Summary

- More than one million Canadians are unemployed and several hundred thousand are working in part-time jobs because they cannot find full-time jobs, but jobs are not being filled in the Alberta oil sands, construction and nursing which shows that the Canadian economy has a skills shortage, not a labour shortage.
- The aging population challenge will cause the labour force to stop growing while at the same time retirements will increase.
- Immigrants will help with some of the aging population problem, but the real solution is improving the skills & productivity of Canadians for high-value jobs.
- Jayson Myers, chief economist for the Canadian Manufacturers & Exporters association says Canadian companies need to provide greater workplace training and skills upgrading.
- Cities can also play a key role according to the Organization for Economic Co-operation & Development by identifying local skills needs and sharing this information with schools and providing skills training for unemployed residents.
- Alberta, Quebec and Nova Scotia are developing a skills strategy that matches skills requirements with educational & training programs.
- The key to a sustainable and prosperous society in the future will be the development and use of Canada’s greatest resource, people.

Cause – Effect Relationships

1. If Canadian companies & cities invest in developing Canada’s human resources, then Canadian workers will receive higher wages for greater productivity and more purchasing power because of the cost effective products they will produce.
2. If Canadian workers become more skilled & productive in the future, then Canadian consumers will benefit from being able to buy high quality, lower cost products which will increase their standard of living.
3. If Canadian workers do not become more skilled in the future, then Canadian workers’ incomes will decline and unemployment will increase as businesses move high skill jobs to foreign countries causing a decline in living standards.

Opinion

1. Canadian businesses and governments should invest money into developing and matching Canadian labour’s skills with economic needs, so that Canadians will achieve full employment and economic prosperity.
2. Canadians should have more children and parents should invest more time into their children, so that Canada will not have to depend on immigrants to solve our aging population problem.

Questions

1. Why does Canada face a skills shortage problem?
2. What is the most effective method to solve the skills shortage problem?