

## EXECUTIVE SUMMARY

# Matching people with jobs and jobs with people

The players in Canada's labour market lack the means to communicate effectively, which inhibits the efficient matching of people with jobs and vice versa.

Poor communication causes a problem which manifests in multiple ways:

- Mismatch between the skills needed by jobs and those held by the workforce.
- Miscommunication between the labour market's players.
- Many employers do not fully understand what skills and knowledge are required to perform jobs well and how they are transferable between jobs.
- Learning providers have difficulty keeping up with the vast array of skills, knowledge and competencies required.

The problem can be dealt with through a move to a competency-based system.

When based on standard definitions, competencies (the skills, knowledge and attributes required to perform tasks), allow all the players to understand each other.

In a competency-based system:



### Individuals

- Find their best pathways to and between jobs.
- Connect to employers with open positions most closely matched to their competencies.
- Have greater control over their livelihoods.



### Employers

- Broadcast their competency requirements.
- Quickly find closer matches to those requirements.
- Create re-skill, upskill and continuous learning pathways for existing workers whose jobs are changing.
- Adjust team compositions within the organization to optimize the competency mix.



### Learning providers

- Better tailor their learning experiences to the demands of the economy.
- Segment opportunities to enable individuals to gain required competencies
- More rapidly develop new learning experiences.



### Credentialing organizations

- Adjust their credentials to more closely match industry demanded competencies.
- Dynamically adjust continuing learning requirements for certified individuals.



### Policymakers

- Connect to this open network to access more accurate data about jobs are in demand.
- Better understand trends in the competencies in demand.
- Tailor policy and incentivize behaviours in the market based on more granular evidence.

