



# Annual Report

2007  
2008

## Toronto Training Board: The First 10 Years

### Message from the Co-Chairs

This is the 10 Year Anniversary of the Toronto Training Board. The TTB is an independent, not-for-profit organization governed by a volunteer Board of Directors. The TTB was incorporated in 1998 and is one of 21 Local Boards in Ontario. Local Boards work with our community partners to find innovative local solutions to labour market issues. The TTB's mission is to "support sustainable jobs in a vibrant economy". In the past year Board members have:

- Solidified our mission and mandate to position the organization effectively in a changing labour market environment;
- Represented the organization at events sponsored by the Toronto Board of Trade;
- Participated in government consultations on the future of local boards;
- Ensured that the membership of the Board of Directors represents the various labour market stakeholders in Toronto.

The next year will be a strategic juncture for local boards and their communities. As a result of the transfer of federal funds for employment and training service delivery the landscape is shifting. The Ministry of Training, Colleges and Universities is working closely with local boards, service providers and other stakeholders to create an integrated, coordinated approach to local service delivery. The TTB Board of Directors expect to be part of a new, reorganized and revitalized local labour market planning system informed by local needs and local information.

The Board of Directors is proud of the achievements of the past 10 years. The TTB provides a vital link in the employment and training sector by connecting stakeholders with innovative solutions to labour market issues and to useful and current information about the local labour market. The knowledge and networks that have helped the organization grow and serve our community will be

invaluable in the years to come. We have changed our mission and mandate to better reflect the City's priorities. The City of Toronto is one of the most vibrant economies in North America. The TTB wants to play our part to ensure the economy grows and expands.

Jim Stewart  
Business Co-Chair

Barry Stevens, Shane McCarthy  
Labour Co-Chairs

### Message from the Executive Director

#### Ten Years of the Toronto Training Board

In 1989 the Federal Government announced the Labour Force Development Strategy (LFDS). This was to be a pan-Canadian, long-range plan to create a strong, competitive and skilled labour force that could respond to a new and rapidly changing economic environment. The plan included a national labour force development board, the CLFDB, and provincial and regional boards or committees. The



Working Together for Women's Employment Steering Committee, August 2008.

Ontario Premier's Council Report "People and Skills in the New Global Economy" released in 1990, recommended establishing regional groups or committees that would respond to local labour market needs and issues. This recommendation resulted in the formation of the Local Training and Adjustment Boards. The first board received approval from the federal and provincial governments in 1996.

### "Creating the Future"

The Toronto Training Board was officially launched in 1998 at the Design Exchange on Bay Street with a panel discussion entitled "Creating the Future". Panellists spoke about the future of jobs and training in the new City of Toronto and predicted that the Toronto Training Board would "be a key participant in the education and training projects that lie ahead".

The Board of Directors was comprised of representatives from the 7 labour market partner groups; business, labour, education and training, immigrants and visible minorities, persons with disabilities, francophone's and women.

The TTB's original mandate included:

- Analyzing labour market information
- Providing analysis and advice about training and adjustment programs
- Preparing strategic and operational plans for training and adjustment programs
- Purchasing training and services
- Promoting lifelong learning, and
- Promoting access and equity in training and adjustment programs.

Between 1999 and 2003 the TTB consulted widely with stakeholders to produce Environmental Scans and Local Area Plans. Publication highlights were:

- "Training for a New Economy" in 2002
- Rebalancing the System" and "The Implementation of the Skills Development Program" in 2002
- "A Report of the Think Tank Meeting on Internationally



TOP Consultations, 2007-08.



North Etobicoke Information Fair.

Educated Teachers" in 2003. This report led to the "Teach In Ontario" project, a partnership between the Ontario College of Teachers, the Ontario Teachers Federation, Skills for Change and LASI World Skills. The Toronto Training Board remained involved as part of the Advisory Group.

- The TTB also published a regular newsletter on training and employment issues in Toronto. This became an electronic bulletin in 2004 and was renamed the TTB On Topic in 2007.

In 2003 the Board of Directors changed the mission of the organization to "be a catalyst for training solutions grounded in research and guided by multi-stakeholder perspectives". This change matched the change in mandate from the sponsors that directed local boards to publish the "Trends, Opportunities and Priorities" (TOP) reports and lead partnership activities that addressed the issues identified through the TOP process.

This has been another productive year for the Toronto Training Board. Toronto's labour market is diverse, complicated and in transition. Workers travel all across the GTA for employment opportunities. Torontonians commute for work from Etobicoke to Scarborough, from the downtown core to far-flung suburbs, and from the suburbs to the downtown. Manufacturing, still one of Toronto's most important industrial sectors, is shrinking and the service sector growing. Toronto is one of the most important centres of financial services in North America.

Karen Charnow Lior, Executive Director

## The TOP Report

The TTB's annual Trends, Opportunities and Priorities Report (TOP) identifies the key employment and training issues in the City. The report is a result of data analysis and community consultations. The 2007-2008 Trends are:

1. While Toronto continues to be a destination of

choice for 1/3 of the immigrants arriving in Canada, increasing numbers of new immigrants are arriving in Toronto and unable to find work that matches their skills and experience.

2. Toronto attracts youth from rural areas and other jurisdictions across Canada resulting in high numbers of youth unemployment. The youth unemployment rate in parts of the City is twice that of adults.
3. Over 1 million Torontonians are working and still living below poverty levels, resulting in greater wage and income disparities across the City.
4. Toronto-based employers are experiencing skills shortages in some areas such as tool and die, sheet metal workers, brick layers and masons and IT workers.
5. Toronto's manufacturing sector is shrinking as technology changes manufacturing and jobs migrate from the "416" area code to the "905", from the City to the suburbs.
6. Mature workers, 45 and over, are staying in the workforce and new strategies are needed to attract and retain these workers.

### TTB Highlights 07-08

- **Training to the Top** — the TTB worked with Hotel Workers Restaurant Workers Local 75 to develop a "high road" training strategy for Toronto's hotel industry.
- **Work Connections 2007** — this career fair, a partnership with the Toronto District School Board and youth employment centres, attracted over 600 students who are joining the work force. The fair attracted employers from all employment sectors.
- **Talking Points** — this research examined the "disconnect" between employers, youth employment centres and clients to help agencies understand what employers need and prepare their clients effectively.

### Partnerships 2007-2008

- **Apprenticeship** — The TTB produced a new brochure and held a one-day forum attended by over 200 participants. The forum, at George Brown College, provided an overview of apprenticeship and information on how to become a tradesperson.
- **Communities and Labour: Building Unity and Justice Through Diversity** — this conference, sponsored by the Centre for Education and Work/OISE/UT, the Labour Education Centre, OPSEU, United Way Canada, the Ontario Federation of Labour and the TTB brought together 100 participants to examine how community groups and unions might work effectively together.
- **Conference for Internationally Educated Professionals**

— this unique forum was attended by over 1,200 people. The TTB was proud to sponsor this event.

- **North Etobicoke Local Hiring and Training Strategy** — the TTB is a member of the task force that is developing a model for local hiring.
- **Working Together for Women's Employment** — this partnership with local employment and training agencies resulted in 4 information sessions about career and/or employment opportunities for newcomer women in Toronto's east end.
- **Working in Toronto** — this partnership, with the Youth Employment Partnerships, was a series of professional development workshops for job developers and others working in youth employment centres.



Conference committee — Internationally Educated Professionals, 2007.

### Website, E-bulletin, Content-sharing constellation

The Toronto Training Board's "TTB On Topic" is an electronic bulletin that is sent to over 2,000 subscribers across Canada. On Topic provides updates on Toronto labour market information as well as TTB partnerships and projects. The TTB On Topic is valued across the City and the province as a relevant and readable source of accurate, timely information. Issues of On Topic are available on the TTB website, [www.ttb.on.ca](http://www.ttb.on.ca).

The TTB continues to be part of an award-winning content-sharing constellation that shares online information. Labour market partners in the community can post information, news and events via our website to this database of information on Training and Education. The other members of this constellation are:

- Ontario Council of Agencies Serving Immigrants (OCASI), [www.settlement.org](http://www.settlement.org)
- Ontario Association of Youth Employment Centres (OAYEC), [www.oayec.org](http://www.oayec.org)
- Findhelp Information Services, [www.findhelp.ca](http://www.findhelp.ca)
- Community Connection, [www.communityconnection.net](http://www.communityconnection.net)

- The Niagara Training and Adjustment Board, [www.ntab.org](http://www.ntab.org)
- Possibilities Project — Community Information Toronto (IPS), [www.poss.ca](http://www.poss.ca)
- Entrewomen, [www.entrewomen.ca](http://www.entrewomen.ca)
- Community Legal Education of Ontario, [www.cleo.on.ca](http://www.cleo.on.ca)
- Information Niagara, [www.informationniagara.com](http://www.informationniagara.com)
- The Ontario Literacy Coalition, [www.on.literacy.ca](http://www.on.literacy.ca)
- Ontario Aboriginal Calendar of Services and Events, a part of [www.findhelp.ca](http://www.findhelp.ca)

In 2007-2008 the TTB worked hard to serve the Toronto community. Our partnerships, projects, research and public education events are all part of the effort we make to ensure that Torontonians have accurate and current information about their labour market and their workplaces. The Board of Directors is dedicated to ensuring that the TTB is meeting the needs and priorities of the City.

## Board of Directors 2007 -2008

### Co-Chairs

Jim Stewart, *Business, Delta Chelsea Hotel*

Barry Stevens, *Labour, IBEW 535*

Norm Beach, *Labour, CUPE 4400*

JJ Fueser, *Labour, UNITE HERE Local 75*

Lee Fraser, *Education and Training, YMCA*

Danielle Francis, *Business, Black Business and Professional Association*

Maureen Hynes, *Member at Large, Director, School of Labour, George Brown College*

JJ Fueser, *UNITE HERE Local 75*

Shane McCarthy, *Labour, JTAC Local 787*

Marcie Ponte, *Visible Minorities, representing OCASI*

Rolf Priesnitz, *Education and Training, Director of Apprenticeship, George Brown College*

Pramilla Ramdahani, *Business, Se-Fad Group*

Bezhad Roustaien, *Business, Next Page*

Cristina Selva, *Labour, Carpenter's Local 27*

Jim Stewart, *Co-Chair, Business, Delta Chelsea Hotel*

Kristyn Wong-Tam, *Business, Realtor*

Omar Yassin, *Youth, Youth Challenge Fund*

Deanna Yerichuk, *ACTEW*

## Government Representatives

Liz Robinson, *Ontario Ministry of Colleges, Training and Universities*

Tona Robis and Carol Ringwood, *City of Toronto*

## TTB Staff

Karen Charnow Lior, *Executive Director*

Saddaf Syed, *Partnerships Coordinator*

Enriketa Dushi, *Online and Administrative Coordinator*

