

# COMMUNITY INSIGHTS AROUND SKILLS DEVELOPMENT & TRAINING

 **19,900** Niagara residents worked in the education sector in 2023<sup>[i]</sup>

**16,915** job vacancies in the sector across Canada as of November 2023<sup>[ii]</sup>

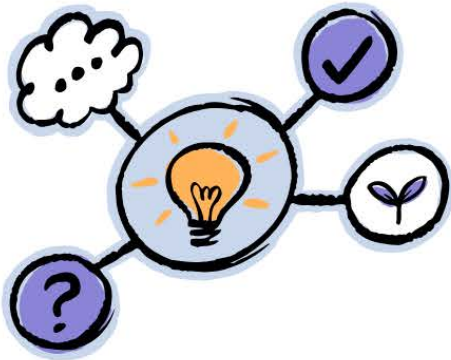


Recurring challenges include burnout, skill mismatches, school staffing shortages, and low compensation for education workers<sup>[iii],[iv]</sup>



Shortages for training provision may impact employer hiring needs and workforce skills<sup>[v]</sup>. We heard at NEXTNiagara Engage 2023 that some hiring challenges involve digital skill and interpersonal skills gaps (e.g., communication, team work). These are increasingly important as companies shift to hybrid work models.

## Learnings, Innovations, & Solutions



Partnerships between employers and educational institutions are key - especially in the design of co-ops and micro-credentials

Skills development & training needs to be customized to employer needs, and industry partners are vital

There's a need to highlight the

- role of employers in training
- value of transferrable skills
- existing resources and grants

Training innovation needs community support

- We heard these ideas through focus groups, at the Growing Your Workforce Conference, and at events where we worked with South Niagara Chambers of Commerce and GNCC's NEXTNiagara Council.
- These factors are vital as more and more post-secondary institutions are developing programs that are accessible and better geared towards preparing learners for the future of work<sup>[vi]</sup> which include micro-credentials and work-integrated learning (WIL).
- See our [education brief](#) for some innovative local programs that address these gaps.

### References

- [i] Statistics Canada (2024). Table 14-10-0384-01 Employment by industry, census metropolitan areas, annual. Available [here](#).
- [ii] Statistics Canada (2023). Table: 14-10-0372-01 Job vacancies, payroll employees, and job vacancy rate by industry sector, monthly, unadjusted for seasonality. Available [here](#).
- [iii] Mental Health Research Canada (2021). Psychological health & safety in Canadian workplaces. Available [here](#).
- [iv] Statistics Canada (2024). Educational Services: Ontario 2023-2024. Available [here](#).
- [v] Future Skills Canada (2021). Innovation in Post-Secondary Education. Available [here](#).