WBLC Work Based Learning Consortium   SPERO CAREERS CANADA

Pilot Program Development: Candidates needed to participate

There is an 85% unemployment rate for the members of the autism community who are willing and able to work. While the stereotypical roles for autistic individuals includes IT roles and data entry, we believe the advanced manufacturing sector (AMS) could benefit from accessing this talent pool. With an employment gap which has been growing for the past 20 or more years due to lack of investment in training and retention, the AMS needs to keep businesses running. For the purpose of this pilot project, we're focusing on Mold Maintenance Technicians and CNC operators though when proven successful, we'll be exploring other roles such as Aerospace Sealer or CMM Operator.

The ultimate objective of this project is to create a well-tested approach to helping a segment of the ASD community to secure employment in the advanced manufacturing sector. The ASD community has been identified as a potential pool of candidates to fulfill the growing gap of talent for the advanced manufacturing industry. Why? Many members of the ASD community possess certain characteristics which would make them prime candidates for the AMS such as:

- 18+ - 29 yrs old
- Independent in daily activities
- Minimum education: high school diploma
- Able to handle 40hr work week
- Enjoys working with hands and building
- No knowledge or training in advanced manufacturing is required

- Attention to detail
- Ability to work with little supervision
- Good with repetitive aspects of work
- Desire to deliver high quality service
- Problem solving skills
- Interpersonal skills: able to work on a team
- Successful within roles requiring physical exertion

The Training Program

The WBLC Training Program consists of a blended combination of e-Learning, classroom and 'on-the-job' learning. This is one of the most optimal learning methods to achieve the best outcome for learners. Throughout the training program, WBLC and Spero Careers Canada will regularly assess a candidates progress, determine in an objective fashion how well a candidate is doing, and provide guidance and support so they can be successful. After they complete each e-Learning module, there will be a short test to let a candidate know how they are doing and identify areas they need to review. A candidate must pass each test to proceed to the next e-Learning module. A transcript of results will form part of their permanent record and will count towards their certification in the program.

Pilot Program

We are currently in a pilot program to assess the interest and fit of developing the full training program. Interested candidates will go through a pre-screening with the Spero Careers Canada team which will include completing some online discovery tools. The findings of these discovery tools will help us find candidates who are most likely to succeed in the screening for the full Advanced Manufacturing program. Candidates are helping us to make this as successful as possible and when funding is secured will be given first opportunity to apply for any positions that become available.

For more information, please contact: Elizabeth@sperocareerscanada.ca or call 905-220-5149