

INSPIRE. DEVELOP. ELEVATE.



# LEADING THE SKILLS MOVEMENT THROUGH UNCERTAIN TIMES

Skills Canada Newfoundland and Labrador

# CHARTING A COURSE FORWARD

All around the world, we are learning how to communicate, collaborate, and coordinate using virtual means. While we recognize that these are uncertain times with new challenges, Skills Canada Newfoundland and Labrador (SCNL) is discovering new opportunities amid these constraints.

We are charting our course by being a beacon of light in this world-wide crisis. Our expertise, flexibility, and adaptability allow us to support our partners, educators and students through high quality digital programming.

Our team is continuing to lead the way by engaging youth in skilled trades, technologies and employability skills, supporting diversity in our communities, highlighting skills in small business, and celebrating excellence through competition.

As youth seek a career path or take a first step toward employment, they may experience new challenges given the current pandemic and its impact on our economy and lifestyle.

SCNL is positioned to be part of the skills-led economic recovery by providing valuable resources for educators, parents, and students as well as those who have become unemployed. With our online delivery model, we are able to help youth make more informed choices about future career pathways. Young people need to have access to quality information to understand the full range of options that are available; we have the ability to ensure that youth and their families have equal access to online learning, career advice and our well-established network of partners.

“There is no doubt that this is a profound time in the history of our province, the country, and the world. Our job at SCNL has always been to support our youth in their career decisions and we have not veered off course.

While our path has been adjusted, we still have all the familiar touch points - our passion, our knowledge, our experience, and our partnerships. Through our volunteers and our staff, we are working to meet the ever changing needs of our youth. Thank you to all for your many talents and contributions.”

Christine Greene  
**President, SCNL**



# NEW HORIZONS

Undoubtedly, the world is facing an unprecedented time of change and upheaval during this global health crisis. As the world struggles to adapt, it is clear that disruptions in educational programs have the potential to affect young people disproportionately.

The time is now to focus on the next generation so that they can play an active role in our economic recovery and achieve success in creating a rewarding future.

In doing so, they will be enabled to rebuild our economy and be contributing citizens to our growth. To ensure that NL has highly-skilled and motivated young individuals across all sectors to ensure economic growth, career information and access to quality programming becomes even more critical.

We recognize the need to adjust to our changing world so that we can help youth find their passion and chart their course. We also recognize the need to support local employers and develop programs to ensure the optimum skill match.

This is where SCNL can fill a current need. We are converting our programs to accessible, meaningful, and 'easy-to-follow' virtual platforms that will spark student interest.

Our collaboration with experts in educational online delivery is helping us ensure learning curriculum outcomes are met. We are utilizing formats that parents and students in study-from-home situations will use with ease.

The online tools we are developing will also help us align skills with employer needs. Through our varied programs and delivery models, we are working to reach under-represented groups so that they, too, will have meaningful tools and easy access. How are we accomplishing this? We are refocusing our short-term efforts to adapt to digital career advice, guidance, and experiential learning, while drawing on our long-established partnerships with industry, education, government and labour.

**Through igniting passion and encouraging discovery, we are committed to leading the Skills Movement in this province and country.**

# PATH FORWARD

As we monitor the evolving world health crisis, SCNL will follow the recommendations of our health experts to keep our participants and partners safe, and convert programs to digital delivery.

These programs will supplement our eventual in-person delivery when safe, thus expand our reach and impact significantly.

The following anchors of programming represent our current work, and we will continue to expand our approaches and adapt our resources to meet the needs of our community as the public health situation develops and the economic challenges ahead become clearer.

## PROVIDE AT HOME RESOURCES

SCNL will adapt programming to a virtual delivery model to support youth, parents and teachers. SCNL will deliver the *Skilled Futures*, *Skills at Home*, and *Vale Career Information Session* Programs to students across the province and provide meaningful information to students looking to find their career path. SCNL will connect students to educational institutions and employers, provide at home projects, meaningful online sessions with mentors, and essential skills activities that students can complete from home. These resources will be readily accessible to youth organizations, students, and families.

## PROVIDE CAREER INFORMATION, SUPPORT, AND MENTORING THROUGH ROLE MODELS

Our network of highly skilled alumni who have achieved success in their education and career development will share their experiences as role models through the *RBC Alumni Program* and connect through virtual outreach projects to inspire the next generation. SCNL will provide resources that feature real life experiences of those currently working in a skilled career captured through videos and mentoring opportunities. In this era of online learning, students will feel the same level of support from SCNL when they are looking to gather information about the different types of career paths. We will continue to show them how to follow their passions and use skills when they engage in decision making about their futures.



## ENSURE AND SUPPORT DIVERSITY

We have begun enriching our current programming and competitions with the *Under-Represented Groups Inclusion Program*, a new major initiative supported by *The Way Forward on Workforce Development Plan*. Our goal is to help strengthen our province's workforce and economy by bridging the gap in skilled trades and technology careers. This is being developed through the delivery of experiential learning and the development of an Essential Skills Program. The focus is on providing opportunities for expanding skill sets of older workers, new Canadians, Indigenous women and youth and youth-at-risk.


## SUPPORT AND ENCOURAGE SMALL BUSINESS

SCNL will engage employers by hosting online employer Q&A and feedback questionnaires and information sessions. The focus will be to determine in-demand skills sets and emerging areas of need, including new technology and essential workplace skills. SCNL will develop and implement employer-focused virtual programming to address the workplace skills gaps, to provide experiential online learning opportunities for the school system, at both Secondary and Post-Secondary Levels, and for individuals returning to the workplace. SCNL will continue to partner with the NL Association of Community Business Development Corporation deliver the *Enter:Preneur Program* which encourages youth in two key ways - to see skilled careers as excellent pathways to business ownership; and to develop the tools and expertise to reach their entrepreneurial goals. SCNL will continue through virtual learning to highlight small business and how skilled careers lead to small business success.

## SHINE COMPETITIVE SPOTLIGHT

SCNL will develop and implement online competition platforms for students from Junior High, High School, Post-Secondary and Apprenticeship levels for the 2020/2021 season. We will engage Technical Volunteers to re-envision contests for virtual delivery. Our newly reformatted competition models will ensure all students have equal opportunity to compete in the upcoming season. SCNL will also collaborate with Skills Canada Member Organizations to communicate and share best practices as we collectively move to virtual competitions. Virtual competitions will engage youth and promote excellence in skilled trades and technologies throughout our province and expand digital outreach so more young people from across the province can participate and excel.

# OUR DIRECTION



SCNL will continue to work with our partners to encourage youth to consider skilled careers as first choice career options, to develop excellence in those fields that lead to a strong economy, to champion diversity in the workforce, to support small business and celebrate the accomplishments of those in our community who work hard to thrive.

SCNL will help lead the Skills Movement and the recognition of the importance of skilled workers for the future success of our country in which the next generation can play an active role.

The young people we support today will be the workforce of tomorrow, helping employers lead the charge towards recovery and economic growth for the prosperity of all.

**Thank you** to all our partners who are working hard with us to help shape a better future for our young people. And if you are interested in finding out more about our work and getting involved, please email us at [scnl@skillscanada.com](mailto:scnl@skillscanada.com)



"During this unprecedented time, it is more important than ever that we support youth, educators, families and small businesses as they chart this uncharted course."

SCNL is devoted to helping youth get the best start in life by being part of the **skills-led economic recovery**.

Thank you to all our partners and volunteers for helping shape a better future; by igniting passion and encouraging discovery, we are committed to leading the Skills Movement in this province and country."

Carole Ann Ryan  
**Executive Director, SCNL**