



Hamilton Training Advisory Board  
Commission consultative sur la formation à Hamilton



# LOCAL AREA PLAN UPDATE

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# Hamilton Training Advisory Board

## Commission consultative sur la formation à Hamilton

## Introduction

The Local Area Plan 2002 Update is an action plan to address labour force issues in the Hamilton community. These issues were identified in the Board's 2002 Environmental Scan (to see the Board's 2002 environmental scan please visit [www.htab.ca](http://www.htab.ca)). The Local Area Plan also reflects the gaps and areas of unmet need in local labour force development. In this way, the document helps the Training Board formulate its overall strategic priorities for the coming year and, more importantly, also assists community partners in their own planning process.

It is understood from the outset that HTAB's community partners are continuously engaged in their own internal planning activities and that they draw on their own systems, e.g. advisory committees, research and client profiles for the knowledge base of their planning. In essence, the Local Area Plan 2002 Update is a mapping exercise - it tells us how our community organizes itself to generate solutions to its most critical labour force challenges.

## The Local Area Plan Update Process

On June 19<sup>th</sup>, August 29<sup>th</sup> and again in November 2002, the Training Board consulted with community partners to update the Local Area Plan based on the priority issues reported in the most recent environmental scan.

The Board consulted in June and August with members of the HR Matters Committee who engaged in an extensive review of community initiatives that addressed the issues contained in the HR Matters Report (which overlap with the issues identified in HTAB's e-scan). This process enabled HTAB to expand on the information in the 2001 Local Area Plan and to provide the HR Matters Committee with a 'road map' of existing actions in the community relative to labour force development.

Subsequent to the June and August updates, HTAB mailed out electronic surveys to 23 local groups and agencies asking them to share information about their current and planned initiatives, the partnerships in place and the status of the actions presented in last year's Plan. This was followed up with telephone calls to each agency.

The community agencies and partners who participated in the June review of HTAB's Local Area Plan included:

Sylvia Renshaw, Economic Development, City of Hamilton

Jan Potts, Human Resources Development Canada  
John Dolbec, Chamber of Commerce  
Monique Biancucci, Dofasco Inc.  
Geoff Green, Ministry of Economic Development and Trade,  
Ivan Buzzelli, Tradeport International  
Jim Vanderveken, Mohawk College  
Gayle Holmes, Hamilton Health Sciences  
Carolyn Reid, Small Business Enterprise Centre  
Richard Allen, Industry Education Council  
Len Falco, LCM Associates

The electronic survey and telephone follow up was conducted during the first two weeks of November, 2002. The November contributors to the Local Area Plan Update include:

Richard Allen, Industry Education Council  
Sylvia Renshaw, Economic Development, City of Hamilton  
Harriet Woodside, Employment Ventures Group  
Rich Neufeld, Hamilton Wentworth District School Board, OYAP coordinator  
Dan Palango, Hamilton Wentworth District School Board, Experiential Learning Coordinator  
Leo Paone, Hamilton Wentworth Catholic District School Board – OYAP coordinator  
Claudette Mikelsons, Association canadienne francais de l'Ontario  
Jacqueline McNeilly, Hamilton Connects  
Marion Emo – the Hamilton and District Health Council  
Gayle Holmes – Hamilton Health Sciences Corp.  
John Dolbec – Chamber of Commerce  
Christopher Cutler – Youth Employment, YMCA  
Patti Stirling – Stirling Associates, Internet Working  
Jim Vanderveken – Mohawk College  
Leah Morris – Adult Basic Education Association  
Jim Jones – Mohawk College, Second Language Programs  
Cheryl Jensen – Mohawk College, Dean of Technology  
Gillian Berney – Director, Employment and Social Support Services Branch, City of Hamilton  
Aurelia Tokaci – Settlement and Integration Services Organization  
Gillian Fletcher – Fletcher and Associates  
Jan Potts – HRDC  
Richard Johnson - HRDC  
Carolyn Reid – Small Business Enterprise Centre  
Lawrie Cook – Hamilton District School Board

## Limitations to the Information

So many of the issues don't change from year to year, making the cumulative list of issues unmanageably long over time. Hence this Local Area Plan Update notes only the priority issues identified (by the community) in the 2002 Environmental Scan and matches them to new initiatives in the community. To be included in the Local Area Plan Update these actions must fit with the following criteria.

They must be:

- Related to labour force development.
- New and recent actions (2002 or 2003) because many of the ongoing programs are already captured in several other community databases
- Local collaborations and partnerships.

## Format

The issues are listed at the top of the page followed by the actions and partnerships relevant to that issue. While for internal purposes, HTAB matched up the issue with each individual action using a numbering system, this document does not do that, chiefly for the sake of simplicity. The overall Plan is organized according to the following broad categories: Education and Training issues and actions, Economic/Labour Force Development issues and actions, Workforce Adjustment issues and actions and Sectors issues and actions.

## Analysis of Gaps

It goes without saying that not all actions are equal or have an equal impact in the community. Some are small initiatives, e.g. the WIST program which serves 22 women, but addresses a large need and still leaves substantial gaps in labour force development for women. Other initiatives, such as HR Matters II, has a very broad scope and, by pooling issues as it does, has the potential to address a wide spectrum of labour force needs.

Identifying gaps is difficult in the best of circumstances, but it is particularly challenging in a 'service rich' community such as Hamilton. At this point we lack the tools to establish employment and training priorities for the future (forecasting demand) and to measure the success or progress of actions. We note a growing list of recruitment challenges in different economic sectors, but we don't have the benefit of indicators by which to gauge where the shortages will appear and to what extent they will manifest themselves.

Although there is a growing need to replace skilled tradespeople retiring from industry, members of the community suggest that the newly instituted 'classroom fee' may serve as an impediment to recruiting young trainees. Although some unions, training sponsors and employers pay the fee on behalf of their apprentices, the question remains: will the \$400. classroom fee reduce access to apprenticeship overall? The impact of the \$400. classroom fee should be monitored and reported to the community.

Although there are many more community initiatives supporting apprenticeship in Hamilton today than there were three or four years ago, the issues have not been fully resolved, particularly on the demand side of the labour market system. Employers continue to be reluctant to train young apprentices, many parents and some teachers still perceive a 'stigma' around the skilled trades, women, persons with disabilities and other equity groups continue to be underrepresented in the apprenticeship system. Community partners identified the ongoing need for more pre-apprenticeship programs to assist entry of youth, women and other groups into apprenticeship training.

In the future, the Hamilton labour market will look to immigrants to fill growing gaps in labour force supply. Today this is already a very critical issue for the Health Care Sector. Unfortunately, there are insufficient services tailored to the needs of the internationally trained professionals who immigrate to the Hamilton area. In the course of the 2002 E-scan, stakeholders talked about the lack of information regarding licensing procedures and the lack of available subsidies for upgrading for foreign trained nurses, for example. They also talked about the lack of short term training and too few opportunities for on site exposure in work settings for internationally trained professionals.

While some initiatives are currently under development (a resource centre for foreign trained tradespeople and professionals and a community forum regarding immigrant nurses), in the medium term, Hamilton will need to establish a more sophisticated service infrastructure for immigrants that will attract the best and brightest internationally trained workers to this labour market and help employers recruit and facilitate the transition of immigrants into the workplace (culturally, linguistically etc.).

Early high school leavers as well as graduates of Grade 12 who are workbound will continue to have difficulty making the transition from school to work without a seamless, coordinated system of services. Stakeholders talked about gaps in formal linkages between schools and youth-targeted programs such as JobConnect, or between high schools and Mohawk College. These types of linkages and others like them will go a long way to facilitating labour market entry of workbound youth and early school leavers.

Youth will continue to have difficulty accessing job sites in the skilled trades, particularly in the construction industry, without a driver's license or some other means of transportation to the workplace. Construction sector employers see this as a gap.

Despite the great strides made in this community toward encouraging students on all levels to become involved in co-op education, the Ontario Youth Apprenticeship Program and other experiential learning opportunities, there continues to be a need to create more innovative connections between local industry and the high school classroom.

The local literacy community expressed ongoing concerns about the lack of literacy services for high-risk youth under the age of 19. These low skilled youth are often cast adrift as they see neither school nor meaningful work as an option. But a recent report on the literacy needs of youth ("*Falling Through the Cracks*") – available through HTAB or the ABEA) tells us that services to this population cannot be delivered in the traditional ways. We need creative and innovative strategies for delivering literacy and upgrading to this group of young people.

Stakeholders discussed gaps around lack of child care, financial support and other barriers for women searching for careers, especially in areas of demand, i.e. the skilled trades. Preliminary results of the Women in Skilled Trades (WIST) program tracking study (which will be published in January) tell us that these supports (including lots of mentoring and counseling) are crucial to the success of women with multiple barriers. Now after the first graduation, the WIST program is showing very positive outcomes for the women in the program, but it requires a great deal of flexibility from the employers, instructors, funders and those administering the program. The two major gaps identified by the WIST women were the lack of financial support and child care.

There continue to be gaps in math and science upgrading and training targeted to women. Sole support mothers are particularly hampered by a lack of confidence in their skills.

Small businesses identify the lack of financial incentives and HR support as major barriers to training.

In 2002, recruitment and retention are key human resources issues for local employers. This is already most apparent in some public sectors (recruitment gaps are emerging in education and health care in particular) and in other industries such as manufacturing (this year recruitment gaps were reported in welding and machinist occupations); construction (recruitment gaps were reported in bricklayer and sheet metal occupations); transportation (truck drivers were reported in short supply); agriculture (although a migrant workforce is the mainstay of many farmers, there is a growing demand for lead hands, business and operations managers). The recent HR Matters Report predicts that challenges with respect to recruitment and retention of skilled workers in all sectors will become the dominant barrier to business growth in Hamilton over the next decade.

Two major lay offs occurred in 2001/02 ( Four Barn Fruit Markets downsized and several steel related manufacturing firms went out of business). Both events were followed up by adjustment committees (supported by a partnership between MTCU and HRDC) who assisted the laid off workers to find employment elsewhere. Both committees will cease operating in the next few weeks (the Barn committee has already ceased its work and the Steelworkers committee will finish January 19<sup>th</sup>). ]

Siemens Westinghouse has announced a lay off of approximately 300 workers but will access adjustment services for its workers through a private provider.

Community stakeholders reported in both the 2001 and 2002 e-scans that service gaps exist in terms of the availability of a 'one-stop' source of information, career assessment and program referral. Community stakeholders discussed the need for more consistent 'single window' availability of information for unemployed clients as well as a more seamless and 'neutral' system of assessment and referral. Once it's operational, the proposed Career Assessment and Resource Centre (planned by the Department of Social and Public Health, City of Hamilton) will meet the need in this area.

Community partners are invited to contact the Training Board at 905 521-5777 or by e-mail at [info@htab.ca](mailto:info@htab.ca) to forward information regarding changes to the existing information or any new initiatives in the community that aren't contained in this update. HTAB will produce a final version of the 2002/03 Local Area Plan in March 2003. We welcome any additional contributions or submissions from stakeholders in Hamilton.

2002/03 Labour Force Development  
Strategies and Initiatives in Hamilton

**Apprenticeship**

Issues:

1. Reluctance of employers to take on first year apprentices continues to be a problem.
2. The classroom fee may become a barrier to entering apprenticeship. This needs to be monitored.
3. There are not enough journeymen to train younger workers.

New and emerging issues:

4. Retaining journeypersons and apprentices in the trade is a growing challenge. Skilled workers leave the trade for many reasons, including low wages & work organization.

**Women in Skilled Trades (2001/02)**

This program offers women pre-apprenticeship experience in selected trades (electrician and general machining) where skills shortages exist. There are four modules to the program: employability skills, pre-apprenticeship including upgrading in basic math, technical training and workplace placement.

<b>Partners Involved</b>	Mohawk College ● Ontario Women’s Directorate ● Employers
<b>Specific Actions</b>	Combined program called “General Machining”
<b>Timeline for Actions</b>	
<b>Status</b>	Program has been renewed
<b>Expected Results</b>	Increase the number of women apprentices in electrical and general machining operations.

**Industrial Electrician Pre-apprenticeship Program (2001/02)**

This program provides basic level of apprenticeship training.

<b>Partners Involved</b>	Mohawk College ● MTCU ● HRDC
<b>Specific Actions</b>	Program launch
<b>Timeline for Actions</b>	
<b>Status</b>	Currently being delivered
<b>Expected Results</b>	By providing basic level of core curriculum up front, to make trainees more attractive to employers.

<p><b>Trades Awareness Week (NEW - 2002)</b> This is a proposed week of events to increase awareness of the trades as a career choice.</p>	
<b>Partners Involved</b>	IEC ● HRDC ● Careerworx ● Dofasco ● Hamilton Autobody Repair Association ● Liason College ● HTAB ● MTCU ● OYAP ● HHHBA ● Mohawk College
<b>Specific Actions</b>	Trades orientations held at locations across Hamilton
<b>Timeline for Actions</b>	October 28 – November 1, 2002
<b>Status</b>	Completed. Plans for next year are under review.
<b>Expected Results</b>	Greater awareness of trades opportunities.
<p><b>Skilled Trades Employer Recognition Breakfast (NEW – 2003)</b> The purpose of this breakfast is to recognize employers who have made an outstanding commitment to training. In particular, it acknowledges employers involved in apprenticeship training for youth.</p>	
<b>Partners Involved</b>	IEC ● HRDC ● HWDSB ● HWCDSB ● HTAB ● MTCU - Apprenticeship ● OYAP
<b>Specific Actions</b>	Planning is underway.
<b>Timeline for Actions</b>	January 30 <sup>th</sup> , 2003
<b>Status</b>	Ongoing
<b>Expected Results</b>	Greater awareness of trades opportunities.

**School to Work Transition**

Issues:

1. There is a need to promote experiential education (co-op) to youth in high schools, at all academic levels.
2. There is a need to create more seamless pathways between high school, OYAP/co-op programs, college apprenticeship training and the workplace.
3. High schools tend to favour the needs of the academic students while not serving the needs of the workbound students.

New and emerging issues:

4. Help workbound students find careers in the trades.
5. Employers must also realize that training students is beneficial to the future success of their business.
6. Accreditation programs need to be developed to reward the different skill sets of students who may not receive their OSSDS.

**Ontario Secondary School Diploma for Employment (2001/02)**

This diploma is a new and practical alternative to the OSSDS. Its aim is to target student who are at risk under the new curriculum.

<b>Partners Involved</b>	Hamilton-Wentworth District School Board, as part of a consortium of other school boards representatives
<b>Specific Actions</b>	The consortium is currently developing the curriculum and soliciting industry and community support
<b>Timeline for Actions</b>	N/A
<b>Status</b>	The Minister is currently reviewing the proposal
<b>Expected Results</b>	Create a practical employment focused diploma program for workbound students and those at risk under the new curriculum.

<p><b>School to Work Planning (NEW – 2002/03)</b>                  This program is to develop meaningful partnerships with business contacts in the community. It is run through school based school-to-work committees and its goal is to identify job opportunities for students providing them with important work experience.</p>	
<b>Partners Involved</b>	HWDSB ● School Councils ● Business and Industry ● Trade Associations ● Community Groups
<b>Specific Actions</b>	Identifying advisory groups ● Soliciting input ● building job shadowing and work experience
<b>Timeline for Actions</b>	All schools are mandated to have a program in place by 2002
<b>Status</b>	Ongoing
<b>Expected Results</b>	Experiential learning opportunities for students.

## ECONOMIC/LABOUR FORCE DEVELOPMENT

<p>Issues:</p> <ol style="list-style-type: none"> <li>1. A key priority is to focus on long term workforce planning for the City of Hamilton. Issues are still unresolved.</li> <li>2. A key strategy is to pool resources and develop collaborative recruitment and retention strategies to support local employers.</li> <li>3. There is a need to continue analyzing skills replacement needs in Hamilton's economic sectors.</li> </ol>	
<p><b>HR Matters Phase II (NEW – 2002/03)</b></p>	
<p><b>Partners Involved</b></p>	<p>City of Hamilton ● Economic Development ● HRDC ● IEC, HTAB ● Dofasco Inc. ● Ministry of Economic Development and Trade ● Tradeport Int'l. ● Mohawk College ● Chamber of Commerce (Stoney Creek) ● Chamber of Commerce (Hamilton) ● Hamilton Health Sciences.</p>
<p><b>Specific Actions</b></p>	<p>Documented long-term trends determined by demographics will lead to a general labour under-supply. The HR Matters report identifies five key actions that will impact on these trends:</p> <ol style="list-style-type: none"> <li>1) Raise awareness of the issues, develop leadership and gain commitment.</li> <li>2) Strengthen the community's image.</li> <li>3) Assist small and medium sized employers with human resources planning.</li> <li>4) Build Hamilton's labour supply</li> <li>5) Improve skills and school to work transitions.</li> </ol>
<p><b>Timeline for Actions</b></p>	<p>November 2002 to November 2003.</p>
<p><b>Status</b></p>	<p>HR Matters Phase I The HR Matters Report has been completed. HR Matters Phase II The committee continues to meet and has embarked on Phase II activities.</p>
<p><b>Expected Results</b></p>	<p>The development of a detailed BUSINESS PLAN.</p>

<b>HR Matters – Additional Specific Actions for 2002 (NEW)</b>	
<b>Partners Involved</b>	HR Matters Committee members ● HRDC
<b>Specific Actions</b>	<ol style="list-style-type: none"> <li>1. Compile a best practices database on recruitment and retention methods and make it available to employers on line</li> <li>2. Conduct a survey of local students exploring what influences their decision to stay or leave Hamilton.</li> <li>3. Create a tracking system for early school leavers with an analysis of trends.</li> <li>4. Track the impact of the new Apprenticeship Act.</li> <li>5. Examine factors that caused employment in management occupations to decline in the late '90's.</li> </ol>
<b>Timeline for Actions</b>	2002 - 03
<b>Status</b>	<p>Priorities and timelines for these research items are to be determined as part of the HR Matters Business plan.</p> <p>Research projects have been included in the HR Matters Phase II proposal. The research will be conducted by HTAB</p>
<b>Expected Results</b>	Additional information that will support the implementation of the HR Matters Business Plan and provide the basis for labour force development.
<p><b>Hamilton Training Network – Pilot project (NEW – 2003)</b></p> <p>Subsequent to the completion in 2001 of a feasibility study for the HTN (an active, web-based information and training network that promotes multi-workplace training and allows workplaces to pool their resources) the partners will collaborate on a pilot of the HTN, sponsored by HRDC.</p>	
<b>Partners Involved</b>	HTAB ● Dofasco Inc. ● Mohawk College ● Canadian Steel Trades and Employment Congress ● HRDC
<b>Specific Actions</b>	Partners have designed a cost-saving tool for small and medium sized business to access skills training and HR information.
<b>Timeline for Actions</b>	February 1 <sup>st</sup> , 2003 – January 30, 2004
<b>Status</b>	Project proposal has been approved by HRDC.
<b>Expected Results</b>	Provide resources for businesses to enhance skills of their workforces. Reduce training cost and increase access to training for local employers.

<p><b>City of Hamilton “Branding” program (NEW - 2002)</b>                  City of Hamilton has launched a “Branding Hamilton” campaign to tell the “real” story of Hamilton and what it has to offer.</p>	
<b>Partners Involved</b>	City of Hamilton
<b>Specific Actions</b>	Communications pieces now available, website update underway.
<b>Timeline for Actions</b>	Ongoing
<b>Status</b>	After extensive marketing research, the campaign was launched.
<b>Expected Results</b>	A new image (logo and slogan, communication pieces) that will attract newcomers to this city.
<p><b>Hamilton Business Directory (on-line) (NEW - 2002)</b>                  The HBD business area is designed for employers, new entrepreneurs and for businesses seeking to locate in the Hamilton area.</p>	
<b>Partners Involved</b>	HTAB ● HRDC ● Mohawk College ● Ministry of Enterprise - Opportunity and Innovation ● Ministry of Community, Family and Children's Services ● Chamber of Commerce ● Economic development – City of Hamilton ● MTCU – Apprenticeship Branch ● SBEC
<b>Specific Actions</b>	Launched 2002
<b>Timeline for Actions</b>	Ongoing
<b>Status</b>	Ongoing
<b>Expected Results</b>	Assistance for business & entrepreneurs.

<p><b>Airport Gateway Opportunities Study (NEW - 2003)</b>                  Feasibility study to determine types of companies that would be interested in locating around the airport and their locational needs.</p>	
<p><b>Partners Involved</b></p>	<p>Economic development – City of Hamilton ● Tradeport International Corporation ● Planning &amp; Development – City of Hamilton ● Ministry of Enterprise - Opportunity and Innovation ● Transportation, Operations &amp; Environment – City of Hamilton</p>
<p><b>Specific Actions</b></p>	<p>Going to Council</p>
<p><b>Timeline for Actions</b></p>	<p>Early 2003</p>
<p><b>Status</b></p>	<p>Complete</p>
<p><b>Expected Results</b></p>	<p>Not yet public.</p>
<p><b>Talent Portal – Feasibility Study (NEW - 2003)</b>                  To determine feasibility of an online talent portal which would integrate labour market information and resources to address needs of key user groups – learners, employers, job seekers and newcomers to Hamilton.</p>	
<p><b>Partners Involved</b></p>	<p>IEC ● HRDC ● HR Matters ● Hamilton Connects</p>
<p><b>Specific Actions</b></p>	<p>To test receptivity in the community – for a talent portal. To develop and test a prototype and write a final report.</p>
<p><b>Timeline for Actions</b></p>	<p>2003</p>
<p><b>Status</b></p>	<p>Pending funding.</p>
<p><b>Expected Results</b></p>	<p>Determine “go / no go” decision.</p>

## WORKFORCE ADJUSTMENT ISSUES

<p><b>Immigrants</b>                  Issues:</p> <ol style="list-style-type: none"> <li>1. Skilled immigrants are underemployed or unemployed.</li> <li>2. Internationally trained immigrants are unable to achieve licensing or recognition of their credentials.</li> <li>3. There is a need for occupational-specific language training.</li> </ol> <p>New and emerging issues:</p> <ol style="list-style-type: none"> <li>4. Immigrants need interest-free loans to help them access upgrading/re-certification training.</li> <li>5. Immigrants need shorter-term pre-licensing programs. The 40 week program is too long.</li> </ol>	
<p><b>Foreign Trained Nurses Research (2001/02)</b>                  A survey of foreign trained nurses in Hamilton to determine numbers as well as the barriers and issues for foreign trained health care workers currently unemployed or underemployed. The findings will be presented as a response to “a few good nurses” report.</p>	
<p><b>Partners Involved</b></p>	<p>Immigrant &amp; Refugee Employment Services Committee partners ● HTAB ● HRDC ● Mohawk College ● ACFO ● SISO ● HWDSB ● HWCDSB ● Centre Sante ● Project First Step</p>
<p><b>Specific Actions</b></p>	<p>A community forum will follow up the study.</p>
<p><b>Timeline for Actions</b></p>	<p>January 2002- September 2002</p>
<p><b>Status</b></p>	<p>Report completed. A forum for foreign trained nurses, employers, government and service providers is planned for 2003.</p>
<p><b>Expected Results</b></p>	<p>Identify a labour pool of trained health care professionals and identify barriers for participation in work force as health care professionals.</p>

<b>Resource Centre for Foreign Trained Professionals and Trades people – Feasibility Study (NEW - 2002)</b>	
This centre is envisioned as a resource centre for foreign trained professionals and trades people. It will offer assistance and support in the accreditation process and other employment related needs. The feasibility study currently underway.	
<b>Partners Involved</b>	SISO ● HRDC
<b>Specific Actions</b>	Feasibility study underway.
<b>Timeline for Actions</b>	February 2003
<b>Status</b>	Ongoing
<b>Expected Results</b>	Determine the type of support/resources required for interntationally trained immigrants.

<b>Persons with Disabilities</b>	
Issues:	
<ol style="list-style-type: none"> <li>1. It is important to continue supporting the transition to employment of persons with disabilities.</li> <li>2. Competitive work environments are difficult places for consumers of mental health services. Hamilton needs to provide alternative work environments for people with mental disabilities.</li> </ol>	
<b>Consumer-run business for consumers of mental health services (NEW - 2003)</b>	
A research project to identify and recommend business opportunities for a consumer-run business for consumers of mental health services.	
<b>Partners Involved</b>	Mental Health Coalition ● Rainbow's End ● Community Development Corporation
<b>Specific Actions</b>	Feasibility Study Completed
<b>Timeline for Actions</b>	February 2003
<b>Status</b>	Phase II application to develop a business contract service
<b>Expected Results</b>	Business Services.

<p><b>Francophones</b></p> <p>Issues:</p> <ol style="list-style-type: none"> <li>1. Hamilton lacks literacy services in French.</li> <li>2. Access to adult education and skills training in French continues to be a challenge in the Hamilton area.</li> </ol> <p>New and emerging issues:</p> <ol style="list-style-type: none"> <li>3. More Francophone training opportunities are needed for adults (especially <u>new</u> immigrants) at the college level.</li> </ol>	
<p><b>Adult education for Francophones (NEW - 2003)</b></p> <p>Le College Boreal has proposed to establish programs in Hamilton that offer adult educational services in French.</p>	
<b>Partners Involved</b>	Le College Boreal ● Association canadienne francaise de l'Ontario in Hamilton
<b>Specific Actions</b>	Pending launch of programs.
<b>Timeline for Actions</b>	Programs will begin January 2003.
<b>Status</b>	Needs analysis completed.
<b>Expected Results</b>	Provision of French language adult education services to local Francophones.
<p><b>Literacy services for Francophones (NEW - 2003)</b></p> <p>Offer literacy services in French to Francophones locally.</p>	
<b>Partners Involved</b>	Association canadienne francaise de l'Ontario in Hamilton ● MTCU
<b>Specific Actions</b>	ACFO is currently negotiating with MTCU to offer this program locally.
<b>Timeline for Actions</b>	Commencing April 2003
<b>Status</b>	Pending approval
<b>Expected Results</b>	Delivery of French language literacy services.

<b>Connexion Emploi (Job Connect) (NEW - 2003)</b> Employment support services for Francophone youth.	
<b>Partners Involved</b>	Association canadienne française de l'Ontario in Hamilton ● Le College Boreal ● MTCU
<b>Specific Actions</b>	Negotiations underway to bring sponsorship to Hamilton. Contract currently held by Club 2000 of Welland.
<b>Timeline for Actions</b>	April 2003
<b>Status</b>	Negotiations currently underway.
<b>Expected Results</b>	Find employment for those who face barriers in their job search.

<p><b>Youth</b> Issues:</p> <ol style="list-style-type: none"> <li>1. There aren't enough on-the-job training opportunities for young people.</li> <li>2. High-skilled youth are out-migrating to other regions/cities.</li> <li>3. Employers need enhanced incentives to hire and train youth.</li> </ol> <p>New and emerging issues:</p> <ol style="list-style-type: none"> <li>4. High school students unable to achieve success with the new Ontario curriculum will leave school and enter the workforce without a Grade 12 diploma. This group needs enhanced employment support services.</li> </ol>	
<p><b>careerworx! (NEW - 2002)</b> careerworx! Is a new, innovative career and employment resource centre, available for youth to explore career options, employment opportunities and to connect with the community. This open concept career centre provides youth with career and employment information, referral to employment programs and community services, staff available to assist youth with resume writing, interview skills and job searching techniques.</p>	
<b>Partners Involved</b>	YMCA ● HRDC
<b>Specific Actions</b>	Centre opened May 2002
<b>Timeline for Actions</b>	Ongoing
<b>Status</b>	Ongoing
<b>Expected Results</b>	Employment assistance for youth
<p><b>Youth employment Stakeholders Summit – Making It Work for Youth 2003 (NEW)</b> Working with local stakeholders (i.e. youth, service providers, funders, parents, educators, government) to develop a work plan for the community to address the school to work transition, skill development and the impact of early school leavers on the local labour market.</p>	
<b>Partners Involved</b>	YMCA ● Youth Employment Network ● HRDC
<b>Specific Actions</b>	Project to start November 18, 2002 culminating in two Summit Days in May/June 2003
<b>Timeline for Actions</b>	Commencing Nov 18/02
<b>Status</b>	Funding approved.
<b>Expected Results</b>	Work plan for the community to address the school to work transition, skill development and the impact of the double cohort on the local market.

<b>The A Game (NEW – 2002/03)</b> A series of workshops for at-risk youth on personal money management, labour market information and entrepreneurship.	
<b>Partners Involved</b>	YMCA ● SEDI
<b>Specific Actions</b>	Generation E. Train the Trainer opportunities for local service providers. Workshops for at-risk youth February 3-7 2003
<b>Timeline for Actions</b>	Commencing Nov 18/02
<b>Status</b>	Funding approved.
<b>Expected Results</b>	Inform at risk youth

<b>The PULSE – A Student Literacy Project (NEW – 2003)</b> This project could be described as a newspaper within a newspaper. Each week, the Spectator will devote a full page to content generated by students of Hamilton schools. Each participating school will be responsible for a particular week. Students will be encouraged to write about and report on a wide range of subjects from their perspective.	
<b>Partners Involved</b>	HWDSB ● The Hamilton Spectator ● HTAB ● MTCU
<b>Specific Actions</b>	Participation in this project is key for enhancing literacy awareness and ability. That is, students learn by doing. Young writers of all ages and at all levels will be invited and encouraged to try their hand at publishing a poem, an essay or an article with the help of their teacher. Career, employment and trades-related work would also be featured in the Pulse by targeting students on work placements to write about their experiences.
<b>Timeline for Actions</b>	Commencing January 2003
<b>Status</b>	Local initiatives funding approved. Catholic Board also interested in joining the project.
<b>Expected Results</b>	Students will begin to read more non-fiction. Students will be introduced to the fundamentals of communications skills. This project will support the Ontario curriculum in a “real life” authentic application.

**Literacy and Basic Skills**

Issues:

1. There is a gap in basic skills upgrading for high risk youth under 19.
2. There is a need to enhance the literacy skills of workers in the workplace.
3. Certification requirement for many occupations are too high and exclude lower skilled workers.

**Life Long Learning Campaign (NEW – 2002/03)**

A campaign to promote literacy to the public by demonstrating that learning can be fun and meaningful, and to encourage participants to take specific action towards change.

<b>Partners Involved</b>	Adult Basic Education Association ● Ontario Literacy Coalition ● HTAB ● Mohawk College ● Hamilton Public Library ● Dofasco Inc. ● The Hamilton Spectator ● Hamilton and Region Arts Council
<b>Specific Actions</b>	A promotional campaign that targets the general public with low literacy skills. Activities will be determined by focus groups held in November.
<b>Timeline for Actions</b>	Pilot project to take place the week of February 17, 2003.
<b>Status</b>	Pilot under development.
<b>Expected Results</b>	Greater awareness of the importance of lifelong learning.

**Employment Readiness**

Issues:

1. There is a need for an impartial 'one-stop' information, assessment and referral centre in Hamilton.
2. There is a need for services that provide a range of interventions to disadvantaged and unemployed clients, e.g. life skills, training, enhanced employment support.
3. Uniform standards are needed for client service.

New and emerging issues:

4. The community raised concerns about the decreased access to funding for training.
5. Lack of access to affordable day care.

**Career Development Centre (NEW – 2003)**

The centre will provide a variety of employment resources, such as skills assessment, access to training and job opportunities that are matched to employment market demand. The centre will be accessible to all citizens of Hamilton

<b>Partners Involved</b>	City of Hamilton
<b>Specific Actions</b>	State of the art technological resources that are accessible to a range of clients ● Access to in-depth skills assessment leading to training, academic upgrading, counselling and jobs
<b>Timeline for Actions</b>	Spring 2003
<b>Status</b>	Pending identifying location.
<b>Expected Results</b>	<ul style="list-style-type: none"> <li>• Provision of skills development and training opportunities that are matched to labour market</li> <li>• Increased number of employed Ontario Works participants</li> <li>• Better trained and skilled local labour force</li> <li>• Enhanced partnerships with trainer/educators, business and industry</li> <li>• Increased economic viability of Hamilton by enhancing labour resources</li> </ul>

**Women**

Issues:

1. Barriers for women entering skilled trades/careers.
2. Single mothers needing re-training and academic/vocational assessments.
3. Need safe and “female friendly” workplaces.

New and emerging issues:

4. Women need support to upgrade their math and computer skills so that they become accredited for higher paying jobs.

**Women in Skilled Trades Tracking Study (2001/02)**

This research study examines women’s barriers and success factors as they participate in the WIST program.

<b>Partners Involved</b>	Mohawk College ● HTAB
<b>Specific Actions</b>	Survey and focus groups held.
<b>Timeline for Actions</b>	Completed November, 2002
<b>Status</b>	Pending Completion
<b>Expected Results</b>	Provide information that will improve future delivery of this program.

**Experienced Workers 2001/02**

Issues:

1. Older workers need upgrading and skills training in order to stay competitive in the labour market.

**Steelworkers Adjustment Committee**

The purpose of this committee is to help employees being laid-off from the steel industry deal with the effects of losing their jobs and help the review their options and plan their next step.

<b>Partners Involved</b>	MTCU ● HRDC
<b>Specific Actions</b>	Job search support counseling provided.
<b>Timeline for Actions</b>	Continuing until January 14, 2003
<b>Status</b>	Ongoing
<b>Expected Results</b>	Facilitate job search for laid-off workers.

## SECTORS

<b>Health Care</b> Issues: <ol style="list-style-type: none"> <li>1. Hamilton employers continue to face serious difficulties in recruitment of nurses, doctors and other health professionals.</li> <li>2. The shift from acute care to community care, stressful working conditions, budget cuts and part-time utilization of nurses all lead to the erosion of recruitment/retention capacity of this sector.</li> </ol>	
<b>Province-wide Health Care Human Resources Study (2001/02)</b> The study provides a snapshot of the current status of health human resources in Ontario and by DHC catchment area. The study focuses on provider agency experiences in the recruitment and retention of health care workers, factors influencing labour shortages in health care and the perceived consequences of labour shortages.	
<b>Partners Involved</b>	DHC ● HRDC ● Community health agencies that receive MOHLTC funding excluding physicians and hospitals
<b>Specific Actions</b>	Report developed.
<b>Timeline for Actions</b>	January – August 2002
<b>Status</b>	Reports completed.
<b>Expected Results</b>	Share results with local community health agencies and other interested stakeholders in the community.
<b>Strategies to enhance HHR Capacity and Utilization in Ontario by DHCs (NEW – 2002/03)</b> To engage local stakeholders in an exploration of local solutions to address increasing HHR pressures by managing resource capacity and utilization to better meet population health needs, thus informing provincial planning and policy and local service delivery.	
<b>Partners Involved</b>	DHC ● Community health agencies that receive MOHLTC funding excluding physicians
<b>Specific Actions</b>	Stakeholder forums, Report to be developed
<b>Timeline for Actions</b>	November 2002 – March 2003
<b>Status</b>	In progress
<b>Expected Results</b>	Showcasing innovative health care recruitment and retention strategies at the local and provincial level.

<b>Occupational Health Care Fact Sheets (NEW - 2002)</b> –These fact sheets provide information to students regarding the steps needed to gain employment in various health care professions. This was a follow up to the “a few good nurses” health care human resources report done by HTAB.	
<b>Partners Involved</b>	HTAB ● HHSC ● HRDC ● Institute for Applied Health Sciences, McMaster University
<b>Specific Actions</b>	Detailed information on wage rates, employment outlook, relevant training requirements and institutions and other labour market information for a dozen different health care occupations.
<b>Timeline for Actions</b>	Completed April 2002
<b>Status</b>	Booklets are currently being used by health care recruiters as part of their presentation at high schools.
<b>Expected Results</b>	Attracting more students to health care occupations.

### Manufacturing

Issues:

1. Recruitment challenges of workers with specialized skills continues to be an important short term issue.
2. Workforce succession planning is an important medium and long term issue.

New and emerging issues:

3. Developing leadership within manufacturing sector.
4. Integrating skilled immigrants into the manufacturing workplace.

*No new initiatives have been reported for the manufacturing sector in 2002/03*

### Information Technology

New and emerging issues:

1. IP Telephony/Convergence: strong push towards voice and data converging together on the same network will require complete retraining of the traditional voice system integrators.
2. Wireless Networks: unique integration skills and strong software support for security solutions is required to maintain networks of the future.

*No new initiatives have been reported for the IT sector in 2002/03.*

**Construction**

Issues:

1. There continues to be labour market imbalances and recruitment challenges in areas of sheet metal, insulation and roofing.
2. Driver license training for young people continues to be a need in construction trades.
3. Apprentice retention, lack of interest in physically demanding work, lack of awareness continues to be important issues in Hamilton.

New and emerging issues:

4. New technologies and products require continuous skills upgrading.

**Carpenters Local 18 Training Centre – proposed for 2003**

To build a state of the art training centre at the Local 18 Carpenters Union Hall.

<b>Partners Involved</b>	Carpenters Local 18
<b>Specific Actions</b>	Proposed to provide carpentry, drywall and floor installation and journeyman updating.
<b>Timeline for Actions</b>	Unknown
<b>Status</b>	Proposal is pending.
<b>Expected Results</b>	To increase the supply skilled trades workers in the Hamilton area.

**Building Careers from the Ground Up – DeSantis Housebuilding Project (NEW – 2002/03)**

Students work with a construction team to build a house.

<b>Partners Involved</b>	HWDSB ● OYAP ● DeSantis Homes
<b>Specific Actions</b>	Clusters of students will each contribute their time to a specific trade and learn the fundamentals of that trade.
<b>Timeline for Actions</b>	Program launch October 2002
<b>Status</b>	In progress
<b>Expected Results</b>	Register students as apprentices in the building trades and support recruitment efforts of homebuilders.

## Agriculture

### Issues:

1. Hamilton farmers will continue to have difficulty attracting labour and recruiting the younger generation to succeed retiring farmers.
2. Proposed closing of the agriculture diploma courses at University of Guelph makes it difficult to take any diploma/certificate courses in agriculture in this area.
3. More farming occupations need to be benchmarked as apprenticeable trades. This is so because of the increase use of technology and the trend forward specialty growing.

### **Agricultural Economic Impact and Labour Force Development Study (2001/02)**

This study will identify the nature of agriculture within the jurisdiction of the City of Hamilton and the Hamilton-Wentworth Federation of Agriculture. The study will not only identify the past and current situations but also future trends and recommendations that keep in mind global, national and local opportunities.

<b>Partners Involved</b>	HTAB ● Hamilton-Wentworth Federation of Agriculture ● City of Hamilton ● HRDC
<b>Specific Actions</b>	Phase I – Study Launch
<b>Timeline for Actions</b>	December 2002
<b>Status</b>	Pending Completion.
<b>Expected Results</b>	A planning and policy agenda for sustainability and labour force development in the agricultural sector in Hamilton.

## Education

### Issues:

1. Recruitment specialized teachers is an ongoing challenge.
2. Recruitment of principals and vice-principals also continues to be a challenge.
3. Hamilton's Post-secondary institutions report recruitment problems with respect to instructors.
4. The double cohort is a key issue for both Mohawk and McMaster.

### New and emerging issues:

5. McMaster reported concerns about lack of available technicians for science, engineering and medicine research labs.

*No new initiatives have been reported for the education sector in 2002/03*