



## 04

## DEVELOP AGILE WORKFORCE STRATEGIES

### People make the difference.

Whether a business is adjusting to new economic realities, maximizing the benefits of new technologies or taking advantage of new business opportunities, the competencies of employees, ultimately, determine their success. Agile workforce policies are vital in ensuring Canadian businesses can acquire the skill sets they need to compete and grow.

Gone are the days when workers could easily plug into repetitive, standardized jobs. Automation has already replaced much of this type of work and will continue to do so at an even more rapid pace in the future. Jobs today require essential skills, like literacy and numeracy, communication, problem-solving, teamwork and interpersonal skills. Above all, businesses need people who are committed, accountable and engaged in what they do.

Trades and technical skills, in both traditional trades as well as new and specialized technologies, are in high demand. So too are business leadership and management skills. Employees must also know how to apply their skills in a business environment, through practical experience and work-integrated learning where they can develop applied entrepreneurial and business skills.

And, there is need for improved labour market information systems that can provide current and detailed information at a local level on what skills and competencies are available and in demand

In order to support business growth, Canada's workforce strategies need to do a better job in:

- Meeting businesses' needs at a local level;
- Providing easy access to comprehensive labour market information;
- Providing formative and life-long learning opportunities in essential skills and basic science, technical, engineering and business education;
- Providing more experiential and work-integrated learning opportunities;
- Encouraging greater diversity and inclusiveness in the workplace, including more job opportunities for women, Indigenous peoples, people with disabilities and recent immigrants;
- Attracting talent from around the world and enabling temporary entry for foreign workers required by Canadian business; and,
- Assuring greater labour mobility across Canada.

In 2018, the Canadian Chamber of Commerce will work with the federal government to shape its policies on streamlining temporary foreign work entry, expanding work-integrated learning and supporting colleges and universities to deliver in-demand, on-time training. We will also work closely with local chambers across Canada in support of their efforts to improve our education and training systems, deliver business training programs, measure available skills and support local businesses' needs.

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