

## Sector Council Information for Employers

### What is a sector council?

Each sector council is a strategic alliance of workers, employers, educators and governments, all working together to ensure that Canadians have what they need to succeed in the labour market.

### What do sector councils do?

Sector councils are involved in many activities that enable Canadian companies and citizens to prosper. These include:

- developing industry-wide human-resource plans;
- creating national training programs;
- establishing occupational standards;
- nurturing a training culture;
- informing young workers of the changes and opportunities in particular industries;
- attracting young workers to specific industries;
- Address a wide range of issues related to technological change, quality standards, planning, and human resource development;
- provide a cooperative effort, a strategic alliance of all the players in the Canadian labour market - individuals, company owners, corporate leaders, labour, government, and educators.

Together, these groups can create the conditions necessary for individual Canadian firms to be competitive, and for all Canadians to be able to participate more effectively in the labour market. Sectoral cooperation can improve international competitiveness for all sectors. On the other hand, do not expect a single approach to address all the potential issues for all sectors of the economy - the demands are far too varied. Instead, Canada's twenty-three Sector Councils have focused on what works for their sector. They have implemented programs as diverse as the sectors themselves.

### What key issues do sector councils focus on?

- how Canadian companies and plants operate to meet international quality standards;
- how individuals are hired, and how careers are managed as firms strive to meet international quality standards;
- how training is viewed, developed and delivered to a diverse workforce to ensure that it prepares new employees and existing staff to meet international quality requirements;
- how employment in seasonal industries can be extended to improve the stability of employment and to use existing buildings and equipment more efficiently.

### Who participates in a sector council?

Workers and employees, managers, educators, private employers, labour unions, federal and provincial government departments, educational institutions, associations, international partners.

### As a business owner/manager/employer do you find that:

- markets continue to change at an accelerating pace;
- clients expect, and demand, quality from vendors;
- employers want potential employees to have a variety of skills;
- students want to know that training programs will provide a job or career possibilities;
- 'just in time' production reduces the need for large inventories of products and for a full-time commitment to staff;
- diversity of the workforce creates new challenges and opportunities for employers and trainers.

### Are you looking for information on:

- where firms can easily hire the people they need when they need them;
- where people can improve their employability and move from one job or career to another with ease;
- where government intervention in the labour market, if necessary, is cost effective;
- where equal access is provided to training and employment opportunities;
- where learning institutions are assisted to adopt internationally recognized core competencies to support Canadian suppliers in the global market.

### An example of a success story in a specific sector council:

- Reducing the costs for educational institutions to acquire technology [Canadian Automotive Repair and Service Council](#)
- The car and truck repair and service industry, through its Sector Council (CARS), has been responsible for the donation of over \$6 million of technology and new vehicles to the Canadian secondary and post-secondary school systems. Through this donation, the industry's current and future employees are able to train on the technology they will encounter in their day to day work. The educational institutions have been able to upgrade the technology used in teaching without a large capital outlay. Most important, the companies are obtaining trained employees who meet their needs immediately.

### What services and products are offered by the sector councils in Canada?

Here is an overview of the various areas where sector councils are active.

- **Apprenticeship:** Apprenticeship is a training approach that combines practical on-the-job training with theoretical in-school instruction.

- **Career Awareness:** To assist individuals and to assist career counsellors, a number of Sector Councils have developed career awareness programs or products on the occupations in their sectors.
- **International Projects:** Services offered by some sector councils, and the sectoral approach to human resource development itself, have proven to be of interest to a number of foreign private sector organizations and foreign governments. Several councils have undertaken foreign projects to expand their products and activities' market.
- **Job Banks:** A number of Sector Councils have established job banks to permit the matching of those seeking work with those seeking workers. The term "Job bank" is another term for "electronic labour exchanges" (ELE), or, the broader term, "Labour Market Information".
- **Occupational Certification:** Positions with any one firm may not be long-lived, meaning people have to move from position to position. Without certification of some kind, an individual landing a new job might have to start at "the bottom" all over again. With certification, an employer knows the potential of the new employee, and consequently the pay at point of hire is more likely to reflect the individual's knowledge and skills. Sector Councils have developed quite a variety of certification strategies.
- **Occupational Standards:** An occupational standard is simply a definition usually developed and accepted by industry of the knowledge and competencies required to successfully perform work-related functions within an occupation.

The prime thrust of Sector Councils is the development of national occupational standards, yet as these standards are developed, they are developed keeping in mind work already done in other countries. Where the Canadian standard is first, in many cases, it is being adopted, or adapted, by other countries. What this will increasingly do is permit greater ease in the movement of individuals internationally, and greater standardization of training programs internationally.

The work of the Sector Councils in occupational standards has put Canada on the cutting edge in terms of improving its training programs to meet industry requirements, and in many cases to meet international industry requirements.

- **Training Projects:** Some Sector Councils are active in the development and delivery of training, which often follow the development of occupational standards. The training may be delivered directly by the sector council, through private trainers, through community colleges, or through universities.
- **Youth Initiatives:** Many of the Sector Councils have been active partners with Human Resource Development Canada in the development and delivery of projects across Canada to assist young people to gain experience in the workplace, to obtain on-the-job training, or simply to obtain greater awareness of career options.

#### **What different types of sector councils are there?**

There are two types of sector councils: National and Provincial. Appendix A and B cite the sector councils.

#### **How do I join a sector council?**

Contact the sector council that is most applicable and ask them for follow-up information

#### **What are the national and provincial sector councils?**

See Appendices A and B.

#### **Where can I get more information?**

General information on sector councils - [www.councils.org](http://www.councils.org)

Courses available for managers at the Logistics Institute - [www.loginstitute.ca](http://www.loginstitute.ca)

### **Appendix A: National Sector Council**

More than 29 national sector councils exist in Canada. Visit their websites to access valuable resources and information about internships and other programs.

#### **Field of Work: Agribusiness, Natural Resources and Environment**

Canadian Aquaculture Industry Alliance: [www.aquaculture.ca](http://www.aquaculture.ca)

Canadian Council of Professional Fish Harvesters: [www.ccpfh-ccpp.org](http://www.ccpfh-ccpp.org)

National Seafood Sector Council: [www.nssc.ca](http://www.nssc.ca)

Canadian Council for Human Resources in the Environment Industry: [www.cchrei.ca](http://www.cchrei.ca)

#### **Field of Work: Arts, Culture, Communications, Tourism and Recreation**

Cultural Human Resources Council: [www.culturalhrc.ca](http://www.culturalhrc.ca)

Canadian Tourism Human Resource Council: [www.cthrc.ca](http://www.cthrc.ca)

Aboriginal Human Resources Development Council of Canada: [www.ahrdcc.com](http://www.ahrdcc.com)

#### **Field of Work: Business, Administration and Sales**

Forum for International Trade Training: [www.fitt.ca](http://www.fitt.ca)

#### **Field of Work: Manufacturing and Trades**

Wood Manufacturing Council: [www.wmc-cfb.ca](http://www.wmc-cfb.ca)

Canadian Steel Trade and Employment Congress: [www.cstec.ca](http://www.cstec.ca)

Petroleum Human Resources Council of Canada: [www.petrohrsc.ca](http://www.petrohrsc.ca)

Mining Industry Training and Adjustment Council-Canada: [www.mitac.ca](http://www.mitac.ca)

Canadian Plastics Sector Council: [www.cpssc-ccsp.ca](http://www.cpssc-ccsp.ca)

Textiles Human Resources Council: [www.thrc-crhit.org](http://www.thrc-crhit.org)  
Apparel Human Resources Council: [www.apparel-hrc.org](http://www.apparel-hrc.org)  
Canadian Apprenticeship Forum: [www.caf-fca.org](http://www.caf-fca.org) and [www.careersintrades.ca](http://www.careersintrades.ca)

**Field of Work: Construction and Service**

Construction Sector Council: [www.csc-ca.org](http://www.csc-ca.org)  
Canadian Apprenticeship Forum: [www.caf-fca.org](http://www.caf-fca.org) and [www.careersintrades.ca](http://www.careersintrades.ca)  
Canadian Equipment Industry Training Committee: [www.caed.org](http://www.caed.org)  
Canadian Professional Logistics Institute: [www.loginstitute.ca](http://www.loginstitute.ca)  
Installation, Maintenance and Repair Sector Council: [www.imrsectorcouncil.ca](http://www.imrsectorcouncil.ca)

**Field of Work: Technology**

Software Human Resource Council: [www.shrc.ca](http://www.shrc.ca)  
Biotechnology Human Resource Council: [www.bhrc.ca](http://www.bhrc.ca)  
Canadian Technology Human Resources Board: [www.cthrb.ca](http://www.cthrb.ca)  
Canadian Council of Professional Engineers: [www.ccpe.ca](http://www.ccpe.ca)  
Canadian Council of Technicians and Technologists: [www.cctt.ca](http://www.cctt.ca)

**Field of Work: Transportation**

Canadian Aviation Maintenance Council: [www.camc.ca](http://www.camc.ca)  
Canadian Automotive Repair and Service Council: [www.cars-council.ca](http://www.cars-council.ca)  
Canadian Trucking Human Resources Council: [www.cthrc.com](http://www.cthrc.com)  
Motor Carrier Passenger Council of Canada: [www.buscouncil.ca](http://www.buscouncil.ca)

**Appendix B: Provincial Sector Councils in Ontario**

Key sectors include: aerospace; biomedical; call centres; machinery; and tourism  
Ontario Workinonet: [www.onwin.ca](http://www.onwin.ca)  
Local Boards of Ontario: [www.localboards.on.ca](http://www.localboards.on.ca)  
Inventory of Programs and Service: [www.ips.iwin.ca](http://www.ips.iwin.ca)  
Ontario Ministry of Education – Ministry of Training, Colleges, & Universities: [www.edu.gov.on.ca](http://www.edu.gov.on.ca)  
Ontario School Counsellor's Association: [www.osca.ca](http://www.osca.ca)  
Ontario Colleges Application Services: [www.ontariocolleges.ca](http://www.ontariocolleges.ca)  
Ontario Prospects: [www.edu.gov.on.ca/prospects](http://www.edu.gov.on.ca/prospects)  
Career Matters: [careermatters.tv.o.org](http://careermatters.tv.o.org)  
Landscape Ontario – Horticultural Association: [www.landscapeontario.ca](http://www.landscapeontario.ca)  
Ontario Trucking Association: [www.ontruck.org](http://www.ontruck.org)  
Certified General Accountants of Ontario: [www.cga-ontario.org](http://www.cga-ontario.org)  
Certified Management Accountants of Ontario: [www.cma-ontario.org](http://www.cma-ontario.org)  
Chartered Accountants of Ontario: [www.icao.on.ca](http://www.icao.on.ca)  
Ontario Tourism Education Corporation: [www.otec.org](http://www.otec.org)  
Ontario Association of Certified Engineering Technicians and Technologists: [www.oacett.org](http://www.oacett.org)  
Registered Nurses Association of Ontario: [www.rnao.org](http://www.rnao.org)  
Ontario Job Futures: [www.ontariojobfutures.net](http://www.ontariojobfutures.net)  
Ontario Industry Portal: [www.2ontario.com](http://www.2ontario.com)