



Toronto Training Board
Commission de Formation de Toronto

TRENDS
OPPORTUNITIES
PRIORITIES

TOP REPORT

January 2007

a member of

Local Boards
Network

Champions of Ontario's Local Labour Market Solutions

Acknowledgements

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Introduction

The Toronto Training Board (TTB) is a not-for-profit organization governed by a volunteer Board of Directors. Board members represent Labour, Business, Education and Training, Persons with Disabilities, Immigrants/Visible Minorities, Women, Youth and other relevant sectors of the local economy. The Board was established in 1998 and is one of 21 local training and adjustment boards in Ontario funded by the Ontario Ministry of Training Colleges and Universities. The primary role of Local Boards across the province is to help improve the conditions of their local labour markets by:

- Engaging communities in a locally-driven process to identify and respond to the key Trends, Opportunities and Priorities in their local labour markets;
- Facilitating a local planning process in which community organizations and institutions agree on joint actions to address local labour market issues;
- Creating opportunities to develop partnerships or projects that meet the training and employment needs of Toronto residents, employers, the employed and the unemployed;
- Organizing events and undertaking activities to promote the importance of education, training, lifelong learning and skills upgrading.

The Toronto Training Board provides a vital connection in the employment and training sector. The TTB connects stakeholders with solutions to labour market issues and to useful and timely information about our local labour market.

The City of Toronto, comprised of the five former municipalities of North York, the City of York, Etobicoke, Scarborough and the former City of Toronto, is a complicated and diverse labour market. The population of the Greater Toronto Area (GTA) is close to 3 million. The labour market stretches across the entire GTA and workers travel to where there are opportunities.

The Toronto Training Board works with the community to define and develop initiatives to address local labour market issues. The TTB's primary constituency is the not-for-profit, community-based employment and training service delivery sector. It is with partners from this sector that the TTB has had some success in developing and implementing partnerships that have successfully addressed local issues.

1. The Trends, Opportunities and Priorities (TOP) Report is a tool for developing an action plan to address the local labour market employment and training issues. These issues are identified through community consultations organized by the Toronto Training Board (TTB). These consultations were held in October, November and December of 2006.

The TOP Report 2006-2007

The Trends, Opportunities and Priorities (TOP) in Training in Toronto report brings together social and demographic information about Toronto, current labour market information, and information on selected issues related to training, employment and adjustment and addresses the major issues identified.

The Trends, Opportunities and Priorities Report is the basis for an action plan based on current local labour market trends and issues. The data collected for the 2006-2007 Trends, Opportunities and Priorities in Training in Toronto Report comes from many sources. These include Statistics Canada, local labour market information, an online survey, key informants, community consultations and other relevant reports. The primary objectives of the report are to:

- Develop an action plan based on key labour market trends and issues;
- Summarize local labour market intelligence; and
- Identify opportunities to create or initiate partnerships that address the priorities of the local labour market.

For more information on the 2005-2006 TOP Report please go to the TTB website, www.ttb.on.ca. Karen Lior and Enriketa Dushi prepared this report.

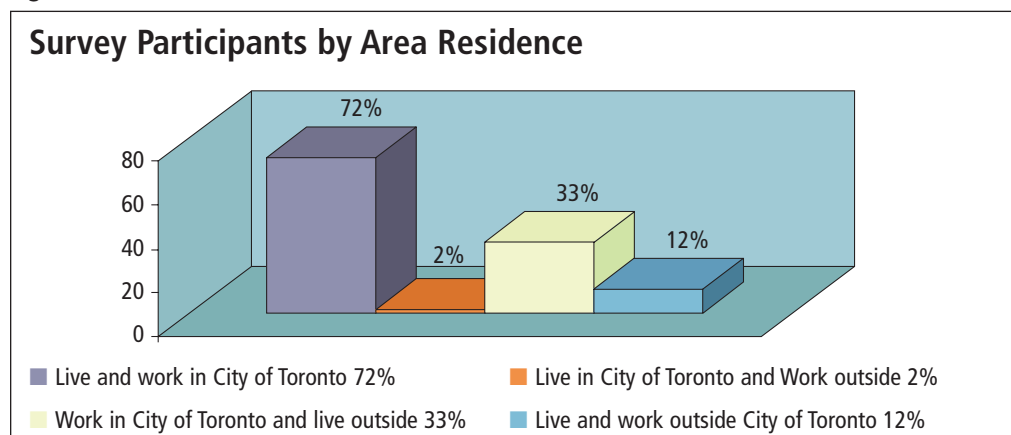
TOP Methodology

The Toronto Training Board gathered the information for this report using the following methodologies:

1. Online survey posted on Survey Monkey

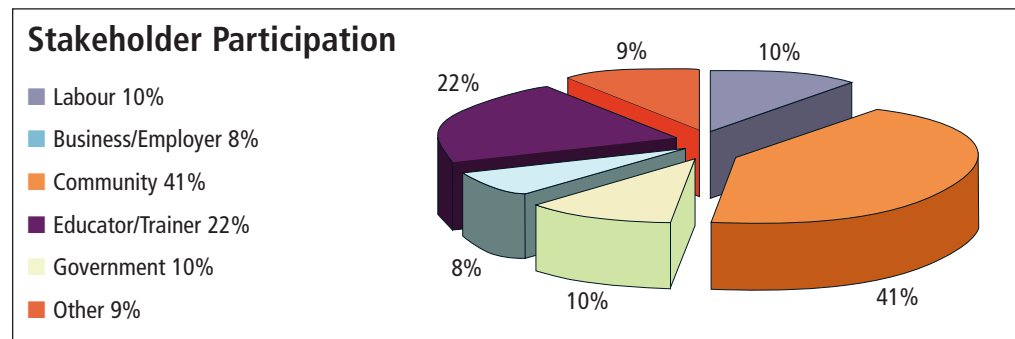
An online survey was conducted from October 10 to December 15, 2006. One hundred and thirty-three (133) people from approximately 70 different agencies responded to this survey. A link to the survey was sent to the Policy Director at the Canadian Manufacturer's and Exporters, the Policy Director at the Toronto Board of Trade, contacts at George Brown College, Humber Institute of Technology and Learning and Centennial College. In addition, a link to the online survey was sent out in the TTB e-bulletin. See Appendix A for the list of respondents to the survey.

Figure 1



Stakeholders from labour, business, government, education, community agencies and other sectors identified key issues.

Figure 2



2. Key Stakeholders Consultations

Approximately 100 people attended consultations organized by the TTB with:

- The members of A Commitment to Training and Employment for Women (ACTEW)
- Hands On Youth Assembly (HOYA)
- Community Social Planning Council of Toronto
- The Black Creek Economic Development Group
- The Preparatory Training Program.

3. Other sources of information collection included:

- Participants at the Skills, Jobs and Immigrants Conference
- Research Director, Community Social Planning Council, Toronto
- Labour representatives
- Representatives from the Youth Employment Partnerships
- North Etobicoke Revitalization Project's Economic Development and Employment work group
- Hotel Workers Project Advisory Committee of labour and community representatives
- Teach-In Ontario Advisory Committee of representatives from education and community organizations.
- Interview with senior officials at the Toronto Board of Trade.

Community Profile — Toronto's Labour Market Activity

Toronto is North America's leading economy and home to one-sixth of Canada's labour force.¹ Toronto is one of the most multicultural cities in the world and its diverse economy is key to the City's profitability. Torontonians provide international companies with multilingual workers and global connections. Major factors contributing to Toronto's top ranking are strong employment, population growth predicted through 2009, and a positive economic outlook. Toronto is a manufacturing hub with major companies working in the automotive, aerospace, biomedical, computers/electronics and plastics fields. Over 76,000 businesses are located in Toronto.

Toronto is a major centre of the knowledge-based economy. Toronto's five universities contribute to its reputation as a centre of world-class business. The city's businesses benefit from the proximity of students, professors and leading-edge academic research. More than 800,000 labour force participants have university or college training and 58% have earned a post-secondary degree, diploma or certificate.²

Toronto Facts 2005

Population (inter-censal estimates)	2,607,637
Labour Force	1,425,330
Unemployment rate (annual average)	7.98%
Number of Businesses	76,000
Gross Domestic Product (in current \$bil.)	\$127
Per capita income \$ (estimate)	33,555

Source: City of Toronto³

Significant Changes — Greater Toronto Area

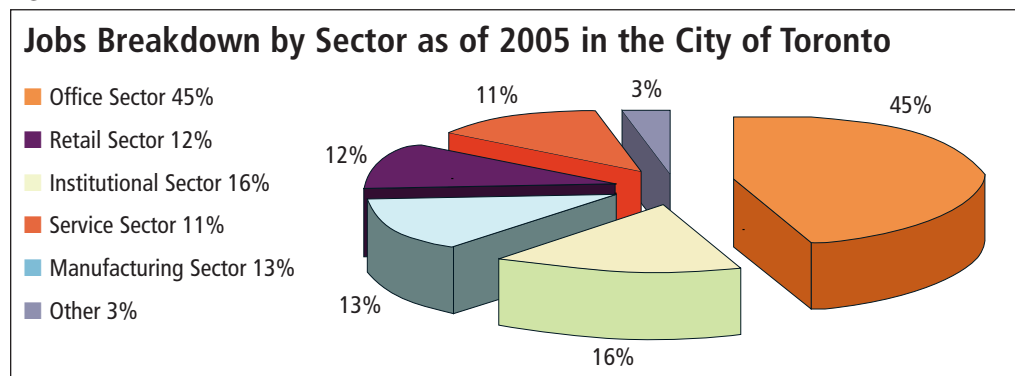
- **Decreased participation rate** — Over the past year, employment in the GTA increased by 47,000 (+ 1.6%) to 2,966,000. Over the same period the population aged 15 and over increased by 101,000 but the labour force (those working or looking for work) increased by only 14,000. This is due to a drop of just over one percentage point in the labour force participation rate from 70.1% in the 2nd quarter of 2005 to 68.9% in the 2nd quarter of 2006. Given a working age population approaching 4.6-million in the GTA, a drop of this magnitude makes a large difference in the available labour force.⁴
- **Loss of jobs from (416) area code to (905)** — Over the last 15 years Toronto has lost 100,000 jobs according to the Toronto Board of Trade, while the rest of the GTA has gained about 700,000. Meanwhile population growth within the GTA is about 100,000 a year. Almost 70% of the GTA's employment growth will occur in the GTA Regions. Due to their rapid growth, Toronto's share of employment will decline from 55.5% in 1996 to 44.4% by 2031.⁵

- **Changes in employment rate** — The number of unemployed people in the Area declined by 33,000 over the past year, improving the unemployment rate to 6.3%, from 7.4% in the 2nd quarter of 2005. Employment rose in the services-producing sector of the economy while employment fell in the goods-producing/manufacturing sector.⁶

City of Toronto

- Overall, Toronto's economy remains strong and is growing at a steady pace.
- Toronto's total employment in 2005 was 1,262,700, up from 1,255,600 in 2004.
- The largest share of jobs is found in the Office sector (45%), followed by Institutional (16%), Manufacturing (13%), Retail (12%), Service (11%) and Other (3%) sectors, reflecting the diversity of the Toronto economy.⁷

Figure 3



- Statistics Canada reports that Toronto retains its position of being Canada's leading centre for head offices. From 1999 to 2005 the number of positions in head office employment in Toronto grew from 49,649 to 59,163. Domestic companies bought by foreign firms maintained their level of head office employment. Toronto's share during this period rose from 31% to 34%.⁸
- Toronto's Downtown Core Business Centres represent 37% (150,000 jobs) of all jobs in the City. The sector is under pressure to convert land and/or building space to non-employment (residential) uses.⁹

2006-2007 Trends & Issues

The following trends were identified through the TOP consultations. Graphs representing survey respondents' rating of issues are in respective sections of each issue.

1. Increasing numbers of new immigrants — Toronto remains a primary destination of choice for new immigrants.
2. Greater wage and income disparity — Toronto is experiencing increasing economic and social differences resulting in more people living in poverty and joining the precarious labour force.
3. High levels of youth unemployment — Toronto is a magnet for youth from rural areas and other jurisdictions resulting in high numbers of unemployed youth.
4. Skills shortages — Employers are unable to find workers with the appropriate skills sets.
5. Job Migration — Jobs are leaving the 416 area for the 905 area, or surrounding suburbs that comprise the GTA.
6. Toronto is Canada's leading centre for head offices — Toronto houses approximately 1/3 of head offices in Canada.

Trend 1:

Increasing immigration — The City continues to attract highly skilled immigrants with off-shore experience, training, credentials and professional qualifications.

Between 2001 and 2005, the Toronto Census Metropolitan Area (CMA) attracted an average of 107,000 international immigrants each year. The City of Toronto welcomed two thirds (69,000)¹⁰.

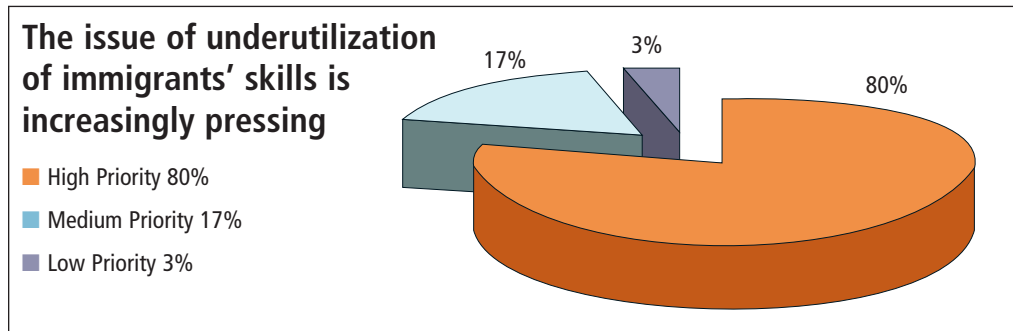
Foreign-educated immigrants earned \$2.4 billion less than native-born Canadians with formally comparable skills, because they worked in occupations that were below their skill levels".¹¹ At least two-thirds of these unused foreign-acquired skills are transferable to Canada and would have productive value if used appropriately in the Canadian context.

Community-identified priorities:

1. Many qualified newcomers are not finding jobs in Toronto's labour market that match their skills and qualifications. Even though the need for skilled immigrant labour is increasing along with their arrival in Toronto, their skills continue to be underutilized.
2. The lack of a locally-coordinated approach to recognizing offshore skills, experience and credentials is creating a "mismatch" between people and jobs and a loss to the Toronto tax base.
3. The high cost of evaluating credentials, "credentialing" or "re-credentialing" is a barrier to newcomers.

4. Newcomers enroll in or take courses that don't lead to recognized credentials or employment in their fields.
5. The lack of coordination between employment and immigration policy creates barriers for newcomers and employers.

Figure 4



Actions 2006-2007

I. Skills, Jobs and Immigrants: Who's Working? What's Working?

Description: Over 180 people from labour, community groups and academia attended this conference to share knowledge and analysis of current policy and practice. Innovative approaches such as the IBEW project for Chinese electricians and Working Women Community Centre's Bakers Project for Immigrant Women were highlighted. The TTB and the Centre for the Study of Education and Work at the Ontario Institute for Studies in Education (CSEW, OISE/UT) organized the event. Other unions and community groups participated in the Advisory Committee. Additional information is available on the Local Boards Partnerships database, www.localboards.on.ca and on the CSEW website, <http://www.learningwork.ca/csew>.

II. Teach-In Ontario

Description: Teach-In Ontario is a partnership between the Ontario Ministry of Training, Colleges and Universities (MTCU), the Ontario College of Teachers and the Ontario Teacher's Federation, Skills for Change and LASI World Skills (Ottawa) to help internationally trained teachers find work in the Ontario school system. TTB is a member of the Advisory Group. The project received second phase funding and continues to serve internationally accredited teachers. As of September 2006, 825 people received certification, over 95,000 visits were made to the Teach-in Ontario website and over 15,000 people were served. The project website is www.teachinontario.ca.

III. SkillsInternational.ca

Description: SkillsInternational.ca is a tool that matches pre-screened, internationally educated professionals with employers who are looking for specific skills. The online tool is a partnership between COSTI Immigrant Services in Toronto, the Waterloo Region District School Board and WIL Employment Connections in London. The project is connected to the COSTI NeCTAR (Newcomers Connecting to Trades and Apprenticeship Resources) initiative. In 2005-2006, the TTB worked with COSTI to create an employer brochure to complement the NeCTAR project. The brochure explains the advantages of hiring apprentices and describes the provincial programs for employers to access.

Opportunities 2007-2008

I. Sector Specific Workshops on “Skills, Jobs and Immigrants: Who’s Working? What’s Working”?

Description: The TTB will facilitate four Sector Specific Sessions to share “promising practices as next steps of the conference. These sessions will be organized with business, labour, community groups, municipal politicians and academics.

Partners/Roles

The TTB will be the lead organization. Partners will include CSEW/OISE, UT, the Ontario Council of Agencies Serving Immigrants (OCASI), and The Toronto Board of Trade.

Timelines: April 2007-March 2008

Expected Outcomes: 4 sessions to be attended by approximately 30-40 people. Each session will be directed to a specific sector and involve presentations by representatives of that sector to their peers.

II. Linking business to skilled employees

Description: The TTB will work with training deliverers to create an inventory of best practices that are linking business to potential employees in order to help employers find workers with appropriate skills and experience.

Partners/Roles

TTB will convene the group and organize meetings. Other partners such as Times Change Women’s Employment Service, Accessible Community Counselling Services (ACCES), and Working Skills Centre will provide expertise.

Timelines: April 2007-March 2008

Expected Outcomes: An inventory of best practices that link business to employees will be developed and distributed to the ACTEW members, appropriate contacts on the TTB database, other training delivery networks and members of the Toronto Board of Trade.

Trend 2:

Growing wage and income disparity. Toronto is experiencing increasing economic and social differences resulting in more people living in poverty and joining the precarious labour force.

In Toronto the poverty rate for the white population fell by 28 per cent between 1980 and 2000 and rose by 361 per cent among racialized families. The incidence of family poverty by community in Toronto is 44.6 per cent for Africans, blacks, and Caribbean Canadians, 45.2 per cent for Arabs and West Asians — all roughly three times the average for the white population.¹²

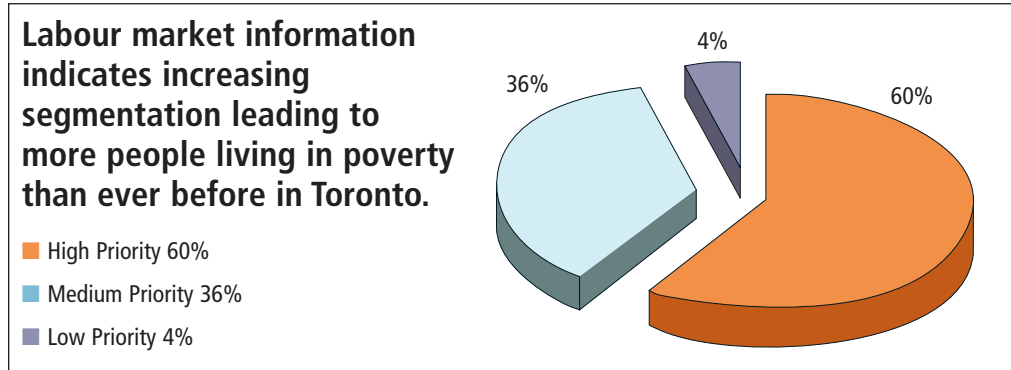
43 per cent of Toronto's population (1,051,125 people) reported themselves as being part of a visible minority, up from 37 per cent (882,330) in 1996.¹³

Women who are immigrants, disabled, a member of a visible minority or Aboriginal are more likely to live in poverty than men. Women working full time still earn only 71 cents for every dollar that men make.¹⁴ More and more families in this situation either can't find work or are working longer hours and making less. Training and/or upgrading opportunities are often not accessible in some communities.

Community-identified priorities:

1. The over one million workers in the City living below poverty levels are increasingly part of the precarious labour force.
2. Poverty is geographically concentrated and marginalized neighbourhoods do not attract or retain skilled workers.
3. Employment agencies have difficulty linking clients to jobs with a living wage and benefits as more jobs are seen as “precarious employment”.

Figure 5



Actions 2006-2007

I. Modernizing Income Security for Working Age Adults (MISWAA)

Description: This task force, co-chaired by the Toronto City Summit Alliance and St. Christopher House released their report, “Time for a Fair Deal” in May 2006. The report includes recommendations to all levels of government to ensure that working age adults have the necessary supports to “live in dignity and participate fully in our social and economic life.”

II. A Million Reasons Campaign — Toronto and York Region Labour Council

Description: This campaign initiated by the Labour Council is intended to educate the public about the over one million workers in Toronto who live below poverty levels. The campaign is supporting the international campaign of hotel workers across North America in order to raise their working standards. The TTB is part of the Community Committee organized by Labour Council and the union.

III. Labour Exchange — New models of Labour Adjustment research

Description: This is a partnership between the Toronto Training Board and UNITEHERE Local 75 to undertake a research study to examine different models of labour adjustment in the hotel industry in Toronto and Niagara Falls. The project builds on the initiative already underway in the hotel industry in Toronto.

Partners/Roles

Description: The Toronto Training Board is the lead. We are working with UNITEHERE Local 75, the Sheraton Centre, the Airport Hilton and other hotels.

Timelines: October 2006-March 2007

Opportunities 2007-2008

I. Hospitality Workers Resource Centre

Description: This project intends to examine the feasibility of creating a high level training strategy for hotels in Toronto. The project brings together management and union representatives to build the internal capacity of employers and the union to assess the impact of the changing work requirements on human resources development. A core group of workers will be created in order to conduct research on training needs.

Partners/Roles

Description: Partners for the initiative are the TTB, UNITEHERE Local 75, the Sheraton Centre, the Airport Hilton Hotel, the Doubletree International Plaza and the Rotman School of Management at the University of Toronto. The TTB Board of Directors will act as the Advisory Committee.

Timelines: October 2006-October 2007

Expected Outcomes:

- Inventory and evaluation of training models;
- Strategic partnerships between employers, unions, training suppliers and industry associations to promote the value of joint human resource planning;
- Conference of at least 50 key industry stakeholders to discuss key challenges and recommend models of joint human resource planning;
- A report on the feasibility of using a labour exchanged model for labour adjustment in the hotel industry in Toronto and Niagara. This could be a call centre, an online service, or joint union management service;
- Recommendations to the industry regarding a new and innovative model of labour adjustment;
- Results of study shall be shared with the local board network.

II. Working Together, Coordinating Services

Description: Women's Resource Center in Don Valley East. This project will identify the most urgently needed services for Chinese, Sri Lankan, Pakistani, and Indian newcomer women living in these communities, focusing on identifying gaps in employment and training supports.

Partners/Roles

Description: ACTEW and the TTB are leading this initiative. Other partners include MicroSkills, Working Women Community Centre, Flemington Health Center, Thorncliffe Neighbourhood Office (TNO) and the YWCA.

Timelines: April 2007-October 2007

Expected**Outcomes:**

- A map of existing services for newcomer women in the area
- An action plan to provide next steps related to service coordination for newcomer women;
- Two focus groups held with over 60 women participating;
- Best practices documented and disseminated through the local board network.

Trend 3:

High levels of youth unemployment — Toronto is a magnet for youth from rural areas and other jurisdictions resulting in high numbers of unemployed youth. Youth unemployment continues to reach very high levels in the 13 neighbourhoods identified by the United Way in “Poverty by Postal Code and the Strong Neighbourhoods Task Force Report”.

Over the past 10 years these neighbourhoods lost many programs that helped youth find employment. In addition, the industrial shop programs that helped young people learn about careers in the trades closed in local schools.

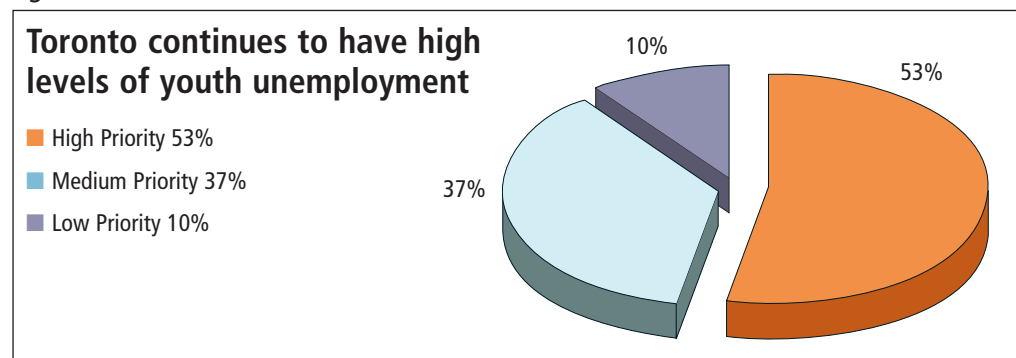
Lack of early exposure of young people to trades affects their awareness of career options.¹⁵ Educators often do not have accurate feedback about how well they are preparing students for employment even though a report released by Canadian Policy Research Networks in July 2006 indicates, “There is limited awareness of the benefits of career development and no national career development strategy.”¹⁶

Additionally, local employers may not have effective links to students (youth) to help them prepare for work by offering job placement or employment opportunities.

Community-identified priorities:

1. Many youth do not have adequate access to career development services to help them choose the best paths to a successful working life.
2. Youth involved with the federal criminal justice system have difficulty finding appropriate counselling opportunities that connect them to meaningful jobs.
3. The Youth Employment Service Sector does not adequately use the resources and information provided by Sector Councils.
4. Newcomer and youth from immigrant backgrounds don't see the trades as a viable career option.

Figure 6



Actions 2006-2007

I. Employment and Training Information Fairs, North Etobicoke

Description: This was a partnership with the North Etobicoke Revitalization Project (NERP) and the local service delivery agencies to hold three employment and training information fairs. Each fair focused on a different topic; Using Local Community Resources, Careers in the Skilled Trades, Self-employment/Entrepreneurship, Internationally educated professionals.

Outcomes:

1. Three fairs were held and attended by over 500 people.
2. Fact sheets on Manufacturing, Pharmaceuticals and Tourism were produced and distributed.
3. Attendance increased from 150 at the first fair to 350 at the December event. A variety of community based groups attended the fairs such as ESL adult classes and youth from 6 local schools. Attendants received information related to the local employment and training agencies and on the specific topic of the event.
4. Coordination between local service delivery agencies and greater participation in the North Etobicoke Revitalization Project's committees improved.

II. Connecting Corrections Canada (CORCAN) to the Youth Employment Agency Network

Description: CORCAN counsellors work with minimum sentence federal offenders to connect them back into the community and workforce when they are released. An event was held to introduce the CORCAN counsellors to the youth employment sector. The National Director of Employment and Employability of CORCAN spoke at this event on 24 November, 2006.

Outcomes: The TTB is working with Corrections Canada (CORCAN), the Ontario Association of Youth Employment Centres (OAYEC) and the Youth Employment Partnerships (YEP) on a partnership to connect CORCAN counsellors to the youth employment service network. OAYEC provided in-kind support and space.

Expected Outcomes: CORCAN counsellors are now formally connected to the youth employment service delivery sector and will attend any related events. This will help their clients access additional services and understand the supports available. This will also allow other agencies to work with CORCAN to develop programs and services for the clients.

III. Sector Council Breakfast Series

Description: The TTB worked with the Youth Employment Partnerships (YEP) to hold four sessions. Three to four representatives of different Sector Councils spoke to an audience of job developers and counsellors from the youth employment service delivery sector at each sector. Approximately 30-50 participants attended these sessions.

Timelines: All four sessions have been completed.

Outcomes:

1. Connections were made between the youth employment network and the Sector Councils in order to ensure that job developers understand the occupations and career opportunities available in specific industries and that the Sector Council representatives have an expanded audience for their resources and career information.
2. Sector Councils have access to a large pool of potential employees through the Youth Employment Sector.
3. Ideas for future partnerships and/or initiatives were generated.

Opportunities 2007-2008

I. Guidance Week in High Schools

This will be a partnership in which community agencies provide career, educational and training counselling in the schools to students who may not receive information about careers in the trades or alternatives to universities.

Partners/Roles

Description: The TTB will facilitate the partnership development with the Hands On Youth Assembly (HOYA), the Community Social Planning Council, the Learning Partnership and the Toronto District School Board. HOYA is funded through a United Way partnership grant to engage youth in the West Mall area of North Etobicoke.

Timelines: April 2007-March 2008

Expected Outcomes: Approximately 100-200 youth in 3 local high schools will receive career, training and employment information tailored to their specific needs and interests to help them make informed choices about careers or further education and training.

II. Work Connections Job Fair

Description: A one-day job/career fair for high school students who are not returning to class in September 2007.

Partners/Roles

Description: Partnership between the Toronto District School Board, Youth Employment Centres, and The Learning Partnership. The TTB is a member of the Advisory Group organizing the event.

Timelines: March 2007

Expected Outcomes: Over 600 youth from the TDSB will have access to information about careers, employment and training opportunities related to their local labour market.

III. Labour Market Information for Youth

Description: The development and dissemination of a brochure or pamphlet with labour market information specifically directed to youth in Toronto.

Partners/Roles

Description: The TTB will work with the Learning Partnership on the materials. The information will be distributed at the Work Connections Job Fair, through TTB and The Learning Partnership network and through the youth employment sector agencies.

Timelines: April 2007-March 2008

Expected Outcomes: The 600 youth attending the Work Connections Fair will receive the information. The information will also be used at other TTB youth-related events and events organized by the other partners.

IV. Orientation to the Trades

Description: A two-part event to introduce youth with multiple barriers to careers in the trades.

Partners/Roles

Description: The TTB is the lead. Other partners include Carpenter's Local 27 Training Centre, IBEW Local 353, George Brown College, Labour Community Services, Toronto Social Services East End, the YMCA, Somali Youth Association of Toronto (SOYAT) and Malvern Community Employment Program (MYCEP).

Timelines: April 2007-March 2008

Expected Outcomes: A minimum of 40 youth will have a 2-day orientation to careers in the skilled trades.

V. A website for youth in Rexdale listing all local services and programs

Partners/Roles

Description: The TTB will work with the Rexdale Coalition Against Youth Violence and the Community Social Planning Council — Toronto to develop a resource listing agencies that serve youth. The resource will provide information about the services available in each agency.

Timelines: June 2007-December 2007

Outcomes: A resource online listing youth friendly programs and services in North Etobicoke and a booklet/pamphlet that will be distributed through the Coalition, the Community Social Planning Council and other local networks.

Trend 4: Skills Shortages

Employers are unable to find workers with the appropriate skills sets. The shortage of skilled workers in many sectors leads to higher training investments by employers, negatively affecting productivity.

A shortage of skilled workers is a key concern for business and labour leaders in many regions of Canada, according to survey results released by Canada Labour and Business Centre in April 2006. The survey found that six out of 10 managers and labour leaders judged skill shortages as a serious problem for the economy and labour market.¹⁷

According to the Automotive Sector Council, over the next five years the automotive industry will need 300,000 skilled workers.¹⁸

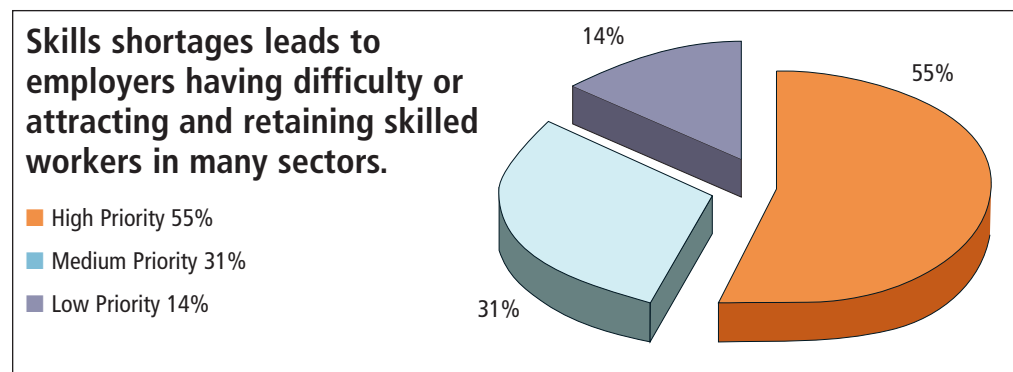
According to the Canadian Labour and Business Centre, in the next 15 years the manufacturing sector will require an estimated 400,000 workers due to retirements.¹⁹

The shortages are not only noticed in highly skilled services, but also in relatively low-skilled occupations that Canadians are not prepared to assume. The options available to employers are limited. Canadian educational institutions can meet the challenge of providing key skills, but certainly not in sufficient numbers to permit employers to remain competitive.²⁰

Community-identified priorities:

1. Skills shortages lead to employers having difficulty attracting and retaining skilled workers in many sectors.
2. The shortage of trained workers leads to increased investment by employers and decreased profits and productivity.
3. The difficulty workers face moving between the various components of the training system, e.g. training to jobs to training to school, etc., makes it hard for employers to do accurate human resource planning.
4. Employers may create jobs requiring little or no skills, rather than invest in training.
5. The lack of a coordinated approach to employment information and training may lead to an ineffective use of resources, duplication of efforts and increased difficulty in recruiting and retaining skilled workers.

Figure 7



Actions 2006-2007

I. Orientation to the Trades/Apprenticeship Tour

Description: This was a two-part event in October and November 2006 to introduce 40 newcomer youth to careers in the trades. The TTB worked with the Carpenter's Local 27 Training Centre, IBEW, George Brown College, Labour Community Services, Toronto Social Services East End, the YMCA, Somali Youth Association of Toronto (SOYAT) and Malvern Youth Community and Employment Program to organize the tours. The counsellors at each agency will follow-up after 6 months and after a year.

II. Fact Sheets on manufacturing, tourism and pharmaceuticals

Description: The TTB compiled the information on these three sectors and printed the Fact Sheets for distribution at the NERP community information fairs and other events. 200 Fact Sheets have been distributed.

III. Research on Employer Investment in Training

Description: This partnership is with the Toronto Board of Trade (BoT). The TTB completed a literature review and the BoT is surveying their membership. The data will be analyzed in early January 2007 and contribute to an enhanced understanding of what types of supports or incentives would encourage employers to invest significantly in employee training. Recommendations will go to the membership of the BoT and other business associations regarding policy changes or other mechanisms that would encourage investment.

Outcomes: A report on what incentives would successfully encourage employers to invest in training. The report will be distributed among the members of the Toronto Board of Trade and the TTB.

IV. Toronto Apprenticeship Portal

Description: It is very hard to find Toronto-specific apprenticeship information. This feasibility study will help the TTB determine the need for a "Toronto-specific" resource and in what form, either print or electronic.

Outcomes: A report with recommendations regarding the need for a Toronto specific resource and what form that resource might take. The report will be shared with other groups and agencies involved in apprenticeship such as the Central Ontario Building Trades Association, the Apprenticeship branch of the Ministry of Training Colleges and Universities, community based trainers such as COSTI and the Toronto Construction Network. The report will clarify next steps to be taken in this process.

Opportunities 2007-2008

I. Orientation to the Trades/Apprenticeship Awareness

Description: This will be a repeat of the 2006-2007 partnership with Carpenters Local 27, George Brown College, the IBEW, Toronto Social Services across the city, MYCEP, SOYAT, the YMCA, the Dixie Bloor Neighbourhood Center and Flemington Neighbour Services.

Timelines: Fall 2007

Outcomes: A minimum of 50 youth will learn about careers in the trades, have an interactive experience at a local college, and learn about unions.

II. Toronto Apprenticeship Committee

Description: A Citywide committee to look at how to improve and coordinate apprenticeship opportunities in Toronto.

Partners/Roles

Description: The TTB will facilitate the process of organizing this group. Other partners might include the Central Ontario Association of Building Trades, the IBEW, Carpenter's Local 27, Ontario Construction Secretariat, Central Ontario Regional Office MTCU, and Toronto Board of Trade.

Timelines: May 2007-April 2008

Outcomes: A coordinated approach to identifying, improving and expanding apprenticeship opportunities and investment in apprenticeship in Toronto.

Trend 5: Job Migration

Jobs are migrating out of Toronto. Over the past 15 years Toronto has lost 100,000 jobs to the rest of the GTA. According to the Toronto Board of Trade Toronto's share of employment in the GTA is expected to go from 55.5% to 44.4% by 2031.

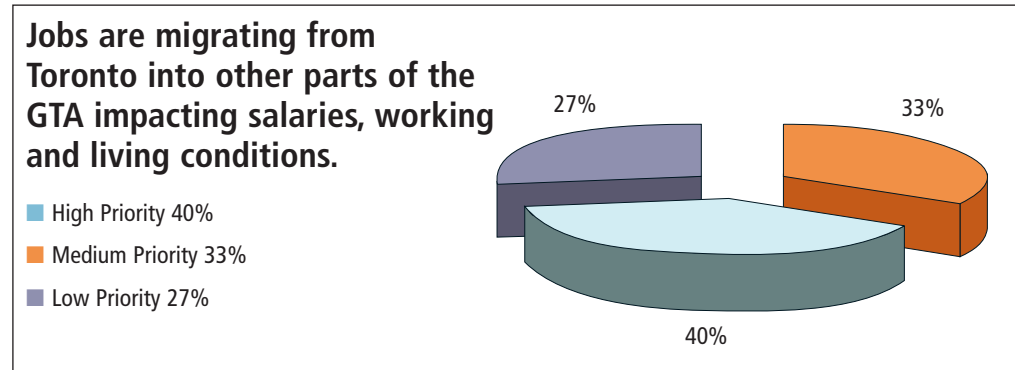
Since 1989, the outer areas of the City have been most affected and are experiencing the highest rates of unemployment in the City. These areas match some of the 13 neighbourhoods defined by the United Way's "Poverty by Postal Code", the "inner suburbs" of the former municipalities of Scarborough, North York, Etobicoke, York and East York. The migration of firms to the 905 region areas has created a labour market mismatch impacting low-income neighbourhoods.

The stagnation in office construction leaves the City unable to respond to firm expansions and/or mergers, encouraging employment flight to 905 suburbs. Jobs leaving the City are found across the entire local economy. Studies have shown a strong link between employment density and regional economic performance, particularly

innovation and productivity. It is crucial for Toronto to develop employment strategies in the City's neighbourhoods.

Transit use is determined largely by employment density. Employment sprawl has a greater impact on transit growth than residential sprawl. Unlike the Financial District, where only 25 percent of workers arrive by car, 91 percent of workers in the Airport Corporate Centre in Mississauga arrive by car. Job levels in the city also have a direct impact on TTC revenues.²⁰

Figure 8



Community-identified priorities:

1. Transportation is a barrier to accessing jobs away from the downtown core for youth who use public transportation and don't have access to a vehicle.
2. The migration of jobs out of the GTA is causing an increased racialization of poverty.
3. Job applicants from the 13 neighbourhoods face additional discrimination.
4. Some neighbourhoods lack support or employment services that would effectively connect job seekers to employment.
5. These neighbourhoods may also not have an organized Business Improvement Association or representation in the Chamber of Commerce.

Opportunities 2007-2008

I. A resource of programs linking businesses to employees

Description: This partnership with ACTEW members will develop and distribute an inventory of programs based on the NERP model, “Finders Keepers”.

Partners/Roles

Description: The TTB will work with agencies such as Times Change Women’s Employment Centre, Working Women Community Centre, and the YWCA. The TTB will facilitate the development of the resource and work with the Toronto Board of Trade, ACTEW and other members of different umbrella organizations to distribute this resource.

Timelines: April 2007-March 2008

Outcomes:

- An inventory of programs in print and electronic format for local employers in various neighbourhoods.
- Better coordination between local service delivery agencies.
- Improved understanding of the employment opportunities in the local area so that agencies are able to make effective connections to employers.

II. An inventory of employment/training practices that can connect Toronto employers to workers with the skills to navigate a global market.

Partners/Roles

Description: The TTB will work with other umbrella groups and individual agencies to identify the best practices. Other partners might include COSTI, MicroSkills, Enterprise Canada, George Brown, Humber Colleges and OCASI.

Timelines: April 2007-March 2008

Outcomes: A resource of good practices and models that will help employers find appropriate workers and agencies to connect clients to employment in order to more effectively utilize the skills and experience of newcomers.

III. Rexdale Community Benefits Agreement

Description: The TTB is part of a group of community agencies, community members, employers and unions to encourage the developers of the Woodbine Racetrack expansion to hire local residents. The group is meeting on a regular basis to identify community needs and build local leadership.

Timelines: March 2007- December 2008

Expected Outcomes: An agreement with the developers to hire local residents to work in the construction and in the businesses that will evolve from the Woodbine expansion.

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Appendix A

Participants in TOP Consultation Process

Following is the list of participants and organizations that participated in the online survey posted on www.surveymonkey.com. The Toronto Training Board is pleased to note the diversity of individuals and organizations represented. In some instances, more than one person per organization responded. In addition to those listed below, other individuals responded.

Business/Labour

Automotive Training Centre
Canadian Business College
Communications International
CUPE 4400
Delta Hotels, Delta Chelsea Hotels, Delta Toronto Airport West
Enterprise Canada
IBEW Local Union 353
IFSTC Interior Finishing Training Centre
J.H. Ryder Machinery Ltd.
Labourer's 506 Training Centre
La Toile des Carrieres
NABET 700 CEP
Skyservice Airlines
TTG Group
Working Animal Consulting Services
World Service Cargo

Educators/Trainers

Centre for the Study of Education and Work
Edutran Training Services
George Brown College
Halton District School Board
Humber College
Humber College, Centre for Internationally Trained Professional/Rexdale
Employment Resource Centre
Humber Etobicoke Career Exploration Centre and Job Finding Club
Toronto District School Board, OYAP office
Toronto District School Board

Community Organizations

Adult Learning Disabilities Employment Resource
Accessible Community Counselling Services (ACCES)
Alpha-Toronto
Arab Community Centre of Toronto
Black Youth Taking Action

Canadian Hearing Society
Centre for Education and Training, various locations
COSTI
Council of Ontario Construction Associations
CREWS
Culturelink
Davenport Perth Neighbourhood Centre
Dixon Hall
Don Mills Employment Resource Centre
East End Literacy
Fred Victor Centre
Immigrant Women's Health Centre
JobStart
Ontario Association of Certified Engineering Technicians and Technologists
Possibilities, www.poss.ca and 211
Preparatory Training Program
Project Work
Silyan Community Centre
Simcoe County Training Board
Skills for Change
Toronto Centre Employment Resource Centre
Youth Employment Services (YES)
YMCA, Scarborough, Greater Toronto, Employment Services Etobicoke,
YWCA LEAP and SDC Programs

Government

Toronto Social Services Centre and East End
Regional Municipality of York
Statistics Canada
Economic Development City of Toronto
Independent Learning Centre

Appendix B — Trends, Opportunities and Priorities Survey 2006-2007

I. Introduction

The Toronto Training Board invites you to complete this online survey as part of our consultation process to update our Trends, Opportunities and Priorities (TOP) Report. The TTB's mandate is to consult and communicate with the labour market partners (Employers, Labour, NGOs, Government) on an ongoing basis to determine the gaps in training and address these gaps through appropriate partnerships and projects.

The results of survey findings together with other consultation will be used to update our TOP Report 2007. The TOP Report is the basis for partnership and project planning for the Toronto Training Board. The issues in the 2006 TOP Report were identified as:

1. There are insufficient programs and services to help integrate new immigrants into the Toronto labour market.
2. The difficulty in finding accurate appropriate information on apprenticeship programs leads to shortages in skilled trades people
3. In Toronto, the Job Connect network has the lowest rate of apprenticeship sign-up in Ontario.
4. There are inadequate programs and services to help laid-off workers, members of vulnerable groups and the precariously employed access employment that raises their standard of living.
5. Insufficient programs, services and supports such as accessible, affordable childcare and/or elder care keep many women from fully participating in the Toronto labour force.
6. Employer under-investment in training of their workers continues to be a problem.

Data collection will take place from October 10, 2006 to December 15, 2006. It should take 8-10 minutes to complete this questionnaire but there are areas where you can comment about what issues are important to you. You can choose to remain anonymous but it would be helpful to us if you would let us know which labour market partner group you are from. Confidentiality will be maintained and responses will not be linked to individuals.

Your contribution is important to the TTB as the results will help us better understand the labour market. Thank you in advance for your contribution.

II. Participant Information

- We would like to include the names and organisations of all participants in the survey in the final report. To ensure confidentiality No information will be associated with any individual or organisation.

Name _____

Organization _____

Email Address _____

- To which labour market stakeholder group do you belong?

- Labour representative
- Community agency
- Government representative
- Business/Employer representative
- Educator/Trainer
- Other

- Where do you live and work?

- Live and work in City of Toronto
- Live in City of Toronto and Work outside
- Work in City of Toronto and live outside
- Live and work outside City of Toronto

III. Identifying Training and Labour Market Issues

According to the data used to support the 2006-2007 TOP process some issues remained the same while other issues emerged. We know these issues are not mutually exclusive.

Please tell us if these are the most important issues or not. Take a few moments to reflect on the questions below.

1. The issue of underutilization of immigrants' skills is increasingly pressing and impacts on skills shortages.

- An important issue
- Yes
- No

2. Labour market information indicates increasing segmentation leading to more people living in poverty than ever before in Toronto. Poverty is geographically concentrated and marginalized neighbourhoods do not attract skilled workers

- An important issue
- Yes
- No

3. Most youth do not have adequate access to career development services to help them choose the best paths to a successful working life.
 - An important issue
 - Yes
 - No

4. Jobs are migrating from Toronto into other parts of the GTA impacting salaries, working and living conditions.
 - An important issue
 - Yes
 - No

5. Skills shortages lead to employers having difficulty attracting and retaining skilled workers in many sectors, including the health sector.
 - An important issue
 - Yes
 - No

6. The lack of a coordinated approach to training and employment information leads to poor use of resources, duplication of efforts and increases the difficulty of recruiting and retaining workers.
 - An important issue
 - Yes
 - No

IV. Additional Issues

You are welcomed to suggest any other training and labour market issues that have not been mentioned here or you think are important.

Note: The issues must be programmable or actionable issues, in that organizations can create a project or program to address the issue in part or whole. e.g. High transit costs is a government policy and funding issue, it is not a programmable issue.

1. Please indicate any other training and labour market issues
-
-

V. Current and Future Partnerships

1. The TTB current partnerships are an appropriate way to address issues identified in the TOP 2005-2006 Report. (Please visit our web site www.ttb.on.ca to be informed about our current partnerships)
 - An important issue
 - Yes
 - No

2. If “No” to Question 1, why not?

3. Would you or your organisation be interested in participating in a TTB partnership?

An important issue

Yes

No

4. What specific issue would you be interested in addressing either with the TTB in a partnership or as a project undertaken by your own company/organisation and what role do you see your organisation playing?

Eg. funder, adviser, resource for best practices examples, coordinating/implementing agency, etc.)

VI. General Comments

1. What innovative training/employment initiative are you involved in or know of that may be of interest to the TTB or the wider community in Toronto?
2. Please feel free to make any general comments about training and the labour market in Toronto that will assist the TOP process.
3. Do you wish to receive a PDF copy of the TOP report update?
4. Would you like to be invited to participate in the TOP consultation process in the future (either through meetings or online)?

VII. Thanks

We appreciate your time and input in completing this survey. Thanks again! Enriketa Dushi, Online Coordinator, Toronto Training Board.

This publication is available on the World Wide Web at <http://www.ttb.on.ca>.

This document is available in alternative formats on request.

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