

Report To The Community

2003



Greetings from the HTAB Co-Chairs...

If asked to choose a theme for 2003 it would have to be "growth". In addition to working on numerous projects addressing local labour force issues, HTAB has experienced many new beginnings over the past year.

In 2003 the HTAB Board undertook extensive board development activities. We developed new bylaws and a new mission statement that defines our role: "Forging partnerships to mobilize training solutions". A community consultation process showed that our research reports and our partnerships are highly valued in this community. We also conducted strategic planning sessions to find ways of building on our strengths and addressing our weaknesses as we consider new projects and partnerships in the future.

During the past year HTAB continued to initiate project partnerships that address major local workforce challenges such as a lack of skilled workers and an aging population. The following are just a few examples of our projects that are contributing to a healthy and sustainable workforce:

- Conferences on job opportunities in healthcare and in trades and technology
- A model for integrating internationally educated nurses into the local workforce
- A website providing employers with access to shared training opportunities

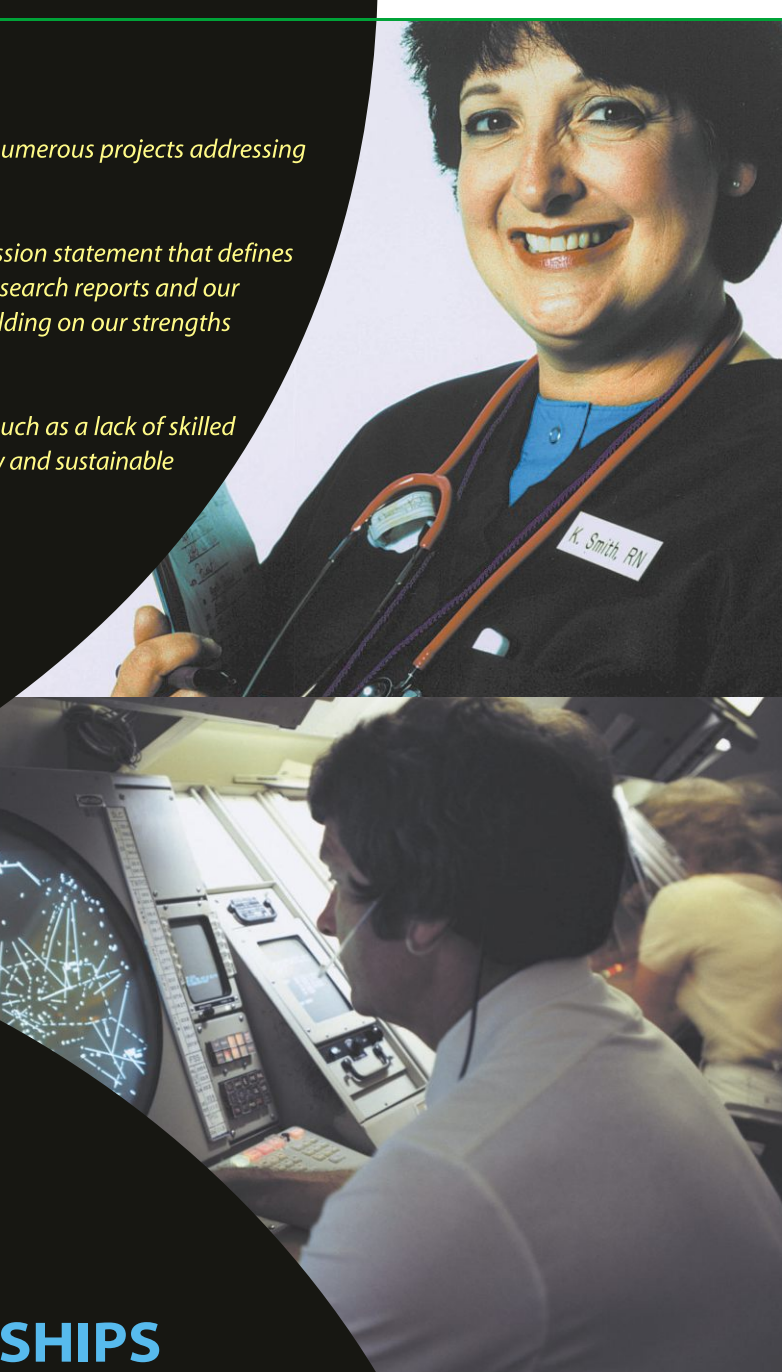
The Board has certainly had a productive year and it is with great regret that we bid goodbye to four of our longstanding members: Gayle Holmes, Marlene Balsdon, Steven Ebsary, and Barry Walker. Each has made a substantial contribution to HTAB and we thank them for their unwavering support.

A door never closes without another one opening, so it is with great pleasure that we welcome Ivan Buzzelli as our new Business Co-Chair (replacing Gayle Holmes).

In regards to HTAB staff, Elizabeth Robinson, our Executive Director since the agency's inception, has moved on and we thank her for her hard work and dedication over the years. We wish her all the best and look forward to seeing her at the Board table as a government representative.

Judy Travis, a longtime staff member of HTAB, has moved into the position of Executive Director and we look forward to working with her as she leads HTAB through this exciting period of growth.

Overall, it has been a year filled with exciting projects and productive partnerships. We look forward to working with our community partners in 2004!



HIGHLIGHTS OF 2003: PROJECTS & PARTNERSHIPS

HTAB Training Talk: Creative Solutions to Hamilton's Growing Skills Shortage (January): Panel discussion on prior learning assessment and recognition

A Few Good Nurses: a Forum on Best Practices for Integration of Internationally Trained Nurses (March): Results of community consultation on integrating internationally educated nurses into Hamilton's labour force

Internet Job User's Guide (May): Internet job search directory

Hamilton Health Care Sector Occupation Fact Sheets (May): Health care career information

Explore the HHYPE (May): 1st annual health care career conference for high school students

HR Matters II Hamilton Human Resource Strategy Business Plan (June): Talent plan for Hamilton

1st Women in Skilled Trades (WIST) Program at Mohawk College (July): Report on the first WIST program in Hamilton

City of Hamilton Agricultural Economic Impact & Development Study (August): Study on the importance of agriculture to the Hamilton economy

Tech 2003 Women At Work (October): 4th annual technology and trades career conference for women

HTAB Training Talk: The Accommodation Solution for Small Business Owners (November): Barbara Humphrey speaks on employers' duty to accommodate

Hamilton Training Network (ongoing): On-line resource providing access to shared training opportunities



Hamilton Training Advisory Board (HTAB)

The Hamilton Training Advisory Board (HTAB) is a community based not-for-profit organization established to monitor and promote local labour force development. HTAB's strength lies in its comprehensive representation: directors and partners represent business, labour, education, government, training and equity groups.

HTAB participates in a number of projects and partnerships that promote building a skilled workforce for our community. HTAB is funded jointly by HRDC and MTCU. Our projects would not be possible without their generous support.

For information on all our projects and for copies of our project reports, please visit our website www.htab.ca or contact us at 905.521.5777 or e-mail info@htab.ca



BUSINESSES: SHARE THE TRAINING – REDUCE THE COST!

Acting on employer feedback collected in its 2002 feasibility study, HTAB is currently developing the Hamilton Training Network (HTN) website. The HTN will list links to local information on workplace skills training and facilitate the coordination of shared training for businesses with common training goals, thereby reducing costs.

"The process of locating and scheduling training can be intimidating and frustrating," says Rod Eastman, Chair of HTN, "Our goal is to make the HTN a user-friendly resource that will be of value to businesses of all sizes."



FOCUS ON INTERNATIONALLY EDUCATED NURSES

HTAB's Immigrant & Refugee Employment Services Committee (IRESC) struck a working group this fall to develop a local model that will support the bridging of internationally educated nurses to registration and employment.

According to Gayle Holmes, Director of Human Resources at Hamilton Health Sciences:

"Planning for the integration of internationally educated nurses is an investment in the future." The Ministry of Health has declared that 8,000 nurses will be required to fill the gap left by retirement over the next 5 years.

Members of the working group represent employers, educators, government, and immigrant service providers. Their goal is to develop a model program by March 2004.

2003 Board of Directors

Co-Chairs

Gayle Holmes, Hamilton Health Sciences
Tom Atterton, Hamilton & District Labour Council

Business/Employer Community

Marlene Balsdon, Master Paint and Varnish
Rod Eastman, Dofasco Inc.
Gayle Holmes, Hamilton Health Sciences
Ivan Buzzelli, Tradepoint International

Labour Community

Tom Atterton, Hamilton & District Labour Council
Keith Bates, OPSEU
Steven Ebsary, Hamilton Steelworkers Area Council
Don Fraser, Hamilton & District Labour Council
Barry Walker, Carpenters Local 18

Persons With Disabilities

Bob Nelson, Canadian Standards Association

Visible Minorities

Morteza Jafarpour, SISO

Women

Bev Smedley

Francophones

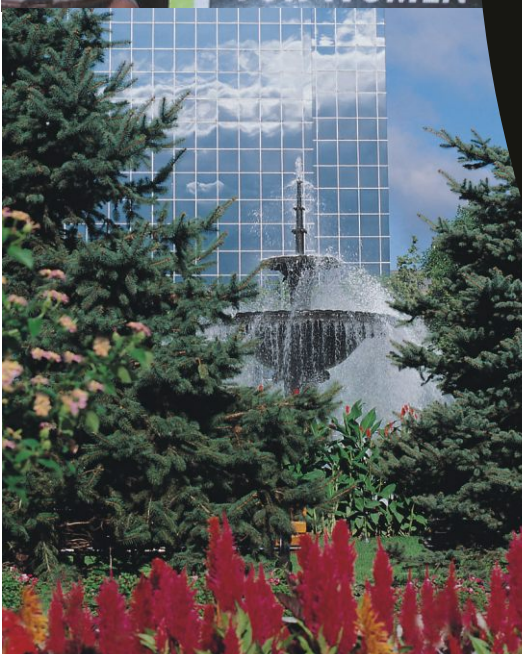
Claudette Mikelsons, ACFO

Education And Training

Carolyn Gray, Mohawk College
Leo Normandeau, Active Learning Solutions

Government (Ex-Officio)

Gillian Berney, City of Hamilton
Teenie Gibson, MTCU (January – October)
Elizabeth Robinson, MTCU (November – December)
Jan Potts, HRDC (January – August)
Dave Elliott, HRDC (September – December)



2003 HAMILTON WORKFORCE FACTS & FIGURES*

- 368,100 people are employed in Hamilton: this number represents an increase of 5% over last year which is more than double the provincial growth rate
- 70% of employed people work in the service-producing sector with the majority employed in the trade and health care & social assistance industries
- Planned expansion in the manufacturing and health care sectors will result in the creation of approximately 900 more jobs. These job opportunities will help offset 1200 lay offs from the closures of Camco Inc. and Levi Strauss
- Job demand in both the manufacturing and construction sectors remains strong and shows an increase of 16% and 8.9% respectively since this time last year
- Hamilton employers have moderate hiring expectations as 2003 draws to a close

EMPLOYMENT CHALLENGES AND OPPORTUNITIES*

- HR Matters forecasts that by 2013 the number of people retiring in Hamilton will exceed the number of those entering the workforce given current demographic trends
- Approximately 38% of our population is over 45. The industries facing the greatest impact from retirements are education, manufacturing, and health and social assistance since more than 30% of the workforce is age 45 or older
- The agriculture industry is facing the challenge of replacing retiring farm operators whose average age is over 47. There is the potential for increasing apprenticeship and co-op education opportunities in this field
- Strategies for countering the impact of retirement include advance human resource planning to address staffing needs, accelerating school-work transition for young people, retaining older workers who can pass on their expertise, and assisting immigrants with accessing job opportunities

* Labour Market Bulletin, HRDC Hamilton, July-September 2003

CAREER HHYPE!

New this year, HTAB partnered with Hamilton hospitals to present Explore the HHYPE! (Hamilton Healthcare Youth Pathways Expo): an exciting opportunity for 120 high school students to learn about careers in healthcare. Interactive exhibits and role models gave students insight into "a day in the life" of numerous healthcare occupations.

Healthcare is the second largest employment industry in the service sector in Hamilton and it continues to grow as our population ages. "Employers are facing an unprecedented recruitment challenge as the need for healthcare services continues to rise," says Judy Travis, Executive Director, HTAB. "This symposium showed students the wide range of lucrative and fulfilling careers offered in the healthcare sector."

WOMEN AT WORK!

HTAB hosted 165 young women at the fourth annual Tech 2003 Women At Work conference. New this year was the opportunity for participants to sample "a day on the job" in workshops on carpentry, electrical, landscaping, bricklaying, concrete forming, automotive, and engineering.

90% of survey participants expressed an even greater interest in exploring trades and technology careers since attending Tech 2003. "A promising statistic," says Bev Smedley, Chair of Tech 2003. "Currently women represent only 3% of registered apprentices in non-traditional occupations. Interacting with role models and experiencing these occupations opens up a whole new world of career choices for these young women."

HR MATTERS

HTAB continued its representation on the HR Matters Steering Committee. This summer we participated in commissioning the development of an HR Matters Business Plan that will ensure our community has the skilled workforce it needs in the future to achieve its economic goals.

"Our aging population will have a significant impact on Hamilton's labour force," says Gayle Holmes, Chair of the Steering Committee, "By building on our community's strengths and attracting new residents, Hamilton's changing demographics present an opportunity rather than a threat."