

Recalibrating Canadian Labour Development For a Precarious Economy

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**% of Precariously Employed
Canadians (2014)**



Regular EI Beneficiaries (2015-16)



Increased Provincial LMDA Funding

Current EI Framework:

- Disenfranchises Canadians
- Precarious employment not addressed

Current Retraining Programs:

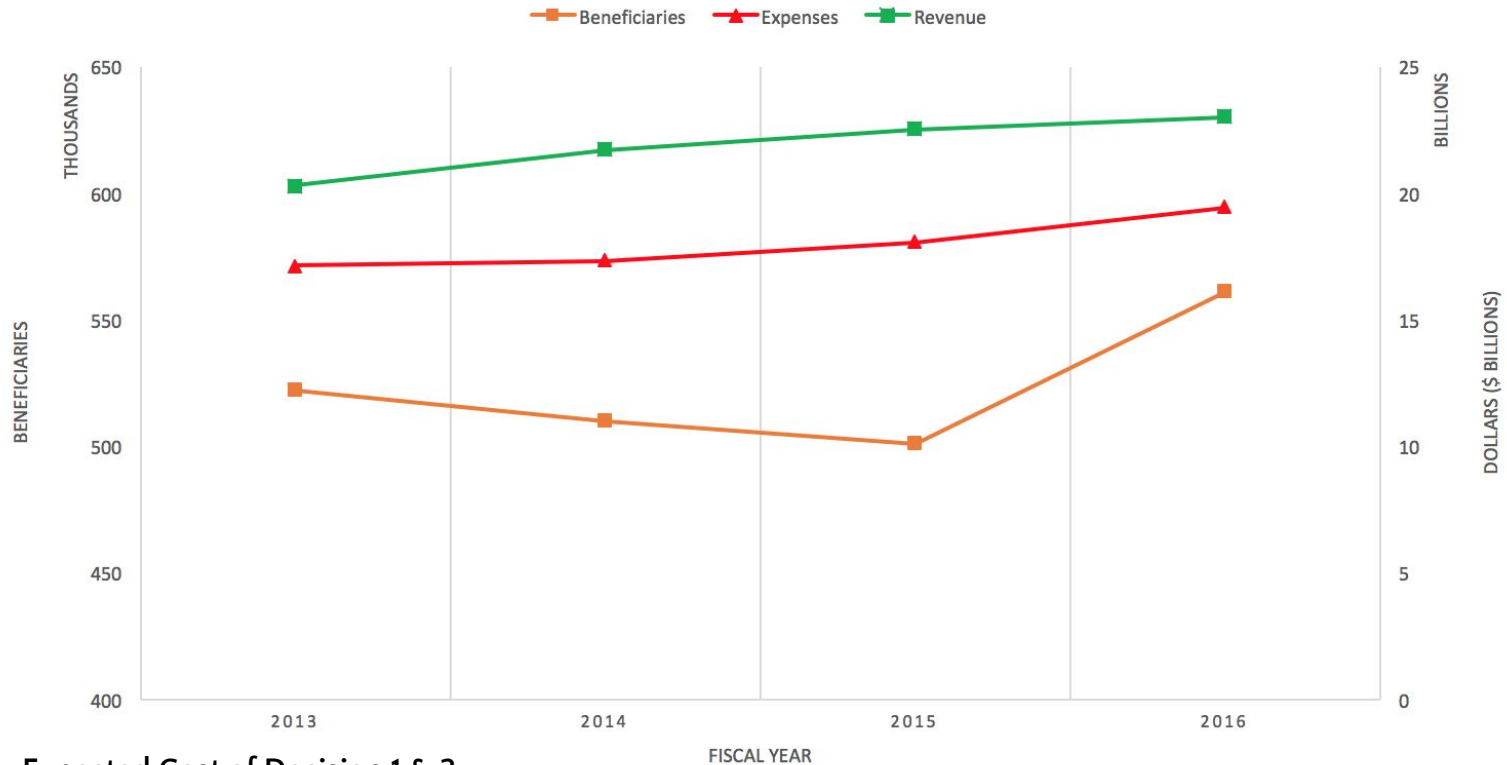
- Accessed by unemployed, underemployed & low income Canadians
- Unsuitable for automation-driven labour markets

Previous Actions Taken:

- **Budget 2016** provision to improve current framework

EI Reform – Benefits for the Future

EI: BENEFICIARIES | REVENUES | EXPENSES



Expected Cost of Decision 1 & 2

Finance Recommended (\$billions)	16-17	17-18	18-19	19-20	20-21	21-22	Total	Ongoing
FUNDING PROFILE								
[Dept. Employment/Social Development]	0.0	.333	.667	1.0	1.333	1.667	5.0	0.0
TOTAL								

[Note: Decision two is a diversion of existing funds with no additional financing required]



Leveraging EI to Support Inclusive Growth

Immigrants

Women

Government

Employers

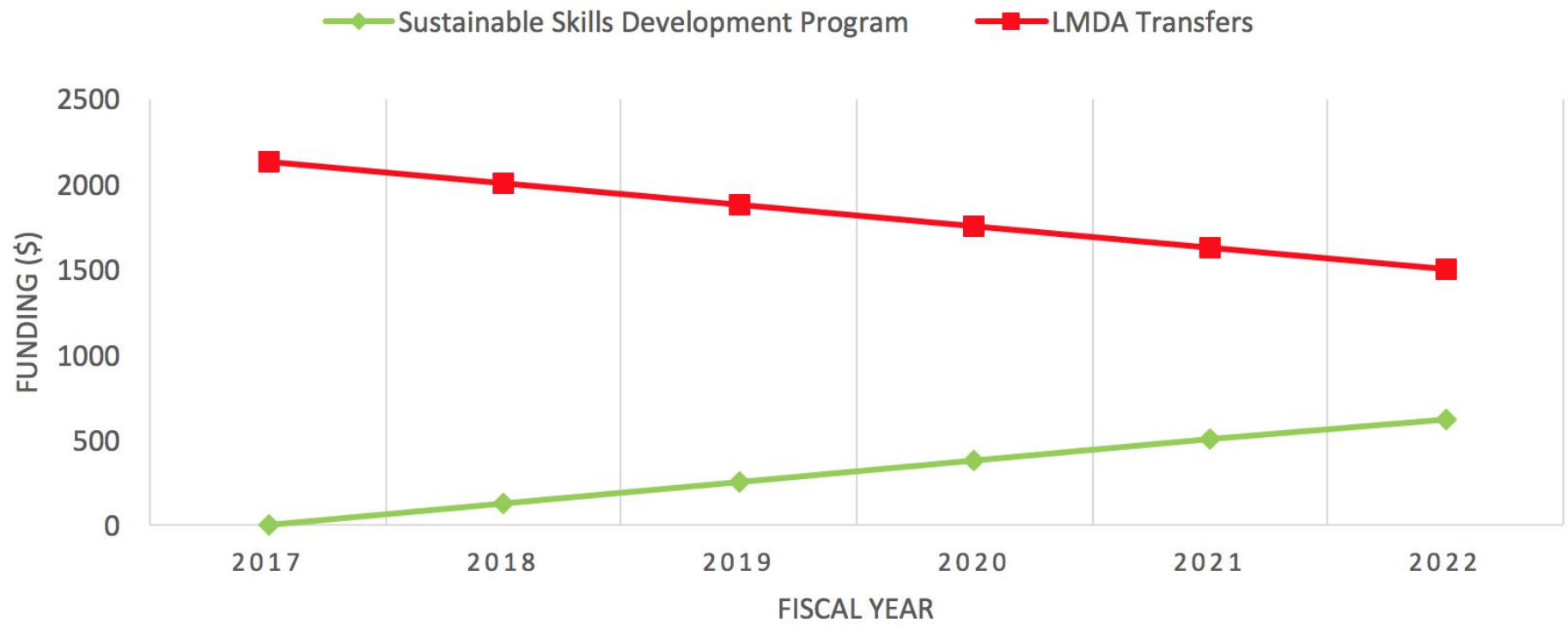


Progressive increases in social service support towards a flexible, agile workforce.

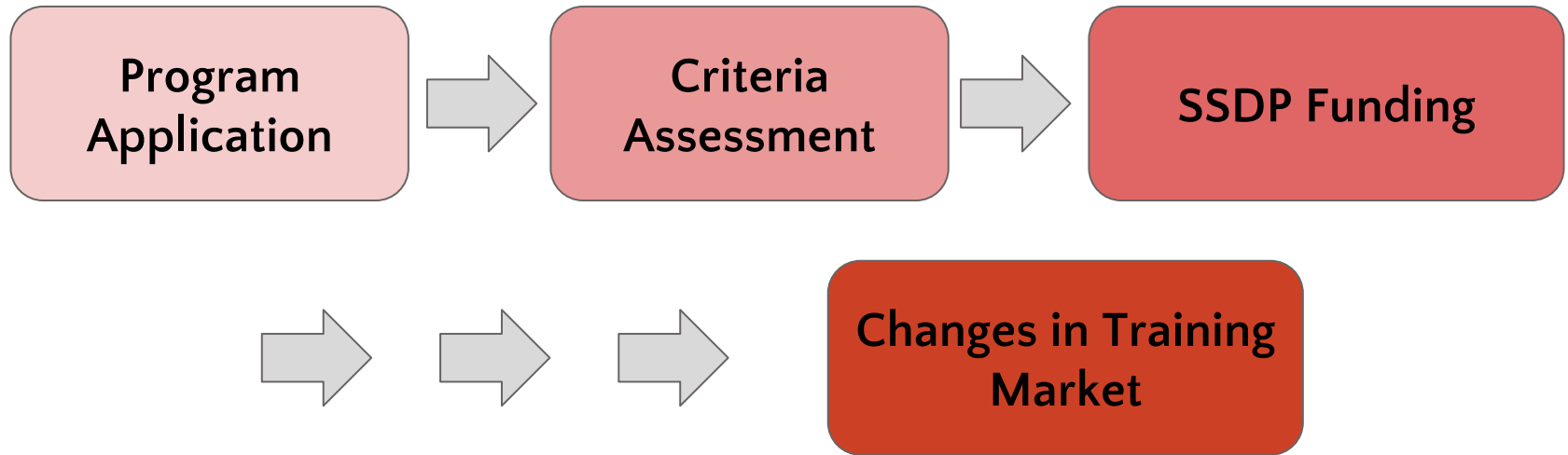
- 1** Increased Accessibility for Marginalized Groups
- 2** Improved Comprehensive (Re)training Programs
- 3** Increased Employment Flexibility

Sustainable Skills Development Program (SSDP)

SHIFT IN FUNDING | SSDP-LMDA | 2017-2022



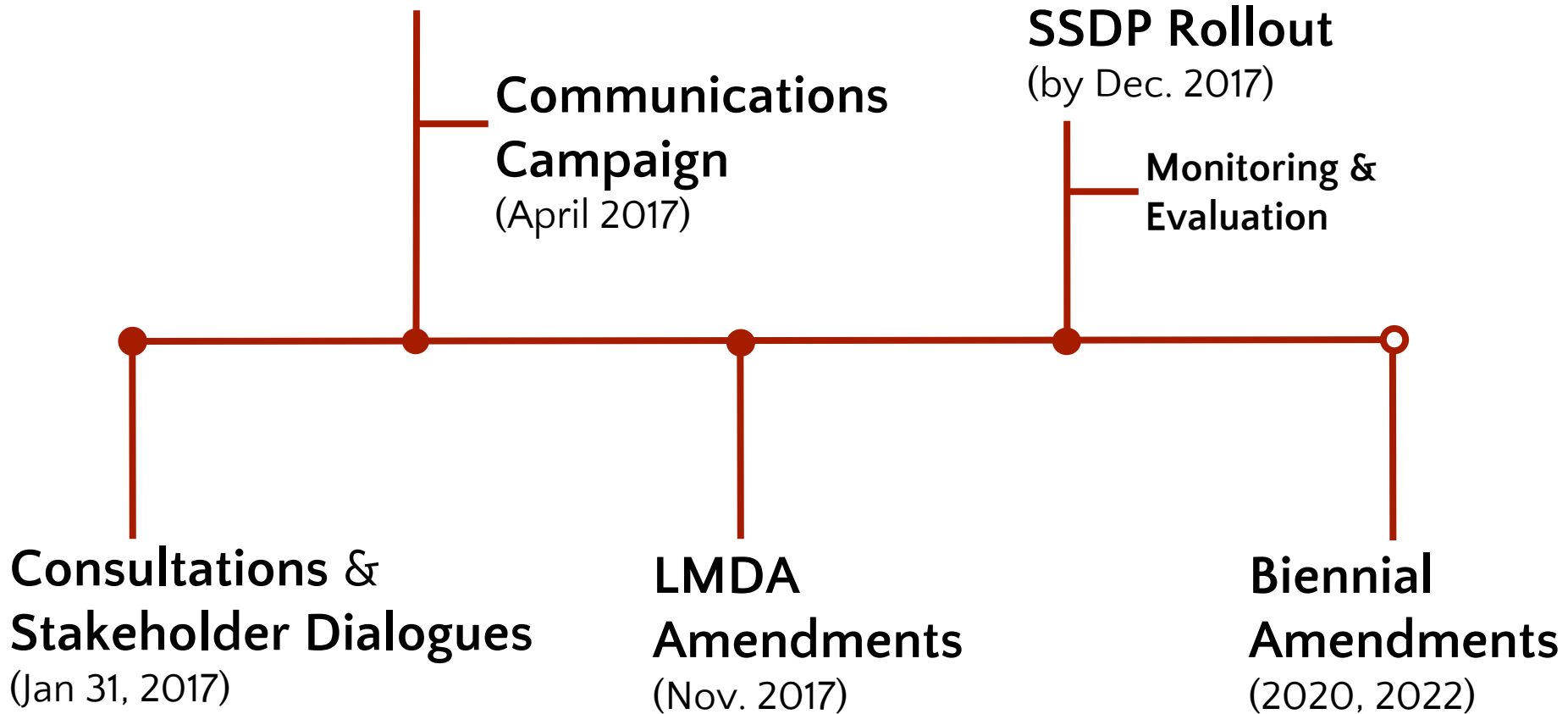
SSDP Framework



Skills	Level of Priority (Reasoning)
Adherence to Rules	Low (Automated work can be programmed to never break rules)
Communication Skills	High (Machines and programs have minimal communication skills)
Situational Adaptability	High (Automated programs are often fixed in functionality)

Implementation & Next Steps

BUDGET 2017



* Ontario's **Highly Skilled Workforce Initiative**

** [Linkedin/Lynda.com](#)

SWOT ANALYSIS

STRENGTHS

- Promotes inclusive growth
- Greater funding & efficient training
- Addresses precarious employment

WEAKNESSES

- Further **consultations necessary** due to student's limited access to key budget information
- Uncertain magnitude of automation threats
- Budget constraints

OPPORTUNITIES

- Promotes innovation
- New labour market entrants
- Adaptive/flexible

THREATS

- Increased government deficit/debt
- Partisan approval

Annex 1: Alternative options

Alternative 1 – Reduced Funding for EI Scheme

Expected Cost of Decision 1

Finance Recommended (\$billions)	16-17	17-18	18-19	19-20	20-21	21-22	Total	Ongoing
FUNDING PROFILE								
[Dept. Employment/Social Development]	0.0	0.2	0.4	0.6	0.8	1.0	3.0	0.0
TOTAL								

[Note: Decision two is a diversion of existing funds with no additional financing required]

Alternative 2 – Directly Funding SSDPs

Expected Cost of Decision 2

Finance Recommended (\$billions)	16-17	17-18	18-19	19-20	20-21	21-22	Total	Ongoing
FUNDING PROFILE								
[Directly funding SSDPs]	0.0	0.125	.250	0.375	0.500	0.625	1.875	0.0
TOTAL								

[Note: Decision two is no longer a diversion of existing funds; additional financing is required]

Annex 2: SSDP Framework

Skills	Level of Priority (Reasoning)
Technical Precision	Low (Machinery often has a higher degree of precision than people)
Adherence to Rules	Low (Automated work can be programmed to never break rules)
Inductive Reasoning	High (Technology is incapable of inductive reasoning at the moment)
Communication Skills	High (Machines and programs have minimal communication skills)
Problem Solving	High (Technology currently has limited problem solving skills)
Situational Adaptability	High (Automated programs are often fixed in functionality)
Creativity	High (Difficult to Automate)