



# PROFESSIONAL TOOLKIT

## The Future of Career Navigation: Adapting Canada's Talent Ecosystem through AI

The Future Skills Centre (FSC) Community of Practice (CoP) is a pan-Canadian network for skills and workforce development stakeholders across sectors and industries to connect, share, and learn from one another. As part of the CoP, Research Impact Canada (RIC), in collaboration with FSC, hosts Professional Toolkit Webinars to provide targeted learning opportunities and practical resources for workforce development professionals.

On June 11, 2026, FSC, RIC, and GuruLink hosted a Professional Toolkit Webinar titled The Future of Career Navigation: Adapting Canada's Talent Ecosystem through AI. The session featured Drew Lindsay, Co-Founder of GuruLink, who shared insights from the development of PathPilot, an AI-enabled career navigation platform designed to support job seekers, career practitioners, employers, and workforce development organizations.

Building on FSC's June 9 webinar, The Human-AI Roadmap for Canada's Economic Readiness, the session moved from system-level discussions to practical application. Participants explored how AI-enabled tools can support job seekers, career practitioners, employers, and workforce development organizations while maintaining a human-centred approach to service delivery. The audience included career development practitioners, workforce development professionals, employers, community organizations, training providers, researchers, and policymakers.

### WHAT WE HEARD

#### AI should augment, not replace, career practitioners

A recurring theme throughout the discussion was that AI works best when it enhances human support rather than replacing it. Participants heard how AI can help automate routine tasks, surface labour market information, and provide personalized guidance at scale. However, meaningful career conversations, relationship-building, and individualized support continue to require human expertise.

The discussion emphasized that practitioners remain essential in helping job seekers interpret information, make decisions, and navigate barriers that technology alone cannot address.

#### Job seekers are already using AI and need guidance on how to use it effectively

The session highlighted that many job seekers are already experimenting with AI tools for resume development, interview preparation, career exploration, and job search activities.

As AI adoption increases, participants discussed the importance of helping job seekers understand both the opportunities and limitations of these tools. Career practitioners have an important role to play in supporting responsible AI use, helping clients evaluate information critically, and ensuring technology complements rather than replaces personal decision-making.

#### AI-enabled career navigation can increase access to personalized support

Participants explored how AI tools can help address growing demand for career services by providing more personalized and responsive support.

Using PathPilot as a case example, the session demonstrated how AI can support career exploration, skill development, job matching, and workforce navigation. The discussion highlighted the potential for AI-enabled tools to help organizations extend services to more users while maintaining quality and consistency.

#### Workforce development organizations need practical opportunities to experiment with AI

Participants expressed interest in learning through practical application rather than theory alone. The session explored opportunities for organizations to test and evaluate AI-enabled approaches within their own service delivery environments.



## WHAT WE HEARD

Discussion included a pilot opportunity that will allow selected organizations to explore PathPilot within their workforce development activities while contributing feedback and insights to support ongoing learning and improvement. Participants noted that hands-on experimentation can help build organizational confidence and capacity around emerging technologies.

### **Understanding the "why" behind AI adoption is just as important as understanding the technology**

Participants noted that discussions about AI often focus on features and functionality. The webinar emphasized the importance of understanding the workforce challenges that AI tools are intended to address. The presentation explored the rationale behind the development of PathPilot, including challenges related to career navigation, access to information, and practitioner capacity. Participants reflected on the importance of beginning with user needs and desired outcomes before selecting technology solutions.

## RESOURCES

### [PathPilot](#)

An AI-enabled career navigation platform designed to support job seekers, career practitioners, employers, and workforce development organizations through personalized career exploration, skills development, and workforce navigation.

### [GuruLink](#)

A recruitment and workforce innovation company focused on leveraging technology, industry partnerships, and AI-enabled solutions to address talent and workforce challenges.

### [Canada Learning Code](#)

A national non-profit organization that provides free and low-cost learning opportunities to help Canadians build digital skills, including resources and workshops on emerging technologies such as artificial intelligence, coding, and digital literacy.