

# FIT TO PRINT:

## Your Guide to National PRESS Skill Standards



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people in print



Canadian Printing Industries Sector Council



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## Your Guide to National PRESS Skill Standards

**Canada**

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# ABOUT CPISC

The Canadian Printing Industries Sector Council (CPISC) provides a national forum for collaboration on human resource and workforce development issues within the printing and graphic communications industry. CPISC brings together employers, employees, education and government to identify and implement innovative approaches to skills development.

We have an approach that works, one that resonates with the new realities of the industry. Our objectives and our methodology can be characterized by one key element—partnerships.

Incorporated in April 2006, CPISC's mission is to address the needs of the industry's workforce by:

- Improving the image of the industry as a career destination
- Maximizing the career potential of those already employed in the sector
- Developing national skill standards
- Addressing learning needs through relevant training tools and resources

The intent of CPISC is not to duplicate what exists, but to build on what is already being done and to develop on a national basis the programs and services that will meet the needs of the industry as a whole.

CPISC is committed to develop innovative approaches to skills development for the current and future workforce of this technology-based industry.

## Acknowledgements

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# EXECUTIVE SUMMARY

Skill standards for the printing and graphic communications industry constitute one of the three building blocks upon which all of CPISC's activities rest. It is not possible to effectively recruit new employees or to train existing employees until clear skill standards have been developed that describe and define what an employee should know and be able to do.

The objective of the *Skills for the Future* project is to develop skill standards and profiles for key occupations within the three production areas that comprise the printing process: pre-press, press and finishing and bindery.

The project began on June 1, 2007 and will run to March 31, 2009. Basic and core skill standards have been developed for the printing sector as a whole as well as skill standards and profiles for the press process area. In 2008-2009, CPISC will develop skill standards and profiles for the pre-press and finishing and bindery process areas.

A set of agreed-upon skill standards and profiles will play a key role in improving workforce development. Secondary and post-secondary technical training programs will be able to coordinate their teaching around standards that the industry deems necessary for the success of new workers. Young people will be able to monitor their progress toward meeting occupational goals by meeting the skill standards. Employers will be assured of better trained workers. Workers will understand better the nature of the training which they need to stay current and will be assured of the portability of their skills if they change firms or move to other provinces.

The development of skill standards and profiles will also provide a basis for exploring recognition and certification models for the printing and graphic communications industry.

This technical guide will introduce you to the skill standards developed for the press process area and how they can be used. These standards describe specific knowledge, and skills required to succeed specifically as a press operator. The standards *can provide* guidelines for the establishment and evaluation of employees, programs or to enhance existing programs. It describes the need for national skill standards for the printing and graphic communications industry; gives examples of how to use the skill standards; introduces the Basic and Core Skill Standards for the printing and graphic communications industry; and, details the operating skill standards for the four types of presses namely: lithographic sheetfed, web offset, flexographic and digital.