palette skills

2025–26 ANNUAL REPORT



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FROM THE BOARD CHAIR AND CEO

Canada's economic growth and long-term competitiveness depend on the strength of its workforce.

We need a workforce that is able to support generational investments in infrastructure, clean energy, housing and technology. To seize the opportunity before us, Canadian workers need access to targeted upskilling solutions that will address the skills gaps in these vital industries. We must ensure every worker has an equal opportunity to thrive in a changing economy and every business has the talent it needs to reach its productivity goals.

At Palette Skills Inc., we know the impact that targeted, employer-led, rapid upskilling can have on a labour market being reshaped by trade uncertainty, technological transformation, AI adoption and changing demographics. By offering workers immediate pathways into in-demand occupations, we give employers access to talent with the emerging skills that will enhance their productivity and support growth.

Palette's unique model responds quickly, efficiently and at scale. It is a 21st century solution for a 21st century challenge.

That model was the reason that Palette was chosen as the federal government's partner for the Upskilling for Industry Initiative (UII) in 2023,which provided seed funding for the Upskill Canada program. We outlined ambitious goals for the three-year program and we are proud to say we not only met but exceeded expectations. FY 2025-26 marked several major milestones for Palette, including exceeding our initial goal of upskilled participants by 24 percent, with more than 19,000 total participants.

As this initial investment from the government ends this year, we can also report surpassing the target of employers engaged in the Upskill Canada program and out-performing the initial goal of a five percent average salary increase, with upskilled workers experiencing a 16 percent average increase. We proved that in just three years, Palette and the Upskill Canada network of partners was able to deliver the most innovative workforce development solution that has made a real difference for Canada's workforce and small- and medium-sized enterprises.

We know what works. We have delivered it. That is why we continue to advocate for rapid, employer-led reskilling to ensure Canada stays competitive by increasing productivity and focusing on economic sovereignty – with a priority focus on SMEs across Canada.

In FY 2026-27, Upskill Canada is continuing our work of supporting businesses to adapt to change quickly, while preparing Canada's workforce for the jobs of tomorrow. Already we have confirmed financial investment from leading institutions including RBC, JPMorganChase Canada and TD bank to deliver programming focused on AI adoption.

We are also anticipating the launch of training on quantum computing, as well as revolutionary solutions to support SMEs and ensure their full participation in Canada's AI opportunity.

While Upskill Canada continues to evolve, it is important to take a moment to recognize the effort that went into the Upskill Canada program over the past three years. Palette built an extraordinary staff team and a strong Board of Directors, all of whom played a vital role in achieving these goals and building Palette's network of partners, employers, and funders. Our sincere appreciation goes out to every individual involved in the success of this endeavour. Finally, a special thanks to each member of staff who helped Palette grow: your efforts have benefitted participants, businesses and communities across the country.

Our thanks, too, go to ISED, and Ministers François-Philippe Champagne and Mélanie Joly, for their vision in developing the Upskilling for Industry Initiative, and their support and counsel in ensuring this unique program succeeded.

Signed,



Janet Yale
Chair of the Board of Directors
Palette Skills



Mark Beckles
Chief Executive Officer
Palette Skills

VALUES AND COMMITMENT

Our Vision: A better skilled, more adaptable and equitable workforce that fuels a thriving Canadian economy.

Canada's economy is facing major challenges at the moment, from AI disruption and shifting trade, to major infrastructure projects and nation-building efforts by the federal government. These challenges present an opportunity to reshape and strengthen the country's workforce and, more importantly, our approach to workforce development to ensure we equip workers for the challenges ahead.

With initial funding from ISED, Palette has been building the Upskill Canada program since 2023, using the Palette model of rapid, industry-informed upskilling. This model is proven to be quick, adaptable, and was designed to accommodate the needs of the labour market and employers, all of which will help position Canada as a leader now and in the future.

Upskill Canada has honed the Palette model into a national solution, designed to prepare workers and employers for the future of work while staying productive and agile. Through Upskill Canada more than 19,000 workers have upskilled with 36 delivery partners running more than 200 rapid upskilling programs and fit-for-purpose workforce development interventions. More than 3,500 employers have been engaged in program development, workshops and other in-program supports, together contributing more than 30 percent of the total cost of the Upskill Canada program.

In FY 2025-26, Palette adopted a new strategic plan to ensure the continued success of Upskill Canada, focusing on three pillars key to our vision:

- Designing Workforce Solutions,
- Increasing Access to Upskilled Talent, and
- Anticipating the Future of Work.

We took concrete steps to align our work with each of these pillars, adapting training, enhancing systems, tools and partnerships, and conducting research to support workers, training partners and employers.

Our approach helps employers reduce the time and cost required to recruit and train workers while limiting the productivity losses during periods of labour market transition. Workers, in turn, directly benefit from these improved employment outcomes, resulting in a stronger middle class. Through this work, we help Canadian businesses generate and deliver the labour market insights policy-makers need to make smart, targeted investments in Canada's future workforce. In FY 2025-26, this included an economic impact report by Blueprint and three case studies highlighting specific benefits of the Upskill Canada approach for changing industries.

Canada needs to capitalize on the potential of its workforce, and Palette's reskilling strategy is key to unlocking that potential. As AI adoption becomes increasingly important, the model allows agile training that is aligned with labour market demands. Investment in upskilling has enduring benefits – workers will retain their enhanced skills and contribute to Canada's productivity for the rest of their careers, enhancing Canada's economic outlook.

In FY 2025-26, Palette adopted a new strategic plan to ensure the continued success of Upskill Canada, focusing on three pillars key to our vision:



DESIGNING WORKFORCE SOLUTIONS

The initial mandate of the Upskill Canada program, focused on six priority sectors (advanced manufacturing, agricultural technology, biomanufacturing, clean technology, cybersecurity and digital technology), was to:

- Expand access to employer-led upskilling programs,
- Strengthen labour market responsiveness, and
- Support Canadian businesses to address critical skills shortages.

Upskill Canada was built from the ground up, based on a model developed by Palette.

As we scaled, Upskill Canada established a network of training and coalition partners, and a robust evaluation and management infrastructure. We developed tools to support partners, including a national community of practice (the Learning Sandbox), the Upskill Canada Hub (the Hub) and Visées in Quebec, and shared lessons learned to continuously improve programming across the network and validate our approach in real time.

By FY 2025-26, Upskill Canada became a truly national upskilling ecosystem, represented in all provinces and territories. We have engaged with more than 3,500 employers, the majority of those being SMEs, from coast to coast. We have done this with the support of training partners in every region who have not only supported participants and employers, but supported each other through the Upskill Canada community of practice.

The Learning Sandbox was designed to support training partners as they delivered Upskill Canada using the Palette model, and give them the opportunity to engage with and support each other. In FY 2025-26, in addition to sharing guides, offering workshops and hosting Community Learning Labs, Palette hosted an in-person conference, Learning Sandbox Live.

Another major milestone for Palette's knowledge transfer in FY 2025-26 was the publication of three case studies, focused on how Upskill Canada's rapid, employer-led upskilling can support workers and employers in distinct sectors.

Learning Sandbox Live

The Learning Sandbox Live event took place in June 2025, bringing together more than 120 partners from across the country, including training partners, employers, sector councils, community organizations and funders. Taking place over two days, the event focused on industry insights and actionable innovations based on lessons learned in the first two years of the delivery of Upskill Canada.

Hosting Learning Sandbox Live was a major milestone for Palette, as we worked to strengthen workforce development collaboration across the country.

The conference was a space for alignment and honest dialogue, allowing stakeholders to share the key learnings, persistent challenges, and promising innovations that emerged during program delivery.

Post-conference, Palette gathered feedback from attendees in a survey:

- 91% of respondents noted being satisfied with the conference content and experience.
- 82% of participants reported an increased understanding of workforce development issues.
- 75% reported gaining actionable insights and tools that improved their capacity to navigate workforce challenges.

CASE STUDY 1

Enabling AI Adoption for Canadian SMEs

Centred on work-integrated learning (WIL) as a tool to support SMEs as they adopt new technologies, as demonstrated by M2M Tech's DataTalent program.

The study shows that WIL is a cost-effective way for SMEs to understand best use cases for AI and other digital innovations. By working with newly reskilled participants, employers can envision what is possible, while workers get hands-on experience and build their portfolios.

Upskill Canada shifted the traditional WIL and reduced this burden by working with its delivery partners and employers to design new four-to-16 week upskilling programs that focus on job outcomes for workers and productivity gains for employers. This placed the heavy-lifting on the delivery partners and Upskill Canada rather than the employer, as the delivery partner handles skills training and the workers provide real world prototypes and projects for SMEs.

The result is invaluable upskilling for workers, often vulnerable or overlooked, such as those belonging to minority groups or those making a transition mid-career, who represent a vast pool of underutilized talent, as well as cutting-edge solutions for SMEs who may otherwise be unable to fund them.



CASE STUDY 2

Building Economic Sovereignty

Focused on how scalable, customizable rapid upskilling can support both employers and workers as demand shifts. The adaptability of the Palette model of upskilling gives workers access to training that leads to better career-pathing and improved salaries while supporting high-growth industries.

In this case, the high-growth industry featured is digital marketing, as supported by the Digital Marketing Skills Canada consortium.

Digital marketing has been experiencing accelerated transformation, with daily AI use becoming an integral part of the industry. Research from the Canadian Marketing Association, a partner in the consortium, shows that 74 percent of its members use generative AI tools weekly. That is significantly higher than the 62 percent average for Canadian knowledge workers. Companies and marketers without the most up-to-date skills are at risk of being left behind.

Over three years, the DMSC was able to adapt to provide workers to meet the needs of different sectors, demonstrating the power of the model to answer the distinct challenges faced by different industries across the country. Importantly, a large majority of participants in the DMSC were women and young workers.







CASE STUDY 3

Powering the Workforce

Demonstrating the potential of the Palette model for growing industries by highlighting the Nuclear Career Accelerator program (NCA) delivered by Ontario Tech University.

One of the industries facing critical worker shortages, nuclear energy is a perfect sector to demonstrate the effectiveness of the Palette model. By reskilling existing engineers in nuclear, the NCA began responding to the needs of a sector that will require more than 60,000 workers by 2040 to meet goals outlined by the federal government.

Rapid upskilling programs, such as Upskill Canada, are the most practical and fastest solution to meet these workforce needs. Not only that, but the reskilling supports workers from struggling industries affected by shutdowns and layoffs.

The success of the NCA demonstrates both the demand for such programs, with 900 applications for just 150 spaces, and the benefit of designing training with employers who can best articulate the challenges they are facing in hiring. No other type of training program can offer employer-led upskilling that quickly provides workers with the tools needed to transition into highly-technical, sector specific roles to meet industry demand.



INCREASING ACCESS TO UPSKILLED TALENT

> **“To build the fastest growing economy in the G7, we need to have a skilled workforce. That means training and education for all, and for all time.”**
>
> – THE RIGHT HON. MARK CARNEY, PRIME MINISTER OF CANADA

To meet Canada’s nation-building goals, employers must have access to a flexible, skilled workforce, able to transition as skills demands shift. In FY 2025-26, we reported several important lessons learned through the Upskill Canada program, including:

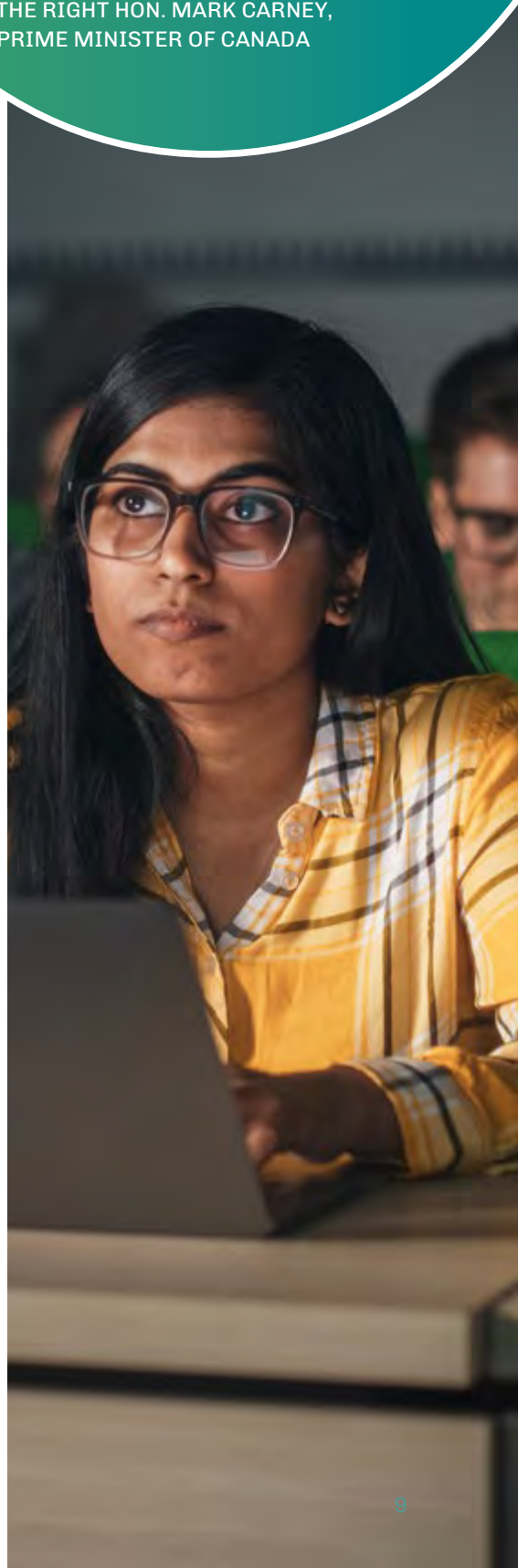
- The pace of change means that reskilling must be adaptable, with program design no longer being a ‘once and done’ process.
- Training institutions must be agile and responsive to ensure programs remain relevant.
- Flexible programming increases accessibility for workers, particularly for under-represented populations.
- Real-time labour market intelligence is essential for guiding programming.
- Involving employers in program design ensures workers meet the needs of the labour market.
- Scalable digital infrastructure is essential, as is continuous performance monitoring.

These lessons guide us as we improve delivery year-over-year, and as a result employers are reporting strong benefits of hiring upskilled workers:

- **92 % agree employees reskilled by Upskill Canada met business needs, and**
- **99 % report business growth or other benefits.**

Upskilling offers new pathways for recruitment, with employers not only involved in curriculum development and program delivery, but also offers access to see participants in action. Work-integrated learning connects participants with employers in a mutually-beneficial arrangement. This allows the participant to put their new skills into practice and gives the employer access to skills that might not otherwise be available.

In addition, we built a tool to drive better support for participants pre- and post-program, and give employers access to upskilled workers, the Upskill Canada Hub (the Hub).

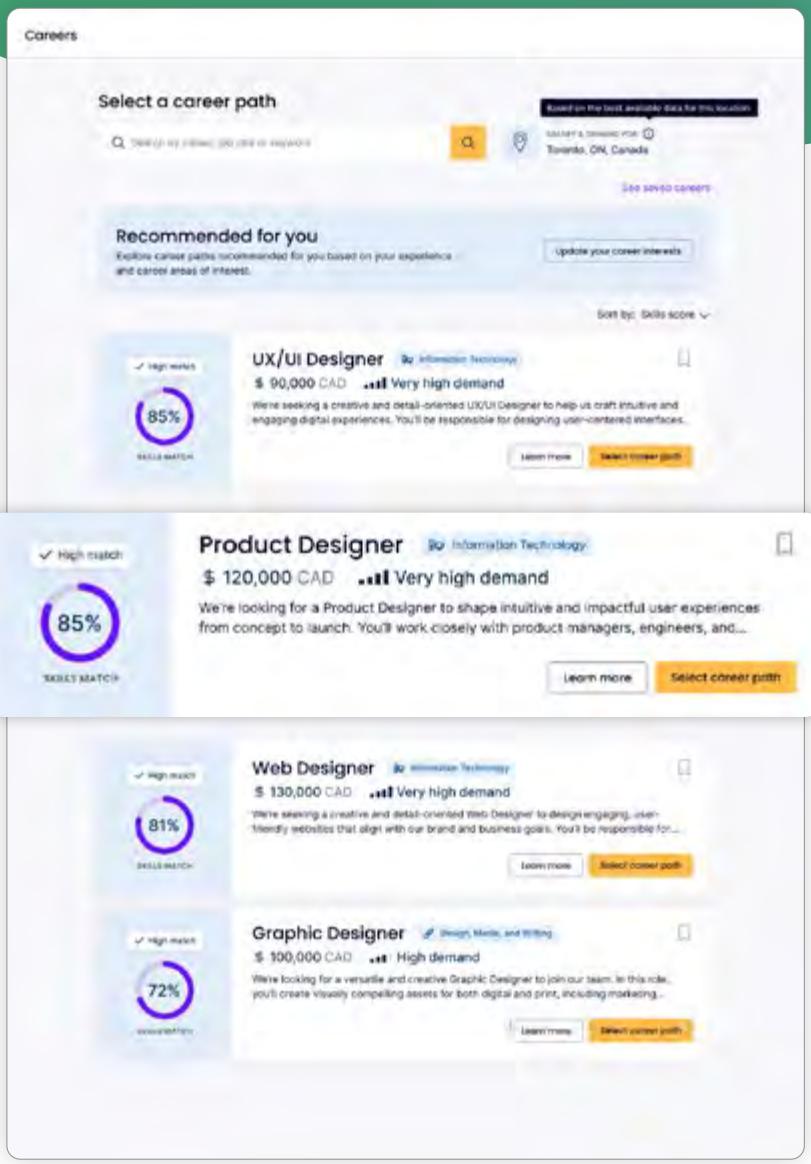


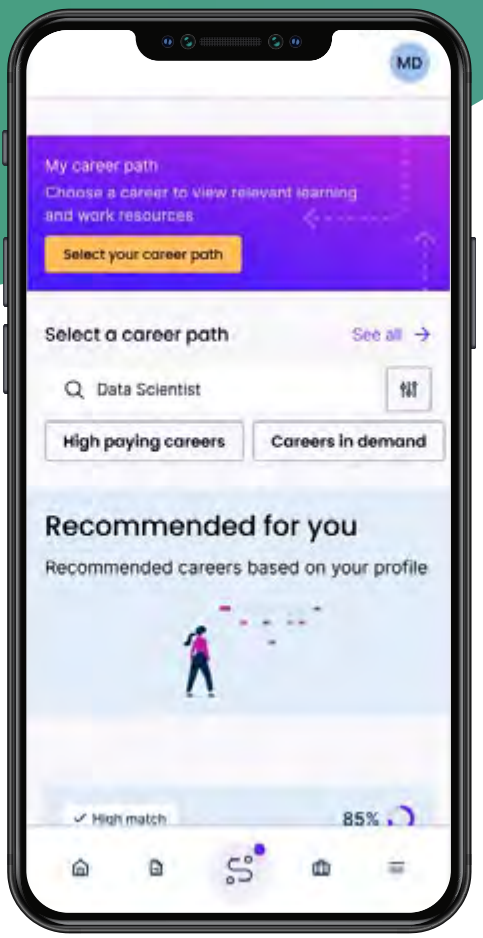
THE HUB

With 11,778 registered users as of Q4 of FY 2025-26, the Hub offers portals for participants, training partners and employers, closing the loop between training and employment.

The Hub captures the needs of employers, and identifies skills gaps and hiring demand to inform training and job placement. Using the Hub, job-seekers can access an individualized AI-powered skills assessment and map their career pathway, leading them to the upskilling program that would best support them in their professional goals.

The employer portal, launched in FY 2025-26, gives hiring managers access to a curated talent pool of Upskill Canada graduates, matching them with job-seekers based on the skills profiles that align with their hiring needs. In addition, the delivery partner portal gives training providers visibility into participant engagement, progression and employment outcomes.





UPSKILL CANADA
PARTICIPANT TESTIMONIALS

Upskill Canada POWERED BY palette skills

“In Canada, opportunities are vast. This can be your playground,” says Jay Olea.

When he discovered the Digital Marketing Skills Canada program, he remembers, “When I read the course overview, I was instantly convinced.”

The training became foundational for his business. It also strengthened his confidence: “It boosted my confidence and enhanced my market value.”

Jay continues to embrace learning, noting, “Marketing is dynamic. You always have to upskill. That’s how you stay competitive.”



Jay Olea
MARKETING AGENCY FOUNDER

Upskill Canada Graduate,
Digital Marketing Skills Canada,
Delivered by the Canadian Marketing Association

“It was exactly what I needed.” says Liudmyla Haiova.

After studying agricultural sciences for years in Ukraine, Liudmyla and her family came to Canada to escape the war. She says everything changed in one night, “We are grateful to Canada for the chance to stay safe.”

She eventually found a job but knew she needed more practical skills and a better understanding of Canadian regulations and standards: “Programs like this save you months or even years... They give you the exact knowledge you need, the correct people, the right support.”

Liudmyla has simple advice for anyone looking to upgrade their skills: “Just start.”



Liudmyla Haiova
CULTIVATION LEAD RESEARCHER

Upskill Canada Graduate,
Connecting to Careers in Agricultural Technologies,
delivered by ACCES Employment.

EMPLOYEE RESKILLING

To directly respond to the unique needs of Quebec, Palette worked in conjunction with the Fédération des chambres de commerce du Québec (FCCQ) and the Chamber of Commerce of Metropolitan Montreal (CCMM). The approach developed in conjunction with the Chambers focused on reskilling incumbent employees. Employer members of each Chamber were able to select industry-relevant training for new and existing employees through the Visées platform.

This approach ensured that upskilling was industry-driven and immediately led to new or better employment for participants as well as delivering high levels of engagement and satisfaction amongst employers and participants.

The Quebec Visées program offered more than 350 programs delivered by various public and private partners across the province. This resulted in **4,021 participants being upskilled, with 99 percent program completion and 97 percent of participants achieving a better job outcome.** By positioning employers as primary decision-makers, this approach ensures workforce development needs are met in real time, while at the same time ensuring workers see career advancement.

In FY 2025-26, a similar approach was developed in partnership with the Ontario Chamber of Commerce, focused on agricultural technology. Launched in Q2 of FY 2025-26, ***Seeding an Agritech Revolution: Digital Twins for Agriculture and Food Processing*** saw 183 participants upskilled, with a 93 percent job placement rate post-program. The partnership also exceeded goals for racialized participants, achieving 34 percent representation.

Average salary increase by sector

BIOMANUFACTURING

28%

AGRICULTURAL TECHNOLOGY

26%

DIGITAL TECHNOLOGY (INCLUDES AI, MARKETING, TECH SALES, DATA SCIENCE, ETC)

26%

ADVANCED MANUFACTURING

23%



ANTICIPATING THE FUTURE OF WORK

In the face of tariffs, economic uncertainty and technology evolving at speed, particularly AI adoption, it is difficult to imagine the future of Canada's workforce. The onus is on the workforce development ecosystem to not only prepare workers for the jobs of today, but to envision what comes next.

Alignment is key. A functional system needs to connect and coordinate all players. An optimized 21st century workforce development strategy will require economic infrastructure with coordination across training organizations, immigration systems, employers and governments. There must be a system in place that helps workers overcome barriers to employment and supports SMEs to understand their talent needs. Once those needs are clear, they can access training that supports current employees and directs their hiring.

Countries like Germany, New Zealand and Singapore recognize that a dynamic workforce development system is the key mechanism for delivering productivity and growth. Economic sovereignty depends on Canada's ability to build a fully functioning operating system to consistently supply our small businesses with the best, most productive talent.

At Palette we created a system that creates training connected to employer needs, with the potential to connect the country's available and under-employed workforce to training and to the employers ready to hire them.

UPSKILLING FOR AI ADOPTION

A large focus for Palette going forward is supporting talent and businesses with AI adoption. Many SMEs acknowledge the importance of AI but lack the time and resources to implement it effectively.

In Q2 of FY 2025-26, Palette received a donation from RBC to support the development of a rapid upskilling program to support business leaders, employees and job-seekers with strategic, ethical, and practical integration of AI. In partnership with the University of Toronto and additional funding from TD Bank Group and JPMorganChase, A*I Skills for Competitive Advantage: Generative and Agentic Applications* is set to launch in Q1 of FY 2026-27.

This new offering is an intensive seven week e-learning experience designed for professionals ready to leverage AI to improve efficiency, effectiveness and innovation. The training will allow the integration of AI into business operations, equipping businesses and workers to succeed in an AI-driven economy.







SPOTLIGHT ON YOUTH

Youth unemployment across Canada is at its highest level in years. This rising unemployment among young Canadians undermines productivity and economic resilience for all of us, now and in the future. One of the consequences of declining youth employment is the loss of not only a connection to the workforce, but the opportunity to learn the soft skills needed to work as part of a team. These skills cannot be forgotten in the race to adopt new technologies. With entry-level jobs disappearing, youth need more support than ever – and we need to recognize that young workers cannot go back to school for three or four years at a time every time technology shifts, knowing these skills may be out of date by the time they graduate. Upskilling differs from classic education by not focusing on just knowledge, but on getting the job.

Upskill Canada helps youth access good jobs, build networks, develop soft skills as well as technical skills and access the labour market. Hands-on experience eliminates the conundrum of needing experience to get work but needing work to get experience. Ensuring young people can access reskilling throughout their lives will keep Canada's workforce productive and competitive.

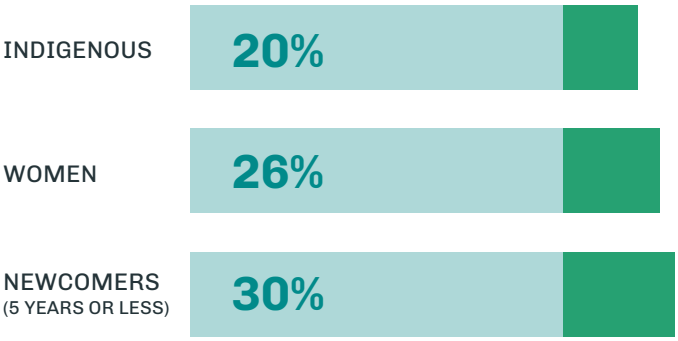
Work-based learning also decreases the burden on employers, especially SMEs who often do not have the time and capacity to deliver the mentorship and training upskilling provides, especially in an AI-influenced workplace where their needs are always evolving.

Independent research from Blueprint shows that Upskill Canada participants under the age of 25 were more likely to:

- List high school as their highest qualification,
- Upskill in clean technology,
- Be placed in a job post-program, and
- See an average salary increase of 15 percent, putting them well above the national average salary for young workers.

These results demonstrate that rapid reskilling programs ensure youth have the skills and training they need to seize emerging opportunities in the industries driving our future.

Average salary increase



BUILDING CANADA'S FUTURE WORKFORCE



3,699 CUMULATIVE TOTAL EMPLOYERS

99%
Of employers surveyed report BUSINESS GROWTH and/or other benefits

85%
Of employers were SMES





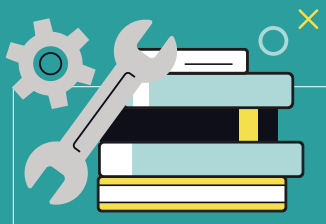
92%
Report that TRAINED EMPLOYEES HAVE THE SKILLS to fill their business needs as a result of the program

52%
Of employers engaged in MORE THAN ONE COHORT



"These graduates are job-ready, motivated, and come equipped with the kind of skills most employers say they're looking for. If you're willing to offer mentorship and integrate them into your team, you'll likely see a return on your investment quickly."

– MIKE MORRISON, CEO, SOCIALNEXT



89%
Report **STRENGTHENED CAPACITY TO MANAGE SKILLS** needs as a result of the program

BUILDING CANADA'S FUTURE WORKFORCE





19,182

Total cumulative PARTICIPANTS

124%

Of three-year target

82%

Report the program gave them the skills they need to participate in COMPETITIVE WORKFORCE OPPORTUNITIES

16%

AVERAGE SALARY INCREASE overall
(full time to full time)

73%

EQUITY-DESERVING GROUPS

92%

Satisfied or VERY SATISFIED

"(Upskilling) takes less time and is less daunting than taking university courses and allow people currently working in the industry to keep learning ... The skills and information these courses provide can help you improve in the industry and can help forward your career path."

– JEREMY LEGAULT, CLEAN ENERGY PROFESSIONAL UPSKILLING, NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY



ECONOMIC IMPACT REPORT

In Q4 of FY 2025-26, we received an analysis of the economic impact of the first two years of the Upskill Canada program from Blueprint. While the results seen in this economic impact report reflect only a snapshot of the program, many points demonstrate the value of this approach.

The report shows that upskilling allows workers to increase productivity by building new workplace-relevant skills and/or by working in jobs that better utilize their existing skills.

Overall, Blueprint quantified that the $185 million investment by the Government of Canada has a potential long-term impact of $523 million in economic productivity.



Blueprint found:

INCREASED EMPLOYMENT RATES, including an increase in full time employment for graduates.

INCREASED INCOME, with a higher overall increase for women and gender-diverse workers.

AN 85% COMPLETION RATE across all programs in all sectors.

Benefits for both the employer and the worker, including INCREASED PRODUCTIVITY.

> **“Upskill Canada has the potential to create substantial productivity impacts, experienced by both participants and employers, by building skills that allow participants to be more productive per hour worked and by allowing them to connect to jobs that allow them to better deploy their existing skills.”**
>
> – BLUEPRINT

UPSKILL CANADA
PARTICIPANT TESTIMONIALS



Laban Nyaanga
PROCESS IMPROVEMENT SPECIALIST

Upskill Canada Graduate, Connecting to Careers in Advanced Manufacturing, delivered by ACCES Employment.

"I saw right away: This is a program that can help people relaunch themselves," says Laban Nyaanga.

The moment a friend referred him to ACCESS Employment's Advanced Manufacturing Program changed his life. He says, "This program elevated my value. It gave me confidence. It helped me see hope again."

The training not only helped him find a job, it gave him a community. He says of his cohort: "We became a family."

Laban regularly returns to the program as a guest speaker: "I try to inspire other participants … once you get the skills, you can get a good opportunity."

Bee Toews
JUNIOR DATA ANALYST

Upskill Canada Graduate, Autism CanTech! – Foundations of Data Analysis & Business Intelligence, Delivered by NorQuest College

"Go in with an open mind and put in as much effort as you can… If you want to learn something, you just have to ask," says Bee Toews.

After completing the Autism CanTech! program, her practicum turned into a full-time role: "No one else there could do that… now I'm still the person in charge of it."

The job gave her stability and independence: "This company has given me work that I like and am physically able to do. After everything, that feels like a dream."

MOVING FORWARD

As governments across the country increasingly seek workforce solutions that are employer-led, outcomes-focused and capable of scaling nationally while delivering local impact, Palette offers a proven, adaptable model of training that responds to economic shocks in real time.

As we look ahead to FY 2026-27 and beyond, we can see an expansion of the sectors reached by Upskill Canada, meeting priority needs in workforce development. Palette is well positioned to support industries being affected by tariffs, technology changes and other disruptions.

Already we are working with private-sector partners to deliver AI-focused workforce development initiatives. FY 2026-27 will see the launch of upskilling designed to support SMEs in the responsible adoption of AI technology, and we will expand into reskilling in quantum computing in partnership with Protexxa and with support from the Government of Ontario.

We see the Hub playing a key role in connecting job-seekers and workers to training partners and then to employers, eliminating the skills gaps in Canada's most vital sectors. The Hub will also provide job-related data, helping to inform decision-makers.

Achieving Canada's economic priorities requires systems and partnerships that connect talent to employer demand in real time. Palette is a proven Canadian platform delivering industry-aligned reskilling that equips workers for in-demand roles and drives measurable economic results. We will continue delivering innovative programs that will ensure Canada has the skilled workforce it needs to compete, innovate and drive prosperity for the long term.



THANKS TO THE BOARD OF DIRECTORS FOR 2025-26

Janet Yale, Chair

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Françoise Bertrand

Ann Buller

Richard Chenier

Drew Fagan

Stephanie Hodnett

Nicole Johnson Morrison

Louis Lévesque

Marilyn Luscombe

Marie-Lucie Morin

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Chief Executive Officer

Carl Heinlein,
Chief Operating Officer

Chloé Roussel,
Vice President, Public Affairs

Jacqueline Sue,
Director of Finance
and People Operations

In 2025-26, Upskill Canada was delivered in partnership with:

ACCES Employment

Ampere (formerly Pinnguaq Association)

Canadian Alliance for Skills and Training in Life Sciences

Canadian Marketing Association

Canscribe Career Centre Inc.

CCMM (QC Coalition)

College & Institutes Canada (Coalition)

CWB Welding Foundation

Dalhousie University

Data Sciences Institute, University of Toronto

Excellence in Manufacturing Consortium

FCCQ (QC Coalition)

Foresight Cleantech Accelerator Centre

Greenspring BioInnovation Hub

Invest WindsorEssex (IWE)

M2M Tech Inc.

Northwest Alliance at Strategic Industries Inc.

NPower Canada

Ontario Association of Youth Employment Services - First Work

Ontario Bioscience Innovation Organization

Ontario Chamber of Commerce

Ontario Tech University

Skillswave (Coalition)

techNL

Toronto Metropolitan University (Rogers Cybersecurity Catalyst)

Work-Based Learning Consortium

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