



Hamilton Training Advisory Board  
Commission consultative sur la formation à Hamilton

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# Report to the Community

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HTAB Celebrates 10 Years of  
Partnerships in Hamilton

## 2006 Board of Directors & Staff

### Business

Ivan Buzzelli, Co-Chair  
Lynn Besse  
Joe Bucci  
Paul Copcutt  
Rod Eastman

### Labour

Tom Atterton, Co-Chair  
Keith Bates  
Joe Beattie  
Nancy Clark  
Don Fraser  
Joanne Webb

### Francophones

Gisèle Dupuis

### Educators/Trainers

Carolyn Gray  
Rich Neufeld

### Women

Sharon Marafon

### Persons with Disabilities

Brad Spencer

### Immigrants/Visible Minorities

Morteza Jafarpour

### Ex-Officio

Marg Garey, Service Canada  
Teenie Gibson, MTCU  
Gillian Hendry, City of Hamilton

### Staff

Judy Travis, Executive Director  
Simone Saunders,  
Projects & Communications  
Linda Orme, HIWIN  
Rachelle Moore,  
Summer Career Placement

## Message From the Board of Directors

The Board of Directors undertook some internal development work in 2006: revising HTAB's vision and mission statements and restructuring the Board's strategic planning process to take place throughout the course of the year.

The Board has also been anticipating and preparing for two significant milestones in 2007. In January the Canada-Ontario Labour Market Development Agreement (LMDA) will bring all labour market planning and employment programming for the province together under the management of Employment Ontario. The new year also marks HTAB's tenth anniversary. HTAB was incorporated in 1997 in response to the Ontario Premier's Council Report recommendation for regional committees to address localized workforce needs.

The staff and directors may have changed over the years, but HTAB's reputation as a catalyst for projects supporting local labour market development continues to grow. We look forward to marking the occasion with a celebration of the staff, directors, volunteers and funders who have contributed to HTAB's success.

### HTAB's Vision:

A thriving Hamilton community where labour market issues are proactively addressed and all individuals and organizations are able to achieve their potential.

### HTAB's Mission:

HTAB is a local community planning organization that builds solutions to labour market issues by engaging stakeholders and working with partners.

## Volunteers Count at HTAB

HTAB relies on the expertise of many volunteers from the public, private, and not-for-profit sectors in Hamilton to accomplish the labour market initiatives that we undertake each year. In 2006, 129 volunteers contributed a total of 1,600 hours of their time to labour market projects in our community. The estimated total market value of their combined expertise is \$44,600.00. Thank you to our volunteers for their dedication and hard work over the past year.



## Prosperity Through Diversity

National research shows that immigrants represent a significant skills solution to growing labour market demands. Locally, immigrants account for 82% of labour force growth, and yet HTAB's research shows that immigrants encounter numerous barriers to entering the workforce.

HTAB launched HIWIN in fall 2006 in response to the community-identified need for immigrant skills. HIWIN is a network of employers and organizations in Hamilton who are committed to improving access to employment for immigrants in our community. HIWIN builds on extensive research by HTAB documenting the skills that immigrants bring to the community and the business case for hiring immigrants.

HIWIN's activities over the next year include:

- ✧ Raising awareness of immigrant employment needs among employers and community stakeholders
- ✧ Identifying and promoting employer best practices to Hamilton employers
- ✧ Developing an effective, community-based model for delivering services to immigrants
- ✧ Hosting a *Diversity Works Conference* for local employers featuring employer best practices and workplace resources

For more information about HIWIN and the *Diversity Works Conference* contact Linda Orme, HIWIN Coordinator, at 905-521-5777, or go to [www.htab.ca](http://www.htab.ca) and look for the HIWIN link.

## Workforce Development Resources Available at [www.htab.ca](http://www.htab.ca)

### Finding Balance Brochures

Brochures for employers and employees promoting work-life balance in the workplace.

### Strengthening Your Workforce: A Guide to Human Resources Fundamentals for Hamilton Employers

An information and resource guide to the most pressing human resources issues for Hamilton employers.

### Human Resources Services Directory for Hamilton

An invaluable directory to human resources services and consultants in the Hamilton area.

### Workforce Focus

Industry trends and workforce profiles of six sectors in Hamilton: Healthcare; Manufacturing; Transportation; Agriculture; Women in the Workforce; and Retail.

### TECH 2006 DVD

An interactive DVD promoting skilled trades and technology careers to women in Hamilton.



# TOP: Trends, Opportunities & Priorities



The TOP Report is the result of HTAB's annual community planning process that identifies the priority labour market issues in Hamilton and documents their project and partnership solutions. HTAB and other community organizations base their strategic plan on the community-identified priorities and solutions documented in the TOP Report.

## HR Needs of Small- to Medium-sized Enterprises (SMEs)

Small- and medium-sized businesses drive our country's economic growth and yet they are vulnerable to numerous human resources challenges. In 2005 HTAB researched the HR challenges of 200 SMEs in Hamilton and found recruitment, succession planning, and skills shortages to be among their top concerns.

**Issue:** In order to develop solutions to the HR challenges identified in HTAB's 2005 research more information is needed on what resources would be most useful to SMEs.

**HTAB Project:** HTAB hosted a series of roundtable discussions to gather more information about the HR tools and resources required by SMEs. A summary of these employer discussions offers practical recommendations and strategies for future action.

## 2006 TOP: YEAR IN REVIEW

### Promoting Essential Skills to Hamilton Employers

HTAB's TOP research showed Essential Skills to be Hamilton's first priority labour market issue. Too many people in Hamilton entering the workforce, or already in the workforce, do not have the essential skills to obtain or maintain employment.

**Issue:** Employers do not know how to assess essential skills and they are not aware of the resources in the community that assist with essential skills training and assessment.

**HTAB Project:** HTAB led the development of a resource guide for employers that presents a business case for investing in essential skills and lists appropriate community resources.

### Skilled Trades Employer Research

Provincial research reports that there will be a shortage of 100,000 skilled trades workers in the next 15 years. TOP research shows that local employers' needs are not being met in terms of workforce planning.

**Issue:** What are the resources and strategies that will assist skilled trades employers with workforce planning?

**HTAB Project:** HTAB surveyed 200 skilled trades employers. The summary report documents their retirement projections, areas of high demand, and employer attitudes towards apprenticeship. Employer roundtable discussions to develop a strategy for future action are planned.



### Move On Up: Career Profiles From the Goods Movement Cluster in Hamilton

A 2005 study released by the Economic Development Department of the City of Hamilton showed that transportation and warehousing are important sources of economic growth in Hamilton. The report also showed that both of these sectors are not attracting youth at a rate that meets present and future demands.

**Issue:** Transportation and warehousing are growth industries, and yet the image of transportation and the lifestyle choices they entail are not attracting young people at an adequate rate.

**HTAB Project:** HTAB brought industry representatives and educators to the table to develop a guide to 37 careers in the goods movement cluster. This guide was distributed to school boards and employment agencies in Hamilton. Tours of local port and airport facilities gave teachers firsthand knowledge of occupations in these industries.

### Moving Forward: Employment Programs for Youth at Risk in the City of Hamilton

Youth in Canada are characterized by unemployment rates well above those of the general population. The high school drop out rate for Hamilton youth is 30%. Research shows that individuals who do not complete high school are more likely to experience chronic unemployment.

**Issue:** What steps can be taken to help youth at risk attain their full potential in terms of employability, earnings, and the development of human and social capital?

**HTAB Project:** HTAB supported research examining the issues and best practices pertaining to employment for youth at risk. This research will inform new and revised employment programs for youth in Hamilton.



## 2007 TOP: FUTURE DIRECTIONS

### Employer Engagement

**Issue:** Employers have limited information about community resources and they are overwhelmed by requests from the community to support clients and initiatives.

**HTAB Project:** HTAB will take the lead on developing a coordinated community-based employer engagement strategy based on best practices and discussions with employers and service providers.

### Promoting Apprenticeship to Skilled Trades Employers

**Issue:** Some skilled trades employers are reluctant to hire new apprentices due to retention issues and the misconception that there is no return on investment.

**HTAB Project:** Revise the "making cent\$ of apprenticeship" guide developed by HTAB in 2005 to include new information on incentives. Distribute the guide at an event for skilled trades employers.

### Employability Skills Workshop for Students

**Issue:** Many students transitioning from school to the workforce are unprepared for the realities of the job search and employer expectations.

**HTAB Project:** HTAB will host an employability skills workshop for students featuring job search information, employment resources in the community, and employer expectations.



### Female-friendly Workplaces: The Business Case for Hiring Women

**Issue:** Women constitute a major component of the workforce and yet employers do not recognize the value and cost benefits of recruiting and retaining women.

**HTAB Project:** HTAB's Women's Reference Group will develop and market an employer resource that promotes hiring women and creating female-friendly workplaces.



## Community Partners

Academic Survival  
Adult Basic Education Association  
Career Edge  
Centre d'emploi 2000  
City of Hamilton  
Collège Boréal  
Community Centre for Media Arts  
Dofasco Inc.  
Employment Now /  
Call Centre Training Program  
Hamilton Centre for Civic Inclusion  
Hamilton Chamber of Commerce  
Hamilton Civic Coalition  
Hamilton Cultural Interpretation  
Services  
Hamilton District Labour Council  
Hamilton International Airport  
Hamilton Police Services  
Hamilton Port Authority  
Hamilton Public Library  
Hamilton Wentworth Catholic  
District School Board  
Hamilton Wentworth District  
School Board  
HR Fusion  
Industry Education Council  
of Hamilton  
Marrek Solutions  
Ministry of Citizenship and  
Immigration  
Mobile Cartage  
Mohawk College  
PATH Employment Services  
Regional Analytics  
Rotsaert Dental  
St. Joseph Immigrant  
Women's Centre  
Service Canada  
Settlement and Integration Services  
of Ontario  
Skilled Trades Alliance  
Social Planning and Research  
Council  
Square Peg Solutions  
TD Canada Trust  
Telus Sourcing Solutions /  
Hamilton Health Sciences  
Threshold School of Building  
Vocational Solutions

## HTAB Events

### TECH 2006: Technology & Trades for Women

HTAB again hosted this successful conference promoting skilled trades and technology occupations to women in Hamilton. This year 200 participants met over 20 women working in these fields and gathered resources from over 35 exhibitors.

### Face to Face Job Fair

HTAB hosted its first community-wide job fair in September. Over 3,000 job seekers participated in this event featuring 94 employers and approximately 2,000 job openings.

## HTAB Supports

Careerapalooza  
Employment Assistance Resource Network  
Hamilton Roundtable for Poverty Reduction  
HR Matters  
Inventory of Programs and Services  
Lifelong Learning Week  
School to Work Transition Committee  
Skilled Trades Alliance  
Skilled Trades Employer Recognition Event  
Skills Development Flagship Committee  
Talent at Work Advisory Committee  
Youth Employment Network

## HTAB Project Sponsors

Community Services, City of Hamilton  
Economic Development, City of Hamilton  
Hamilton Community Foundation  
Hamilton International Airport  
Hamilton Port Authority  
Hamilton Wentworth Catholic District School Board  
Hamilton Wentworth District School Board  
Ministry of Training, Colleges & Universities  
Mohawk College  
Service Canada  
Service Canada - Summer Career Placement Program



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