



Presentation to
Town of Georgina
November 13, 2019

GTTI's Service Delivery Model

Mission

Georgina Trades Training Incorporated is committed to providing innovative learning partnerships that fulfil the community's and individuals needs and aspirations both current and future.



GTTI

GTTI has been providing training and support to over 10,000 community members. In 2018 alone 616 residents accessed training and upskilling.

Town of Georgina was a Founding Member.



GTTI

With funding through the Regional Municipality of York our Skills, Education and Training (SET) program finished it's 10th year supporting low to moderate income York Region residents with the tools they need to gain or sustain meaningful employment.

In 2018 over 52 community members successfully obtained training throughout the SET program receiving soft skills training such as resumes, cover letters, interview skills, job search, personality dimensions, conflict management and more.

By the end of 2018, 50% of the program participants had gained employment.

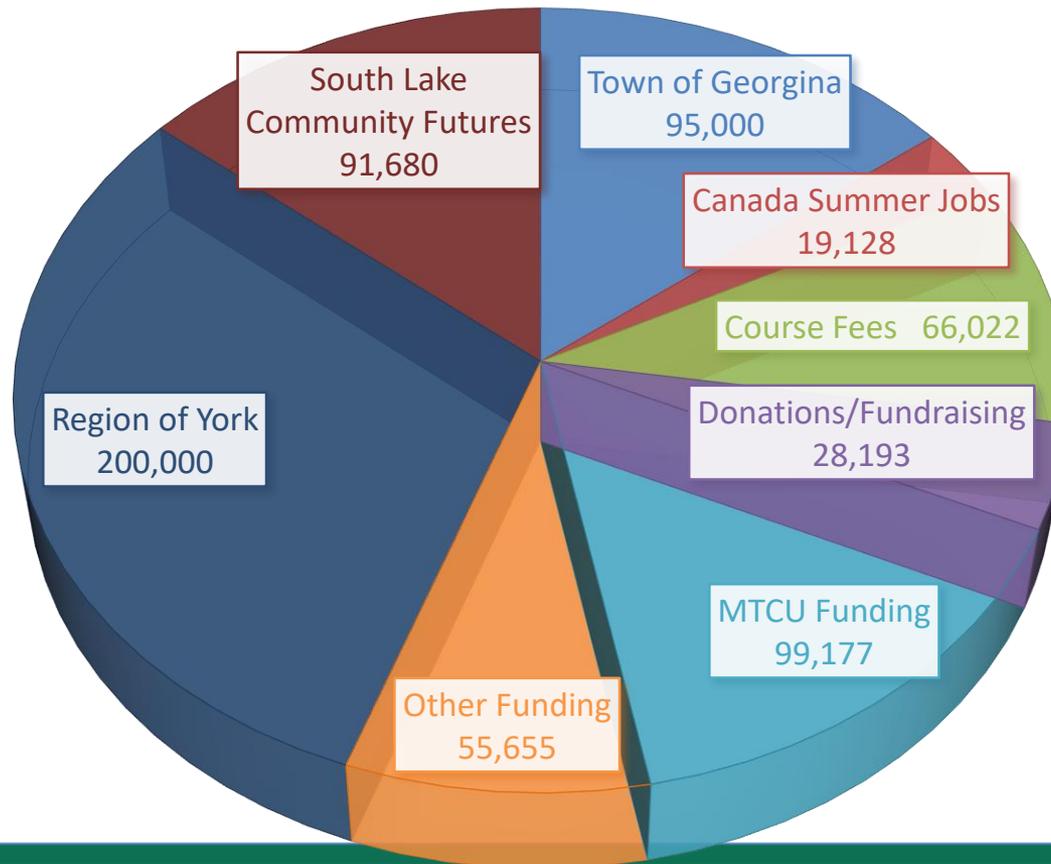
With funding from the Ministry of Training, Colleges and Universities GTTI was able to educating local builders and employers about the carbon imprint within the trades and what we can do to reduce this imprint. GTTI partnered with the Workforce Planning Board and Windfall Ecology Centre in an effort to connect with local builders. Educational videos were created as a result of this grant research opportunity and have been made available on our website with a copy of the extensive report on our carbon imprint and ways in which we can reduce it.



Finance 2018

- 2018 was a year of retrospection and learning. With the changes in provincial government during the year, some of our regular funding streams, normally open in the spring, were not released. This required us to research alternate funding sources and manage operating costs very carefully. It highlighted the importance and heightened our appreciation of our loyal supporters including the Westcott family through the Georgina Kinsmen, the Town of Georgina, the Region of York, and South Lake Community Futures.
- 2018 ended with a controlled financial deficit which we were able to fund from organizational reserves. When applications for provincial funding streams finally opened late in the year, the board and staff stepped up and worked very hard to plan, budget and write a great many grant applications. Many of these applications were successful and we are pleased to say that as a result, 2019 is fully funded with a budgeted surplus that will help to rebuild reserves. (Assuming Town's contribution)

Revenues for 2018 (\$654,835)



Snap Shot 2018

Total Revenue \$654,835

Direct Expenses \$770,015

Capitalized (\$34,033)

Total Expenses \$735,982

Net Deficit (\$81,147)

We've been busy....

- In 2019 we welcomed 14 students into the Pre-Apprenticeship Welding Program.
- 56 Students have participated in the SET program (hairdressing, construction and culinary)
- 8 of our culinary SET students were involved in our annual Farmer's Harvest Dinner
- Seniors Mentorship served 15 youth and 15 seniors this year as they participated together in both music and culinary skills
- Our New Horizons' program also had 15 youth and 15 seniors learning woodworking.
- The Orange Door Project helped 15 youth obtain certifications necessary for rapid employment.

Student Stories

- ‘Steve’ came to GTTI to learn welding by way of our pre-apprenticeship program.
- He had some struggles throughout the training but with coaching and perseverance he successfully completed the course and passed his certification.
- The Training Centre introduced him immediately upon graduation, to a large employer interested in new graduates. After the initial interview, the employer put ‘Steve’ through his paces and hired him on the spot in a permanent full time job.
- The employer was so impressed with the skill and abilities of ‘Steve’, that he called the Training Centre to say that he had never had such a well trained beginner welder – and added that he would like to interview ALL of our graduates.

Partnerships today

Our SET students are working under the direction of Habitat for Humanity supporting local housing on Dalton Road and gaining skills





In 2019 we entered into a partnership with Routes Connecting Communities, The Town of Georgina and The Georgina Chamber of Commerce.

QuestBus facilitates free or subsidized charter bus services for Georgina residents and visitors to attend educational, recreational and cultural events. QuestBus is also available as a charter for organizations, schools, sports teams or community groups in York Region and beyond. Our charter services are affordable, friendly, flexible, reliable and accessible.

The QUEST BUS has been busy and in high demand.

The Institute

Findings from the Deloitte study

Construction Sector Labour Market Analysis

Over the next 5 to 10 years the following occupations are expected to have the largest recruitment gaps within Ontario's construction sector:

- trade helpers and labourers
- Carpenters
- Homebuilding and renovation managers
- Construction managers
- Contractors and supervisors

In spite of expansion in the residential construction sector, there is a declining pool of youth who are seeking skilled trades training and an ageing workforce. The 10 year labour market outlook shows us:

87,300 workers retiring

20,000 expansion demand

84,300 new labour market entrants

23,000 gap in labour

Apprenticeship Training Methods

There are various programs available in Ontario to train as an apprentice and obtain certifications.

- Ontario Youth Apprenticeship Program (OYAP) which provides high school students with the opportunity to earn a high school diploma while working towards an apprenticeship certificate during school hours via a co-op placement.
- Pre-Apprenticeship Programs: offering introductory theoretical and practical training and Level 1 in-school apprenticeship training.
- Co-op diploma Apprenticeship: enabling people to train as apprentices while working towards the associated college diploma.
- Standard Apprenticeship route: the individual is responsible for finding an employer who will sponsor him/her for their training. Some unions or trade associations hold Contracts of Apprenticeship with the apprentice rather than the employer and run their own training centres.
- Trade Equivalency Assessment (TEA): for experienced workers who have not completed an Ontario Apprenticeship but want to obtain and challenge the Certificate of Qualification.

Challenges with the Current Offerings

- There are difficulties in finding an employer to sponsor the worker
- Academic demands of the Certificate of Qualification exam
- Lack of centralized source of clear information
- Geographic distance
- Financial barriers that limit the apprentice's ability to attend in-class training.

These challenges were identified through this study and highlighted by the stakeholders.

Barriers

Rural and Remote Location: difficult for apprentices to leave their families and move temporarily in order to attend training in an urban centre. Travel and accommodation often contribute to financial barriers.

Financial: during block-release training, many employers suspend the payment of wages – requiring apprentices to collect employment insurance IF they qualify. Reduced income may delay the apprentice in returning to school in subsequent periods.

Diversity Challenges: there is a lack of diversity in Ontario's apprenticeship system. Women comprise only 14% of all apprentices, while Indigenous Peoples and visible minorities represent only 1.5% and 1.2% respectively.

Digital Technology: apprenticeship training is being impacted by technology as skilled trades workplaces are becoming increasingly reliant on technology with new equipment and systems that require a greater degree of flexibility and enhanced digital skill.

Journey person Ratios: Ontario is the only province with Journey person/apprenticeship ratios of 6:1 for construction electrician and 3:1 for carpenter and plumber trades. In other provinces the ratio is consistently 1:1 or 1:2.

Continued....

Employer Impact: employers have no means of retaining apprentices after their training is complete. Inflexibility in the training system also can conflict with business needs. Employers are less inclined to invest in apprenticeship development as a result.

Training System Complexity: the lack of centralized resources and information makes the current system difficult to navigate. It is difficult to match opportunities with training outcomes.

Apprenticeship Term Period: Ontario has the longest apprenticeship term for several trades including construction electrician and plumber trades (9,000 hours). Apprentices take longer to enter the pool of certified workers in Ontario

Certificate of Qualification: For many students in the skilled trades system, there is a perception that completion of the Certificate of Qualification (CofQ) does not provide any value, this leads to low completion rates. Minimal support from employers and lack of support to complete the CofQ exam is also leading to low completion rates.

Opportunities for GTTI

Expanding Outreach – new programs initiated that are targeted at underrepresented groups. Outreach to youth considering trades need to be improved and new delivery of training and education to increase access to training.

Centralized Information and Support - Modifying the current program offerings, creating a central navigation platform, creating new exam-prep courses and pre-programs skills training and supporting students throughout their apprenticeship journey from entry to completion.

The Institute

Providing innovative new approaches to trades training with:

- Flexibly delivery times
- Student supports throughout the apprenticeship training pathway
- Brokerage of employers and students to ensure matches and retention
- Co-op offerings (partnerships with private industry)
- Mobile “pop up” delivery of training programs
- Support programs targeting disadvantages groups such as women, newcomers, First Nations.

Where are we now?

Draft framework plan has been presented to Ministry of Training, Colleges and Universities staff and Ministers

Engagement and dialogue with Ministry of Training, Colleges and Universities has led to a greater appreciation of the concept presents by GTTI

Continued contact with key stakeholders

Informal conversations with various members of Council to provide updates

Future involvement in the consultation process being established by MTCU

GTTI in 2020 – Planning for Our Second Decade

- New Strategic Plan
- Identified Need
- National shortage of skilled trades is reaching a crisis stage (CBS)
- GTTI Skilled Trades Institution



THANK YOU GEORGINA!



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THANK YOU

Our Supporters

