



WBLC

Work Based
Learning Consortium

Work-Based Learning

Entry- to Mid-level Skilled & Semi-skilled Jobs

Trends, Issues and Potential Solutions for Labour Force Development in
Toronto's Food & Beverage Processing Sector

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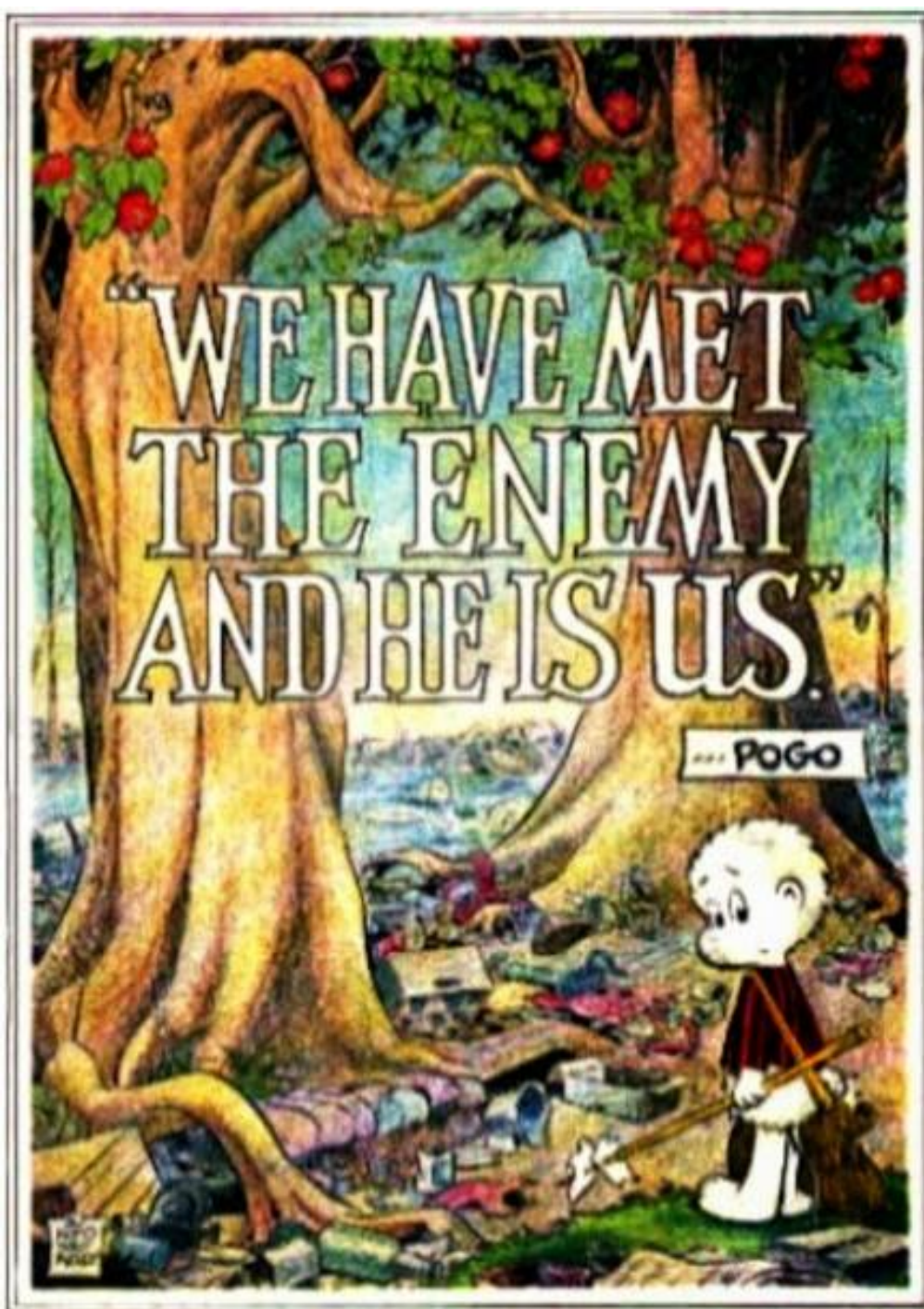


My objective today

- Provide you with enough understanding of “Work-Based Learning” that you can consider whether or not the Food & Beverage Processing Sector is interested in joining with the Aerospace, Automotive and Tool/Die/Mold sectors in approaching the Ontario government to seek permanent funding for Work-Based Learning.
 - What is ‘Work-Based Learning’?
 - What makes it highly effective and valued by all?
 - What’s the track record?

The Need for Change

- Employers can't find experienced skilled workers
- Unemployed unskilled people can't get good jobs
- Economic growth, new products and/or new production technologies and demographics will increase the problem in the foreseeable future
- The way governments try to help unemployed people get hired and trained is ineffective and hugely wasteful
- The way most employers hire and train people is ineffective and hugely wasteful



What does 'goodness' look like?

- Employers can fill entry- to mid-level skilled job vacancies with capable people who have the competencies needed to be productive, valuable employees
 - quickly, reliably and cost effectively
- Unemployed unskilled people can get hired and trained in good jobs with solid career potential
- Governments can spend a lot less money and get better results for both employers and unemployed people

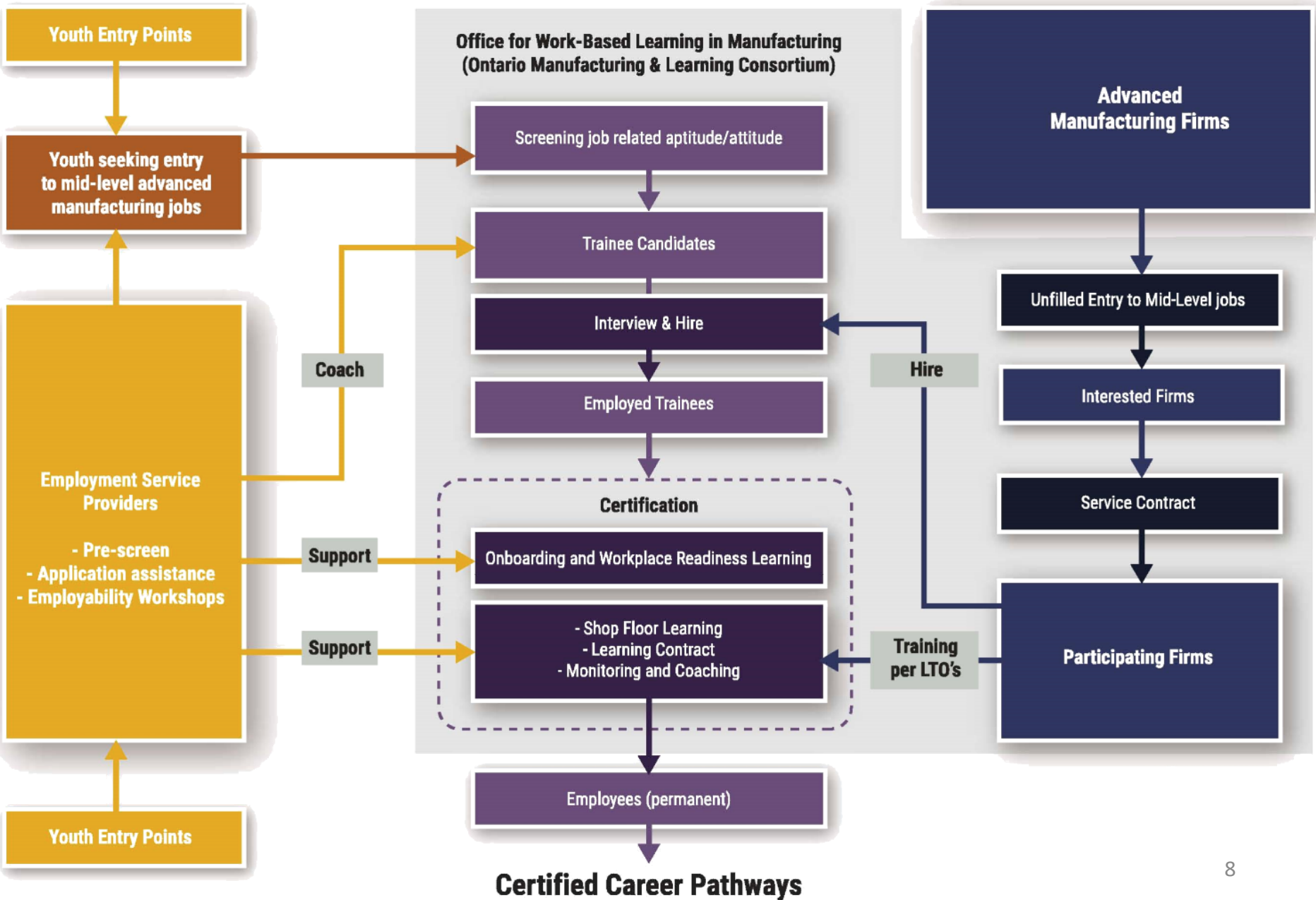
What's needed?

- Complete transformation of the way employers fill their vacancies in entry- to mid-level skilled jobs
 - Competencies-based selection and training
- Complete transformation of the way ESPs assist unemployed unskilled people to get a good job
 - 'Demand-pull + support', not 'supply push'
- Full re-set on government support programs

What is Work-Based Learning?

- Industry-led – what companies require (TLOs)
- Demand-driven – fill vacant skilled jobs
- Selection of Trainees – ‘aptitudes & attitudes’
- Workplace Readiness Learning – the basics
- Predominantly ‘Shop Floor’ learning – managed
- Compensation to companies for training effort
- Certification - independent, valid, reliable

Work-Based Learning System



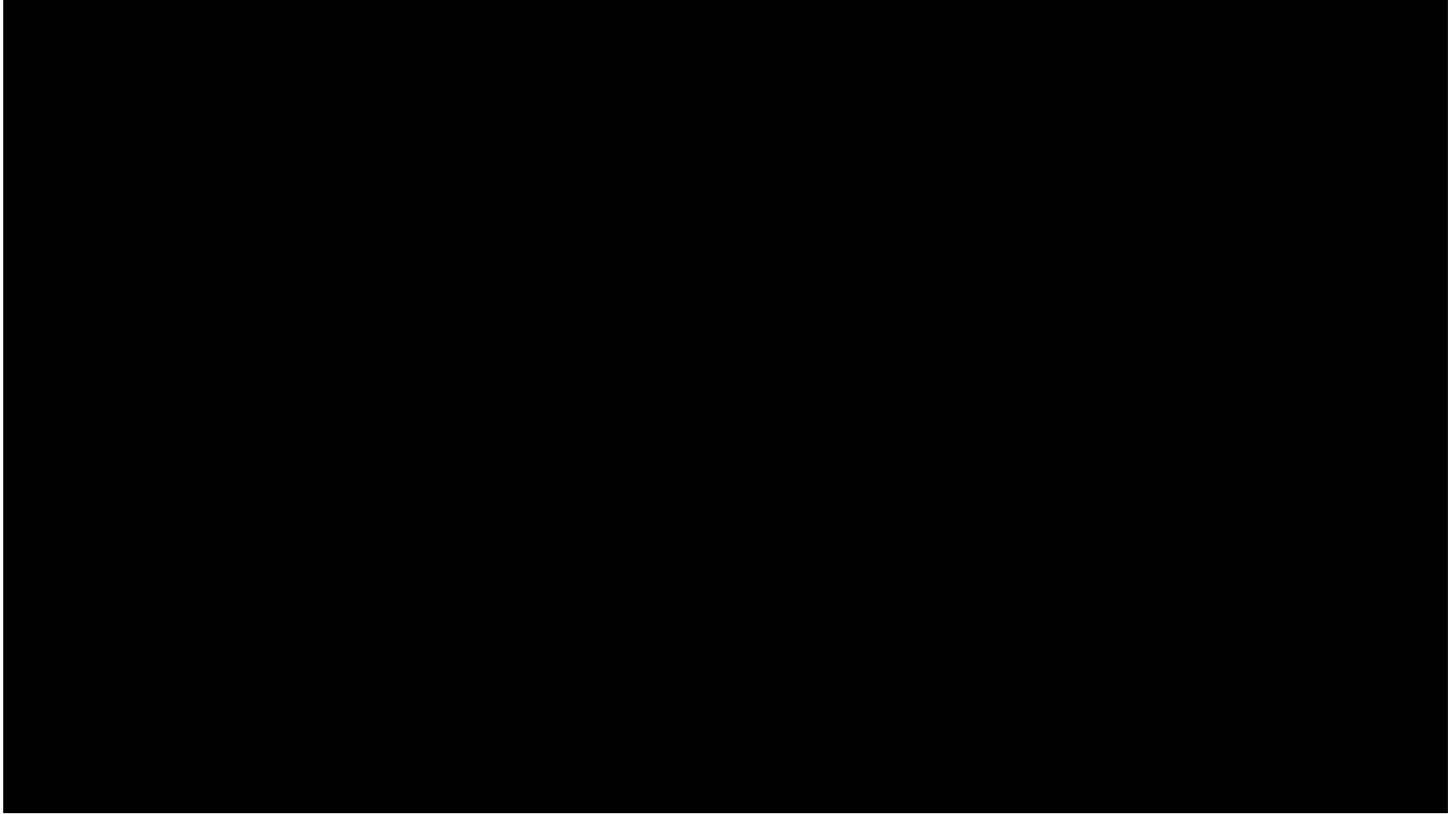
What makes WBL effective?

- Competencies-based, outcomes-driven
- Selection (effective screening) + hiring at start
- Clear requirements – Technical Learning Outcomes
- Learning is formally managed, monitored and supported
- Clear success measures – Certification
- Half the time for Trainees to be productive
- Half the cost to train
- 1/10th the effort to hire

What's WBL's track record?

- 5 years
- 50+ companies participating – 30 more than once
- 9 Selection, Hiring, Learning & Certification programs
- 500+ Trainees (mostly unemployed Youth 18-29)
- 80% - 95% success rates
- Unequaled anywhere in North America

Employers and Trainees



Messages to Ontario Government

We can show you a tried, tested and proven way that your Government can transform the old ways of doing Employment Ontario services, so your Government can, with high confidence of assured success:

- enable Ontario companies, mostly SMEs, to fill their thousands of vacancies in entry- to mid-level skilled jobs, so they can be more competitive, win new business and grow while also responding to technology changes and more retirements, AND
- enable unskilled unemployed people to get hired, acquire the skills they need for these entry- to mid-level skilled jobs, earn a decent living (while they are acquiring these skills) and get on a solid career path, as well as enabling current production workers to upskill to deal with advanced production technologies (robotics, automation, etc.), AND
- spend less (maybe a lot less) Ontario and Canadian taxpayers' money on doing this, with much better ROI