

CASE STUDY

Skills for Success (SFS)

Supporting employers in building cross-functional teams



INTRODUCTION

The Skills for Success (S.F.S.) program partnered with **Employment and Social Development Canada** (ESDC) to advance their goals and provide the skills Canadians need for work, learning, and life. These skills include: (1) Creativity and Innovation, (2) Problem-Solving, (3) Reading, (4) Digital, (5) Collaboration, (6) Adaptability, (7) Writing, (8) Numeracy, and (9) Communication.

Prepr successfully delivered hands-on training through instructor-led sessions and our workforce development platform. The S.F.S. program was split into two streams, aiming to build cross-collaboration and digital capacity for employers, their existing employees, and job seekers ready to join the workforce. "Supporting employers in building cross-functional teams" examines the program's employer outcomes, while "Building a cross-functional talent pool" focuses on the program's job seeker outcomes.

Over seven months (July 20, 2023 – March 6, 2024), Prepr facilitated five employee training cohorts, each lasting eight weeks.



Employment and
Social Development Canada

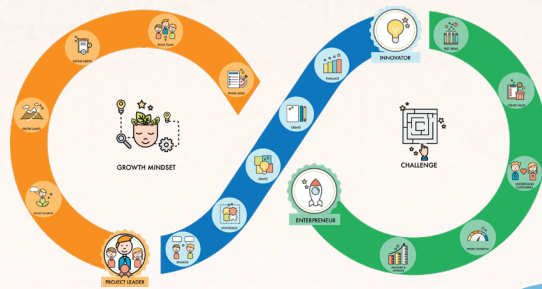


OBJECTIVE

The objective of the Skills for Success program with employers was to support their **internal upskilling and reskilling needs, expand cross-collaboration skills, strengthen teamwork, and improve business efficiency.** This included introducing and improving digital marketing capabilities to their employees, to grow business opportunities and positively impact their bottom line.

METHOD

Employers and employees learned Prepr's innovation framework, which teaches (1) Project Leadership, (2) Innovation, and (3) Entrepreneurship (P.I.E) through a learn-by-doing approach. Prepr's workforce development platform also served as the foundation to deliver resources, build teamwork, and showcase their earned skills through micro-credentials. This structure allowed them to gain hands-on experience in each of the nine skills identified by E.S.D.C. **\$200 completion bonus. In addition, employers received a \$3,000 subsidy per employee enrollment.**



“ Just wanted to send you a note thanking you for the program. Riley enjoyed his time, and I can see the improvement in some of the skills that he learned through the program. It seems like it was a very valuable program for him, and I am glad he could participate. Thanks again!
- S.F.S. Employer ”

After employers signed up for the program, they nominated candidates to participate. Prepr then assessed employee skill levels



and developed a **customized learning path** for each individual. Every week, each employee spent 4 hours in a facilitated session and 6 hours on independent work. Employees prepared a pitch presentation in the final week that delivered solutions to real-world problems.

After the program sessions concluded, Prepr offered **40 hours of post-program support** and **one year of company-wide access** to the platform's Labs and Challenges to incentivize continued learning.

RESULTS

The Skills for Success program had **103 employees** from **44 employers** complete the program. Of the employee participants who completed the program, **50%** identified as women.

Overall, the program was well received by businesses as it offered flexibility to learn at their capacity, relevant skills training and shareable micro-credentials. Employers who completed the program shared that their employees built core soft skills such as leadership, innovation, teamwork, and digital skills that supported business growth.

“

From the training, we've seen several results, including creativity, how our employee runs meetings and takes feedback from others, and how he approaches the product value added to clients and internally

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SFS Employer

