



sourceONE JOB FAIRS

Commencing in January 2005, the Youth Job Fair Coordination project is designed to provide better linkages between youth job seekers and local employers looking to hire. We developed a name "SourceOne Job Fairs" and various associated oriented marketing materials based on input from local youth.

After 4 months of planning and developing, the pilot SourceOne was held in downtown Guelph on Wednesday May 11th. The intent of these job fairs is not necessarily to attract a large number of employers but to ensure that those participating have current vacancies available to be filled. Although there were only 8 employers in attendance, they



line ups everywhere!

brought with them over 500 jobs to be filled. Some of the employers offering permanent full-time employment included Tim Hortons' new warehouse and distribution centre, Linamar's manufacturing facilities and Zellers (hiring for a new store opening soon). One employer, offering 20 full time positions, received over 150

applications within the first hour and suggested that probably 75-80% of those positions could be filled from resumes received at the job fair.

Employers were offered facilities for interviews or testing although most indicated that, with constant line ups at their booths, they would not have time. They told us that at future job fairs they would bring more staff so that they could use these facilities. Job seekers were also provided assistance in that they could talk with employment counsellors from various youth employment service providers to get advice, review their resumes and make changes if necessary.

It is estimated that over 700 job seekers participated in this pilot event which was funded through Human Resources and Skills Development Canada's Youth Project fund. The original objective of having 150 jobs available to job



seekers was easily surpassed making this event a solid success! We expect to do many more.

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WWTAB is funded by:
Human Resources Development Canada
and the

WWTAB is one of 21 non-profit corporations operating across the province playing a leadership role in local labour force development. Our mission is to work with labour market partner groups to identify training and adjustment needs and gaps and to facilitate community partnerships to respond to labour market conditions in the Waterloo Wellington area.



Skilled Trades Projection 2015 (SP2015)

The Skilled Trades Projection 2015 report was released in March 2005. The research was conducted for WWTAB by Larry Smith, and in partnership with Conestoga College Institute of Technology and Advanced Learning, Canada's Technology Triangle Inc and the City of Guelph. The study addressed the conditions for individual skilled trades and for the trades in the aggregate from 2005 to 2010 and 2015.

Although some specific trades were identified for both 2010 and 2015, there was no evidence indicating a systemic shortage of skilled tradespersons in either of the reference periods, whether caused by the need to replace retiring workers or by the need to accommodate future growth. This conclusion is principally dependent on the continuation of relatively heavy in-migration to Waterloo Wellington and the youthful age profile that results. Should this migration abate sharply, a systemic skilled trades shortage will occur.

This relatively adequate supply of the skilled trades represents an advantage for the continued prosperity and growth of the local economies. It can also offer the opportunity to address deficiencies in the quality of some of the skilled trades, a problem previously documented.

The report recommends that the local communities and its employers continue to strengthen the appeal of the area to the critically important in-migrants. The carefully targeted expansion of local apprenticeship training programs and facilities should be pursued to reduce Waterloo Wellington's dependence on outside sources of skilled labour supply. Should other communities in Ontario suffer serious retirement issues, the burden may well be imported into Waterloo Wellington.

NEW SP2015 Follow Up Study

SP2015 made clear that the local economies are strongly dependent on in-migration to compensate for retirements and to provide the resources for growth. Indeed, without the past level of in-migration, these economies would have grown at a much slower rate.

As long as the area is so dependent on this outside source of labour skill, the prosperity of the local communities is hostage to external events. In particular, there is the danger that other communities in industrial Ontario may be facing a relatively large drain from their pool of available labour because of the scale of retirement over the next several decades. If this is the case, these communities may be struggling to meet their own internal demands for labour, leaving little "surplus" available for migration to Waterloo Wellington. This may especially challenge the local economies since 71 percent of the past in-migration has come from other communities in Ontario.

In order to better understand the degree to which this possibility endangers the local area, we will extract data to determine the retirement burden of the other industrial communities in Ontario. This study should be complete by June 2005.

**We invite you to join us for WWTAB's
2005 Annual General Meeting June 8th, 2005**
Join us from 4-6pm at Grey Silo Golf Course, Rim Park, Waterloo
Guest Speaker will be: Iain Klugman, President, Communtech

Please RSVP to Judy by phone: 519-622-7122 by June 3rd
Light refreshments will be served

The next regular bulletin is scheduled for September 2005. If you are planning to have an event or have a special announcement related to training, we would be glad to include it in our publication.





Len Carter
Labour Co-Chair

Co-Chairs' Corner



John Coffey
Business Co-Chair

Our staff are being kept busy these days with a number of new projects and initiatives already underway or being developed. At the board level, we are please to welcome two new directors, Mike Richmond, Business, from Kappeler Masonry and Dennis Hillier, Labour. At our AGM on June 8th, we will recognize two departing community directors, Brad Smith and Nancy Cambell. Brad has been active on several committees including organizing our annual planning retreats. Over the past six years, Nancy's contributions to the board have been substantial and her departure will leave big shoes to fill for her successor. We hope you will be able to join us as we celebrate a year's worth of achievements as well as having this opportunity to recognize our many partners within the areas of Waterloo Region and Wellington County.

We are pleased to see that the provincial and federal governments have finally announced their desire to establish a new Labour Market Agreement in the near future and eagerly await the results of these discussions. We are sure that this will be central topic of discussion among our colleagues at the Local Board Provincial Conference to be held in Sarnia later this month.

If you are interested in what is happening both here and in other parts of the province, go to www.localboards.on.ca and check out the "Partnerships Database". This listing of many local board projects makes interesting reading and emphasizes the impact we are having on our own local communities across Ontario.

Employer Apprenticeship "Roadshow"

WWTAB has partnered with The Ontario Ministry of Rural Affairs to hold a series of events in Wellington County aimed at providing information to employers about new apprenticeship initiatives including tax credits, hiring subsidies and signing bonuses. Presenters will include Apprenticeship Branch of the Ministry of Training Colleges and Universities, Ministry of Finance, Conestoga College, OYAP and Job Connect agencies. Local Chambers of Commerce, and Municipalities are sponsoring the events, the first of which will be held On May 31 in Elora. A second event is scheduled for Kenilworth on June 8 with a third being organized for later in June in Guelph. It is expected that others will be organized in Waterloo Region over the coming months.

Next in the Series: Transportation, Warehousing and Logistics Career Manual

WWTAB is pleased to announce that we will be producing another career information manual in a planned series of community resource material. The Transportation, Warehousing and Logistics Career Manual for Waterloo Wellington will released at our AGM on June 8th.

The manual will be similar to the previous publications in that it will include information on all the different types of careers in these sectors including educational requirements, working conditions, available training, employment prospects and salary levels etc. It is being developed as a resource tool to raise awareness and promote career opportunities in the sector in the Waterloo Wellington area.

The catalogue, once complete, will be distributed to employment resource centres, industry employers, schools, libraries and employment service providers. It is hoped, that as our need for workers in this sector increases, that many people will consider a career in the transportation, warehousing and logistics industries where they may not have previously.

Since no additional funding was available to complete this work, we would like to thank those in the industry who agreed to act as sponsors or purchased advertising in order that would we could proceed with this project.

Essential Skills Breakfast

On June 2nd, WWTAB is sponsoring a breakfast which will introduce local employers to benefits of hiring using the Government of Canada's Essential Skills framework. The guest speaker will be Donna Palmer, a leading Canadian expert on the Essential Skills from Vancouver. Partners include both Waterloo school boards, Conestoga College and Project Read Literacy Network. The breakfast is open free of charge to all employers and will be held at the Holiday Inn, Cambridge. For more information, please contact WWTAB at (519) 622-7122.



Waterloo Region Immigrant Skills Summit A Success

On April 28, 2005 Waterloo Region held an Immigrant Skills Summit. The Summit was a half-day event that brought together a cross section of 175 community members including: business/labour leaders, politicians, civil servants, educational institutions, community-based organizations and immigrant groups. The goal of the Immigrant Skills Summit was to gain cross-sectoral input and commitment to a comprehensive set of action plans that will attract and integrate immigrant skills into Waterloo Region's labour market.



WWTAB Executive Director Carol Simpson reporting to the summit

The Summit developed a local Waterloo Region strategy to make sure that immigrant skills are more optimally used to the benefit of immigrants and their families, our economy and our community as a whole. This strategy was developed by building on the immense work of those in Waterloo Region who have long pointed out the loss associated with the underutilization of immigrant skills.

In preparation for the Summit, a series of five task groups were held. Each task group met twice prior to the Summit and considered one aspect of attracting and integrating immigrant skills into

Waterloo Region's labour market. The goal of each task group was to recommend local actions within a written discussion paper. The recommended actions associated with each task group were presented, discussed and prioritized at the Summit.

The most urgent actions needed for Waterloo Region were prioritized by the 175 Summit participants. These action plans formed the basis for creating a Waterloo Region Immigrant Employment Council (WRIEC). The Summit launched the Preparation Phase of forming a WRIEC. The Immigrant Employment Council will serve to strengthen our Region at three levels: 1) promote immigrant well-being, 2) contribute to a prosperous regional economy, and 3) build healthy, vibrant and inclusive communities.



For more information on the Preparation Phase activities of the Waterloo Region Immigrant Employment Council, visit the Summit website www.crehs.on.ca/skills-summit.html. WWTAB was proud to be a sponsor of this event.

Truck Driver Apprenticeships?

Since last summer, employers from the transportation industry in the Waterloo Wellington area as well as Brant County have been investigating the possibility of developing an apprenticeship program for Truck Drivers.

The United Kingdom and some U.S. states are already offering trucking apprenticeships and the need to increase the number of people entering the profession locally has reached crisis point. One local carrier sent questionnaires to all their drivers and got 100% support for the idea. Some even suggested they would like to act as mentors. A structured apprenticeship/career path program would offer candidates the training and experience needed to meet industry's needs, and at the same time expose them to opportunities within the industry that could satisfy their career ambitions.

Since September 2004, The Ontario Trucking Association has contacted over 1000 of its members and none have opposed the concept. The industry feels that raising the bar of new driver competency by making truck driving an apprenticable trade is taking a giant step in the right direction to make Ontario's roads the safest in North America.

Both WWTAB and our sister board in Brantford (GETAB) have been involved in the discussions as have educators, insurance companies and trainers. In the Spring of 2005, an environmental scan was submitted to the Apprenticeship Branch of Ministry of Training Colleges and Universities in Toronto and since then, ministry officials have met regularly with industry representatives to determine how and if this initiative can proceed.

Truck driving is the largest occupation in Canada and now is the time for it to become a skilled trade starting with leadership in Ontario. If you would like more information, please contact WWTAB (519) 622-7122.

