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DUNCAN MACDUFF

CONSULTANT

WORKFORCE AND BUSINESS DEVELOPMENT

Duncan MacDuff has more than twenty years of direct experience in workforce development roles as a consultant, researcher, materials designer, instructor, facilitator, coordinator, and author. Over the past seventeen years Duncan has provided applied research and facilitative services to employers, unions, governments, community organizations and sectoral groups that want help in understanding and bridging the links between the labour market, education and training, and work. His client list includes the Sectoral Skills Council, Canadian Steel Trade and Employment Congress, Ministerial Advisory Committee on Plastics, Ministry of Agriculture and Food, Niagara Training and Adjustment Board, General Motors of Canada, and Human Resources and Social Development Canada (HRSDC). Duncan has an M.A. in Sociology. His strengths include strong research design and analysis skills, and a genuine commitment to enhance labour force productivity and employability.

AREAS OF RESEARCH BACKGROUND AND INTEREST

Key areas of experience and interest relate to the following broad areas:

Labour market research, including employment demand and supply issues, labour market and social dynamics, and workforce productivity and employability

Designing Workplace-based Training, including experience with interpretive and performance based approaches, and with task-oriented, interpretive, and reflective learning domains.

Learning in the workplace, including the context of learning in the workplace; formal, self-guided, and natural learning; and the application and evaluation of new knowledge and skills within the workplace

Sociology of work, including but not limited to work in contemporary society and the evolving nature of work.

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PUBLICATIONS

Developing Practical Exams for Skilled Trades - Tools for Program Developers, Ontario Ministry of Training, Colleges and Universities, 2007

Developing Practical Exams for Skilled Trades - Resource Guide for Program Developers, Ontario Ministry of Training, Colleges and Universities, 2007

Environmental Scan of Practical Exams - Scan Report and Sample, Ontario Ministry of Training, Colleges and Universities, 2007

Employment Preparation, Phase II Report - Developing the livelihood integration capacities of newcomers, Colleges Integrating Immigrants to Employment, 2006

Enhanced Language Training for Employment - Phase 1 Report, Citizenship Immigration Canada, 2006

It Takes a Community to Develop a Workforce, Niagara Training & Adjustment Board, 2005

Regional Needs Analysis, Skilled Trades, 2004-2006, Niagara Region, Ontario Ministry of Training, Colleges and Universities, 2004

Food Safety Training Delivery Options for Front-line workers in small food processing Plants in Ontario, Ontario Ministry of Agriculture and Food, 2004

Transitions that Work: looking forward to the future (co-authored with Paul Fell), Business Education Council, 2002

Skilled for Life: A profile of employer apprenticeship usage and projected demand for apprentices, Niagara region 1990 to 2010, Niagara Training & Adjustment Board, 2002

Pathway to Flight: A profile of career opportunities in Niagara's aerospace sector, Niagara Aerospace Partnership for Learning, 2002



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Making Waves: A profile of career opportunities in Niagara's marine sector, Industry Employers, Human Resources & Skills Development Canada, Niagara College, 2000

Golf @ Niagara - Employment Needs Survey, Niagara College, 1999

Wired for Good Technology Survey - An analysis of the information technology challenges and opportunities facing Niagara's non-profit organization, Niagara Centre for Community Leadership, 1999

Work in Niagara 1999-2003 - A profile of sectoral and occupational opportunities, Human Resources & Skills Development Canada, 1998-1999

Technology Education and the Plastics Industry: Opportunity through holistic learning, Ministry of Economic Development & Trade, 1995

Workplace-Centred Education: Applying a System Approach to Human Resource Development, Performance & Instruction Journal, vol. 29, #8, (co-authored with Alan Vaughan), 1994