



Workforce Strategist

Position: Contract, full-time; 3 positions available
Duration: One position: Feb. - Sept. 2021
Two positions: Feb. - Mar. 2021

The Canadian Council for Youth Prosperity (CCYP) is a national, cross-sector collaboration that drives coordination and boosts the infrastructure that supports the youth workforce development ecosystem in Canada. We seek to enhance the practice of youth workforce development by developing and investing in its talent pool. We partner to reduce the impact of trauma on the employability of young people and the rates by which youth experience traumatic experiences in various sectors. We drive collaborations aimed at easing employer and job seeker navigation through the ecosystem.

Opportunity Summary

CCYP is seeking an experienced relationship builder to identify and drive partnerships within small-to-medium sized businesses in order to maximize opportunities for youth. The ideal candidate will have a demonstrated track-record of working with external organizations including businesses, communities, non-governmental organizations, and the public sector in a coordinated approach to advance a project, initiative or shared vision. They will have a passion for business/economic development and a commitment to making a difference through collaborative workforce innovation.

With entrepreneurial zeal, the Workforce Strategist (WS) will help discover new and enhanced workforce solutions, programs, and partnerships to help vulnerable and racialized youth across Canada gain competitive edge in the marketplace and help employers build a skilled early career workforce. The WS will work in concert with other Departmental Leads and Analysts across the organization to identify and integrate solutions to the biggest challenges facing youth in Canada as it relates to employment and income generation

Responsibilities

- Innovates by finding new services, or approaches to economic opportunity and mobility for youth in Canada – specifically focused on supporting SMEs with accessing affordable training solutions, wage subsidies, recruitment, and overall navigation of the workforce development ecosystem
- Leads the achievement of large-scale systemic and sustainable change through new innovations, programs, and initiatives in workforce development at the national, provincial and territorial and municipal levels
- Refines and adapts approaches in response to feedback, research, and insights
- Contributes to forecasting models that captures the dynamics of the ecosystem development strategy

- Lead critical projects to improve planning and forecasting efficiency for national initiatives
- Informs and Promotes process improvement and standardization of processes across ecosystem initiatives
- Capture the right metrics to influence stakeholders, track progression and measure success
- Improve performance to plan by identifying, measuring, and managing key metrics related to CCYP youth workforce development initiatives

Skills

- Exhibit a heightened sense of accountability to the stakeholders served and for the outcomes created
- Ability to assist in the development of new strategic partnerships with workforce organizations, employers, economic development agencies, learning organizations and providers, technology companies, and other key stakeholders
- Mission-driven commitment to increasing economic opportunity, mobility, and security for vulnerable youth across Canada
- Continually understanding the rapidly changing workforce needs of employers and and reskilling and upskilling needs of workers due to technology and drive strategic differentiation and partnerships
- The drive to work in in cross functional teams and to engage different units across the organization to drive innovation to achieve the organization's mission
- Focus on being an integral part of a high performing team
- Forecast and plan capacity for national youth employment initiatives for CCYP
- Cost and performance optimization for CCYP with our ecosystem growth strategy
- Ability to work efficiently with a virtual team in a dynamic and ambiguous environment by combining analytical rigor and judgment
- Strong commitment to exceptional customer experience, enthusiasm to drive positive change and persuasive ability

Qualifications

- Minimum of three (3) years in a project leadership role, preferably with experience in workforce development, client management and business development.
- Experience in strategic partnership development, ideally with public and private funders, government, community and industry partners.
- Demonstrated track-record of skillful project management as well as experience building and leading a high-performing team while overseeing the work of cross-functional team members
- Knowledge of or experience working with employers and/or industry organizations on new and game changing talent strategy solutions and initiatives
- Experience designing and conducting sector-based workforce development considered an asset
- Ability to synthesize and document insights in clear and compelling language
- Strong leadership and project management skills with demonstrated ability to motivate teams and inspire members to innovate
- Sound problem solving and negotiation skills
- Ability to facilitate client and team meetings
- Excellent interpersonal and relationship-building skills with demonstrated ability to manage complex relationships
- Ability to scope research projects and develop proposals for funders and other partners
- Knowledge of human-centred design methodologies

- Excellent communication skills both verbal and written (ability to present detailed technical analysis, assumptions, and recommendations succinctly)
- Comfort with ambiguity and complexity

Deadline

- January 29, 2021 @ 12:00pm
- Please send cover letter and resume to info@ccyp-ccpj.org