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WIL Quarterly

Work-Integrated Learning

Talent must be treated as national infrastructure

Talent must be treated as national infrastructure if Canada is to meet its economic ambitions. This can only be achieved if industry and post-secondary leaders work collaboratively to build the talent pipelines needed to strengthen capacity and better connect training, upskilling, and reskilling to evolving labour market needs.

In Alberta, we're already seeing examples of coordinated approaches to talent development and deployment. Red Deer Polytechnic has partnered with industry leaders to support applied research and workforce development in energy through its Energy Innovation Centre. At the same time, PCL Constructors is investing more deliberately in apprenticeships, on-the-job learning, and partnerships with post-secondary institutions to strengthen workforce capacity. Together, these employer-post-secondary partnerships help accelerate transitions between education, training, and employment while strengthening regional innovation and workforce development ecosystems.





As the only organization that brings together leaders from Canada's top companies and post-secondary institutions, the Business + Higher Education Roundtable (BHER) leverages the collective power of its members to address Canada's most pressing skills, talent and productivity, and workforce challenges. Through its recently launched BHER [Leadership Tables](#), employer-connected initiatives, research, and national convening activities, BHER is helping align employers, post-secondary institutions, and workforce systems around the talent priorities tied to Canada's economic future. These efforts are focused on strengthening workforce capacity, accelerating talent deployment, improving coordination across sectors, and building the infrastructure required to support Canada's nation-building agenda.

Canada has many of the foundations required to succeed: strong post-secondary institutions, a highly educated workforce, world-class research capacity, and employers ready to invest in talent. The challenge now is coordination, responsiveness, and execution — ensuring talent is developed and deployed where it is needed most.

BHER and its members are committed to helping build the workforce systems, partnerships, and pathways required to deliver Canada's economic priorities.

[Be part of the conversation.](#)

If you have questions about WIL, Resources or Events, please contact:
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