The upcoming climate migrant crisis

What

As Canada faces a [labour shortage of 912,000](#) and an [increasingly aging population](#), we could benefit from welcoming increasingly large numbers of immigrants. To add to this, 2021 census figures show that baby boomers represent 24.9% of the population, with many reaching retirement age in the next several years. Canada's aging population, along with historically low fertility rates of 1.4 children per women, makes immigration a key factor in sustaining Canada's working population.

The World Bank warns that we could see a [sharp increase in climate refugees](#) who are forced to resettle as the impacts of climate change make their region uninhabitable. The organization estimates that up to 216 million people could be displaced within their own countries by 2050. It is highly likely that we will see an increase in international refugees seeking to re-establish themselves elsewhere due to climate impacts. Canada and other Western countries reliant on immigration could play a significant role in the relocation of climate migrants. The Canadian Association of Refugee Lawyers (CARL) is calling on the federal government to implement proactive policies to respond to climate migration and recognize climate refugees as protected persons.

So What

It is undeniable that immigration will the major component of sustaining Canada's population. The upcoming crisis could be a way for Canada to be an international leader in the response to a climate refugee crisis. The public service is also expecting many retirees in the coming year. How could the public service benefit from hiring newcomers to Canada? How could the government help reskill newcomers to fill crucial needs in the Canadian economy?

Source:

[How climate migrants can help power the clean economy | Corporate Knights](#)

[Groundswell Report (worldbank.org)](#)

[A generational portrait of Canada's aging population from the 2021 Census (statcan.gc.ca)](#)

A step towards economic reconciliation? Tech training program aims to fill tech workforce shortage with Indigenous students

What?

Community Futures Treaty 7, Eagle Spirit Business Development, SAIT, Levvel Inc. and other corporate partners have collaborated to create an initiative aimed at **training Treaty 7 First Nations members** as **software testers** in a program called Sage Techwork. The program aims to bridge the gap between Indigenous adults and the tech industry by offering training which includes one month of classroom work, one month of remote learning and a paid internship with local companies. The first pilot class consists of 24 students from different Treaty 7 communities, including those living outside the reserve in Calgary between the ages of 19 and 63. The program divides students into groups and uses peer coaches to help build leadership within the group. The training prepares participants to disassemble the software and identify problems and bugs throughout the development process.

So What?

The average age of Indigenous people is 32, compared to 40 for non-Indigenous people, and they are growing at about four times the rate of the non-Indigenous population while already contributing significantly to the country's economy. However, Indigenous communities and entities remain underserved by corporate Canada and employers need to recognize the inequities that exist in our workforce.

Tech training programs like this could help reduce both the employment and the educational and skills gap that exists in the tech sector and between Indigenous talent and non-Indigenous talent. Indigenous-led solutions, including training and employment initiatives tend to not only equip people with the skills needed for a job, but also incorporate cultural components, mental health supports, and other supports around childcare and housing.

Sources

New program bridges gap between Indigenous students and tech industry | CBC News

Tech training program aims to fill tech workforce shortage with Indigenous students (msn.com)

An Indigenous Future and Present of Work - Mastercard Foundation (mastercardfdn.org)

I RATE YOU AND YOU RATE ME, BUT WHO RATES US?

What?

An application software, <u>Dot Collector,</u> allows colleagues to provide real-time, micro-feedback based on their interactions with each other. Overtime, the data is accumulated by leadership and distributed employees to improve individual and collective performances in the moment and over time.

The app is designed by Dalio, a large hedge fund that abides by the principle "radical transparency" in its own office. *Surprise, Surprise.*

CoinBase, a major cryptocurrency exchange, has opted to use the Dot Collector program and Zoom plug-in, which allows employees to judge each other's performance in-person and remotely. Coinbase's cultural tenets, which include "positive energy," "efficient execution" and "clear communication", function as criteria.

So What?

Immediate risks:

- Used for nefarious purposes – weaponized to punish colleagues
- Incorrect data
- Large data collection – privacy and security
- Profiling + Bias
- Othering + Marginalization
- Misunderstanding of data – context is removed (bad day, external/internal health challenges, etc.)

Long term risks:

- Limit diversity
- Hinder autonomy
- Promote exclusion and defensiveness
- Slow innovation and radical thinking
- Discrimination/prejudice

Peer-to-peer micromanaging in the abstract is a great way to promote collaboration and collective skill development. However, as the risks above demonstrate it could lead to a number of unintended consequences: the most problematic being, possibly, the opposite of the app's intention, leadership tightening control over employees who already lack equality in power dynamics.

Sources:

- https://principlesus.com/dot-collector-real-time-feedback/
- https://techcrunch.com/2022/05/28/coinbase-real-time-feedback-dot-collector-ray-dalio/

No degree? No problem. Tech firms move away from college requirement for new hires

What?

CompTIA, a nonprofit association for the IT industry and workforce, recently revealed the poor state of IT shortage in the US. It showed the unemployment for the tech industry to be a mere 2%. Consequently, companies are rethinking hiring practices to recognize the nontraditional paths many applicants may have taken to develop technology skills, which don't require a degree.

As an Indeed survey of 502 employers in the US revealed last month, 59% of employers have considered eliminating college degree requirements for hiring. It also said that 30% of employers believe removing degree requirements would help them hire more diverse talent. A few examples, Apple, IBM, Google, and Tesla have already eliminated the four-year bachelor's degree as an application requirement for many job postings.

So What?

- **Hiring-**
  - When employers don't require degrees, they become more specific about job postings, such as writing, communication and detail-oriented skills. Slashing the degree requirements could open opportunities for two-thirds of Americans without a college education.
  - Certifications are now increasingly becoming a significant factor in IT hiring. CompTIA's recent survey of HR leaders revealed that 47% expect certifications to become even more important as a candidate evaluation tool.
- **Reskilling-**
  - A report by Gartner states that a third of the skills required in 2019 will not be needed by 2024. Therefore, we are seeing an increase in reskilling programs for particularly hard-to-fill tech positions like enterprise architecture and data science.
- **Diversity and inclusion-**
  - According to the U.S. Census Bureau, only 26% of African Americans and 19% of Hispanics aged 25 and older hold bachelor's or post-graduate degrees, compared with 40% of non-Hispanic Caucasians and 58% of Asian Americans. Decreasing degree requirements will open opportunities for a more diverse and inclusive workforce.

Sources

[No degree? No problem. Tech firms move away from college requirement for new hires | Computerworld](#)