

Bridging the Gap:
From
**To Education
Employment**

Provincial Labour Market Symposium

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Maximizing Workplace Opportunities





Presentation Overview

- **Setting the Stage**
- **The Bridging the Gap: From Education to Employment Model**
- **Building Community Capacity and Competency by Engaging Cross-Sector Partnerships**
- **Sharing Best Practices and Moving Forward based on Lessons Learned**
- **Long-Term Sustainability**



Setting the Stage

Population 15 years and over by highest level of schooling

(Census 2001)

Less than high school
177,505

High school graduate
39,415

Trade Vocational cert.
11,140

College education
103,925

University
87,025

- The International Adult Literacy and Skills Survey, Building on our Competencies, 2003 (IALSS) states that Canadians aged 16 years and over with lower levels of literacy have lower rates of employment.
- The 2003 IALSS found a clear link between proficiency in literacy and an individual's employability.
- People with low proficiency in literacy tend to have lower rates of employment and they tend to work in occupations with lower skill requirements.



Setting the Stage


- Currently, based on the 2003 International Adult Literacy and Skills Survey findings, Newfoundland and Labrador is below a Level 3 in Reading Prose, Document, and Numeracy Usage.
- It is recommended that proficiency levels should be at a level 3 for a modern economy and knowledge-based society.

Newfoundland and Labrador literacy performance

Proficiency varied across domains and population age in Newfoundland and Labrador.

Average proficiency scores, population 16 and older and population 16 to 65, Newfoundland and Labrador, 2003

	Prose	Document	Numeracy	Problem Solving*
16 and older	263	261	251	255
16 to 65 years of age	271	269	259	262

 - Below level 3

* Proficiency levels are defined differently for problem solving



One Tangible Solution

*Being responsive to what is currently happening in
our local economy*





Origin



The concept, *'Bridging the Gap: From Education to Employment'*, was pioneered in 1992 by a local group, Random North Development Association and since this time has expanded to include 6 economic zones and 12 private business firms in Newfoundland and Labrador.

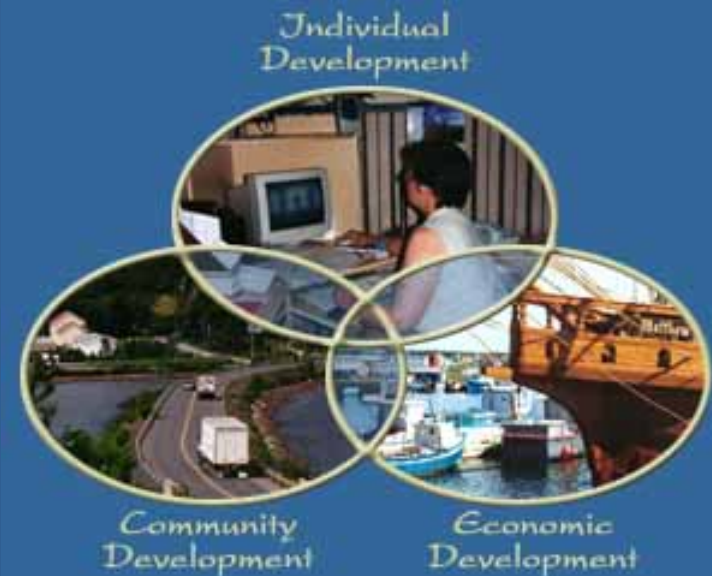


What is Bridging the Gap?

Vision

“To take a community-based approach and integrate human resource development with social and economic growth.

Our goal is to increase essential skill levels and enhance the employability of individuals that will lead to industry/business development and building the capacity of rural communities.”





What is Bridging the Gap?

- Established link between social and economic development
- Provides trained and qualified workers for newly established or expanding businesses
- Creates jobs for clients who have barriers to employment (Long-term tax payers)
- Meets the demand side of the skilled labour shortage
- Eliminates dependency on social income supports
- Increases workplace and essential skills



Taking an Integrated Approach

- A combination of 40-weeks of classroom and practical learning (learning is client centred)
- Everything you learn in the classroom is linked to the workplace
- Variety of resource persons
- An Essential Skills and Development Instructor and a Content Instructor
- Local Community Learning Network Team
- Skill Set Design Team





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*Building Community Capacity and
Competency by Engaging Cross-Sector
Partnerships*

**BTG would not be possible
without partners**





Partners

- Private Sector
- Organized Labour
- Department of Innovation, Trade, and Rural Development
- Service Canada
- Human Resources and Social Development
- Department of Human Resources, Labour and Employment
- Department of Education
- Atlantic Canada Opportunities Agency
- College of the North Atlantic
- Rural Development Agencies
- Zone Boards
- Provincial Rural Secretariat
- National Rural Secretariat
- Employment Counselling Services





Best Practices

1. Involve all partners during the planning stage
2. Ongoing evaluations
3. Hiring Employment Counsellors
4. Having Local Community Learning Network Teams
5. Engaging the Private Sector and Organized Labour
6. Working with an Accredited Post-Secondary Institute
7. Sharing Information
8. Learning from Past Projects





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Long-Term Sustainability

*Learning from previous experiences
and moving forward in a
positive direction...*





Long-Term Sustainability

Currently RNDA has a partnership with:

1. The National Rural Secretariat and a BTG Provincial Model Steering Committee

Models for Rural Development and Community Capacity Building Program
(To Develop a Sustainable Plan and Conduct a Cost Benefits Analysis)

2. NL Canadian Manufacturers and Exporters and National HRSDC (Pending Funding Approval)

Workplace Skills Initiative – Steps for Success: Starting from the Ground Up



Long-Term Sustainability

Currently RNDA has a partnership with:

- 3. The CNA, Dept. of HRLE, SC, and a Private Business Partner**

BTG Demonstration Project, 40-Week Skills Development and Employment Readiness Project that Integrates Practical and Essential Skills in the Workplace

- 4. The CNA to explore and research the potential to integrate the BTG Model with Level 1 ABE Outcomes**

Proposal submitted to the Adult Learning, Literacy and Essential Skills Program, HRSDC



This Model started at the community level and continues to evolve based on the needs of a defined target client group and the local labour market



Thank-you!

Questions/Comments

