

September 22, 2006

Laying the groundwork at CPISC

Over the past few months since its official incorporation (April 2006), CPISC has laid most of the organizational and administrative groundwork required for the smooth running of the Council.

We have:

Approved a five-year strategic plan – for a summary chart, [click here](#).

Adopted operational policies and procedures, including a governance model that provides for transparency and inclusiveness

Implemented a communications strategy that included the launch, on September 6th, of the CPISC website, with a bi-weekly e-zine designed to keep sector members and partners informed of activities

Working on the content for our quarterly newsletter as well as generic power point presentation and brochure on careers in the printing industries

Moved into new office space with CPIA and are recruiting additional staff

Been working on a three-year infrastructure agreement, for presentation to HRSD this fall.

Current Focus

Much of our current work is centred on the development of proposals for project funding for our identified strategic priorities, to be presented to HRSD staff in late November. Partnership is the guiding principle for all of CPISC's activities, with a focus on identifying stakeholders, establishing networks within the sector and making linkages with the education community, government and others. In order to meet the immediate and future industry workforce needs, CPISC will develop a suite of tools and services to help employers manage and assess their current workforce development needs and to assist current and potential employees to determine their development needs.

Critical to all of CPISC's initiatives is the establishment of advisory groups to guide our work. Once we receive initial approval to develop more formalized project proposals, we will be bringing individuals together to assist in developing and implementing these projects – probably some time in late November or early December.

Project proposals are being developed in the following areas:

Occupational standards and training tools and services

We plan to address identified skills development issues within the sector through the creation of occupational standards that reflect the skills, knowledge and behaviours and attitudes required by the printing industry. Concurrent with the development of standards, CPISC will develop an inventory of training programs, by region.

Decision-making tools and services

To be able to plan for the future, employers need accurate labour market information on which to base human resource decisions. We are developing funding proposals to provide for the gathering of labour market information and a "state of technology" report. We are exploring partnering with PIA/GATF on these initiatives. CPISC will also work with the industry to confirm the training and workforce development needs and to devise strategies, based on labour market information, to counter potential shortages and to target affected areas before they become major workforce development issues.

Career pathways tools and services

In addition to the more traditional approaches involving the development of recruitment and career awareness resource materials, CPISC is looking at taking a more innovative approach to addressing recruitment/retention issues. Options being explored include involvement on a national school board/industry partnership program, involving the printing industry in cooperative programs and career training; industry support in the development of resource materials; and, tools to assist workers already in the industry to assess their training needs.

Engaging the Dragon

The Government of Canada recognizes that the country needs a strong knowledge base and policy capacity to meet increasingly complex challenges. The Policy Research Initiative (PRI) of the Government of Canada conducts independent research on emerging issues, including: population aging, poverty and exclusion, social capital as a public policy tool, North American linkages and sustainable development.

Click on http://policyresearch.gc.ca/v9n2_epdf to download the document free of charge.

Engaging the Dragon is a special issue of *Horizons*, PRI's publication, which offers insights on Canada-China relations in the context of social and economic policies. While the US remains Canada's biggest trading partner in terms of the printing industries, China offers a world of opportunities for entrepreneurs. In fact, China has become Canada's second largest trading partner. In this issue, the authors focus on trade and investment,

labour shortages and poverty alleviation. This is a must-read for anyone currently or potentially doing business with China.

Education-Sector Council Partnerships Project

The Alliance of Sector Councils (TASC) is working with the Toronto District School Board on a series of pilot projects linking the education sector and sector councils. The objective is to provide sector councils with the opportunity to connect with the education community, both at the school board and the provincial level. While the project initially involved only Toronto-area schools, the intent is eventually to work with school boards across the country. The goal is to develop a national model for school board/sector council partnerships that school boards anywhere in the country can use.

CPISC has been contacted in regards to one of the pilot projects under the Education-Sector Council Partnerships. The proposal is that CPISC partner with a high school to develop a curriculum for an introduction to graphics arts program. We'll keep you posted.

CPIA Annual Conference

Ongoing in-service on key issues affecting the printing industries as well as opportunities to network with leaders in the field are key elements of the CPIA annual conference. This year, with the theme stressing the importance of people and processes in maximizing profits, workshops focused on providing examples of new ways of operating. Computer-integrated manufacturing, lean manufacturing and colour management were explored. Economic drivers were examined through individual and panel presentations. The importance of leadership and new ways to motivate employees were discussed.

One of the highlights of the conference was the grand opening of the BCIT facility for its new two-year full-time Graphic Arts Communications Technology Diploma Program. A tour of the facility as well as an opportunity to meet the enthusiastic first-year students who are the future of the industry demonstrated what happens when industry, suppliers and education get together to address the training needs of the sector.