



# Navigar

Industry Reports

2026

# About Navigar

## What is Navigar?

With \$2.56 million in funding from [Future Skills Centre](#), [PIPSC](#) created Navigar to help members stay ready for the future of work and a changing job market. The platform tracks trends, identifies skill gaps, and connects members to curated learning paths through trusted digital providers.

**Navigar helps PIPSC members navigate change in the workplace, especially as technology reshapes jobs and skills. Our approach is built on three main pillars:**



### Inform

Share trusted research on AI, skills, and future of work trends



### Upskill

Connect members to training that builds high-value, transferable skills



### Support

Help members access employer-funded training and development

## Accessing Navigar

### 1. Visit

Go to [app.navigar.ca](http://app.navigar.ca) to create and activate your account.

### 2. Sign up

Sign up with the email you have on file with PIPSC.\*

### 3. Start learning

Find your role, check out target careers, and explore a curated pathway.

# Introduction

## Skills, the Future of Work, and the Public Service

Artificial intelligence and other emerging technologies are changing how work gets done. Signal49 estimates that 53% of tasks across Canadian occupations could be performed by current AI technologies, which suggests AI will often change tasks within jobs rather than eliminate entire roles. This shift is already reshaping the skills people need. By 2030, employers expect 39% of workers' core skills to change, increasing the need for upskilling and reskilling. This pressure is even more pronounced in the public service, where the share of jobs exposed to AI-driven automation or augmentation is higher than in the broader Canadian workforce (75% vs. 56%).

This Navigar brief outlines how automation and augmentation are expected to affect key industries where our members work. Each industry slide summarizes projected exposure rates and what those shifts could mean for day-to-day work, and it includes a short list of core skills members can build to stay future-ready. The focus is intentionally on growth (soft) skills, since these are among the most sought-after by employers today and are likely to become even more valuable as technology takes on more routine tasks.



### What is automation?

Automation refers to tasks that could be fully performed by technology, replacing human work.



### What is augmentation?

Augmentation refers to tasks enhanced by technology, supporting human work rather than replacing it.

# Methodology & Guide

## Our methodology

This report draws on data and analysis that Navigar has developed over the past several years in partnership with Faethm, a predictive analytics platform. It uses **anonymized, aggregated information on members' jobs and industries, supplemented with Statistics Canada census data**. Faethm's methodology maps roles to underlying tasks and links those tasks to a structured skills framework, including a set of 32 "future skills."

Using this task-and-skill mapping, Faethm's models estimate industry-level automation exposure and augmentation impact, and identify the top five skills for each industry based on the skills expected to matter most as work shifts through 2030. Analysis is reported only at aggregated levels to protect privacy.

Results are model-based projections that indicate where job tasks are most likely to change. **They are not predictions about specific individuals or employer decisions.** Results may also be sensitive to how roles are mapped to tasks and industries, and to differences in workplace context, policy requirements, and the pace of technology adoption.

## Interpreting the Navigar Industry Report

Each industry slide uses the same layout:

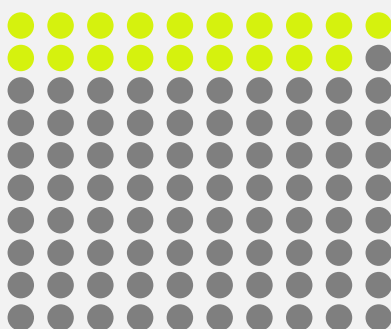
- **Automation exposure (%)**: share of roles most likely to be automated.
- **Augmentation impact (%)**: share of roles where AI changes tasks (not the job).
- **Top skills to 2030**: capabilities expected to matter most in that industry.
- **PIPSC groups & sample roles**: examples to show where the category appears in practice .

*Note: Industries reflect employer/sector context; some represented groups span multiple industries.*

# Administration & Policy

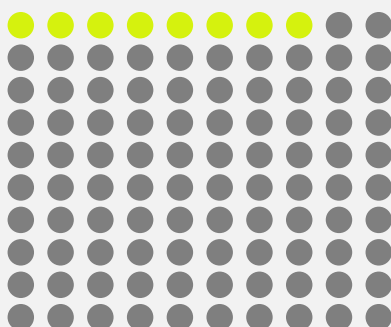
19%

of roles within this industry will be exposed to automation



8%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Value Orientation

- ▶ Takes responsibility for outcomes of one's own and other's work that contributes to creating organizational value

## 2 Ethics

- ▶ Demonstrating honesty and displaying a strong ethical outlook that helps manage context and uncertainty

## 3 Achievement Focus

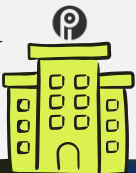
- ▶ Taking on responsibilities and challenges with little or no supervision, while developing one's own way of accomplishing goals

## 4 Critical Thinking

- ▶ Using logic and reasoning to approach a problem, and evaluates alternative solutions and conclusions

## 5 Communication

- ▶ Communicating information and ideas so others understand



### PIPSC Groups within this industry

- National Research Council - Information Services
- House of Commons (HoC)
- Senate Legislative Clerks (SEN)
- Canadian Tourism Commission



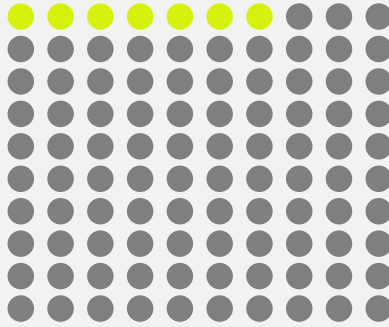
### Sample roles in this industry

- Policy Manager
- Political Affairs Officer
- Tourism Policy Manager
- Cultural Policy Officer

# Agriculture & Food

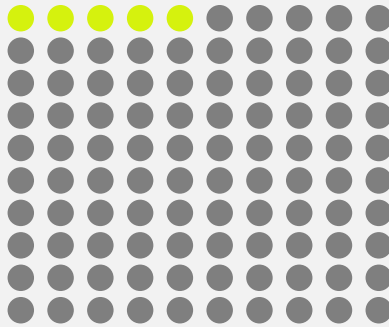
7%

of roles within this industry will be exposed to automation



5%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Customer Focus

▶ Looks actively for ways to assist customers and clients.

## 2 Agility

▶ Using different sets of rules or information sources. Is comfortable letting go of the normal way of doing things and pursuing new directions. Shifts between two or more activities

## 3 People Management

▶ Motivating, developing, and directing people. Identifying the best fit for the job

## 4 Judgement & Decision-making

▶ Considering relative costs and benefits of potential actions to choose the most appropriate one

## 5 Collaboration

▶ Developing constructive and cooperative working relationships with others

### PIPSC Groups within this industry

- Canadian Food Inspection Agency - IN
- Canadian Food Inspection Agency - S&A
- Canadian Food Inspection Agency - VM

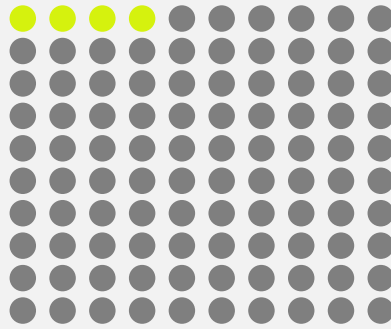
### Sample roles in this industry

- Risk Assessment Analyst
- Veterinarian
- Laboratory Analyst

# Arts & Entertainment

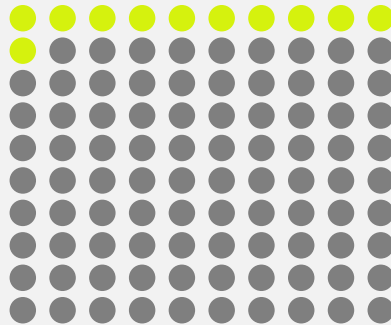
4%

of roles within this industry will be exposed to automation



11%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Agility

- ▶ Using different sets of rules or information sources. Is comfortable letting go of the normal way of doing things and pursuing new directions. Shifts between two or more activities

## 2 Personal Learning & Mastery

- ▶ Acquiring knowledge or skills through one's study or experience

## 3 Creativity

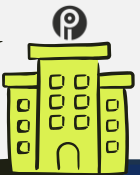
- ▶ Producing unusual, clever, or new ideas about a given topic, design, system, situation, or approach to solve a problem

## 4 Value Orientation

- ▶ Taking responsibility for outcomes of one's own and other's work that contributes to creating organizational value

## 5 Communication

- ▶ Communicating information and ideas so others understand



### PIPSC Groups within this industry

- National Film Board



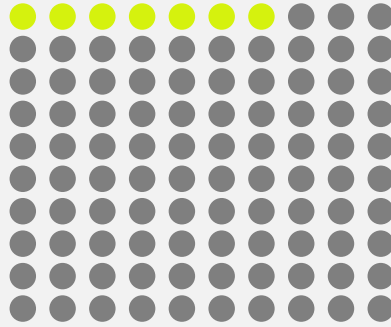
### Sample roles in this industry

- Broadcast Technician
- Audiovisual Technician
- Post-production technician

# Business Operations

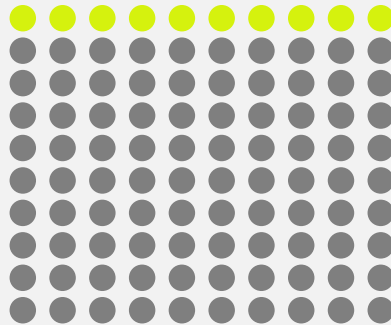
7%

of roles within this industry will be exposed to automation



10%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Problem Solving

- ▶ Considering relative costs and benefits of potential actions to choose the most appropriate one

## 2 Personal Learning & Mastery

- ▶ Acquiring knowledge or skills through one's study or experience

## 3 Communication

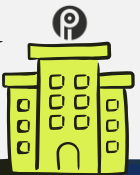
- ▶ Communicating information and ideas so others understand

## 4 People Management

- ▶ Motivating, developing, and directing people. Identifying the best fit for the job

## 5 Achievement Focus

- ▶ Taking on responsibilities and challenges with little or no supervision, while developing one's own way of accomplishing goals



### PIPSC Groups within this industry

- Canadian Commercial Corporation Group



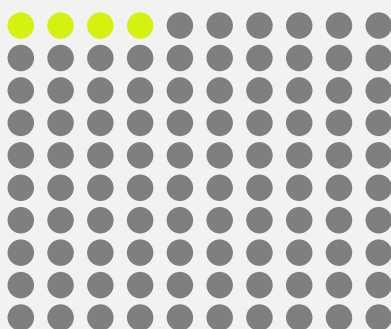
### Sample roles in this industry

- Contracts Specialists

# Education

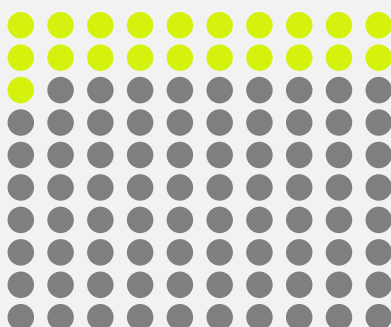
4%

of roles within this industry will be exposed to automation



21%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Engagement & Culture

- ▶ Persuading others and bringing them together in a supportive culture

## 2 Personal Learning & Mastery

- ▶ Acquiring knowledge or skills through one's study or experience

## 3 People Management

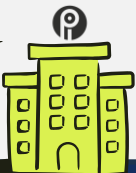
- ▶ Motivating, developing, and directing people. Identifying the best fit for the job

## 4 Judgement & Decision-making

- ▶ Considering relative costs and benefits of potential actions to choose the most appropriate one

## 5 Communication

- ▶ Communicating information and ideas so others understand



### PIPSC Groups within this industry

- Canadian Museum of History (CMH)
- Canadian Museum of Nature (CMN)
- National Gallery of Canada (NGC)
- National Research Council - Library Science (NRC-LS)



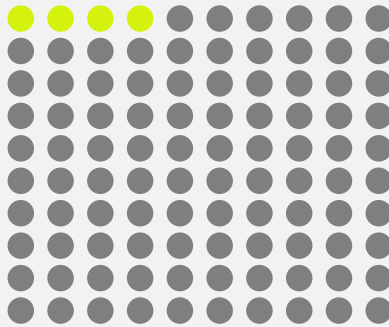
### Sample roles in this industry

- Curators
- Librarians

# Engineering

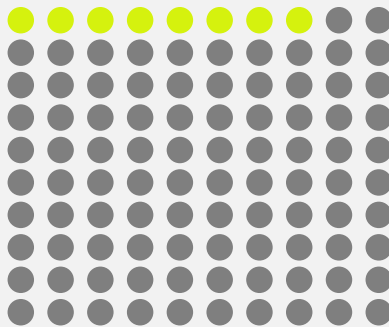
4%

of roles within this industry will be exposed to automation



8%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Critical Thinking

- ▶ Using logic and reasoning to approach a problem, and evaluates alternative solutions and conclusions

## 2 Personal Learning & Mastery

- ▶ Acquiring knowledge or skills through one's study or experience

## 3 Research & Problem-solving

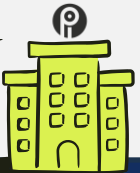
- ▶ Identifying, collecting and interpreting data using digital sources for problem solving

## 4 Judgement & Decision-making

- ▶ Considering relative costs and benefits of potential actions to choose the most appropriate one

## 5 Operationalizing Data

- ▶ Identifying appropriate use cases to improve organizational outcomes from data



### PIPSC Groups within this industry

- Engineering and Land Survey – Engineering (EN-ENG)
- NRC-RO/RCO
- Manitoba Groups
- Whiteshell Technical Employees Group
- Whiteshell Professional Employees Group
- NAV Canada Group



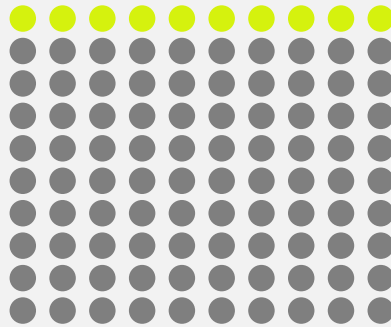
### Sample roles in this industry

- Civil Engineering Technician
- Industrial Engineer
- Compliance Engineer
- Energy Engineer

# Finance

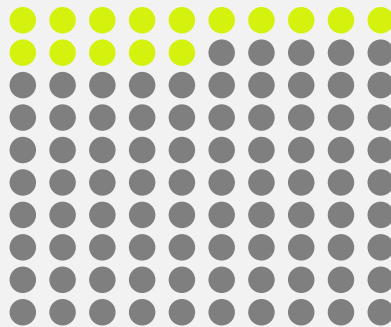
10%

of roles within this industry will be exposed to automation



15%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Engagement & Culture

- ▶ Identifying personal and business-related security risks when using digital platforms

## 2 Cyber Awareness

- ▶ Identifying personal and business-related security risks when using digital platforms

## 3 People Management

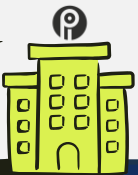
- ▶ Motivating, developing, and directing people. Identifying the best fit for the job

## 4 Judgement & Decision-making

- ▶ Considering relative costs and benefits of potential actions to choose the most appropriate one

## 5 Operationalizing Data

- ▶ Identifying appropriate use cases to improve organizational outcomes from data



### PIPSC Groups within this industry

- AFS (Audit, Financial and Scientific - CRA) Group
- Office of the Superintendent of Financial Institutions (OSFI) Group
- Commerce & Purchasing (CP)



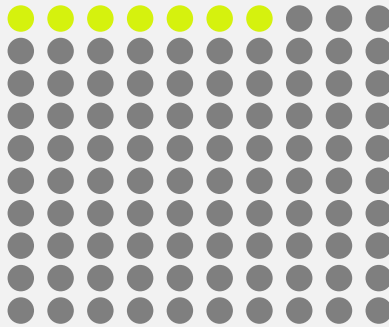
### Sample roles in this industry

- Financial Accountant
- Purchasing Agent
- Financial Auditor
- Fraud Investigator
- Fraud Analyst

# IT

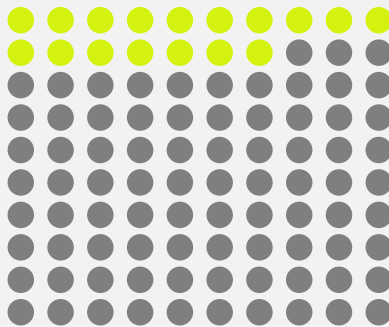
7%

of roles within this industry will be exposed to automation



17%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Machine Learning & AI

- ▶ Demonstrating a general awareness of the variety of available machine learning tools and their applications to solve different problems

## 2 Personal Learning & Mastery

- ▶ Acquiring knowledge or skills through one's study or experience

## 3 Critical Thinking

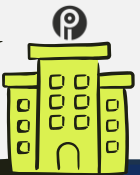
- ▶ Using logic and reasoning to approach a problem, and evaluates alternative solutions and conclusions

## 4 Process Improvement

- ▶ Identifying and developing measures, indicators, or actions needed to enhance or correct performance

## 5 Data Ethics

- ▶ Uses data and statistical models ethically



### PIPSC Groups within this industry

- IT Group
- University of Ottawa IT Professionals



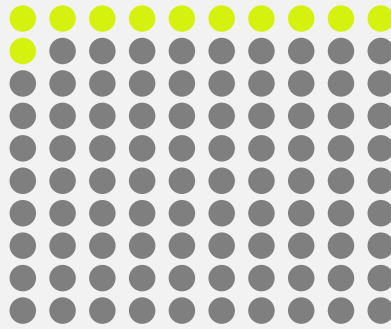
### Sample roles in this industry

- Data Analyst
- Information Security Analyst
- Computer Programmer
- Software Developer

# Legal Aid Counsel

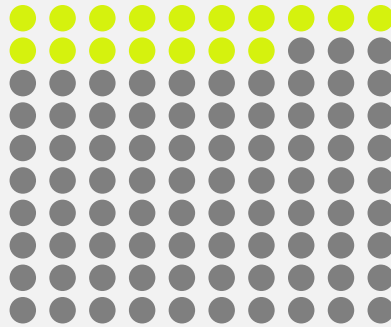
11%

of roles within this industry will be exposed to automation



17%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Communication

▶ Communicating information and ideas so others understand

## 2 Personal Learning & Mastery

▶ Acquiring knowledge or skills through one's study or experience

## 3 Critical Thinking

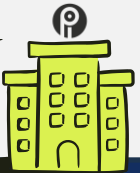
▶ Using logic and reasoning to approach a problem, and evaluates alternative solutions and conclusions

## 4 Agility

▶ Using different sets of rules or information sources. Is comfortable letting go of the normal way of doing things and pursuing new directions. Shifts between two or more activities

## 5 Ethics

▶ Demonstrating honesty and displaying a strong ethical outlook that helps manage context and uncertainty



### PIPSC Groups within this industry

- New Brunswick Crown Counsel Group
- New Brunswick Legal Aid Group



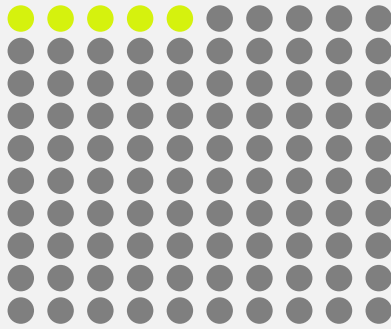
### Sample roles in this industry

- Lawyer

# Medical & Nursing

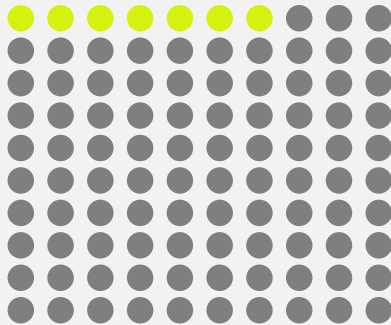
5%

of roles within this industry will be exposed to automation



7%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Customer Focus

▶ Looks actively for ways to assist customers and clients

## 2 Personal Learning & Mastery

▶ Acquiring knowledge or skills through one's study or experience

## 3 Cultural & Social Intelligence

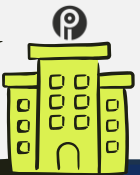
▶ Shows awareness and understanding of others' reactions

## 4 Collaboration

▶ Developing constructive and cooperative working relationships with others

## 5 Emotional Intelligence

▶ Shows sensitivity to the needs and feelings of others, and is understanding and helpful



### PIPSC Groups within this industry

- Yukon Hospital Corporation Group
- BC First Nations Health Authority Group
- Health Services (SH) Group
- Ontario Groups



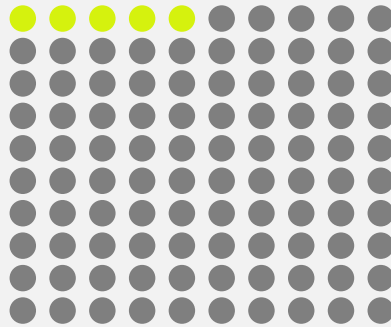
### Sample roles in this industry

- Health Informatics Specialists
- Registered Nurses
- Occupational Therapists
- Radiologic Technicians

# R&D & Science

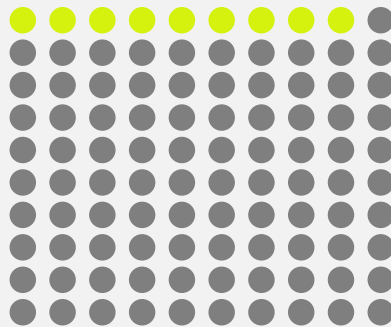
5%

of roles within this industry will be exposed to automation



9%

of roles within this industry will be impacted by augmentation



Looking ahead to 2030, these are the top 5 skills that will matter most in this industry:

## 1 Critical Thinking

- ▶ Using logic and reasoning to approach a problem, and evaluates alternative solutions and conclusions

## 2 Personal Learning & Mastery

- ▶ Acquiring knowledge or skills through one's study or experience

## 3 Visualizing Data

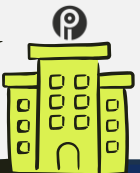
- ▶ Translating and presenting data in an enticing and informative manner

## 4 Problem Solving

- ▶ Identifying complex problems, reviewing related information and evaluating and implementing options to solve them

## 5 Statistics & Predictive Models

- ▶ Understanding and interpreting concepts of statistical and predictive models correctly



### PIPSC Groups within this industry

- National Energy Board (NEB)
- Chalk River Professional Employees Group (Nuclear)
- Nuclear Regulatory (NUREG) Group
- Applied Science and Patent Examination Group (SP)



### Sample roles in this industry

- Natural Sciences Manager
- Environmental Science and Protection Technicians
- Biologist
- Chemist
- Climate Change Analyst

# References

## Signal49 (Future Skills Centre issue briefing)

Signal49 Research. *Understanding the Influence of AI on Employment* (Issue briefing). Future Skills Centre, January 6, 2026. [https://www.signal49.ca/wp-content/uploads/2022/10/understanding-the-Influence-of-ai-on-employment\\_jan2026.pdf](https://www.signal49.ca/wp-content/uploads/2022/10/understanding-the-Influence-of-ai-on-employment_jan2026.pdf). Accessed February 9, 2026.

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The Dais. *Adoption Ready? The AI Exposure of Jobs and Skills in Canada's Public Sector Workforce*. August 2025. <https://dais.ca/reports/adoption-ready-the-ai-exposure-of-jobs-and-skills-in-canadas-public-sector-workforce/>. Accessed September 18, 2025.

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## Faethm platform outputs (internal)

Navigar. *Faethm platform analysis outputs for industry automation exposure, augmentation impact, and future skills mapping* (internal analysis; anonymized and aggregated inputs). Accessed by Navigar team, 2025-26.



Need help?

**Contact us here**