


Contact information

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 [LinkedIn](#)

Areas of expertise

- Employment & social policy
- Skills analysis and anticipation
- Immigration policy
- Labour market integration
- Inequality and social justice
- Training & education systems
- Policy and program evaluation
- Data analysis & insights
- Informal employment
- Employment forecasts
- New forms of employment
- Qualitative research
- Labour market information systems
- International best practices

STEVEN TOBIN

Profile

A recognized thought-leader with 20+ years of international experience providing evidenced-based policy advice on issues related to the world of work. Proven ability to deliver quality research and policy insights with a natural aptitude for strategic planning and partnership development with the ultimate goal of optimizing labour market and social outcomes for people and organizations around the globe.

Short list of [publications](#)

Professional Experience

CEO and Lead Consultant: [LabourX](#) | Global | 2022-Present

- Providing employment and skills-related research and insights to global clients, including national governments, international organizations and the private sector.
- Sample projects included, (i) country-level labour market analysis, e.g. British Virgin Islands (ii) assessment of skills content/capacity of ASEAN labour market systems; (iii) evaluating methods to identify skill shortages in South Africa; (iv) reviewing labour market integration policies for refugees in the Middle East; and (v) designing policy solutions to address the employment implications of achieving net-zero.

Research Fellow: [C.D. Howe Institute](#) | Toronto, Canada | 2022-Present

- Drafting op-ed and policy briefs on emerging labour market issues.
- Guiding and supporting the Institute's Human Capital research agenda.

Labour Market Expert: [ILO Regional Office for Asia](#) | 2025-2026

- Supported countries across the region with policy-oriented research on the employment implications of major structural drivers of change, including trade and global supply chains, technological change and artificial intelligence.
- Engaged in knowledge mobilization efforts through keynote presentations and panel discussions at national, regional and international conferences, policy dialogues, and expert forums on a range of labour market issues.

Strategic Advisor: [Future Skills Centre](#) | Toronto, Canada | 2022-2025

- Provided strategic advice on skills-related research.
- Evaluated policy evidence from multi-million-dollar skills and training initiatives.
- Developed policy recommendations on future skills-oriented programs.

Executive Director/CEO: [LMI Council](#) | Ottawa, Canada | 2017-2022

- Championed the start-up and growth of a not-for-profit organization dedicated to labour market insights with a \$3 million per annum operating budget.
- Provided strategic policy and program guidance to Board of Directors (senior officials from national, provincial and territorial governments).
- Functioned as the face of the organization; coordinated all financial and human resource operations and ensured transparency of all activities.
- Forged and fostered strong, lasting relationships with public, private and not-for-profit partners.
- Introduced innovative methods for sharing data and encouraged the timely adoption of best practices in information systems.

Team Leader/Senior Economist: [ILO](#) | Geneva, Switzerland | 2008-2017

Team Leader: 2014-2017 | Senior Economist: 2008-2013

- Oversaw the development and production of ILO's flagship research reports (*World Employment and Social Outlook, thematic and trends* editions).
- Spearheaded a multi-year research project on policy evaluation in Latin America; orchestrated a series of country-specific research projects.
- Managed multilateral research projects and partnerships with UNEP, the European Commission, World Bank, IMF, OECD, and other institutions.
- Increased the capacity of governments and social partners to address areas of concern in domestic policy; enhanced policy dialogue and exchange.

Key Competencies

 Strong and effective leadership

 Research and policy expertise

 Excellent communication skills

 Results-oriented

 People-centered management

 Bilingual: French and English

 Strategic partnerships

Education

Master of Arts (Economics)
University of Victoria

Honours Diploma in Economics
McGill University

Certificat de la langue Française
Université de la Sorbonne

Bachelor of Business
Administration
Acadia University

Professional Experience

Director, Labour Market Information: Government of Saskatchewan |
Regina, Canada | July 2013 - March 2014

- Led the refinement of the labour market agenda and official employment strategy for the regional government.
- Engaged with a variety of stakeholders at all levels to expedite labour market discussions; co- chaired joint sessions with other regional and federal governments.
- Counseled senior government and elected officials with strategic advice on how to improve labour market and social outcomes.
- Guided the interpretation of labour market data to support the design and implementation of labour market programs.
- Optimized efficiency in government-wide expenditures and collective policy action to support labour market challenges as an integral part of the Pan-Canadian working group.
- Persuaded policymakers of the value and importance of deploying a multi-pronged approach to addressing population ageing and employment-related challenges.

Chief & Senior Economist: Labour Market Policy | Human Resources and Social Development Canada | Ottawa, Canada

Chief: 2007–2008 | Senior Economist: 2006– 2007

- Advised policy makers on a range of topics including economic and sectoral adjustment, work incentives, globalization and population ageing.
- Liaised with other branches, departments, external stakeholders, academics and international organizations to ensure policy implementation and coherence.
- Organized high-level international seminars in Canada and the United States on economic, labour market and social issues.
- Policy work led to program changes to incite mature workers to extend their careers.
- Contributed to the development of a \$1 billion community development program.
- Played a key role in the improvements made to the national in-work tax benefit scheme.

Economist: Organisation for Economic Co-operation and Development |
Paris, France | 2000-2005

- Developed country-specific policy and program recommendations intended to improve the labour market prospects of older workers.
- Principal author of 5 country reports on ageing and employment (e.g., Spain, Canada, Ireland, etc.) and contributions to the Synthesis Report, Live Longer, Work Longer.
- Liaised with government officials and social partners to organize and undertake missions and workshops in member countries.
- Country-level research led to key policy reforms across a number of OECD countries to mitigate the impacts of ageing and improve labour market outcomes of older workers.
- Facilitated knowledge exchange and debates among governments and social partners on key policy topics.
- Contributed to other knowledge products and reports, including the flagship report *Employment Outlook*.