

Supporting lifelong learning

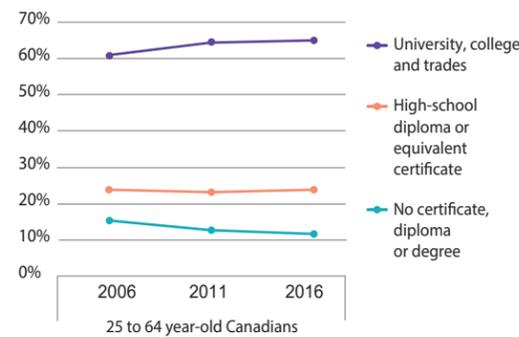
Data current as of September 20, 2019

1 Canada has the most educated workforce in the world

Organisation for Economic Co-operation and Development (OECD) ranking, university and college attainment

1.	Canada	57%
2.	Japan	51%
3.	Israel	51%
4.	Korea	48%
5.	United States	46%
OECD average		38%

Over time, Canadians are getting more educated



Source: OECD rankings exclude trade and apprenticeship education, while Canada includes trade and apprenticeship in its total post-secondary education (PSE) attainment figures. OECD (2018), "Education at a Glance 2018: OECD Indicators," Table A1.1., Educational Attainment of 25-64 year-olds (2017); Statistics Canada, 2016 Census of Population; Statistics Canada, 2011 National Household Survey; Statistics Canada, 2006 Census of Population

2 Government supports youth to get the education and training they need to enter the job market

Student financial assistance:

Registered Education Savings Plan (RESP)

- 6.3M Canadians have had an RESP and have received government grants

- A total of \$4.1 billion was withdrawn from RESPs in 2018 to support the post-secondary education (PSE) of 442,700 beneficiaries

Canada Student Loans and Grants

- 629,000 full- and part-time students received \$1.4 billion in Canada Student Grants and \$3.4 billion in Canada Student Loans in 2017-2018

Ensuring skills align with labour market needs:

Student Work Placement Program

- 3,670 science, technology, engineering, and mathematics (STEM) and business Work-Integrated Learning opportunities

- 48.3% of these opportunities for students from groups under-represented in the labour market or first-year students. Budget 2019 target: within 10 years, every young Canadian who wants a work-integrated learning opportunity should get one

Youth Employment and Skills Strategy

- 82,087* youth benefitted in 2017-2018 from gaining work experience, skills development, and training opportunities

Source: Employment and Social Development Canada (ESDC) program information. * ESDC results only

3 Governments also have good tools to help people retrain when they lose their job

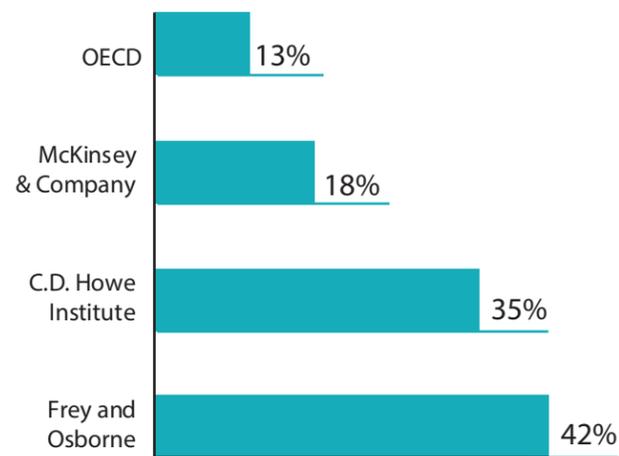
Number of clients that have benefitted from skills training and employment assistance 2017-2018, by program



Source: Canada Employment Insurance Commission, "2017-2018 Employment Insurance Monitoring and Assessment Report", Table 4; Annex 3.1; Annex 3.5; Employment and Social Development Canada program information. * Figure includes both EI and Canada Student Grant top-up from 2018 to 2019; ** Estimates based on 10 of 13 P/Ts reporting; may include some clients served through leveraged P/T and employer funds; clients may be counted more than once if served by multiple interventions

4 While estimates vary about the pace and magnitude of coming changes, there is a consensus that automation will affect many jobs, including jobs requiring high skills

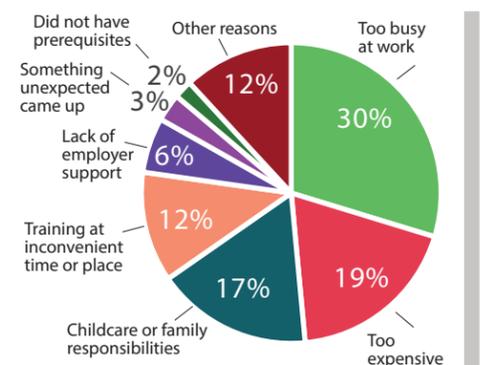
Predictions vary on proportion of workers at risk of automation in next 10 to 20 years



Source: Lamb (2016) estimates based on the methodologies of Frey and Osborne (2013) and Chui, Manyika and Miremadi (McKinsey & Company) (2015); Oschinski and Wynoch (2017); OECD (2019)

5 This means that upskilling will be a must for most Canadian workers, and employers can do more

Barriers to participating in education and/or training

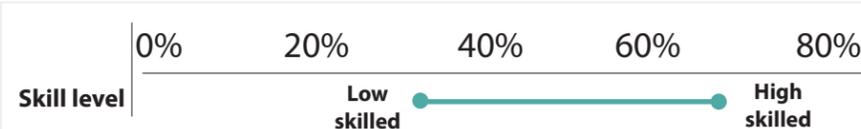


"In your country, to what extent do companies invest in training and employee development?"
World Economic Forum Ranking, 2018

Ranking (out of 140 countries)	Score (out of 7)	
#1	Switzerland	5.9
#2	United States	5.8
#3	Luxembourg	5.5
#4	Malaysia	5.4
#5	Netherlands	5.4
#20	Canada	4.9

The most vulnerable are least likely to participate in adult learning

Adult participation in training, in Canada



Source: OECD (2017), "Education at a Glance 2017: OECD Indicators", Table C6.1b using data from the Survey of Adult Skills (PIAAC); Keese, M. (2019); "OECD Employment Outlook 2019: The Future of Work" using data from the Survey of Adult Skills (PIAAC, 2012); World Economic Forum (2018), "The Global Competitiveness Report 2018" survey of business executives

6 While PSE institutions are adapting to meet Canadians' changing education and training needs, more can be done and individuals often face barriers to participation

Government programs such as the Canada Training Benefit are helping to address three conditions for success



Funds



Time
(off work)



Permission
(to return to their jobs after completing the training)



However, it is harder to design and implement tools to ensure Canadians have the information they need

Information

General information
about quality training opportunities, linked to emerging workplace needs

Customized information
personalized pathways that fit the learner's skills, interests and needs

Motivation

Even with a suite of supports offered, motivation required by individuals to continually upskill can be hard to cultivate