

# Canada West Foundation

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## Work Plans 2023

### What we do at CWF

**Canada West Foundation** is an independent, non-partisan public policy think tank that brings a uniquely western Canadian perspective to research, convening and analysis of the issues of multiple sectors and governments. We propose new policy and regulatory recommendations as well as suggestions as legislation is implemented.

**Each theme builds on our past work and expertise. Individual activities may change as different pieces of the puzzle are addressed.**

We produce and disseminate our research through reports, briefs, op-eds, CWF events, speaking engagements, media interviews, stakeholder briefings and social media. We will also convene experts, opinion leaders and decision makers to find and advance solutions.

#### **In 2023 we will:**

**Drive greater impact** of our work by placing more emphasis on recognition of problems and adoption of our recommendations.

**Build coalitions of partners** among industry associations, governments, other think tanks, civil society and private sector organizations.

**Increase the number of briefings** for officials, ministers, and caucus, legislative, house and senate committees.

# Human Capital Centre

## Work Plan 2023

The Human Capital Centre has advocated for a competency-based approach to workforce development and deployment since 2015. The need for competency frameworks to facilitate better matches between people and jobs and to inform education and training providers of the competencies they need to build in students has reached a critical stage. More than ever, employers and policy and decision makers think about required competencies when they look for solutions to the severe labour and skills shortages experienced by major industry sectors across the West.

### Policy Goal

#### A competency-based lens for experiential learning, including apprenticeship

- Work Integrated Learning (WIL) can assist students to build job skills while still in school. WIL can also assist young people to become attached to the workforce sooner and encourage employers to become part of the education and training ecosystem. Current WIL programs often do not have measurable goals or assessment of what has been learned. The Centre will research and make recommendations about how a broader view of work-integrated-learning can build job related competencies in a range of careers so that more students are better equipped for work upon graduation.
- Apprenticeship represents the most established model for WIL. We will identify the potential of apprenticeship to build skills quickly and efficiently in a variety of job roles beyond the traditional skilled trades.
- This year we will complete work on a work-based training project which demonstrates the full competency-based workforce development cycle. This cycle will be explained fully in a paper to be released in Q1.

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**Matching people with jobs and jobs with people in a world where upskilling and reskilling competencies underly success for employers and employees.**

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### Policy Goal

#### Competency-based solutions for young talent development, retention and attraction

- Governments and post-secondary institutions are proposing micro-credentials as the solution to quickly upskill and reskill the workforce. However, the implementation of micro-credentials has been hit and miss at best. We will report on the success of specific micro-credentials designed to build an inventory of best practices.
- We will extend our 2021-2022 research about young talent attraction and retention in Alberta to young talent development and retention in Manitoba.

### Policy Goal

#### Competency-based solutions for competitiveness and the global competition for talent

- In partnership with the Bush Institute and NASCO (North American Strategy for Competitiveness), the Centre will use a competency approach to assess Canada's workforce preparedness and competitive advantage amid supply chain restructuring and an increasingly global competition for talent. With input from Canadian manufacturing and logistics organizations, our work will identify opportunities for collaboration across Canada, the United States and Mexico on training, credentials and assessment. This work is important for the West as it competes for talent in the growing bio-medical, hydrogen and fuel cell, ship building and agri-food manufacturing sectors, and in the perpetually short-of-workers warehousing and transportation sectors.

Continue [The Future of Work and Learning Brief](#)

### Other

Emerging issues tied to the Centre's areas of competence

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