



Hamilton Training Advisory Board

Commission consultative sur la formation à Hamilton

Report to the Community

2004



HTAB's Vision and Mission

The Hamilton Training Advisory Board envisions a healthy community where everyone achieves his or her potential. Our mission is to forge partnerships that will mobilize training solutions for the Hamilton community.

2004 Board of Directors

Labour

Tom Atterton, HDLC, Labour Co-Chair
Bryan Adamczyk, USWA
Don Fraser, HDLC
Joanne Webb, CUPE
Joe Beattie, HBBTC
Keith Bates, OPSEU

Business

Ivan Buzzelli, Business Co-Chair
Cindy McArthur, HHS
Rod Eastman, Dofasco Inc.

Educators/Trainers

Carolyn Gray, Mohawk College
Leo Normandeau, Active Learning Solutions

Francophone

Claudette Mikelsons, ACFO

Women

Bev Smedley

Visible Minority

Morteza Jafarpour, SISO

Persons with Disabilities

*Bob Nelson
Brad Spencer

Ex Officio

Gillian Hendry, City of Hamilton
Jan Potts, HRSDC
Elizabeth Robinson, MTCU

HTAB Staff

Judy Travis, Executive Director
Simone Saunders, Project Coordinator
*Rose Silot, Administrative Assistant
Norma Lindner, Event Assistant
David Nolan, Summer Career Placement
Huda Abushanab, Volunteer

*resigned 2004



Tom Atterton
Labour Co-chair



Ivan Buzzelli
Business Co-chair



Judy Travis
Executive Director

Greetings,

Congratulations and thank you to all of the directors, partners, and staff for a job well done in 2004. All of our projects initiated over the past year have resulted in strong bonds with the Hamilton community and resources that will impact greatly on our local labour force.

At our strategic planning session in November, the directors relied on the TOP Report – a compilation of HTAB research and community consultations – to determine the priority workforce development issues for 2005. Here are the areas that you told us need our attention:

Immigrant Skills

Generate a profile of Hamilton's immigrant skills base and develop a municipal strategy to attract and retain immigrants in the community.

Labour Force Planning and Development

Support businesses in planning their present and future labour force needs. Identify the challenges individuals experience in accessing training opportunities.

Apprenticeship/Skilled Trades

Promote apprenticeship training to youth and employers.

Adjustment Research: Identifying the Needs of Laid Off Workers

Conduct a services gap analysis and work with the community to present a conference targeting the needs of laid-off workers.

If you feel your organization has a role to play in addressing any of these priority areas, please contact Judy Travis, Executive Director, at 905-521-5777. We welcome your support and participation.

To our colleagues who are moving on to other pursuits - *Bev, Bob and Cindy* - we thank you for your contribution and we wish you well.

See you all in 2005,

Ivan Buzzelli
Business Co-chair

Tom Atterton
Labour Co-chair

HTAB takes the pulse of Hamilton's labour force development needs.

Trends, Opportunities, and Priorities (TOP) Report

This year marked the launch of TOP: a revised consultation process that engages the community in identifying Hamilton's workforce development issues and finding solutions.

TOP begins with an online community survey distributed to community stakeholders in which respondents are asked to prioritize their top six labour force development concerns. The six issues most frequently identified form the basis for discussion at the community consultation meeting. The result is a profile of specific areas of need, existing services and programs within these areas, and recommendations for actions and partnerships. The HTAB Board of Directors uses this information to determine its strategic direction for the coming year. See the letter from our



Co-chairs for HTAB's 2005 priority workforce issues.

Thank you to all of this year's TOP participants for your valued contribution to our community.



HTAB supports employers in Hamilton.

Hamilton Human Resources Directory

Research shows that employers in Hamilton need easy-access tools to help them with workforce planning and development. In 2004 HTAB gathered information on over 100 local HR consultants, service providers, and employment agencies and organized the data into categories based on areas of expertise such as staffing, organizational development, compensation and benefits.

Whatever the HR need or size of the business – the Hamilton Human Resources Directory can get employers connected to professional assistance quickly.

Work / Life Balance in the Workplace

HTAB's Women's Reference Group initiated a study to examine the employer benefits of female-friendly workplaces and to provide constructive advice to employers and employees on how to achieve a more balanced work environment.

The final report, "The Recruitment & Retention of Women", features local employer best practices, tips, and a resource page. HTAB also produced, in partnership with the CCOHS, resource guides for employers and employees.

Strengthening Your Workforce: Human Resources Fundamentals for Employers

In support of the Hamilton Chamber of Commerce's D2DII workshops on human resources planning for businesses, HTAB produced fact sheets for employers on workforce planning, recruitment & retention, workplace diversity, and more.

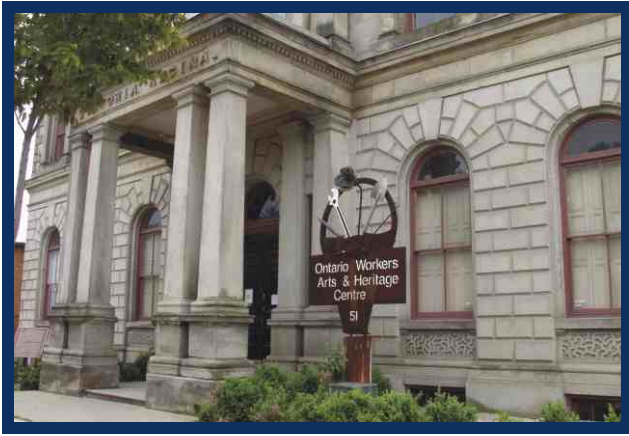
Each fact sheet provides a topic overview, tips, and a comprehensive listing of online and published resources and is available on HTAB's website www.htab.ca. Used with the Hamilton Human Resources Directory, employers can achieve greater insight into their own workforce planning needs.



Hamilton Training Network

Share the training, share the cost! The Hamilton Training Network (HTN) is a free online training information service for local employers. The business to business focus of this interactive website helps employers reduce their costs by promoting shared training opportunities. Employers can search the listing of training opportunities or post their own training needs.

www.hamiltontrainingnetwork.com



HTAB develops Hamilton's workforce.

Immigrant Skills in Hamilton

Fact: By 2011, Canada's net labour growth will come from immigration.

In 2004, HTAB's Immigrant and Refugee Employment Services Committee (IRESC) launched a multi-phase initiative aimed at mobilizing our community to make better use of immigrant skills. The Phase I report, "Towards Prosperity" summarizes current research on immigrant skills across Canada. Phase II (to be completed Spring 2005) will document immigrant skills in Hamilton and lay the foundation for improved recruitment and retention of immigrants by local employers.



School to Work Transition: Helping Our Youth

HTAB partnered with the IEC to increase community awareness and understanding of the importance of transitional programs such as OYAP, co-op, internships, volunteer experiences, and career curriculum for Hamilton's youth.

Phase I of this project was an article summarizing the student perspective on school to work experiences in the Hamilton Spectator's Canada Career Week supplement (Oct. 23, 2004). Phase II compiled feedback from employers, educators, and students and explores the strengths and weaknesses of Hamilton's school to work transitional system as well as local statistics.



www.htab.ca

Log on today and you will:

Discover our community Projects and Partnerships

Learn about Hamilton's labour force in our Publications

Connect to Links on training, employment, and the labour market

Laid Off Workers: Needs & Challenges

Hamilton has experienced a number of shut downs and lay offs, particularly in the manufacturing sector. HTAB partnered with the Hamilton District Labour Council and the SPRC to develop a profile of these workers and assess the effectiveness of the employment resources available to them. Volunteers from Levi's, Camco, Consumers Glass, Lifesavers, Eaton's, The Barn-A&P, and local steel manufacturers contacted HTAB to share their thoughts and experiences. The final report makes recommendations that will aid in the development of future programs to facilitate the re-entry of laid off workers into the labour force.



Ivan Buzzelli, Business Co-chair, looks on as Judy Marsales (MPP) and David Christopherson (MP) cut the ribbon at HTAB's Open House.

HTAB welcomes community partners to Open House

HTAB celebrated its new location, new website, and new brochure with a party for 150 of our community partners and special guests in September. Judy Marsales, MPP, and David Christopherson, MP, launched the ribbon cutting ceremony and Mayor Di Ianni honoured the occasion with a certificate recognizing HTAB's labour force development work in the community.

HTAB in the community.

In 2004, HTAB provided planning and financial support to a number of initiatives in the community:

Skilled Trades Employer Recognition, January 13th

HTAB supported the Skilled Trades Alliance and other skilled trades community partners in recognizing over 100 Hamilton employers who employ registered apprentices at this breakfast celebration.

Explore the HHYPE, May 27th

In partnership with local hospitals, HTAB presented the second annual health care career information conference to over 150 students from high school and elementary schools. HTAB again produced the booklet, Hamilton Health Care Sector Occupation Fact Sheets, to compliment this event.

School to Work Transition Conference 2004, September 1st

With the IEC and other community partners, HTAB organized a free conference featuring speakers, workshops and a resource marketplace for parents, educators, and employers focusing on pathways to employment success for Hamilton youth.

Lifelong Learning Week, September 20th – 25th

In support of ABEA and other community partners, HTAB participated in presenting a week of learning activities across Hamilton related to health, arts, job development, and learning as a family.

TECH 2004, November 30th

HTAB's Women's Reference Group hosted the fifth annual "TECH 2004: Technology & Trades For Women" career information conference. Over 200 women and high school girls talked to women in tech & trades occupations and tried their skills in carpentry, plumbing, drywall construction, horticulture, hydro cable locating, and more.

** You can download all of the publications mentioned in this report when you visit HTAB's website www.htab.ca.*

2004 Community Partners

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 of Ontario
Dofasco Inc.
Employment Now / Call Centre Training Program
Hamilton Adjustment Committees
Hamilton Chamber of Commerce
Hamilton Cultural Interpretation Services
Hamilton District Labour Council
Hamilton Health Sciences
Hamilton Port Authority
Hamilton Wentworth Catholic District School Board
Hamilton Wentworth District School Board
HR Matters
Human Resources Professionals Association of Ontario
Industry Education Council
McMaster University
Ministry of Training Colleges & Universities - Access to Professions & Trades
Mohawk College
PATH Employment Services
St. Joseph's Immigrant Women's Centre
Settlement and Integration Services of Ontario
Skills Canada
Social Planning and Research Council
Stelco - Lake Erie
Stoney Creek Chamber of Commerce
Strengthening Hamilton's Community Initiative
Victoria Gardens Long Term Care

2004 Project Sponsors

Canadian Forces
Canadian Technology Human Resources Board
Human Resources Skills Development Canada
Ministry of Training Colleges & Universities
Ontario Power Generation
Ontario Women's Directorate
Trillium Foundation

Thank you!



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Tim Penfold (Carpenters Union Local 18) assists a participant with safety harness at Tech 2004.

Participants try drywalling at Tech 2004.