

DEVELOPING A TALENTED WORKFORCE FOR A PROSPEROUS FUTURE

The Issue: In today's rapidly changing economy, employers are increasingly looking for workers with broad knowledge and adaptable skills, while students are looking to bridge their classroom learning to the workplace. Employers and universities must partner to equip students with the skills, knowledge and experience they need to thrive, and to help strengthen the talent pipeline that secures jobs, fosters innovation and drives Ontario's economy.



KEY FACTS

94%

Percentage of university graduates who are employed two years after graduating

89%

Percentage of graduates who are employed in jobs closely or somewhat related to their degree

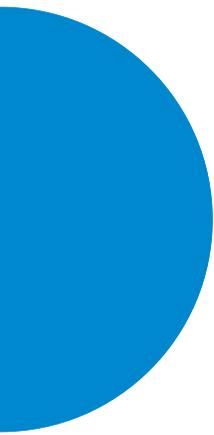
¹Lamb, Creig "The Talented Mr. Robot: The Impact of Automation on Canada's Workforce", Brookfield Institute, June 2016

²"Work Integrated Learning And Post-Secondary Education: What Students Think." Abacus Data, Fall 2016

The background

- Across the province, the world of work is being transformed and it's hard to predict what jobs will exist in ten years - it is currently estimated that 42 per cent of Ontario's labour force could be affected by automation in the next 10 to 20 years.¹ As the economy shifts, new technologies are transforming our industries and automation is poised to affect everything from law offices to the manufacturing sector. People are concerned about the quantity and quality of jobs in the future.
- Employers are looking for workers with adaptable skills such as critical thinking, problem solving, communication, and teamwork. These skills help workers thrive in changing environments and are seen as critical to success in any business, both small and large.
- A university education that offers rigorous academic programs and hands-on experiential learning has been proven to help develop the adaptable skills employers are looking for.
- Eighty-six per cent of current students and recent grads in Canada said experiential learning led to an easier transition from post-secondary to a successful career.²
- Employers recognize the benefits of experiential learning, but groups such as the Ontario Chamber of Commerce feel administrative and operational requirements may limit further opportunities for partnership development, particularly with small businesses.

Experiential learning is when students learn by doing, using their theoretical knowledge in practical, real-life, or work-related situations. There are many types of experiential learning activities designed to give students practical skills for their future career, including co-ops and internships, as well as projects in which students work on solutions to employer or industry challenges.



KEY FACTS

86%

Percentage of current students and recent graduates in Canada who say experiential learning is helpful in the transition to a successful career

Critical thinking, problem solving, communications:

Ontarians' most valued skills for the future, according to an Ontario's Universities survey

42%

Percentage of Ontario's labour force that could be impacted by automation in the next 10 to 20 years

CONTACT US

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What Ontario's universities are doing

Ontario's universities are committed to nurturing the talented and successful citizens of tomorrow by giving students the high-quality skills, knowledge and experiences that will set them up for fulfilling lives and careers. Currently, these efforts have resulted in Ontario university graduates holding a 94 per cent employment rate two years after graduation, with 89 per cent of graduates holding jobs closely or somewhat related to their degree. There is more work to be done, and we are continuously working with partners across all sectors on innovative methods to help our students thrive. These include:

- Ensuring all students acquire knowledge and adaptable skills, including the ability to communicate what they have learned to prospective employers, that helps ensure career success. Ontario's universities are doing this, in part, by making sure every program explicitly outlines the knowledge and skills that students will develop by graduation.

Partnerships in action:
An innovative collaboration with Shopify at Carleton University and a program at Ryerson University that each help small- and medium-sized businesses develop experiential learning opportunities and connect with students are just some of the ways in which universities are preparing students for the jobs of tomorrow.

For more examples of how universities are partnering for success, visit ontariosuniversities.ca.

- Partnering with a wide range of employers – from major corporations to non-profits and tech start-ups – to help students apply their skills and knowledge through experiential learning opportunities such as co-ops, internships and community engagement projects.

How government can help

The Ontario government can invest in developing the talented workforce of tomorrow through:

Investing in experiential learning

- In order to ensure every student benefits from experiential learning by the time they graduate, the government will need to:
 - Provide sustained funding for a full range of experiential learning at universities.
 - Offer incentives to employers, particularly small businesses and not-for-profit organizations, to partner with universities to create more experiential learning opportunities for all students, including Aboriginal students, those with disabilities and other underrepresented students.
 - Develop, in collaboration with university, college and employer partners, an online province-wide information resource to encourage and support employers to provide experiential learning opportunities for students.

Supporting innovations in and out of the classroom

- Provide financial support for new technology and innovative teaching methods to help ensure all students can continue to enjoy an enriching, educational experience while also developing the core skills they need for the future.

Partnering for a better future

- Ensuring that the province has a highly skilled workforce and creating a strong talent pipeline for the jobs of today and tomorrow will position Ontario as an economic leader. These measures will help build a future where all Ontarians have the opportunity to use their skills and knowledge in jobs they are passionate about and where employers have access to talent that strengthens their businesses.

Stay informed

- Go to ontariosuniversities.ca to learn more about how to invest in Ontario's talented workforce and ensure our province is positioned for long-term success.