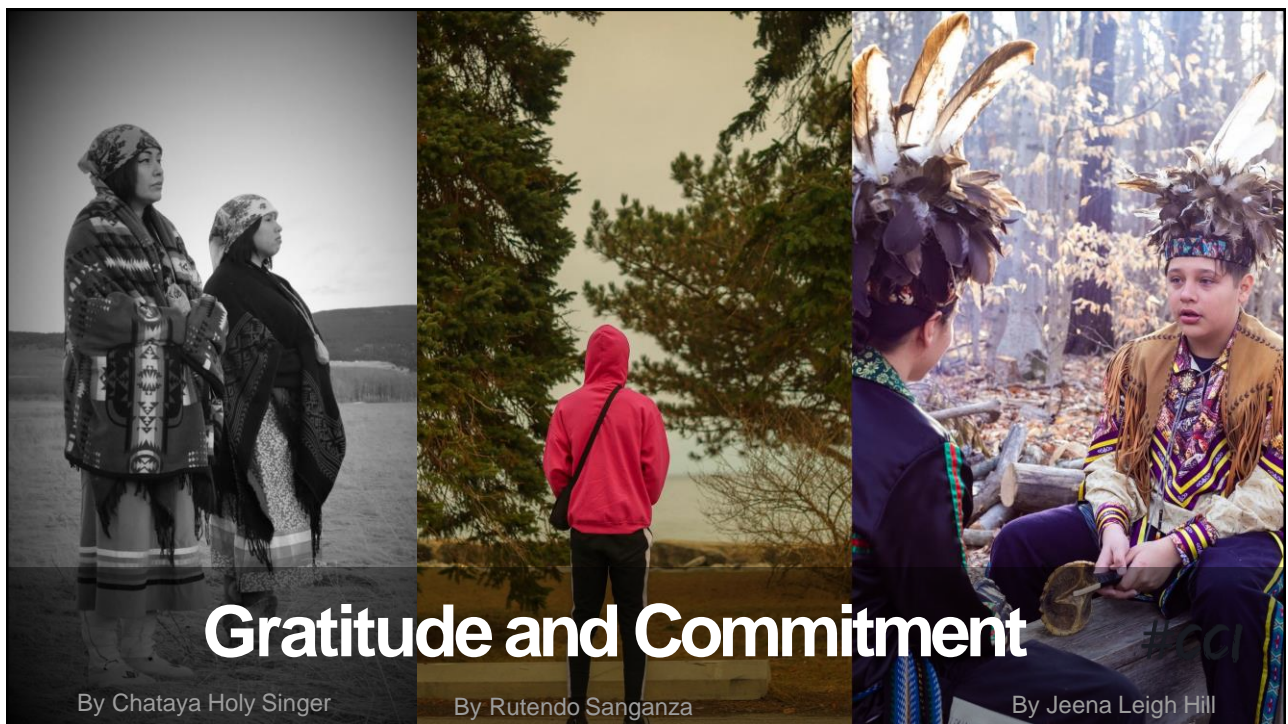




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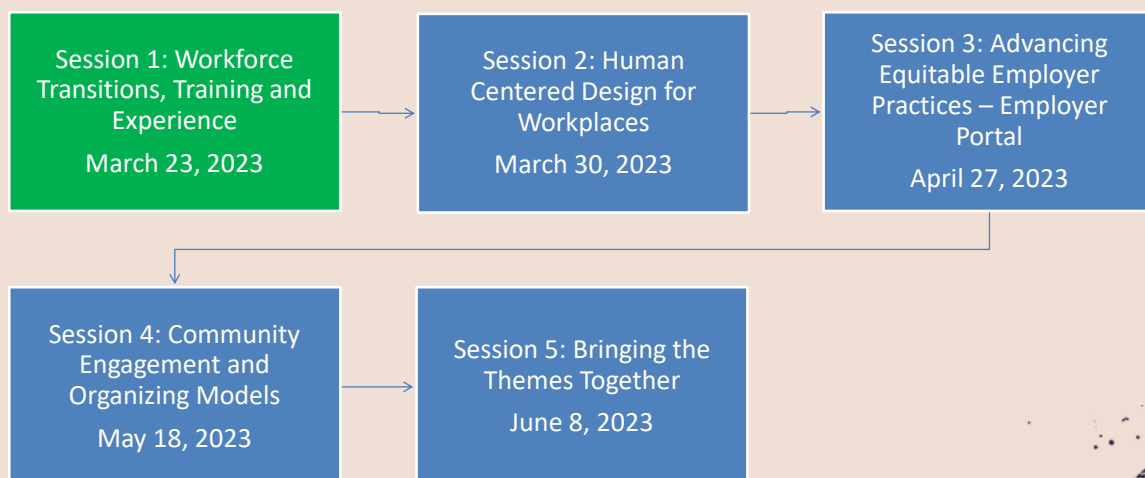
In the Tamarack **Learning Centre** we support our learners in the **five interconnected practices** that we believe lead to impactful **community change**.



In **Vibrant Communities**, we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty, deepen community, build youth futures and address climate transitions**.

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## Workforce Transitions - Employer Practices Community of Practice



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## Session 1: Workforce Transitions, Training and Experience

### Who is in the Virtual Room?

#### Getting to Know Each Other

- Introduce yourself
- Introduce your organization
- What is one question that you have about workforce transitions, training and experience.

## Session 1: Workforce Transitions, Training and Experience

# Agenda for Today

1. Welcome, Land Acknowledgement and Setting the Context for the Session
2. Introducing the Community of Practice Series
3. What do we mean by Workforce Transitions?
4. Group conversation: How do we improve employer practices and employee experiences?
5. Meet the Speakers for Session 2: Human Centered Design for Workplaces?

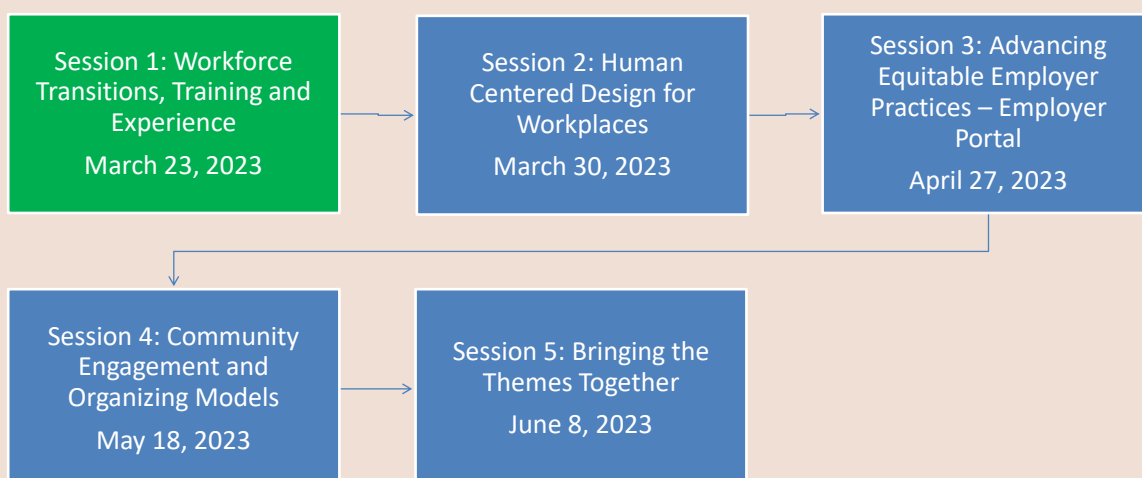
# Community of Practice

- A community of practice (CoP) is a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfill both individual and group goals.
- Communities of practice often focus on sharing best practices and creating new knowledge to advance a domain of professional practice. Interaction on an ongoing basis is an important part of this.
- The Employer Practices - Community of Practice will be a web-based collaborative environment to communicate, connect and conduct community activities.



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## Workforce Transitions - Employer Practices Community of Practice



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# Employer Practices - Co-Design Team

The Employer Practices Community of Practice Co-Design Team

- Bassel Ramli – Jump Start Refugee
- Crystal Kalaitzakis – Momentum Centre
- Tom Strong - The National Fund for Workforce Solutions
- Carolyn Yang -TechEquity Collaborative
- Rochelle T. Cooks – The Welcoming Center
- Kannyka Pouk – Centre for South-East Asians
- Abdulla Daoud – The Refugee Centre



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## Workforce Transitions

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## 10 Trends - Future of Work

1. Hybrid Work is the New Normal
2. A Change in Skillset - Re-Skilling, Up-Skilling and Harnessing Soft Skills
3. Mental Health is a Must
4. The Gig Economy is Growing
5. Career Pathways Need to Innovate
6. A Rise in Employee Activism will Require New Approaches to Leadership
7. Toxic Culture Has to Go
8. Technology is a Basic Need
9. Work-Life Balance (For Real)
10. Creating Cultures of Belonging and Bringing your Whole Self to Work



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## Most critical for success in Canada in 2023

2023 will be a defining year as ambitious transformation plans and persistent challenges come face-to-face with new realities. HR will need to maintain energy and momentum to ready itself and the business for what lies ahead.

1 Upholding diversity, equity and inclusion

2 Focusing on company culture development

3 Impacting total well-being outcomes

4 Enabling new ways of working (remote, hybrid and gig)

5 Enabling a skills-based organization



*Geopolitical instability, economic headwinds, and tightening labor markets have had a profound impact on the People agenda.*

*In Canada, the areas that have been most difficult to make progress on are: workforce fatigue, company culture development, new ways of working, and enabling a skills-based organization.*

**Less of a priority for HR in 2023:** Building careers for older workers, updating employee contracts to outline new work patterns and expectations, and designing a reliable HR function.

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## How are companies in Canada making progress on the talent trends identified in 2022?

reset for relevance	work in partnership	deliver on total well-being	build for employability	harness collective energy
Build resilience by leading with values and an adaptive design	Create equitable, transparent and rewarding partnerships	Nurture a healthy workforce with benefits that matter	Meet future work needs with a skills-based organization	Unlock potential with human-centered work environments



Building a resilient, relatable & ready organization will be even more critical this year

 Mercer

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## Jobs Lost, Jobs Gained: The Future of Work

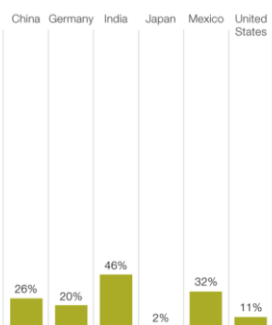
Source: <https://www.mckinsey.com/featured-insights/future-of-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages>

Employment growth and decline by occupation, % change labor demand, midpoint automation



### Professionals

Includes: Account managers, engineers, business and financial specialists, lawyers and judges, legal-industry support staff, math specialists, scientists, and academics

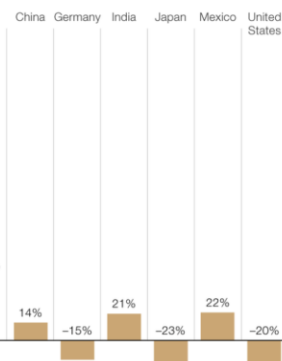


Employment growth and decline by occupation, % change labor demand, midpoint automation



### Office support

Includes: IT workers, information and record clerks, office-support workers, financial workers (procurement, payroll, etc), administrative assistants



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# Jobs Lost, Jobs Gained: The Future of Work

Source: <https://www.mckinsey.com/featured-insights/future-of-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages>

Seventy-five million to 375 million may need to switch occupational categories and learn new skills.

McKinsey. Future of Work.

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# Jobs Lost, Jobs Gained: The Future of Work

Source: <https://www.mckinsey.com/featured-insights/future-of-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages>

## Managing Workforce Transitions:

- Maintain robust economic growth to support job creation
- Scale and reimagine job retraining and workforce skills development
- Improve business and labor-market dynamism including mobility
- Provide income and transition support to workers

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## The World Economic Forum Good Work Framework

### The five elements of good work

- 1 Promote fairness on wages and technology
- 2 Provide flexibility and protection
- 3 Deliver on health and well-being
- 4 Drive diversity, equity and inclusion
- 5 Foster employability and learning culture

## World Economic Forum – Quiet Quitting Panel

### Talent Pool is Shrinking

- Already seeing this trend in Europe
- Changing from jobs to skills
- Opportunity to craft your own skill set over time

### Employee Perspective

- Given what I receive from my employer (compensation, growth opportunity, learning) is this a fair exchange

### Progressive Workplaces

- Value and live mission and values
- Create opportunities for individuals to show up and live their passion

### Conduct Entry and Exit Interviews

- Why did you join? What would you like to learn? What makes a good boss? What will make this a place where you want to stay on an ongoing basis?

Source: [Quiet Quitting and the Meaning of Work](#)

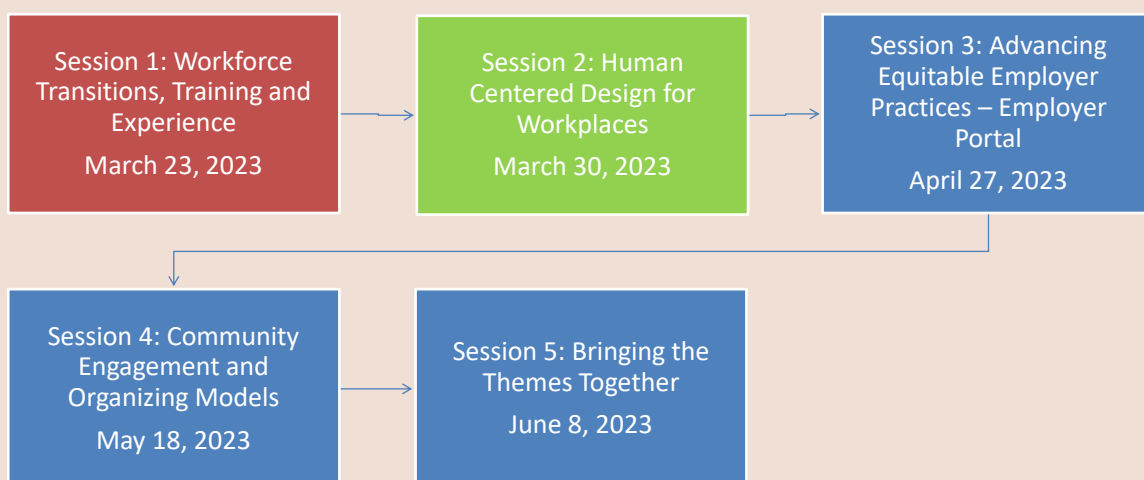
# Large Group Conversation

Given the trends, how do we improve employer practices and employee experiences?

What are ideas or examples that you might share?

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## Workforce Transitions - Employer Practices Community of Practice



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# Meet the Speakers

Human Centered Design for Workplaces



Abdulla Daoud  
The Refugee  
Centre, Canada



Tom Strong  
National Fund for  
Workforce  
Solutions, United  
States



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## We Appreciate Your Perspective

Please complete this short survey.

Your responses will help us plan for future Community of Practice Sessions.

Survey Link: <https://www.surveymonkey.com/r/7F8KLJS>

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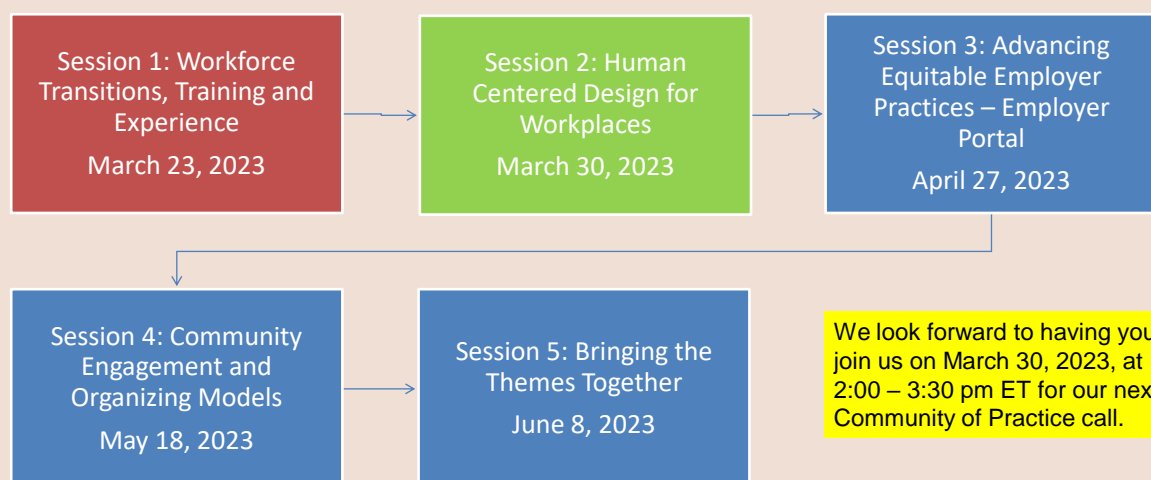
# What are your next steps?

Share in the chat box.



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## Workforce Transitions - Employer Practices Community of Practice



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