



Southwest Region Apprenticeship Forum 2004



Planning a Regional Approach



October 25, 2004

Stakeholder Planning

Educators

ISSUES:

Need specific, trade-focused labour market information that identifies what trades offer current opportunities
Recruiting of educators
Understanding partnership ie OYAP and Job Connect
Workshops
Ratios: promote changes
Poaching: promote/teach "loyalty" "dedication" "pride"
Job Connect issues: (WSIB, criteria) advocate for changes with government/ MPPs

POSSIBLE SOLUTIONS:

Networking: develop partnerships: school, community, parents, Business
Health and Safety: teach it
- partner with who provides Health and Safety training, teachers
Youth Employment Centres do workshops for students on how to market themselves to employers - available to all high school students
Blue collar stigma - bring in the experts
- shared information
- partnerships
- understanding paths
All community partners should share information: Job Connect, OYAP, Passport to Prosperity, Grade 10 career teachers
Understanding the process - work with teachers one-on-one re: benefits for regular students
- workshops by Ministry
- educate re: supports available
- guidance counsellors be experts at career counselling

Local Boards are funded by
Commission locales sont subventionné par



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Stakeholder Planning

Employers

ISSUES:

All issues need to be face-to-face

Ratio: get together re: change - sector council, government, employers

Poaching: employers above a certain size should be required to provide a certain number of positions or funding (gov't issue)

Job Connect: WSIB (not all placements require it)

Conflicting LMI is a problem: need accurate local LMI extracted from employers and articulating exact shortage areas

Have employers articulate what they look for in an apprentice

Educate students/educators on how different each apprenticeship can be

Insurance issues

Lack of interest in signing

Blue collar stigma—need to reculture

POSSIBLE SOLUTIONS:

Encourage the Ontario Insurance Board to reduce/partner with apprenticeship insurance

Proactive media coverage

Local awards for employers who sign an apprentice

Money issues: gov't give heavy subsidies; businesses pay into training fund - if they train they get their money back; companies take responsibility for training, are people being paid what they are worth?, monetary incentive to businesses that finish apprenticeship training

Health and safety for students: pre-training—provide workshops

- CAW program, Job Connect, L.I.U.N.A.

(ask the experts to get involved)

Ensure partnerships involve Industry Education Councils/Local Boards, career studies courses and employers (who need to be actively involved in the process and share information)

Develop specific trade requirements in easy to use/understand format for student/client marketing

Tap into other programs/opportunities such as on-line programs

Stakeholder Planning

Students and Parents

ISSUES:

Understand paths: earlier, direct path, alternate routes

If parents are trades people they can work through their union/sector council to address ratios

Transportation issues: may have to provide transportation or help to organize it (especially in rural areas)

Poaching: attitude re: small vs. large employer

Job Connect issues: WSIB, criteria, etc.

Big picture thinking

Health and safety: parents have to be aware and demand that it happens (school, Job Connect, et al)

POSSIBLE SOLUTIONS:

Develop partnerships to address blue collar stigma

Partner with media to get the message out there

Start in grades 5/6

Mobile lab going to middle and senior elementary (5-8) (school boards)

Workshop for any class that will have you about apprenticeship (partner OYAP & apprenticeship)

Address false expectations and encourage lifelong learning

philosophy among parents and students

Use presentations, hands-on, job shadow, tours, transferable skills, prior learning assessments

Workshops for parents and students by school, OYAP, Job Connect et al

Encourage government or MPP to make changes

Health and safety on-line

Stakeholder Planning

Forum hosted by the following Local Boards of Ontario:

Community

ISSUES:

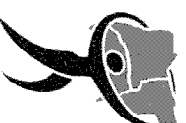
- Understanding the process through info sessions (am and pm), professional development for the public and including all players
- Transportation difficulties require subsidies or car pooling (especially in rural areas).
- Health and safety awareness
- Increase awareness of what services/supports are available at the community level with a specific focus on educating students and employers.
- Address lack of interest in signing
- Understand what opinions are available
- Need money going into elementary and secondary schools as well as colleges

POSSIBLE SOLUTIONS:

- Where there is union control of the workplace, educate the them on the needs and look for leadership or an advocate within the membership.
- Mentorship in communities to promote skills and knowledge transfer between seasoned workforce and new entrants
- Develop partnerships to remove blue collar stigma - reculture to remove stigma
- Share information to understand paths: direct paths and alternate routes
- Bring in the experts
- Workshops/information sharing and networking



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