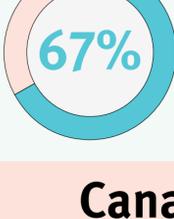


EQUIPPING YOUNG PEOPLE FOR LIFE AND WORK

Developing soft skills for a competitive edge



67% OF YOUNG PEOPLE WHO COMPLETED THEIR AWARD FEEL BETTER PREPARED FOR THE WORKFORCE.

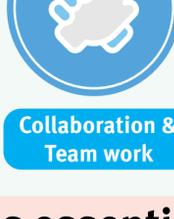
Source: Award Holder Employability Survey
RBC Forum Research, The Duke of Edinburgh's International Award – Canada

Canadian Employers & Workers Agree

These three Soft Skills are just as important as job skills when seeking employment.



Communication



Collaboration & Team work



Problem Solving

Top skills essential for the modern workforce according to...

Canadian Employers*

Canadian Workers**

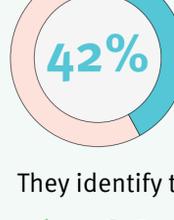
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|-------------------------------|----------|---|
| Collaboration/teamwork | 1 | Communication |
| Communication | 2 | The ability to solve problems |
| Problem-solving skills | 3 | Technical Know-how |
| Resiliency | 4 | The ability to collaborate with others |
| Analytical Capabilities | 5 | The ability to adapt quickly to change |

* **Survey Question:** When evaluating entry-level candidates, which of the following skills and capabilities are most important for your organization?
Source: The Business Council of Canada, Navigating Change: 2018 Business Council Skills Survey

** **Survey Question:** Thinking about the first job you got after you left high school/finished your apprenticeship or trades training/completed your post secondary education, which of the following skills were the most important when it came to getting that job?
Source: Investing in a Resilient Canadian Workforce: 2020 Business Council of Canada Skills Survey

Is there a soft skills Gap?

of Human Resources Professionals in Ontario...



say young people are insufficiently prepared for their role due to lack of soft skills.*

They identify these skills as the top 3 that are missing*



* Source: The Human Resources Professionals Association Members Online Survey - March - April 2017

Bridging the gap through experiential learning

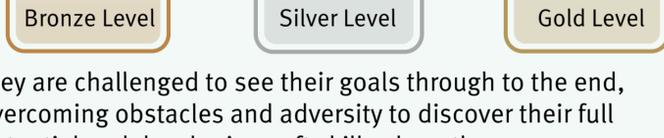
There is consensus that experiential learning is a key part in helping individuals of all ages continually develop their soft skills. Through an experiential learning framework, The Duke of Edinburgh's International Award provides a structure for young people to develop their soft skills by working towards SMART goals in activities they find interesting.

The Award Learning Framework

Young people set and achieve SMART goals in activities of interest in 5 learning categories:

Voluntary Service Learning to give useful voluntary service to others in the community.	Physical Recreation Encouraging participation in physical activity and improvement of performance.	Skill Building the development of personal interests, creativity and practical skills.	Adventurous Journey Encouraging a spirit of adventure and discovery while planning and undertaking a journey as part of a group.	The Gold Project* Broadening experience by working with others, who are not usual companions, towards a common goal.

Working towards their goals 1h a week/activity for a minimum of... *At the Gold Level only

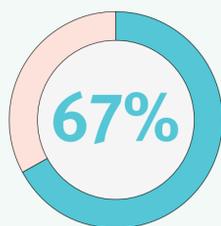


they are challenged to see their goals through to the end, overcoming obstacles and adversity to discover their full potential and developing soft skills along the way.

Soft Skills The Award develops	Soft skills developed per each Award Section
 Communication Relationships & Leadership Problem Solving Resilience & Determination Creativity & Adaptability Inter-cultural Competency Managing Feelings Personal & Social Wellbeing Confidence Civic Competency	Voluntary Service Physical Recreation Skill Development The Adventurous Journey The Gold Project

Equipping young people for life and work

Of young people surveyed from 2020-2021 who have completed an Award level...

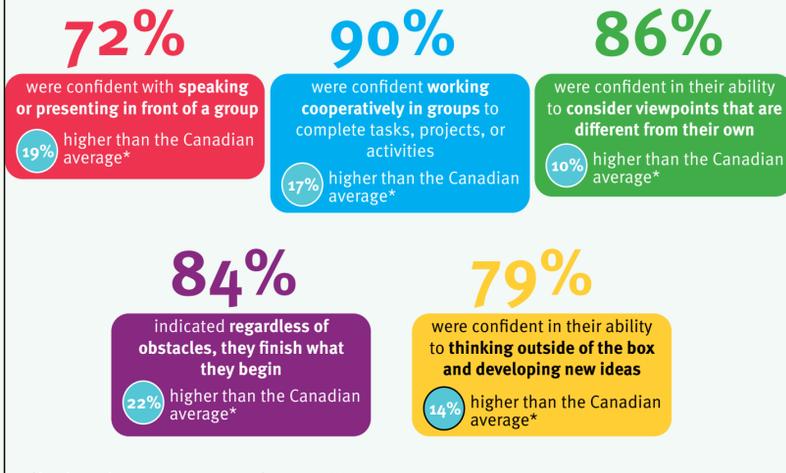


67% FEEL BETTER PREPARED FOR THE WORKFORCE AFTER COMPLETING THEIR AWARD.

Source: Award Holder Employability Survey
RBC Forum Research, The Duke of Edinburgh's International Award – Canada

Building confidence in soft skills

In the same survey, Award Holders (young people who completed an Award Level from 2020-2021) self confidence in their soft skills was greater than Canadian average.



*Canadian baseline based on an average score of all respondents to the RBC Future Launch Survey
Source: Award Holder Employability Survey
RBC Forum Research, The Duke of Edinburgh's International Award – Canada

Deliver the award to young people in your organization

It's clear the need for soft skills has never been greater and that young people who complete their Award are well prepared for the modern workforce.

The Award provides organizations serving young people an experiential learning framework that compliments existing programming and provides an opportunity to recognize and celebrate the achievements of young people outside of traditional learning settings.

Help us bring the Award to more young Canadians by delivering the framework to young people in your organization. Connect with us today for more information on how to add the Award Framework to your program offerings.

Visit dukeofed.org/provide-the-award to bring the Award Framework to your organization.