

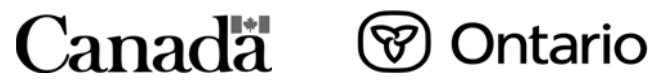


2006-2007

***A Community Plan of Action***



**Trends Opportunities  
and Priorities Report  
to the Community**



The views expressed in this document do not necessarily reflect those of Human Resources and Skills Development Canada or the Ministry of Training, Colleges and Universities



# 2006-2007

## **About This Report**

The Peel Halton Dufferin Training Board (PHDTB) is a non-profit, community-based organization that plays a leadership role in local labour force development. The Board is a catalyst in the community to study and help address labour market and training issues in the local area we serve.

The role of the PHDTB is to engage our community and partners in a local labour market research and planning process that leads to cooperative efforts among partners to find local solutions to local issues. A key component of our work is to develop and implement an annual community planning initiative known as the Trends, Opportunities and Priorities (TOP) process.

The TOP process involves the production of Census profiles; research of local labour market information; consultations with community partners and stakeholders to discuss issues, trends, opportunities and priorities; the development of a community partners' action plan to foster the development and implementation of local solutions to local issues; and the production of a TOP report to capture the results of the process.

This report builds on the work that was conducted last year, which focused on the newly released 2001 Census information specific to Peel Halton Dufferin. This year, the research focused on new labour market developments and trends, a Web-based survey completed by 122 stakeholders, four issue-specific focus groups involving a range of community stakeholders.

## **Acknowledgements**

The Peel Halton Dufferin Training Board wishes to express its sincere gratitude to the many community stakeholders and partners who participated in the online survey, personal discussions and the community consultation meetings. The Board looks forward to working with these community partners in the coming year to implement local solutions to the key labour market issues identified.

The Board would also like to extend its appreciation to Maragaret Vokes for the research and identification of key challenges, facilitation of the community consultations and compilation of this report.

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## 1.0 INTRODUCTION

The Peel Halton Dufferin Training Board is a community based, non-for-profit organization serving Peel, Halton & Dufferin.

The 2001 Census-based profile of the Peel Halton Dufferin area is outlined in the 2004 TOP Report, which can be accessed through our Web site at [www.phdtrain.com](http://www.phdtrain.com).

The major issues identified during the 2004 TOP process related to difficulties experienced by immigrants and internationally trained professionals to integrate into the local workforce at levels suiting their education, training and experience; the shortage of skilled trades and apprenticeship opportunities; the aging workforce; youth; and the need to work more closely with business and employers to resolve labour market issues.

This year's TOP process has confirmed that these issues have neither changed nor been resolved in 2005. This report outlines the major current and evolving labour market issues in our community, the specific plans and actions that have been made and will be taken in 2006 by key stakeholders to help resolve the barriers to full and productive employment in the Peel Halton Dufferin area. The TOP process is essentially a Community Plan of Action and is an ongoing process.



## 2.0 SUMMARY OF THE PHD LABOUR MARKET

Peel, Halton and Dufferin (PHD) each have unique characteristics. Based on the last census (2001) statistics PHD has a lower unemployment rate than Ontario & Canada. Manufacturing employs 18.5% and retail trade employs 11.2% of the labour force in PHD.

**Table 1: Population Size: Peel, Halton, Dufferin and PHD, 2002**

	Peel	Halton	Dufferin	PHD
<b>Total Population</b>	989,950	375,230	51,010	1,416,190
<b>Male</b>	489,055	183,330	25,500	697,885
<b>Female</b>	499,890	191,895	25,515	717,300
<b>Population Change % Between 1996 to 2001</b>	16.0	10.4	11.7	14.3

### **Highlights for the Peel-Halton-Dufferin Area**

- Both PHD and Ontario experienced slight improvements in their employment rates and participation rates between 1996 and 2001.
- PHD has a lower unemployment rate than Ontario and Canada.
- Youth unemployment is almost twice that for the total labour force in PHD.
- Between 1996 and 2001, the immigrant population in PHD is growing faster than the PHD population (22.0% versus 14.3%).
- PHD has a lower percentage of unemployed immigrants compared to Ontario and Canada.
- Compared to Canada and Ontario, PHD has a higher proportion of university-educated people within its population, and lower proportion of people with less than grade nine education.
- In 2001, the main field of study of PHD residents with postsecondary qualifications was commerce, management and business administration (21.9%).
- In 2001, the labour force participation rates increased with educational attainment in PHD.

<b>Table 2: Education By Labour Force Activity: PHD, 2001</b>		
<b>Highest Level of Schooling</b>	<b>Participation Rate (%)</b>	<b>Unemployment Rate (%)</b>
<b>Less than Grade 9</b>	33	6
<b>Grades 9-10</b>	51	7
<b>Grades 11-13</b>	64	6
<b>Secondary School Graduation Certificate</b>	74	4
<b>Trades Certificate or Diploma</b>	74	3
<b>Other non-university education only</b>	82	4
<b>University</b>	82	5

<b>Table 3: Top Ten Occupational Categories: PHD, 2001</b>	
<b>1</b>	Middle and other Management Occupations (12%)
<b>2</b>	Clerical Occupations (11.8%)
<b>3</b>	Intermediate Sales and Service Occupations (9.1%)
<b>4</b>	Trades And Skilled Transport and Equipment Operators (7.4%)
<b>5</b>	Elemental Sales and Service Occupations (7.0%)
<b>6</b>	Skilled Administrative and Business Occupations (6.6%)
<b>7</b>	Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance. (5.8%)
<b>8</b>	Processing And Manufacturing Machine Operators and Assemblers (5.4%)
<b>9</b>	Skilled Sales and Service Occupations (4.8%)
<b>10</b>	Professional Occupations in Social Science, Education, Government Services and Religion (4.7%)

<b>Table 4: Top Ten Employers: PHD, 2001</b>	
<b>1</b>	Manufacturing (18.5%)
<b>2</b>	Retail Trade (11.2%)
<b>3</b>	Professional, scientific and technical services (7.9%)
<b>4</b>	Wholesale Trade (7.8%)
<b>5</b>	Transportation and Warehousing (7.3%)
<b>6</b>	Health Care and Social Assistance (6.9%)
<b>7</b>	Finance and Insurance (6.0%)
<b>8</b>	Educational Services (5.2%)
<b>9</b>	Addommodation and Food Services (5.1%)
<b>10</b>	Construction (4.9%)

## 2.1 A SNAPSHOT OF RECENT DEVELOPMENTS

The automotive sector is a major source of employment in the area, and is undergoing dramatic changes. Ford Motor Company of Canada experienced layoffs due to poor sales of the Ford Windstar produced at its Oakville minivan plant. Ford's minivan deliveries declined 32%, and Ford's sales in Canada declined. Production cuts originally affected about 3600 employees, although those laid off will receive about 80% of their regular income. Ford is retrofitting for flexible manufacturing and is converting the truck plant. Some Ford suppliers are making inquiries in the region.

DaimlerChrysler experienced increased hiring due to the Brampton-built 300 series and Magnum's popularity with the public. About 900 new jobs opened, attracting 6,000 applications within 48 hours of announcing the new shift. New job postings and training resulted. Jobs filled by laid off Brampton Assembly workers, preferential hires from other Chrysler facilities and lastly by new outside hires.

The shortage of skilled trades continues to be a problem in the area. A recent report by Canadian Manufacturers and Exporters indicates that about 41% of its members are having difficulties finding people with the needed skills, which are negatively impacting manufacturing productivity. Polywheels in Oakville is one company faced with this challenge, and is taking a creative approach to providing unconventional benefits (perks) to its existing employees to keep them from moving to higher hourly wage skilled trades positions at larger companies.

The retail sector is healthy. Despite the proliferation of big-box shopping centers, independent retailers are surviving well, due mainly to finding specific niches the big-box centers are not able to specialize in, as well as more personal customer service.

The economy of the City of **Mississauga** is buoyant. The municipality has close to 21,000 businesses, and is growing consistently. Mississauga is a high tech hot spot in Canada; the home of 22 of the top 300 tech companies in Canada (7%). Of the country's top 25 multinational technology companies in Canada, 10 are located in Mississauga. There have been a number of business expansions in the City, many of them in the biotechnology sector. From January to June 2005, Mississauga issued permits for new industrial buildings valued at \$51.5 million; and for new commercial buildings valued at \$12.5 million.

The economy of **Brampton** is buoyant. Construction on a new state-of-the-art aluminum re-melt plant began in Brampton, which will create 50 new jobs when it is fully operational by the end of 2005. Brampton had the second highest value of constructions in Canada in 2004 at \$2.7 billion (second only to Toronto). Brampton has 227 new businesses employing over 1,800 new employees. The City is launching a new strategic manufacturing sector expansion program.



In 2004, new building activity was responsible for 85% of Brampton's \$157.5 million industrial construction market. The city's industrial landscape is good with more than 3.3 million square feet. A number of new businesses have set up in Brampton recently, and local companies reinvested more than \$19.3 million to expand their existing facilities. Industrial additions in 2004 were valued at \$19.3 million. New industrial projects were valued at over \$138 million. A new health centre is scheduled to open in 2006, creating 1,500 new jobs and 80 new physicians to the area.

Although Brampton has many economic strengths (a large and diversified local economy, the youngest median age labour force in the GTA, a growing multicultural labour force supply, and other attributes), it is heavily reliant on the manufacturing sector and exports. This reliance has unpredictable consequences in an increasingly competitive and global economy.

Brampton is relatively under-represented in knowledge employment (science, senior management, engineering, etc.) compared to other GTA, Ontario and Canadian cities. It is under-represented in associated spin-offs (like its weaker local office real estate market). The impact of rising construction and development fees in Ontario is felt in Brampton.

The economy of **Orangeville** is constrained. The major problem is that the town is coming close to its borders. There is a limited supply of land, as well as a labour supply shortage. Ontario's new greenbelt legislation puts further limits to development and further constrains any potential growth in land.

There have been several plant closings in Orangeville recently, although some companies are expanding to some extent. The Town is focusing on attracting tourism and related attractions, which will have implications for related businesses. There has been a lot of new retail, services, commercial and big box activity, as well as some expansions of Small and Medium-sized Enterprises.

There were 2600 business registrations in **Halton** last year. Companies with between 200 and 499 employees increased 54.5% between June 1999 and December 2003, and the number of enterprises with 100-199 employees increased 26.2%. These increases suggest a dynamic and healthy economy, despite the fact that enterprises with over 500 employees decreased by 20%.

There are 800 acres of new employment lands in Halton, with increases in **Halton Hills** and **Milton**, in particular. Milton has 3 million square feet of new employment buildings (non-residential, commercial, industrial). There are two new companies starting to build in Halton Hills, and several new plants in **Burlington** (3) and **Oakville** (5).

There were 28 new companies in Burlington at the end of June 2005, and 7 business expansions/relocations. Based on interviews conducted by the City of Burlington with 140 companies, about 53% have plans to

expand their business in the next 3 years; 63% are increasing market share of their key product/service; 51% have increasing employment needs; 41% are increasing their investment in staff training. (In 2004 there were 102 new companies, creating 1,695 new jobs and 51 business expansions/relocations.)

Oakville's North Oakville Plan is before the Ontario Municipal Board, which, if implemented, will create an estimated 35,000 new jobs. The PetroCanada refinery is now closed, but will become a bulk distribution centre. The Burloak area will see a major new retail outlet and new hotels.

This area in the GTA is attractive to U.S. developers. Land is still available; there is a good labour pool of professional & skilled trades; and all services and amenities are available. Development is happening despite high development charges and perceptions of the area as a high cost one.

Community Development Halton's May 2005 report identified various labour-market related issues in the area. These include: perceptions of under-funding of social infrastructure, barriers to newcomers in achieving recognition of foreign credentials, low social assistance rates and low minimum wage, barriers to getting off Ontario Works, shortage of secure employment with adequate wages and working conditions, shortage of affordable and appropriate child care, and ongoing erosion in overall quality of education due to under-funding. The Civic Panel recommended that Citizenship and Immigration Canada review and change current immigration policies and practices to ensure that immigrants and refugees become part of the community.



### **3.0 PLANS FOR 2006**

#### **OUR CONSULTATION PROCESS**

The Board conducted a Web-based survey in October and November 2005 to confirm key existing issues and to identify new labour market issues. Five community consultation meetings were held in Mississauga on November 1, November 3, November 8, November 10 and November 14. A total of 122 stakeholders participated in the consultation process. Participants represented a broad cross section of the PHD community.

The issues and actions that will be taken through the collaborative efforts of key stakeholders are summarized in the updated, issue-specific planning chart.

#### **3.1 Summary of Local Trends**

The major trends for PHD continue to be unchanged from last year. The TOP community consultation process for 2006-2007 has identified the same trends (we have worded them differently this year to get clarity) that can be expected to have an impact on the needs and opportunities for workforce development in the PHD region.

##### **Marginalized Workforce**

In 2001, the unemployment rate of recent immigrants (11.4%) was more than twice that of the overall unemployment rate (4.8%), for PHD. In 2001, immigrants displayed the lowest participation rates at 68.6 percent. With the increase in new immigrants coming to Canada with about 50% making the Toronto and the PHD area their new home a high unemployment/underemployment rate is evident for new immigrants.

##### **High Level of Skill Shortages**

Skilled worker recruitment, retention and skills development will be critical issues in the PHD labour market in the years ahead. According to Statistics Canada two occupations experienced a decline in both PHD and Ontario between 1991 and 2001. These were "Intermediate Occupations in the Primary Industry" (e.g., logging and forestry workers, general farm workers, fishing vessel deckhands etc.) and "Trades Helpers, Construction Laborers and Related Occupations". Scarcity of skilled trades people will become more acute over the next decade in key sectors such as manufacturing, which is anticipating the retirement of 400,000 manufacturing sector workers in the next fifteen years.

## **Lack of Literacy Skills**

As the “knowledge-based” economy becomes increasingly widespread, lack of acceptable literacy skills has become a major barrier to gaining and retaining employment. Compared to Canada & Ontario, PHD has a higher proportion of university-educated people within its population, and lower proportion of people with less than grade nine education. Studies have shown that an estimated 20% of the Canadian population lack basic literacy skills, and an estimated 40% lack adequate (or enhanced) literacy skills to function safely and effectively in the workplace.

## **Aging Population**

As the population of Canada ages there will be opportunities for employment as more Canadians continue to retire. By 2011, it is estimated that 41% of Canada’s working age population will be between the ages of 45-64, up from 29% in 1991. The labour force of the PHD region is aging faster than the provincial labour force. The local board area experienced 39 percent growth in the number of people aged 60-64 years between 1991 and 2001, while Ontario experienced a meager 7 percent growth in comparison. (Please note that in the following pages issues have been linked with the trends listed above but no specific issue has been linked to “aging population” directly. Some of the issues identified are however also as a result of this trend.)



**Trend: Marginalized Workforce**

**Issue:** New Immigrants & Internationally Trained Professionals face challenges to acquire meaningful employment

**Labour Market Information:**

In 2001, the unemployment rate of recent immigrants (11.4%) was more than twice that of the overall unemployment rate (4.8%), for PHD. In 2001, immigrants displayed the lowest participation rates at 68.6 percent. Little improvement has been made.

**Action Taken, 2005-2006:**

- “Newcomer Organizations Network” established. The network brings together the community agencies serving newcomers to share information as well as funding opportunities.

<b>Opportunity 1:</b>	<p><b>PLANNED ACTION:</b></p> <ul style="list-style-type: none"> <li>• Develop a concise, coordinated directory of services for newcomers</li> </ul> <p><b>Lead Organization:</b> To be determined</p> <p><b>Partners:</b> To be determined</p>
<b>Priority:</b>	<b>High, Long term</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• A coordinated, comprehensive database of relevant programs and services</li> <li>• A practical reference document for all stakeholders.</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007</li> </ul>



**Issue:** New Immigrants & Internationally Trained Professionals face challenges to acquire meaningful employment (continued).

<b>Opportunity 2:</b>	<b>PLANNED ACTION:</b> Hold a Region-wide Business Conference with the primary purpose and objective of expanding and improving business involvement in the employment of newcomers to Canada.
<b>Lead Organization (s):</b>	ACCESS and Peel Halton Dufferin Training Board
<b>Partners:</b>	CET Service Canada Ontario Works in Peel Region Collège Boréal Brampton Neighbourhood Resource Centre City of Mississauga - Economic Development Brian J. Fleming Catholic Adult Learning Centre
<b>Priority:</b>	<b>High</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• Greater business involvement in the provision of employment opportunities for newcomers.</li> <li>• Achievement of Canadian experience for newcomers to enhance their future employment prospects in Canada.</li> <li>• Higher rates of suitable employment for newcomers.</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007 as scheduled with partners.</li> </ul>

<b>Opportunity 3:</b>	<b>PLANNED ACTION:</b> Six weeks of Workshops for Internationally Trained professionals to help them with their speaking, presentation, interview and self-marketing skills.
<b>Lead Organization (s):</b>	Peel Halton Dufferin Training Board
<b>Partners:</b>	Trillium Toastmasters Dixie Bloor Neighbourhood Services ACCESS
<b>Priority:</b>	<b>High</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• 12 Foreign trained individuals will have improved speaking skills and knowledge of community resources where they can continue to get assistance with improving their speaking and presentation skills.</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007</li> </ul>

**Trend: High Level of Skill Shortages**

**Issue:** Industry is having difficulty attracting and retaining skilled workers because not enough people are being trained in the skilled trades.

**Labour Market Information:**  
 Stats Canada reports that between 1991 and 2001 there was a significant decline in the “Trades Helpers, Construction Laborers and Related Occupations”. Scarcity of skilled trades people will become more acute over the next decade, i.e., the manufacturing sector has estimated that 400,000 workers will be retiring in the next fifteen years.

**Action Taken, 2005-2006:**

- Three employer awareness events were held to create awareness about tax incentives/subsidies available to employers when hiring apprentices.
- Apprenticeship Graduation event held.
- A booklet “Partnering For The Future: Linking Employers and Education”. Summarizing the benefits to employers when hiring apprentices, was created and shared with over 200 employers.
- Forum for guidance councilors, industry representatives, parents, business and students was held to discuss issues surrounding skilled trade shortages.

<b>Opportunity 1:</b>	<b>PLANNED ACTION:</b> Establish a committee of interested stakeholders to discuss strategies on how to encourage employers to hire more apprentices.
<b>Lead Organization (s):</b>	Peel Halton Dufferin Training Board and Peel District School Board
<b>Partners:</b>	Halton Industry Education Council Dufferin-Peel Catholic District School Board Sheridan College Collège Boréal Ontario Works in Peel Region Georgian College MTCU, Apprenticeship Office, Mississauga Branch
<b>Priority:</b>	<b>High</b>
<b>Expected Outcomes:</b>	• To be determined
<b>Timelines:</b>	• Fiscal year 2006-2007

<b>Opportunity 2:</b>	<b>PLANNED ACTION:</b> Sponsor an employer breakfast to present information about the incentives and tax credits available for apprenticeship and to raise employer awareness of the need to train more apprentices.
<b>Lead Organization (s):</b>	Peel Halton Dufferin Training Board
<b>Partners:</b>	Sheridan College Local Board's of Trade MTCU, Apprenticeship Office, Mississauga Branch Job Connect
<b>Priority:</b>	<b>High</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• 100 Employers will be made aware of the incentives available to hire apprentices.</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007</li> </ul>





## **Trend: Lack of Literacy Skills**

**Issue:** Number of Youth leaving school is increasing due to Board of Education's zero tolerance policy and a more rigorous curriculum. These youth lack the necessary skills to get employment.

### **Labour Market Information:**

As the "knowledge-based" economy becomes increasingly widespread, lack of acceptable literacy skills has become a major barrier to gaining and retaining employment. Compared to Canada & Ontario, PHD has a higher proportion of university-educated people within its population, and lower proportion of people with less than grade nine education. The current high school dropout rate is at 30% in Ontario.

### **Action Taken, 2005-2006:**

- Held a half-day forum, "Getting Connected 2005" which brought together 45 agencies who work with youth at risk to identify ways to work collaboratively.
- Held "Mission Employability" workshop attended by graduating high school students who are not going onto university or college.



Opportunity 1:	<p><b>PLANNED ACTION:</b> Develop a Web-based Youth Information Portal for youth, which will identify information and tools available, which will assist them to obtain meaningful employment.</p> <p>A youth committee will be informed to advise on the structure, appearance and messaging of the site.</p>
Lead Organization (s):	Peel Halton Dufferin Training Board and Halton Industry Education Council
Partners:	YMCA Mississauga YMCA - Peel Youth Village
Priority:	High
Expected Outcomes:	<ul style="list-style-type: none"> <li>• One-stop point of relevant information for youth and community workers across the PHD area.</li> <li>• Widespread awareness throughout the area through effective advertising</li> </ul>

**Issue:** Numbers of Youth at Risk increasing due to the zero tolerance policy and the more rigorous curriculum. Youth lack the necessary skills to get employment (continued)

<b>Opportunity 2:</b>	<p><b>PLANNED ACTION:</b> Plan and develop "Mission Employable" Workshops in Halton and Dufferin &amp; assist with workshops in Peel. Employable workshops for youth are geared to graduating high school students who are not going on to university or college.</p>
<b>Lead Organization (s):</b>	Peel Halton Dufferin Training Board and Halton Industry Education Council
<b>Partners:</b>	Avalon Retirement Centre Halton District School Board
<b>Priority:</b>	<b>Medium</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• Workshops will be delivered to 400 students.</li> <li>• Youth who attend the workshops will be more aware of the skills needed to get a job.</li> <li>• Improved communication between employers and youth who attend the workshops</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007</li> </ul>

<b>Opportunity 3:</b>	<b>PLANNED ACTION:</b> Compile a youth directory for PHD to assist youth to find information about employment, education, health, transportation etc. This tool would help young people find access to services in their communities that can assist them to get the training/employment that they require.
<b>Lead Organization (s):</b>	To Be Advised
<b>Partners:</b>	Peel District School Board Dufferin Peel Catholic District School Board H.I.E.C.
<b>Priority:</b>	<b>Medium</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• A youth directory that will assist youth/youth serving organizations in PHD to find appropriate training and employment services.</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007</li> </ul>

<b>Opportunity 4:</b>	<b>PLANNED ACTION:</b> Conduct a youth needs analysis of unemployed youth in Brampton to better understand the reasons why they have been unable to acquire meaningful employment. The research will also focus on the needs of business and their expectations from employees. The research will be followed by one-day youth awareness fair.
<b>Lead Organization (s):</b>	Peel Halton Dufferin Training Board
<b>Partners:</b>	Region of Peel Centre of Education & Training YMCA Brampton Peel Youth Village Local School Boards Brampton Mayors Youth Advisory Committee United Achievers Rapport Youth Services
<b>Priority:</b>	<b>Medium</b>
<b>Expected Outcomes:</b>	<ul style="list-style-type: none"> <li>• A report about the needs of youth in Brampton based on surveying 150 young unemployed people.</li> <li>• A one day youth fair to be attended by 300-500 young people; 20 agencies</li> </ul>
<b>Timelines:</b>	<ul style="list-style-type: none"> <li>• Fiscal year 2006-2007 as scheduled with partners.</li> </ul>

**APPENDIX 1**  
**Community Consultations**

**Immigrants & Foreign Trained Professionals**  
**Consultation Group Participants, November 1 , 2005**

<u>Name</u>	<u>Organization/Company</u>
Amring, Susan	City of Mississauga
Brophy, Paul	Service Canada
Carpentar, Susan	Sheridan College
Correia, Meena	MTCU, Apprenticeship Office-Mississauga
Da Cunha, Shalini	Peel Halton Dufferin Training Board
Douglas, Sharon	United Way of Peel Region
Fonseca, Gerson	Centre for Education & Training
Gonsalves, Danielle	Peel Halton Dufferin Training Board
Hobson, Lindsay	Sheridan College
Hogan, Lorraine	Ministry of Citizenship & Immigration
Hubahib, Paul	YMCA – Mississauga
Inamdar, Jyotsna	Centre for Language Training & Assessment
Jacildo, Susan	Peel Halton Dufferin Training Board
Krukowski, Barb	The Centre for Skills Development & Training
Lakhani, Rekha	Ontario Works in Peel Region
Leigh, Pat	Service Canada
Lovelock, Dave	Centre for Education & Training
McLean, Terry	Peel Halton Dufferin Training Board
McLeod, Lynn	Mississauga Public Library
Meshginnafas, Simin	Sheridan College
Morton, Bill	Brampton Neighbourhood Resource Centre
Militar, Gilmar	The Ontario Trillium Foundation
Owen, Timothy	World Education Services (WES)
Patterson, Blossom	United Achievers Community Services
Pond, Allison	ACCES
Rennie, Laureen	Ontario Works in Peel Region
Rice, Anne	Collège Boréal – Job Connect
Seed, Dianne	Halton Industry Education Council
Seepersaud, Andrea	Inter-Cultural Neighbourhood Social Services
Sereda, Phyllis	Peel Adult Learning Centre
Sharma, Munish	M6 Management
Shulman, Matthew	Peel Halton Dufferin Adult Learning Network
Solonik, Sandra	Region of Peel
Smits, Andy	Brian J. Fleming Catholic Adult Learning Centre
Vokes, Margaret	Global Reach Enterprises Inc.
Webber, Terri	Brampton Neighbourhood Resource Centre
Welch, Sandra	Ontario Works in Peel Region

**Skilled Trades & Apprenticeships  
Consultation Group Participants, November 8, 2005**

<u>Name</u>	<u>Organization/Company</u>
Briggs , John	Bahra Enterprises/TMS Lighting
Clennon, Mitsy	Ontario Works in Peel Region
Clyne, Fiona	Ontario Works in Peel Region
Da Cunha, Shalini	Peel Halton Dufferin Training Board
Evans, Pat	Peel District School Board
Franco, Joanne	Job Skills
Gibson, Teenie	Ministry of Training, Colleges & Universities
Gonsalves, Danielle	Peel Halton Dufferin Training Board
Hinton, Donna	Sheridan College
Hoey, Kelly	Halton Industry Education Council
Hodsdon, Judy	JBJ Employment Services
Hufton, Heather	Peel Literacy Guild
Hunt, Sherry	MTCU, Apprenticeship Office, Mississauga Branch
Jacildo, Susan	Peel Halton Dufferin Training Board
Kearns, Gillian	YMCA – Mississauga
McLean, Terry	Peel Halton Dufferin Training Board
Millward, Nancy	World Education Services (WES)
Nyamali, Lawrence	Centre for Education & Training
Ouellette, Michelle	Dufferin-Peel Catholic District School Board
Pennington-Drabble, Norma	Peel Halton Dufferin Training Board
Petersen, Rick	MTCU, Apprenticeship Office, Mississauga Branch
Rydall, Jill	The Centre for Skills Development & Training
Reid, Alan	Sheridan College
Rice, Anne	Collège Boréal – Job Connect
Seed, Dianne	Halton Industry Education Council
Solonik, Sandra	Region of Peel
Tamari, Ilham	Malton Employment Resource Centre
Timothy, Valerie	Peel Learning Institute
Tye, Brenda	Georgian College
Vokes, Margaret	Global Reach Enterprises Inc.
Whyte, Pat	The Centre for Skills Development & Training



## Youth

### Consultation Group Participants, November 3, 2005

<u>Name</u>	<u>Organization/Company</u>
Correia, Meena	MTCU, Apprenticeship Office, Mississauga Branch
da Cunha, Shalini	Peel Halton Dufferin Training Board
Douglas, Sharon	United Way of Peel Region
Franco, Joanne	Job Skills
Gardener, Joan	Youth Community Connections Mississauga
Gonsalves, Danielle	Peel Halton Dufferin Training Board
Graham, Sarah	Ontario Works in Peel Region
Hines, Samantha	United Achievers Community Services
Hoey, Kelly	Halton Industry Education Council
Holowachuk, Darlene	YMCA – Mississauga
Hufton, Heather	Peel Literacy Guild
Jacildo, Susan	Peel Halton Dufferin Training Board
Leigh, Pat	Service Canada
Mackinnon, Moya	Centre for Education & Training
Marquez, Angie	The Ontario Trillium Foundation
Mckibben, Laura	Vita Manor of Peel
McLean, Terry	Peel Halton Dufferin Training Board
Merraro, Lindel	Dixie Bloor Neighbourhood Centre
Montague, Sophia	Inter-Cultural Neighbourhood Social Services
Murray, Greg	Halton Industry Education Council
Murray, Nadia	Avalon Retirement Centre
Murray, Robert	Symplastics
Musu, Michelle	The Centre for Skills Development & Training
Patterson, Blossom	United Achievers Community Services
Sereda, Phyllis	Peel Adult Learning Centre
Shulman, Matthew	Peel Halton Dufferin Adult Learning Network
Taylor, Erica	YMCA – Peel Youth Village
Thompson, Christine	Toronto District School Board
Tye, Brenda	Georgian College
VandeGraaf, Christine	YMCA – Hamilton/Burlington
Vokes, Margaret	Global Reach Enterprises



**Older Worker  
Consultation Group Participants, November 10, 2005**

<u>Name</u>	<u>Organization/Company</u>
Beardall, Scott	Centre for Education & Training
Bidlofsky, Michelle	Ontario Works in Peel Region
Brans, Louise	Halton Industry Education Council
da Cunha, Shalini	Peel Halton Dufferin Training Board
Franco, Joanne	Job Skills
Gonsalves, Danielle	Peel Halton Dufferin Training Board
Ide, Robert	Centre for Education & Training
Jacildo, Susan	Peel Halton Dufferin Training Board
Jayasinghe, George	MPP Mississauga East Office
Mackeson, Juliet	Centre for Education & Training
Mills, Kathy	Centre for Skills Development & Training
Pennington-Drabble, Norma	Peel Halton Dufferin Training Board

**Business  
Consultation Group Participants, November 15, 2005**

<u>Name</u>	<u>Organization/Company</u>
Banks, Pam	Mississauga Business Enterprise Centre
Belanger, Martin	ATS Recruitment
Bowden, Elizabeth	Patheon Inc. TRO
Briggs, John	Bahra Enterprises/TMS Lightning
Da Cunha, Shalini	Peel Halton Dufferin Training Board
Howell, Charlene	Mckesson Logistics Solutions
McLean, Terry	Peel Halton Dufferin Training Board
Millward, Nancy	World Education Services (WES)
Sharma, Munish	M6 Management
Wark, Keith	ATS Recruitment
Vokes, Margaret	Global Reach



## **APPENDIX 2**

### **Description of Methodologies**

**The methodology used to solicit community input for the 2005 TOP process consisted of the following.**

#### **1. Research and Analysis**

Current labour market information was disclosed through a process involving secondary and primary source research. This consisted of Web site searches, reviews of newspaper and magazine articles, journals and other publications. Personal discussions (telephone interviews and/or meetings) were also held with key community stakeholders to get the latest information on economic developments within the area. Particular focus was placed on discussions with economic development personnel in the major municipalities within Peel Halton Dufferin area as well as labour market information analysts.

#### **2. Survey**

The stakeholder community was surveyed by means of a Web-based questionnaire that could be accessed through the PHDTB's Web site. The services of YFactor, a company which specializes in the technical aspects of Web-based surveys, was retained to format the survey and carry it on SurveyMonkey.com. This enhanced accuracy and facilitated data interpretation.

The survey questions were formulated in accordance with the major issues identified during the previous year's TOP process as well as the research conducted in 2004 and 2005. A TOP Report Committee of the Peel Halton Dufferin Training Board was struck, involving three members of the Board of Directors, the Executive Director, and the Consultant. The key issues to go into the survey were decided upon jointly. The survey was structured for simplicity, to encourage completion, and to encourage respondents to outline their own ideas as to major labour market issues. The survey was both quantitative and qualitative in nature. No new issues were identified.

The Executive Director invited, by e-mail, letters and telephone, over 400 community stakeholders to complete the survey. One hundred and twenty-two people responded to the survey.

#### **3. Personal Interviews**

Personal interviews and consultations were conducted with several key stakeholder organizations, to obtain more qualitative information and unstructured comments with respect to key issues.

#### **4. Analysis and Reporting**

The Web-based survey results and key findings of the interview process were analyzed. This information was summarized on an issue-specific basis, and was made available to all stakeholders attending the various issue-specific community consultation meetings. The survey results are included in Appendix 5.

#### **5. Community Consultation Meetings**

A description of the community consultation meetings is outlined in Appendix 3.



## **APPENDIX 3**

### **Description of the Consultations**

Five community consultation meetings were held in November, 2005 to solicit community input. Four of these related to specific issues, and one was exclusive to businesses/employers to discuss findings and issues with a business/employer focus.

#### **Issue-Specific**

- (a) Immigrants and Foreign Trained Professionals, held November 1, 2005 with 31 participants (plus representatives of the PHDTB and the consultant).
- (b) Youth, held November 3rd with 26 participants.
- (c) Skilled Trades and Apprenticeships, held November 8th with 24 participants.
- (d) Older Workers, held November 10th with 12 participants.

#### **Stakeholder Group-Specific**

- (e) Business/employer focus group, held November 14th with 18 business/employers represented in the group.

PowerPoint summaries of the issue-specific survey findings were presented at the community consultation meetings to stimulate discussion and planning initiatives. The meetings outlined and verified the findings of the research, confirmed key priorities and led to agreement on specific actions that will be taken by leading stakeholder organizations in 2006 to address identified issues.



## **APPENDIX 4**

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## **Peel - Halton - Dufferin Training Board**

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La Commission de formation  
de la main-d'oeuvre de  
Peel - Halton - Dufferin

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