

ONTARIO ECONOMIC SUMMIT

The Workforce of Tomorrow:

*Confronting Disruption
as Ontario Transitions to a
Learning-Based Economy*



October 24-26, 2018, White Oaks Resort & Spa, Niagara-on-the-Lake

AGENDA

Co-Chairs:

Roberta Jamieson, *President and CEO, Indspire*

Steven Murphy, *President and Vice-Chancellor, University of Ontario Institute of Technology*

Irene Sterian, *President and CEO, ReMAP*

Michael Serbinis, *CEO, LEAGUE*

The global workforce is transitioning at a rapid pace. How can Ontario master the disruption to capitalize on emerging opportunities? How do we skill and reskill our workforce to ensure prosperity? The Ontario Economic Summit (OES) will bring together thought leaders from business, labour, academia, the not-for-profit sector and government to debate and discuss how Ontario can navigate today's workplace challenges along with strategies to chart a successful path forward. Among the key topics we will address:

- Workforce demand/supply, and creating solutions to support broad economic transition;
- The challenges businesses must face as we confront the future of work;
- The changing nature of work (disruptions from AI, advanced robotics and automation);
- How companies, non-profits and governments from around the world are addressing the skilling and reskilling continuum;
- Local vs. global perspective on the effect of changing workforce supply.

WEDNESDAY, OCTOBER 24TH

Presented by Turkish Airlines

5:00 – 7:45 p.m.	REGISTRATION OPEN
5:00 – 7:00 p.m.	NETWORKING RECEPTION
7:00 – 7:05 p.m.	<p>WELCOME REMARKS</p> <p>Rocco Rossi <i>President and CEO, Ontario Chamber of Commerce</i></p>
7:05 – 7:15 p.m.	<p>CO-CHAIR REMARKS</p> <p>Roberta Jamieson <i>President and CEO, Indspire</i></p>
7:15 – 7:45 p.m.	<p>EMPLOYMENT “MUSTS” IN TODAY’S COMPETITIVE ENVIRONMENT</p> <p>Speaker: Blake Hutcheson <i>President and Chief Pension Officer, OMERS</i></p>
7:45 – 8:15 p.m.	<p>JOBS LOST: JOBS GAINED</p> <p><i>Workforce Transitions in a Time of Automation</i></p> <p>Shifts in skills are not new: we have seen such a shift from physical to cognitive tasks, and more recently to digital skills. But the coming shift in workforce skills could be massive in scale.</p> <p>Susan Lund will assess how automation and artificial intelligence will change the skills that employers require and how education and training models must change. Her recent research has analyzed the impact of robots and automation on the future of work and the workforce; measured the size of the independent workforce (or “gig economy”) in the United States and Europe; examined how digital flows are transforming globalization and the winners and losers; assessed the potential for digital finance to boost growth and financial inclusion in developing countries; and documented the continuing accumulation of debt in countries around the world, with a focus on China.</p> <p>Speaker: Susan Lund <i>Partner, McKinsey Global Institute</i></p>
8:15 – 8:45 p.m.	<p>PRESENTATION</p> <p>Presented by Niagara Region</p> <p>Hon. Jim Wilson <i>Minister of Economic Development, Job Creation, and Trade</i></p> <p>Carmen D’Angelo <i>Chief Administrative Officer, Niagara Region</i></p>

8:45 – 9:00 p.m.	<p>CLOSING REMARKS</p> <p>Roberta Jamieson <i>President and CEO, Indspire</i></p>
9:00 – 10:00 p.m.	<p>DESSERT RECEPTION</p>
<p>THURSDAY, OCTOBER 25TH</p>	
7:00 a.m. – 3:00 p.m.	<p>REGISTRATION OPEN</p>
7:00 – 8:00 a.m.	<p>BREAKFAST</p>
8:00 – 8:05 a.m.	<p>WELCOME AND CO-CHAIR REMARKS</p> <p>Irene Sterian <i>President and CEO, ReMAP</i></p>
8:05 – 8:20 a.m.	<p>PRESENTATION</p> <p>Developed by educators, Echo360 helps instructors capture and extend those moments to improve student engagement before, during and after class. Through their technology platform, students have 24/7 access to classroom discussion, presentation materials, and lectures. Echo360 also generates data that helps instructors and institutions to identify problems early on and take action.</p> <p>Fred Singer will discuss innovation within higher education systems and how technology can be utilized to appropriately skill and reskill our labour force.</p> <p>Fred Singer <i>CEO, Echo 360</i></p>
8:20 – 8:35 a.m.	<p>THE PRESENT OF WORK: SKILLS AND THE ONTARIO LABOUR MARKET IN THE INFORMATION AGE</p> <p><i>Presented by Mowat Centre</i></p> <p>In-depth information about skills and the labour market is essential for employers, workers and governments. As technology advances and the demand for skills intensifies, the need to understand how well-prepared Ontarians are, for the future is more critical than ever. This session will examine the state of skills in the Ontario, the distribution of skills across urban and rural communities, how jobs are changing over time, and whether Ontarians are able to keep up with an ever more demanding labour market.</p> <p>Andrew Parkin <i>Director, Mowat Centre</i></p>
8:35 – 9:50 a.m.	<p>BREAKOUT SESSIONS</p> <p><i>Facilitated by McKinsey & Company</i></p> <p>These breakout sessions will give OES delegates a chance to share their challenges and co-create paths towards solutions when it comes to their workforces of tomorrow. Groups</p>

	<p>will be comprised of business, government, non-profit, and educational leaders. Through focused conversations, we will surface the ways we can work together for a better future and highlight areas where support from others is required to push solutions further.</p> <p><i>Moderator:</i> Matthew Thomas, <i>Product Manager, People Analytics, McKinsey and Company</i></p>
<p>9:50 – 10:20 a.m.</p>	<p>NETWORKING BREAK</p> <p><i>Presented by York University</i></p>
<p>10:20 – 10:30 a.m.</p>	<p>PRESENTATION</p> <p><i>Presented by CN</i></p>
<p>10:30 – 11:30 a.m.</p>	<p>PANEL: FLEXIBLE GROWTH STRATEGIES IN AN ERA OF CHANGE</p> <p><i>Presented by CN</i></p> <p>This panel will discuss how business can prepare for workforce changes across Ontario and opportunities to enable the labour market to remain limber to external demands. As the pace of technology expands, enterprise must maintain flexibility in its product, supply chain, and workforce. Regulators and legislators must also implement policy which cultivates a competitive, innovative economy that is able to meet new global demands.</p> <p>The Hon. Patty Hajdu <i>Canada’s Minister of Workforce Development and Labour</i></p> <p>Steven Murphy <i>President and Vice-Chancellor, University of Ontario Institute of Technology</i></p> <p>Dana Wagner <i>Canada Partnerships Advisor, Talent Beyond Boundaries</i></p> <p><i>Moderator:</i> Hon. Perrin Beatty <i>President and CEO, The Canadian Chamber of Commerce</i></p>
<p>11:30 a.m. – 12:20 p.m.</p>	<p>LUNCH and IN-CONVERSATION</p> <p><i>Presented by Royal Bank of Canada</i></p> <p>Kirk Dudtschak <i>Executive Vice President, Personal and Commercial Banking, Royal Bank of Canada</i></p> <p>John Stackhouse <i>Senior Vice-President, Office of the CEO, Royal Bank of Canada</i></p>
<p>12:20 – 12:30 p.m.</p>	<p>CO-CHAIR REMARKS</p> <p>Steven Murphy <i>President and Vice-Chancellor, University of Ontario Institute of Technology</i></p>

12:30 – 1:30 p.m.

PANEL: HUMAN SKILLS IN THE ERA OF ARTIFICIAL INTELLIGENCE

Presented by CPA Ontario

In today’s technological era, it is predicted that by 2025 that the Artificial Intelligence (AI) Market will surpass \$100 billion. To recognize the benefits of AI, it is essential to invest in the development of human-skills needed for the new jobs created by the fourth industrial revolution. Given current labour force constraints faced by the Ontario economy, what is the relationship between human-skills and technology? Additionally, how can organizations benefit from jointly incorporating technology and diverse human perspectives into their strategic direction?

This panel will explore the intersections between human skills and artificial intelligence, seeking to understand why soft-skills and training our workforce is even more essential to establishing a prosperous Ontario. Consideration will also be given as to how artificial intelligence can also act as a lever for inclusive social change within the Ontario economy. The panel will also seek opportunities to ensure how diverse perspectives within highly technological organizations can emboldened and can contribute to grow in a free-market environment.

John Ruffolo *Special Advisor, OMERS Ventures*

J.P. Gladu *President, Canadian Council for Aboriginal Business (CCAB)*

Jennifer Flanagan *President and CEO of Actua*

Megh Gupta *Director of Corporate Development, Element AI*

Moderator:

Claudia Krywiak *Vice President, Corporate Development, Planning and Strategic Initiatives, Ontario Centres of Excellence (OCE)*

1:30 – 2:00 p.m.

REMARKS FROM THE LEADER OF THE OFFICIAL OPPOSITION

Andrea Horwath, *Leader of the Official Opposition*

2:00 – 3:00 p.m.

GREAT DEBATE

Presented by the University of Toronto

Be it resolved that automation and artificial intelligence will have significant, adverse effects on employment in Ontario. AI and automation will have a significant impact on the Canadian labour market, but there is disagreement on job gains and losses, the new abilities required, and our capacity to train today’s workforce for an uncertain future. In this debate, we will address how advances in AI will dictate the skills society will need, how to ensure everyone has opportunities for employment in the new economy, and how the education system can help reduce the shocks of transition. Do we understand the impact of AI and automation and are we ready?



	<p>Tony Chahine <i>CEO, Myant</i></p> <p>Sunil Johal <i>Policy Director, Mowat Centre</i></p> <p>Maureen MacDonald <i>Dean of the School of Continuing Studies, University of Toronto</i></p> <p>Pooja Viswanathan <i>Founder and CEO Braze Mobility Inc.,</i></p> <p>Moderator: Amanda Lang <i>BNN</i></p>
<p>3:00 – 3:30 p.m.</p>	<p>NETWORKING BREAK</p> <p>Presented by York University</p>
<p>3:30 – 4:15 p.m.</p>	<p>BREAKOUT REGROUP</p> <p>Facilitated by McKinsey & Company</p> <p>Representatives from a variety of breakout groups will gather on stage to share themes and insights emerging from the breakouts in a panel moderated by McKinsey & Company. Insights from both the breakouts and debriefs will help to frame future OCC advocacy work and initiatives.</p> <p>Val Walker <i>Executive Director, Business/Higher Education Roundtable (BHER)</i></p> <p>Ian Howcroft <i>Executive Director, Skills Ontario</i></p> <p>Julia Blackburn <i>Chief Executive Officer, NPower Canada</i></p> <p>Hari Suthan <i>Chief Strategic Growth and Policy Officer, Opus One Solutions</i></p> <p>Tracey Taylor-O'Reilly <i>Assistant Vice-President, Continuing Studies, York University</i></p> <p>Rosie Mosquito <i>Executive Director, Oshki-Pimache-O-Win, The Wenjack Education Institute</i></p> <p>David Crawford <i>Partner, Fragomen (Canada) Co.</i></p> <p>Moderator: Matthew Thomas <i>Product Manager, People Analytics, McKinsey and Company</i></p>
<p>4:15 – 5:15 p.m.</p>	<p>A GLOBAL BRAINSTORM: BEST PRACTICES FOR ADDRESSING TALENT GAPS</p> <p>Presented by Bombardier</p> <p>This session will explore how various organizations hire, skill and reskill their labour force. Each participant will be asked to provide a five-minute overview about their experience and initiatives to seek and training skilled labour and how their organization is preparing</p>



	<p>for labour market changes. Each participant will reflect on how others could implement similar strategies for their personnel. Following each presentation, participants will discuss, review, and juxtapose a collective of best practices models, and seek to identify how these models have served to advantage the labour supply.</p> <p>Jeff Wafford <i>Public Affairs Manager, UPS Airlines</i></p> <p>Daniel Giroux <i>President, Collège Boréal</i></p> <p>David Ticoll <i>Distinguished Senior Fellow, Innovation Policy Lab, Munk School of Global Affairs</i></p> <p>Moderator: Josh Hjartarson <i>Partner, Public Sector, KPMG Canada</i></p>
<p>5:15 – 5:30 p.m.</p>	<p>FUTURE SKILLS: HARNESSING INCLUSION TO DRIVE INNOVATION</p> <p>Disruptive technologies are displacing both highly skilled and low skilled workers and transforming the nature of work. While skills shortages threaten high growth sectors, under-employment persists among diverse populations including women, internationally educated professionals, persons with disabilities, indigenous people. At the same time these new technologies and approaches can be used to help employers tap into new talent pools and strengthen the training ecosystem. This presentation will explore the future skills landscape how innovation can be harnessed to fuel inclusive growth.</p> <p>Wendy Cukier <i>Professor, Entrepreneurship and Strategy and Academic Director, Diversity Institute, Ted Rogers School of Management</i></p>
<p>5:30 – 5:35 p.m.</p>	<p>CLOSING REMARKS</p> <p>John Capobianco <i>Chair, Ontario Chamber of Commerce Senior Vice President and Senior Partner, Public Affairs Lead, Americas, FleishmanHillard High Road</i></p>
<p>6:30 – 9:30 p.m.</p>	<p>LEADERS NETWORKING RECEPTION</p> <p>Located at Niagara College</p>

FRIDAY, OCTOBER 26TH

7:30 – 10:00 a.m.	REGISTRATION OPEN
7:00 – 8:00 a.m.	BREAKFAST
8:00 – 8:10 a.m.	<p>WELCOME REMARKS FROM CO-CHAIR</p> <p>Michael Serbinis <i>CEO, LEAGUE</i></p>
8:10 – 9:15 a.m.	<p>PANEL – A CALL TO ACTION</p> <p>Presented by SNC Lavalin</p> <p>This action-oriented panel will bring together leaders from the public, private, non-profit, and education sectors to discuss the key takeaways from this year’s summit and how summit-attendees can foster change. It is continually acknowledged that solving the skills mis-match is not a simple task. How do we address the complexities associated with determining next steps to address these issues, and engage a large collective audience in the solutions?</p> <p>Participants will be asked about strategies to leverage our collective capacity to enact change through the development of clear action items which involve collaboration and partnership. Panelists will also establish the role that various sectors play in addressing the skilling and reskilling continuum, as well as provide delegates with tangible next steps which can be implemented.</p> <p>Hon. Merrilee Fullerton <i>Minister of Training, Colleges and Universities</i></p> <p>Karen Greve Young <i>Chief Executive Officer, Futurpreneur Canada</i></p> <p>Linda Franklin <i>President and CEO, Colleges Ontario</i></p> <p>Jocelyn Bamford <i>Founder, Coalition of Concerned Manufacturers</i></p> <p>James Scongack <i>Executive Vice-President, Corporate Affairs & Operational Services, Bruce Power</i></p> <p>Moderator: Michelle Eaton <i>Vice President, Communications and Government Relations, Ontario Chamber of Commerce</i></p>
9:15 – 9:45 a.m.	<p>IN-CONVERSATION</p> <p>Kelly Craft <i>U.S. Ambassador to Canada</i></p> <p>David MacNaughton <i>Ambassador of Canada to the United States</i></p>
9:45 – 10:15 a.m.	<p>NETWORKING BREAK</p> <p>Presented by York University</p>



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10:15 – 11:20 a.m.	CABINET MINISTER ROUNDTABLES Participating delegates will exchange policy ideas with a Cabinet Minister on the workforce of tomorrow in a candid and in-camera group session.
11:20 – 11:50 a.m.	REMARKS FROM THE PREMIER OF ONTARIO Presented by CPA Ontario Doug Ford <i>Premier of Ontario</i>
11:50 a.m. – 12:05 p.m.	CLOSING REMARKS Rocco Rossi <i>President and CEO, Ontario Chamber of Commerce</i>
12:05 – 1:00 p.m.	LUNCH
1:00 p.m.	END OF SUMMIT