://www.theglobeandmail.com/news/politics/flaherty-to-make-skills-training-a-budget-focus/article9939200/>

Tags: Canada; Skills - development; Target group: Governments; Economics - taxes and investment; Article; Source: The Globe and Mail;

Canada. Does Canada have a labour shortage or a skills shortage?

A recent report highlighted evidence of a growing mismatch in the Canadian job market. Many people remain without jobs, even as many employers complain that they cannot fill available job vacancies.

With the national unemployment rate at 7.4 per cent – well above the pre-recession level of about 6 per cent – and with 5.2 unemployed workers for every available job opening reported by employers, it would seem that Canada is not suffering generalized labour shortages.

<http://www.theglobeandmail.com/report-on-business/economy/economy-lab/does-canada-have-a-labour-shortage-or-a-skills-shortage/article5992219/>

& Upgrading your skills? Better read this first

<http://www.theglobeandmail.com/report-on-business/economy/economy-lab/upgrading-your-skills-better-read-this-first/article5914041/>

Tags: Mismatch training/workforce - skills; Skills - shortage; Canada; Analysis - trends; Article;

Canada's labour pain: 1.3 million jobless, but not enough skills

Some companies may be having a tough time finding suitable new hires – but Canada's problem, at least right now, is not a labour shortage.

<http://www.theglobeandmail.com/report-on-business/economy/economy-lab/canadas-labour-pain-13-million-jobless-but-not-enough-skills/article10595715/>

Tags: Employment trend; Canada; Mismatch training/workforce - skills; Article; Unemployment; Skills - shortage; Source: The Globe and Mail;

Canada. Mind the gap: No 'people skills,' no job

Work-force shortage is already here, especially in Western Canada. There are three components to the problem of labour shortages. The first two – an aging and shrinking work force, and a knowledge-skills shortage – have been well documented. But the third is a shortage of the essential skills required in any job.

<http://www.theglobeandmail.com/news/opinions/opinion/mind-the-gap-no-people-skills-no-job/article2356864/>

Tags: Article; Skills - shortage; Workforce - shortage; Canada; Source: The Globe and Mail;

Canada. Tackling the Top 10 Barriers to Competitiveness

Governments and businesses across regions and sectors will need to work cooperatively and aggressively to address the skill issue, particularly in four key areas: upskilling, immigration policies, education-employment alignment and Aboriginal education and workforce development.

http://www.chamber.ca/images/uploads/Top10/2013/Booklet_Top_10_Barriers_2013.pdf

Tags: Canada; Trend - analysis; Skills - shortage; Document; Source: Canadian Chamber of Commerce;

Canada. Collaboration essential to overcome skills shortage

Canada's level of productivity has slipped among OECD nations, from third in 1960, to 17th in 2010. One of the key reasons for this declining productivity is the skills shortage. It's not that there are no skilled workers; it's that there are no workers with the right blend of skills required in the 21st-century labour market.

<http://business.financialpost.com/2012/09/11/collaboration-essential-to-overcome-skills-shortage/>

Tags: Skills - shortage; Canada; Analysis; Article; Source: Financial Post;

Canada. Manufacturing sector needs to attract Gen Y

The manufacturing sector has taken a hit in the past few years - especially Ontario - but there are pockets of stronger hiring activity and the most pressing issue is how employers are failing to address the generation gap between Millennials and generation X workers.

<http://www.working.com/Manufacturing+sector+needs+attract/7082577/story.html>

Tags: Skills - shortage; Trend - employment; Target group: Youth; Field: Manufacturing industry; Canada; Article; Source: Working.com;

Canada. Understanding the Value, Challenges, and Opportunities of Engaging Métis, Inuit, and First Nations Workers

Canadian businesses face current and future challenges finding enough qualified workers to meet their needs. The Aboriginal population of Canada—including Métis, Inuit, and First Nation—as an underutilized source of labour, can help businesses fill skills and labour gaps.

http://www.conferenceboard.ca/temp/83aea53a-07a4-4625-8d28-590ad2317524/13-004_UnderstandingtheValue-RPT.pdf

* Need a one-time free registration to access the document

<http://www.conferenceboard.ca/e-library/abstract.aspx?did=4886>

Tags: Target group: Employers; Skills - shortage; Target group: Aboriginals; Canada; Employment trend; Document; Source: Conference Board of Canada;

Canada. Skilled trades talent shortage is next crisis for Canadian businesses

Ask any entrepreneur about the biggest challenges facing his business, and they'll likely say it's hiring good people. Seasoned executives and sales people are always scarce, but the shortage of traditional skilled trades — cooks, electricians, mechanics and carpenters — is a national problem that shows no sign of easing.

Of the 10 jobs business owners found hardest to fill, the most serious gap was in trades — ranking ahead of engineers, teachers and nurses.

<http://business.financialpost.com/2012/09/03/skilled-trades-talent-shortage-is-next-crisis-for-canadian-businesses/>

Tags: Trend - analysis; Canada; Employment trend; Skills - shortage; Article; Source: Financial Post;

Canada/British Columbia Labour Market Profile: B.C. Skills Deficit Looming in 2016

Skills shortage will strike BC in 2016 and continue to grow, unless immediate action is taken to improve access to all types of higher education. The report observes that in 2016, the number of jobs requiring university, college, or trades credentials will exceed the supply of BC graduates — a skills shortage that will expand through to 2020.

http://www.rucbc.ca/pdfs/2013-01-28_850_AM_LMP_Deck.pdf

Tags: British Columbia; Canada; Trend - analysis; School-to-work transition; Employment trend 2016-2020; Skills - shortage; Document; Source: RUCBC - Research Universities' Council of BC via ContactPoint;

Canada/Ontario. Paths to Prosperity: Higher Learning for Better Jobs

Ontario has strong colleges and universities, but too many graduates can't find work in the areas for which they've prepared. At the same time, we face a shortage of skilled workers in the coming decades.

<http://ontariopc.uberflip.com/i/108917>

Tags: Ontario; Canada; Skills - shortage; Skills - mismatch training/workplace; School-to-work transition; Document; Source: Progressive Conservative Party of Ontario;

ARTICLES and PAPERS

Germany. Trends in German VET 2011/2012

This compilation of articles offers an overview of current trends and developments within the German system of vocational education and training, with a particular focus on questions of skills shortage, permeability and monitoring VET.

<http://www.bibb.de/veroeffentlichungen/en/publication/download/id/6738>

Tags: 2013 April bulletin School-to-work transition; Apprenticeship; Skills - standards; VET - vocational education and training; Trend - analysis; Germany; Article; Source: BIBB - Federal Institute for Vocational Education and Training;

India. Job Preparation and International Collaboration Are Themes of Indian Higher-Education Conference

Even as India struggles to educate its burgeoning population, it faces a second pressing challenge: better preparing its college graduates for a competitive global work force.

<http://chronicle.com/article/Job-Preparation-and/135584/>

Tags: India; Trends; Workforce - development strategy; Article; Source: The Chronicle;

Malawi. Professional skills development in a resource-poor setting: the case of pharmacy in Malawi

Called 'task shifting', this strategy involves re-delegating professional tasks to nonprofessional cadres according to a skills-based toolkit.

This paper suggests redefining this toolkit by bridging health research into dialogue with non-health disciplinary concerns such as post colonialism and aid dependence. In conclusion, it argues that professional skills development is context-laden; and in need of a human-centered approach that involves true indigenous participation—challenges not unlike those faced by the vocational skills discourse.

<http://eprints.nottingham.ac.uk/1675/2/LAM.pdf>

Tags: Lower-income countries; Skills - development; Field: Pharmacy; Malawi; Task shifting; Paper; Source: University of Nottingham;

UK. Making apprenticeships more accessible to small and medium-sized enterprises

The review makes recommendations around raising awareness of the benefits of apprenticeships, empowering SMEs to get the best from their training providers, and simplifying ownership and responsibility for the apprenticeships programme and removing barriers.

<http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/m/12-891-making-apprenticeships-more-accessible-to-smes-holt-review>

Tags: United Kingdom; Target group: SME- Small to medium-sized enterprises; Apprenticeship - programs; Review; Source: Government of UK/Department for Business Innovation and Skills;

USA. 'Efficiency' and 'Vocationalism' as Structuring Principles of Industrial Education in the USA

The aim of this paper is to present a brief historical reconstruction of the pedagogical and educational political discussion about education for the industrial sector in America. Unlike in Germany, a dual model of vocational education and training characterised by an interlocking of school-based instruction and workplace training has not managed to establish itself as a discrete educational sector in America. Currently, education for industry is provided mainly in schools and tends to be oriented towards the criteria of efficiency and vocationalism.

<http://www.springerlink.com/content/r63187v618x13515/fulltext.pdf>

Tags: Comparative analysis; VET - history; Field: Industry; Germany; VET - vocational education and training; United States of America; Article; Source: Vocations and Learning;

Students' Learning Processes during School-Based Learning and Workplace Learning in Vocational Education: A Review

Learning in vocational schools and workplaces are the two main components of vocational education. There are, however, some major concerns about the combination of learning in these two learning environments, since vocational schools are primarily based on the rationales of learning and theory, while workplaces are based on the rationales of working and practice. This study therefore aims to structure empirical insights into students' learning processes during the combination of school-based learning and workplace learning in vocational education.

<http://link.springer.com/content/pdf/10.1007%2Fs12186-008-9016-z.pdf>

Tags: Learning - process; VET - development; School-based learning; Workplace - learning; Review; Article; Source: Vocations and Learning;

7 E-Learning Best Practices for Maximum Global Workforce Training ROI

The rapid development of technology means employee training is more critical than ever to ensure that employees have the right technology skills to keep businesses operating at peak performance. If employees are behind the times when it comes to technology, a business risks losing its competitive edge. And while technology is developing more rapidly, it also is becoming more complex. Organizations are investing in complex, enterprise-wide software platforms, such as SharePoint, but often do not receive the expected return on investment (ROI) due, in part, to a lack of employee training.

<http://trainingmag.com/content/7-e-learning-best-practices-maximum-global-workforce-training-roi>

Tags: Return on investment; Training - workplace; eLearning; Article; Source: Training magazine;

Generation "U": The Plight of 75 Million Unemployed Youth

The problem of youth unemployment is a ticking time bomb scenario, making one wonder if being young is really an advantage and whether such a large group of disgruntled youth will hold the key to the future of nations.

The solutions to the youth unemployment problem are oft-repeated in many a forum: prioritizing youth-centric policies, structuring continuous skill development programs, developing curricula in touch with the latest needs of the industry, bringing out nationally and internationally accepted skill certification systems, matching skill sets of individuals with the relevant jobs, granting fiscal incentives to the industry for skilling and employing the youth, and promoting entrepreneurial skills amongst youth.

<http://www.diplomaticcourier.com/news/economy/1197>

Related ILO report. Global Employment Trends for Youth 2012

http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_180976.pdf

Tags: Economic crisis; Trend - analysis; Unemployment; Target group: NEET - not in employment - education or training; Target group: Youth 16-24; Source: Diplomatic Courier; Source: ILO - International Labour Organization;

Developing Global Workforce: An Integrative Intercultural Effectiveness Model for International Human Resource Development

Globalization has a significant impact on the field of human resource development (HRD), especially on international HRD. The challenge of developing global workforce with intercultural competencies has received extensive attention. It is necessary to reexamine the structure and content of IHRD programs that facilitate individual to be interculturally competent. This paper attempts to propose an integrative intercultural effectiveness (ICE) model as the guidelines for IHRD to identify the process and content in developing intercultural competencies.

<http://www.adulterc.org/Proceedings/2012/papers/han.pdf>

Tags: Development - workforce; Paper; Cross-cultural learning; Conference proceeding 2012; Source: AERC - Adult Education Research Conference;

The Unbearable Lightness of Evidence-Based VET Practice

The move towards evidence-based policy and practice is problematic in multiple ways. It is based on a simplistic view of how straightforward evidence is and ignores a wide range of valid research approaches. In the case of vocational education and training (VET), there is neither definitional clarity nor data that would permit confidence in such an approach. Moreover, there is clear evidence that such approaches are routinely forgotten about when there is political or financial interest in promoting a particular policy position.

<http://www.norrag.org/en/publications/norrag-news/online-version/value-for-money-in-international-education-a-new-world-of-results-impacts-and-outcomes/detail/the-unbearable-lightness-of-evidence-based-vet-practice-1.html>

Tags: Article; VET - vocational education and training; VET - assessment; Evidence; Source: NORRAG - Northern Research Review and Advisory Group;

DOCUMENTS

Australia/Queensland state. The Government response to the Queensland Skills and Training Taskforce final report

The report sets out the reforms needed to focus training on job outcomes, transform skills investment, renew Technical and Further Education (TAFE) Queensland and strengthen trade skill pathways in order to revamp and modernise Queensland's vocational education and training sector.

<http://training.qld.gov.au/resources/industry/pdf/government-response.pdf>

Tags: Australia/Queensland; Reform - VET; VET - reform; Report; Source: Government of Australia/Queensland state/Department of Education, Employment and Workplace Relations;

Bangladesh. TVET reform : design an inclusive skills development program

The TVET Reform Project will strengthen economic development by ensuring that technical and vocational education and training in Bangladesh is of a consistently high quality, accessible to students, internationally recognized and relevant to the needs of industry. By introducing new approaches such as competency-based training and assessment, structured apprenticeships and recognition of prior learning, quality vocational training will create pathways to decent work for all.

[http://www.unevoc.unesco.org/e-forum/Design%20an%20inclusive%20skills%20development%20program%20-%20TVET%20Reform%20Project%20Replication%20Guide%201%20\(English\).pdf](http://www.unevoc.unesco.org/e-forum/Design%20an%20inclusive%20skills%20development%20program%20-%20TVET%20Reform%20Project%20Replication%20Guide%201%20(English).pdf)

Tags: Bangladesh; Skills - development; VET - reform; Document; Source: ILO - International Labour Organization via UNESCO/UNEVOC;

Pakistan/Punjab. Baseline survey : labor market outcomes of Punjab TEVTA graduates

This study examines the labor market outcomes of graduates from training institutes run by Punjab Technical Education and Vocational Training Authority (TEVTA), the largest technical and vocational education and training provider in the province of Punjab, Pakistan.

http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2012/03/12/000333037_20120312235511/Rendered/PDF/674320NWP00PUB0Box367872B0Report052.pdf

Tags: Pakistan/Punjab; SMS-based survey; Best practice; VET - competence-based vocational education; Employability; Working paper; Survey; Source: World Bank;

Asia. Graduate employability in Asia

The study aimed to analyze the factors that have an impact on graduate employability, and to identify policies and strategies that have been put in place by universities to prepare and train their graduates to meet the demands of the workplace. The study also attempted to highlight the plight of graduates with degrees in information and communication technologies (ICT). Given the prevalence of technology in all aspects of our lives and the rapid development in the field, the capacity of universities to adapt and update their programmes and curriculum accordingly is of particular concern.

<http://unesdoc.unesco.org/images/0021/002157/215706e.pdf>

Tags: Field: ICT;Asia; Philippines; Malaysia; Indonesia; Case study; Target group: Youth; School-to-work transition; Employability; Document; Source: UNESCO

Preliminary study on the technical and legal aspects relating to the desirability of a global standard-setting instrument on the recognition of higher education qualifications

Item 42 of the provisional agenda for the upcoming UNESCO Executive Board meeting, 10 - 25 April 2013.

<http://unesdoc.unesco.org/images/0022/002202/220230e.pdf>

Tags: Equivalence - diplomas; Study; Higher - education; Source: UNESCO

Technical and vocational education and training (TVET): report on the full mid-term review of the implementation of the strategy for TVET

Item 7 of the provisional agenda for the upcoming UNESCO Executive Board meeting, 10 - 25 April 2013.

<http://unesdoc.unesco.org/images/0022/002200/220048e.pdf>

Tags: Target group: UNESCO. Mid-term review; VET - review; Source: UNESCO;

European Union. Guide for training in SMEs

The guide gives interested stakeholders information on how training and skills development can be pursued in the context of an SME. The guide details some of the key challenges SMEs face and information on how to deal with them and find innovative solutions. It also provides various examples from across Europe that stakeholders can benefit from.

<http://bookshop.europa.eu/en/guide-for-training-in-smes-pbKE7809874/>

Tags: Continuing education; European Union; Best practice; Target group: SME- Small to medium-sized enterprises; Training - workplace; Guide; Source: European Commission;

Women and TVET: report of the UNESCO-UNEVOC online conference

The online discussion touched upon the various political, economic and social barriers that prevent girls and women from successfully entering the world of work. Lessons learnt from this debate illustrates the need for building a strong knowledge base on good practices and success stories, which can serve to guide TVET experts on the policy-making level, as well as and perhaps even more so, support the successful implementation of such policies in improving women's active participation in TVET globally.

<http://unesdoc.unesco.org/images/0021/002155/215566e.pdf>

Tags: Education - access; Workforce - development; Target group: Women; Analysis; Gender - equity; VET - vocational education and training; Document; Source: UNESCO-UNEVOC;

Vocational education and training: policy and practice in the field of special needs education: literature review

This report contains a critical review of the literature on field studies of vocational education and training (VET) related issues for learners with special educational needs, covering two priority areas: (1) the key factors that facilitate VET for learners with special education needs; and (2) the relationship with the labour market and key challenges.

<http://www.european-agency.org/agency-projects/vocational-education-and-training/vet-files/VET-LiteratureReview.pdf>

Tags: Review; Document; Target group: Students with special needs: Special education; Educational policy; VET - review; Source: European Agency for Development in Special Needs Education;

Transforming TVET: Building skills for work and life

Documents of the Third International Congress on Technical and Vocational Education and Training Shanghai, People's Republic of China, 13-16 May 2012.

This study examines evidence of TVET policies and programmes from a range of countries in all world regions. It takes stock of the current situation and asks what policy measures might be taken, in times of economic uncertainty, to facilitate TVET learning and skills progression by more young people, women and men. It promotes the use of more integrated and development sensitive approaches that consider country specific challenges.

<http://unesdoc.unesco.org/images/0021/002160/216065e.pdf>

See also Third International Congress on Technical and Vocational Education and Training

One important outcome congress was “Shanghai Consensus“:

- 1) reiterates the understanding of challenges confronting TVET
- 2) suggestions on actions to deal with the current challenges
- 3) emphasizes the significance of the active involvement of the international community including multi and bilateral participants, private institutes and NGOs to participate in TVET policy making
- 4) defines the direction of actions taken by UNESCO in advancing TVET reform and transformation.

<http://cctve.com.cn/images/stories/english/00008-201202/zyjsjy-english-00008-201202-012-080.pdf>

And Transforming technical and vocational education and training: building skills for work and life: Shanghai consensus

Shanghai Consensus - Recommendations of the Third International Congress on Technical and Vocational Education and Training ‘Transforming TVET: Building skills for work and life’.

<http://unesdoc.unesco.org/images/0021/002176/217683e.pdf>

Tags: Congress documents; Skills - development; Trend - analysis; VET - vocational education and training; Shanghai Consensus; Source: UNESCO; Source: Research Center for Vocational Education of Jilin Province;

OTHER

New OECD page on skills

Skills.oecd is an OECD web portal that presents all the most recent OECD reports, data and videos related to skills. Central to this site is the OECD Skills Strategy, the underlying data visualisations and country-specific data, findings and recommendations.

<http://skills.oecd.org/>

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LinkedIn. Also, join the Canadian Vocational Association in [LinkedIn http://tinyurl.com/6vpmye5](http://tinyurl.com/6vpmye5) and share your ideas, your experiences and your resources with the other members of the community.

Twitter. Follow us! https://twitter.com/CVA_ACFP

Scoop.it! and Delicious. Find all the entries of the CVA/ACFP newsletter, including the tags.

Scoop.it! <http://www.scoop.it/u/canadian-vocational-association-association-canadienne-de-la-formation-professionnelle>

Delicious <http://tinyurl.com/6p2tcty>

For comments or questions regarding the bulletin, or if you want us to add one of your resources in the bulletin, write us at cvaacfpbulletin@gmail.com

Note that the information in this publication
does not necessarily reflect the position or opinion of the CVA/ACFP

En FRANÇAIS

MISE EN CANDIDATURE
Le prix d'excellence Sceau rouge
1er mai 2013 au 12 juin 2013

Le *Conseil canadien des directeurs de l'apprentissage* (CCDA) est ravi de lancer le processus de mise en candidature pour le deuxième prix bisannuel d'excellence du Sceau rouge. Ce prix met à l'honneur les contributions au programme du Sceau rouge des employés provinciaux, territoriaux et fédéraux qui travaillent dans le secteur de la reconnaissance professionnelle et de l'apprentissage.

Le prix sera remis à un employé ou un fournisseur de formation technique travaillant dans le système de l'apprentissage qui aura su se démarquer par ses réalisations exceptionnelles en matière de développement et de promotion de la formation en apprentissage. Le prix sera décerné lors de la réunion automnale du CCDA qui devrait avoir lieu à Ottawa en octobre 2013.

<http://www.sceau-rouge.ca/c.4nt.2nt@-fra.jsp?cid=33>

QUESTIONS D'ACTUALITÉ

Pénurie des talents au Canada

Canada. La subvention canadienne pour l'emploi et les crédits fédéraux consacrés à la formation professionnelle

Commentaire sur le budget 2013. À compter de mars 2014, elle donnera jusqu'à 15,000\$ par personne pour de la formation de courte durée, dont un maximum de 5,000\$ provenant du gouvernement fédéral, somme que devront apparier les provinces et territoires et les employeurs. Le budget estime que 130 000 personnes se prévaudront de cette mesure lorsque celle-ci sera parfaitement implantée.

<http://scfp.ca/budget/commentaire-sur-le-budget-2013-la>

Étiquettes : Budget fédéral 2013; Canada; Programme - gouvernement; Formation - professionnelle; Source: SCFP - Syndicat canadien de la fonction publique;

Canada. Pallier la pénurie de compétences : des pistes pour les petites entreprises

Rapport du Symposium sur les compétences et les petites entreprises, 14 novembre 2012 à Toronto, Canada.

Un plan visant à relever le niveau de la main-d'oeuvre canadienne doit mettre l'accent sur les PME. En même temps, celles-ci ont besoin de faire connaître leurs difficultés en matière de compétences et de formation, d'en apprendre sur les pratiques exemplaires et de travailler avec d'autres intervenants afin de trouver des solutions en vue de surmonter les obstacles en lien avec les ressources humaines et d'améliorer leur compétitivité.

http://www.chamber.ca/images/uploads/Reports/2013/130220_Rapport_du_Symposium_sur_les_compétences_et_les_PMEs.pdf

Étiquettes : Pénurie - talents; Groupe cible: PME - Petites et moyennes entreprises; Canada; Formation - entreprise; Stratégie - formation professionnelle continue; Besoins - formation; Compétences - besoins; Rapport; Source: Chambre de commerce du Canada;

Canada. Crise des compétences au Canada : ce que nous avons entendu

Rapport de la Chambre de commerce du Canada sur les consultations pancanadiennes menées en 2012.

<http://www.chamber.ca/images/uploads/Reports/2012/120923Compétences.pdf>

Étiquettes : Pénurie - talents; Canada; Analyse; Compétences - crise; Tendances emploi; Rapport; Source: Chambre de commerce du Canada;

Canada. Les entreprises canadiennes qui font des affaires à l'étranger sont aux prises avec des pénuries de compétences

Bien que les sociétés canadiennes s'implantent sûrement à l'étranger, elles éprouvent de la difficulté à trouver et à développer les travailleurs qualifiés dont elles ont besoin pour survivre et prospérer.

<http://tradeready.ca/2012/09/04/les-entreprises-canadiennes-qui-font-des-affaires-a-letranger-sont-aux-prises-avec-des-penuries-de-competences/>

Document. Les ressources humaines : un élément déterminant de la capacité et des compétences en commerce international du Canada

<https://community.fitt.ca/public/file/Resources/SectorStudy/FullReportFR.pdf>

Étiquettes : Pénurie - talents; Besoins - entreprises; Canada; Secteur: Commerce international; Document; Source: FITT - Forum pour la formation en commerce international;

Canada. Les diplômés du secondaire désavantagés sur le marché du travail

Quarante et un pour cent des employeurs ont avoué qu'il était peu probable qu'ils accordent une promotion à un employé qui n'a pas de diplôme collégial ou universitaire.

<http://www.lapresse.ca/le-soleil/affaires/actualite-economique/201304/01/01-4636603-les-diplomes-du-secondaire-desavantages-sur-le-marche-du-travail.php>

Voir aussi L'inflation des diplômes

<http://journalmetro.com/opinions/de-bon-conseil/289372/linflation-des-diplomes/>

Étiquettes : Pénurie - talents; Tendance emploi; Groupe cible: Jeunes; Article; Canada; Source: La Presse; Source: Journal Métro;

Canada/Nouvelle Écosse. Stratégie sur la main-d'oeuvre de la Nouvelle Écosse

Au cours des 10 prochaines années, la population néo-écossaise en âge de travailler sera réduite de 47 000 personnes. Durant la même période, la plupart des emplois seront occupés par des gens qui auront fait des études postsecondaires et qui auront de solides compétences professionnelles. Il n'y aura cependant pas assez de personnes ayant ces qualifications pour répondre à la demande, et certains postes ne seront alors pas comblés, ce qui représente un défi pour les employeurs.

<http://careers.novascotia.ca/sites/all/files/WorkforceSTRAT-Dec12-2011-FR.p>

Étiquettes : Pénurie - talents; Politique - emploi; Programme - gouvernement; Nouvelle Écosse; Canada; Tendance emploi 2022; Document; Source: Gouvernement de la Nouvelle-Écosse;

Canada/Québec. Le secteur environnemental manque de main-d'œuvre

Les métiers de l'environnement ont crû de 70 % entre 2007 et 2010 au Québec. Les entreprises du secteur éprouvent maintenant des difficultés à recruter des professionnels.

<http://argent.canoe.ca/nouvelles/actualites/le-secteur-environnemental-manque-de-main-doeuvre-6032013?p=528588>

Étiquettes : Secteur: Environnement; Pénurie - talents; Québec; Canada; Nouvelle; Source: Argent

Canada/Québec. 200 000 jeunes Québécois ni en emploi ni en formation

Presque 15 % de la population des 15-29 ans ne sont ni en emploi ni aux études ni en formation au Québec, soit 200 000 jeunes en 2012.

<http://blogues.lapresse.ca/lapresseaffaires/cv/2013/03/05/200-000-jeunes-quebecois-ni-en-emploi-ni-en-formation/>

Document. Les jeunes qui ne sont ni au travail ni aux études : une perspective québécoise

http://www.stat.gouv.qc.ca/publications/remuneration/pdf2013/flashinfo_fev13.pdf

Étiquettes : Emploi - jeunes; Document; Québec; Canada; NEET - ni en emploi ni aux études ni en formation; Chômage; Groupe cible: 15-29 ans; Statistiques 2012; Nouvelle; Source: La Presse; Source: Institut de la statistique du Québec;

Canada/Québec. Une planche de salut pour les employeurs

Pour un nombre grandissant d'entreprises, accueillir un étudiant en stage est devenu indispensable pour constituer un bassin de main-d'oeuvre mais aussi pour compléter les ressources, notamment dans les professions qui souffrent de pénurie.

<http://www.lesaffaires.com/dossier/stages-en-entreprise/une-planche-de-salut-pour-les-employeurs/554288>

Étiquettes : Canada; Québec; Tendances; Apprentissage - milieu du travail; Pénurie - talents; Article; Source: Les Affaires;

Canada/Québec. Valorisation de la formation professionnelle - 700 000 emplois à combler d'ici 2014

D'ici 2014, le Québec vivra une importante pénurie de main-d'œuvre et devra combler 700 000 postes. Cette pénurie sera causée notamment par les nombreux départs à la retraite et nécessitera une collaboration entre les entreprises et les établissements scolaires.

<http://tvanouvelles.ca/lcn/infos/regional/archives/2011/06/20110614-192254.html>

Étiquettes : Québec; Canada; Pénurie - talents; Tendances emploi 2014; Article; Source: TVA;

Canada/Québec. Les services offerts aux entreprises par le réseau de l'éducation : pour un meilleur accès aux ressources collectives

Position du Gouvernement du Québec afin de relever le défi du développement de la main-d'œuvre pour répondre aux besoins des entreprises et de la formation continue.

<http://www.cse.gouv.qc.ca/fichiers/documents/publications/Avis/50-0472.pdf>

Étiquettes : Pénurie - talents; Éducation - supérieure; Formation - continue; Besoins - entreprises; Canada; Québec; Source: Gouvernement du Québec/Conseil supérieur de l'éducation;

ARTICLES

Canada/Québec. Les impacts de la formation professionnelle et technique sur le développement professionnel des ouvriers

L'échelle de compétences du Comité sectoriel de main-d'œuvre de la fabrication métallique industrielle (CSMOFMI) donne des éléments de réponse à la question de départ : est-ce que les certificats de qualification professionnelle (CQP) peuvent compenser le déclin des diplômés du DEP (Diplôme d'études professionnelles)? Comme les CQP ne comportent pas de savoirs théoriques à transmettre ou de compétences générales à acquérir en dehors des activités de travail, ils ne peuvent remplacer les DEP pour les métiers complexes dont les effectifs évoluent du N4 au N6, sans qu'il y ait d'impacts, à plus ou moins long terme, sur la qualification de la main-d'oeuvre manufacturière.

<http://www.occ.uqam.ca/les-bulletins/61-devprofouvriers.html?catid=13%3Abulletinjuin2012>

Étiquettes: Québec; Canada; Secteur: Fabrication métallique industrielle; Formation - technique et professionnelle; Statistiques; Analyse; Article; Source: CIRDEP - Centre interdisciplinaire de recherche/développement sur l'éducation permanente/Université du Québec;

France & Québec. La reconnaissance mutuelle de qualifications professionnelles

Cette Entente vise à faciliter et à accélérer l'acquisition d'un permis pour l'exercice d'une profession, d'une fonction ou d'un métier réglementé(e) au Québec ou en France par l'adoption d'une procédure commune de reconnaissance des qualifications professionnelles.

http://emploi.quebec.net/publications/pdf/00_etude_guide_sommaire_entente_qcfr.pdf

Étiquettes : Québec; France; Canada; Reconnaissance - acquis; Législation; Coopération internationale; Source: Gouvernement du Québec/Emploi Québec;

Des compétences pour innover

Les besoins de main-d'oeuvre évoluant avec le progrès technologique, les compétences doivent s'adapter au même rythme pour que les économies restent compétitives.

http://www.observeurocde.org/news/fullstory.php/aid/3063/Des_comp_Etences_pour_innover.html

Étiquettes : Besoins- compétences; Analyse - tendance; Article; Source: L'Observateur de l'OCDE;

DOCUMENTS

Canada/Québec. Le Cadre de développement et de reconnaissance des compétences

Loi favorisant le développement et la reconnaissance des compétences de la main-d'oeuvre, le Cadre de développement et de reconnaissance des compétences de la main-d'oeuvre met en place un nouveau dispositif de qualification professionnelle volontaire.

<http://www.cpmt.gouv.qc.ca/publications/pdf/Gabarit-Doc-K.pdf>

Étiquettes: Québec; Canada; Reconnaissance - compétences; Développement - compétences; Législation; Document; Source: Gouvernement du Québec/Commission des partenaires du marché du travail;

Canada/Québec. Dossiers « Questions vives et points aveugles de la recherche en éducation et en formation des adultes »

Ces dossiers présentent 1) un portrait des recherches réalisées au Canada et en Europe francophone depuis 2008 sur différentes thématiques associées au domaine de l'éducation des adultes 2) l'actualité nationale des derniers mois afin d'y déceler des problématiques susceptibles d'orienter de futures recherches dans le domaine ou d'amener à des questionnements sur le terrain de la pratique.

<http://aris.telug.quebec.ca/Default.aspx?alias=aris.telug.quebec.ca/modele/eduformad-m-87>

Deux dossiers d'intérêt: La formation de la main-d'œuvre

<http://aris.telug.quebec.ca/LinkClick.aspx?fileticket=AyG3%2fmxmJwvk%2bcqTc1JekQ%3d%3d&tabid=42422&language=:fr-CA>

et La reconnaissance des acquis et des compétences

<http://aris.telug.quebec.ca/LinkClick.aspx?fileticket=U7JyUwD%2bstneo2UBjX4FKQ%3d%3d&tabid=42426&language=:fr-CA>

Étiquettes : Québec; Canada; Document; Formation - entreprise; Reconnaissance - acquis; Groupe cible: Adultes; Formation - des adultes; Source: ÉduForm-A via CDEACF;

Canada/Québec. La concertation en milieu de travail entre employeurs et employés au Québec en lien avec le développement et la reconnaissance des compétences de la main-d'œuvre

La recherche porte sur les différentes pratiques de la concertation en milieu de travail en regard du développement et de la reconnaissance des compétences de la main-d'oeuvre

http://www.cpmt.gouv.qc.ca/publications/pdf/RECHERCHES_RAPPORT_FINAL_Concertation_Transpol2011.pdf

Étiquettes : Québec; Canada; Secteur: Entreprises; Développement - compétences; Rapport de recherche; Reconnaissance - compétences; Étude de cas; Analyse; Source: Transpol via Gouvernement du Québec/Commission des partenaires du marché du travail;

France. Conséquences des ruptures des contrats d'apprentissage

Les jeunes face aux ruptures des contrats d'apprentissage, souvent un conflit avec l'employeur.

Les auteurs proposent des actions à développer pour prévenir et gérer les ruptures de contrat d'apprentissage, notamment l'individualisation de la formation, le développement de passerelles entre les voies de formation, la professionnalisation des maîtres d'apprentissage...

http://www.prao.org/medias/fichier/jeunesrupturescontratsaprentiss_1356691932763.pdf?INLINE=FALSE

Étiquettes : France; Stratégie - apprentissage; Rupture - contrat apprentissage; Groupe cible: Jeunes; Analyse; Document; Source: PRAO - Pôle Rhône-Alpes de l'Orientation;

France. Les nouveaux enjeux stratégiques de la formation professionnelle

A mesure que la formation professionnelle s'impose comme un facteur décisif de la réactivité des organisations, de l'employabilité des personnes et de leur évolution de carrière, elle revêt une importance de plus en plus stratégique pour les décideurs RH. Comprendre les enjeux des négociations et des évolutions réglementaires en cours, maîtriser les outils et les pratiques innovantes mis en place par les acteurs pour optimiser la gestion de l'offre de formation, tels sont les objectifs de ce séminaire qui s'adresse aux directeurs et responsables de ressources humaines ou de formations des secteurs privés et publics, aux cabinets conseils en stratégie RH, ou aux représentants du personnel.

<http://www.calameo.com/read/00000867246da7e5d6ed7>

ou <http://ressources.centre-info.fr/Les-nouveaux-enjeux-strategiques.html>

Étiquettes : France; Formation - professionnelle; Analyse - tendance; Dossier documentaire; Source: Centre INFFO;

Évaluer et démontrer la valeur de la formation - Enjeux, pratiques et tendances à l'heure des nouvelles technologies

Ce nouvel ouvrage n'a pas la prétention d'apporter des réponses définitives à toutes les questions que soulève l'évaluation. Son ambition est de clarifier les enjeux de l'évaluation pour chacune des parties prenantes et de faire le point sur les modèles à notre disposition à la lumière des évolutions qui se sont opérées dans le monde de la formation. Il a surtout pour objectif de partager des bonnes pratiques d'entreprises et de proposer des pistes très concrètes pour démontrer la valeur de la formation.

http://www.crossknowledge.com/fr_FR/elearning/media-center/livres-blancs/evaluer-roi-formation/s.html

* Remplir le formulaire pour accéder au Livre blanc

Étiquettes : Technologies de l'information; Secteur: Technologies information; Groupe cible: Entreprises; Analyse - tendance; Livre blanc; Bonne pratique; Évaluation - formation professionnelle; Source: CrossKnowledge;

Transformer l'enseignement et la formation techniques et professionnels: construire des compétences pour le travail et la vie, Consensus de Shanghai
Consensus de Shanghai - Recommandations du troisième Congrès international sur l'enseignement et la formation techniques et professionnels « Transformer l'EFTP : Construire des compétences pour le travail et la vie ».

Shanghai, République populaire de Chine, 14 au 16 mai 2012

<http://unesdoc.unesco.org/images/0021/002176/217683f.pdf>

Étiquettes : Document - congrès; Formation - technique et professionnelle; Consensus de Shanghai; Source: UNESCO;

AUTRE

Canada. Trousse d'outils de formation pour les petites et moyennes entreprises

Étant donné l'importance des petites entreprises pour l'économie canadienne, il est essentiel que les PME renforcent la formation et le perfectionnement professionnel des employés. Cette trousse d'outils a été créée pour présenter diverses ressources de formation qui sont à la disposition des PME.

http://www.chamber.ca/images/uploads/Reports/2013/130220_Trousse_doutils_de_formation_pour_les_PMEs.pdf

Étiquettes : Ressources; Canada; PME - petites et moyennes entreprises; Développement - compétences; Formation - entreprise; Outil didactique; Source: Chambre de commerce du Canada;

Vidéos. Expérience et professionnalisation dans les champs de la formation, de l'éducation et du travail : état des lieux et enjeux

En septembre 2012, l'Université de Lille accueillait un colloque international sur le thème de l'expérience dans les champs de la formation, de l'éducation et du travail. Au travers de conférences et de tables rondes, chercheurs et professionnels proposent un état des lieux et des enjeux autour des questions de transmission et d'acquisition de savoirs et de compétences par l'expérience, notamment pour l'adulte dans le champ professionnel. De nombreux contenus liés au colloque sont accessibles via la web-TV de l'université.

<http://lille1tv.univ-lille1.fr/collections/collection.aspx?id=27085f91-1e24-4d90-842b-7d83eff9ab8e>

Étiquettes : Tendances; Formation - professionnelle; Vidéo; Source: Université de Lille via CDEACF;

NOUVELLES BRÈVES

Québec. Les membres du Conseil emploi métropole se joignent au mouvement Investissement-compétences

<http://www.emploi-metropole.org/actualite.html>

Québec. Baccalauréat obligatoire pour les infirmières - La FIQ s'inquiète

<http://www.ledevoir.com/societe/sante/375082/baccalaureat-obligatoire-pour-les-infirmieres-la-fiq-s-inquiete>

Québec. Assurance emploi: Québec lance une commission d'examen sur les initiatives d'Ottawa

Le tout premier mandat de la commission concerne la réforme de l'assurance-emploi annoncée par le gouvernement conservateur, mais aussi les modifications aux fonds fédéraux alloués pour la formation de la main-d'oeuvre, annoncées dans le dernier budget Flaherty.

<http://www.lesaffaires.com/secteurs-d-activite/gouvernement/assurance-emploi-quebec-lance-une-commission-d-examen-sur-les-initiatives-d-ottawa/555962#.UWJaScruzPE>

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Scoop.it! <http://www.scoop.it/u/canadian-vocational-association-association-canadienne-de-la-formation-professionnelle>

Delicious <http://tinyurl.com/6p2tcty>

Pour tout commentaires ou questions, ou si vous avez des ressources que vous voulez voir publiées dans le bulletin, écrivez-nous à cvaacfpbulletin@gmail.com

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