

HANDOUT: Demand for Skilled Trades (4 pages)
Skill Builders: Key Words & Phrases, Skimming, Scanning

IN THE WORKPLACE: Skilled trades are a significant factor in, and contributor to, the strength of the Canadian economy. Understanding how your work contributes, and staying current on trades' trends in the news, is part of taking professional pride in your work.

Refer to the article **Skilled trade jobs go begging in Canada** to locate answers to the questions.

Being able to predict content from titles and sub-titles in a document is an effective strategy to make it easier to understand the content and read faster and more efficiently.

1. **Before** reading the article, and just from looking at the title, list 3 topics you expect to find mentioned in the article.

2. Who authored the report referred to?

3. How many employers participated in the survey? _____

4. According to the article, what is a large organization?

5. A "gap" is the distance between 2 things or sides. What are the 2 sides of the skillsgap?

6. Articles often use a lot of “jargon” or words that are specific to the topic being discussed. In your own words, write a definition for each of the following jargon words used in the human resources sector:

a. Boomerang retirees

b. Upskilling

c. Reskilling

d. Learning platform

e. Adjacent skills

f. Skilled trade

7. Complete the following table.

%	Of employers...
	... are changing their existing work models
41%	
	... are investing in learning platforms
58%	
56%	

8. Identify 2 things that employers are doing to attract new employees.

9. The article focuses on what employers can do to fill jobs. What is an example of something a worker can do?

10. Now that you've read the article, look back at your prediction in Question 1. Did your predictions match the content of the article? What do you think would be a different good title for the article?

Skilled trade jobs go begging in Canada

Skilled trades are the hardest jobs to fill

A new report by ManpowerGroup finds that 41 per cent of Canadian employers say they can't find the skilled people they need to fill jobs.

"We continue to see increasing demand for skilled workers across all sectors of the Canadian economy from trades and transport to sales," said Darlene Minatel, country manager of ManpowerGroup Canada. "Today's job seekers don't always have the skills employers need. To solve our growing skills gap, we need to take a new approach.

"Employers need to buy skills in the short term, cultivate communities of talent by borrowing from external sources and help people with adjacent skills transition from one role to another. Above all, we need to build talent through upskilling and reskilling programs to develop a workforce with the skills companies and individuals need to succeed.

The ManpowerGroup 2018 Talent Shortage Survey, which was released on Monday, said skilled trades are the hardest jobs to fill in Canada, followed by sales representatives and drivers.

"At a time when organizations face a tightening labour market and the lowest unemployment in 40 years, most of the jobs where demand is growing are mid-skilled roles that require post-secondary training, yet not always a full university degree," said Manpower.

"Nearly three in four of the companies surveyed (68 per cent) are investing in learning platforms and development tools to build their talent pipeline, while 28 per cent of employers are changing their existing work models, including offering flexible work arrangements to attract and retain talent, according to the nearly 2,000 employers surveyed. More than half of companies (56 per cent) are looking at different talent pools for skills, including boomerang retirees or returning parents and part-timers."

Manpower said that globally, 45 per cent of employers say they can't find the skills they need. Large organizations (250-plus employees) are struggling the most: more than half (58 per cent) of large organizations in Canada reported talent shortages this year.

Ref: Toneguzzi, M. (August 20, 2018). Skilled trade jobs go begging in Canada.
<https://troymedia.com/business/skilled-trade-jobs-go-begging-canada/>