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## **Expert Panel on Older Workers Launches Public Discussion Paper**

An Expert Panel to study labour market conditions affecting older workers was appointed on January 23, 2007 by the Honourable Monte Solberg, Minister of Human Resources and Social Development. In addition to addressing challenges faced by displaced older workers, the panel has been asked to examine the broad labour market context, including:

The impact of population aging

Barriers and disincentives for older worker participation in the labour market

Characteristics and circumstances of displaced older workers

Current support services available to older workers

Possible policy initiatives to help older workers

Potential program impacts on the labour market.

The Panel's task is to consider policy responses to the range of labour market issues faced by older workers, including improved training and enhanced income support.

To assist it in its work, the Panel has released a public discussion paper that provides the context for the issues and poses a number of key questions such as the role of government in addressing the situation of older workers and policy alternatives of benefit to older workers.

In light of demographic and labour supply issues facing Canada, the role of older workers cannot be ignored. The upcoming public discussions are a first step in exploring these issues.

The discussion paper is available on the Panel's website at [www.ow-ta-sec.org](http://www.ow-ta-sec.org). The deadline for submissions is June 15, 2007. The Panel's final report will be submitted to the Minister in the summer of 2007.

## **National Career Conference explores recruitment issues**

The 2007 National Consultation on Career Development brought together over 700 individuals to address practical business strategies and practices for attracting, developing and retaining talent in Canada. Organized by The Conference Board of Canada, the conference was designed to build on Canada's commitment to strengthen the economy through investment in people.

Plenary sessions included exploration of such issues as developing careers in a global economy, the role of apprenticeship and skilled trades, career paths for targeted groups such as immigrants, mature workers, Aboriginals, persons with disabilities and youth, and prior learning assessment.

Over 63 workshops and roundtables provided more detailed information on innovative programs and initiatives from across the country. Participants were able, for example, to explore ways of using labour market information to support human resource development; find out about ways to measure essential skills as a means of developing career paths; examine strategies to promote workforce integration; and, look at internships and apprenticeship models for the skilled trades.

A complete listing of the workshops as well as copies of keynote, workshops and roundtable presentations and contact lists will be available at the NATCOM website at [www.natcon.org/natcon/nav\\_e.cfm](http://www.natcon.org/natcon/nav_e.cfm).

### **Career Edge provides employers with paid internships**

Career Edge, a private sector not-for-profit organization launched in 1996, works closely with employers to provide internship programs for recent graduates, graduates with disabilities and internationally qualified professionals.

Career Edge coordinates paid internships in unregulated professions for companies to access unique talent pools without the cost of traditional recruiting. Their programs allow employers to select and work with interns for up to twelve months without any commitment for future employment.

Interns receive a fee of \$20,000 for a twelve-month internship. Host companies or organizations define the internship, select the intern from a pre-selected pool of over 10,000 qualified candidates and provide the work-learning experience. Hosts pay for the internship but interns are on the Career Edge payroll.

Employers may find this a cost-effective way to screen candidates, provide work experience and identify potential full-time workers. For more information on the programs offered by Career Edge, visit their website at [www.careeredge.ca](http://www.careeredge.ca).