EXECUTIVE SUMMARY

Technological trends have the potential to reconfigure the labour market more rapidly and more dramatically than ever before.

Technology is increasing the pace of change. Nearly 60% of Canada’s business leaders agree.

Deloitte Canada, 2015

New technology is also creating entirely new industries and has the potential to improve productivity.

McKinsey & Company, 2017

A large number of jobs are at risk of being impacted by automation in the next 10-20 years, including those held by some of the most vulnerable segments of Canada’s population.

However, this does not mean that these occupations will be lost. Instead, many will be restructured, often with corresponding increases in productivity.

Lower Income average income $33,412

Less Education 13% with university education

BII+E, 2016
Youth are entering a job market where traditional entry-level positions are likely to disappear or change as a result of automation, and are facing higher skill and experience requirements.

Youth aged 15-24 are one of the most vulnerable segments of the population when it comes to automation.

More than TRIPLE the number of youth in Canada were employed in high-risk compared to low-risk occupations.

![High-risk vs Low-risk](image)

BII+E, 2016

Over the next decade, about two-thirds of job openings in Canada will be in occupations typically requiring post-secondary education or in management roles.

Government of Canada, Department of Finance, 2014

Youth often lack the experience necessary to effectively integrate into the labour force.

83 percent of education providers feel that youth are adequately prepared for the workforce.

Only 44 percent of youth and 34 percent of employers feel the same way.

Are Canada's youth adequately prepared for the workforce?

<table>
<thead>
<tr>
<th></th>
<th>Education Providers</th>
<th>Youth</th>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>17%</td>
<td>56%</td>
<td>66%</td>
</tr>
<tr>
<td>No</td>
<td>83%</td>
<td>44%</td>
<td>34%</td>
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Youth will need to be equipped with a broad suite of technical and soft skills.

Digital literacy will be required across industries, as will entrepreneurial abilities, such as managing uncertainty and taking risks.

The value of creativity, problem-solving and social intelligence — skills that remain difficult for technology to replicate — is also expected to grow.

Canadian youth are highly skilled, well-educated, entrepreneurial and arguably among the best suited to adapt to the complex skills required for the future of work.

However, action is required to ensure that this advantage is not lost. Education and training models must keep pace with rapid change in the workplace to ensure a robust talent pipeline for Canada’s economy and better outcomes for youth.

Working together, Canada’s public, private and non-profit sectors can coordinate efforts to match the supply and demand for skills, and ensure opportunities are widely accessible for diverse populations.