

2006 TOP REPORT

TRENDS, OPPORTUNITIES AND PRIORITIES

in

Hamilton's Labour Market

JANUARY 2006



Hamilton Training Advisory Board
Commission consultative sur la formation à Hamilton

2006 Board of Directors

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Introduction

Welcome to the Hamilton Training Advisory Board's (HTAB) second annual Trends, Opportunities and Priorities (TOP) Report. In the following pages you will learn about Hamilton's current labour market issues and trends and discover a blueprint for action on these issues.

TOP is more than a report. It is a discussion that HTAB facilitates among community partners about labour market issues. The TOP process brings together key stakeholders to talk and learn about Hamilton's labour market challenges. TOP presents opportunities for the community to work together to identify and develop strategic initiatives and alliances that address the priority issues. While the TOP process is facilitated by HTAB, it is a document developed by community partners for community action.

For the first time last year HTAB facilitated a similar consultation process in which community partners identified the priorities for action. The community responded and significant work has been undertaken. Highlights of these accomplishments are presented in this report. In 2004 time we presented local information from the 2001 Census to inform the discussions and assist in prioritizing the issues. It will be several years before new census information is available. In the interim, we rely on community information gathered at local meetings and from local reports and sources to keep us informed of Hamilton's emerging labour market issues.

The Hamilton Training Advisory Board would like to thank all of the community partners who supported the TOP process by responding to our questionnaire, participating at our Community Forum and reviewing our roll up document. We appreciate your commitment and efforts to build a strong vibrant workforce for Hamilton, and look forward to working with you in 2006 to achieve that goal.



About the Hamilton Training Advisory Board

The Hamilton Training Advisory Board is a not-for-profit organization that draws on a broad cross-section of the community to enable us to identify and address existing and anticipated labour force needs. Established in 1997, HTAB is one of twenty-one Local Boards in Ontario.

HTAB works in the community to achieve the following goals.

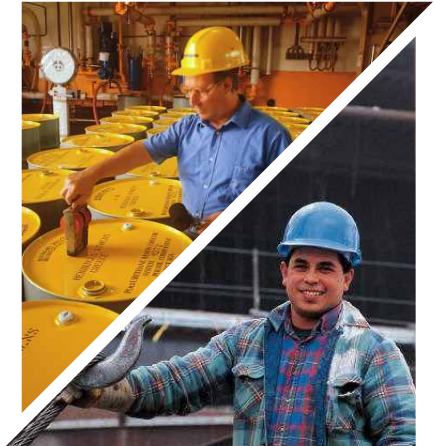
- To profile the trends, opportunities and priorities of Hamilton's labour market
- To identify skills shortages and future training requirements
- To share our research with the community to facilitate labour force planning and training
- To undertake projects and partnerships that address labour force issues.

Log on to HTAB's website at www.htab.ca to review highlights of our past partnerships and work in the community.

TOP 2004/05 – A Review of Community Accomplishments

The Trends, Opportunities and Priorities process initiated in June 2004 confirmed six priorities for 2005:

- Immigrants and visible minorities – *Integration into to the labour market,*
- Apprenticeship and Skilled Trades – *Awareness and access,*
- School to Work Transition – *Creating pathways from education to employment for youth,*
- Labour Force Planning and Development – *Long-term planning to address future skills shortages,*
- Adjustment – *Meeting the needs of laid-off workers,*
- Essential Skills in the Workforce – *The need for services addressing literacy, basic skills, employment readiness and employability skills.*



The following chart reviews the recommended actions from the 2004-05 TOP Report. New initiatives and accomplishments to date that directly relate to the recommended actions are documented. This chart clearly demonstrates the significant work undertaken across Hamilton in 2005. In addition to

initiatives recorded here there were many new programs as well as excellent ongoing programs and services that support the community's labour force needs. See www.ips.iwin.ca for a comprehensive listing of ongoing programs and services supporting employment. These ongoing programs form a foundation upon which new initiatives and pilots can be built.

2004/05 TOP Recommended Actions

Community Accomplishments/ Initiatives to Date

Immigrants and visible minorities – *Integration into to the labour market*

- Promote immigrant skills in Hamilton.
- Create employer awareness of immigrant skills.
- Undertake an employer survey to understand skills gaps for immigrants.
- Develop a municipal strategy to attract and retain immigrants in the community.
- Create awareness of the range of entrepreneurial opportunities and supports available to immigrants in Hamilton.

*Promoting immigrant skills ~ Creating employer awareness
~ Employer survey*

- In early 2005, HTAB conducted a research study funded by Service Canada examining immigrant skills in Hamilton. Research findings are documented in *Towards Prosperity* reports available at www.htab.ca. Features of this research include findings from an employer survey and a series of focus groups with key stakeholders. Recommendations highlighted the roles that stakeholders can play in improving immigrant workforce integration in Hamilton.
- As a second phase to this research, HTAB developed a series of e-bulletins for employers promoting immigrant skills in Hamilton. An employer luncheon is planned for early 2006 with a panel discussion on immigrant workforce integration – strategies and successes.

Immigration Strategy

- HTAB hosted an Immigration Summit in June 2005 as a first step towards developing an Immigration Strategy for Hamilton. There were 135 community representatives present. A report documents recommendations around creating a community that welcomes and retains its immigrants.

2004/05 TOP Recommended Actions

Community Accomplishments/ Initiatives to Date

- A further research project lead by the Social Planning & Research Council of Hamilton is examining the development of specific immigrant workforce integration strategy. A report documenting a strategy and model that will meet Hamilton's needs will be completed in January 2006.

Apprenticeship and Skilled Trades – Awareness and access

- A “tool kit” for employers that provides information on and promotes apprenticeship training.
- Mentorship and support for employers sharing best practices.
- More promotion of apprenticeship including entry requirements to all young people starting in the early grades.
- Skilled Trades Day for teachers and guidance counsellors at Mohawk College.

Employer Support and “Tool kit”

- The Skilled Trades Alliance provides support to the skilled trades employers in Hamilton. *The Apprentice Connection*, a resource guide for employers promoting the business case for hiring apprentices, was launched by the Alliance in the Fall 2004. A series of new resources for skilled trades employers was released Spring 2005. The focus was on Recruitment and Retention and including guides and posters on *Motivation, Teamwork and Performance* – see www.skilledtrades.ca for more information. The Alliance has distributed over 350 sets since their release and since July 2004 met with over 300 employers to provide information and support to skilled trades employers.
- HTAB hosted *making cent\$ of apprenticeship* luncheon on May 18, 2005 promoting the Apprenticeship Training Tax Credit. A companion guide to the skilled trades incentives was distributed. 76 employers were in attendance. For an electronic copy of the guide see www.htab.ca

Promotion of apprenticeship to young people

- HTAB in partnership with both HWDSB and HWCDSB and OYAP is developing a DVD targeted at middle school students that tells the story of local students who have followed a path to a skilled trades career. Through a series of profiles with co-op/OYAP students, apprentices and journey people/employers, students will discover the attributes and requirements of a number of skilled trades occupations. This DVD will be a companion piece to other resources under development by OYAP for use in middle school classrooms.

School to Work Transition – Creating pathways from education to employment for youth

- Develop career pathways map or ‘tree’ for other sectors as developed for the healthcare sector in Hamilton.
- Explore the need for other student resources and programs – e.g. employability skills guide, mentorship program
- Sustain and expand the employer / education partnership with a special emphasis on the small employer.
- There has been no specific new action on this issue. Passport to Prosperity delivered by the Industry Education Council of Hamilton continues to build employer relationships to support student work experiences.

2004/05 TOP Recommended Actions

Community Accomplishments/ Initiatives to Date

Labour Force Planning and Development – *Long-term planning to address future skills shortages*

- A guide to services available that support employers' HR needs.
- Conduct a survey that identifies the HR needs of business – especially SMEs
- Establish a large employer to small employer mentoring network that would facilitate the sharing of best practices and other resources to promote human resources planning

Employer supports

- *Hamilton Human Resource Services Directory* promoting workforce planning and development was completed and distributed to 65 employer participants in the Dinosaur to Dynamo II (D2DII) workshop series presented by the Hamilton Chamber. The directory is posted on HTAB and HR Matters website To view a copy see www.htab.ca
- HTAB prepared and produced a series of fact sheets on human resources issues for employers that supported the D2DII series and that was distributed to all 65 employer participants.

Mentoring

- Building on HTAB's Directory, the *Talent Advisor* program developed by HR Matters linked HR consultants with employers and offered a free two-hour consultation on their HR issues. This program was offered to employers participating in the D2DII series and has been accessed by a small number of employers.

Survey of SMEs

- HTAB, working in partnership with HR Matters conducted a survey of 800 small to medium-sized employers with close to 25% response rate. The survey identified priority human resources and training issues. The final report will be available January 2006 at www.htab.ca

Adjustment – *Meeting the needs of laid-off workers*

- A city-wide adjustment strategy
- Identify community leaders interested in championing adjustment issues
- A summit on adjustment
- A model for adjustment services that empowers all parties involved
- HTAB in consultation with local adjustment programs hosted the You are here! Conference supporting laid off workers on June 14, 2005. Over 90 job seekers participated.

Essential Skills in the Workforce – *The need for services addressing literacy, basic skills, employment readiness and employability skills*

- Develop an employer outreach strategy that promotes and supports basic skills in the workplace and creates greater awareness of the need for lifelong learning
- The Adult Basic Education Association with the support of Mohawk College and HTAB submitted a funding proposal to the National Literacy Secretariat to develop an employer resource guide to and promotion package for employers. This application was not approved and other funding options will be explored.

2005 TOP Community Process for Hamilton

HTAB relies on community feedback and consultation to identify labour market trends and issues for Hamilton. As we have noted in the past, local labour market issues and needs for our community do not change significantly from year to year. In 2005 HTAB met informally and electronically with a number of established community groups, committees and individuals to confirm ongoing issues and to determine recent and emerging trends. We asked participants four questions:

1. What are the ongoing labour market challenges/issues for your sector/service area?
2. What are the emerging labour market challenges/issues in your sector/service?
3. Are you aware of any existing initiatives/programs/services that are addressing these challenges/issues?
4. Are these initiatives/programs/services adequate to meet the need? Why or why not?

Information was garnered from national and local reports and news articles; at community meetings and forums; and through networking and outreach.

On November 3, 2005 HTAB hosted a Community Forum with 89 community representatives. Sectoral representation was broad and included Union, School Board, Employer, HR Consultants, Government, HTAB and Service Provider representatives. Based on the information gathered through our research and consultation, HTAB developed and distributed background notes on nine community issues to all registrants. The Forum consisted of the following elements:

- Review of accomplishments to date on 2004-05 TOP issues.
- Workshop on issue statements.
- Small group discussions to develop an issue statement and action plan.
- A 'community investment' priority setting exercise.

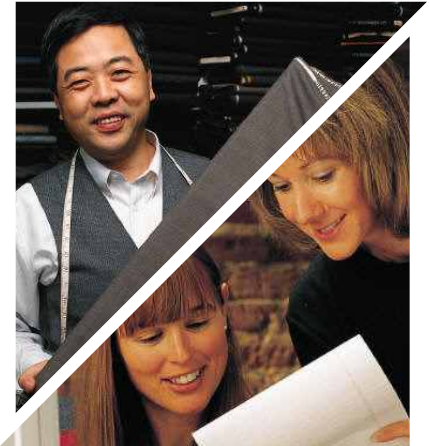
Discussion Groups were organized based on past community issues. Following the Forum the issue statements and actions were compiled into a draft document that was distributed to community partners for final review and feedback.

In the following pages you will find the results of our Community Forum in chart format. The nine charts present the **trends** as identified in our community research, **issue statements** developed at our Community Forum along with the actions or **opportunities** and **proposed partners**. Also included are potential **timelines** and **outcomes**. The **status** section records any work currently underway in our community. This section will be updated throughout the year to reflect progress on each issue. They are presented in order based on the community's 'investment' at the Community Forum.

The TOP Community **priorities** identified in the 'community investment' exercise were as follows:

1. Essential Skills
2. Apprenticeship & Skilled Trades
3. Persons with Disabilities
4. Workforce Planning & Development
5. Immigrants & Visible Minorities
6. Youth at Risk
7. School to Work Transition
8. Francophones
9. Women in the Labour Market

All of these issues are worthy of action and are presented here for the community's consideration.



2005 TOP Community Priorities for Hamilton

1 ESSENTIAL SKILLS

Trend

The shift away from traditional manufacturing in Hamilton's economy has left many low skilled individuals without a place in today's labour market. It is estimated that the manufacturing sector has lost close to 3,000 jobs since 1999. The community continues to identify the need for greater access to funding for training and pre-employment training to assist low-skilled individuals to compete in today's labour market. Recent findings by Hamilton's Social Planning and Research Council show that 20% of Hamiltonians currently live in poverty. This would seem to suggest the need for more aggressive interventions to assist individuals to build skills and find and keep employment.

Employers are a critical stakeholder in this issue. Their emphasis on credentials as opposed to essential skills limits the participation of many skilled workers lacking formal accreditation. Furthermore, employer awareness of and attitudes towards training and life long learning does not always allow workers to build formal recognition for their work experience and keep their skills current in an increasingly competitive labour market.

Skills development - ensuring that the knowledge and skills of workers match the needs of the core clusters of the Hamilton economy - has been identified as a priority in strengthening the community.

"A Social Vision for the New City of Hamilton"
The Caledon Institute of Social Policy, 2002

Issue Statement

Too many people entering the workforce or already in the workforce do not have employability skills or skills to sustain employment resulting in...

- Employers emphasizing credentials rather than skill sets.
- Employees are not able to effectively compete for jobs.
- Detracts from employer competitiveness.
- Shortage of skilled employees.
- Decreased worker productivity.

Priority

At the TOP Community Forum, participants ranked this issue as #1. Given the priority assigned by the community this issue should be actively pursued.

Opportunity

Establish an Essential Skills Committee to:

- Review and summarize existing research on Essential Skills including TOWES (Test of Workplace Essential Skills), Skills Solution/Employability Skills (Conference Board of Canada), Ontario Skills Passport and their implementation, success and usage in Hamilton.
- Create greater awareness of the importance of Essential Skills resources especially among employers.

Proposed Partners

- Skills Development Committee
- Chambers of Commerce
- School Boards including Francophone Boards
- All levels of government
- Service agencies
- Colleges / Universities
- HTAB
- Social Planning and Research Council of Hamilton
- Labour Council

Timelines

Strategy and work plan to be established in 2006-07.

Expected Outcomes

- A strategy and a work plan for promoting essential skills
- Based on research resource package targeting specific sectors of Hamilton's economy
- Greater employer awareness of Essential Skills

Status

This issue carries forward from last year's TOP. As noted earlier, funding for development of an employer resource was applied for but not approved.

2 APPRENTICESHIP & SKILLED TRADES

Trend

Shortages in the skilled trades continue to be a hotly debated issue in Hamilton. Anecdotally we hear that there are shortages in industrial trades while construction trades report that they have not felt the crunch as yet. Recent reports from Ontario Chamber of Commerce suggest that Ontario will face a shortage of about 100,000 skilled trades workers in the manufacturing sector over the next 15 years. To meet this need the province has set ambitious targets for the apprenticeship training system supported by the apprenticeship training tax credit.

It has been observed that there appears to be a disconnect between the promotion of skilled trades opportunities and the number of employers willing to take on new apprentices.

3.7% of Hamilton's labour force reports a trades certificate/diploma as the highest level of educational attainment.

In Hamilton 39% of those employed in occupational category Trades and Skilled Transport and Equipment Operators (the category that most trades are represented in) are 45 years or over.
Statistics Canada – 2001 Census

Issue Statement*

Employers' needs are not being met resulting in:

- Lack of planning for future shortages
- Lack of support of the apprenticeship system
- Lack of employers willing to training
- Number of people leaving the trades

**The discussion group noted that this statement does not reflect a balanced representation in the discussion.*

Priority

At the TOP Community Forum participants ranked this issue as #2. This is an ongoing issue in Hamilton.

Opportunity

- Review recommendations from HTAB's report on shortages in skilled trades in Hamilton (to be released March 2006).
- Host a series of roundtable discussions with skilled trades sector representatives to identify specific concerns and supports required.

Proposed Partners

- Skilled Trades Alliance
- HTAB
- Hamilton Home Builder's Association
- Training organizations
- Skilled trades employers
- Mohawk College/College Boréal
- Trades Unions

Timelines

Roundtables are proposed for the Spring of 2006

Expected Outcomes

- Four roundtable discussions with 15 employer/sector representatives at each.
- Identify specific needs, issues and concerns related to recruitment and retention for skilled trades employers. This information will be compiled in a report that will form the basis for future actions

Status

HTAB is completing a research project that identifies skills shortages in the skilled trades on a sector-by-sector basis. This project is slated for completion March 2006.

3 PERSONS WITH DISABILITIES

Trend

As our population ages the number of persons with disabilities participating in the labour market will increase.

Persons with disabilities (PWD) have unique challenges when seeking employment and training. Physical accessibility while often not difficult to provide is perceived as a significant barrier for employers. PWD's capacity for work is sometimes limited to less than full time meaning that their employment outcomes do not count as "successful" outcome for many government programs

In particular individuals with mental health issues have considerable challenges in sustaining employment because their disability cannot be readily identified. Local service providers noted that persons with disabilities often 'fall between the cracks' and become discouraged by the long wait times for funding approval.

On the brighter side, it is anticipated that as the new Accessibility for Ontarians with Disabilities act (2005) and its extensive consultative process will improve access to all aspects of life including employment for persons with disabilities.

As baby boomers age, they will spark a 1.4 million increase in the number of working age Canadians with some form of disability by 2010.

Royal Bank of Canada, April 2000

Issue Statement

There are many obstacles to participation in the community for persons with disabilities (PWD) that limit meaningful contribution to the community and building their self-esteem and employability skills. Current funding for employment support programs dictates that success for all participants including programs supporting PWD, is measured in terms of paid employment. This acts as a barrier to their participation in the community.

Priority

At the TOP Community Forum participants ranked this issue as #3. This is an ongoing issue in Hamilton.

Opportunity

Conduct research and develop a report that identifies the specific and local challenges and issues for PWD accessing employment. This research would also examine existing programming including a range of community involvement and employment options for PWD and provide an estimate of the benefits and social cost of these options for PWD.

Proposed Partners

- Service Providers Group for PWD
- All levels of government – especially Federal as funding partner
- HTAB

Timelines

Timelines will depend on the availability of funding for research

Expected Outcomes

Research report will:

- Identify challenges and issues for persons with disabilities accessing services and employment in Hamilton.
- Provide information and analysis of benefits of community involvement for persons with disabilities.
- Provide recommendations on community programming for persons with disabilities

Status

New activity

4 WORKFORCE PLANNING AND DEVELOPMENT

Trend

With an aging workforce skills shortages loom on the horizon. Like other communities it is anticipated that employers in our community face some significant challenges in finding the skilled workforce they require in the years to come. In 2002 the HR Matters study in Hamilton examined the implications for our economy that this demographic shift would have. It suggested that many employers have not laid the groundwork through workforce planning and development to address this issue.

Issues and challenges for employers are diverse and vary by sector and size of employer. HTAB has recently completed a survey with 200 small - to medium - sized enterprises (SMEs) as a first step to better understand their specific HR challenges. Why focus on SME employers? There are approximately 11,500 employers listed on the Hamilton Business Directory and nearly 9,900 or 86% have less than 50 employees. Furthermore, the smaller employers often lack the resources for workforce planning and development. Among those surveyed, Hamilton SMEs identified recruitment, health and safety, succession planning, skills shortages and payroll administration as their top five issues.

The trend towards an aging workforce continues. From 1996 to 2001 most occupations experienced an increase in the share of all workers aged 45 and older.

Profile of the Labour Market in Hamilton Training Advisory Board Area", Regional Analytics, April 2004

Issue Statement

SMEs do not have dollars, time and people to address workforce planning and development issues thus threatening SME viability and limiting growth.

Priority

At the TOP Community Forum participants ranked this issue as #4. This is an ongoing issue in Hamilton.

Opportunity

- Building on HTAB's SMEs research, hold a roundtable discussion with employers to better understand their specific HR challenges and have them identify supports required.
- Develop a sustainable outreach program that is delivered on-site, one-to-one for SMEs employers that provides HR counsel and solutions that supports their specific needs

Proposed Partners

- HR Matters
- HTAB
- Human Resource Professional Association of Ontario Hamilton chapter
- Chambers of Commerce
- Large employers in Hamilton
- Other employer partners including Bankers, Accountants, Lawyers, Benefit Providers

Timelines

1. Roundtable to be held Spring 2006.
2. Pending funding approval, outreach for SMEs would be offered beginning mid 2006.

Expected Outcomes

1. Roundtable with target participation of 20 employers will provide in-depth information to complement and enhance results from SMEs survey and better understand the supports and resources required.
2. Outreach program will develop and pilot an effective model that supports SMEs employers and HR needs.

Status

Funding for the SME outreach program has been applied for through the Workplace Skills Initiative through Service Canada. Notification of funding status expected by April 2006.

5 IMMIGRANTS AND VISIBLE MINORITIES

Trend

The issues facing immigrants are critical for Hamilton. Statistics tell us that by 2011 all net labour force growth in Canada will come from immigrants. Hamilton is the third largest immigrant-receiving community in Canada after Toronto and Vancouver. Census information from 2001 reports that one in four Hamiltonians over the age of 15 is an immigrant. Since 1996 about 8,000 professionals and trades people have immigrated to Hamilton. We also know that recent immigrants are having greater difficulty in accessing employment than ever before. The recent announcement by the Federal government regarding increased targets for immigration makes workforce integration for immigrants a critical issue for Hamilton.

Immigrants experienced a substantially higher unemployment rate (17.6% for immigrants as compared the 6.4% for the labour force generally).

Visible minorities and immigrants report a much larger share reporting University as the highest level of educational attainment than the employed labour force overall.

Statistics Canada – 2001 Census

1991 - 2001, 82% of labour force growth in Hamilton was from net immigration

Canadian Labour & Business Centre, 2005

Only 5% of new positions in the past year were filled by immigrants. Immigrants were least likely to be hired in the public sector, which is also the largest employment sector in Hamilton.

Immigrant Skills Research, HTAB, 2005

Issue Statement

Immigrants and visible minorities in Hamilton continue to be underemployed and unemployed. Our community is increasingly dependent on this diverse workforce for its economic success and vibrancy. It is necessary to create a greater awareness of the skills, abilities and training of immigrants and visible minorities in our community

Priority

At the TOP Community Forum participants ranked this issue as #5. This is an ongoing issue in Hamilton

Opportunity

1. Meet with leadership in the City of Hamilton and encourage them to play a leadership role by planning for the integration and marketing of immigrant skills.
2. Share best practices with employers. Develop a resource for employers that provides a 'how to' guide for immigrant workforce integration.
3. Advocate and encourage dialogue among all three levels of government for employer incentives for hiring immigrants, self employment programs targeted at immigrants, adequate levels of base funding for programs serving immigrants.

Proposed Partners

1. City of Hamilton: Planning; Economic Development; Public Health & Community Services
 - Chamber of Commerce
 - Public Sector employers
 - Service Providers
2. HTAB
 - Selected progressive companies
 - Chamber of Commerce - HR Committee
 - City of Hamilton – Economic Development
 - Employment agencies
3. Accreditation Bodies
 - Settlement agencies and other Immigrant serving organizations

Timelines

Work on this issue is ongoing in our community and timelines will be identified on a project to project basis.

Expected Outcomes

1. City to take the lead as champion for immigrant workforce integration.
2. Through coordination of programming and employer outreach create greater opportunities for mentorship, apprenticeship and meaningful employment for our diverse workforce.
3. Employers modeling best practices with City of Hamilton as champion.

Status

Immigrant workforce integration strategy is currently under development with SPRC as lead. Report articulating the strategy and recommendations for implementation available early 2006.

6 YOUTH AT RISK

Trend

While statistics indicate that youth participation in the Hamilton labour force is increasing, youth unemployment and attachment to labour market is an ongoing challenge. It is reported that youth who drop out and many of those graduating from high school and moving directly to the world of work do not connect well with community supports and services. Often they do not have any clear plan or pathway to a career. Without a plan many youth are trapped in low paying, part-time, contract or seasonal jobs. In many cases they lack the essential skills needed to compete in today's labour market. They also lack an understanding of the need for life-long learning and training to keep their skills competitive.

There has been a substantial increase in the share of employed youth in the majority of occupations since 1996.

"A Profile of the Labour Market in the Hamilton Training Advisory Board Area", the Hamilton Training Advisory Board, April 2004

Unemployed youth account for 41 per cent of the world's unemployed population. Youth in the labour force are 2-3 times more likely to find themselves unemployed.

"Promoting Youth Employment: Report of the Secretary General", United Nations, August 2003

There is a need for greater preparation of both youth and employers for the purpose of engaging in a productive employment relationship.

"Hamilton Youth Employment Summit: Report to the Community", Youth Employment Network, June 25 2003

Issue Statement

Many 'at risk' youth are not aware of the variety of community programs available to assist them in acquiring relevant skills or work experience to gain or maintain long-term employment. This fact perpetuates the cycle of youth reverting to low-paid and short-term employment in an increasingly competitive and highly skilled labour market.

Priority

At the TOP Community Forum participants ranked this issue as #6. This is an ongoing issue in Hamilton

Opportunity

- Hold a community consultation with key stakeholders, especially employers to connect and gather current information and build support for a youth employment strategy.
- Develop a creative and targeted tool that will link youth to employment programs and resources and their Career Allies* building on existing youth-targeted community resources and services.
- Based on the information gathered at the community consultation, information packages would be developed and made available for Career Allies in multiple formats including, internet, print, CD, etc.
- Develop a Career Ally Network driven by youth for youth that will a) keep resource packages up-to-date, b) to provide in-service to schools and community organizations, c) to act as a representational outreach.

*Career Allies are those individuals and agencies who inform and influence youth on career decisions.

Proposed Partners

- Youth Employment Network
- Youth in Hamilton
- Job Connect
- Community
- Employers
- Educators especially Student Success

Timelines

This process will be explored in conjunction with the work plan of the Youth Employment Network in 2006.

Expected Outcomes

- A comprehensive resource package reflecting current supports and services for youth.
- A targeted and creative tool that supports youth in their career and job search.
- Shared information will lead to reduced marketing costs.
- Greater engagement of youth and their Career Allies – especially employers.

Status

The Youth Employment Network is awaiting funding approval for a research project that will define gaps in programming and services for youth.

7 SCHOOL TO WORK TRANSITION

Trend

Recent headlines have highlighted the increasing high school dropout rate across Ontario. The current rate stands at about 32% up from 22% in 1999. The increase is attributed to curriculum reform implemented in 1999. For the Hamilton-Wentworth District School Board this translated into over 2,400 student drop-outs last year with the highest number coming from vocational schools. This combined with less than 2/3 of students who graduate from high school pursue post secondary education suggests that students need to be prepared for the world of work while still in school.

One-third fewer students across the province are participating in Co-op and the majority of those participating are pursuing post-secondary education.

Double Cohort Study Phase III Report Revised, Ontario Ministry of Education, January 2004

Although 97 per cent of students plan to continue their education after high school, only two-thirds actually do.

"Hamilton Youth Employment Summit: Report to the Community", Youth Employment Network, June 25 2003

Issue Statement

Not enough employers are engaged in the school to work transition process leading to higher youth unemployment / turnover.

Priority

At the TOP Community Forum participants ranked this issue as #7. This is an ongoing issue in Hamilton.

Opportunity

- Develop a marketing strategy to engage employers in the school to work process. Suggestions include Breakfast/Dinner events, flyers and brochures, electronic communications
- Host a job fair for students graduating to work to be held in April/May. Students to come prepared with resume and interview skills.

Proposed Partners

- Hamilton Industry Education Council
- Key employers
- HTAB
- OYAP
- School Boards including Francophone Boards / Student Success

Timelines

- Timelines for marketing strategy to be determined.
- Job fair plans are underway for presentation in April 2006.

Expected Outcomes

- Job fair will provide direct link to job opportunities for youth graduating to work.
- Work-bound students who are better prepared for job search

Status

Planning for a pilot student job fair initiative is already underway to be presented in April 2006.

8 FRANCOPHONES

Trend

Education levels for Francophones tend to be lower than the community as a whole and availability of French language services and training is an ongoing issue in Hamilton.

Francophones who are racial minorities (one in seven Francophones in Hamilton is a racial minority) have additional challenges in terms of accessing the labour market.

On the brighter side the demand for bilingual employees in some sectors creates well-paid employment opportunities for Francophones.

Francophones comprise 1.6% of the population or 8,070 people in Hamilton.

Statistics Canada 2001 Census

The level of schooling of Francophones in Ontario tends to be lower than that of general population.

Office of Francophone Affairs,
www.ofa.gov.on.ca

Issue Statement

Statistically Francophones have lower education levels than the community as a whole. There are few language and skills development programs available in French in Hamilton. As a result, Francophones have greater difficulty accessing and maintaining employment.

Priority

At the TOP Community Forum participants ranked this issue as #8. This is an ongoing issue in Hamilton.

Opportunity

Host a Francophone Forum to bring together French and English partners in order to build greater awareness of the labour market issues and challenges for Francophones in Hamilton.

Proposed Partners

English and French representatives from:

- All school boards
- Community agencies
- College Boréal
- Mohawk College
- HTAB

Timelines

This Forum will be held in Spring 2006.

Expected Outcomes

- A Forum that will bring together key stakeholders from English and French communities in Hamilton for information sharing.
- A document that summarizes the Forum's proceedings.
- Greater awareness of Francophone issues by the community.

Status

New activity.

9 WOMEN'S LABOUR MARKET ISSUES

Trend

Women have made great strides in the labour market over the past thirty years increasing their labour market participation rate to over 70%. However, there remain many barriers for women accessing full time employment. Lack of affordable childcare, pay equity and balancing work and home life may all be issues for working women. Lack of female-friendly workplaces especially in trades and technology careers creates barriers for working women looking to access these well paid occupations.

80 per cent of women with school-aged children are working and about 14 percent of all families are led by a lone-parent, usually a woman.

"Defining Vulnerability in the Labour Market", CPRN, November 2003

Considering all occupations, working women earned 71 per cent of the income earned by working men.

"A Profile of the Labour Market in the Hamilton Training Advisory Board", The Hamilton Training Advisory Board, April 2004

2 per cent of all trades people in Hamilton are women.

"A Profile of the Labour Market in the Hamilton Training Advisory Board", The Hamilton Training Advisory Board, April 2004

Issue Statement

Devaluing the contribution of women to the labour market and limiting their access to employment opportunities will have a long-term negative impact on women, their families, the economy and Hamilton.

Priority

At the TOP Community Forum participants ranked this issue as #9. This is an ongoing issue in Hamilton.

Opportunity

Focusing on the Individual:

- Conduct a local needs analysis to determine the required programming to adequately address women's skills development needs (long and short term).
- Advocate for new/additional employer incentives to attract and retain female apprentices.
- Conduct a longitudinal study to track and document the experiences, obstacles, challenges and successes of women and men in various occupations, to identify strategies that will change attitudes and perceptions.

Focusing on the Workplace:

- Create an advertising campaign that focuses on workplaces that celebrate women's contributions
- Create an advertising campaign that celebrates employers who promote flexible, family/work environments.

Focusing on the Society/Systemic:

- Conduct an inventory of research activities that leads to better linkages and communication strategy that will change local attitudes.

Proposed Partners

- Women's Reference Group, HTAB
- Human Resource Professional Assoc. of Ontario – Hamilton chapter
- McMaster University
- Athena Committee, Hamilton Chamber of Commerce
- HR Matters
- Key employers in the community

Timelines

The Next Steps outlined above will be tabled for review by HTAB's Women's Reference Group. Timelines, a prioritized action plan and partnerships will be established pending their review.

Expected Outcomes

- Outcomes will be defined on a project by project basis

Status

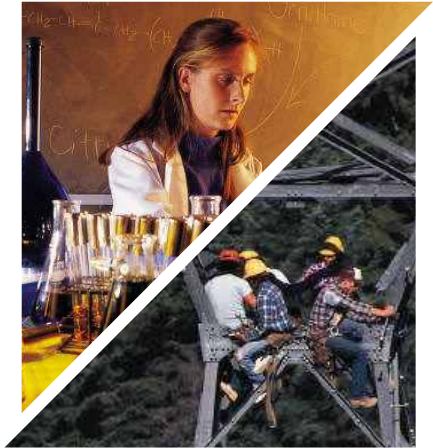
New activity.

Next Steps

The TOP 2006 presents a clear action plan that will move Hamilton forward in addressing local labour market issues on a number of fronts. HTAB hopes that our community partners will recognize their role and take up the challenge to work together on some of these recommended activities over the course of the next year. Collaboration and partnership are key in this climate of limited funding and staffing resources.

HTAB has three roles moving forward with TOP.

1. HTAB will continue to monitor community activity, especially as it relates to the actions identified in this report and will provide regular updates on progress to the community.
2. Based on this report, HTAB will identify several key issues and priority areas for partnership in the coming year through our annual strategic planning process. We will seek out community partners willing to work with us on these issues.
3. HTAB will continue to gather information on local issues and track labour market trends in preparation for next year's TOP.



A recurring theme in this report is the need for greater communication with employers in Hamilton. Virtually every issue identifies some kind of employer engagement as a required element. In 2006 HTAB is committed to identifying a way to involve more employers in the TOP process and in our other projects and partnerships. Our goal is two-fold: to build a better understanding of employer needs and issues, and promote understanding amongst a greater number of employers of the nature of Hamilton's labour market.

Once again, HTAB would like to thank all who contributed to our TOP process. We welcome the opportunity to work with all community partners in 2006 to build a strong labour force for Hamilton.



Hamilton Training Advisory Board

Business, Labour & Community: Partners in Workforce Development

Established in 1997, the Hamilton Training Advisory Board is one of twenty-one Local Boards in Ontario. HTAB is a not-for-profit organization that draws on the expertise of a broad cross-section of our community to enable us to better identify and address existing and anticipated labour force needs.

At HTAB, we envision a healthy community where everyone achieves his or her potential. To accomplish this goal we:

- Profile the trends, opportunities, and priorities of Hamilton's labour market
- Identify skills shortages and future training requirements
- Share our research with the community to facilitate labour force planning and training
- Undertake projects and partnerships that address labour force issues

Log on to HTAB's website at www.htab.ca and you will:

Discover our community [Projects and Partners](#) promoting labour force development.

Learn about local labour market trends, opportunities, and priorities in our [Publications](#).

Connect to [Links](#) on training, employment, and labour market information.



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