

## 2005 Board of Directors

### Labour

Tom Atterton, Labour Co-Chair  
Hamilton & District Labour Council  
Bryan Adamczyk  
United Steelworkers of America  
Don Fraser  
Hamilton & District Labour Council  
Joanne Webb  
Canadian Union of Public Employees  
Joe Beattie  
Hamilton-Brantford, Ontario Building  
& Construction Trades Council  
Keith Bates  
Ontario Public Service  
Employees Union

### Business

Ivan Buzzelli, Business Co-Chair  
Right Management Consultants  
Rod Eastman  
Dofasco Inc.  
Lynn Besse  
Hamilton Health Sciences  
Paul Copcutt  
Square Peg Solution  
Joe Bucci  
Joseph Photographer

### Educators/Trainers

Carolyn Gray  
Mohawk College  
Leo Normandeau  
Active Learning Solutions

### Francophones

Claudette Mikelsons  
L'Association canadienne-française  
de l'Ontario

### Women

Sharon Marafon  
Employment Now/Call Centre  
Training Program

### Visible Minorities

Morteza Jafarpour  
Settlement Integration Services  
Organization

### Persons with Disabilities

Brad Spencer  
PATH Employment Services

### Ex Officio

Gillian Hendry  
City of Hamilton  
Jan Potts  
Service Canada  
Lauri Cunningham  
Ministry of Training, Colleges &  
Universities

### Staff

Judy Travis,  
Executive Director  
Simone Saunders,  
Projects & Communications  
Norma Lindner,  
Assistant  
Deanna Parsons,  
Summer Career Placement

# 2006 Report to the Community



Ivan Buzzelli  
Business Co-chair



Tom Atterton  
Labour Co-chair



Judy Travis  
Executive Director

Hello everyone,

The annual Report to the Community is HTAB's opportunity to inform Hamiltonians about our workforce development activities in the past year and to present our project direction for 2006.

Inside this edition you will discover the projects and partnerships that resulted from the work force priorities identified by participants at the TOP Community Forum held in June 2004. All of the publications mentioned are available on our website: [www.htab.ca](http://www.htab.ca). Visit us online often for new event listings and project updates.

This past November over 125 individuals attended HTAB's annual TOP Community Forum to assess the current labour market priorities and opportunities in Hamilton. The result is the TOP Report which is the foundation for strategic planning by HTAB and many other organizations over the next twelve months.

Of the nine possible project areas, HTAB will concentrate its workforce development efforts on the following community-identified priorities in 2006:

- essential skills to access the labour market;
- apprenticeship and skilled trades;
- workforce planning and development; and,
- immigrants.

The complete 2006 TOP Report – including all of the identified priorities and proposed actions – is available in English and French on our website.

As we enter a new project season, we want to thank the partners and sponsors who generously supported HTAB in 2005. To our Directors who are moving on to other pursuits – Bryan, Leo, and Claudette – thank you.

We wish you all the best in 2006 and we look forward to seeing you at the TOP Community Forum in the fall.

Ivan Buzzelli  
Business Co-chair

Tom Atterton  
Labour Co-chair



## HTAB in the community.

HTAB proudly supported the following community labour market initiatives in 2005:

### Initiative

Skilled Trades Employer Recognition Breakfast  
Explore the HHYE  
School to Work Transition Conference  
Lifelong Learning Week  
Careerpalooza  
TECH 2005  
Skills Development Flagship Committee  
HR Matters  
Immigrant Skills Workplace Integration Project  
Inventory of Programs and Services

### Link

[www.iechamilton.on.ca](http://www.iechamilton.on.ca)  
[www.hamiltonhealthsciences.ca](http://www.hamiltonhealthsciences.ca)  
[www.iechamilton.on.ca](http://www.iechamilton.on.ca)  
[www.abea.on.ca](http://www.abea.on.ca)  
[www.iechamilton.on.ca](http://www.iechamilton.on.ca)  
[www.htab.ca](http://www.htab.ca)  
[www.vision2020.hamilton.ca](http://www.vision2020.hamilton.ca)  
[www.hrmattershamilton.ca](http://www.hrmattershamilton.ca)  
[www.sprc.hamilton.on.ca](http://www.sprc.hamilton.on.ca)  
[www.ips.iwin.ca](http://www.ips.iwin.ca)



## 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:

- 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



## Hamilton Training Advisory Board

Commission consultative sur la formation à Hamilton

77 James Street North, Unit 117  
Hamilton City Centre, Hamilton, Ontario, L8R 2K3

Funded by Ontario

Phone: 905.521.5777

Fax: 905.521.9309

Email: [info@htab.ca](mailto:info@htab.ca)

Website: [www.htab.ca](http://www.htab.ca)



# Business, Labour & Community

[www.htab.ca](http://www.htab.ca)

[www.htab.ca](http://www.htab.ca)

## 2005 Community Partners

About Town Event & Meeting Planners  
Active Learning Solutions  
Adult Basic Education Association  
L'Association canadienne-française de l'Ontario  
CARE for Nurses  
Centre for Research and Education in Human Services  
City of Hamilton  
Collège Boréal  
College of Nurses  
Dofasco Inc.  
Employment Now / Call Centre Training Program  
Flamborough Chamber of Commerce  
Hamilton Adjustment Committees  
Hamilton Chamber of Commerce  
Hamilton Cultural Interpretation Services  
Hamilton District Labour Council  
Hamilton Health Sciences  
Hamilton Wentworth Catholic District School Board  
Hamilton Wentworth District School Board  
HR Matters  
Human Resources Professionals Association of Ontario  
HRSDC Summer Career Placement Program  
Industry Education Council of Hamilton  
Marrek Solutions Inc.  
Mohawk College  
PATH Employment Services  
Perris Training & Development  
Regional Analytics Inc.  
St. Joseph Immigrant Women's Centre  
Settlement and Integration Services of Ontario  
Skilled Trades Alliance  
Social Planning and Research Council  
Square Peg Solution  
Stoney Creek Chamber of Commerce  
Strengthening Hamilton's Community Initiative

## 2005 Project Sponsors

Canadian Forces  
Canadian Technology Human Resources Board  
Hamilton Wentworth Catholic District School Board  
Hamilton Wentworth District School Board  
Ministry of Training, Colleges & Universities  
Mohawk College  
Ontario Youth Apprenticeship Program  
Service Canada  
Student Success  
Trillium Foundation

## Human Resources Needs of Small- and Medium-Sized Enterprises in Hamilton

### HTAB surveys employers' HR knowledge and needs.

Research based on contacting over 800 SMEs found that their top four HR concerns are recruitment, health & safety, succession planning, and skills shortages. All employers acknowledged that ongoing training is key to productivity and identified it as a priority for HTAB's workforce planning and development efforts. For a profile of Hamilton SMEs and their HR and training needs go to [www.htab.ca](http://www.htab.ca).

## "You Are Here": Directions to Re-employment

### HTAB presents a conference for laid off workers.

Research shows that laid off workers experience significant barriers to re-entering the labour market. HTAB took the lead on presenting a conference for laid off workers with their specific needs in mind. Workshops addressing job search skills, community employment resources, coping with job loss, and marketing mature experience were designed to jump-start participants' job search. Research on employee adjustment in Hamilton can be found on HTAB's website: [www.htab.ca](http://www.htab.ca).

## Hamilton's Immigration Summit: Connecting the Dots

### HTAB leads community development of an immigration strategy.

Immigrants account for 82% of Hamilton's labour force growth. HTAB took the lead on this Summit to highlight existing services for this population and to brainstorm ideas for improving and augmenting these services. Approximately 135 participants contributed to a practical immigration strategy that addresses issues such as accreditation & licensing, skills & language training, settlement, and accessing employment.

Visit [www.htab.ca](http://www.htab.ca) for Summit proceedings.

## Immigrant Skills Research

### HTAB investigates immigrant skills in Hamilton.

Between 1996 and 2005, 8,000 professionals and trades people immigrated to Hamilton: HTAB's Immigrant and Refugee Employment Services Committee wanted to know what skills they bring to our community and the extent to which they are being utilized. This research project examines the national, provincial, and local perspective on immigrant skills and proposes a strategy for facilitating immigrant employment in Hamilton. PDFs of these reports are available at [www.htab.ca](http://www.htab.ca).

## Making Cent\$ of Apprenticeship

### HTAB de-mystifies training incentives for employers.

Training incentives not only ease the financial burden of training for employers, they represent a short-term investment in the long-term gain of skilled employees. Seventy-five employers attended an HTAB presentation which de-mystified skilled trades training incentives such as the new Apprenticeship Training Tax Credit, Ontario Youth Apprenticeship Program (OYAP), Job Connect, and the Co-operative Education Tax Credit (CETC). A summary of these incentives is available on [www.htab.ca](http://www.htab.ca).

## Where Does Hamilton Work?

### HTAB profiles employment options for laid off workers.

HTAB developed a resource guide to employment in Hamilton to assist displaced workers in their job search. This guide profiles a wide range of career opportunities and employers organized according to the City of Hamilton's eight "clusters of innovation" model. Visit [www.htab.ca](http://www.htab.ca) to download this user-friendly guide to employment options in Hamilton.

## Pathway to the Trades

### HTAB teaches youth about careers in skilled trades.

What better way to educate youth about their career options than to show them? To teach students in grades 7 and 8 about careers in skilled trades, HTAB produced an interactive DVD showing OYAP students, apprentices, and journeypeople in a wide variety of occupations at work. The DVD answers questions about pathways to a career in the trades and encourages exploration of skilled trades occupations. For information, email [info@htab.ca](mailto:info@htab.ca).

## Immigrant Skills E-Bulletins

### HTAB educates employers about immigrant skills.

Research shows Hamilton needs immigrant skills to advance its economy and strengthen its community. HTAB's Immigrant and Refugee Employment Services Committee produced a series of e-bulletins educating employers about tapping Hamilton's immigrant talent pool. Topics such as language skills, credential recognition, work experience, and workplace culture are presented in an employer-friendly format. E-bulletins are available online at [www.htab.ca](http://www.htab.ca).

## TOP Report

### Trends, Opportunities & Priorities Report

The TOP Report is the result of an annual community planning process that identifies priority labour market issues in Hamilton and proposes actions & partnerships for the following year. TOP is at the core of HTAB's activities and in 2005 it directed our attention to these priority issues:

- Immigrant skills
- Apprenticeship & skilled trades
- Adjustment research
- Labour force planning & development

View the TOP Report online at [www.htab.ca](http://www.htab.ca)