

MANITOULIN DISTRICT APPRENTICESHIP DISCUSSION

SUMMARY NOTES - May 11, 2016

APPRENTICESHIP OVERVIEW

JULIEN GAUTHIER, APPRENTICESHIP BRANCH, MINISTRY OF TRAINING COLLEGES AND UNIVERSITIES

- In past, Julien used to visit the Island every 6 weeks which would result in 7-9 registrations, but has seen a noticeable decrease in the past few years.
- Currently 40 registered apprentices in the following trades: automotive power; electrical; carpentry; construction; service; PSW; child development.
- He explained changes to MTCU's role. While MTCU continues to register apprentices, they are now placing greater emphasis on apprentices who are at risk for not completing their apprenticeship.
- All apprentices are also required to register with the Ontario College of Trades (OCOT) and Julien noted that MTCU numbers differ from those of OCOT.
- Differences between compulsory/non-compulsory trades and the role of OCOT were also discussed.
- **NOTE:** OCOT is developing an online job bank for apprentices and employers looking for apprentices

SHARON ORLAK, OYAP (ONTARIO YOUTH APPRENTICESHIP PROGRAM) – RAINBOW BOARD

Sharon noted Rainbow Board would like to see more students in the trades. OYAP can help kick-start a trades' career while the student is still in high school. OYAP students are exempt from ratios and OYAP helps provide necessary work wear. Julien noted that OYAP is a big part of their apprenticeship business.

RON SARAZIN, AABO (ABORIGINAL APPRENTICESHIP BOARD OF ONTARIO) AND GEZHTOOJIG

Ron indicated that AABO was formed in 2005 and has 5 area offices across the province. AABO's objectives include: connecting with employers; establishing a central database of Aboriginal workers (and their skill sets) with a 1-800 number for employers and increasing the number of Aboriginal people in the trades. Ron noted that Gezhtoojig also provides a support system for OYAP students once they leave high school.

OTHER INITIATIVES

BEVERLEY CARTER-ROY, DIRECTOR, KTEI

- Six First Nations communities formed a local training alliance focussed on supporting adult learners.
- They conducted a survey earlier this year and 86% of those surveyed reported that they want post-secondary/pre-apprenticeship training/pathways.
- She noted that living in a rural area requires special consideration.

CHRISTIANA JONES, APPRENTICESHIP COORDINATOR, WII-NI N'GUCH-TOOD LDM (WIKWEMIKONG)

- Currently have: 24 apprentices; 18 women registered for Women in Trades (plumbing, electricity, building construction and carpentry); students attending level one pre-apprenticeship program for Truck & Coach Technician (Canadore College, North Bay); some students registered at Cambrian.
- Have applied to Skills Canada for a Summer Skills Camp for one week in July for 16 spaces.

LABOUR MARKET OVERVIEW

REGGIE CAVERSON, WORKFORCE PLANNING FOR SUDBURY & MANITOULIN provided an overview of data from OCOT which included the sectors/trades that journeypersons and apprentices are registered in.

DAWN GRAHAM, WORKFORCE PLANNING FOR SUDBURY & MANITOULIN provided an overview of data from EMSI Analyst (Economic Modelling System International) which identified the top trade occupations for the Manitoulin District.

DISCUSSION: challenges and in-demand trades

APPRENTICESHIP CHALLENGES:

- Lack of transportation
- Limited access to training due to location it is offered
- Seasonal nature of work making it difficult to complete the hours
- Limited availability of employers including those who have qualifications required to train
- Lack of discussion/awareness about the trades (process/pathways, steps, knowledge, supports)
- Completion of grade 12 which is required for most trades
- Mindset of parents
- Employers not wanting to train future competition
- Lack of supports (consultants) to follow-up with apprentices so they don't fall through the cracks

EMPLOYER CHALLENGES:

- Seasonal nature of work – which limits apprentice hours they can offer
- Lack of employer support for schooling requirement which means apprentice will be away from the job
- Employer fear of losing apprentice once they are trained
- Challenge to invest time, money and training
- More skills = more money and employers are either unwilling or unable to pay more
- Trade ratios
- Requirement to register with OCoT
- Lack of knowledge about employer incentives and programs
- Work ethic of youth/employees who have different perspectives

TRADES IN DEMAND:

Plumber	Electrician	Heavy (duty) Equipment Technicians
Health services (PSW)	Carpentry	Child Development Practitioner
Developmental Services Worker	Chef/Cook	

NEXT STEPS: who and what?

- Beverley noted the value of developing a rural apprenticeship strategy, but felt this would be too big for one agency to lead alone – could be a shared process with others (KTEI, AABO, First Nations, etc...).
- Recommendation to focus on in-demand trades and that everyone work together.
- Host another meeting to: identify specific steps/responsibilities and leadership from Manitoulin Island.
- WPSM agreed to facilitate next meeting.
- Host a fall/winter forum for employers to increase awareness re: the benefit of having an apprentice and incentives available for hiring. Include information on succession planning and sustainability as many trades will soon experience retirements. Outreach to employers via personal contact.