

“A Culture of Sharing”

Designed and Delivered by:

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Learning Objectives

- To discuss how education and training within the workplace can help the economy to adapt to potential factors affecting this changing market;
- To distinguish between the essential and critical skills, the likelihood of job shortages and the livelihood of the untouchables, through the lens of talent development and working solutions;

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Learning Objectives:

- To describe factors and paradigms that constitute your reality and views about technology and how it can help and or hinder future workforce training and development options;
- To discover what insight you reveal that determines what advice you would give to the younger generation to come.
- To discuss how you will prepare future generations to prepare for the challenges and reflect on the role that you play in this systematic learning process.

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"The future is not an inheritance, it is an opportunity and an obligation."

BILL CLINTON

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Ice Breaker:

“What If...”



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The Reality of our Country:

- Canada's workforce will be smaller in the future;
- More than ½ of the workforce of 2015 is *already* in the labor force.
- Skill requirements will continue to rise and will change constantly.
- Each day in Alberta more than two million people go to work.
- A ministry is trying to bridge the gap between Albertans who need work and businesses that need workers.



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How is Canada Doing?

- 42% of Canadian workers have essential skills and adult literacy *below* the level necessary to participate successfully in the knowledge economy;
- Employer sponsored training is stagnant and reports are showing that participation is usually worker directed and at their own expense;
- In 2009, 49% of Canadian adults had completed either university or college with an additional 12% of adults completing other education;
- Less than 30 % of adult workers (ages 25-64) in Canada participate in job-related education and training; (2003)
- Almost 1/3 of Canadian workers report unmet job-related training needs

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Why is more NOT being done to invest in our workforce and learning within the workplace?

- Employers may not be convinced about the ROI;
- Tendency to think that training must be job specific *only*;
- Barriers of training costs, cost of lost time at work and losing workers with this training investment (\$)
- Lack of information about the investment, where to access training, not knowing what is effective and the lack of implemented metrics to assess credibility and value;
- Employers may place responsibility for the training on the individuals, the government, the educational systems.

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“The World is Flat”

“the global competitive playing field is being leveled...It is now possible for more people than ever to collaborate and compete in real time with more other people on more different kinds of work from more different corners of the planet and on a more equal footing than at any previous time in the history of the world.” The World is Flat, (Friedman, 2006, p. 8)

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Q: What factors have influenced “more people from more different corners of the world to potentially be on more equal footing?”

- Technological advancements have been disruptive and costly influences on how we communicate, collaborate and compete in business and our global economy.
- Work force trends: work has been fractionalized, careers have been virtualized and talent has become globalized.

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Q: What is Workforce Development, Education and Training?

A: A Life-Long Learning Plan – Enrol Now and sustain productivity throughout your life span.

“In a knowledge-driven economy, the continuous updating of skills, attitudes and the development of lifelong learning will make the difference between success and failure, and between competitiveness and decline.”

-David Blunkett, former United Kingdom Secretary of State for Education and Employment

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Let's Go Back to the Future...

Can Workforce Development, Education and Training resolve or support this evolving phenomenon?

Outsourcing – “The Crowd in the Cloud”

- Means International connections
- Offers Expertise & Risk sharing
- Lessens Recruitment and Operational costs

But also:

- Means lesser customer relations and lack of customer focus
- Questions quality and standards (Regulations)
- Presents potential confidentiality concerns
- Can produce labor shortages in many emerging economies
- May damage corporate image or weaken a brand

~ The Crowd in the Cloud, Exploring the Future of Outsourcing, January 2013, White Paper, Mass Solution, Crowd Powered Business

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Let's Talk Working Solutions...

- Business – Education Partnerships, On the Job Training (Retraining)
- Incentives, learning accounts & shared financing
- Flexible learning arrangements, learning pathways
- Utilize training consortia
- Vertically linked firm networks
- Combination training for skill development (technical and essential/soft skills)
- Retraining when emergent factors affect occupation(s)
- Address the at-risk, low income and other marginalized populations to enter the workforce and support sustainability

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“In this century, the drivers of economic growth, societal well-being and quality of life for future generations will increasingly depend on innovative, well-educated, skilled, productive, self-reliant and adaptable people.”

~

Government of Alberta, Building and Educating
Tomorrow's Workforce

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“A skilled person is a person who, through education, training and experience, makes a useful contribution to the economy and society.”

~The Conference Board of Canada, August 15, 2013, *Centre for Skills and Post-Secondary Education (SPSE)*.

Advanced Skills are defined as “those skills acquired beyond secondary school and gained through educational achievement, training and experience.”

~ CBI. *Tomorrow's Growth: New routes to higher skills*, July 2013. London: CBI, 2013.6.

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Let's talk Essential Skills...

Amongst the 9 Essential Skills of the Government of Alberta:

Computer use - using technologies like computers and cash registers for tasks like word processing, email and spreadsheets.

Digital Skills – understood as the ability to locate, organize, understand, evaluate, create, and share information using digital technology.

- Knowledge of current communications technology and how it can be used;
- Enables us to connect in today's world and function in the labour market of today and tomorrow.

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Future Skills of 2020

- Problem Solving
- Technical Know How
- Business Skills
- The know how to interact with others (teamwork)
- Reliance on the trades in combo with other skills
- Greater reliance on manufacturing, product engineering, product and process design and scientific research (knowledge based)
- Multilingual skills
- Multicultural skills
- Management Skills

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The Untouchables – “those people whose jobs will not be outsourced or merged.” ~Thomas Friedman

1. The Great Collaborators
2. The Great Orchestrators
3. The Great Synthesizers
4. The Great Explainers
5. The Great Leveragers
6. The Passionate Personalizers
7. The Great Localizers
8. The Great Adapters

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Let's Talk Generational Change?...

Baby Boomers (1946 – 1964 approx.)

- Unprecedented economic growth and prosperity in their lifetime;
- Entered life in a time of hardship
- Impacted by education, government subsidies, rising property taxes and technological advancements emerged
- Now settling into retirement with luxuries and comforts in the golden years.

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Generation X:

- Came after the Baby boomers (1960s to the early 1980s),
- Shaped global political events (The Vietnam War, Fall of the Berlin Wall and the end of the Cold War.)
- Considered to be more open to diversity and embracing differences (religion, sexual orientation, race & ethnicity)

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Generation Y –*The Millennials?*

- Term used to describe people born between 1980 and 2000
- Also known as Generation Y

What's your view on this generation?

- 75% - Tech-Savvy
- 34% - connected
- 56% - Materialistic
- 50% - Coddled
- 37% - Lazy
- 34% - Entitled
- 26% - Open Minded
- 20% - Confident
- 13 % - Motivated
- 3% - Loyal



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Generation Z

- Born after the year 2000
- Predictions to be 'highly connected' and have high tech communication, technology driven lifestyles and mass use of social media (They tend to surf on two screens simultaneously.)
- independent, stubborn, pragmatic and always in a rush (Some academics have nicknamed them "the mutants");

Daily life:

- Want everything, everywhere and immediately.
- Friends – Virtual pals – talk more online and less personalized communications;
- Want to start up own business (thinks it may be brutal and volatile – believes more in networks than qualifications).
- Knowledge – Self Educators – Self Helpers – Self Directed Learners
- Live in constant "FOMO", fear of missing out;
- Can't stand the idea of not being in the loop when something new and exciting comes out.

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What is your key stakeholder role?

What do you view as your responsibility?

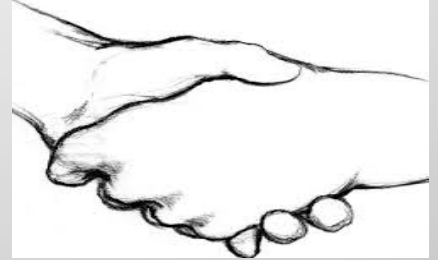
What can you impact?

What is your one piece of advice to share with the younger generation of today?

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Ownership of 6 Guiding Principles:

1. COLLABORATION



2. COORDINATION



3. COMMUNITY

4. CAPACITY

5. COMMUNICATION

6. COMMITMENT





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Thank you so much for attending and participating!

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