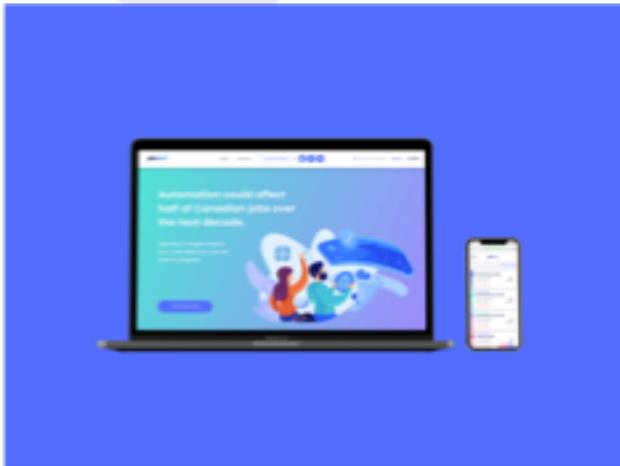# planext

New advancements in digital technologies – often referred to as the Fourth Industrial Revolution or the Second Machine Age – are poised to significantly disrupt Canada's labour force. While recent research suggest that automation and technological change won't necessary lead to a considerable increase in unemployment, findings agree that it will significantly change the demand for skills.

This change in skill requirements might make some segments of the labour market, such as youth and lower skilled employees, worse off – especially if they lack access to appropriate information on which skills will be required in order to become more resilient to automation. As we strongly believe that innovation should benefit society as a whole, we aim to deliver solutions that promote access and inclusion to all parts of society.

planext is an interactive platform designed to empower Canadians to navigate the digital disruption of the labour force, with the goals of providing a data-driven, evidence-based solution to the changing nature of work. The planext team is a cross-functional group of socio-economics researchers, data scientists, product designers, developers, and business analysts. The team's combination of research, data, and product development skills make them uniquely qualified to build digital products that aim to address complex social issues, like planext.

The primary focus of planext is on promoting labour market access for youth by supporting them in gaining 21st century skills and thus lowering labour market barriers and increasing resiliency to the digital disruption of the labour market.

our progress

to date

In July 2019, the first version of planext was released, which provides:

- labour market information at the occupation level
- risk of automation by occupation
- employment pathways from high-risk occupations to lower-risk occupations
- information on options for retraining and upskilling
- current job openings by occupation within the GTA

planext has been piloted with employment service providers across the country and the job seekers directly. In-person user testing interviews and surveys were conducted to gather over 500 individual pieces of feedback and 2139 total responses.

what's next

Improved labour market information. Improve the labour market information provided by planext will allow us to better match job-seekers with existing job opportunities.

Proprietary risk of automation scores. Development of a refined algorithm to determine risk of automation by occupation is in progress.

Improvement of the pathways algorithm. Using the most granular skills data to refine our occupation matching algorithm, we aim to provide the most realistic job transition paths.

Expansion of a pan-Canadian training database. The development of a regionally-based training database will allow us to better guide users to opportunities for retraining and upskilling based on their specific needs and location.

Skills assessment Integration. This will enable a holistic understanding of the job-seeker's skill set (including both technical skills and soft skills) which, in turn, will enable us to tailor pathways to individual users.