



Tools of the Trade

An Inventory of Education and Skills Development Programs in Western Canada

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Building the New West Project Report #38

November 2004



BUILDING THE NEW WEST

Tools of the Trade is part of the *Filling the Gaps Initiative*, a one-year research and public education project that explores how governments attempt to influence the skills training outcomes of western Canada's post-secondary education system and how governments can improve their skills training policies. *Filling the Gaps* is a component of the Canada West Foundation's **Building the New West (BNW) Project**, a multi-year research and public consultation initiative focused on the strategic positioning of western Canada within the global economy. Five key priorities emerged from an extensive research and consultation process, and provide a framework for the **Building the New West Project**:

- The West must create the tools to attract, retain, and build HUMAN CAPITAL;
- The West must continue ECONOMIC DIVERSIFICATION;
- The West must strengthen its TRANSPORTATION INFRASTRUCTURE;
- The West must promote the global competitiveness of its MAJOR CITIES; and
- The West must develop new ways of facilitating REGIONAL COORDINATION.

Filling the Gaps is one of three **BNW** human capital initiatives. In 2003, the Canada West Foundation conducted the *Aboriginal Human Capital Strategies Initiative*, a one-year initiative focused on improving the education and labour market outcomes of Aboriginal people. Currently, the Canada West Foundation is conducting the *Immigration and Western Canada Initiative*, a one-year project designed to explore the role of immigration in meeting western Canada's future human capital needs. To learn more about the **Building the New West Project**, please visit the Canada West Foundation website (www.cwf.ca).

Ongoing advice for the *Filling the Gaps Initiative* is provided by an advisory committee consisting of Ron Bernard (Standard Aero), Katy Bindon (Okanagan University College), Neil Bouwer (Learning Policy Secretariat, Human Resources and Skills Development Canada), Jim Edwards (Board of Governors, University of Alberta), Mobinul Huq (Department of Economics, University of Saskatchewan), George Ivany (CWF Board Member), Ray Jeffery (Finning Canada), Cheryl Knight (Petroleum Human Resources Council of Canada), Roslyn Kunin (Roslyn Kunin and Associates Inc.), Wayne McElree (Saskatchewan Learning), Elaine Phillips (Manitoba Advanced Education), Greg Rudolf (Alberta Learning), Sam Shaw (NAIT), Patrick Smith (Department of Political Science, Simon Fraser University), and Anne Tingle (CWF Board Member). The views expressed in this document are not necessarily held in full or in part by the advisory committee members or the organizations they represent.

The author and the Canada West Foundation would like to thank the members of the *Filling the Gaps Advisory Committee* for their helpful comments and direction in the preparation of this report. The Canada West Foundation also sincerely thanks the following organizations for providing funding for the *Filling the Gaps Initiative*: The Kahanoff Foundation, The Max Bell Foundation, Western Economic Diversification Canada, Petro-Canada Inc., and two anonymous philanthropic foundations.

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ISBN 1-894825-55-1

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Printed in Calgary, Alberta, Canada

CWF Report 2004-19

Executive Summary

One of the most compelling roles played by the federal and provincial governments is in education. Ensuring a well-educated, well-trained workforce with relevant skill sets contributes greatly to the nation's economic well-being. At both the provincial and federal levels, governments in western Canada currently provide some 300 programs and services related to training and skills provision. Each in a unique way plays a role in influencing the quantity and quality of skills that young adults bring with them to the labour market.

Tools of the Trade presents an inventory of government programs that, in some way, affect skills in the labour market. It is beyond the scope of the report to assess or judge the usefulness of any specific program. However, by taking a broad, high-level view at the programs currently offered, some patterns in government-sponsored training and skills programs can be observed.

British Columbia's provincial government appears to be the most active of the western provinces in directly influencing specific industry and occupation outcomes. On the surface, Alberta does less to influence labour training in specific industries than the other provinces, but rather attempts to promote investment through a positive business climate and lower taxes. Manitoba and Saskatchewan seem slightly more involved in influencing industry outcomes than Alberta, particularly in the healthcare and primary industries.

One key labour market group that could be overlooked is the retired and semi-retired cohort. Judging by the focus of the existing array of programs, governments do not appear to be facilitating the retention of knowledge from upcoming retirees or the transfer of knowledge to younger workers.

Also, parents have an influence over their children's education and career decisions. This is an important policy field because parents generally want to provide positive direction and advice to their young adult children. Ensuring that parents have access to accurate career and labour market information improves their ability to assist youth in making informed career choices. However, programs targeting parents appear to be largely absent from most government departments.

INTRODUCTION

Government involvement in education and skills training is widely accepted as useful and productive. The benefits of a skilled workforce include increased labour productivity, increased economic growth, and improved health and safety levels – all of which lead to a higher overall standard of living. Indeed, it can be argued that human capital – defined as the education, training and skills that people bring to the labour force – has the greatest return of any productive investment. Economists from the University of Ottawa, in a recently released report by Statistics Canada, tracked OECD data for 14 countries between 1960 and 1995. Their findings show that human capital is three times as important to economic growth over the long run than is investment in physical capital (Coulombe et al. 2004).

Recent Canada West Foundation research confirms earlier findings of government and industry reports that there may be a growing problem with skills shortages in certain sectors and certain regions of western Canada. Responses from 76 industry associations across the West present a snapshot of the regional skills gap: 62 associations perceive that skills shortages exist in the current labour market, and 73 associations expect shortages to develop over the next five years. The perceptions indicate that shortages are most acute in the health care and skilled trades occupations, especially in rural and remote areas (Hirsch et al. 2004a).

The findings of this Canada West Foundation survey cannot be considered scientifically accurate. Rather, they are simply the perceptions of the current and expected situations in various sectors by leaders of industry associations. Nonetheless, they are useful in getting a general indication of skills shortages. Further, the CWF findings are consistent with many other studies and are supported by the low unemployment rates reported for those sectors with the greatest perceptions of skills shortages, particularly health care.

The potential problem of skills shortages may be partially tied to the availability of relevant post-secondary education. Both the CWF industry association questionnaire and the literature findings indicate that although post-secondary training programs exist for many of the occupations experiencing shortages, a variety of deficiencies exist at the post-secondary level. These deficiencies include too few educational placements for students, a lack of adequate training equipment and financial resources at post-secondary institutions, differential provincial recognition standards, and the quality of the education received being

insufficient for employment in specific industries. This sentiment is echoed in western Canadian public opinion, where nearly 59% of westerners place a high priority on improving the post-secondary education system in the West, and only 24% feel that post-secondary graduates are well-prepared for the job market (Hirsch et al. 2004b).

The demand for skills depends upon economic conditions, and it is important that education and skills training initiatives are coordinated with current and future economic opportunities. Consequently, government investment in human capital can be of a strategic nature, by, for example, promoting industries where there is a competitive advantage (such as energy in Alberta, or tourism in BC), a positive economic outlook (such as oil sands, biotechnology or aerospace), public safety concerns (such as healthcare and public services), or where industries have experienced a downturn (such as forestry and agriculture). Governments may also promote broadly based education policies (such as student loans and post-secondary funding programs) so as to capture general quality of life benefits that result from an educated population.

Furthermore, governments may establish programs that serve solely as an information exchange. The rationale for this is the fact that information is integral to successful labour market transitions. The more accurate and accessible the information available to citizens regarding job prospects, wages, economic forecasts, skills development, education and training programs, the more informed education and training decisions will be, and the sooner labour markets will react and adjust. This feature of the labour market affects all participants in education and skills training, including students, employees, employers, governments, parents, educators, and firms.

Tools of the Trade will identify how the provincial and federal governments are influencing skills development and labour market outcomes through post-secondary education, skills training and other programming in western Canada. More specifically, *Tools of the Trade* will:

- *Serve as an inventory of existing government post-secondary education and labour market programs; and*
- *Identify general patterns, key activities, and gaps in government education and skills training programs and services.*

Through these two objectives this report will assist policy-makers and consumers of education and skills training in making informed human capital investment decisions.

METHODOLOGY

Tools of the Trade is based on a review of current federal and provincial education, skills development and labour market programs across 33 programming fields in western Canada. It is a descriptive inventory of government education and training activity in the West. Information in this report was collected from government websites and publications between March and August 2004, and the findings were submitted to provincial and federal government representatives for verification. The research is derived solely from government sources, and no attempt has been made to review the quality, adequacy or effectiveness of the education and skills training programs described in this report.

WHAT IS THE ROLE OF GOVERNMENTS?

This section focuses on how the provincial and federal governments influence education and skills training in western Canada through post-secondary education, skills development, and other labour programs. Public education and skills training programs are categorized into six areas of activity:

- *Shaping career choices;*
- *Human capital development within specific client groups;*
- *Industry and occupational programs;*
- *Post-secondary and adult education programs and assistance;*
- *Partnerships; and*
- *Research and education infrastructure.*

Programs may be listed more than once as a reflection of their applicability across multiple categories. These programs are highlighted in blue. Brief descriptions of each program, as well as an internet access source (where applicable) are provided in *Appendix 1*.

HOW DO GOVERNMENTS SHAPE CAREER CHOICES?

Government labour market activity targets a variety of audiences and takes a number of different forms such as training and career programs for high school students, employment opportunities for post-secondary students and information campaigns for all consumers of education. This section

highlights government education and training activity directed at influencing career choices. Programming is separated into three fields: 1) High School Transitions; 2) Post-Secondary Transitions; and 3) Career Programs for all Stakeholders (*Figure 1*).

1. High School Transitions

The high school transition category lists all government activity directed at shaping high school career choices. These range from career planning and post-secondary credit courses to work experience programs and student finance information (*see Figure 1*). Each of the provincial and federal governments appears to be involved in shaping the career choices of high school students, although the level of involvement and type of activity differs depending upon the scope and desired objectives of the program.

For instance, *Planning 10* and *Career Internship 10* appear to be broadly based secondary curriculum courses offered in BC and Alberta (respectively) that claim to assist high school students in researching and planning career paths, and in developing workplace skills. The *Ready for Work Initiative* in Saskatchewan, however, is intended to help students transition directly into the labour market. In Manitoba, a *Dual Credit* option has been introduced that allows high school students to get a jump-start into post-secondary education by allowing them to receive both high and post-secondary credit for some university and college courses. Additionally, Manitoba is enhancing its *Technical Vocational Education* programming across the high school and college systems to create a continuum of technical vocational education pathways that are universally accessible, seamless across education levels, and synchronized with labour market needs.

Governments in western Canada promote the apprenticeship trades at the high school level as well. Each province alleges to have a program that permits students to work towards apprenticeship designations by gaining work experience and/or academic credit prior to graduation, and through the *Skills Canada Program* the federal government attempts to raise the profile of skilled trades careers. This emphasis on the apprenticeship trades indicates that governments appear to be responding to concerns over labour shortages in skilled trades occupations.

FIGURE 1: Career Choice Programs

	BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
HIGH SCHOOL TRANSITIONS					
Career Planning Courses	Graduation Program 2004: Planning 10	Career Planning Courses			
High School to Work Transitions		Career and Technology Studies Program Integrated Occupational Program Alberta Youth Career Development and Employment Strategy	Ready for Work Initiative		
Apprenticeship Credit	Secondary School Apprenticeship Program	Registered Apprenticeship Program (RAP)	Apprenticeship Articulation Agreements	Senior Years Apprenticeship Program	
High School to Post-Secondary Transitions		Raising Awareness About Planning for Post-Secondary Studies (RAPSS)		Technical Vocational Initiative Dual Credit Initiative	
Work Experience and Employment	Career Preparation and Co-op Education Programs	Summer Temporary Employment Program (STEP)	Centennial Student Employment Program	MB4 Youth Division Internship and Employment Programs Aboriginal Youth Internship Program Black Youth Internship Program	Youth Employment Strategy (YES) Young Canada Works Program Summer Work Experience Program Federal Student Work Experience Program (FSWEP)
Education and Labour Market Information Services	Start Now! Work Futures BC Awards Online	Alberta Learning Information Service (ALIS) Student Learning – Career Information Booklet		Job Futures Manitoba Prospects	Youth Link Information Service Skills Canada
POST-SECONDARY TRANSITIONS					
Student Employment and Work Experience	Post-Secondary Co-op Education Programs Co-op Placement Opportunities in the BC Public Service	Post-Secondary Co-op Education Programs Co-op Placement Opportunities in the Alberta Public Service Summer Temporary Employment Program (STEP)	Saskatchewan Institute of Applied Science and Technology (SIAST) Post-Secondary Co-op Education Programs Centennial Student Employment Program (CSEP)	MB4 Youth Division Internship and Employment Programs Career Focus STEP Services Public Service Financial Management Development Program (FMDP) Public Service Management Internship Program	Public Service of Canada Post-Secondary Co-op Programs Young Canada Works Employment Program Federal Student Work Experience Program (FSWEP) Summer Work Experience Program
Research Experience					Post-Secondary Research Affiliate Program
Career Services			SIAST Career Development Services		
CAREER PROGRAMS FOR ALL STAKEHOLDERS					
Occupation and Labour Market Information Services	Canadian Occupational Projection System (COPS) Start Now! Work Futures Career & Labour Market Information Website	Labour Market Information Centres (LMICs) Alberta Learning Information Service (ALIS) Skills Investment Strategy	Canada-Saskatchewan Career and Employment Services	Labour Market Information Website	Canada-Saskatchewan Career and Employment Services SkillNet Labour Market Information Website

NOTE: Programs in Blue are Categorized More Than Once

Continued on Next Page...

FIGURE 1: Career Choice Programs (Continued)

	BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
CAREER PROGRAMS FOR ALL STAKEHOLDERS (Continued)					
Occupation and Labour Market Information Services (Continued)	Work Futures What's Key in Labour Market Information for BC Canada-BC Business Service Centre	Alberta Works Program Career Information Hotline Career and Life Management			Labour Market Information (LMI)
Training and Development Program Information Sources	Industry Training Authority (ITA) Skills Development in British Columbia Website	Alberta Learning Information Service (ALIS) Apprenticeship and Industry Training Website Skills Investment Strategy Prepared for Growth: Building Alberta's Labour Supply	The Career Information Hotline SaskNetWork Website	Employment and Training Services (ETS) The Apprenticeship Branch Training Apprenticeship Website Canada-Manitoba Labour Market Development Agreement	Canada-Manitoba Labour Market Development Agreement
Other Programs		Canada-Alberta Labour Market Development Agreement	Canada-Saskatchewan Labour Market Development Agreement Saskatchewan Labour Force Development Board (SLFDB)	Manitoba Mentorship Program	Canada-Saskatchewan Labour Market Development Agreement Local Labour Market Partnership Human Resources Partnerships (HRP) Sector Council Program (SCP) Job Creation Partnership Projects Skills Development Program

Western Canadian governments also claim to be providing student employment, work experience or internship programs at the high school level, which is important because gaining work experience is integral in successfully transitioning into the workforce. Program examples include *Career Preparation and Co-op Programs* in BC, *STEP* in Alberta, *CESP* in Saskatchewan, *The Aboriginal and Black Youth Internship Program* in Manitoba, and a number of federal programs. In fact, the majority of federal activity at the secondary level is in the form of workplace experience programs – likely the result of the constitutional limitations surrounding federal involvement in education training.

2. Post-Secondary Transitions

The post-secondary transitions category lists programs that are intended to help students enter the labour force after completing post-secondary education. Both the provincial and the federal governments allege to offer co-operative education programs to

post-secondary students seeking public service experience, and many other programs are listed wherein governments appear to partner with private industries to offer work experience to post-secondary students (*STEP Services*, *Career Focus*, *Young Canada Works*, *Summer Work Experience program*). The federal government is the leader in this field. In fact, its *Research Affiliate Program* is the only program that claims to offer students experience in applied research, when they must attain such knowledge and skills in order to graduate. Notably, British Columbia does not appear to have a work experience program that partners with private industry at the post-secondary level.

3. Career Programs for All Stakeholders

Career programs for all stakeholders are intended primarily as labour market and skills training information sources. For instance, six of the eight BC programs listed in this category seek to provide information on career profiles and occupational/labour market

forecasts in the province. The remaining two programs focus on disseminating information about education and skills training activity in BC.

The Alberta government lists fewer programs than British Columbia, but these programs allege to be broader in scope. The *Labour Market Information Centres* and the *Alberta Learning Information Service*, for instance, claim to provide career planning and information regarding education and training programs to all Albertans. *Alberta Works* is intended to help Albertans gain immediate employment, and the *Skills Investment Strategy* is a blanket program mandated to provide a little bit of everything – career information, skills training, employment services and partnership agreements.

The Saskatchewan government provides a few broadly based programs as well. The *Career Information Hotline* and *SaskNetWork* are designed to offer career, employment, education and skills upgrading information services to Saskatchewan residents.

In Manitoba, programs vary from general labour market information and employment services, to career development and education and skills training information. The *MB4Youth Website* is a portal linking users to useful career development and services sites. *Young Entrepreneurs* provides grants to youth to help defray start-up costs, and *Skills Development for Young Entrepreneurs* enhances the skills of youth who plan to or have started their own business.

The federal government also appears to be active in shaping career choices. For example, the *Labour Market Information Website* profiles career and employment prospects, the *Skills Development Program* offers financial assistance for skills upgrade costs, and *SkillNet* is a network that attempts to link jobseekers to employers. But where the federal government appears to be the most active is in fostering partnerships. Of the ten federal programs in this category listed in *Figure 1*, seven involve partnerships with educational service providers, private industry, students, job seekers or some other level of government. However, it is beyond the scope of this report to assess the extent to which these partnerships are addressing the needs of the members.

HOW DO GOVERNMENTS FACILITATE THE HUMAN CAPITAL DEVELOPMENT OF SPECIFIC CLIENT GROUPS?

Despite their involvement in shaping career choices, one of the challenges facing governments is ensuring clients are aware of existing programs and are able to access the services offered. To address this need, governments sometimes attempt to tailor education and skills training programs to particular client groups. This section focuses on how governments are working to provide education and skills training to specific groups in society. Client programs are separated into eight fields: 1) Employment Assistance Clients; 2) Aboriginal Canadians; 3) Persons with Disabilities; 4) Persons with Dependents; 5) Youth; 6) Northern Development; 7) Immigrants; and 8) Credential Recognition (*Figure 2*).

1. Clients Requiring Employment Assistance

Programs directed at employment assistance clients are perhaps the most important. The challenges facing individuals on employment assistance do not stem from an unwillingness to work, but rather from a lack of success in securing and retaining employment. Employment assistance clients constitute a source of labour that is not being utilized to its fullest potential. Individuals may become unemployed as a result of a mismatch of skills, a lack of awareness about existing opportunities, or an inability/unwillingness to migrate to high opportunity areas, among other factors.

The provincial and federal governments are in some way involved in employment assistance programming. The provinces all offer skills training and job placement services to unemployed clients. BC's *Training for Jobs*, *Alberta Works* and Saskatchewan's *Jobstart* seek to provide education and skills training to persons on employment assistance, while the federal government's *Employment and Assistance Services* and BC's *Community Assistance Program* focus more on providing job searching techniques and life skills training. Both Alberta and Manitoba encourage entrepreneurial spirit through self-employment training programs, and British Columbia offers a number of highly specialized job placement services such as the *Confirmed Job Program*, which is a grant to clients who have a job offer but require assistance to cover initial costs such as transportation to the job.

2. Aboriginal Canadians

Another important client group is that of Aboriginal Canadians, who, arguably, are the largest untapped labour force in the country. The Aboriginal population is younger than the Canadian population at large, and Aboriginal Canadians participate in the labour market to the same extent as non-Aboriginal Canadians. However, Aboriginal Canadians experience unemployment rates nearly three times those of the general population (Brunnen 2003).

The federal government has primary jurisdiction over education and skills training in reserve communities, and as a result federal activity in this programming field appears to be well established. The *Aboriginal Human Resources Development Strategy (AHRDS)* seeks to provide everything from employment, skills training and job search strategies to youth transitions and childcare services for Aboriginal Canadians. Other federal and provincial programs offer Aboriginal students access to financing, or create partnerships with Aboriginal communities and industry.

All of the provinces have at least one Aboriginal specific program that attempts to link training to local business and development opportunities (*AEPI, BEST, Training-To-Employment Partnerships, SUNTEP, Hydro Northern Training and Employment*). BC has three separate programs that attempt to provide tourism and recreation training to Aboriginal Canadians – programs that are complementary to the 2010 Olympics.

3. Northern Development

Northern development in the provinces contributes to the sustainability of the economy and the livelihood of northern residents. Saskatchewan's *Northern Labour Market Committee* and Manitoba's *Hydro Northern Training and Employment Initiative* are just two examples of where governments are investing in northern programs that seek to match economic development to training opportunities. Manitoba's *University College of the North (UCN)* was established as a University College to provide both academic and applied post-secondary education in northern Manitoba in a culturally appropriate manner.

Governments are also investing in general education and training programs for northern residents, some of which include Alberta's *Northern Student Supplement*, Saskatchewan's *Northern Development Fund*, and Manitoba's *Northern Development Strategy*. The Prairie provinces are the most active in northern education, training and labour market development.

4. Immigration

Immigration is a valuable source of skilled labour. The provinces increasingly are focusing on attracting skilled immigrants to alleviate future shortages. Most of the *Provincial Nominee Programs (PNPs)* are employer-driven immigration programs operated by the provinces, in conjunction with *Citizenship and Immigration Canada (CIC)*. The PNPs attempt to help employers to fill skills shortages by nominating foreign workers who bring expertise to skills areas. ESL training and other qualification assessment programs also exist to aid in the transition of immigrants into the economy. (For an in-depth analysis of provincial immigration policy in western Canada see Huynh 2004.)

5. Credential Recognition

Credential recognition programs are an additional method for governments to facilitate labour market transitions. The *Prior Learning Assessment and Recognition (PLAR)* and *Recognition of Prior Learning (RPL)* programs seek to help post-secondary institutions and employers in formally recognizing the life experiences of clients, so that clients may more easily transition into career and education programs suitable to their skill levels.

6. Other Client Groups

Governments also direct programming to client groups such as persons with disabilities, persons with dependants and young Canadians. The objective here is to make it easier for these individuals to access training or enter the labour force. Programming includes rehabilitation training for injured and disabled workers, childcare subsidies for parents with dependents, and workplace experience programs for young Canadians. All of the governments seem to be active in these policy fields.

FIGURE 2: Programs for Specific Client Groups

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
CLIENTS REQUIRING EMPLOYMENT ASSISTANCE				
Training for Jobs (TFJ) Program Community Assistance Program Job Placement Program Confirmed Job Program Direct Purchase of Training Program	Alberta Works Program Self-Employment Program Learner Benefits (IEAS)	JobStart/Future Skills Program Skills Training Benefit	Self-Employment Training Program	Employment Assistance Services
ABORIGINAL CANADIANS				
Aboriginal Employment Partnership Initiative (AEPI) Aboriginal Business, Entrepreneurship, and Skills Training (BEST) Accelerated Tourism Training Program Aboriginal Futures in Recreation and Sport Training (FIRST) Program Olympic First Nations Training Economic Measures (EM) Project Aboriginal Special Projects Funding (ASPF) Fist Citizens Fund and Student Bursary	Alberta Aboriginal Apprenticeship Project in Northern Alberta First Nations Training-to-Employment Partnerships Program Canada-Alberta-Aboriginal Partnership Forum Aboriginal Health Careers Bursary	Aboriginal Management and Professional Internship Program Saskatchewan Urban Native Teacher Education Program (SUNTEP) First Nations University of Canada Saskatchewan Indian Institute of Technologies (SIIT) Gabriel Dumont Institute of Native Studies and Applied Research Inc. Dumont Technical Institute	Aboriginal Education Action Plan Aboriginal Public Administration Program (APAP) Hydro Northern Training and Employment Initiative Partners for Careers (PFC) ACCESS Programs	Aboriginal Human Resources Development Strategy (AHRDS) Aboriginal Skills Development Program (ASDP) Land Management Training Program Cultural/Educational Centres Program (CECP) Indian and Inuit Health Careers Program Aboriginal Canada Learning Portal Aboriginal Summer Students Program Awards Guide for Aboriginal Students Post-Secondary Student Support Program (PSSSP) and University College Entrance Preparation (UCEP) Canada-Alberta-Aboriginal Partnership Forum
PERSONS WITH DISABILITIES				
Training and Support Programs for Disabled Clients Vocational Rehabilitation Services Bridging Employment Program Hire a Worker and Job Finder Programs	Disability Related Employment Supports	Employability Assistance for People with Disabilities (EAPD)	Vocational Rehabilitation Program Career Options for Students with Disabilities First Jobs	Employability Assistance for People with Disabilities (EAPD) The Targeted Wage Subsidies Program Canada Study Grants (CSG) The CPP Disability Vocational Rehabilitation Program
PERSONS WITH DEPENDENTS				
Child Care Subsidy	Child Care Subsidy Program Alberta Works Program	Child Day Care Subsidy Program Saskatchewan Study Grants for Persons with Dependents	Manitoba Child Care Subsidy	Canada Study Grants (CSG)
YOUTH				
Youth Agreements Program	Alberta Youth Career Development and Employment Strategy Youth Connections	Ready for Work Initiatives	MB4 Youth Division Programs Young Entrepreneurs Skills Development for Young Entrepreneurs	Youth Employment Strategy (YES) Federal Public Sector Youth Internship Program Young Canada Works Program Young Entrepreneur Program

NOTE: Programs in Blue are Categorized More Than Once

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FIGURE 2: Programs for Specific Client Groups (Continued)

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
NORTHERN DEVELOPMENT				
BC-Alberta Northern Education Partnerships	Northern Student Supplement Careers in Motion International Qualification Assessment Services (IQAS) in the NWT BC-Alberta Northern Education Partnerships Alberta Aboriginal Apprenticeship Project in Northern Alberta	Northern Development Fund Northern Training Program (NTP) Northern Labour Market Committee Multiparty Training Plan Northern Teacher Education Program (NORTEP)	Northern Development Strategy (NDS) Hydro Northern Training and Employment Initiative University College of the North (UCN)	
IMMIGRANTS				
Provincial Nominee Program (PNP) English as a Second Language (ESL) Programs The Canadian Learning Bank: International Credential Evaluation Service (ICES)	Alberta Provincial Nominee Program (PNP) ESL Language Proficiency and Employment Programs International Qualification Assessment Service (IQAS) Alberta-Canada Memoranda for Promoting Canada as a Destination for Foreign Students Volunteer Tutor Adult Literacy ESL Assessment and Referral Services	Saskatchewan Immigrant Nominee Program (SINP)	Manitoba Provincial Nominee Program (MPNP) English as a Second Language (ESL) Programs Manitoba-Canada Memoranda for Promoting Canada as a Destination for Foreign Students	Provincial Nomination Programs Skilled Worker Class Immigration Program Going to Canada (Study Portal) Federal-Provincial Memoranda for Promoting Canada as a Destination for Foreign Students Canadian and International Scholarship Program Canada-U.S. Fulbright Program Government of Canada Awards
CREDENTIAL RECOGNITION				
Prior Learning Assessment and Recognition (PLAR) BC Council on Admissions and Transfer (BCCAT) Industry Training Authority (ITA) International Credential Evaluation Service (ICES)	Prior Learning Assessment and Recognition (PLAR) Alberta Council on Admissions and Transfer International Qualification Assessment Service (IQAS)	Recognition of Prior Learning (RPL) Saskatchewan Immigrant Nominee Program (SINP)	Prior Learning Assessment Recognition Program (PLAR) Council on Post-Secondary Education's Strategic Program Envelope	Skilled Worker Class Immigration Program

To summarize, each of the governments, in one way or another, is aware that there are unique human capital needs of specific groups in society, and each seems to be actively working to address these needs. However, with the coming demographic shift and the recent focus on reducing middle-management positions, governments seem to be overlooking one key client group that could potentially make a significant contribution to the labour force: the retired and semi-retired cohort. Without programs in place to facilitate the transfer of knowledge from the upcoming retirees to younger, less experienced members of the workforce, governments may miss an opportunity to retain the knowledge base in the economy and facilitate the upcoming demographic transition in labour market.

HOW ARE GOVERNMENTS INFLUENCING SPECIFIC INDUSTRIES OR OCCUPATIONS?

Governments tend to be active in industries where there is a competitive advantage (e.g., natural resources), a positive economic outlook (e.g., bio-tech and IT), a public interest (e.g., health care and public services), or where there has been a recent downturn (e.g., forestry and agriculture). This section focuses on how governments influence education and skills training in specific industries and occupations. Programs are separated into 11 fields: 1) Health Care; 2) Energy; 3) Forestry; 4) Agriculture; 5) Mining; 6) Construction; 7) Aerospace; 8) Education and Governance;

FIGURE 3: Industry and Occupational Specific Programs

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
HEALTH CARE				
Loan Forgiveness Program for Nurses, Physicians, Midwives and Pharmacists	Institute of Health Economics (IHE)	Saskatchewan Health Bursary	The Medical Student/Resident Financial Assistance Program (MSRFAP)	Canadian Institutes of Health Research (CIHR)
Provincial Nursing Strategy	Alberta Heritage Foundation for Medical Research (AHFMR)	Health Workforce Planning Branch	The Nurses Recruitment and Retention Fund	Indian and Inuit Health Careers Program
Continuing and Specialty Education for Nurses Program	Research Infrastructure Program	Health Human Resource Planning Branch		
Health Match BC	Inter-Provincial Training Agreements	Inter-Provincial Training Agreements		
Rural Health Program	Aboriginal Health Careers Bursary			
Inter-Provincial Training Agreements	Health Jobs in Alberta			
ENERGY				
Oil and Gas Education and Training Initiative	Energy Research Institute		Hydro Northern Training and Employment Initiative	
FORESTRY				
Forestry Revitalization Transition Trust		Northern Labour Market Committee		
AGRICULTURE				
Training Programs for Agriculture Producers	Alberta Agricultural Research Institute	Agriculture Development Fund (ADF)	Agri-Food Research and Development Initiative (ARDI)	
Agriculture in the Classroom	Green Certificate Program			
Agriculture Labour Partnership Committee				
MINING				
		Northern Labour Market Committee		
		Multiparty Training Plan		
CONSTRUCTION				
	Trade Up! CD-ROM Careers in Construction	Northern Labour Market Committee		
AEROSPACE				
British Columbia Aerospace Strategy			Manitoba Human Resource Coordinating Committee	
EDUCATION AND GOVERNANCE				
Workplace Skills Program	Public Service Co-op Program	Saskatchewan Urban Native Teacher Education Program (SUNTEP)	Financial Management Development Program (FMDP)	Interchange Canada
Co-op Placement Opportunities in the BC Public Service		Northern Teacher Education Program (NORTEP)	Management Internship Program	Training and Development Canada (TDC)
			Aboriginal Public Administration Program (APAP)	Knowledge Institute
				CampusDirect
				Aboriginal Skills Development Program (ASDP)
				Federal Public Sector Youth Internship Program

NOTE: Programs in Blue are Categorized More Than Once

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FIGURE 3: Industry and Occupational Specific Programs (*Continued*)

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
SCIENCE AND TECHNOLOGY				
BC Regional Science and Technology Network Leading Edge Endowment Fund	Alberta Network for Proteomics Innovation (ANPI)	Innovation and Science Fund (ISF)	Research and Innovation and Technology (RIT)	Federal Science and Technology Community Secretariat Recruitment Campaign Alberta Network for Proteomics Innovation (ANPI)
TOURISM AND RECREATION				
Superhost Tourism BC go2, the Resource for People in Tourism Accelerated Tourism Training Program			Manitoba Tourism Education Council	
THE OLYMPICS				
2010 Winter Olympic Games, Multi-Stakeholder Committee Olympic First Nations Training Economic Measures (EM) Project				

9) Science and Technology; 10) Tourism and Recreation; and 11) The Olympics (*Figure 3*). It should be noted that a lack of activity in a particular category does not necessarily indicate that there is no activity at all, but rather that there is simply no direct government activity.

1. Health Care

Government health programs range from creating incentives for health professionals to practice in underserved regions to investing in health research. The governments of BC, Saskatchewan and Manitoba appear to be actively involved in finding ways to train and retain healthcare professionals to fill local needs. British Columbia, for instance, offers loan forgiveness programs to health professionals who agree to work in an underserved area for at least three years. As well, the BC *Provincial Nursing Strategy* claims to provide scholarship and bursary funding to students in the health field, and the *Health Match BC* and *Rural Health* programs attempt to recruit health workers to rural BC communities.

In Saskatchewan, the *Saskatchewan Health Bursaries* are allegedly provided to health care professionals who agree to work in the province for a period of time. Saskatchewan's *Health Workforce Planning Branch* works to promote occupational profiles of health professions in the province, and the *Inter-*

Provincial Training Agreements with the Alberta and BC governments seek to allow students to enrol in health programs that are not offered in their province of residence.

The Manitoba government works to retain health professionals through the *Medical Student/Resident Financial Assistance Program*, which is a conditional grant to students studying medicine in the province of Manitoba, or to physicians establishing a practice in the province upon graduation. As well, the *Nurses Recruitment and Retention Fund* is geared towards nurses who agree to work in Manitoba for one year upon successful completion of a nursing refresher program.

Health programs in Alberta, however, appear to be more focused on research rather than on incentives for health professionals to practice in underserved areas, with some notable exceptions. *Rural Physicians Action Plan* and *Part 5 Registered Physicians* are two initiatives that assist rural communities.

Jurisdictional issues constrain federal involvement in educational programming, and, therefore, federal involvement in the health care field is limited to a research-based focus. However, given that the federal government does have the primary jurisdiction in reserve communities, the *Indian and Inuit Health Careers Program* seeks to provide an opportunity for First Nations and Inuit Canadians to access health care training programs.

2. Resources

Government programming in other industries is less consistent across the West. In the energy sector BC's *Oil and Gas Training Initiative* is intended to promote skills training in the oil and gas sector during 2003 to 2005 developments. Another energy program in the West is Manitoba's *Hydro Northern Training and Employment Initiative*, which purports to offer apprenticeship training for hydro energy occupations in the North.

One example of where governments are attempting to facilitate transitions out of downturn industries is BC's *Forestry Revitalization Transition Trust*, which is a fund set up to minimize the adverse employment effects of forestry industry restructuring. Other examples in BC include the *Training Programs for Agricultural Producers* and the *Agriculture Labour Partnership Committee*.

Saskatchewan's *Northern Labour Market Committee* is a unique organization representing different labour interests in Saskatchewan that seeks to coordinate training activity in the North. The committee contains representatives from the forestry, mining and construction sectors.

3. Education and Governance

Education and governance programs in the West generally consist of public employee skills development and work experience or training for individuals interested in entering the public service. Saskatchewan is an interesting case because the province appears to place strong emphases on training Aboriginal educators in high need regions. This is an important strategy because approximately 14% of Saskatchewan's population identifies as Aboriginal, the highest of any western province (Brunnen 2003b).

4. Tourism and Olympic Activity

Tourism in British Columbia is a \$9 billion a year industry, and with the Olympics coming in 2010 it is important for the BC government to maintain a strong tourism sector. BC has recently released a report entitled *The Spirit of 2010: A Human Resources Strategy for British Columbia*, which details all of the human capital development activity in the province (British Columbia 2004). Of BC's three tourism related programs, *Superhost Tourism BC* and *go2, the Resource for People in Tourism* allege to provide training and recruitment strategies for all stakeholders in the industry. BC's third tourism program, the *Accelerated Tourism Training Program*, is

unique in that it is directed at helping local First Nations develop tourism and marketing strategies. The *2010 Olympics Multi-Stakeholder Committee* seeks to develop further strategies to maximize sustainable employment, skills development and volunteer opportunities relating to the Olympic games.

5. Federal and Provincial Variations

The federal government has a limited presence in delivering education and training programs for specific industries and occupations. Federal involvement occurs primarily in three categories: health, education and governance, and science and technology. An important exception is the *HRSDC's Sector Council Program*, which brings together representatives from a wide variety of industrial sectors. Sector councils attempt to address human resource issues and share a commitment to identify and act on the skills needs that are most important to that given sector.

The generally limited federal role stems from the fact that the federal government, by constitutional authority, lacks the autonomous capacity to deliver education programs directly. However, it is capable of providing conditional funding to the provinces for education and training programs.

In general, the prairie provinces are the least involved in industry specific programming (although all of the western provinces invest in agricultural research of some kind). The Alberta government appears to follow a more laissez-faire policy than the other provinces, although there are also Alberta programs that do focus on specific professions.

Manitoba and Saskatchewan seem slightly more involved in influencing industry outcomes. Both provinces retain a larger focus on health care outcomes, and the Saskatchewan government places slightly more emphasis on primary industries. Manitoba is somewhat unique in its cross-sectoral approach in addressing human resource issues.

The government of British Columbia seems the most active in developing education and skills training programs for specific industries and occupations. This activity comes at a time when BC's economy is on the rise: the 2010 winter Olympic games are on the way, employment and GDP growth in 2003 were above the Canadian averages, and business confidence in British Columbia is high (Hirsch 2004).

Does provincial education and training activity correspond to industry shortages?

In Willing and Able: The Problem of Skills Shortages in Western Canada, the Canada West Foundation identified 68 provincial industry associations in western Canada representing occupations that are forecasted to experience skills shortages between 2005 and 2010 (Hirsch et al. 2004d). The questionnaire results are reproduced below and separated into two categories: industries that will experience some shortages, and industries that will experience severe shortages (*Figure 4*).

The data indicate that skills shortages are of the greatest concern to associations representing occupations in the Health and Trades, Transport and Equipment Operators categories. These findings are consistent with government activity in both the health care and apprenticeship trades fields. BC, Saskatchewan and Manitoba are all working to devise ways to encourage health professionals to practice in underserved areas – from financial incentives for graduates to promoting health care professions in general. Alberta is also very active in this field, but focuses more so on investing in health research and technologies (*Figure 3*).

The provincial governments are also working to alleviate future shortages in Trades, Transport & Equipment Operators occupations by allegedly promoting the apprenticeship trades at the high school level (*Figure 2*). Each of the provinces has a program in place that appears to allow secondary students to earn apprenticeship credit prior to graduating from high school. In addition, governments are working to prevent skills shortages through the provision of career and labour market information services that are meant to assist western Canadians in making informed career decisions.

Provincial activity in other occupational categories varies with regard to the questionnaire results. The British Columbia government appears the most involved in industry specific programming. Skills shortages in BC are forecast to occur in Sales & Services and Art, and Culture & Sport occupations (*Figure 5*), and these may be alleviated to some extent through BC's Tourism, Recreation and Olympics related programs. However, BC also has a number of programs that do not match what the industry associations are reporting. For instance, little evidence of a skills shortage is being reported for certain primary industries, yet a number BC government programs focus on agriculture and forestry (Training Programs for Agriculture Producers, Forestry Revitalization Transition Trust). As well, industries in the Processing, Manufacturing & Utilities category anticipate shortages over the next five years, but no programs appear to be in place to address this need. This is unfortunate because exports contributed \$29.5 billion to the BC economy in 2003, of which manufactured goods were a large component.

In Alberta, associations representing primary industry occupations (e.g., oil and gas) anticipate severe skills shortages to occur over the next five years, yet the province does not appear to be providing any education or skills training programs specific to these industries. In fact, aside from investing in research, the government of Alberta does very little to actively promote specific industries or occupations. This is a reflection of the Alberta government's policy to ensure that all industries are competing on an equal playing field through lower tax rates and a positive business climate.

The Saskatchewan government invests in primary industries through programs such as the Northern Labour Market Development Committee, the Multiparty Training Plan, and the Agriculture Development Fund, but no indication of skills shortages was received from associations representing these industries in the province. Shortages were reported to occur in the Sales & Services, Business Finance & Administration, and Processing, Manufacturing & Utilities industries, yet the Saskatchewan government does not appear to be working specifically to address these shortages.

The Manitoba results are similar to those in Saskatchewan. Severe shortages are predicted in Sales and Services and Processing Manufacturing and Utilities industries, but the government is more involved in primary industries through the Hydro Northern Training and Employment Initiative, and the Agri-food Research and Development Initiative.

In fact, the Sales & Services sector in western Canada reports upcoming shortages in each of the provinces, but only British Columbia appears to be working to counteract these shortages. This omission is unfortunate because tourism dollars provide a direct injection into the local economy.

BC seems to be by far the most heavily involved in industry specific programming, appearing to be active in nearly all classification categories, whether a skills shortage has been predicted by the industry associations or not. Significant government involvement in BC is also related to the 2010 Winter Olympic construction projects, which are meant to ensure the province has the necessary labour resources to meet upcoming development needs.

FIGURE 4: Industry Association Expectations of Future Skilled Labour Shortages, 2005-2010

	BRITISH COLUMBIA		ALBERTA		SASKATCHEWAN		MANITOBA		TOTAL
TOTAL ASSOCIATIONS SURVEYED	22		22		15		12		71
CATEGORY (Some Shortages or Severe Shortages)	SOME	SEVERE	SOME	SEVERE	SOME	SEVERE	SOME	SEVERE	
Business, Finance, Administration	1	0	1	0	0	1	1	0	4
Natural and Applied Sciences	2	0	1	0	1	0	0	1	5
Health	3	3	1	2	2	3	1	2	17
Social Science, Education, Government	1	0	0	0	0	0	1	0	2
Art, Culture, Sport	1	0	0	0	0	0	0	0	1
Sales and Services	1	1	0	1	1	1	0	1	6
Trades, Transport, Equipment Operators	2	2	4	2	2	2	1	2	17
Primary Industry	1	0	2	5	0	0	0	0	8
Processing, Manufacturing, Utilities	0	2	3	0	1	0	0	2	8
TOTAL PREDICTING SHORTAGES	12	8	12	10	7	7	4	8	68

FIGURE 5: Post-Secondary and Adult Education Programs

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
STUDENT FINANCE				
British Columbia Student Assistance Program (BCSAP) Post-Secondary Application Service of British Columbia (PASBC) Adult Basic Education Student Assistance Program (ABESAP)	Alberta and Canada Student Loan Programs Loan Relief Benefit Program Alberta Opportunities Bursary Registered Apprenticeship Program (RAP) Scholarships Learner Benefits	Canada-Saskatchewan Integrated Student Loans Program Remission/Special Incentive Plan (SIP) Saskatchewan Student Bursary Post-Secondary Graduate Tax Credit	Manitoba Student Aid Program (MSAP) Manitoba Bursary/Remission Program Manitoba Scholarship and Bursary Initiative Graduate Scholarships Program Manitoba Study Assistance Youth Transition: From Work to Post-Secondary Education Medical Student/Resident Financial Assistance Program	Canada Student Loans Program (CSLP) Canada Millennium Scholarship Foundation (CMSF) Canada Revenue Agency Tuition Deductions and Credits Registered Education Savings Plan (RESP) Lifelong Learning Plan (LLP) Skills Development Program Canada Study Grants (CSG) Adult Basic Education (ABE) Tuition Tax Deduction
ADULT EDUCATION				
Adult Graduation Program Adult Basic Education Programs (ABE) Literacy BC Adult Literacy Cost-Shared Program English as a Second Language (ESL)	High School Upgrading Programs Alberta Outreach Programs Community Adult Learning Councils Parent-Child Literacy Strategy	Adult Basic Education (ABE) Provincial Training Allowance (PTA)	Adult Learning and Literacy (ALL)	
DISTANCE EDUCATION				
Open School BC BC Open University and College Program BC Campus	Alberta SuperNet e-Campus Alberta	Campus Saskatchewan Saskatchewan Government Correspondence School	Internet K-12 Distance Learning Courses	SchoolNet Campus Connection Initiative CanConnect Skills Certificate Office of Learning Technologies (OLT) Technology Enhanced Learning
EDUCATION INFORMATION SOURCES FOR ALL STAKEHOLDERS				
Training and Apprenticeship and K-12 Curriculum Guides Initiative Opening Doors BC Achieve BC Website Public Post-Secondary Student Outcomes Survey	Alberta Learning Information Service (ALIS) Website Educational Program Information (EDInfo) Apprenticeship and Industry Training Website Tips for Parents Online Information Source Student and Parent Financial Survey and the Graduate Satisfaction and Employment Survey	SIAST Graduate Employment Report High School Leaver Survey SaskNetWork	The Study in Manitoba Website Human Services Guide Website	Campus Canada

NOTE: Programs in Blue are Categorized More Than Once

HOW DO GOVERNMENTS INFLUENCE POST-SECONDARY AND ADULT EDUCATION?

Governments invest in education and skills training to capture the increased quality of life benefits associated with an educated population. This section looks at government involvement in general education and skills development in the West. These programs are not directed at specific policy areas such as labour market transitions, groups in society, industries or occupations. Rather the programs presented here are examples of governments acting in the capacity to improve the standard of living as a result of an educated population.

Post-secondary and adult education programs are separated into four fields: 1) Student Finance; 2) Adult Education; 3) Distance Education; and 4) Education Information Sources for all Stakeholders (*Figure 5*).

1. Student Finance

Government student finance programming is generally consistent in the West. Each of the provincial governments has a student loans program that is mandated to provide students with access to low interest loans to cover education costs. These programs are delivered in conjunction with the federal student loans program. The federal government also employs various financial savings vehicles to promote education – the *Registered Education Savings Plan (RESP)* and the *Life Long Learning Plan* (via RRSPs) are just two examples.

Most of the provinces have loan relief and/or bursary programs to further aid students with the costs of education. These are offered to recent graduates or to students whose debt loads exceed allowable student loan levels. Saskatchewan's *Graduate Tax Credit* is interesting in that it is geared towards graduates who intend to work in Saskatchewan upon graduation. Manitoba's *Youth Transition Program* provides one year of paid employment and a bursary to enable Senior 4 graduates to enrol in post-secondary education.

2. Adult and Distance Education

Each of the governments is also attempting to address adult education needs. BC's *PASBC* appears to be the only student

loans program in the West that seeks to provide financial assistance for Adult Basic Education (ABE) tuition, and the *Adult Graduation Program* is mandated to waive ABE tuition for students who do not already have a high school diploma. As well, the federal government offers tax relief for ABE tuition. Other provincial activities range from literacy and training allowance programs to ESL and information guides. Distance learning is an important tool that links education to students who are unable to access traditional education sources. Online secondary and post-secondary courses appear to be offered across western Canada in each of the provinces.

3. Education Information for All Stakeholders

The *Education Information for all Stakeholders* category is a compilation of information sources for anyone involved in education. Government activity in this field includes curriculum guides and lesson planning for teachers; funding, training, diploma, degree and certificate program information for students; and training guides for career practitioners. The Alberta *Tips for Parents Program* is a unique information source designed for parents to help guide their children through career decisions. As well, BC, Alberta and Saskatchewan undertake student surveys that attempt to collect information about education client outcomes and satisfaction levels. These surveys can be potentially valuable in providing policy-makers with feedback for improving the accountability and quality of educational services.

WHERE ARE GOVERNMENTS FORMING EDUCATION, TRAINING, AND LABOUR PARTNERSHIPS?

Coordination and information exchange are integral to the clearing of labour markets, and governments may choose to form partnerships to help facilitate this process. These partnerships may be established with employers, industry, other levels of government, or various labour groups. This section identifies where governments are forming education and training partnerships, and is separated into four specific fields: 1) Aboriginal Partnerships; 2) Private Industry Partnerships; 3) Multi-stakeholder Partnerships; and 4) Public Partnerships (*Figure 6*).

FIGURE 6: Government, Education, and Labour Partnerships

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
ABORIGINAL				
Aboriginal Employment Partnership Initiative (AEPI)	First Nations Training-to-Employment Partnerships Program	Gabriel Dumont Institute of Native Studies	Hydro Northern Training and Employment Initiative	Aboriginal Human Resources Development Strategy (AHRDS)
Aboriginal Business, Entrepreneurship, and Skills Training (BEST)	Alberta Aboriginal Apprenticeship Project in Northern Alberta	Dumont Technical Institute (DTI)		Aboriginal Summer Students Program
Accelerated Tourism Training Program		Post-Secondary Sector Aboriginal Education and Training Action Plan		
Olympic First Nations Training Economic Measured (EM) Project		Saskatchewan Urban Native Teacher Education Program (SUNTEP)		
		First Nations University of Canada		
PRIVATE INDUSTRY				
Oil and Gas Education and Training Initiative	CAREERS: The Next Generation	Centennial Student Employment Program (CSEP)	MB4 Youth Division Programs	Office of Learning Technologies (OLT) Technology Enhanced Learning
Industry Training Authority (ITA)	Trade UP! CD-ROM Careers in Construction	Northern Development Fund	Employment and Training Services (ETS)	Local Labour Market Partnership
Post-Secondary Co-op Education Programs	Cooperative Education Programs	Sector Partnerships Programs	Apprenticeship Branch	Job Creation Partnership Program
Agriculture in the Classroom		Apprenticeship and Trade Certification Commission	CareerFocus	Youth Employment Strategy (YES)
		SIAST Post-Secondary Co-op Education Programs		Targeted Wage Subsidies Program
		Employability Assistance for People with Disabilities (EAPD) Program		Employability Assistance for People with Disabilities (EAPD) Program
				Sector Council Program
MULTI-STAKEHOLDER				
2010 Winter Olympic Games Multi-Stakeholder Committee	Informatics Circle of Research Excellence (iCORE)	Saskatchewan Labour Force Development Board (SLFDB)	Canada-Manitoba Labour Market Development Agreement	Skills Canada
Agriculture Labour Partnership Committee	Alberta Apprenticeship and Industry Training Scholarships	Northern Labour Market Committee	Technical Vocational Initiative	Human Resources Partnerships (HRP)
	Summer Temporary Employment Program (STEP)	Multiparty Training Plan	Council on Post-Secondary Education's Strategic Program Envelope	Sector Council Program (SCP)
	Skills Investment Strategy	JobStart/Future Skills Program		Summer Work Experience Program
	Canada-Alberta-Aboriginal Partnership Forum	Northern Training Program (NTP)	Industry Training Partnerships (ITP)	Canada Foundation for Innovation (CFI)
				Canada-Alberta-Aboriginal Partnership Forum
PUBLIC PARTNERSHIPS				
British Columbia Student Assistance Program (BCSAP)	Alberta and Canada Student Loan Programs	Canada-Saskatchewan Integrated Student Loans Program	Manitoba Student Aid Program (MSAP)	Canada Student Loans Program (CSLP)
Labour Market Development Agreement	Alberta-Canada Memoranda for Promoting Canada as a Destination for Foreign Students	SaskNetWork Website	Manitoba-Canada Memoranda for Promoting Canada as a Destination for Foreign Students	Federal-Provincial Memoranda for Promoting Canada as a Destination for Foreign Students
BC Electronic Library Network (ELN)	Inter-Provincial Training Agreements	Campus Saskatchewan	Manitoba Education Research and Learning Information Networks (MERLIN)	Centre for Education Statistics
Canada-BC Business Service Centre	International Qualification Assessment Services (IQAS) in the NWT	Apprenticeship Articulation Agreements		Canadian Education Statistics Council (CESC)
BC Campus		CommunityNet		Research Data Centres (RDC) Program

NOTE: Programs in Blue are Categorized More Than Once

Continued on Next Page...

FIGURE 6: Government, Education, and Labour Partnerships (Continued)

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
PUBLIC PARTNERSHIPS (Continued)				
Adult Literacy Cost-Shared Program (ALSCP)	Public Service Co-op Program	Canada-Saskatchewan Labour Market Development Agreement		Canadian Institutes of Health Research (CIHR)
Public Sector Employers Collective Bargaining Mandate	Alberta Network for Proteomics Innovation (INPI)	Canada-Saskatchewan Career and Employment Services		Public Service of Canada Post-Secondary Co-operative Education Programs
BC-Alberta Northern Education Partnerships	Institute of Health Economics (IHE)	E-Learning Branch, Saskatchewan Learning		Knowledge Institute
Inter-Provincial Training Agreements	Alberta Community Adult Learning Councils	Inter-Provincial Training Agreements		Learning Initiatives Program
Provincial Nominee Program (PNP)	BC-Alberta Northern Education Partnerships			Canadian Council of Directors of Apprenticeship (CCDA)
	ESL Language Proficiency and Employment Programs			Workinfont.ca
	Alberta Provincial Nominee Program (PNP)			SchoolNet
				Campus Canada
				Canada-Saskatchewan Career and Employment Services
				Natural Sciences and Engineering Research Council (NSERC)
				Canada-BC Business Service Centre
				Alberta Network for Proteomics Innovation (ANPI)
				Canada-Manitoba Labour Market Development Agreement
				Provincial Nomination Programs

1. Aboriginal Partnerships

Aboriginal partnerships are important to western labour markets: approximately 62% of Aboriginal Canadians reside on western Canada, and Aboriginal unemployment rates in the West are nearly three times those of the population at large (Brunner 2003c). Governments need to work with local communities, leaders, parents and students to develop education and training programs that address the specific economic, cultural and human capital needs of Aboriginal students and communities. Each government is involved in this programming field to some degree. For example, Alberta and the federal government have broadly based partnership programs that are mandated to develop economic and training opportunities within local communities (*Training-To-Employment partnerships, AHRDS*). There are also specific Aboriginal partnerships such as BC's *Accelerated Tourism Training Program*, or Manitoba's *Hydro Northern Training and Employment Initiative*. The *AEPI* in BC works to link Aboriginal training to future high employment

sectors. Saskatchewan's *First Nations University* is an Aboriginal operated university that is the only one of its kind in Canada.

2. Private Industry Partnerships

The western provinces work to form partnerships with local industries to seize local economic opportunities. The reason for this is simple – private firms respond to market signals, and are more likely to be aware of market conditions in their specific industries. Governments appear to be working closely with private industry to provide programs that range from employer subsidies for gaining work experience (*YES, Job Creation Partnership, CareerFocus, CESP*), to training in a particular industry (*Oil and Gas Education and Training initiative*), to promoting high demand occupations (*Trade Up!, CAREERS: The Next Generation*). Partnerships also extend to apprenticeship trade programs that provide on-the-job training for students. The federal government's *Sector Council Program* is a series of broadly-based partnerships that identify the skills needs that are most important to a given sector.

3. Multi-Stakeholder Partnerships

Multi-stakeholder partnerships generally involve inter-governmental and industry cooperation. The *2010 Winter Olympic Games Multi-Stakeholder Committee* appears to be a good example of this. It is an initiative that claims to have representation from federal and provincial governments, Tourism BC, First Nations, industry and other stakeholders, and is mandated to address labour and human capital issues surrounding the 2010 Games.

The *Saskatchewan Labour Force Development Board (SLFDB)* is another good example. It seeks to work with business, labour, education and training providers, agriculture, and Aboriginal Canadians to develop workforce-training programs that meet the needs of the individual and industry. Other existing multi-stakeholder partnerships in the West focus on northern development, agriculture, and technology sectors.

4. Public Partnerships

Governments may also work in partnership with each other to provide education and training services, especially in areas where economies of scale exist. The previously mentioned Alberta, BC and Saskatchewan *Inter-Provincial Training Agreements* are just one example. Another example is the *BC-Alberta Northern Education Partnership*, which focuses on opportunities where joint education and training can be provided by the two provinces.

The federal government appears to be partnering with the provinces on both an individual and collective basis through labour market agreements, research funding and dissemination, industry development, online services and labour market information campaigns. This large amount of federal-provincial activity may be linked to the fact that the federal government, rather than delivering educational services directly, provides conditional funding to the provinces for education and training programs.

HOW DO GOVERNMENTS FUND RESEARCH AND EDUCATION INFRASTRUCTURE?

This final section is directed at how governments fund research and education infrastructure in the West, and is separated into

three fields: 1) Research; 2) Education Infrastructure and Maintenance; and 3) Electronic Infrastructure (*Figure 7*).

1. Research

Governments invest in research initiatives for different reasons: medical and scientific research contributes to public health and safety; technology research captures efficiencies in existing industries such as in agriculture or forestry; investing in cutting edge technologies may position a province as a leader in a specific sector, such as biotechnology; and research also serves as an information resource, such as demographic data and student and employment outcome surveys.

Federal and provincial governments in western Canada all appear to fund research in some capacity. The federal government seems to be a large contributor to public health and science research through programs such as the *Canadian Institutes of Health Research*, the *Social Sciences and Humanities Research Council*, and the *Natural Sciences and Engineering Research Council*. The federal government also claims to fund information dissemination research through Statistics Canada programs such as the *Data Liberation Initiative*, *ESTAT*, and the *University Liaison Program*.

The four western provinces all seem to invest in science and technology research designed to position themselves as leaders in specific sectors. The *Alberta Network for Proteomics Innovation* is one example of how governments attempt to work with universities to develop cutting edge research technologies. Other noteworthy research programs include the student outcome surveys in BC, Alberta and Saskatchewan, which potentially provide feedback to educators and policy-makers to help improve education program delivery.

2. Education Infrastructure and Maintenance

Public educational facilities are provincial assets and, as such, education infrastructure and maintenance costs are provincial responsibilities. Each of the provinces has an infrastructure funding program that works to build and maintain public post-secondary institutions. In addition, both BC and Alberta appear to have infrastructure programs in place that work to promote leading edge research.

FIGURE 7: Funding and Programs for Education Infrastructure and Research

BRITISH COLUMBIA	ALBERTA	SASKATCHEWAN	MANITOBA	FEDERAL GOVERNMENT
FUNDING AND PROGRAMS FOR RESEARCH				
Leading Edge Endowment Fund Innovation and Science Council of British Columbia Public Post-Secondary Student Outcomes Survey	Informatics Circle of Research Excellence (iCORE) Alberta Network for Proteomics Innovation (ANPI) Institute of Health Economics (IHE) Alberta Heritage Foundation for Medical Research (AHFMR) Research Excellence Envelope (REE) Research Equipment Grant Alberta Agricultural Research Institute Student and Parent Financial Survey, and Graduate Satisfaction and Employment Survey	Innovation and Science Fund (ISF) Saskatchewan Research Council Agriculture Development Fund (ADF) High School Leaver Survey	Research Innovation and Technology (RIT) Agri-Food Research and Development Initiative	Social Sciences and Humanities Research Council of Canada Natural Sciences and Engineering Research Council (NSERC) Research Affiliate Program Canada Research Chairs Program Data Liberation Initiative (DLI) Centre for Education Statistics Canadian Education Statistics Council (CESC) University Liaison Program E-STAT Research Data Centres (RDC) Program Canadian Institute of Health Research (CIHR) The Canada Foundation for Innovation (CFI)
EDUCATION INFRASTRUCTURE AND MAINTENANCE				
Capital Asset Management Plan British Columbia Knowledge Development Fund (BCKDF)	Infrastructure Renewal Program Research Infrastructure Program	Education Infrastructure Financing Corporation (EIFC)	Public University and College Grants for Operations and Maintenance College Expansion Initiative	
ELECTRONIC INFRASTRUCTURE				
	Alberta SuperNet	CommunityNet	Manitoba Education Research and Learning Information Networks (MERLIN)	SchoolNet Computers for Schools Canada Strategic Infrastructure Fund

NOTE: Programs in Blue are Categorized More Than Once

The British Columbia *Knowledge Development Fund* claims to focus on enhancing educational institutions' capacities for leading edge research, and *Alberta's Research Infrastructure Program* seeks to help universities develop research centres and attract high quality faculty and students.

Manitoba's *College Expansion Initiative (CEI)* is a direct initiative of government that includes a multi-year expansion of community college seats in the area of trades, which in turn is directly related to labour market needs.

3. Electronic Infrastructure

All governments appear to fund electronic infrastructure. Programs generally attempt to improve access to online education and skills training services though broadband investments, better linkages among post-secondary institutions, and the provision of IT hardware. The *Canada Strategic Infrastructure Fund* and *Alberta's SuperNet* are examples of broadband access programs for underserved areas – especially rural and remote regions.

CONCLUSION

Whether through shaping career choices, developing human capital programs for specific client groups, promoting industry and occupational programs, assisting in post-secondary and adult education, establishing partnerships, or providing research and education infrastructure, governments are making efforts to equip western Canadians with the tools of the trade.

The provinces and the federal government provide some 300 different programs across 33 different fields to influence education and training in the West. These findings suggest that, in terms of the mere presence of the level of programming – and in no way commenting on the quality or adequacy of the programs – federal and provincial education and skills training is quite comprehensive in western Canada.

Many government programs attempt to balance education and skills training with future labour needs. Indeed, a large number focus on alleviating the skilled labour shortages identified throughout the literature – each of the western provinces places a strong emphasis on promoting health care and apprenticeship trades careers. The federal government, by virtue of its constitutional status, shapes career decisions less through direct education and skills training programs, and more through the provision of workplace experience programs and conditional funding.

Provincial governments in the West promote education and skills training in specific occupational and industry sectors as well. British Columbia appears to be the most active in influencing industry and occupation outcomes, as it has recently created a skills investment strategy designed to meet the demands of its growing economy. Alberta, on the other hand, does little to influence specific industries and occupations – it attempts to promote investment through a positive business climate and lower taxes. Manitoba and Saskatchewan seem slightly more

involved in influencing industry outcomes. Both provinces retain a larger focus on health care outcomes, and the Saskatchewan government places slightly more emphasis on primary industries. The sales and services sector in western Canada, however, reports upcoming shortages in each of the provinces, but only British Columbia appears to be working to counteract these shortages.

Governments are also working with client groups to tailor human capital programs to their specific needs. These programs identify and promote local labour opportunities that allow all western Canadians to participate more fully in the economy. However, one key client group that is being overlooked is the retired and semi-retired cohort. With the coming demographic shift and the recent focus on reducing middle-management positions, governments do not appear to be facilitating the transfer and retention of knowledge from upcoming retirees to younger, less experienced workers.

Parents have an influence over their children's education and career decisions as well. This is an important and often ignored policy field because parents generally want to provide positive direction and advice to their young adult children. Ensuring that parents have access to accurate career and labour market information improves their ability to assist youth in making informed career choices.

Program infrastructure clearly exists in each of the western provinces in most of the fields reviewed. However, the extent to which these programs address the skilled labour challenges confronting western Canada has yet to be determined. The quantity and complexity of the education and training program landscape in the West may result in potential clients experiencing difficulty in attempting to access these programs. A forthcoming Canada West report will make recommendations for governments to improve education and skills training delivery. ■

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APPENDIX 1:

Inventory of Education and Skills Training Programs in Western Canada

The information contained in *Appendix 1* was collected from government websites and publications between March and July 2004, and the data collected were submitted to provincial and federal government representatives for verification. The research is derived solely from government sources, and no attempt has been made to review the quality, adequacy or effectiveness of the education and skills training programs contained in this report.

BRITISH COLUMBIA:

Education and Skills Training Programs

- 1) 2010 Winter Olympic Games multi-stakeholder committee plans to address the skills gaps, and maximize opportunities resulting from the 2010 Games and other capital projects.
<http://www.labour.gov.bc.ca/skills/olympicshr.htm>
- 2) The Aboriginal Business, Entrepreneurship and Skills Training (BEST) training series supports young Aboriginal entrepreneurs in identifying and creating self-employment opportunities
http://www.gov.bc.ca/bvprd/bc/channel.do?action=ministry&channelID=8380&navId=NAV_ID_province
- 3) The Aboriginal Employment Partnership Initiative (AEPi) links training programs for Aboriginal employees with areas where employers are expected to hire in the future.
http://www.gov.bc.ca/bvprd/bc/channel.do?action=ministry&channelID=8380&navId=NAV_ID_province
- 4) Aboriginal Futures in Recreation and Sport Training (FIRST) program provides leadership training for aboriginal youth in the areas of aquatics, scuba, backcountry recreation and community recreation planning.
<http://www.sport.gov.bc.ca/Aboriginal>
- 5) Aboriginal Special Projects Funding (ASPF) encompass trades, On-line Learning, K-12 to post-secondary education bridging and transition initiatives.
<http://www.aved.gov.bc.ca/aboriginal/>
- 6) The Accelerated Tourism Training Program is a partnership that delivers hands-on training, academic instruction, and co-op education employment opportunities related to tourism, hospitality, business, communications, marketing and other managerial and entrepreneurial sectors.
http://www2.news.gov.bc.ca/nrm_news_releases/2004MAE0006-000161.htm
- 7) The Achieve BC website is targeted towards all consumers of education, with information on all types of education and skills training in BC.
http://www.gov.bc.ca/bvprd/bc/keyInitiativeHome.do?action=achieveBCUser&navId=NAV_ID_province
- 8) Adult Basic Education Programs (ABE) are designed to help individuals earn a high school diploma. There are no tuition costs for students who do not yet have a graduation diploma.
<http://www.aved.gov.bc.ca/abe>
- 9) The Adult Basic Education Student Assistance Program (ABESAP) provides grants for direct educational costs for Adult Basic Education, Adult Special Education.
<http://www.aved.gov.bc.ca/abe>
- 10) The Adult Literacy Cost-Shared Program (ALCSP) is a partnership between the Ministry of Advanced Education (AVED) and the National Literacy Secretariat (NLS).
www.aved.gov.bc.ca/branches/psed/institut/institut.htm
- 11) Agriculture in the Classroom provides resources for teachers to use in classrooms that help explore the role the food production system plays in everyday lives.
<http://www.aits.ca/bc/pages/aboutus/aboutus.html>
- 12) The Agriculture Labour Partnership Committee is a forum with industry and the federal government to discuss and determine short and long-term solutions to labour market issues in the agriculture sector.
<http://www.bcac.bc.ca>
- 13) The British Columbia Knowledge Development Fund (BCKDF) permits public post-secondary institutions, teaching hospitals, and affiliated non-profit research agencies to invest in research infrastructure.
<http://www.aved.gov.bc.ca/bckdf/welcome.htm#Introduction>
- 14) BC/Alberta northern education partnerships are currently being explored to enhance northern education.
http://www2.news.gov.bc.ca/nrm_news_releases/2004MAE0014-000265.htm
- 15) BC Awards Online provides information on a variety of opportunities for Grade 12 students entering post-secondary institutions.
<http://bcawardsonline.sd61.bc.ca/default.asp>
- 16) BC campus is a collaboration of post-secondary institutions in British Columbia providing an online central access point to post-secondary resources.
<http://bccampus.ca/>
- 17) The BC Electronic Library Network (ELN) helps post-secondary libraries meet the expanding information needs of the province's learners and educators.
http://www.aved.gov.bc.ca/all_topics.htm
- 18) The BC Open University and College program offers access to more than 500 post-secondary courses through a distance education model.
<http://www.bcou.ca>
- 19) BC Regional Science & Technology Network provides human resource development support and information to innovators, entrepreneurs, students, businesses and organizations in science & technology.
<http://www.scbc.org/info/pwn/independent.html>
- 20) The Bridging Employment Program helps B.C. Employment and Assistance clients - who are survivors of abuse - overcome employment barriers.
<http://www.mhr.gov.bc.ca/factsheets/2003/JobPlacement.htm>
- 21) The British Columbia Aerospace Strategy is a world-class education and training network.
1-888-664-2256
- 22) The British Columbia Council on Admissions and Transfer (BCCAT) encourages post-secondary institutions to facilitate transferability of post-secondary credit courses.
<http://www.bccat.bc.ca/>
- 23) The British Columbia Student Assistance Program (BCSAP) helps eligible students with the costs of post-secondary studies. It is a joint Program between the Federal and Provincial Governments.
<http://www.aved.gov.bc.ca/studentsservices/>
- 24) Canada-BC Business Service Centre is a partnership providing a wide range of business information services.
<http://www.smallbusinessbc.ca>
- 25) The Canadian Learning Bank: International Credential Evaluation Service (ICES) and Credit Review Service is administered by the British Columbia Institute of Technology (BCIT) and is available to help people who have studied in other provinces or countries to get recognition of their credentials.
<http://www.ola.ca/ices>, <http://www.crs.bcit.ca>
- 26) Canadian Occupational Projection System (COPS) provides information about employment demand for 510 occupations to the year 2011.
www.aved.gov.bc.ca/laoburmarketinfo/eb.htm
- 27) The Career & Labour Market Information website provides career and labour market information for all stakeholders.
<http://www.aved.gov.bc.ca/labourmarketinfo/>
- 28) Career Preparation and Co-op Education Programs are local school district programs that include a work experience component.
<http://www.bced.gov.bc.ca/careers>
- 29) The Child Care Subsidy helps low income families meet the costs of child care while in education and employment training programs.
http://www.mcf.gov.bc.ca/childcare/ChildCar/subsidy_promo.htm
- 30) Co-op Placement opportunities in the BC Public Service allow BC post-secondary students to gain experience in the BC public service.
www.hrtoolkit.gov.bc.ca/staffing/staffing_options/coop.htm
- 31) The Community Assistance Program provides pre-employment and life skills services to B.C. Employment and Assistance clients.
<http://www.mhr.gov.bc.ca/factsheets>
- 32) The Confirmed Job Program provides a one-time grant to B.C. Employment and Assistance clients who can show that they have a job offer, but need some help with essential elements needed for that job.
<http://www.mhr.gov.bc.ca/factsheets/2002/ConfirmJob.htm>

- 33) Continuing and Specialty Education for Nurses program provides funding for skills upgrading, and supports certification of much-needed nursing specialties.
<http://www.healthservices.gov.bc.ca/ndirect/nstrategies.html>
- 34) The Direct Purchase of Training Program funds training for people on B.C. Employment and Assistance who have specific training included as part of their employment plan.
<http://www.mhr.gov.bc.ca/factsheets>
- 35) English as a Second Language (ESL) programs are offered at public post-secondary institutions across British Columbia.
<http://www.aved.gov.bc.ca/esl/welcome.htm>
- 36) The First Citizens Fund and Student Bursary Program provides financial assistance to eligible Aboriginal students enrolled in post-secondary education programs.
<http://www.mcaws.gov.bc.ca/fcfund/index.html>
- 37) The Forestry Revitalization Transition Trust is established to mitigate the adverse employment impacts of restructuring within the forest sector.
<http://www.for.gov.bc.ca/mof/plan/#trust>
- 38) go2, the resource for people in tourism is an organization that helps B.C.'s tourism industry attract a skilled workforce.
<http://www.go2hr.ca>
- 39) Graduation Program 2004 includes more choice in high school elective areas. A new Planning 10 course is also being introduced to help students explore career options, plan their future and develop employability skills.
<http://www.bced.gov.bc.ca/graduation/>
- 40) Health Match BC is a no-fee comprehensive recruitment and retention tool that assists B.C. communities in filling rural physician, and rural and urban registered nurse vacancies.
<http://www.healthmatchbc.org/default.asp>
- 41) The Hire a Worker and Job Finder programs allow employers to provide suitable workplaces for workers who have been injured, and are re-entering the workforce.
<http://www.worksafebc.com>
- 42) The Industry Training Authority (ITA) is responsible for the overall governance and development of the industry training system in B.C. The ITA explores training and certification options; provides quality standards for Red Seal training and credentials; and provides services to apprentices.
<http://www.itabc.ca>
- 43) The Innovation and Science Council of British Columbia manages government R&D support programs; administers student scholarships; and raises awareness of S&T career opportunities.
<http://www.scbc.org/about/index.html>
- 44) Inter-Provincial Training Agreements enable provinces to access or provide training programs in other jurisdictions.
- 45) The Job Placement Program assists the most job-ready B.C. Employment and Assistance clients to obtain sustainable employment.
<http://www.mhr.gov.bc.ca/factsheets/2003/JobPlacement.htm>
- 46) The Labour Market Development Agreement is a provincial/federal collaboration to help unemployed British Columbians move into sustainable employment.
http://www.bc.hrdc-drhc.gc.ca/59/index_e.shtml
- 47) Literacy BC is the provincial literacy organization that promotes literacy and learning in British Columbia.
<http://www2.literacy.bc.ca/About/projects.htm>
- 48) Loan Forgiveness Program For Nurses, Physicians, Midwives and Pharmacists provide British Columbia Student Loan forgiveness to students graduating from accredited nursing, medical, midwifery and pharmacy schools who agree to practice in a public health care facility in an underserved area of British Columbia for three years.
<http://www.bcsap.bc.ca>
- 49) The Leading Edge Endowment Fund provides 20 leadership chairs in medical, social, environmental and technological research.
http://WWW.AVED.GOV.BC.CA/leading_edge/welcome.htm
- 50) The Ministry of Advanced Education's Facilities Branch supports capital asset plan management 27 public post-secondary institutions.
<http://www.aved.gov.bc.ca/psfacilities/>
- 51) Oil & Gas Education and Training Initiative provides matching funds for projects related to skill development in the oil & gas sector.
250-952-0820
- 52) Open School BC provides parents and students with professionally designed K-12 courses and learning resources that meet the B.C. curriculum standards.
<http://www.openschool.bc.ca>
- 53) Opening doors BC is a website that provides information on post-secondary programs, information for students and lesson planning resources for teachers.
<http://openingdoorsbc.com/>
- 54) The Olympic First Nations Training Economic Measures (EM) Project facilitates several First Nation training and employment initiatives linked to the 2010 Olympic Winter Games.
<http://www.prov.gov.bc.ca/tno/>
- 55) The Post-Secondary Application Service of British Columbia (PASBC) allows students to apply for public post-secondary institutions online.
<http://www.pas.bc.ca/>
- 56) Post-Secondary Co-op Education Programs provide relevant work experience opportunities for students as they complete their studies.
<http://www.aved.gov.bc.ca/branches/psed/institut/institut.htm>
- 57) Prior Learning Assessment and Recognition (PLAR) allows post-secondary institutions to offer assessments of prior learning for students to get recognition for the skills and knowledge they have acquired through means other than conventional study.
<http://www.aved.gov.bc.ca/branches/psed/institut/institut.htm>
- 58) The Provincial Nursing Strategy includes the Health Care Scholarship Fund, Nurses Education Bursary, Midwife Bursary, LPN Pharmacology, Return to Work Program and associated grants.
<http://www.healthservices.gov.bc.ca/ndirect/nstrategies.html>
- 59) Provincial Nominee Program (PNP) is a tool for employers to fill critical skill shortages by nominating skilled foreign workers who bring expertise in those critical skills areas. The PNP is a partnership with Citizenship and Immigration Canada (CIC).
<http://www.mcaws.gov.bc.ca/amip/pnp>
- 60) The Public Post-secondary Student Outcomes Survey provides feedback to post-secondary institutions on the experiences and outcomes of former students.
http://www.tupc.bc.ca/student_outcomes
- 61) Rural health works with regional health authorities, physicians and other partners to enhance delivery of rural medical care.
<http://www.healthservices.gov.bc.ca/rural>
- 62) The Secondary School Apprenticeship (SSA) Program is a provincial high school career program that provides students 15 years of age and older with the opportunity to get paid, learn valuable skills and gain up to 16 high school credits for work experience in a trade.
<http://www.aved.gov.bc.ca/industrytraining/ssa-spring-03.htm>
- 63) The Skills Development in British Columbia website provides information on skills development programs for employers and jobseekers, to minimize skill shortages.
<http://www.labour.gov.bc.ca/skills/>
- 64) Start Now! Work Futures for Entry Level Jobs provides information about careers in B.C. that require little or no post-secondary education and/or experience.
<http://www.startnow.workfutures.bc.ca>
- 65) Superhost Tourism BC are workshops that provide information and tools to improve the quality of service in the tourism sector.
http://www.tourism.bc.ca/training_services.asp?id=1222
- 66) The Training & Apprenticeship and K-12 Curriculum Guides Initiative provides public access to trades and apprenticeship training materials, and K-12 curriculum guides.
<http://www.publications.gov.bc.ca>
- 67) Training for Jobs (TFJ) program offers short-term skills development training for B.C. Employment and Assistance clients.
http://www.mhr.gov.bc.ca/factsheets/2002/TFJ_pilot.htm
- 68) Training Programs for Agriculture Producers provides skill development opportunities for producers and employees in the agriculture sector.
<http://www.agf.gov.bc.ca>
- 69) Training and Support Programs for Individuals with Developmental Disabilities and their Caregivers include job readiness training and work experience programs.
- 70) Vocational Rehabilitation services helps injured workers return to work as quickly as possible.
<http://www.worksafebc.com>

- 71) What's Key in Labour Market Information for BC is a catalogue of selected information resources designed to steer users toward career, learning and labour market information.
<http://www.whatskey.org/>
 - 72) Work Futures provides information on close to 200 occupations as they relate directly to the B.C. labour market.
<http://www.workfutures.bc.ca/article.cfm?site=graphic&lang=en&article=home>
 - 73) The Workplace Skills Program is a suite of training courses that are applicable to all BC Government employees.
<http://www.bcpublicservice.ca/learning/wpskills.htm>
 - 74) The Youth Agreements program assists youth in reducing risk to their lives by facilitating their rehabilitation and educational needs, which support them in both short and long-term participation in the labour market.
http://www.mcf.gov.bc.ca/youth/youth_agreements.htm
- ALBERTA:**
Education and Skills Training Programs
- 1) The Alberta Aboriginal Apprenticeship Project in Northern Alberta assists Aboriginal peoples in completing apprenticeship programs.
www.thinktrades.com
 - 2) The Aboriginal Health Careers Bursary awards bursaries to Aboriginal Albertans to pursue education in health-related careers.
<http://www.alis.gov.ab.ca/scholarships/info.asp?EK=1>
 - 3) Alberta Agricultural Research Institute is the primary agency in Alberta for funding, coordinating and promoting strategic agricultural research.
http://www.aari.ab.ca/sec/abo/abo_001_1.cfm
 - 4) Alberta and Citizenship and Immigration Canada have a memoranda of understanding promoting Canada as a destination for foreign students.
<http://www.cic.gc.ca>
 - 5) The Alberta and Canada Student Loan Programs provide assistance to Alberta post-secondary students based on financial need.
<http://www.alis.gov.ab.ca/studentsfinance/abt2srces.asp>
 - 6) Alberta Community Adult Learning Councils offer non-credit learning in the areas of adult basic literacy, adult ESL, employability enhancement and community issues.
<http://www.learning.gov.ab.ca/other/default.asp>
 - 7) The Alberta Council on Admissions and Transfer provides leadership in improving learning opportunities for Alberta students through inter-institutional transfer.
<http://www.acat.gov.ab.ca/>
 - 8) The Alberta Learning Information Service (ALIS) website provides information to help Albertans with career planning, post-secondary education and training, educational funding, job searching, labour market trends, and workplace help.
<http://www.alis.gov.ab.ca/about.asp>
 - 9) The Alberta Heritage Foundation for Medical Research (AHFMR) supports biomedical and health research at Alberta universities, affiliated institutions, and other medical and technology-related institutions.
<http://www.ahfmr.ab.ca/about.html>
 - 10) Alberta High School Upgrading Programs for mature students are locally administered and delivered.
<http://www.learning.gov.ab.ca/other/ContinuingEd/Upgrade/>
 - 11) Alberta Opportunities Bursary is designed to keep post-secondary education affordable for students.
<http://www.alis.gov.ab.ca>
 - 12) Alberta Outreach Programs assist high school dropouts in making the transition back into school.
<http://www.learning.gov.ab.ca/educationguide/pol-plan/polregs/114.asp>
 - 13) The Alberta Network for Proteomics Innovation (ANPI) allows the Governments of Alberta and Canada to encourage research organizations to co-operate in funding genomics, proteomics and bioinformatics infrastructure in Alberta.
http://www.innovation.gov.ab.ca/res/sec/res_sec/life/
 - 14) Alberta SuperNet is a high-speed, high-capacity broadband network linking public facilities, making it possible to offer high-speed services to areas underserved areas.
<http://www.albertasupernet.ca/The+Project/>
 - 15) Alberta Works helps unemployed people find and keep jobs, helps low-income Albertans cover their basic costs of living, and helps employers meet their need for skilled workers.
<http://www3.gov.ab.ca/hre/albertaworks/index.asp>
 - 16) Alberta Youth Career Development and Employment Strategy prepares youth for continuous learning and transitions to employment.
<http://www3.gov.ab.ca/hre/yes/>
 - 17) The Apprenticeship and Industry Training Web site provides information about trades, occupations, and the Alberta labour market in general.
www.tradesecrets.org
 - 18) BC/Alberta northern education partnerships are currently being explored to enhance northern education.
http://www2.news.gov.bc.ca/nrm_news_releases/2004MAE0014-000265.htm
 - 19) The Canada/Alberta/Aboriginal Partnership Forum facilitates federal-provincial discussion on Aboriginal issues and develops partnerships that will lead to sustainable Aboriginal participation in the economy.
<http://www.finance.gov.ab.ca>
 - 20) Career and Technology Studies helps high school students prepare for further learning or entry into the workplace.
<http://www.learning.gov.ab.ca/educationsystem/ourstudents/VII.asp>
 - 21) Career Internship 10 is a workplace-based high school curriculum course designed to assist students in making informed decisions about their school to career transitions. Specifically, the course is designed to prepare students for entry in trade, technology and service careers.
http://www.learning.gov.ab.ca/k_12/curriculum/bySubject/
 - 22) Careers in Motion is a Slave Lake and Northwest region project that provides access to career and employment information.
<http://www3.gov.ab.ca/hre/careersinmotion/index.asp>
 - 23) CAREERS: The Next Generation is an industry-driven private/public partnership promoting the trades as a viable career option.
<http://www.tradesecrets.org/>
 - 24) The Child Care Subsidy Program supports family financial self-sufficiency while in work and training opportunities.
<https://www.childcaresubsidy.gov.ab.ca/css/ccs.nsf/Menu?OpenFrameSet>
 - 25) The Career Information Hotline offers career consulting and referral services through a toll-free phone number throughout Alberta.
<http://www3.gov.ab.ca/hre/cih/index.asp>
 - 26) Community Adult Learning Councils support volunteer tutor adult literacy programs in over 70 Alberta communities.
 - 27) Co-operative Education Programs at post-secondary institutions provide opportunities for students to access paid work experiences in combination with their classroom studies.
<http://www.alis.gov.ab.ca/>
 - 28) Disability Related Employment Supports provide assistance to Albertans in overcoming the barriers to employment created by their disability.
<http://www3.gov.ab.ca/hre/dres/index.asp>
 - 29) eCampusAlberta is a consortium of 15 colleges and technical institutes delivering on-line courses.
http://www3.gov.ab.ca/hre/whatworksalberta/2004conf/Tricia_Donovan.ppt
 - 30) Educational Program Information (EDinfo) allows Albertans to search and compare current post-secondary training programs in Alberta.
<http://www.alis.gov.ab.ca/learning/pset/alberta.asp>
 - 31) The First Nations Training-To-Employment Partnerships Program supports the development of partnerships between the private sector, government and First Nations.
<http://www3.gov.ab.ca/hre/firstnations/index.asp>
 - 32) Health Jobs in Alberta offer a virtual recruitment fair, highlighting employment opportunities in the health-care industry.
<http://www.healthjobs.ab.ca/>
 - 33) The Infrastructure Renewal Program provides financial support to post-secondary facilities in the form of grants to help maintain instructional, administrative, and research buildings and sites.
http://www.infras.gov.ab.ca/public/post_sec.asp
 - 34) The Institute of Health Economics (IHE) is a partnership of the Government of Alberta, major academic centres in Alberta and the pharmaceutical industry that produces research and policy analysis for health care decision makers.
<http://www.health.gov.ab.ca/system/key/research/investment.html>

- 35) The Integrated Occupational Program is designed for students who learn best through experiences that integrate academic skills in occupational contexts.
http://www.learning.gov.ab.ca/k_12/curriculum/bysubject/iop/
 - 36) The International Qualification Assessment Service (IQAS) recognizes credentials from other countries to assist newcomers in accessing education and employment opportunities.
<http://www.learning.gov.ab.ca/iqas/iqas.asp>
 - 37) Inter-Provincial Training Agreements enable provinces to access or provide training programs in other jurisdictions.
<http://www.learning.gov.ab.ca/college/postsecsystem/ablearning/interprotrainagree.asp>
 - 38) The Informatics Circle of Research Excellence (iCORE) fosters world-class university-based research that supports the ICT sector.
<http://www.icore.ca/about.htm>
 - 39) Labour Market Information Centres (LMICs) provide Albertans with information to help make career, learning and work decisions.
<http://www3.gov.ab.ca/hre/lmic/index.asp>
 - 40) Learner Benefits provides low-income Albertans with financial assistance to cover living allowances, tuition and books for people who need academic upgrading or training to find a job.
<http://www3.gov.ab.ca/hre/lsp/index.asp>
 - 41) Loan Relief Benefit Program is designed to help keep student debt loads manageable and encourage more Albertans to pursue post-secondary learning.
<http://www.alis.gov.ab.ca>
 - 42) Northern Student Supplement is a grant intended for northern, high-need, students to enter post-secondary programs.
http://www3.gov.ab.ca/nadcbursary/ns_supplement.htm
 - 43) The Parent-Child Literacy Strategy funds over 40 family literacy programs, training and other support for family literacy practitioners.
<http://www.learning.gov.ab.ca/other/default.asp>
 - 44) Prepared for Growth: Building Alberta's labour supply is the Alberta Government's strategy on addressing skill shortages.
<http://www3.gov.ab.ca/hre/lmi/lmstrategy.asp>
 - 45) Prior Learning Assessment and Recognition (PLAR) allows post-secondary institutions to offer assessments of prior learning for students to get recognition for the skills and knowledge they have acquired through means other than conventional study.
http://www.tradesecrets.org/index.html?page=quick_facts/acronyms.html
 - 46) Provincial Nominee Program (PNP) is a tool for employers to fill critical skill shortages by nominating skilled foreign workers who bring expertise to critical skills areas. The PNP is a partnership with Citizenship and Immigration Canada (CIC).
<http://www.alberta-canada.com/pnp/>
 - 47) The Public Service Co-op program provides employment experiences to students through co-op placements.
<http://www.pao.gov.ab.ca/jobs/students/co-op-opportunities.htm>
 - 48) The Registered Apprenticeship Program (RAP) allows high school students to become employed apprentices while still attending high school.
http://www.learning.gov.ab.ca/k_12/curriculum/other.asp
 - 49) The Research Infrastructure Program helps universities and research hospitals develop research centre.
<http://www.innovation.gov.ab.ca>
 - 50) The Research Equipment Grant supports Canada Research Chairs and is a one-time augmentation of the Intellectual Infrastructure Partnership Program Equipment Grant.
<http://www.innovation.gov.ab.ca>
 - 51) The Research Excellence Envelope (REE) provides funding to universities to attract and retain researchers.
<http://www.innovation.gov.ab.ca>
 - 52) The Self-Employment program is for Albertans who are unemployed and in need of self-employment training to participate in the labour market.
<http://www3.gov.ab.ca/hre/sep/index.asp>
 - 53) The Skills Investment Strategy contains four major components: Career Information; Work Foundations; Training for Work; and Workforce Partnerships.
<http://www3.gov.ab.ca/hre/si/index.asp>
 - 54) The Student and Parent Financial Survey and the Graduate Satisfaction and Employment Survey provide information concerning relationships between education, the labour market and other demographic factors.
<http://www.learning.gov.ab.ca/educationsystem/Satisfaction/>
 - 55) The Student Learning-Career Information Booklet and Planners are tools for Alberta's secondary school teachers and guidance counsellors to help students move through the career planning process.
http://www.learning.gov.ab.ca/k_12/curriculum/other.asp
 - 56) The Summer Temporary Employment Program (STEP) helps Albertans who would benefit from temporary employment during the spring and summer months.
<http://www3.gov.ab.ca/hre/step/index.asp>
 - 57) Tips for Parents is an online information source that discusses strategies for parents that are useful for the career and educational development of their children.
<http://www.learning.gov.ab.ca/parents/tips.asp>
 - 58) Trade Up! CD-ROM Careers in Construction encourages youth to consider entering designated trades and occupations.
<http://www.tradesecrets.org/>
 - 59) Youth Connections connects young people with businesses looking for employees across Alberta.
<http://www3.gov.ab.ca/hre/youthconnections/aboutus.asp>
- SASKATCHEWAN:**
Education and Skills Training Programs
- 1) The Aboriginal Management and Professional Internship Program provides recent Aboriginal university graduates with paid opportunities in central agencies and departments.
<http://www.gov.sk.ca/psc/intern/overview.htm>
 - 2) Adult Basic Education (ABE) is an umbrella project of credit and non-credit programs for adults who have not completed their secondary-level education.
<http://www.sasked.gov.sk.ca/branches/programs/abe.shtml>
 - 3) The Agriculture Development Fund (ADF) supports research and development in the creation of a competitive agricultural economy in Saskatchewan.
<http://www.agr.gov.sk.ca>
 - 4) The Apprenticeship and Trade Certification Commission is an industry-led agency to create a relevant apprenticeship training and certification system to meet employers' and employees' needs and priorities.
<http://www.gov.sk.ca/deptsorgs/overviews/?102>
 - 5) Apprenticeship Articulation Agreements give high school students a head start in apprenticeship and trades training through advanced standing.
<http://www.siastr.sk.ca/>
 - 6) Campus Saskatchewan supports inter-institutional initiatives to coordinate educational service provision.
<http://www.campusaskatchewan.ca/index.php3>
 - 7) Canada-Saskatchewan Career and Employment Services helps residents plan a career, upgrade education or job skills, and find employment.
http://www.dcre.gov.sk.ca/Career_and_Employment_index.html
 - 8) The Canada-Saskatchewan Integrated Student Loans Program offers a needs-based supplement to fund post-secondary education for students.
<http://www.sasked.gov.sk.ca/>
 - 9) The Canada-Saskatchewan Labour Market Development Agreement provides comprehensive labour market programming and services.
<http://www.sasked.gov.sk.ca>
 - 10) The Career Information Hotline provides information on education and the labour market information.
1-800-775-3276
 - 11) The Centennial Student Employment program provides summer positions throughout the province.
<http://www.cyr.gov.sk.ca/index.cfm?page=21>
 - 12) The Child Day Care Subsidy Program provides financial assistance to low-income families while attending educational training programs.
<http://www.dcre.gov.sk.ca/services/Childdaycare/overview.html>
 - 13) CommunityNet improves high-speed internet connections and promotes distance learning, telehealth and e-commerce throughout Saskatchewan.
<http://www.communitynet.ca/intro.html>
 - 14) Co-operative Education Programs provide opportunities for students to access paid work experiences in combination with their classroom studies.
<http://www.siastr.sk.ca/>

- 15) Dumont Technical Institute (DTI) serves the educational and technical needs of Saskatchewan's Métis.
<http://www.sasked.gov.sk.ca>
- 16) The Education Infrastructure Financing Corporation (EIFC) lends money to educational institutions to finance capital projects.
<http://www.gov.sk.ca/deptsorgs/overviews/?126>
- 17) The Employability Assistance for People with Disabilities (EAPD) program provides funding to adults with disabilities to prepare for, secure and maintain employment.
<http://www.sasked.gov.sk.ca/branches/programs/eapd.shtml>
- 18) The E-Learning Branch supports Saskatchewan people as life-long learners.
<http://www.sasked.gov.sk.ca/P/succeed/info/tel.html>
- 19) The First Nations University of Canada offers education in an environment of First Nations' cultural affirmation.
<http://www.firstnationsuniversity.ca/about/SIFC%20Overview.htm>
- 20) The Gabriel Dumont Institute of Native Studies (GDI) serves the educational and cultural needs of the Saskatchewan Métis community.
<http://www.sasked.gov.sk.ca>
- 21) The Health Human Resource Planning branch provides work and education information about high demand health careers.
http://www.health.gov.sk.ca/ph_br_hhrp.html
- 22) The Health Workforce Planning Branch provides planning, leadership, direction and support to districts and other employers in the area of health systems workforce planning.
http://www.health.gov.sk.ca/ph_br_hhrp.html
- 23) The High School Leaver Survey provides valuable information on the education and career goals of Saskatchewan's youth.
<http://www.siasl.sk.ca>
- 24) Inter-Provincial Training Agreements enable provinces to access or provide training programs in other jurisdictions.
<http://www.sasked.gov.sk.ca/P/succeed/info/university.html>
- 25) The Innovation and Science Fund (ISF) improves the province's ability to attract and retain scientists and researchers.
<http://www.ir.gov.sk.ca>
- 26) The JobStart/Future Skills Program provides training and employment opportunities for unemployed Saskatchewanians and provides employers with the skilled workers.
<http://www.sasked.gov.sk.ca/jobstart/>
- 27) The Multiparty Training Plan funds training for people in the northern region of Saskatchewan, enabling them to benefit from increased mining activity in the region.
<http://www.northern.gov.sk.ca/programs/northernaffairs.shtml>
- 28) The Northern Development Fund supports job creation, economic and business development in northern Saskatchewan.
<http://www.gov.sk.ca/topics/education-training/>
- 29) The Northern Labour Market Committee is the main forum in Saskatchewan's north, government, employers and other agencies to address issues relating to employment and training.
<http://www.northern.gov.sk.ca/programs/northernaffairs.shtml>
- 30) Northern Teacher Education Program (NORTEP) is a four year teacher education program designed specifically for northerners interested in obtaining a Bachelor of Education degree.
<http://www.sasked.gov.sk.ca/P/succeed/info/nortep.html>
- 31) The Northern Training Program (NTP) provides funding and support for training opportunities in basic education and skill training in northern Saskatchewan.
<http://www.sasked.gov.sk.ca/P/succeed/info/ntp.html>
- 32) The Post-Secondary Graduate Tax Credit is a one-time tax credit that graduates and journeypersons who stay in Saskatchewan to work may apply against their Saskatchewan Income Tax.
<http://www.sasked.gov.sk.ca/P/graduatecredit/index.html>
- 33) The Post-Secondary Sector Aboriginal Education and Training Action Plan is aimed at improving the access and success of Aboriginal people in post-secondary education, training and employment.
<http://www.sasked.gov.sk.ca>
- 34) The Provincial Training Allowance (PTA) is grant funding to assist with the costs of living for low-income adult students enrolled in basic education and bridging programs.
<http://www.gov.sk.ca/topics/education-training/>
- 35) The Ready for Work initiatives are directed towards helping Saskatchewan's youth make a positive transition from school to work.
<http://www.labour.gov.sk.ca/ready-for-work/>
- 36) The Recognition of Prior Learning (RPL) is a broad "umbrella concept" that includes recognition practices undertaken in the fields of: qualification recognition (QR), credit transfer (CT), and prior learning assessment and recognition (PLAR).
<http://www.sasked.gov.sk.ca/P/rpl/faq.html>
- 37) The Remission/Special Incentive Plan (SIP) provides students with additional assistance, for applicants who are non-status Indians or Métis, northerners, or custodial single parents.
http://www.sasked.gov.sk.ca/P/student_task_group/safspe_improve.html
- 38) The Saskatchewan Government Correspondence School offers open learning opportunities to adults and students unable to use traditional educational systems.
<http://sgcs.sasked.gov.sk.ca/>
- 39) The Saskatchewan Labour Force Development Board (SLFDB) develops workforce training programs that meet the needs of the individual and industry.
<http://www.sasked.gov.sk.ca/>
- 40) The Saskatchewan Health Bursary is offered to students in a variety of health disciplines who commit to work in Saskatchewan.
http://www.health.gov.sk.ca/hhrp_bursaries.html
- 41) Saskatchewan Immigrant Nominee Program (SINP) is a tool for employers to fill critical skill shortages that exist in the labour market by nominating skilled foreign workers who bring expertise in critical skills areas. The SINP is operated in conjunction with Citizenship and Immigration Canada.
<http://www.graa.gov.sk.ca/immigration/default.htm>
- 42) The Saskatchewan Indian Institute of Technologies (SIIT) is an educational institution that offers training programs leading toward certificates and diplomas in trades and technical fields.
<http://www.graa.gov.sk.ca>
- 43) The Saskatchewan Institute of Applied Science and Technology (SIAT) and Regional Colleges provide career development services to students and the community.
<http://www.siasl.sk.ca/>
- 44) Saskatchewan Research Council supports applied research and assists clients in the transfer and commercialisation of technology for economic development.
<http://www.gov.sk.ca/deptsorgs/overviews/?38>
- 45) The Saskatchewan Student Bursary is available to all students with loan assistance exceeding \$200 per week of study.
<http://www.sasked.gov.sk.ca/>
- 46) Saskatchewan Study Grants are available to students with dependent children.
<http://www.sasked.gov.sk.ca>
- 47) Saskatchewan Urban Native Teacher Education Program (SUNTEP) is a four-year teacher education program designed for Métis and Non-Status Indian students interested in obtaining a Bachelor of Education degree.
<http://www.sasked.gov.sk.ca/P/succeed/info/suntep.html>
- 48) The SaskNetWork website serves to help the residents of Saskatchewan connect to the resources needed in the areas of jobs, work, education, training, career planning, self-employment, labour market information, financial help and the workplace.
<http://www.sasknetwork.ca/>
- 49) The Sector Partnerships Program provides financial assistance to industry sectors that are important to the province's ability to compete in external markets.
<http://www.sasked.gov.sk.ca/jobstart/content.html>
- 50) The Skills Training Benefit offers financial support to Employment Insurance clients who need to take training to re- enter the labour market.
http://www.dcre.gov.sk.ca/Career_and_Employment_index.html

MANITOBA:

Education and Skills Training Programs

- 1) The Aboriginal Education Action Plan is designed to increase Aboriginal high school and post-secondary graduation rates, and increase Aboriginal success in the labour market.
<http://www.gov.mb.ca/chc/press/top/2003/11/2003-11-20-02.html>
- 2) The Aboriginal Public Administration Program (APAP) provides enhanced opportunities for Aboriginal people to work in government.
<http://www.gov.mb.ca/csc/programs/apap.html>
- 3) ACCESS programs in Manitoba are university and college programs designed for disadvantaged Manitobans who would traditionally not be considered for post-secondary education.
- 4) Adult and youth ESL programs exist for new Manitoba residents.
<http://www.gov.mb.ca/labour/immigrate/learningenglish/1.html>
- 5) Adult Learning and Literacy (ALL) provides grants to adult learning centres and part-time community-based literacy programs to enable Manitobans to obtain high school credentials.
<http://www.edu.gov.mb.ca/aet/all/index.html>
- 6) The Apprenticeship Branch sponsors an apprentice's technical training at school.
<http://www.edu.gov.mb.ca/aet/busemp/wagesubs.html>
- 7) The Agri-Food Research and Development Initiative (ARDI) provides grants for research and development in Manitoba's agricultural and agri-food sectors.
<http://www.gov.mb.ca/agriculture/research/ardi/>
- 8) The Canada-Manitoba Labour Market Development Agreement assists individuals in defining and achieving their labour market goals.
<http://www.gov.mb.ca/est/innovation/practices.html>
- 9) The College Expansion Initiative increases college enrolment in certificate and diploma programs through the promotion of linkages among post-secondary institutions and businesses.
<http://www.edu.gov.mb.ca/aet/cei/about.html>
- 10) The Council on Post Secondary Education's Strategic Program Envelope supports labour market and human resource programs.
<http://www.edu.gov.mb.ca>
- 11) The Dual Credit Initiative allows learners who are working toward a high school diploma to enroll in college or university first-year courses and apply the credit at both the secondary and post-secondary levels.
<http://www.edu.gov.mb.ca/aet/all/publications.html>
- 12) Employment and Training Services (ETS) assists Manitobans to prepare for, find and keep employment through a wide range of programming.
<http://www.edu.gov.mb.ca/aet/ets2/about.html>
- 13) The Financial Management Development Program (FMDP) is an internship that prepares students for careers in public service finance.
<http://www.gov.mb.ca/csc/programs/financial.html>
- 14) First Jobs provide summer employment opportunities for students with disabilities.
- 15) The Graduate Scholarships program provides scholarships to Doctoral and Masters students.
http://www.gov.mb.ca/educate/sfa/pages/generalinformation_en.html
- 16) The Human Services Guide website provides information on services offered by the Manitoba Government.
<http://direct.gov.mb.ca/hsg/jsp/humanServices.jsp>
- 17) The Hydro Northern Training and Employment Initiative prepares northern Aboriginal people for future hydroelectric employment.
<http://www.edu.gov.mb.ca>
- 18) Industry Training Partnerships (ITP) develop human resource solutions with labour market partners.
<http://www.edu.gov.mb.ca/aet/itp/index.html>
- 19) Labour Market Information website provides information to all stakeholders about the Manitoba labour market.
<http://www.edu.gov.mb.ca/aet/learners/lmi.html>
- 20) Manitoba Advanced Education and Training provides grants to public universities and colleges for operations and maintenance.
<http://www.edu.gov.mb.ca>
- 21) The Manitoba Bursary/Remission program reduces student loans through non-repayable assistance.
http://www.gov.mb.ca/educate/sfa/pages/generalinformation_en.html
- 22) The Management Internship Program provides training and development opportunities to interns with an interest in the public sector.
<http://www.gov.mb.ca/csc/programs/mipd.html>
- 23) The Manitoba Child Care Subsidy helps parents pay for dependent care while attending school or a training program.
- 24) Manitoba and Citizenship and Immigration Canada have a Memoranda of Understanding promoting Canada as a destination for foreign students.
<http://www.cic.gc.ca>
- 25) Manitoba Education, Citizenship and Youth facilitates the delivery of distance learning courses using the Internet.
<http://www.edu.gov.mb.ca/ks4/dl/index.html>
- 26) The Manitoba Education Research and Learning Information Networks (MERLIN) provide support for the use of technology in improving educational services to learners.
<http://www.merlin.mb.ca/index.html>
- 27) The Manitoba Mentorship program allows employers to receive a wage incentive to assist in the creation of new positions.
<http://www.edu.gov.mb.ca/aet/busemp/wagesubs.html>
- 28) The Manitoba Provincial Nominee Program (MPNP) allows Manitoba to nominate immigrants who are best suited to contribute to the province's economy and who intend to live and work in Manitoba, in conjunction with Citizenship and Immigration Canada.
<http://www.gov.mb.ca/labour/immigrate/immigration/2.html>
- 29) The Manitoba Scholarship and Bursary Initiative provides matching funds for donations made to Manitoba's public universities and colleges.
http://www.gov.mb.ca/educate/sfa/pages/generalinformation_en.html
- 30) The Manitoba Student Aid Program (MSAP) provides financial assistance for post-secondary education to Manitobans through the Canada and Manitoba Student Loans (CSL) programs.
http://www.gov.mb.ca/educate/sfa/pages/generalinformation_en.html
- 31) The Manitoba Study Assistance is a non-repayable assistance provided only to students who have needs exceeding the maximum Canada and Manitoba Student Loan amounts.
http://www.gov.mb.ca/educate/sfa/pages/generalinformation_en.html
- 32) The MB4 Youth Division program works to facilitate the hiring of students and youth up to age 29.
<http://www.edu.gov.mb.ca/mb4youthdivision/>
- 33) The Medical Student/Resident Financial Assistance Program (MSRFAP) provides financial assistance to students studying medicine in Manitoba, or to physicians establishing a practice in the Province upon graduation.
<http://www.gov.mb.ca/health/msrfap.html>
- 34) The Northern Development Strategy (NDS) identifies opportunities to develop education and training for northern residents.
<http://www.gov.mb.ca/ana/nds.html>
- 35) The Nurses Recruitment and Retention Fund is meant to attract and keep nurses in Manitoba. Applicants must agree to work in Manitoba in a nursing position for one year.
<http://www.gov.mb.ca/health/nurses/>
- 36) Partners for Careers works to connect qualified Aboriginal graduates with Manitoba's employers.
<http://www.partnersforcareers.mb.ca/main.html>
- 37) Prior Learning Assessment and Recognition (PLAR) allows post-secondary institutions to offer assessments of prior learning for students to get recognition for the skills and knowledge they have acquired through means other than conventional study.
<http://www.edu.gov.mb.ca/aet/jobseek/plar.html>
- 38) Research Innovation and Technology (RIT) administers funds that support research, innovation and technology.
<http://www.gov.mb.ca/est/rit/>
- 39) The Self-Employment Training Program for persons on employment and income assistance gives support and the opportunity to do research, build a business plan and develop financial forecasts.
<http://www.gov.mb.ca/fs/eiafacts/self-employment.html>
- 40) The Senior Years Apprenticeship Program allows students to earn academic credits and on-the-job apprenticeship hours by becoming a Senior Years Apprentice.
http://www.edu.gov.mb.ca/aet/apprent/jobseekers_apprent/students.htm

- 41) The Study in Manitoba website provides comprehensive information on educational programs and services in Manitoba.
<http://www.gov.mb.ca/educate/sim/english/>
- 42) The Technical Vocational Initiative works to make it easier for students to proceed from high school into post-secondary education and to ensure skills learnt by students are relevant to current labour market needs.
<http://www.edu.gov.mb.ca/ks4/policy/teched/index.html>
- 43) The University College of the North (UCN) serves the post-secondary education needs of residents of Northern Manitoba.
<http://www.edu.gov.mb.ca>
- 44) The Vocational Rehabilitation Program assists eligible adults with a disability to pursue and secure gainful employment, through training and employment services.
http://www.gov.mb.ca/fs/pwd/voc_rehab.html
- 16) The Canada Research Chairs Program established 2,000 research professorships in universities across the country.
http://www.chairs.gc.ca/web/about/index_e.asp
- 17) Canada Revenue Agency provides common deductions and credits relating to tuition and education amounts.
<http://www.ccr-aadrc.gc.ca/tax/individuals/segments/students/deductions-e.html>
- 18) Canada-Saskatchewan Career and Employment Services helps residents plan a career, upgrade education or job skills, and find employment.
http://www.dcre.gov.sk.ca/Career_and_Employment_index.html
- 19) The Canada-Saskatchewan Labour Market Development Agreement provides comprehensive labour market programming and services.
<http://www.sasked.gov.sk.ca>
- 20) The Canada Strategic Infrastructure Fund makes investments in large-scale projects that expand broadband networks in Canada.
http://www.infrastructure.gc.ca/csif/investmentcategories_e.shtml?menu53
- 21) The Canada Student Loans Program (CSLP) promotes accessibility to post-secondary education for students with a demonstrated financial need. The CSLP is jointly administered through the provinces.
http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/hip/cslp/About/01_ab_MissionProgram.shtml&hs=exp
- 22) Canada Study Grants (CSG) provide assistance to high-need part-time students, women in certain doctoral studies, students with dependants, or students with permanent disabilities.
<http://www.canlearn.ca/financing/getmoney/govtloans/clgra.cfm?langcanlearn=EN>
- 23) The Canada-U.S. Fulbright Program provides grants to Canadian and American graduate students, faculty, professionals and independent researchers to conduct research, study or lecture in the other country.
<http://www.fulbright.ca/en/home.asp>
- 24) The Canadian Council of Directors of Apprenticeship (CCDA) works with the provinces and territories to manage the Inter-provincial Standards Red Seal Program.
<http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/hip/hrp/corporate/apprenticeship/apprenticeship1.shtml&hs=izp>
- 25) The Canadian Education Statistics Council (CESC) brings inter-provincial/territorial research issues that are important to ministers of education and training to the attention of the research community in Canada.
<http://www.statcan.ca/english/freepub/81-582-XIE/2003001/educ.htm>
- 26) The Canadian Institutes of Health Research (CIHR) is Canada's major federal funding agency for health research.
<http://www.cihr-irsc.gc.ca/index.shtml>
- 27) The Canadian and International Scholarship Program offers scholarships to Canadian students wishing to study abroad and foreign students wishing to study in Canada.
<http://www.scholarships-bourses-ca.org/menu-en.html>
- 28) The CanConnect Skills Certificate is an Internet-based tool to help Canadian youth at the K-12 level acquire information technology skills.
<http://canconnect.ic.gc.ca/certificate/en/index.asp>
- 29) The Centre for Education Statistics develops surveys, provides statistics and conducts research relevant to issues in education.
<http://www.statcan.ca/english/edu/edstat.htm>
- 30) Citizenship and Immigration Canada has a Skilled Worker Class Immigration program.
<http://www.cic.gc.ca/english/skilled/index.html>
- 31) Citizenship and Immigration Canada (CIC) is working closely with provincial partners to make Canada a destination of choice for foreign students.
<http://www.cic.gc.ca>
- 32) Computers for Schools helps young Canadians gain greater access to computers technology in a learning environment.
<http://cfs-ope.ic.gc.ca/Default.asp?lang=en>
- 33) The Cultural/Educational Centres Program (CECP) provides financial assistance to First Nations to preserve, develop and promote First Nations and Inuit culture and heritage.
http://www.ainc-inac.gc.ca/ps/edu/cecp_e.html
- 34) The Data Liberation Initiative (DLI) offers Canadian universities and colleges affordable access to data for the purposes of academic teaching and research.
<http://www.statcan.ca/english/edu/researchers.htm>

FEDERAL GOVERNMENT: Education and Skills Training Programs

- 1) Aboriginal Canada Learning Portal is an Aboriginal-related education information source.
http://www.aboriginalcanada.gc.ca/abdt/interface/interface2.nsf/engdoc_Basic/4.html
- 2) The Aboriginal Human Resources Development Strategy (AHRDS) assists Aboriginal individuals in the labour market.
<http://www17hrdc-drrc.gc.ca/ARO-BRA/ARO.cfm>
- 3) The Aboriginal Skills Development Program (ASDP) broadens Aboriginal students' opportunities across the federal Public Service.
http://www.ainc-inac.gc.ca/ai/aw/ase_e.html
- 4) The Aboriginal Summer Students Program provides an opportunity to earn and gain work experience.
<http://www.hrsdc.gc.ca>
- 5) The Adult Basic Education (ABE) tuition tax deduction exists for adult education courses.
<http://www.ccr-aadrc.gc.ca/tax/individuals/topics/abe-e.html>
- 6) The Alberta Network for Proteomics Innovation (ANPI) allows the Governments of Alberta and Canada to encourage research organizations to co-operate in funding genomics, proteomics and bioinformatics infrastructure in Alberta.
http://www.innovation.gov.ab.ca/res/sec/res_sec/life/
- 7) The Campus Canada website provides information on university and college degrees, diplomas, and certificates available online.
<http://www.campuscanada.ca/about/default.asp?LANG=e>
- 8) The Campus Connection initiative is an internet portal that connects learners to on-line courses.
<http://www.campusconnection.ca/index.jsp?lang=eng&cleaner=yes>
- 9) Campusedirect provides public servants with an e-learning portal and library of self-directed courses.
<http://www.campusedirect.gc.ca/default.cfm?Entreprise=ccmd&langue=e>
- 10) The Canada/Alberta/Aboriginal Partnership Forum facilitates federal-provincial discussion on Aboriginal issues and develops partnerships that will lead to sustainable Aboriginal participation in the economy.
<http://www.finance.gov.ab.ca>
- 11) Canada-BC Business Service Centre is a partnership providing a wide range of business information services.
<http://www.smallbusinessbc.ca>
- 12) The Canada Foundation for Innovation (CFI) funds research infrastructure to strengthen Canadian post-secondary institutions
<http://www.innovation.ca/index.cfm>
- 13) The Canada-Manitoba Labour Market Development Agreement assists individuals in defining and achieving their labour market goals.
<http://www.gov.mb.ca/est/innovation/practices.html>
- 14) The Canada Millennium Scholarship Foundation (CMSF) funds Canadians pursuing post-secondary education.
<http://www.millenniumscholarships.ca/en/main.html>
- 15) The Canada Pension Plan Disability Vocational Rehabilitation Program is designed to help people who receive a Canada Pension Plan disability benefit return to work.
<http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/isp/pub/factsheets/vocrehab.shtml&hs=dyp>

- 35) E-STAT is an interactive teaching and learning tool for the education community.
<http://www.statcan.ca/english/Estat/licence.htm>
- 36) The Employability Assistance for People with Disabilities program enhances the economic participation of working age adults with disabilities.
<http://www.hrsdc.gc.ca>
- 37) The Federal Public Sector Youth Internship Program places interns in host federal government Departments, Agencies and Crown Corporations.
<http://www.yip-psj.gc.ca/english/whatisit.html>
- 38) The Federal Science and Technology Community secretariat recruits university graduates to fill positions in science occupational groups.
<http://psjobs-emploisp.psc-cfp.gc.ca/psr/applicant/applicant.splashscreen;PsrSessionID=AjQfsDsZcOglyVU4DbvMTiww09GI371276078Inatux33I8010I-1?action=applicant.splashscreen&lang=en>
- 39) The Federal Student Work Experience Program (FSWEP) recruits full time students in the federal government.
http://jobs.gc.ca/fswep-pfete/student/index_e.htm
- 40) The Going to Canada Study Portal provides information and links on studying in Canada.
<http://canadainternational.gc.ca/view-en.asp?Grp=00EB00F1&act=1&tbID=1>
- 41) The Government of Canada Awards enable foreign nationals to undertake graduate studies or post-doctoral research in Canadian institutions.
http://www.dfait-maeci.gc.ca/culture/learn/academic_relations/marketing-en.asp
- 42) Human Resources Partnerships (HRP) works to foster national partnerships between the private sector and learning systems.
http://www.hrsdc.gc.ca/en/hip/hrp/corporate/hrp_index.shtml
- 43) The Indian and Inuit Health Careers Program provides community-based programs for Aboriginal youth interested in health-related post-secondary education.
<http://www.hc-sc.gc.ca>
- 44) Interchange Canada is a program that promotes and facilitates the exchange of employees through temporary assignments between federal public service departments and agencies.
http://www.psc-cfp.gc.ca/ic-ec/index_e.htm
- 45) Job Creation Partnership projects provide eligible participants with opportunities to maintain or enhance job skills.
<http://www.hrsdc.gc.ca>
- 46) The Knowledge Institute provides Information and Communications Technologies (ICT) education, professional development and training to government professionals.
<http://www.pwgsc.gc.ca/institut/text/index-e.html>
- 47) The Labour Market Information (LMI) website provides information on job descriptions, employment prospects and wages.
http://www.hrsdc.gc.ca/en/gateways/nav/top_nav/program/lmi.shtml
- 48) The Land Management Training Program provides instruction on how to administer reserve land under Lands and Trust Services.
<http://www.ainc-inac.gc.ca>
- 49) The Learning Initiatives Program promotes a lifelong learning culture in Canada through a results-oriented, accessible and accountable learning system.
<http://www.hrsdc.gc.ca>
- 50) The Local Labour Market Partnership works to help communities, employers and workers improve their capacity to address human resource requirements.
<http://www.hrsdc.gc.ca>
- 51) The Lifelong Learning Plan (LLP) allows individuals to withdraw amounts from registered retirement savings plans (RRSPs) to finance training or education.
<http://www.ccr-aadrc.gc.ca/E/pub/tg/rc4112/README.html>
- 52) Natural Sciences and Engineering Research Council (NSERC) is the national instrument for making strategic investments in Canada's capability in science and technology.
<http://www.nserc.ca/index.htm>
- 53) The Office of Learning Technologies (OLT) seeks to raise awareness about the opportunities, challenges and benefits of technology-based learning.
<http://www.hrsdc.gc.ca>
- 54) Provincial Nominee Program (PNP) is a partnership between the provinces and Citizenship and Immigration Canada (CIC), that allows the provinces to play a more direct role in selecting immigrants who wish to settle in that province.
<http://www.cic.gc.ca/english/skilled/provnom/index.html>
- 55) The Post-Secondary Student Support Program (PSSSP) and the University College Entrance Preparation Program (UCEP) assist First Nation students with post-secondary education.
http://www.ainc-inac.gc.ca/ps/edu/ense_e.html
- 56) The Public Service of Canada Post-Secondary Co-operative Education program provides post-secondary students with work experience.
http://jobs.gc.ca/coop/index_e.htm
- 57) The Registered Education Savings Plan (RESP) is a savings vehicle generally used by parents to save for their children's post-secondary education.
<http://www.ccr-aadrc.gc.ca/tax/registered/resp-e.html>
- 58) The Research Affiliate Program is designed to give post-secondary students experience in applied research when they must attain such knowledge and skills in order to graduate.
http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/tb_856/sep1_e.asp#_Toc54489066
- 59) The Research Data Centres (RDC) program helps strengthen Canada's social research capacity.
<http://www.statcan.ca/english/rdc/index.htm>
- 60) The Sector Council Program (SCP) works to enable partnerships that address skills and human resource issues through capacity development.
http://www.hrsdc.gc.ca/en/gateways/nav/top_nav/program/spi.shtml
- 61) The Scholarships, Bursaries and Awards Guide for Aboriginal Students is an information tool to facilitate the pursuit of post-secondary studies.
http://www.ainc-inac.gc.ca/ps/ys/sbaas_e.html
- 62) SchoolNet is a partnership with the provincial and territorial governments that promotes the use of information and communications technologies (ICT) in learning.
<http://www.schoolnet.ca/home/e/>
- 63) SkillNet is a network of career and recruitment Websites that facilitates jobseekers and employers in locating one-another.
http://www.ainc-inac.gc.ca/sg/sg2_e.html
- 64) Skills Canada works with employers, educators, labour groups and governments to reposition trade and technical careers as a career option for Canadian youth.
<http://www.skillscanada.com/>
- 65) The Skills Development Program helps individuals obtain the skills necessary for employment.
<http://www.hrsdc.gc.ca>
- 66) The Social Sciences and Humanities Research Council of Canada promotes university-based research and training in the social sciences and humanities.
http://www.sshrc.ca/web/home_e.asp
- 67) The Summer Work Experience Program creates summer employment for secondary and post-secondary students.
<http://www.hrsdc.gc.ca/en/epb/yi/yep/newprog/summer.shtml>
- 68) The Targeted Wage Subsidies Program enables employers to hire individuals who face barriers to employment by offering wage subsidies.
<http://www.hrsdc.gc.ca>
- 69) Training and Development Canada (TDC) offers learning products to meet the learning and development needs of the public sector.
http://www.edu.psc-cfp.gc.ca/tdc/index_e.htm
- 70) The University Liaison Program helps post-secondary instructors identify Statistics Canada information and products for use in post-secondary education.
<http://www.statcan.ca/english/liaison/index.htm>
- 71) workinonet.ca is a national partnership of career planning, learning and employment information websites in each province and territory.
<http://www.workinonet.ca/cwn/english/index.cfm?cat=2>
- 72) The Young Canada Works Program offers students and young graduates summer jobs and internships.
http://www.canadianheritage.gc.ca/special/yw-jct/html/welcome_e.htm
- 73) The Young Entrepreneur Program of the Business Development Bank of Canada (BDC) provides specialized financing and management consulting solutions to entrepreneurs between 18 and 34.
http://www.bdc.ca/en/i_am/young_entrepreneur/default.htm?cookie%5Ftest=1
- 74) Youth Employment Strategy (YES) provides programs designed to help young people (15-30) succeed in the workplace.
<http://www.youth.gc.ca>
- 75) Youth Link serves to ease the transition from school to work by providing information on scholarships, work placements, summer jobs and student loans.
<http://www.youth.gc.ca/yoaux.jsp?&lang=en&flash=1&ta=1&auxpageid=238>

IDEAS CHANGE THE WORLD



2004 has the potential to be a year of great change in Canada: there has been a federal election, the future of our cities is a hot topic, Canada-US relations are evolving, and the nature of our democracy is being debated.

As Canadians talk about these issues, it is critical that the aspirations, perspectives, and **ideas** of western Canadians are heard.

Through its Western Cities, Building the New West and West in Canada Projects, the **CANADA WEST FOUNDATION** is actively working to generate ideas for positive change and to make sure that the views of western Canadians are an integral part of the national debates during this time of change.

HOW CAN YOU HELP?

Without ideas – and an organized effort to get them heard – change will not happen. This is what the Canada West Foundation does. But, we can't do it without your support. If you want to help ensure that western Canadian ideas are front and centre on the national stage, we invite you to become a FRIEND of the Canada West Foundation by making a donation. Please contact our Director of Finance and Administration Lori Zarembo (403.264.9535 ext. 347 or toll free 1.888.825.5293 or zarembo@cwf.ca) for more information.



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