



McGill

School of
Continuing Studies

A future-ready workforce

MADE

by **McGill**

Rod Louisa
Diploma in Entrepreneurship'18
Graduate Certificate in Leadership'19

When did you stop learning something new? Was it after high school? After university? When you entered the workforce and established your career?

We never stop learning. Today, that is truer than ever before. Human society and the work environment are changing at lightning speed, propelled by innovations in artificial intelligence and automation, dramatic demographic shifts, and ever more porous boundaries between nations and ideas. It is essential that people of all ages and backgrounds can access new knowledge and actively engage with the world around them, to be future-ready.

McGill's School of Continuing Studies (SCS) transforms today's adult learners into skilled thought leaders of tomorrow's workforce and civic life. Through innovative teaching, practical experience and applied research, the School advances lifelong learners, employers and communities alike. It works with learners to realize their personal and professional goals throughout their lives.

The complex challenges facing Canada and our world today can be addressed more readily with the diversity of talent and perspectives that come from the learners that SCS serves: whether global migrants or Indigenous peoples, whether women or seniors.

[Cover Photo]

Rod Louisa
Diploma in Entrepreneurship'18
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Application Performance Manager for Web & Mobile Applications at Bell. Served as VP of Academic Affairs at the McGill Association of Continuing Education Students.

The School's core mission – to empower learners, strengthen communities, and enhance partner institutions for greater mobility and adaptability – is more critical than ever before.



The School of Continuing Studies
is creating **future-ready leaders.**



Building bridges between the
University, our local communities,
and the world.





Helping translate McGill's
groundbreaking research
into real-world solutions that
benefit all.



These are our strengths

The School of Continuing Studies plays a critical role in developing an agile workforce. SCS opens doors to transformational opportunities and knowledge. It breaks new ground and pioneers innovation in experiential lifelong learning for adults of all ages. It is shaping a more resilient human society and versatile workforce to meet the complex demands of today and a rapidly changing future.



What gives McGill's School of Continuing Studies a distinctive edge as we seek to prepare the leaders of the future? We are:

Ready to meet the needs of a changing workforce and society

Designed to respond to emerging market and demographic trends, SCS draws on both standards of excellence and flexibility to prepare adult learners not only for the current demands of a globalized economy, but also for the future of work and lifelong learning. Through a holistic approach that integrates career advising, intergenerational mentorship, and the highest quality education in and beyond classrooms, we are uniquely positioned to train and empower learners of all ages to contribute to civic and economic life from the start of their careers well into advanced age.

Open to the world and our local community

As Canada welcomes more migrants from around the world, SCS is a critical point of entry into the workforce and local culture. More than 60% of learners at the School of Continuing Studies were born outside of Canada and nearly 50% of all learners gain the necessary language competencies to succeed here. At the same time, SCS supports local employers and communities in Montreal and Quebec through on- and in-demand professional and human development, and co-created programming that anticipates the needs of industry and the public.


Committed to diversity and inclusion

SCS fosters access and inclusion for diverse and underserved groups: from Indigenous communities to immigrants and refugees, from women and single parents to seniors. Serving communities that do not have ready access to a McGill education is a core element of SCS's vision. It is also one of the most significant ways we can contribute to society and the economy.

A driver of innovation

By translating cutting-edge research into practice, harnessing the power of educational technologies, incubating novel experiential learning approaches, in close collaboration with University, employer and government partners, we prepare well-rounded professionals who are sought after for their deep knowledge, agility, far-reaching real-world competencies and soft skills.



A portrait of Myrna-Lynn Gabriel, a woman with long, wavy brown hair, wearing a black blazer over a red top and large gold hoop earrings. She is looking slightly to the right of the camera with a neutral expression. The background is dark grey, and the top-left corner of the image is cut off by a red diagonal shape.

**Made to pave
a path to success.**

**Equipped with the skills
to make a difference.**

Myrna-Lynn Gabriel
Certificate in Indigenous
Business Management'17

Aboriginal Liaison Officer with the Correctional
Service of Canada. Helping First Nations
and Inuit people build a brighter future.

This is our vision

Empowering a 21st-century workforce

At the heart of one of the world's great research universities, the School of Continuing Studies empowers learners from all walks of life to transform their lives. We aim to increase the resilience and adaptability of local and global communities, economies and families in an era of rapidly accelerating digital transformation and international mobility.

We want SCS graduates to connect across socio-economic, cultural and disciplinary boundaries as thought leaders, and to gain actionable knowledge and skills to ensure productive lives and futures.

Building on our strengths, SCS aims to enhance our leadership in the following ways:

Open doors for all learners

The School aims to make a McGill education accessible for all lifelong learners, whether in Montreal, elsewhere in Quebec and Canada, or across the globe. It is our goal to reach and support more newcomers to Canada, international students, Indigenous learners, women, and visible minorities. And as people live longer, they will need and want to learn longer as well.

Break new ground in teaching, learning and research

SCS cuts across many fields and disciplines, connecting McGill with diverse communities, the public and private sectors. We will use this unique vantage point to help address social and economic challenges critical to the world around us, and develop new best practices in lifelong learning and adult pedagogy.

Become a global centre of excellence in experiential and professional education

We will expand the School's role as a hub of real-world education, training and metrics through public-private partnerships, work-integrated programs, study abroad opportunities, and other experiential learning practices not only for professional advancement but for the joy of lifelong learning.

Pioneer inclusive technology-enhanced innovation

SCS's online learning and technology-driven learning solutions provide a McGill education regardless of a student's geographic location. The School seeks to enhance its ability to reach diverse talent, to deliver agile education and training, and to transcend geographic boundaries by expanding and improving its online and technology-enhanced programs and learner support services.

To accomplish these goals, the School of Continuing Studies seeks to raise funds for priority initiatives across three key themes:

- › Advancing the integration and resilience of diverse communities
- › Re-imagining the future of work and learning
- › Expanding global mobility and lifelong learning



Advancing the integration and resilience of diverse communities

Serving communities that do not have ready access to a world-class McGill education lies at the heart of SCS's vision. It is also one of the most significant ways we can contribute to society and the economy.



To expand the depth and breadth of the programs we provide and the learners we can reach, we seek support for:

A welcome centre and outreach strategy

Our goal is to build a comprehensive street-level welcome centre and outreach strategy. The centrepiece will be a new facility on the ground floor of 680/688 Sherbrooke Street West to give students the wrap-around support they need to succeed. The SCS Welcome Centre will connect McGill with the surrounding community in the heart of Montreal.

Adult learners, particularly those newly arrived in Canada, or from Indigenous or other underserved communities, often struggle to navigate the complex bureaucracies that accompany higher education and urban settings. The street-level welcome centre will combine admissions, financial aid, academic and career advising, writing and other learner support services in one accessible location, reducing barriers to education.

A community outreach strategy will accompany the physical infrastructure to meet learners where they live and work, through mobile and distance learning programs, and the use of technology and community-based activities that allow us to better engage and support local communities beyond the McGill campus, whether across Montreal, or in the far northern reaches of Quebec.

Increased Career Advising and Transition Service

SCS' Career Advising and Transition Service (CATS) is often the first and last stop on the learning journey. Newcomers rely on CATS to navigate unfamiliar local bureaucracies and corporate cultures. Career starters and shifters frequently need help finding the right educational program and advice on a career path. Individuals and communities without established personal or professional ties



often struggle to effectively leverage their education and skills with prospective employers.

We seek to expand CATS' ability to provide holistic, wrap-around guidance for adult learners, and better serve the talent needs of employers. SCS prepares adult learners for the future workforce via personalized coaching, mentoring, and assessments of strengths and gaps. Funded practicums, internships and service learning opportunities give learners a chance to gain essential real-world, local experience, and offer employers access to diverse talent.

With more specialized career and guidance counsellors, as well as technology-based assessment and coaching solutions, CATS will be able to serve more learners and employers. Short courses, active learning workshops and seminars, speaker series and networking events will allow individuals to hone their leadership skills and build their own professional networks.

Expanded gateway programs

We aim to ensure better integration for SCS learners – not only into the challenging academic environment of McGill, but also into Quebec's society and workforce – by strengthening their essential leadership and learning skills. SCS will expand its gateway programs for language acquisition, inter-cultural communication, academic and professional writing, and other subjects. We will build bridge programs that prepare learners for success in higher and professional education. Our goal is twofold:

- 1 To advance social equity by enabling Indigenous, visible minority, disabled and other communities to participate in higher education and advance their careers.
- 2 To strengthen cohesion in increasingly diverse communities and workplaces by teaching better written and oral communication and translation skills, whether in English or French.

Investment will help expand these intercultural and communication programs, allowing SCS to play a role in preparing learners for academic and professional success throughout their careers and in diverse cultural contexts.

Expanded student financial aid

A suite of new and expanded bursaries and scholarships will allow the School to remove financial barriers to education. Without this support, many learners are effectively barred from accessing the knowledge and skills they need, or from completing their education. This is particularly true for newly arrived immigrants and refugees, Indigenous peoples, visible minorities, and other economically disadvantaged populations. More mature, aging learners often have far fewer financial resources to devote to lifelong learning than those who are younger. Your support can provide opportunities that open our doors to even more students whose drive and talent exceed their financial means.

A professional headshot of Kamal Salmasi, a middle-aged man with short dark hair, wearing glasses, a white collared shirt, a patterned tie, and a dark grey suit jacket. He is smiling slightly and looking towards the camera. The background is a plain, light grey color. The entire image is framed by a red border.

Future-ready professionals.

Shaped by experts
with global experience.

Made by McGill.

Kamal Salmasi

Coordinator of the Management, International
Business and Entrepreneurship programs at
the School of Continuing Studies. Business,
management and mining expert.

Re-imagining the future of work and learning



Our aim is to establish SCS as a centre of excellence and innovation for the future of work and learning. Multi-disciplinary research into innovative teaching practices for lifelong learning will allow us to build collaborative partnerships across disciplines within McGill, and with public and private organizations.

The SCS vision for teaching and applied research focuses on emerging topics essential to workforce and civic development across Montreal, Quebec, Canada and the world. These include: the future of integrated transportation, smart cities and ports, financial technology, digital transformation, social entrepreneurship, intercultural and cross-sectoral translation and competencies, inclusive health and public administration, sports and creative industries, Indigenous human resources and governance, adult learning and aging, just to name a few.



This approach will position SCS as a thought leader in substantive areas critical to the future of Montreal and Quebec, and to a healthier global civil society and economy. **To realize this goal, we seek support for the following:**

Faculty lectureships and applied research funding

SCS aims to build even more bridges between McGill's strategic research priorities and the broader community on topics that directly feed into the future of work and learning. We propose to do this through endowed faculty lectureships, and applied student research funding.

With your support, we can undertake critical research on the topics noted above, working collaboratively with target industries or economic sectors to better inform our teaching and advance the needs of our partners in industry, government and local communities. The faculty lecturers and programs funded will support initiatives such as volunteer-based peer learning, experiential site visits, special lectures and work-based project learning opportunities.

A Chair in Adult Education

An endowed chair, a joint appointment with the Faculty of Education, will advance lifelong learning and teaching and applied research that is grounded in theory and best practice for adult pedagogy. Topics of particular interest include innovations in adult learning such as peer and experiential learning approaches, technology-enhanced pedagogy, aging and learning, and Indigenous adult learners.

A state-of-the-art professional leadership learning centre

To make our research findings more accessible to employers and decision-makers, the School plans to create professional learning spaces. The physical and technological infrastructure will allow working professionals to seamlessly integrate lifelong learning into their work and personal lives, with professional furnishings and access to services. It will provide face-to-face learning and networking opportunities for classes of up to 60 participants. Videoconferencing equipment and sound systems will allow for active engagement regardless of age and ability and allow classes to connect to experts worldwide.

Enhancing soft skills development

Today's workers increasingly need to demonstrate skills such as communication, collaboration, intercultural competencies, and digital and financial literacy. SCS programs must prepare mid-career individuals to manage disruptions and uncertainty by being resilient and versatile, with strong collaboration, project management and communication skills.

This training will also provide employers with the skill sets necessary for the Fourth Industrial Revolution, a time of great change and disruption driven by rapid advances in AI and other technologies. With your help, SCS can provide access to these essential leadership skills to individuals and organizations who might not otherwise be able to afford such training, including non-profit and public sector organizations, small- and medium-sized enterprises and communities most at risk of financial instability or job insecurity.

Creating more agile and responsive learning options

Time and flexibility are essential for adult learning success. Short-term workshops and boot camps allow individuals to learn and prepare for new trends as they arise. Delivered both on location and through online modules, this suite of programs distills applied research, certificate and degree programs into flexible learning modules for busy working professionals.

These micro-programs and credentials, such as badges or professional certifications, will reach learners – and their employers – where they are. With your help, SCS can refresh existing short programs and develop new ones to keep up with the continuously changing landscape of workforce development needs.



A portrait of Sandra Baines, an older woman with short blonde hair, wearing red-rimmed glasses, a red top, and a pearl necklace. The background is a light grey gradient with a white diagonal cutout in the top right corner.

A community for lifelong learning.

**Made by dedicated volunteers
like Sandra Baines.**

Made by McGill.

Sandra Baines
BSW'87, MSW'94

Chair of the Communication Committee and Vice-President at the McGill Community of Lifelong Learning. Retired from a career dedicated to youth protection at Batshaw Youth and Family Centres.

Expanding the mobility and network of lifelong learners

Access to lifelong learning regardless of age or location is a central mandate for SCS. As we live longer, we must learn longer.

We live in a world that is simultaneously more global and more fragmented. There is an urgent need for citizens and ambassadors who can effectively communicate across geographic boundaries and organizational silos. While face-to-face cross-cultural encounters remain essential, technology offers us the ability to overcome the barriers of distance, minimizing the environmental impact of travel and the financial and opportunity costs that put such travel out of reach for many.

Building on our strong existing programs, SCS seeks philanthropic support to:

Provide state-of-the-art digital technology

The School has already established itself as a leader in online and technology-driven learning that offers a world-renowned McGill education to learners worldwide. We will continue to pioneer the use of state-of-the-art digital technologies to enhance online and in-person education in the following ways:

- › An **Online Learning Innovation Fund** for the development and delivery of more interactive learning content to provide learners more flexible and adaptive learning experiences
- › A universally designed **interactive website** to ensure that learners can tap into our powerful research and training resources anywhere, anytime, on their own terms
- › **Video and audio technology and educational software for on-site learning** that is accessible, flexible and age-friendly

Leverage longevity across generations

With longer life expectancies, we must recognize that learning cannot and does not end after the age of 30. Mature citizens 55 and older can and must be able to acquire new knowledge, share their experiences and contribute actively to civic life. We need to fundamentally re-imagine how we construct and deliver education that serves the 100-year life span, and how we create age-friendly learning spaces and environments. And, given the widening gulf between age groups, there is an urgent need to reconnect across generations.

McGill and SCS are committed to supporting creative responses to the opportunities and challenges of a longer life span and generational divides. These include the **McGill Community for Lifelong Learning (MCLL)**, which brings together mature learners through peer learning and inquiry, and **Intergenerational McGill**, which connects full-time McGill students with senior learners so they can learn from and support each other.





Outreach to communities

SCS's community outreach program for personal enrichment (**PRIZMA**) connects McGill and local cultural institutions and stimulates healthy curiosity and public dialogue among individuals of all ages. SCS seeks funding for its **PRIZMA** programs in order to reduce or eliminate barriers to participation.

We are eager to provide leadership training, scholarships and volunteer management tools to help these programs expand and have increased social impact by allowing individuals to participate in higher learning and research regardless of income, physical abilities or age.

Connect our students to the world

Globalization has made the world smaller, but also more divided. Our students need the understanding and experience to bridge gaps between countries and cultures. New generations of learners must be global learners, and SCS fosters mobility and cross-cultural competencies through its Abroad at McGill and Study Abroad programs, as well as international partnerships with universities and employers around the globe.

Working in close collaboration with institutions around the world, SCS builds bridges across political, economic, cultural and social boundaries through immersive experiential learning opportunities. These include summer and immersive short programs for students entering university and mid-career professionals; intensive language study; service learning; practicums and site visits. Your support can increase the opportunities offered through the program and create scholarships that open this international learning laboratory to all students, regardless of their financial situation.

The School of Continuing Studies:
Lifelong learning starts here.

Made by McGill: THE CAMPAIGN FOR OUR THIRD CENTURY.



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Continuing Studies