

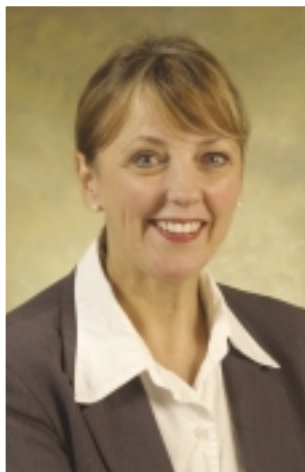
Report 2002 to the Community

Message from Executive Director & Co-Chairs

It's been a busy year for the Hamilton Training Advisory Board, the organization responsible for monitoring and reporting on local labour market issues. We have a new name, an updated logo and a number of new activities underway.

In fact, the training board itself is still a 'new kid on the block,' since we came into being just four years ago, along with 24 other training boards in Ontario established by the provincial and federal governments as a partnership between business, labour and other stakeholders.

Like any other newcomer, we're still in the process of introducing ourselves to the businesses, agencies, and others with whom we work. Our Report to the Community is one way of fostering that 'getting to know you' process, and we hope it will provide a clear overview of the services we provide.



Liz Robinson,
Executive Director



Gayle Holmes, Co-Chair,
Board of Directors



Tom Atterton, Co-Chair,
Board of Directors

Here in Hamilton we continue to have some major workforce challenges that pose a threat to the city's economic health. We have a lack of skilled workers, an aging workforce and an overall image problem that affects the recruitment and retention of workers.

We believe a partnership approach, with the commitment of various employment sectors and levels of

government, will be able to turn this situation around. There are many hopeful signs that this is starting to happen.

We look forward to continuing to work with business, labour, and the educational and government sectors to help Hamilton address its workforce challenges and make the most of its opportunities.

Background

- Local, independent, not-for-profit organization
- Launched in 1998
- Originally named Hamilton-Wentworth Training Board
- Name changed to Hamilton Training Advisory Board in 2001
- Established as a partnership between business & labour
- Funded by the federal & provincial governments
- Two full-time staff & a volunteer Board of Directors

What We Do

- Monitor local training & labour needs
- Report on those needs & other workforce trends
- Identify gaps in training
- Maintain an inventory of programs & services related to training
- Promote training & employment opportunities
- Provide information to businesses & organizations on how to gain access to employee training
- Act as a catalyst for the development of new projects relating to training & skills development

Who We Work With

- Businesses/organizations
- Educational sector, e.g. Industry Education Council, Mohawk College, McMaster University
- Labour groups
- Government sector
- Community agencies focused on employment

Highlights of the Year*

- Planned & organized *Tech 2002*, the third annual trades & technology career fair for young women**
- Sponsored the *HR Matters* study with the City of Hamilton's Economic Development Department & Human Resources Development Canada**
- Helped bring noted demographic expert David Foot to Hamilton for a luncheon & speaking engagement**
- Completed *With An Open Door*, a study of immigrant nurses
- Completed *Falling Through the Cracks*, a literacy assessment of at-risk youths, in partnership with the Adult Basic Education Association & the City of Hamilton, Social & Public Health
- Participated in an economic impact & human resources development study for the agricultural sector**
- Completed the *2002 Environmental Scan*, an overview of local workforce issues & trends
- Created job information sheets for more than one dozen health care professions currently experiencing shortages***
- Began the creation of Job Search Directory***
- Conducted a feasibility study for an online Training Network to allow small-to-medium-sized employers to post their training needs & share costs
- Completed a study of women employed in skilled trades
- With funding from the Ontario Ministry of Training, Colleges & Universities, sponsored the delivery of the Mission Possible symposium for secondary school guidance counselors & teachers to plan services for workforce-bound students
- Developed a comprehensive online database of existing training programs & services in Hamilton (www.htab.ca)

DATES TO NOTE

ANNUAL GENERAL MEETING
– Monday, January 20, 2003

FOREIGN-TRAINED HEALTH CARE FORUM – February, 2003

ENVIRONMENTAL SCAN COMMUNITY CONSULTATION – September, 2003

TECH 2003 – October, 2003

LOCAL AREA PLANNING SESSIONS
– October/November, 2003

Regular Meetings

BOARD MEETINGS – third Monday of each month (on holidays, the meeting is held the following Monday)

IMMIGRANT AND REFUGEE EMPLOYMENT SERVICES COMMITTEE – third Wednesday of each month

WOMEN'S REFERENCE GROUP/TECH 2003 COMMITTEE – first Monday of each month

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Helping Businesses Manage the High Cost of Training

One of the Hamilton Training Advisory Board's key projects for the past year was a planning project aimed at creating an easy and efficient way for employers to share the high cost of training.

"So many smaller companies and organizations struggle to pay for their employees' training needs," says Liz Robinson, HTAB's executive director. "For instance, if you need to conduct WHMIS training for four people, it would be very costly to bring in a trainer."

Over the past few months, HTAB conducted a feasibility study to see if there was interest in an online "Training Network."

"The idea is that employers can post their training needs online and see if there are other companies with the same needs, so that they could jointly organize, and share the cost of, a training session," Ms. Robinson says. "Meanwhile, if Mohawk College was holding a training session on a particular topic, that could also be posted so that employers could sign up for a group session."

Results from the feasibility study indicate that the Training Network will definitely fill a need. HTAB is currently planning the implementation process and will post updates on the web site at www.htab.ca.

* HTAB is funded jointly by Human Resources Development Canada (HRDC) and the Ontario Ministry of Training, Colleges and Universities (MTCU). None of these initiatives would be possible without the generous support of HRDC and MTCU.

** The primary funding partner in these special projects was Human Resources Development Canada – Hamilton office

*** These two projects were jointly funded through HTAB and HRDC's Summer Career Placement Program

Job Market Report Suggests Signs of Economic Recovery

After a general slowdown in 2001, Hamilton's 2002 economy showed some signs of recovery, with unemployment claims leveling off and the job market picking up.

These and other findings were published in the *Environmental Scan* carried out and published annually by the Hamilton Training Advisory Board.

Highlights of the 2002 scan include:

- Employers in Hamilton's economic sectors are cautiously optimistic about 2003
- Health and business sectors remained strong
- Recruitment and retention of young talent as well as workforce succession planning are key priorities for the business sector
- Helping foreign-trained professionals adjust to the Canadian workplace will become an important HR challenge for employers in the future
- Small businesses need help to ensure continuous improvement of workforce skills

Workforce Facts and Figures: (from the 2002 *Environmental Scan*)

- 340,000 people are employed in Hamilton (approximately 62 per cent of the workforce)
- 73% of employed people work in service-providing industries
- 80% of employed people work full time
- There are more unemployed males than females
- The unemployment rate for males fluctuates more, but the size of the male labour force is larger (males have a higher workforce participation rate than females)*

*Labour market information is available at HRDC's web site: www.hrdc-drhc.gc.ca

For a copy of the full *Environmental Scan* report, please call HTAB at (905) 521-5777 or check our web site at www.htab.ca.

2002 Board of Directors

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Gayle Holmes, *Hamilton Health Sciences*

Tom Atterton, *Hamilton & District Labour Council*

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Marlene Baldson, *Master Paint and Varnish*

Rod Eastman, *Dofasco Inc.*

Gayle Holmes, *Hamilton Health Sciences*

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*Ontario Ministry of Training,
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Gillian Berney, *City of Hamilton*

HTAB Helps Hospital Address Staff Shortages

Knowledge is power, says Gayle Holmes, director of Human Resources Services at Hamilton Health Sciences.

The giant teaching hospital, like other health facilities in Ontario, is facing serious shortages of health professionals – from physicians to nurses to technicians. But Gayle says that by linking with Hamilton Training Advisory Board, the hospital now has valuable information and contacts that will help address the problem.

"The shortage isn't something that can be solved overnight," Gayle says. "But getting involved with HTAB has allowed me to establish links with Mohawk College and McMaster University, and has given me a greater understanding of the nursing shortage in particular."

Hamilton Health Sciences recently linked with another organization to host an information day for recent immigrants interested in health care careers. "There are lots of folks who are certified professionals in other countries but there are some barriers to practicing here, and we'd like to help ease that process for them if possible."

Encouraging high school co-op placements is another important way for hospitals to start building relationships with the health professionals of the future, Gayle says.

"We now have about 70 different co-op placement opportunities at Hamilton Health Sciences, and, through HTAB, I'm more aware than ever of the necessity to encourage and promote those placements."

Gayle joined the board of HTAB in 1999 and is now co-chair. "I believe HTAB does a tremendous service to the businesses and organizations in this community, and certainly my own experience at Hamilton Health Sciences has confirmed that."



Message to Women: Consider Trades, Technology Careers

Encouraging women to consider careers in traditionally male-dominated areas like skilled trades and technology is an ongoing effort for the Hamilton Training Advisory Board.

With funding assistance from HRDC, HTAB hosts an annual career symposium for young women, with more than 125 in attendance. The young women meet with women who work in skilled trades and technology, participate in 'hands-on' demonstrations and work together to craft a boat from tin foil, straws and elastic bands. The test is whether the boat will float and carry a cargo of marbles.

"The recent *HR Matters* study says that 40 per cent of new jobs will be in skilled trades in technology in the next 10 years," says Bev Smedley, HTAB director and Chair of *Tech 2002*. "But right now there's less than a two per cent participation rate for women in non-service fields. Our annual symposium shows young women how interesting and challenging these fields can be."



Hamilton Training Advisory Board
Commission consultative sur la formation à Hamilton

We gratefully acknowledge the support of

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