

CASE STUDY

# Flexible Upskilling Network (F.U.N.)

## Improving cross-collaboration skills for young tech talent



## INTRODUCTION

The Flexible Upskilling Network (F.U.N.) program is a blended learning environment that combines valuable work experience with accelerated leadership training. Prepr partnered with **Employment and Social Development Canada (E.S.D.C.)**, to advance their goals of **increasing opportunities for equity-deserving groups** in technology. This included youth facing barriers, individuals that identified as Black, Indigenous and other people of colour (BIPOC), Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional people who identify as part of sexual and gender diverse communities (2SLGBTQIA+), and newcomers.

Additionally, Prepr leveraged its partnership with **Magnet** to support sourcing employment with quality employment opportunities (Q.E.O.s) for job seekers after graduation.



Employment and  
Social Development Canada



MAGNET

## OBJECTIVE

The program's objective was to **support equity-deserving groups** with a background in technology who were unemployed or underemployed to acquire Q.E.O.s by enhancing their technical skills and soft skills like **communication, collaboration, and problem-solving**.

## METHOD

### JOB SEEKERS

Prepr delivered remote training through our innovation model, which teaches (1) **Project Leadership**, (2) **Innovation**, and (3) **Entrepreneurship** or P.I.E. This structure allowed learners to gain perspectives on business functions, define solutions to case-based scenarios and build core soft skills in a learn-by-doing environment.



## METHOD CON'T

Prepr sought job seekers with an educational or professional background in web development, software development, digital marketing, social media, graphic design and product management, with a preference for equity-deserving candidates.

Job seekers then attended daily instructor-led sessions every weekday for four weeks, **totalling 80 hours of in-class training**. **Additionally, successful job seekers received a completion bonus of \$250**

All participants in the program had access to wrap-around support such as **office hours with digital experts**, **ongoing email support**, and **access to PreprLabs for continuous learning opportunities**

## EMPLOYERS

Prepr's team recruited employers based on their need for digital talent. Employers successfully paired with a candidate **received a subsidy of \$6,600**

## RESULTS

The F.U.N. program graduated **231 jobseekers** with **72% securing Q.E.O.s within a month of completion**. Alumni hours provided critical post-program support, that enabled job seekers to feel prepared for interviews and build a strong resume. F.U.N. advanced opportunities for equity-deserving groups as **82%** identified as a visible minority and **49%** were women.



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I hired two young gentlemen to work with me, a back-end and front-end developer. They've elevated the website so we are received as a more professional company. They've been fantastic at of presenting solutions and then working together to build those out.

– **Sarah Paterson**, Jetsplitz Owner

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The F.U.N. program provided **essential soft-skills training** that built confidence in individuals and improved their overall ability to **communicate** and **collaborate** effectively.



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The platform itself to get signed up for and put in job ads is pretty straightforward. I think generally the quality of the students that we're matched with, whether or not we choose is pretty high quality.

– **Danielle Kouri**, SLSC Outreach Coordinator

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