



Natural Resources
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Aligning labour and environmental agendas for a sustainable future

Canada's Sustainable Jobs Approach

Organization of American States
Inter-American Network for Labor Administration
Feb 26, 2026

Canada



Canada needs coordinated government action to drive the economic and workforce shifts required for net-zero.

Canada's prosperity has always been rooted in its people, communities, and abundant natural resources.

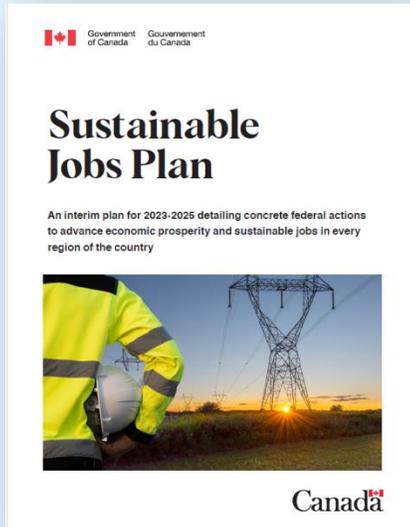
Global volatility, shifting trade relationships, emerging technologies, and the accelerating transition to a net-zero economy are reshaping markets.

Canada is facing labour shortages and skills mismatches in the sectors needed for net-zero (construction, skilled trades, clean-tech manufacturing, and energy systems), while an aging workforce tightens labour supply.

Canada's transition is highly regional, with provinces facing very different starting points, economic structures, and workforce needs as they move toward net-zero.

To seize these opportunities, Canada is investing in skills and workforce development so workers can succeed in a rapidly changing economy.

Canada's Sustainable Jobs Approach



- An interim Sustainable Jobs Plan was released in 2023, laying out 10 key actions areas, including introducing legislation.
- The *Canadian Sustainable Jobs Act* was adopted in June 2024, creating a **framework of governance, accountability and engagement** for the Government to effectively:
 - facilitate and promote economic growth,
 - foster the creation of sustainable jobs and
 - support workers and communities in the shift to a low-carbon economy.
- The Act complements and reinforces **Canada's Emissions Reduction Plan and Canada's 2025 Climate Competitiveness Strategy**

Key Elements of Legislation



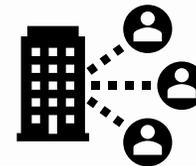
Guiding Principles



Partnership Council



Action Plans



Secretariat



Designate Ministers

Sustainable Jobs Partnership Council



Who Are They?

Council members include individuals with expertise and lived-experience from:

- Industry
- Labour Unions
- Indigenous communities
- Environmental non-government organizations
- Regulatory Bodies



What Do They Do?

Prepare expert independent advice to the Minister based on:

- Expert knowledge
- Research findings
- Engagement with Canadians

2025 Annual Report



The Council released their first Annual Report in December 2025, which includes a series of recommendations under three pillars:

- Develop comprehensive industrial strategies for sustainable jobs
 - Strengthen skills development and training
 - Prioritize a people-centred approach



Engagements

2025

- SW Ontario (Nuclear, Forestry, Automotive, Steel)
- Kitimat/Terrace, BC (LNG, Indigenous)

2026

Currently developing a strategy with key sectors and regions to focus on, with first engagement in Nova Scotia in March



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Building a Prosperous Future for Workers and Communities:

Canada's 2026-2030 Sustainable Jobs Action Plan



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The **2026–2030 Sustainable Jobs Action Plan** is a cornerstone of this government's Build Canada agenda and a roadmap to meet the moment.

Building on strong partnerships with unions, industry, and Indigenous communities, it lays out how we are turning ambition into action and delivering the projects, industries and value chains that will secure Canada's place as an energy superpower — now and for generations to come.

Core Objectives

Build Canada Strong:

Accelerating nation building projects to connect, diversify, and propel our economy; expand exports to new partners; and create decent work and high-quality jobs.

Empower Workers:

Implementing a range of targeted supports to help workers overcome challenges in key industries today and be prepared to thrive in the future.

Protect Industries:

Advancing robust industrial policies to form comprehensive industrial strategies in collaboration with our partners such as unions.

Key Commitments of the 2026-2030 Action Plan

Catalysing investment and
creating good jobs

Indigenous economic
reconciliation

Indigenous engagement and
collaboration

Advancing skills
development and training

Supporting youth to enter
sustainable jobs careers

Supporting workers,
businesses and
communities during
economic shifts

Contact Us

Sustainable Jobs Secretariat

Natural Resources Canada

Government of Canada

Email: sustainablejobs-emploisdurables@nrcan-rncan.gc.ca

Website: www.canada.ca/sustainable-jobs

We welcome engagement from governments, labour organizations, industry, Indigenous partners, and international colleagues interested in collaboration or knowledge exchange.



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