

November 19, 2007

CPISC Releases First Report

On Nov. 8, 2007, Mr. Michael L. Wallace, Member of Parliament for Burlington, on behalf of the Honourable Monte Solberg, Minister of Human Resources and Social Development Canada (HRSDC), joined Canadian Printing Industries Sector Council in releasing The Report on Education and Training for Printing and Graphic Communications .

The objective of the report was not to develop solutions. The goal was rather to understand the depth and scope of the challenges the industry faces in providing training and skills development. With this knowledge, CPISC has one of the building blocks we need to develop solutions.

Much of what we are reporting in this study is not new. But for the first time, we have empirical information that confirms the various anecdotal comments we have heard from printers, suppliers, unions and educators.

A picture has emerged of the education and training available to the industry and how it matches current needs. The report documents the urgent need for improved training and skills development in the printing and graphics communications industry. Based on surveys of printing companies, suppliers, unions and education and training institutions across Canada, the report confirms that there is a gap between existing education programs and the needs of the printing industry. It also confirms that the majority of training that takes place occurs on the shop floor and is either supplier or employer provided.

Through the recommendations contained in the document, CPISC will use the insights from this report to look more closely at the sector's training needs. There are clearly opportunities here for educators and industry to work together to develop programs that will not only attract young people, but that can also be used to retrain or to upgrade the training of existing workers.

For a copy of the report, [click here](#).

CPISC Still Needs Your Help

Two of our projects need your help. It is important for us to benefit from your experience in the industry.

CPISC is presently developing national skill standards for the industry and is seeking volunteers to participate in the validation process. Regional focus groups are being organized across the country from November 16, 2007 to January 8, 2008. Help us help

you! If you or someone you know would be interested in participating, please contact Sylvie Cloutier at 1-888-688-0293, ext. 4 or by e-mail at s.cloutier@cpisc-csic.ca

CPISC is also in the process of developing a database of accurate, current labour market statistics, indicators and information on the printing and graphic communications industry. To accomplish this, we need your help. Please take a few minutes to complete the survey questionnaire by visiting our website at <http://www.cpisc-csic.ca>

CPISC Establishes Research Priorities

On October 1, 2007, the CPISC Board of Directors approved four concept papers detailing its research priorities for the upcoming year: a review of certification and training models, training needs assessment, an update on the sector and the development of a virtual tour of the printing industry.

Last year, as a new sector council, the potential scope of action for CPISC was vast. To guide the development of the Council, the CPISC Board of Directors approved a three-year Research Framework. Making an Impression outlines the Council's three priority areas of activity:

- Standards – Work in partnership with industry stakeholders to address skills development issues through the creation of skill standards and profiles and the provision of relevant tools and resources
- Decision-making – Provide a national forum for collaboration among all stakeholders and the creation of tools and services pertaining to human resource and workforce development issues
- Training and career pathways – improve the image of the industry as a career destination through outreach activities and better communication of education/training and work opportunities to both potential employees and those already employed in the sector.

The first step in our plan was to develop the building blocks in each of the priority areas. These Building Blocks form the basis for all future activities: development of skill standards for the printing and graphic communications sector, a review of training programs and providers, development of a database of labour market information. Funding was secured to develop each of the building blocks as well as a skills and technology roadmap for the sector.

The four research projects proposed for 2008-09 build on the existing projects and will eventually feed into the suite of tools and services CPISC plans to develop to meet immediate and future industry workforce needs. The projects include:

1. Recognition and certification – review existing recognition and certification models, explore options and develop and implement a model for a national recognition program for the printing and graphics communications sector.
2. Training – conduct a training needs assessment and gaps analysis for the sector and explore the range of training delivery models and options to meet needs.
3. Human resource issues – develop an up-to-date industry profile and explore in-depth and reaffirm a number of current and emerging human resource issues to inform CPISC strategic planning and future projects.
4. The World of Print – develop a virtual tour of a printing facility that uses interactive means to providing information about the sector.

Registrations in Apprenticeship Training Programs Increase

According to a recent Statistics Canada study, registrations for apprenticeship training programs increased in all major trade groups in 2005 with the largest gains occurring in the building construction trades.

Total registrations in 2005 hit 293,835, up 9.7% from 2004 and the largest single-year increase since 1995, with British Columbia having the greatest increase. Since 1998, registrations by women have more than doubled, accounting for 9.8% of total apprentices in 2005.

Completions of apprenticeships have also been on the rise, with four trade groups accounting for most of the completions: metal fabricating; motor vehicle and heavy equipment trades; electrical, electronics and related trades; and, building construction trades.

To read a summary of the report [click here](#).

CPISC Attends Graphics Canada Trade Show

For the first time, CPISC hosted a booth at the Graphics Canada trade show held in Toronto on November 8-10, 2007.

Interest was high and the staff at the booth was busy answering questions about the work of the Council. A number of individuals volunteered to participate in our current research projects, particularly our focus groups validating essential, core and press related skill standards.

Based on our conversations with trade show participants, there is a clearly identified need for training programs to address the particular needs of smaller printing enterprises. Time and time again we were asked if we provided training and who could assist them as they help their employees adjust to new technologies.

