

Riipen

Building better bridges
between **training** &
employment





Why Riipen?

Riipen solves a core challenge facing job-seekers and training providers: the work experience gap. Training programs solve the skills gap and reduce “education friction” (the time, cost, and uncertainty associated with upskilling). But to successfully land a job, workers who are upskilling are also facing an experience gap, as they encounter “hiring friction”: the reluctance of employers to hire candidates who haven’t already proven that they can do the job. Riipen was designed to successfully bridge workers from training to jobs, by addressing the experience gap and reducing or eliminating hiring friction for employers.

About Riipen.

Riipen is the world’s largest online work-integrated learning (WIL) experience marketplace. Since 2017, Riipen has enabled 193,000 WIL project experiences, enabling 10.4 million learning hours in partnership with over 590 campuses and training providers in 9 countries and 2 languages (English and French), in collaboration with a network of 31,000 employers. Over 92% of participating job-seekers who completed a Riipen WIL Level UP project said they gained valuable experience that would help them in the workplace after they complete their training and education. For testimonials, please see our Wall of Love, which also includes more case studies. Riipen has also delivered many large-scale employer-designed skills training projects on time and on budget, including a successful partnership with the federal government to deliver Level UP funded by ESDC’s Innovative Work-Integrated Learning program. To date, Riipen has delivered 16,213 work-integrated learning experiences through Level UP, on time and on budget.



What is a Riipen WIL project experience?

After completing a training program or bootcamp, upskilling workers are matched with an employer, to do an employer-designed Work-Integrated Learning (WIL) project. The Riipen platform supports the entire life cycle of the WIL project: design, matchmaking, project management, milestones and communication, and deliverables and feedback. Riipen WIL experiences can be customized to meet the specific needs of upskilling workers by adjusting the duration, intensity, and skills focus, enhancing accessibility, particularly for underserved learners. By successfully completing a Riipen project, job-seekers demonstrate their technical skills, develop a portfolio to showcase their skills, build professional/soft skills, and increase their employability through acquiring a proven employer experience and reference. The experience gap: solved.

How does a Riipen WIL experience help boost upskilling and reskilling programs?

Riipen projects help training providers:

1. Substantially increase successful employment outcomes;
2. Validate skills that learners are acquiring;
3. Address the market demand for well-rounded employees who possess both technical and professional skills;
4. Dramatically improve signalling to employers about the value of short-term training and credentials;
5. Increase collaboration with employers;
6. Create a rapid feedback loop to ensure curriculum is continuously improved, whereby Riipen projects provide real-time insights into employers' skills needs, thereby ensuring that training curriculum stays relevant and updated;
7. Enhance data analytics and tracking, allowing skills and employer connections to be tracked per individual learner or on aggregate.



How does Riipen make it easy for training providers to deliver WIL?

Riipen provides end-to-end comprehensive delivery of the WIL experience to participants, right from sourcing the employers and matching learners to projects, through to employer feedback and portfolio building.

Benefits to learners.

By combining a training program with a Riipen WIL project, job-seekers will learn critical professional skills, including: problem-solving, analytical and critical thinking; communication and collaboration; adaptability and continuous learning; attention to detail and quality; time and project management; professionalism and ethics.

Depending on the funding model, participants may be paid or not for the WIL project. In the former case, Riipen handles the payment system and acts as the employer of record, thereby removing barriers for SMEs, not-for-profits and charities to provide inclusive WIL placements to job-seekers at scale. The workers hired in this manner (after being trained and vetted through work-based placements) require less training, and address critical skills needs for employers. Riipen's delivery model of online employer-designed training projects has repeatedly been proven to be a highly effective, high quality, low-cost, inclusive and accessible mechanism for providing skills training and aligning training with employer workforce needs.

Further examples of actual Riipen projects can be provided upon request.





What are the benefits of Riipen WIL experiences for employers?

Riipen's delivery model removes barriers faced by employers, especially SMEs and startups, to access trained and vetted talent. Riipen's WIL projects have significant benefits for employers, including practical assistance with business challenges, as well as a novel strategy for recruitment and hiring. The workers hired after participating in Riipen experiences require less training, and are more attuned to the specific applications of skills required by employers, thereby addressing critical workforce needs for employers. Riipen WIL projects thus help job-seekers while at the same time helping employers, by developing their talent pipelines, leading to a high rate of successful job placements and employment outcomes for participants.

How does Riipen source employers?

Riipen has a large network of employers eager to interact with participants through designing employer-led WIL projects, mentoring participants, and hiring. The active partnership of employers to customize each Riipen WIL project to their skills needs, and the "hands-on" approach taken by employers working with participants to deliver the project, ensures a high degree of supportive interaction for participants. Riipen also has a dedicated Employer Partnerships Teams which conducts daily relationship-building and consultations with industry professionals, taking a proactive approach to identifying current job gaps and future hiring needs.

Riipen partners with regional/national community organizations, higher education institutions, and employer associations to recruit participants, including provincial organizations (e.g. BC Tech Association, Calgary Economic Development, Manitoba Chamber of Commerce) as well as national organizations (e.g. Canadian Chambers of Commerce, Digital SuperCluster, TechAlliance). Riipen also has a long-standing partnership with RBC Future Launch, which funded Riipen to deliver 27,000 WIL experiences across Canada by Dec. 2023, focused on equity-deserving learners. Our partners also include a broad network of universities and colleges across Canada.



What data can Riipen provide on employers' in-demand skills?

Riipen's platform is a unique source of data on employers' skills needs. When employers post Riipen projects, they are often focused at the cutting-edge of innovation within their organizations. Riipen's platform aggregates and tracks this data, providing a valuable source of data that complements—but is upstream from—job postings or other forecasts. Riipen's "skills horizon" data is real-time, based on real data provided by thousands of employers, and is continuously updated. This provides a valuable source of data for training providers looking to fine-tune their curriculum to ensure it is up to date and relevant to employers.

What about equity, diversity and inclusion?

Accessibility is one of Riipen's core values. Our online, flexible model of WIL experiences has been proven to be highly effective at reaching equity-deserving communities. Over 70% of the more than 6,000 learners in our LEVEL UP program self-identify as members of equity-deserving communities, and we continuously adapt our delivery model and projects to meet the needs of diverse learners. We have extensive partnerships with business associations which represent equity-deserving communities and employers (e.g. partnerships with Canada's LGBT+ Chamber of Commerce (CGLCC), Canadian Women's Chamber of Commerce, The Canadian Black Chamber of Commerce (CBCC), Women's Economic Council), as well as non-profit training organizations providing training to equity-deserving groups (e.g. ACCES Employment, Accelerate Her Future).

Riipen in numbers

A stylized line graph icon with orange lines, showing an upward trend, positioned to the right of the "Riipen in numbers" header.

193K+

Learner experiences

10.4M+

Learning hours

590+

Academic institutions

31K+

Employers

Learn more at riipen.com