

# PHASE 2 CONSULTATION SUMMARY

Throughout July and August 2024, TalentED YYC consulted with key stakeholders to explore a Phase 2 provincial expansion. A summary of emerging themes from each stakeholder group is presented below.

## POST-SECONDARY INSTITUTIONS (PSI)

Alberta PSIs were invited to participate in two TalentED Phase 2 info sessions, a survey, and a 1:1 consultation to share thoughts on the proposed project expansion.

### What We Heard

- PSIs expressed that the main value-add of TalentED was employer facing supports.
- PSIs outside of Calgary generally expressed excitement about the potential expansion. Some Calgary PSIs suggested focusing on Calgary only and the original objectives.
- PSIs indicated that TalentED would need to understand community nuances by engaging with key stakeholders. Consideration should be given to rural Alberta, Indigenous communities, international students, and virtual opportunities.
- PSIs emphasized the importance of continuous consultation, relationship-building, and developing trust.
- Emphasis was placed on the portal being a one-stop shop and the portal can still be improved to address PSI needs.
- Concerns were raised about TalentED working directly with students.
- PSIs indicated that TalentED should not advocate to the Government of Alberta regarding WIL on behalf of PSIs. However, themes around TalentED supporting advocacy still emerged, specifically for wage subsidies and support to reduce SME barriers to WIL.

Continue to listen and work collaboratively, both with PSIs and AB WIL practitioners. The collaboration and support specifically around a provincial WIL association has been fantastic.

If you expand province-wide, maintaining your original focus is key: creating a centralized digital WIL opportunity portal...and maintaining a WIL catalogue of resources and PSI offerings.

## EMPLOYERS

A TalentED Phase 2 survey was emailed to 950+ employers who have received outreach about the project.

### What We Heard

- TalentED helped employers to prepare and provide better support for student placements.
- 75% of employers indicated that a provincial expansion would benefit their organization.
- TalentED offered valuable learning opportunities for employers, especially around channels for WIL and student engagement.
- Employers want to see enhanced pre-screening processes and skillset matching, organizational culture training for students, and resources for hiring international students.
- Reducing approval times, streamlining administrative processes, and simplifying the portal would improve the user experience for employers.
- There is a significant call for TalentED to continue streamlining the process of finding and integrating student talent, as it can be overwhelming for employers.

“ TalentED has helped provide easy access to a pool of students from a more diverse set of institutions. ”

“ We have locations across Canada, so I would love to see TalentED expand beyond Calgary! ”

“ While focusing on Calgary, TalentED could explore partnerships with similar organizations in different cities. ”

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## ECONOMIC DEVELOPMENT AGENCIES

### What We Heard

- Economic development agencies for Lethbridge, Red Deer, Grande Prairie, Wetaskiwin, and Wood Buffalo have expressed interest in potentially collaborating with TalentED if it were to expand across the province.
- Some EcDev agencies may be willing to provide office space for TalentED employees so they can work locally and build relationships with employers and PSIs in the region.
- Some EcDev agencies have limited capacity to engage in early 2025, and expressed interest to engage with TalentED in late 2025 or 2026.
- Grande Prairie has been working with Magnet on a portal through the Work NW initiative and is willing to collaborate with TalentED to potentially align to one WIL portal.
- Additional consultations will be held with other EcDev agencies including Edmonton Global, Medicine Hat, and Rural Development Network to develop a collaboration strategy.

## APPRENTICESHIP PROGRAMS

### What We Heard

- Opportunity exists for TalentED to raise awareness about apprenticeships, apprenticeship-style learning in non-trade programs, and unsponsored apprentices.
- TalentED can develop a deeper understanding of new regulations on short-term apprenticeships and educate employers on the shorter commitment as a sponsor to increase the adoption of apprenticeship WIL programs by SME employers.

## FUNDING DELIVERY PARTNERS (FDP)

### What We Heard

- 13 funding delivery partners attended a TalentED Phase 2 roundtable discussion.
- TalentED's knowledge of available funding options, understanding of stacking funding, and ability to refer employers seeking funding was praised by FDPs.
- FDPs supported TalentED raising awareness of funding in smaller and remote communities.
- Integrating the TalentED portal with FDPs' application processes would not be a strong ROI.
- Supporting FDPs with collecting data would be helpful.