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Canadian Printing Industries Sector Council

Conseil sectoriel de l'imprimerie du Canada

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CPISC *Bridging the Gaps* with New Study

Ottawa, ON – The Canadian Printing Industries Sector Council (CPISC) has released its new report, *Bridging the Gaps*, which examines the skill gaps of the Canadian printing and graphic communications industry's workforce.

Bridging the Gaps is the final product of CPISC's Training Needs Assessment Project and will greatly assist the Council in addressing the industry's needs and developing a national HR strategy.

Using CPISC's national Skill Standards, the report examines the gaps between actual and required skills of printing employees, including: prepress operators, output specialists, colour specialists, lithographic web offset press operators, lithographic sheet-fed offset press operators, flexographic press operators, digital press operators, bindery operators and finishing operators. The report also compares skill shortfalls against available training from employers and educators, and then presents a training-delivery model for the industry to guide employees on the path to life-long learning.

"The most startling finding is that although press operators possess the required operating skills, gaps exist when comparing the current and required core skills," says CPISC Co-Chair Duncan Brown. "For example, 39% of web offset press operators require teamwork skills to take on leadership roles and promote teamwork within an organization, and 34% of digital press operators lack workflow process and control skills to apply scheduling principles and analyze and interpret production performance. The report outlines these gaps and more, explains the proposed training-delivery model, and lists CPISC's recommendations to sustain that model."

"*Bridging the Gaps* identifies gaps so we can support and cultivate a more highly-skilled workforce through a training-delivery model developed specifically for the industry," says fellow Co-Chair Jeff Ekstein.

The report's five recommendations to sustain the new training-delivery model are that CPISC lead by promoting the industry's career paths, accrediting training programs, developing a recognition program, providing training resources, and providing mentorship support.

"*Bridging the Gaps* will be an important resource for the printing and graphic communications industry," says Project Chair Abe Giesbrecht, Training Coordinator at Friesens Corporation. "Employers, educators and employees alike will benefit from this information as it will empower positive training and education decisions within our industry."

Bridging the Gaps was officially launched during International Print Week at the Alberta Graphic Arts Industries Network's *Tips, Tricks, and Skills for the Print Industry* event at SAIT in Calgary on January 20, 2011.

The report was developed for the industry, by the industry, and is now available online at <http://www.cpisc-csic.ca/eng/training-assessment.html>, along with the report appendices. Printed copies of the report can be ordered through info@cpisc-csic.ca. CPISC has also updated its Review of Education and Training Programs and Providers List, which is available online as well.



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The Canadian Printing Industries Sector Council (CPISC) is a national organization that collaborates with printing and graphic communications industry employers, employees, educators, suppliers and representatives of governments to create and implement innovative strategies for skills development and progressive HR management practices. In doing so, CPISC enables all key players in the printing and graphic communications industry to work together in partnership to improve the quality of the industry's current and future workforce. CPISC is funded by the Government of Canada's Sector Council Program. More information about CPISC is available at www.cpisc-csic.ca.

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