

Trends Opportunities and Priorities in Training in Toronto 2005-2006



Toronto Training Board
Commission de Formation de Toronto

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Network

Champions of Ontario Labour Market Solutions

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Acknowledgements

The Toronto Training Board (TTB) is a not-for-profit organization governed by a volunteer Board of Directors representing labour, business, education and training, and four equity groups. The Board was established in 1998 and is one of 21 local training and adjustment boards in Ontario funded jointly by Service Canada and the Ontario Ministry of Training Colleges and Universities. The Toronto Training Board:

- Analyzes the labour market and employment trends in the City of Toronto to find out where the skills shortages are and what the training requirements will be;
- Recommends strategies for meeting the training needs of Toronto residents-employers, the employed and the unemployed;
- Works to ensure that training is accessible and equitable; and
- Promotes lifelong learning.

The Toronto Training Board thanks all those who took the time to share information, participate in consultations, validate the findings and help in the development of this document. A special thank you to the Board of Directors of the TTB.

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The TOPs Report 2005-2006

The Trends, Opportunities and Priorities Report is a labour market information tool formulated for strategic planning. The data collected for the 2005 Trends, Opportunities and Priorities in Training in Toronto Report comes from many sources. These include the 2003/2004 Census, Statistics Canada, local labour market information, an online survey, key informants and local meetings. The primary objectives of the report are to:

- Provide an overview of local labour market trends;
- Identify opportunities for partnerships; and
- Address the priorities of the local labour market.

There are many initiatives in the City of Toronto responding to the issues identified in the 2004 Trends Opportunities and Priorities Report and only a few are included in this update. For more information on the 2004 TOPs Report please go to the TTB website, www.ttb.on.ca. Enriketa Dushi, Karen Lior and Saddam Syed prepared this report.

City of Toronto Profile

Toronto is an extremely complicated labour market. The City of Toronto is made up of five former municipalities: North York, the City of York, Etobicoke, Scarborough, and the former City of Toronto. The labour market stretches across the whole area and workers move to where there are opportunities.

Toronto is a major centre of the knowledge-based economy. All levels of government, the voluntary sector, labour, business as well as educational and training institutions are involved in economic and social development strategies that focus on human resources. Economic prosperity and competitiveness are linked to the skills and learning of the work force. The City of Toronto “Labour Force Readiness Plan” emphasizes that increasing numbers of jobs created in the Greater Toronto Area, between 2000 and 2010, will require college/apprenticeship training rather than university education. “This highlights the importance of non-university acquired skills in the future growth of Toronto’s labour force”¹.

Toronto’s Population

The City of Toronto has a population of 2.48 million people and is considered one of the most multicultural cities in the world. Toronto is a primary destination of all immigrants, according to Statistics Canada. The large labour pool of the City of Toronto provides a broad range of skills to local employers and has enabled the City to develop a diverse industrial base.

Trends in Toronto’s Labour Force

Due to slow population growth and an aging workforce, Canada and Toronto’s labour force participation rate is decreasing. At the same time, Toronto’s economy is expected to demonstrate economic growth that will cause an employment increase by 400,000, to just over 3 million² by the end of 2010. This will lead to a growing demand for labour in all skills groups. In order to meet this demand, Toronto will have to rely on immigration as a major source of new entrants into the labour force.

Labour Market Information: Ontario versus Toronto

Ontario

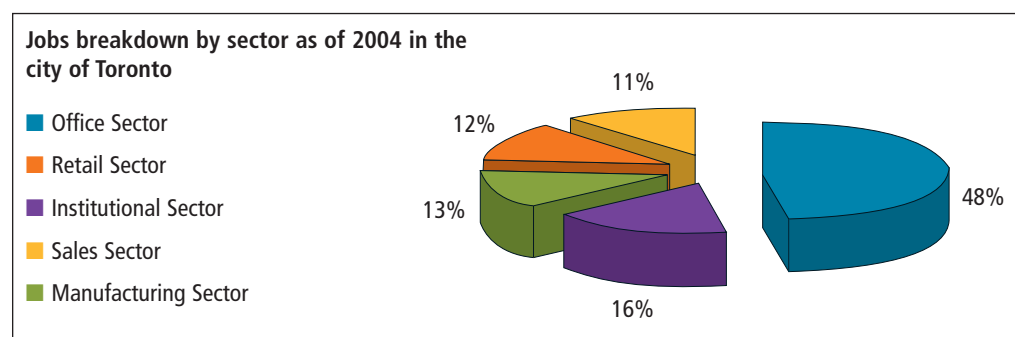
- In 2004, 11% of all employees aged 25 to 64 were employed in jobs that paid \$30 or more per hour.³ Average hourly wages of employees have risen by 3.9% over the past 12 months.
- In October 2005 the unemployment rate dipped 0.1 percentage points to 6.6%, the lowest in three decades.⁴
- Since the beginning of 2005, employment in Ontario increased by 92,000 (+1.4%) with the largest gains in education, construction, professional, scientific and technical services.
- There were 18,000 more people employed in professional, scientific and technical services in October 2005.
- In 2005 the manufacturing sector employs 42,000, fewer workers (-3.9%) than at the end of 2004.
- Between 2000 and 2004, small businesses were responsible for 32% of the 317,000 jobs created in Ontario. Large firms recorded 58% of new hires and medium-sized firms the remaining 10%.⁵
- Small businesses have continued to hire and larger firms have gained employment share at the expense of medium-sized firms.

Toronto

- Toronto's total employment in 2004 was 1,255,600.⁶
- 78.7% or 988,300 of these workers were full time and 21.3% or 267,300 were part time.
- Full-time employment as a percentage of total employment in Toronto declined from 80.2% in 1994 to 78.7% in 2004.
- In 2004, the total number of businesses within the City of Toronto was 71,600.
- Employment grew by 4,300 jobs between 2003 and 2004.
- Toronto's Downtown and the city Centres⁷ make up 37% of all jobs in the City.
- The number of establishments⁸ in the City decreased from 73,200 in 2000 to 71,600 in 2004, a drop of 2.2%.

Job Share in Toronto By Sector

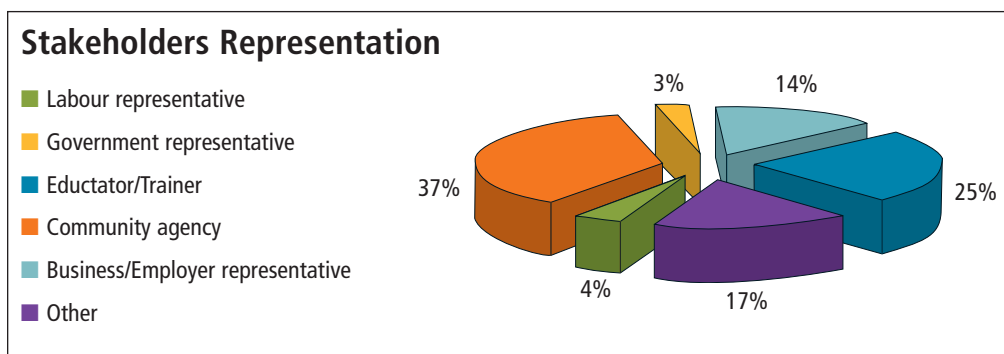
Figure 1



Introduction

This report is based on an analysis of quantitative data and qualitative information. Opinions were sought through interviews with key informants, at meetings on local labour market issues and from an online survey conducted from October 15, 2005 to November 4, 2005. Eighty individuals responded to the survey. Below is a representation of the labour market stakeholders that the survey participants belonged to:

Figure 2



Labour Market Trends in the City of Toronto

1. Toronto remains one of the three destinations of choice for new immigrants to Canada.
2. Skills shortages are predicted in many occupations and trades.
3. The population of the City of Toronto is aging less rapidly than Ontario as a whole and youth unemployment rates are high.
4. Over a million workers in the City of Toronto are living below the poverty level.⁹
5. Many women are still not able to fully participate socially and economically in the labour market due to a lack of affordable, accessible supports.
6. Employers are not investing in training their workers. Canada ranks 23 out of 47 countries regarding investment by employers in employee training.¹⁰

Trend 1:

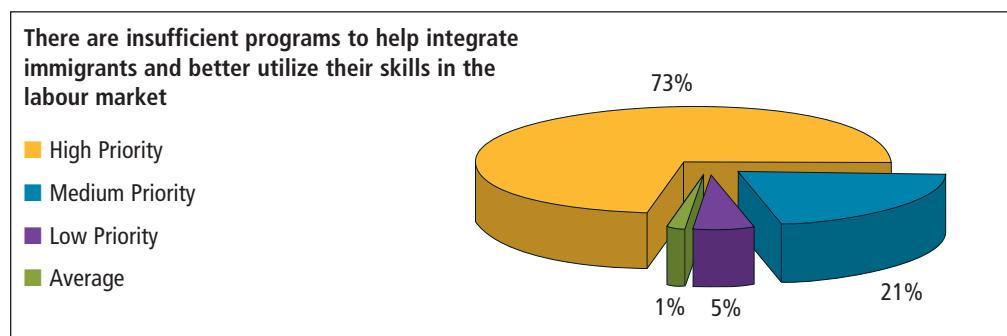
Toronto remains one of the three destinations of choice for new immigrants to Canada.

Issue — There are insufficient programs and services to help integrate new immigrants into the Toronto labour market.

Immigrants to Toronto counterbalance the aging labour force to some degree, but their numbers are limited and certain challenges exist. Canada has admitted roughly 225,000 immigrants per annum in recent years, many of them highly skilled, but this is hardly enough to offset the effect of an aging population.

Immigrants increasingly come from Southeast Asia and this may create language and cultural challenges upon arrival in Canada. As a result, in recent years immigrants to Toronto have had a harder time securing employment and salaries matching their academic and professional credentials. The figure below shows the percentage of survey respondents that identified this issue as high, medium and low priority.

Figure 3



Initiatives working to integrate newcomers into the Toronto labour force include:

I. **Teach-In Ontario** — helping internationally trained teachers find work in the Ontario school system.

Description: Teach-In Ontario is a partnership between the Ontario Ministry of Training, Colleges and Universities, the Ontario College of Teachers, the Ontario Teachers Federation, Skills for Change and LASI World Skills in Ottawa. The Toronto Training Board facilitated the creation of this initiative. The Toronto District School Board, Toronto French Catholic School Board, York University, Ontario Institute for Studies in Education (OISE/UT) are members of the Advisory Committee.

Outcomes: Over 12,000 people have been provided with information; 2,332 Internationally Trained Teachers (ITTs) have been through consultation centres, 471 ITTs have been certified and 75% are employed.

Priority: High, long-term

Timelines: April 2004 as an 18-month pilot project, extended to December 2005.

Status: The partners have applied for phase two funding from the Ministry.

II. Career Bridge — placing newcomers in internships related to their professions.

Description:	This program, funded by the Ontario Ministry of Training, Colleges and Universities works with the private and public sector to place newcomers in internships in order to provide Canadian experience related to their trades or professions. Career Bridge is an initiative of Toronto Region Employment Council (TRIEC) under the auspices of Career Edge, a not-for-profit agency that provides internships for new graduates from Canadian universities and colleges. Other partners are the Maytree Foundation; Accessible Community Counselling Employment Services (ACCES) and their consortium and 92 participating employers. The TTB sits on the Employer Working Group
Outcomes:	To secure 150-200 internships by April 2005.
Priority:	High, long term.
Timelines:	On-going
Status:	Over 200 internships achieved. The group is working on employer outreach and new locations for 2006-2007.

III. NeCTAR Project and related Employer brochure.

Description:	The NeCTAR (Newcomers Connecting to Trades Apprenticeship Resources) project is an initiative of COSTI, a multi-service agency. The project is intended to connect immigrants and newcomers to information about the skilled trades; train front-line workers in providing accurate, appropriate information about the skilled trades to newcomers; and, help employers find information about apprenticeships and to hire apprentices. The TTB partnered with COSTI to produce a brochure for employers about the benefits of hiring apprentices.
Outcomes:	The development of tools and resources for front-line workers to use with newcomers interested in or qualified for careers in the skilled trades. Provision of workshops and information sessions for newcomers about careers in the trades and the production of a brochure for employers with information about hiring apprentices.
Priority:	High, long term
Timelines:	Completed, a CD-Rom has been distributed to community agencies.
Status:	COSTI is waiting to hear about funding for a web-based application of the materials.

Other Initiatives:

Working Women Community Centre — has a number of programs working with newcomers. They offer settlement programming in two locations including a nutrition program, cooking classes, language instruction, recreation and a community support program.

www.settlement.org — is a web-based resource provided by the Ontario Council of Agencies Serving Immigrants (OCASI). The site provides information on how to find work, help with housing, sponsorship and health.

Trend 2: Skills shortages are predicted in many occupations and trades

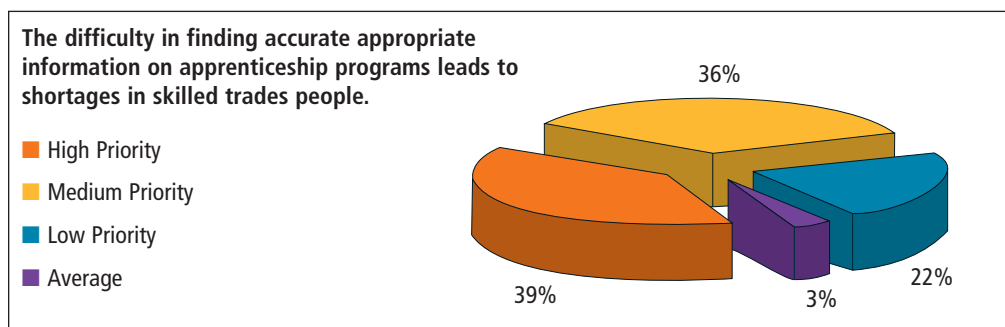
Issue: The difficulty in finding accurate appropriate information on apprenticeship programs leads to shortages in skilled trades people

In Toronto, various skilled occupations and trades continue to face shortages in specific occupational categories. Replacing the workforce in these sectors depends on the willingness of employers to hire and train new workers, and to register and train new apprentices. Industries involved in die casting, plastics, metal fabricating, tooling and machining face a critical shortage of workers.¹¹

The lack of awareness about the trades again surfaced as an important issue. Career information is often not available in many occupational areas. Negative or indifferent parental influences, few role models, and inadequate career planning and counseling may also account for a lack of awareness about careers in the trades. Poorly defined career paths allowing individuals to move between school programs and the apprenticeship system was also identified as an obstacle.¹² There are insufficient initiatives promoting apprenticeships to women.

The figure below shows the percentage of survey respondents that identified this issue as high, medium and low priority.

Figure 4



I. Marcus Garvey Centre pre-apprenticeship bridging program

- Description:** The Toronto Training Board is working with Board members from the Marcus Garvey Centre in North York to create a pre-apprenticeship bridging program for the youth who utilize the centre. Possible partners in this initiative are, Carpenter's Local 27, Refrigeration Council, Painters and Drywallers, IBEW Local 353, Emery Collegiate, City of Toronto, Ministry of Training, Colleges and Universities and Service Canada.
- Outcomes:** The youth who participate in the program will receive level one apprenticeship training, an orientation to one or more skilled trades, and experience working in the trades. The program will be based at the Marcus Garvey Centre and the youth will work on renovating the premises.
- Priority:** High, short-term
- Timelines:** April 2006-March 2007
- Status:** Proposed by TTB 2006-2007.

II. Toronto Apprenticeship Portal — a “one-stop” point of access to Toronto-specific apprenticeship information, (www.tap.toronto.ca)

- Description:** This portal would be a web-based single point of access to Toronto-based information about apprenticeship opportunities and careers in the skilled trades. The Toronto Training Board will be the lead organization and potential partners are the Ministry of Training, Colleges and Universities, the City of Toronto, the Centre for the Study of Education and Work at OISE, the Canadian Apprenticeship Forum, the IBEW and the Labour Education Centre.
- Outcomes:** A coordinated web-based approach to finding information about apprenticeship in Toronto including how to find an apprenticeship, applying for tax credits, information about occupations.
- Timelines:** April 2006-March 2008
- Status:** Proposed by TTB for 2006-2007

Trend 3:

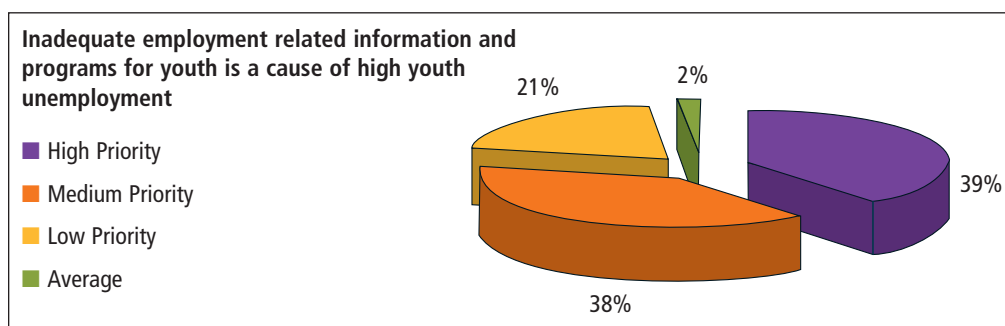
The population of the City of Toronto is aging less rapidly than Ontario as a whole and youth unemployment rates are high.¹³

Issue: In Toronto, the Job Connect network has the lowest rate of apprenticeship sign-up in Ontario.

Youth employment in Ontario rose by 32,000 in October 2005 in part-time or precarious work, a 0.3% increase. In contrast, during the first 10 months of last year employment among 15 to 24 year-olds increased by 1.3%.

*Public Investment in Skills: Are Canadian Governments Doing Enough?*²⁴ notes it is critical for all young individuals to acquire basic skills before entering the labour market. But, according to a 1999 Statistics Canada Survey, 12 percent of 20-year-old Canadians had not completed high school and were no longer in school. Although this percentage was on a downward trend during the 1990's, the numbers remain sizeable. The figure below shows the percentage of survey respondents that identified this issue as high, medium and low priority.

Figure 5



I. Think-tank in North Etobicoke — Maximizing Success: Using Local Resources

Description: The Toronto Training Board worked with the Somali Youth Association of Toronto (SOYAT), Boreal Institute for Civil Society, Toronto Housing Corporation, Youth Employment Toronto, Youth Employment Partnerships (YEP) and the YMCA to bring together local stakeholders to develop strategies to increase employment opportunities for local youth.

Outcomes: Over 50 stakeholders, including employers and funders, examined the factors leading to a successful employment situation. Somali youth talked about their experiences with finding and keeping employment, strategies were identified. A report on the outcomes is expected in a year.

Priority: High, long-term

Timelines: November 2005

Status: Follow-up action, such as a mentoring program or coop placements with local employers is under consideration by the steering committee. The Boreal Institute for Civil Society has committed to working with the partnership to develop models that can be replicated in other areas of the city.

II. Working with Sector Councils

Description: The Toronto Training Board is working with the City of Toronto Youth Employment Partnerships, The Alliance of Sector Councils (TASC), the IBEW and others to bring together representatives from Sector Councils and youth-serving employment agencies in order to share information and develop a long-term connection.

Outcomes: A lasting alliance between the network of youth employment agencies in Toronto and TASC in order to foster an improved understanding of the work of Sector Councils and to provide Sector Councils with access to the agency clients.

Priority: High, long-term

Timelines: Completed

Status: Phase 2 partnership to conduct a series of workshops for job developers. Each session will include representatives from Sector Councils. The job developers meet monthly and TASC has agreed to help organize this partnership. The TTB will be the lead agency.

III. Partnership with CanTYD, an organization for Tamil youth in Scarborough.

Description: Organize a similar initiative to the Maximizing Success: Using Local Resources in North Etobicoke with the Tamil youth in Scarborough.

Outcomes: Replicating SOYAT model in another area of the city.

Priority: High, long-term

Timelines: April 2006-March 2007

Status: This is proposed for the 2006-2007 partnerships

Additional initiatives responding to this issue:

1. InvolveYouth

The City of Toronto started a citywide campaign to increase the number of young people participating in leadership roles in community organizations. This campaign aims to reach any community-based group, organization or agency that has a democratic decision-making structure. As part of this initiative the Laidlaw Foundation held a series of training sessions for organizations interested in youth participation. For more detailed information go to the City of Toronto website, www.toronto.ca and follow the links to involveyouth.

2. Grassroots Youth Collaborative (GYC)

The Boreal Institute, CanTyd (Tamil Youth Group), For Unity Productions, For Youth Initiative, I.C. Visions, Rathburn Area Youth Project, Regent Park Focus and the

Somali Youth Association of Toronto collaborated to examine issues such as racism, employment and training, access or the lack of access to public space, etc. for youth and developed recommendations for change to policy makers at all levels of government. A report was released in November 2005.

3. MyLife Project

Ryerson University, Toronto Community Social Planning Council, Wellesley Central Health Corporation, Malvern Family Resource Centre and Family Resource Centre and the Malvern Community formed a coalition and conducted focus groups in the community, trained youth to organize, facilitate and coordinate these groups and to engage in outreach and public education. The focus groups are completed, 240 people participated and a report was released in December 2004. The group is seeking further funding. Toronto Community Social Planning Council is supporting the group until funding is found.

4. Youth Employment Partnerships (YEP) — City of Toronto

YEP is an association of 22 agencies that work with youth who are out-of-school and looking for work. The objective is to help businesses employ these youth by working with both the employers and the youth. They hold job and career fairs. The initiative is ongoing.

Trend 4:

Over a million workers in the City of Toronto are living below the poverty level.

Issue: 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.

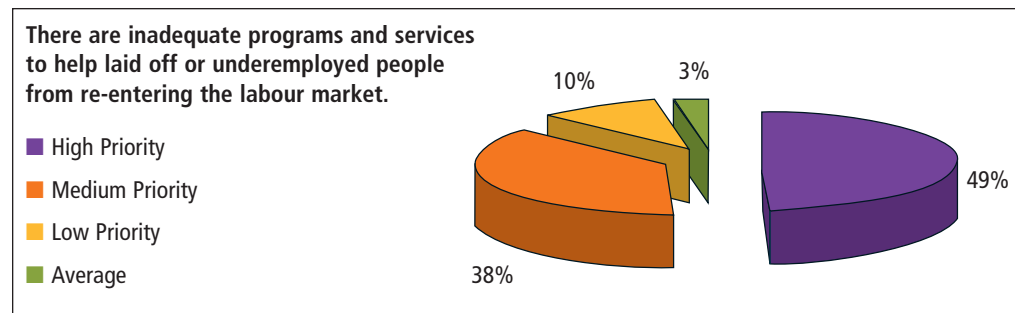
Part-time employment, short-term work, self-employment, contract employment and the use of temporary services agencies have become characteristics of today's labour market. Work in Canada has also moved away from traditional employment with an increase in hours and pace of work. Many workers are working longer hours. One in four work 50 hours per week or more and over 1.2 million Canadians reported working these hours in 2003.

In 2003 more than 65% of women and 71% of younger workers aged 15 to 24 were engaged in part-time jobs according to Statistics Canada. Although many workers choose to work part time for a variety of reasons, more and more people accept part-time work because they cannot find full-time jobs. Temporary work often involves few benefits, lower pay and less job security; multiple jobs and self-employment are all increasing.

- In 2004 one in eight paid workers in Canada was in temporary employment.¹⁵
- Of all full-time employees, only 5% were low-paid and lived in low-income families in 1980 and 2000.
- In 2000, individuals with no high school diploma, recent immigrants, unattached individuals, lone mothers and persons living alone accounted for 71% of all full-time workers in low-paid jobs and in low-income. This group represents only 37% of all full-time workers. While members of these five groups account for the majority of low-paid workers in low-income families, two of these groups have seen their economic position decline significantly: low-educated couples and recent immigrants.¹⁶

Low-skilled individuals often receive minimal employer support for training. In fact, according to the International Adult Literacy Survey¹⁷, only 16% of workers aged 16 to 65 who did not have upper-secondary training participated in employer-supported training in 1994. The figure below shows the percentage of survey respondents that identified this issue as high, medium and low priority.

Figure 6



Initiatives addressing this issue:

I. Precarious Employment — Focus on Toronto

Description: A forum to highlight the nature of precarious work in Toronto using the Toronto-specific findings of the Alliance for Precarious Employment based at York University. This was a partnership of the TTB, the Alliance, and the Workers Action Centre.

Outcomes: Close to 50 people attended this forum on November 30, 2005. The participants came from a variety of backgrounds including unions, colleges and universities, not-for-profit agencies and legal clinics. A brochure highlighting Toronto-based information was distributed and is available through the TTB.

Priority: High, long-term

Status: The brochure will be posted on our website.

II. Living and Working in Toronto

Description: To hold a public lecture on the City of Toronto Labour Readiness Plan with a representative from the City's Economic Development department and the Centre for the Study of Education and Work at OISE. The purpose of the lecture is to highlight the current issues related to the advantages and disadvantages of living and working in Toronto. This event became the TTB's Annual General Meeting. A panel presentation featuring a speaker from TD Economics and the Polaris Institute was part of the evening.

Priority: Medium, short-term

Timelines: October 2005

Status: Completed

III. Modernizing Income Security for Working-Age Adults (MISWAA)

- Description:** MISWAA is a task force co-chaired by the Toronto City Summit Alliance and St. Christopher House. The intention is to find strategies to allow working-age adults living below the poverty level to have more money. There are over a million workers in Toronto who are working and living below poverty levels. The other partners in this initiative are Labour Education Centre, Toronto and York Region Labour Council. The Task Force has created working groups and the Toronto Training Board is on the employment/training working group.
- Outcomes:** The initiative is generating recommendations to 3 levels of government related to changing the income security system; better coordination between policy initiatives; and, an increased understanding of the impact of policy on the population intended to affect.
- Priority:** High, long-term
- Timelines:** January 2005-April 2006
- Status:** On-going

Trend 5:

Many women are still not able to fully participate economically and socially in the labour market.

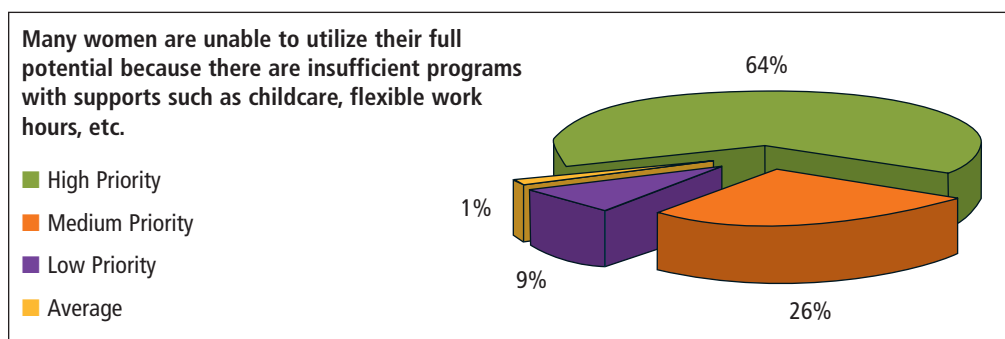
Issue: Insufficient programs, services and supports such as accessible, affordable childcare and/or elder care keep many women from fully participating in the Toronto labour force.

*Are Good Jobs Disappearing in Canada?*¹⁷ indicates that median wages of newly hired women dropped 2% between 1981 and 2004. Of all women newly hired in 2004, 23% held temporary jobs, over twice the rate of 11% in 1989. Among their male counterparts, 20% held temporary jobs in 2004 compared with only 12% in 1989.

- In 2005 females made up half of the workforce.¹⁹
- Employment in Ontario among adult women aged 25 and over rose by 27,000 in October 2005, with gains in both full and part time.
- Unemployment rate among women dipped 0.1 percentage points to 5.6%.
- In 2005, employment growth among adult women (+1.4%) has been similar to that of adult men (+1.5%). The increases over this period have been predominantly in full-time work.
- 70% of mothers with children under age of 6 are in the labour force.

The figure below shows the percentage of survey respondents that identified this issue as high, medium and low priority.

Figure 7



Women are increasingly juggling work and family life. As a result of a growing awareness of work-life balance issues and the impact on employees, some companies are offering programs and policies including flexible work schedules, childcare provision, employee assistance programs, etc. These solutions address the issue of staff shortages and assist with recruitment and retention of skilled female staff.

A study by Statistics Canada of data collected between 1993 and 2001 has found that women are more affected by chronic unemployment than men, particularly single moms.

- Between 1993 and 2001 women made up 55% of the chronically unemployed population.²⁰
- Women were unemployed between 48.0% and 99.9% of their time in the labour force and nearly two-thirds of the population that never found a job during the study period.²¹
- Women were about 1.3 times more likely than men to be in the chronically unemployed population as opposed to the never unemployed population.²²

Initiatives addressing this issue include:

I. Professional development for Administrative Professionals

Description: Celebrate Your Profession was a daylong professional development opportunity for administrative professionals. This was a partnership initiated by the Office Workers Career Centre. The other partners were the TTB, The Toronto Sun, Avery Office Supplies, and Papermate.

Outcomes: Over 60 people registered and participated in the workshops. Exhibitors had an opportunity to work directly with those who are responsible for purchasing. The public gained greater awareness of the work of administrative professionals through the series of articles in the Toronto Sun.

Priority: High, long-term

Timelines: April 2005-March 2006

Status: Completed

II. Forum or conference on the contributions of immigrant women in the entrepreneurial sphere.

Description:	The TTB is working with Working Women Community Centre, Ryerson University, and the Teach-In Ontario project to hold a forum highlighting the skills sets used to become a successful entrepreneur. The title of the event is “Making the Passage: The Skills of Successful Entrepreneurs
Outcomes:	To hold a forum on women entrepreneurs and identify the skills sets necessary to “make” a successful passage from new immigrant to entrepreneur. 10-15 women will be interviewed in four categories, education, labour, business and the voluntary sector. A report will be published and posted on our web site. The event will be held at Ryerson and build awareness about the contributions of immigrant women to Toronto’s labour market.
Priority:	Medium, long-term
Timelines:	April 2005-March 2006
Status:	In progress

Trend 6: Employer investment in employee training continues to rank low in Canada.

Issue: Employer under-investment in training of their workers continues to be a problem.

In Canada employer investment in training continues to rank low according to the Organization for Cooperation and Economic Development (OCED). Canada ranked 23 out of 47 countries surveyed according to the Conference Board of Canada in 2003. This low investment in improving the skills of employees contributes to low productivity.

Initiatives addressing this issue include:

I. To undertake research investigating what employers would see as necessary to invest in training their employees.

Description:	The Toronto Training Board is proposing to examine the question of “what do employers require in order to invest in training or retraining their employees”. We are proposing to work with the Centre for the Study of Education and Work, OISE/UT, Enterprise Canada, Toronto Board of Trade, and the Boreal Institute.
Outcomes:	To understand what measures such as new policy, tax incentives, programs offered on a sectoral basis would encourage employers to invest in training their workforce.
Priority:	Medium, long term

Timelines: April 2006-March 2007
Status: Proposed by TTB for 2006-2007

II. Recognizing informal and non-formal learning

Description: A conference hosted by the Centre for the Study of Education and Work and the Work and Lifelong Learning Network based at OISE/UT to examine the need to recognize non-academic, non-formal learning as a means of facilitating and encouraging life-long learning. The Toronto Training Board is on the program committee for this conference. Other partners are the University of Alberta, University of British Columbia, United Steel Workers of America, TV Ontario, Canadian Association for Prior Learning Assessment and ACTEW — A Commitment to Training and Development Canada.

Outcomes: A series of papers and workshops that look at the issue of recognizing learning. The conference will provide an opportunity to bring community experts and academics together to examine these issues. A systematized approach to getting workers credit for skills and experience gained in the workplace as another approach to employer-provided training.

Priority: Medium, long-term

Timelines: June 2006

Status: In progress

Other Issues Identified as Priorities in the TOPs process

- The eligibility criteria attached to student assistance programs such as loans or tax credits make it difficult for unemployed and employed adults to access education/training programs.
- The lack of a systematic approach to recognizing skills and knowledge gained through informal or non-formal experiences such as work creates another barrier for unemployed workers to access the labour market.
- The absence of one access point for all employment opportunities makes it difficult to find job postings. One recommendation was a “Toronto Job Board” for all postings.

Endnotes

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7. City of Toronto is made up of Downtown and the following City Centers: Yonge-Eglinton, North York, Etobicoke and Scarborough.
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Appendix 1

Methodologies

This report was written based on analysis of quantitative data as well as qualitative information received through consultations with the labour market partners. Information for this report was gathered in four stages:

1. Literature Review

A list of references and web links have been provided for those interested in further reading in Appendix 1.

2. Online/Paper Survey

The online/paper survey was designed to take approximately 10 minutes. A total of 80 people responded to the survey. Respondents represented the following labour market stakeholders; Labour, Business, Education/Training and Community Organizations

3. Consultations on priority issues

Formal consultations were not held. Information was gathered through interviews and consultative meetings. The key stakeholders interviewed included:

Dr. David Livingstone, Department of Sociology and Equity Studies, Ontario Institute for Studies in Education/University of Toronto

Dr. D'Arcy Martin, Centre for the Study of Education and Work, Ontario Institute for Studies in Education/University of Toronto

Dr. Peter Sawchuk, Department of Sociology and Equity Studies, Ontario Institute for Studies in Education/University of Toronto

Barry Stevens, President, IBEW, Local 353

Cristina Selva, Director of Training, Carpenters' Local 27

Jorge Garcia-Orgales, United Steelworkers of America

Sathya Gnaniah, Ontario Tourism Education Corporation

Linda McGrath, Youth Employment Partnership, City of Toronto

Janet Dassinger, Labour Education Centre

Peter Landry, Enterprise Canada

Linda Zaks-Walker, Teach-In Ontario

Amina Omar-Yassin, Executive Director, Somali Youth Association of Toronto

Faduma Mohamed, Labour Community Services

Susan Murray, Director, Toronto Board of Trade

Meetings of the following groups and committees also informed the report.

1. The Advisory Committee of Teach-In Ontario: The partnership between the Ontario College of Teachers (OCT), the Ontario Teachers' Federation (OTF), Skills for Change, and LASI World Skills (Ottawa) has provided help to 12,000 people since it began. Two thousand people were contacted, 471 were certified and 75% of those who were eligible are now employed. The Advisory Committee members include: the Ontario College of Teachers, the Ontario Teachers Federation, York University, Toronto District School Board, Toronto French Catholic Board, Skills for Change, LASI World Skills, COSTI, Ministry of Training Colleges and Universities,

the Ministry of Citizenship, the Canada Labour Business Centre, Toronto Training Board. This group continues to see integrating internationally trained teachers into the classroom as necessary to accommodate the increasing diversity of Toronto.

2. The Steering Committee for the Centre for the Study of Education and Work, based at the Ontario Institute for Studies in Education/University of Toronto:

Members of Centre for the Study of Education and Work are mostly academics from OISE and include: Nancy Jackson, Peter Sawchuk, David Livingstone, D'Arcy Martin, Margaret Eichler, etc. This group sees the lack of a systematic approach for recognizing skills and knowledge as a problem, both for the internationally trained and certified as well as for Canadians who have skills but no formal accreditation system. Other issues include the low level of apprenticeship in Toronto and a focus on the knowledge-economy that omits other economic drivers.

3. Employer's Working Group, Career Bridge — also focused on the issue of integrating internationally trained into workforce. This project is part of the Toronto Regional Immigrant Employment Council (TRIEC). This partnership between MTCU, Career Edge, the Maytree Foundation and a consortium of immigrant-serving agencies has created a continuum of services to help newcomers find internships related to their professions. Members include: Humber College, ACCES, Enterprise Canada, MTCU/Citizenship, Council of Ministers of Education, Canada (CMEC-Ontario branch) and 92 employers. Over 250 interns have found placements in their professions.

4. Modernizing Income Security for Working Age Adults (MISWAA), Employment Training Reference Group: This group is working with the Task Force led by the City Summit Alliance and St. Christopher House to look at ways to increase the income of the working poor. In Toronto there are over a million workers living below the poverty level. The task force is bringing out recommendations directed at all levels of government. The group is clear that programs for non-EI eligible workers are needed. Members of group include: St. Christopher's House, Labour Education Centre, Goodwill, City of Toronto, Caledon Institute, A Commitment to Training and Employment for Women, MicroSkills, Ontario Council of Agencies Serving Immigrants (OCASI), Ontario Network of Skills Training Employment Programs (ONESTEP), TTB.

5. North Etobicoke Revitalization Project — This group is examining jobs and employers in Wards 1 and 2. Their focus is economic development in North Etobicoke and helping employers provide more opportunities for residents of the area. Members of the group include Youth Employment Partnerships, MicroSkills, Humber College, Job Start, YMCA, YWCA, COSTI, Toronto District School Board and the Toronto Training Board.

6. Consultation on City of Toronto Social Services Action Plan — This plan looks at improving services for those on social assistance. The group includes representatives from St. Christopher House, Toronto Community Social Planning Council, United Way of Greater Toronto, YMCA and YWCA. The concern is that those on social assistance are falling further behind and that there are not enough programs to bridge them from social assistance into the workforce.

Additional Participants

Business/Labour

Ambercroft Labourer's 506 Training Centre
Andreas Hug Consulting
Blackburn Radio
Canadian Labour Congress
Canadian Plastics Sector Council
Carpenters' Local 27
Delta Chelsea Hotel, Training Department
Enterprise Canada
GraDal Consulting
Graham and Arenas Association
Greater Toronto Airport Authority
Greystone Pre-employment Services
Hilton Hotel
Inclusive Solutions Corporation
International Brotherhood of Electrical Workers, IBEW 353
National Association of Broadcast Employees and Technicians (NABET) 700,
Communications, Energy and Paperworkers (CEP)
Ontario Federation of Labour
Ontario General Contractor's Association
Power Battery
Professional Engineers, Ontario
Toronto Board of Trade
Wingson Garments, Ltd.

Education/Trainers

College Boreal, Job Connect
Compu-skills Computer Centre
Data Access Technology
Edutran Training Services
George Brown College
Humber College
Next Page Education
Ontario Institute for Studies in Education
The Michener Institute
Ryerson University
Toronto District School Board
Toronto Catholic District School Board
Toronto French Catholic District School Board
York University

Community Organizations

Accessible Community Counselling and Employment Services, (ACCES)
A Commitment to Training and Employment for Women (ACTEW)
Alternative Youth Centre for Employment (AYCE)

Boreal Institute
Community Legal Education Ontario
Culturelink
Findhelp Information Services
Jamaican Canadian Association
Youthlink (JVS)
Learning Enrichment Foundation
Ontario Association of Youth Employment Centers
Pathways to Education, Regent Part
Riverdale Immigrant Women's Centre
St. Clair West Employment Resource Centre
Skills for Change
Syme Woolner Centre
Toronto Community News
Toronto Regional Immigrant Employment Council (TRIEC)
Working Skills Centre
Working Women
YMCA
YWCA

Appendix 2

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