



Youth Best Practices Workshop

Atlantic Workforce Partnership
Bruce Young | September 18, 2019



RBC Future Launch



Future Launch

- \$500 million over 10 years
- Skills, experience and networks



THE COMING SKILLS REVOLUTION

Humans Wanted

How Canadian youth can thrive in the age of disruption



WHAT WE FOUND

50% of jobs will face

SIGNIFICANT RISK OF DISRUPTION

in the next decade



WHAT WE FOUND
2.4 MILLION JOBS
over 4 years

Mobility



Doers



Crafters



Technicians



Facilitators



Providers



Solvers

Mobility



Miner

(prob. of automation = 93%)

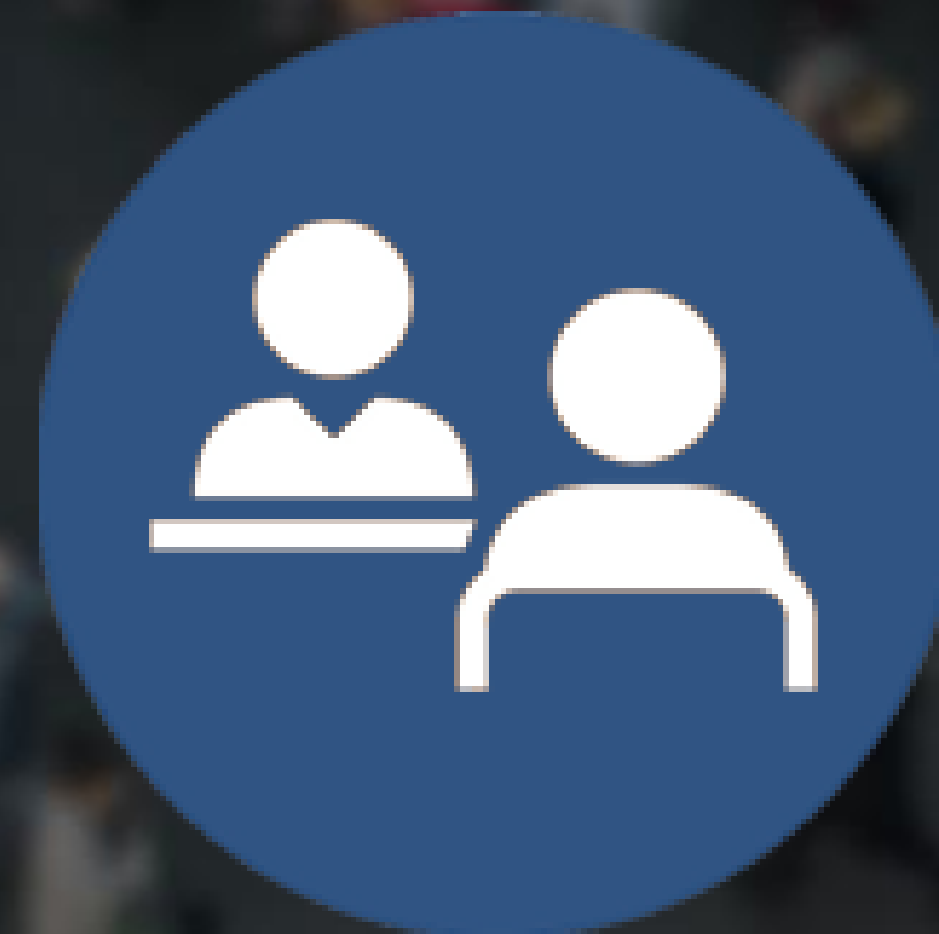


Electrician

(prob. of automation = 15%)

Transferrable skills: quality control, operations monitoring & critical thinking

Mobility



Human resources officer
(prob. of automation = 31%)

Social worker
(prob. of automation = 3%)

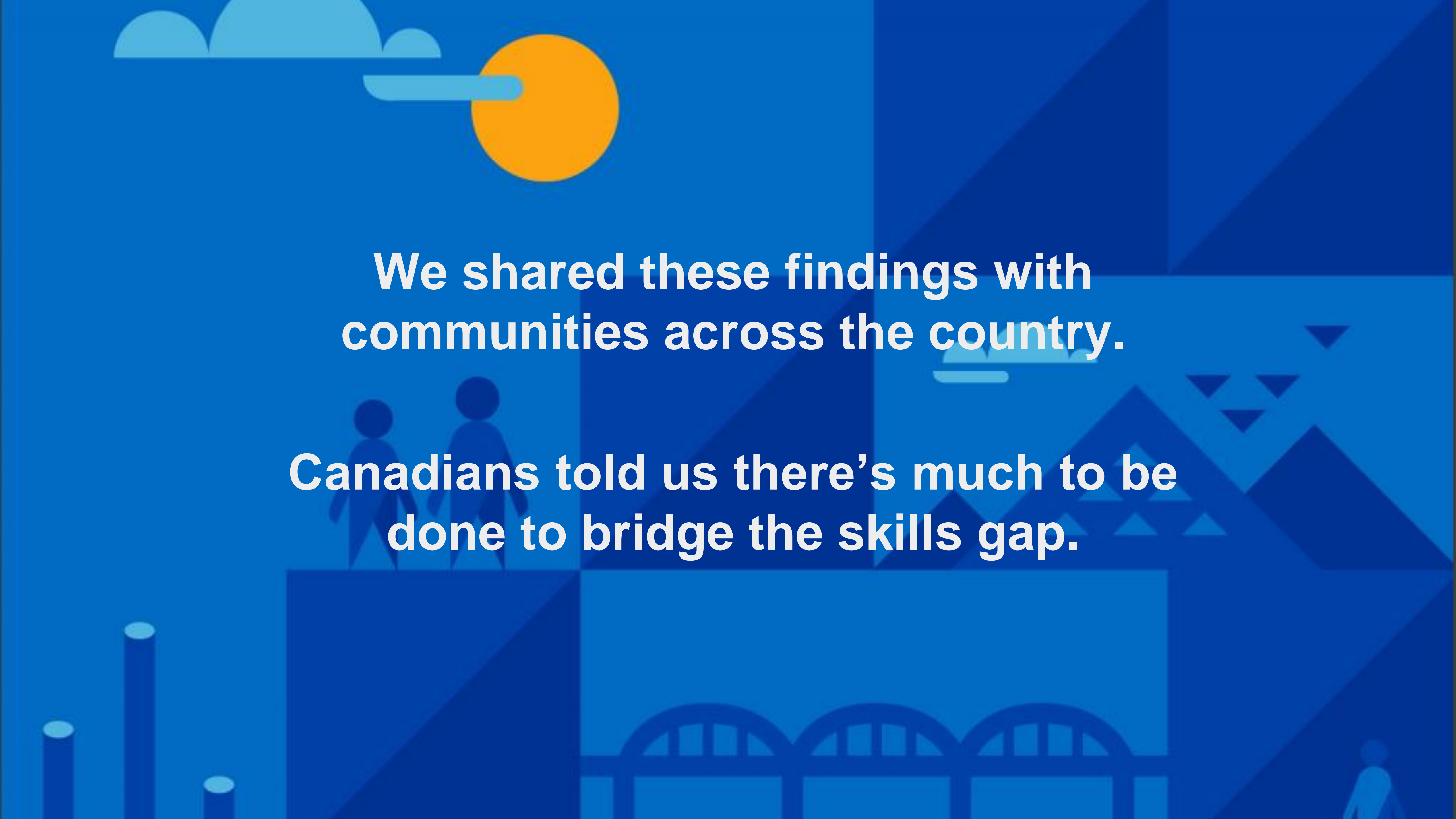
**Transferrable skills: communication, service orientation
& social perceptiveness**



WHAT WE FOUND

FOUNDATIONAL SKILLS

will be essential

The background is a solid blue color with various white and light blue geometric shapes. In the top left, there are stylized clouds and a large orange sun. In the middle right, there are stylized mountains. In the bottom left, there are stylized smokestacks. In the bottom center, there are stylized arches. In the bottom right, there is a small white figure of a person. The text is centered in the upper half of the image.

**We shared these findings with
communities across the country.**

**Canadians told us there's much to be
done to bridge the skills gap.**

WHAT WE HEARD

Youth aren't aware of new opportunities

84% of high school students will change career plan by age 25

22% of jobs in oceans are in R&D and technology



WHAT WE HEARD

Liberal Arts skills needed more than ever

92% of recruiters say that soft
skills matter as much or more
than hard skills

17% decline in Humanities
enrolment, 2011-17



**I may not be technically gifted,
but I bring something different.**

Tahir Adatia, 21



RBC Upskill

A Future Launch Initiative



**We don't have enough talent that
have built and scaled companies
from 10 to 30 staff to IPO.**

– Lauren Robinson
Highline Beta

neurial thinking is

Mothers
Lauren Robinson

Micah Diaz
Strategic
Marketing Director

WHAT WE HEARD

Tech sector needs diversity of skills

53% of start-ups say lack of
managerial skills as top
barrier to growth

58% of smaller firms having
trouble hiring all roles



Curiosity brought me into a career that I never anticipated. Bringing food and science together has let me build a business and stay close to home.

Sarah Reid, 24



How can we be bolder?

**Hire more
Liberal Arts
grads and train
on-the-job**

**Bring
experienced
managers
to tech**

**Expand
education
in Indigenous
communities**

**GPA
for skills**

**National
credit transfer
system**

**Co-ops
for teachers**





1. How can we enhance the mobility of youth globally, across Canada and within the region when matching talent to opportunities?
2. What innovative talent practices do we have among Atlantic employers that can be shared and more widely adopted?
3. What kinds of likely and unlikely partnerships can be created to create new opportunities for young people to be skill-ready for the Atlantic's job demands?
4. How can we support our small and medium enterprises to be better equipped to deliver quality work-integrated learning experiences to young people?
5. How can we reinvent the image and attractiveness of our most prominent sectors facing talent shortages to our young people?



Thank you