



Toronto Training Board  
Commission de Formation de Toronto

# Annual Report

## 2006-2007

### Message from the Co-Chairs & Executive Director

This year the Toronto Training Board completed meaningful partnerships that addressed labour market challenges in unique and innovative ways. As always, our partnerships are a response to the issues and trends identified through our Trends, Opportunities and Priorities consultations and documented in the TOP report.

Our research with the Clean Air Partnership, City of Toronto, and the Canadian Urban Institute produced the Skills for Energy Efficient Construction report that describes trades training for energy efficient buildings in the GTA. The “Skills, Jobs and Immigrants: Who’s Working? What’s Working?” conference, a partnership with the Centre for the Study of Education and Work was very successful. The TTB worked with the Youth Employment Partnerships and Youth Employment Centres to deliver professional development sessions for job developers and with the Toronto District School Board on the Work Connections, 2007 career and job fair. All of our partnerships connect stakeholders to information, opportunities and solutions to local labour market issues.

This has been a gratifying and challenging year for the Toronto Training Board (TTB). In January 2007, our sponsors changed as the Labour Market Development Agreement between the federal and provincial governments came into effect. The TTB, and all Local boards, are now funded only by the Province of Ontario, through the Ministry of Training, Colleges and Universities, (MTCU). We are grateful for the past support of Service Canada.

Local Boards are looking forward to a potential new role in local employment and training planning and coordination.

The TTB Board has led the organization in a strategic and careful way. Peter Landry, the Business Co-Chair, resigned from the Board in January. We are grateful to Peter for his leadership. TTB Board members represent a spectrum of labour market partners, business, labour, educators and trainers, racial and visible minorities and youth. Their involvement and commitment is greatly appreciated.

Barry Stevens      Jim Stewart      Karen Charnow Lior  
Labour Co-chair    Business Co-chair    Executive Director

### Mission and Mandate

The Toronto Training Board mission is to be a catalyst for training solutions grounded in research and guided by multi-stakeholder perspectives. We do this by:

- Analyzing the labour market and employment trends to determine where the skills shortages are and what the training needs will be;
- Recommending strategies for meeting the training needs of Toronto residents — employers, the employed and the unemployed;
- Working to ensure that training is accessible and equitable;
- Promoting lifelong learning.

The combination of our partnerships, strategic collaborations and continuing outreach is what allows the TTB to realize our mission and fulfill our mandate. We have accomplished much in the past year and look forward to 2007-2008.



Karen Lior and Minister Bentley look at TTB Literacy Works! Toronto at the April 12th event, Productive and Profitable: Promoting Workplace Literacy and Socially Responsible Purchasing.

## Accomplishments 2006-2007

- **Literacy Works! Toronto** — The TTB launched our Literacy Works! Toronto kit at an event at the Centre for Social Innovation (CSI). The event was a partnership with the Social Purpose Enterprise Network (SPEN) and the Social Purpose Portal. The Honourable James Bartleman, Ontario's Lieutenant Governor and the Honourable Minister of Training, Colleges and Universities, Chris Bentley spoke at the launch.
- **North Etobicoke Community Information Fairs** — the TTB worked with the North Etobicoke Revitalization Project (NERP) to hold 4 community fairs on employment and training opportunities. Over 400 community members got information at these fairs.
- **Paths to Professionalization: Hotel Workers Labour Matching Study** — this study examined various models of recruiting and retaining workers in the hospitality industry in Toronto and Niagara. The study suggests concrete approaches to matching employees and employers in the industry.
- **Sector Council Breakfast Series** — Job developers working with youth employment centres learned about the occupations and opportunities connected to Sector Councils.
- **Skills, Jobs and Immigrants: Who's Working? What's Working?** — This conference that examined innovative policies and programs that help skilled immigrants connect to the labour force. Over 200 people attended.
- **Skills for Energy Efficient Construction** — This partnership with the Clean Air Partnership and the Canadian Urban Institute resulted in a report on the availability of skills training to build energy efficient buildings.
- **Trends, Opportunities and Priorities Consultations and Report** — over 300 people participated in consultations and meetings that generated the 2006-2007 TOP report.

## The TOP Report

This year's Trends, Opportunities and Priorities Report identified the issues and trends by analyzing statistical data and confirming that analysis through community consultations. The Trends and Issue identified are:

1. **Increasing numbers of new immigrants needing attachment to the labour force** — between 2001



From left to right: Karen Lior, Jaya Karsemeyer, the Honourable Chris Bentley, Minister of Training, Colleges and Universities, Ontario, the Right Honourable James Bartleman, former Lieutenant Governor, Ontario, Ken Ross, Miziwe Biik at the Productive and Profitable: Promoting Workplace Literacy and Socially Responsible Purchasing event at the Centre for Social Innovation at 215 Spadina Avenue.

and 2005 the Toronto Metropolitan area attracted an average of 107,000 international immigrants a year. The City welcomed 69,000.

2. **Growing wage and income disparity** — more people in the City of Toronto are working and still living in poverty.
3. **Continuing high levels of youth unemployment** — Toronto attracts youth from rural areas and other cities and many are not able to find jobs.
4. **A shortage of skilled workers** — Across Canada, 6 out of 10 managers say that skill shortages are a serious problem.
5. **Job migration away from the City and into the GTA** — Over the past 15 years Toronto has lost 100,000 jobs to the rest of the GTA and the City's share of employment is expected to go from 55% to 44% by 2031.

The issues and priorities identified through the TOP process determine our partnerships. Last year's partnerships were:

## Partnerships

### Connecting CORCAN to the Youth Employment Sector

The TTB worked with CORCAN (Corrections Canada), the Ontario Association of Youth Employment Centres (OAYEC), the Youth Employment Partnerships (YEP), and the International Brotherhood of Electrical Workers, Local 353 to connect CORCAN counsellors to the youth employment service delivery sector. This connection will help counsellors access additional supports and opportunities for their clients.

### Employer Investment in Training

This was a partnership with the Toronto Board of Trade

(BoT). The Board of Trade surveyed their membership to determine what would encourage employers to invest in training their workers. 183 members of the BoT answered the survey. The responses included government support, more programs, prioritizing professional development and access to skills training.

### **North Etobicoke Community Information Fairs**

The TTB and the North Etobicoke Revitalization Project (NERP) collaborated to hold 4 employment and training information fairs. More than 400 local residents received information about apprenticeships, self-employment, programs for the internationally educated and local employment and training resources. In addition, local agencies learned about each other's resources and programs.

### **Orientation to the Trades**

Clients from the Somali Youth Association, the YMCA, Toronto Social Services and Malvern Neighbourhood Services spent a day at George Brown College learning about careers in the trades. They then went to the Carpenter's Local 27 Training Centre for a more in-depth view of trades training.

### **Sector Council Breakfast Series**

The Youth Employment Partnerships, a federation of 23 youth employment services coordinated through the City of Toronto and the TTB organized a professional development series for job developers over the past year. 40 job developers meet bi-monthly to learn about the employment opportunities and occupational information available through the Alliance of Sector Councils (TASC).

### **Skills, Jobs and Immigrants: Who's Working? What's Working?**

The TTB partnered with the Centre for the Study of Education and Work at the Ontario Institute for Studies in Education (OISE) to organize this conference in October



Participants at the Skills, Jobs and Immigrants: Who's Working? What's Working? Conference, October 2006

2006. Participants gathered to share information related to policies and practices related to integrating immigrants to Canada into the workforce. Innovative programs such as Working Women Community Centre's Bakers Project, Teach-In Ontario, COSTI's NeCTAR program and the College's CIITE program were highlighted. Other partners included the International Brotherhood of Electrical Workers, the Association of Part-time Students at University of Toronto, Public Service Alliance of Canada, Canadian Institute for Recognition of Prior Learning, the Ontario Council of Agencies Serving Immigrants and the Work and Learning Knowledge Centre.

### **Website, E-bulletin, Content-sharing Constellation**

The Toronto Training Board sends out information electronically to inform the community and our labour market partners about our activities. The Toronto Training Board E-Bulletin, the TTB On Topic, is an electronic newsletter providing information on training and labour market news and issues in the City of Toronto. 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. There are approximately 2,000 subscribers.

The TTB is a member 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: A Commitment to Training and Employment for Women; ACTEW, CLEOnet of Community Legal Education Ontario; Community Connection; Entrewomen, [www.entrewomen.ca](http://www.entrewomen.ca); Find Help Information Services; Information Niagara; Ontario Aboriginal Calendar of Services and Events; Ontario Association of Youth Employment Centres (OAYEC); Ontario Council of Agencies Serving Immigrants (OCASI); Ontario Literacy Coalition (OLC).

In the past year The Toronto Training Board has successfully engaged community partners to work together on initiatives that are innovative approaches to solving local training and adjustment issues. The Sector Council breakfast series, the report on Skills for Energy Efficient Construction, the Skills, Jobs and Immigrants conference brought together informed and interested stakeholders to share information and generate ideas. It is these gatherings, this exchange and the energy and creativity of our stakeholders that enhance the work of the TTB.

## Board Members

Janet Dassinger, Labour, *UNITE HERE local 75 (resigned)*  
Lee Fraser, *Education and Training, YMCA*  
Danielle Francis, Business, *Black Business and Professional Association*  
JJ Fueser, *UNITE HERE Local 75*  
Graham Hollings, *Labour, CUPE 4400*  
Peter Landry, *Business (resigned)*  
Shane McCarthy, *Labour, JTAC Local 787*  
Marcie Ponte, *Visible Minorities, representing OCASI*  
Peter Sawchuk, *Education and Training, OISE/University of Toronto*  
Cristina Selva, *Labour, Carpenter's Local 27*  
Jim Stewart, *Co-Chair, Business, Skyservice Airlines*  
Nick Trainos, *Consultant*  
Omar Yassin, *Youth, Youth Assisting Youth*

## Government Representatives

Heather Cross and Fran Storey, *Service Canada*  
Kate Acs and Liz Robinson, *Ontario Ministry of Colleges, Training and Universities*  
Tona Robis and Carol Ringwood, *City of Toronto*

## TTB Staff

Karen Charnow Lior, *Executive Director*  
Nicole Wall/Saddaf Syed, *Partnerships Coordinator*  
Enriketa Dushi, *Online and Administrative Coordinator*



TTB staff members: Nicole Wall (left), Partnerships Coordinator and Enriketa Dushi (right), Online and Administrations Coordinator.

# Working Together for Women's Employment

TTB partnership with Thorncliffe Neighbourhood Office, Flemingdon Neighbourhood Services, Don Mills Centre for Education and Training, Microskills, and the office of the Honourable Kathleen Wynne, Minister of Education; presenters and participants.

