

Nova Scotia Regional Sounding

November 22, 2019 | Halifax



Your voice matters

The Regional Sounding Tour is making stops in every Canadian province and territory to hear from skills stakeholders: What are your toughest skills challenges and how can the Future Skills Centre respond to the diverse needs of your community?



What we heard

The Nova Scotia Regional Sounding brought together a varied group of participants. In small groups, they talked about the education, employment, training, and skills challenges they face, are concerned about, or are currently tackling. We came to you to listen, and here's what we heard:

Upskilling

- With an aging population and fewer youth entering the workforce, both employers and the government need to focus more on upgrading the skills of the existing workforce.
- Post-secondary institutions have an important role to play in training and upskilling working-age Nova Scotians (e.g., microcredentials, mature student programs, and flexible and remote training options) to help them respond to current and future workforce demands.

Vulnerable populations

- To address the province's labour shortages, post-secondary institutions and employers need to do more to engage and empower women, persons with disabilities, Indigenous peoples, newcomers, and other vulnerable or underemployed groups through expanding support services and flexible training and work options.
- Participants suggested that professional associations, universities, and colleges create open, inclusive roundtables to connect with vulnerable groups in the region to better understand their needs.

Rural challenges

- Rural residents face barriers to adequate housing, transportation, and affordable daycare, which limits their options when pursuing training and employment opportunities.
- A map of the unique challenges faced by rural communities could help to identify and address Nova Scotians' diverse needs with greater accuracy.

Engaging employers

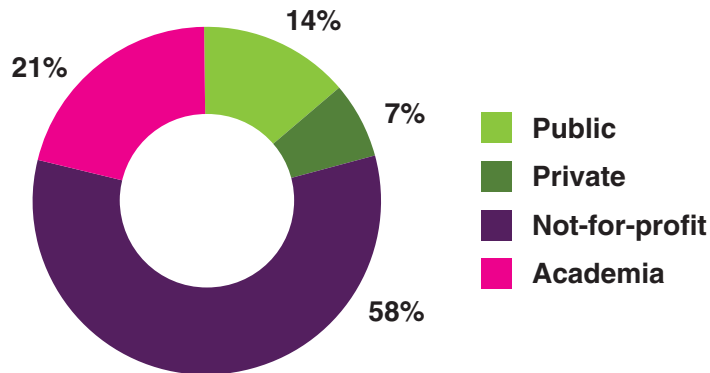
- Participants emphasized the need to engage and support employers to change their views on who is employable.
- Participants discussed concerns over a persistent 'fix the worker' mentality and the extent to which it distracts from the systemic barriers to workforce change.

Total attendance

113

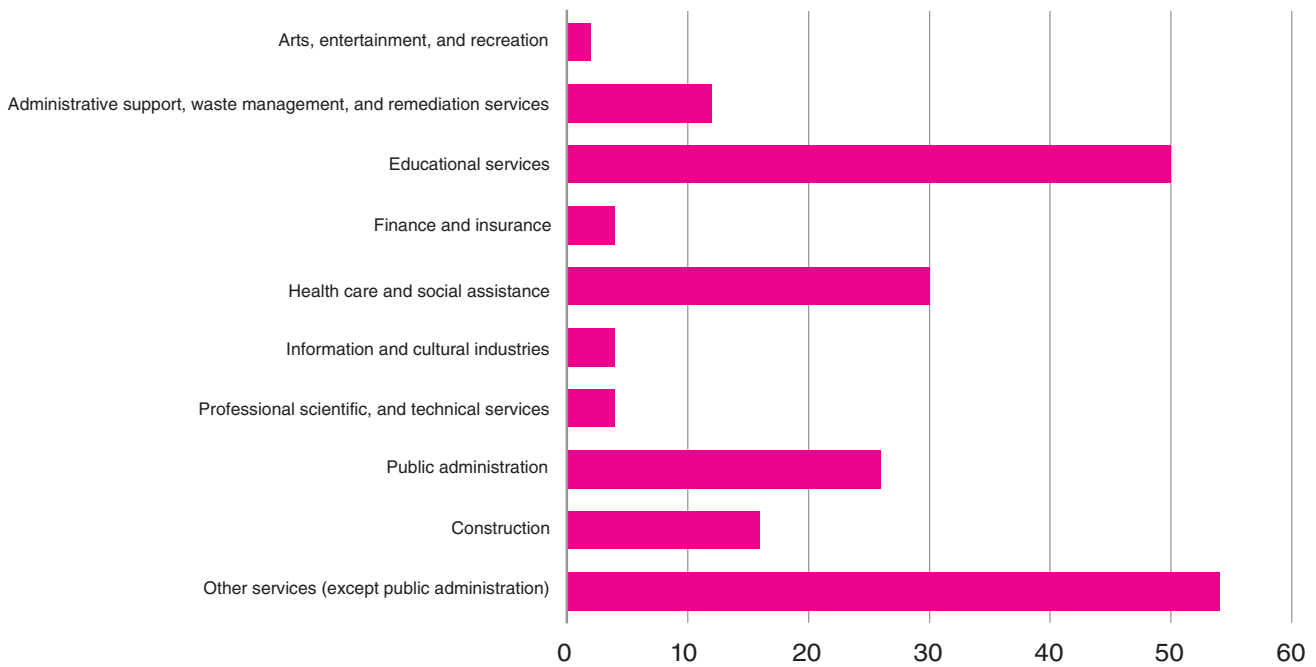


Sector representation



Note: Totals may not add to 100 due to rounding.

Industry representation (%)



Stay tuned for the final report that will synthesize the key findings of all discussions after the Regional Sounding Tour is completed in 2020.