

# Toronto Training Board LOCAL AREA PLAN 2003 Progress Report

Sabita Ramlal

March 31, 2003



**TORONTO TRAINING BOARD  
COMMISSION DE FORMATION DE TORONTO**

---

890 Yonge Street, Suite 604 • 890 rue Yonge, bureau 604

Toronto, Ontario, Canada M4W 3P4

Telephone 416.934-1653 Téléphone

Facsimile 416.934-1654 Télécopieur

TTY 416.934-9286

admin@ttb.on.ca • <http://www.ttb.on.ca>

TRAINING BOARD  
COMMISSION DE FORMATION DE TORONTO

Cover design by Diego Spinelli

This publication is available on the World Wide Web at <http://www.ttb.on.ca>.

**This document is available in alternative formats on request.**

Aussi disponible en français sous le titre : *Plan Régional: Rapport d'étape 2003*

Additional copies are available from:

The Toronto Training Board  
890 Yonge Street, Suite 604  
Toronto, Ontario M4W 3P4  
Telephone: (416) 934-1653  
Facsimile: (416) 934-1654  
TTY: (416) 934-9286  
E-mail: [admin@ttb.on.ca](mailto:admin@ttb.on.ca)  
Web site: <http://www.ttb.on.ca>

Copyright © March 2003 by The Toronto Training Board

ISBN 1-894398-24-6

Printed in Canada

---

## **Contents**

---

<b>CONTENTS</b> .....	<b>II</b>
<b>ACKNOWLEDGEMENTS</b> .....	<b>III</b>
<b>INTRODUCTION</b> .....	<b>1</b>
<b>1. UPDATE OF 2000-2001 LOCAL AREA PLAN PRIORITIES</b> .....	<b>3</b>
PRIORITY 1: COORDINATED AND ACCESSIBLE LABOUR MARKET INFORMATION.....	3
PRIORITY 2: ADDRESSING TORONTO FRANCOPHONES’ TRAINING NEEDS .....	5
PRIORITY 3: LITERACY, ESL AND BASIC SKILLS TRAINING.....	6
PRIORITY 4: ONTARIO APPAREL SECTOR DEVELOPMENT INITIATIVE.....	7
PRIORITY 5: EMPLOYMENT ACCESS PROJECT FOR AFGHAN REFUGEES IN TORONTO .....	8
PRIORITY 6: ALTERNATIVE TEACHER ACCREDITATION PROGRAMME FOR TEACHERS WITH INTERNATIONAL EXPERIENCE (ATAPTIE) .....	9
<b>2. NEW PRIORITIES</b> .....	<b>11</b>
PRIORITY 1: TEACHERS ‘THINK TANK MEETING ON INTERNATIONALLY EDUCATED TEACHERS (IETS) .....	12
PRIORITY 2: SKILLS WORK FOR WOMEN NETWORKING EVENING.....	13
PRIORITY 3: INTERNATIONALLY EDUCATED PROFESSIONALS CONFERENCE – “BREAKING BARRIERS BUILDING BRIDGES” .....	14
PRIORITY 4: MENTORING SKILLED TRADES – PILOT PROJECT .....	15
PRIORITY 5: PROJECT FOR DISABLED YOUTH – YOUTH ARE (ABLE.READY.EMPLOYED) .....	16
PRIORITY 6: IMMIGRANT WOMEN INTEGRATION PROJECT (IWIP).....	17
PRIORITY 7: PROMPT (POLICY ROUNDTABLE MOBILIZING PROFESSIONS AND TRADES).....	18
PRIORITY 8 : RESEARCH PROJECT ON WOMEN'S ALTERNATE PATHWAYS TO WORK IN THE IT SECTOR	19
PRIORITY 9 : PATHWAYS PROJECT.....	20
PRIORITY 10 : PILOT PROJECT FOR INTERNATIONALLY TRAINED INDIVIDUALS (ITI’S) .....	21
<b>3. PROPOSED PRIORITIES</b> .....	<b>23</b>
<b>APPENDIX A — METHODOLOGY</b> .....	<b>24</b>
AIMS & OBJECTIVES OF PROCESS .....	24
KEY INFORMANTS.....	24
VALIDATION.....	24
<b>APPENDIX B - COMMUNITY PARTICIPANTS</b> .....	<b>25</b>
<b>APPENDIX C — PROJECTS HIGHLIGHTED IN LAP PROGRESS REPORT 2002 AND ARE ON-GOING</b> .....	<b>26</b>
<b>APPENDIX D — PRIORITIES FROM 2002 LAP PROGRESS REPORT THAT WERE COMPLETED OR INACTIVE</b> .....	<b>27</b>
<b>APPENDIX E — BOARD MEMBERS</b> .....	<b>28</b>

---

## **Acknowledgements**

---

The Toronto Training Board would like to thank its sponsors, Human Resources Development Canada (HRDC) and the Ontario Ministry of Training, Colleges and Universities (MTCU) for their support and funding. The Social Services Division of the City of Toronto's Community and Neighbourhood Services also deserves recognition for supporting and participating in the activities of the Board. This report is produced by the Toronto Training Board and does not necessarily represent the views of any level of government.

The author would like to thank those members of the community whose efforts in identifying the priorities, strategies and initiatives outlined in this Progress Report ensured that the report reflects the needs of the community.



---

## Introduction

---

This Progress Report provides an update of training priorities that were detailed in the Toronto Training Board's previous Local Area Plans. It also addresses new priorities identified in the 2002-2003 E-scan Update. The priorities listed reflect the needs of labour, business, women, persons with disabilities, visible and racial minorities, Francophones, educators and trainers, as expressed during community consultations.

All of the information is presented using the template provided by the Board's sponsors, Human Resources Development Canada (HRDC) and the Ontario Ministry of Training, Colleges and Universities (MTCU). Information for this LAP Progress Report 2003 was gathered via direct networking and communication with community organisations.

There are a number of factors to keep in mind when reading this report:

1. The priorities and innovations outlined in this document do not describe all ongoing initiatives in Toronto that address gaps in labour market information (LMI), training and adjustment.
2. The reporting period for this progress report is **September 01, 2002 to February 28, 2003**. Priorities that are continuing from previous planning periods or that will be continuing into the next planning period are identified as such.
3. The new priorities and projects addressing them, listed in **Section 2** have been included because they address issues and projects identified by the community in the last E-Scan Update 2002-2003 as well as new projects that address previously identified and continuing priorities.
4. **Section 3** briefly describes possible partnerships/projects for the Board, identified during the Board's Annual Retreat held January 31 & February 01, 2003. These partnerships and project will only be discussed in future progress reports if they are funded and implemented.
5. The organizations involved in addressing the training priorities mentioned in this report are not accountable to the Toronto Training Board for the outcome of these activities, unless they are engaged in a **formal partnership** with the Board.

This Local Area Plan Progress Report is an opportunity for the Board to share with the community information on actions being taken by Toronto organizations to meet local training needs.



## 1. Update of 2000-2001 Local Area Plan Priorities

The priorities listed in this section were first identified in previous years' E-scans, E-Scan Updates or Local Area Plans. They were the subject of Board activities and/or attention during the period December 2000 to February 2003. The numbering of priorities in **Section 1 and 2** does not indicate any ranking of priorities but is used solely for organisation and clarity.

The template used in this Report has been provided by the sponsors, HRDC and MTCU. In regards to the term "Partners" used in the template, this refers to the implementing agency for an initiative, funders for the initiative, advisory organisations, and any other collaborative entity that assists the project in accomplishing its goals.

### Priority 1: Coordinated and Accessible Labour Market Information

Need/Issue Raised in Environmental Scan	Partners Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
Need to improve access to information on the labour market in Toronto, the Greater Toronto Area (GTA) and the province, and gain a better understanding of the various approaches used to analyse this information.	<ul style="list-style-type: none"> <li>• HRDC</li> <li>• MTCU</li> <li>• City of Toronto</li> <li>• Toronto Training Board</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss various analyses of labour market information (LMI) with HRDC, MTCU and the City of Toronto.</li> <li>• Determine how this information is relevant to the Board's environmental scans and Local Area Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Improved process for collecting and analysing relevant LMI.</li> </ul>	<ul style="list-style-type: none"> <li>• Board members and Toronto Training Board staff continue to collect government information on labour market trends.</li> </ul>
	<ul style="list-style-type: none"> <li>• Toronto Training Board</li> </ul>	<ul style="list-style-type: none"> <li>• Invite labour market researchers from the City of Toronto to share data collection methods and findings with the Board.</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Improved process for collecting and analysing relevant LMI.</li> </ul>	<ul style="list-style-type: none"> <li>• Information is shared on an on-going basis.</li> </ul>

<b>Need/Issue Raised in Environmental Scan</b>	<b>Partners Involved</b>	<b>Specific Actions Agreed to by Partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status (as at February 28, 2003)</b>
	<ul style="list-style-type: none"> <li>• Toronto Training Board and other Boards in Ontario</li> </ul>	<ul style="list-style-type: none"> <li>• Purchase joint customized LMI from Statistics Canada</li> </ul>	<ul style="list-style-type: none"> <li>• 2002-2003</li> </ul>	<ul style="list-style-type: none"> <li>• Improved process for collecting and analysing relevant LMI.</li> </ul>	<ul style="list-style-type: none"> <li>• TTB and other local Boards will make a joint purchase of Census data to facilitate work on the next full E-scan.</li> </ul>
Expand links among web sites that offer information on the labour market.	<ul style="list-style-type: none"> <li>• Toronto Training Board</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain and create new links to web-based LMI.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Improved access to web-based information on the labour market and training programs.</li> </ul>	<ul style="list-style-type: none"> <li>• The Toronto Training Board continues to expand its links to sources of LMI.</li> </ul>

## **Priority 2: Addressing Toronto Francophones' Training Needs**

<b>Need/Issue Raised in Environmental Scan</b>	<b>Partners Involved</b>	<b>Specific Actions Agreed to by Partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status (as at February 28, 2003)</b>
<ul style="list-style-type: none"> <li>• Need to address training deficiencies of francophone community and conduct needs assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Toronto Training Board</li> <li>• Alpha Toronto</li> <li>• Conseil scolaire public de district du Centre-Sud-Ouest</li> <li>• Centre francophone</li> <li>• Conseil scolaire de district catholique centre -sud</li> <li>• Collège Boréal</li> </ul>	<ul style="list-style-type: none"> <li>• Form a francophone training committee consisting of the key players involved in training in the community</li> <li>• TTB to provide human resources support in terms of research and assistance in getting the Committee working</li> <li>• This project forms an active partnership for 2002-2003</li> </ul>	<ul style="list-style-type: none"> <li>• 2002– March 31, 2003</li> </ul>	<ul style="list-style-type: none"> <li>• Greater collaboration and information-sharing among francophone training agencies;</li> <li>• Better service for francophone clients</li> </ul>	<ul style="list-style-type: none"> <li>• The Committee has formed;</li> <li>• A Commitment Agreement has been drafted, approved and signed;</li> <li>• A protocol has been drafted and approved by the Committee to govern collaborative mechanisms;</li> <li>• The Committee will continue to meet on an – ongoing basis as an independent entity</li> </ul>

### **Priority 3: Literacy, ESL and Basic Skills Training**

<b>Need/Issue Raised in Environmental Scan</b>	<b>Partners Involved</b>	<b>Specific Actions Agreed to by Partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status (as at February 28, 2003)</b>
<ul style="list-style-type: none"> <li>• Need for barriers to literacy, ESL and other basic skills training in Toronto to be better documented.</li> </ul>	<ul style="list-style-type: none"> <li>• Metro Toronto Movement for Literacy (MTML)</li> <li>• Agencies whose community planning is coordinated by MTML</li> <li>• Advocacy Council for Literacy</li> <li>• Toronto Training Board</li> </ul>	<ul style="list-style-type: none"> <li>• Exchange information and analysis of trends and field priorities in literacy, ESL and basic skills training.</li> <li>• Advocacy Council for Literacy to research and evaluate outcomes of literacy learning in Toronto.</li> </ul>	On-going	<ul style="list-style-type: none"> <li>• Improved access to literacy, ESL and basic skills training, and related services.</li> </ul>	<ul style="list-style-type: none"> <li>• MTML participated in E-scan and LAP consultations</li> <li>• TTB met with MTML, November 2002 re: their new area plan</li> <li>• TTB and MTML continue to have discussions and share information</li> </ul>

#### **Priority 4: Ontario Apparel Sector Development Initiative**

Need/Issue Raised in Environmental Scan Update 2002-2003	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
Need for skills upgrade in the clothing and textile industry	<ul style="list-style-type: none"> <li>• The Fashion Industry Human Resources Adjustment Committee made up of representatives of Apparel Ontario, The Toronto Fashion Incubator, George Brown College, Ryerson, Seneca, the Chinese-Canadian Garment and Textiles Manufacturers Marketing Association, UNITE, The Furriers Guild, Toronto Economic Development Office, HRDC and MTCU.</li> <li>• Apparel Industry Development Council</li> </ul>	<ul style="list-style-type: none"> <li>• Develop linkages with educational institutions/agencies</li> <li>• Develop and implement Instructor Development workshops</li> <li>• Follow up on Priority Skills Development               <ul style="list-style-type: none"> <li>- identified through priority process led by FIHRAC; outcomes confirmed need for: Quality; Maintenance; Mechanic</li> <li>- Conduct feasibility studies, develop materials, pilot training delivery, evaluate and adjust curriculum and delivery. FIHRAC will work with community groups &amp; partners to build their internal ability to deliver training which reflects industry standards</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 2001-2004</li> </ul>	<ul style="list-style-type: none"> <li>• Labour market entry needs of the apparel industry will be met</li> <li>• More highly - skilled workers leading to better quality work</li> </ul>	<ul style="list-style-type: none"> <li>• FIHRAC secured funding in 2001 from the provincial Sector Initiative Funds</li> <li>• It has secured funding from HRDC for 2001 - 2004</li> <li>• It is in the process of setting up a Secretariat to assist in the implementation of its initiatives</li> <li>• The training project is in progress.</li> <li>• A provincial human resources needs assessment will be conducted by the AIDC.</li> </ul>

**Priority 5: Employment Access Project for Afghan Refugees in Toronto**

<b>Need/Issue identified in Escan Update 2002-2003</b>	<b>Partners Involved</b>	<b>Specific Actions Agreed to by Partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status as at February 28, 2003)</b>
<ul style="list-style-type: none"> <li>• Removing multiple barriers for under-employed immigrant women;</li> <li>• Psycho-social support and vocational training for new immigrants</li> </ul>	<ul style="list-style-type: none"> <li>• Afghan Women's counselling and Integration Community Support Organization (AWO)</li> <li>• Maytree Foundation</li> <li>• Canadian Centre for Victims of Torture</li> </ul>	<ul style="list-style-type: none"> <li>• Creating partnerships with local employment agencies, employment support workshops;</li> <li>• Create an active referral and follow-up system.</li> </ul>	<p>January 2001 – December 2004</p>	<ul style="list-style-type: none"> <li>• To increase number of Afghan Canadians in Toronto who can access and utilize existing employment services as well as education and training opportunities.</li> </ul>	<p>231 persons participated in the project.</p> <p>Actual results</p> <ul style="list-style-type: none"> <li>* 181 referred to other SPO's with appropriate programs</li> <li>* 98 entered training programs at SPO's or other training facilities (i.e., adult high school)</li> </ul> <p>Project is continuing to December 2004</p>

**Priority 6: Alternative Teacher Accreditation Programme for Teachers with International Experience (ATAPTIE)**

• Need/Issue Raised in Environmental Scan Update 2002-2003	Partners Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• Shortage of Teachers</li> <li>• Need for psychosocial support and vocational training for immigrants.</li> </ul>	<ul style="list-style-type: none"> <li>• World Skills/LASI (Local Agencies Serving Immigrants)</li> <li>• Queen's University, Faculty of Education</li> <li>• Ottawa-Carleton District School Board</li> <li>• MTCU Access to Professions &amp; Trades Unit</li> </ul>	<ul style="list-style-type: none"> <li>• Offer an Alternative Teacher Accreditation Programme for Teachers with International Experience (ATAPTIE).</li> <li>• Offer courses for the programme over two consecutive summers. Candidates must complete a school practicum and a three-week alternate practicum. Candidates attend classes in Ottawa for Summer One and in Kingston for Summer Two.</li> </ul>	<ul style="list-style-type: none"> <li>• 2001-2005 (three consecutive one-year B.Ed programs, each new programme begins in July and ends a year later in June.</li> </ul>	<ul style="list-style-type: none"> <li>• To enable persons with landed immigrant status or Canadian citizenship who have international teaching experience to become certified as teachers in Ontario.</li> <li>• To help candidates learn the skills and strategies required to teach students in all subjects in elementary schools in Ontario</li> <li>• To familiarize candidates with the Ontario curriculum and the implications for its implementation</li> <li>• To provide courses for candidates with a cross-cultural focus</li> <li>• To offer candidates the opportunities to share and celebrate their diverse cultures</li> <li>• To provide B.Ed. courses with a global perspective</li> <li>• To familiarize candidates with the <i>Standards of Practice for the Teaching Profession</i> as</li> </ul>	<ul style="list-style-type: none"> <li>• First cohort of students began in July 2002 and will complete B.Ed Programme in June 2003.</li> <li>• Twenty-seven candidates from eighteen different countries are presently engaged in the B.Ed programme.</li> <li>• There are currently no candidates in the 2002-2003 programme from the GTA. A number of applicants from the GTA is anticipated for the 2003-2004 and the 2004 and the 2005 programmes.</li> </ul>

• Need/Issue Raised in Environmental Scan Update 2002-2003	Partners Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
				<p>published by the Ontario College of Teachers</p> <ul style="list-style-type: none"> <li>• To foster reflection and critical thinking in the candidates</li> <li>• To help candidates become knowledgeable about appropriate methods of assessment and evaluation for all students in public funded elementary schools in Ontario</li> <li>• To understand the procedures for reporting to parents and the role of parents and the community in students' learning</li> <li>• To enable the educational community involved in the ATAPTIE project to recognize and celebrate its diverse strength</li> <li>• Reduction of teacher shortage in Ontario</li> </ul>	

---

## 2. New Priorities

---

The training and adjustments **needs or priorities** in this Report were identified during E-scan and Local Area Plan consultations and also during on-going networking and consultations with the community.

The **projects** addressing these needs were also identified during on-going community consultations.

The numbering of priorities does not indicate any ranking but is used solely for organisation and clarity.

### **Priority 1: Teachers' Think Tank Meeting on Internationally Educated Teachers (IETs)**

<b>Need/Issue Raised in Environmental Scan Update 2002-2003</b>	<b>Partner(s) Involved</b>	<b>Specific Actions agreed to by partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status (as at February 28, 2003)</b>
Shortage of Teachers	<ul style="list-style-type: none"> <li>• Toronto Training Board</li> <li>• Ontario College of Teachers</li> <li>• Ontario Teachers' Federation</li> <li>• Toronto District School Board</li> <li>• Toronto Catholic District School Board (French)</li> <li>• OISE</li> <li>• York University, Faculty of Education</li> <li>• OCASI</li> <li>• Citizenship &amp; Immigration Canada</li> </ul>	<ul style="list-style-type: none"> <li>• Information-sharing on barriers facing internationally-educated teachers</li> <li>• Identify existing initiatives that can be expanded for assisting these teachers</li> <li>• Produce a Report on Meeting of Think Tank</li> </ul>	<ul style="list-style-type: none"> <li>• October 09 2002</li> </ul>	<ul style="list-style-type: none"> <li>• Better access to information for IETs</li> <li>• Reduced red tape and a streamlined process for upgrading and certifying IETs</li> <li>• Identification of ways to facilitate integration of internationally-educated teachers into the labour market</li> </ul>	<ul style="list-style-type: none"> <li>• A report has been compiled on the day's proceedings and is available from the Toronto Training Board's website at <a href="http://www.ttb.on.ca/ttb/reports/TeachersThinkTankReport-2003-final.pdf">http://www.ttb.on.ca/ttb/reports/TeachersThinkTankReport-2003-final.pdf</a> or <a href="http://www.ttb.on.ca/ttb/reports/TeachersThinkTankReport-2003-final-fr.pdf">http://www.ttb.on.ca/ttb/reports/TeachersThinkTankReport-2003-final-fr.pdf</a> (French version)</li> <li>• Commitment was made by participants to form a Leadership Council comprised of key players in Teaching to address issues on an on-going basis;</li> <li>• First meeting of the Teachers' Leadership Council to be held March 07, 2003</li> </ul>

**Priority 2: Skills work for women networking evening**

Need/Issue Raised in Environmental Scan Update 2002-2003	Partner(s) Involved	Specific Actions agreed to by partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• Shortage of young people entering skilled trades</li> </ul>	<ul style="list-style-type: none"> <li>• Toronto Training Board</li> <li>• Skills Canada</li> </ul>	<ul style="list-style-type: none"> <li>• Identify 75 - 100 appropriate students (in grades 9 – 12 who have an interest in skilled trades and technology careers) for participation in event. 50 students per Board</li> <li>• recruit appropriate Female adults in skilled trades and technology roles for participation as Mentors and student sponsors.</li> <li>• Host Dinner for students</li> </ul>	<ul style="list-style-type: none"> <li>• October 09 2002</li> </ul>	<p>Goal for this one evening, dinner event, is to foster a positive environment in which young women will have the opportunity to meet potential mentors who will provide them with advice, guidance and inspiration as they pursue their career goals</p>	<p>The event came off successfully and the feedback from students was that they were happy for the opportunity to network with women in the trades and other fields.</p> <p>40 students attended the event.</p>

### **Priority 3: Internationally Educated Professionals Conference – “Breaking Barriers Building Bridges”**

<b>Need/Issue Raised in Environmental Scan Update 2002-2003</b>	<b>Partner(s) Involved</b>	<b>Specific Actions agreed to by partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status (as at February 28, 2003)</b>
Need to integrate immigrants especially newcomers into the labour market	<ul style="list-style-type: none"> <li>• Toronto Training Board</li> <li>• PCPI</li> <li>• City of Toronto</li> <li>• Toronto Community News</li> </ul>	<ul style="list-style-type: none"> <li>▪ Host a Conference of IEP attendees</li> <li>▪ Morning sessions of the Conference to be centred on Sector Hub discussions, intended to be future and solutions focused. The Appreciative Inquiry facilitation methodology will be used.</li> <li>▪ Sector Hubs to be around - Engineering, Technologists and Technicians, Accountants, IT&amp;T, Nurses, Trades, Teachers</li> <li>▪ Format for each Sector Hub to include: Employers, Regulatory/Accreditation Bodies, Associations, Education Institutions, Successful IEP</li> <li>▪ Afternoon sessions to be focused on practical concurrent sessions.</li> </ul>	<ul style="list-style-type: none"> <li>• February 20, 2003</li> </ul>	<ul style="list-style-type: none"> <li>▪ 400 IEP attendees – Engineering, Technologists, Technicians, Accountants, IT&amp;T, Nurses, Trades, Teachers, Employers,</li> <li>▪ Regulatory/Accreditation bodies, Associations, Education Institutions, Successful IEPs. attend and participate in conference.</li> <li>▪ Current proven strategies for success, used by IEP’s are shared</li> <li>▪ Recommendations for strategies to remove barriers and expedite success are identified and adopted and implemented by various entities</li> <li>▪ Participants are able to learn and explore resources, programs and services available through the marketplace (Trade show)</li> <li>▪ IEPs are introduced to Business/Employers, Education, Government, Community and Accreditation bodies and to practical information on accessing the Toronto Job market in their chosen field</li> <li>▪ A Directory of resources for IEP is developed and produced with plans to update it yearly</li> <li>▪ Raise awareness to Business by local media that the International Educated Professional (IEP) is an untapped labour pool for the future</li> <li>▪ Increase awareness for participants of the current requirements and techniques to obtain work in IEPs chosen field of work.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The Conference came off successfully;</li> <li>▪ Over 450 IEPs attended;</li> <li>▪ Attendees were interested in attending similar events in the future;</li> <li>▪ A Report is being compiled on the event outcomes.</li> </ul>

#### **Priority 4: Mentoring Skilled Trades – Pilot Project**

<b>Need/Issue Raised in Environmental Scan Update 2002-2003</b>	<b>Partner(s) Involved</b>	<b>Specific Actions agreed to by partners</b>	<b>Timeframe for Action</b>	<b>Expected Results</b>	<b>Status (as at February 28, 2003)</b>
<ul style="list-style-type: none"> <li>• Shortage of young people entering skilled trades</li> </ul>	<ul style="list-style-type: none"> <li>• OAYEC</li> <li>• Advisory Committee (includes Toronto Training Board)</li> </ul>	<ul style="list-style-type: none"> <li>• Identify four pilot sites</li> <li>• Identify appropriate youths for participation in program</li> <li>• Identify Journeypersons and workplaces for participation in the program</li> <li>• Identify and secure additional funding partners</li> <li>• Develop specific implementation plan and activate same</li> </ul>	<p>January 2003 and on-going</p>	<ul style="list-style-type: none"> <li>▪ Strengthen the capacity of Ontario’s apprenticeship programs to attract and retain new youth apprentices</li> <li>▪ Build a pre-apprenticeship program at 4 pilot sites across Toronto for mainly at risk youth ages 17 – 25 to allow them to explore the world of the skilled trades.</li> <li>▪ Have youth participate in life-skills training in a supportive, peer-group environment; be introduced to a workplace-based pre-apprenticeship relationship with a journeyperson with ongoing support and monitoring of the workplace placement.</li> </ul>	<p>Project in early stages of development. First level funding support has been secured from Counselling Foundation of Canada. Plan is being built for implementation.</p>

**Priority 5: Project for Disabled Youth – Youth ARE (able.ready.employed)**

Need/Issue identified in E-Scan 2002-2003	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• Need to address the training and employment needs of persons with disabilities;</li> <li>• Need to address youth unemployment</li> </ul>	<ul style="list-style-type: none"> <li>▪ YWCA of Greater Toronto</li> <li>▪ ODSP- Ontario Disability Support Programs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Target disabled youth 16-29</li> <li>▪ All disabilities can be considered but clients must be trainable and employable</li> <li>▪ Clients develop a Employment Action Plan</li> <li>▪ Clients develop a career profile through a Vocational Assessment process</li> <li>▪ Clients attend Remedial Vocational Life Skills to prepare for work</li> <li>▪ Clients develop a Job Placement Plan to enter the work force</li> <li>▪ Clients participate in Unpaid Work Experiences to expand and practice their skills and obtain contacts in the world of work</li> <li>▪ Clients are assisted with job search for paid employment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continuous intake</li> <li>▪ Orientation sessions are held every Tuesday from 10 am to 1 pm</li> <li>▪ Clients can take one or all services we provide</li> <li>▪ Case managing and job search services are on-going throughout the year</li> <li>▪ Career Profile development is 1 week long and offered 8 times a year</li> <li>▪ Life Skills is 3 weeks long and offered 8 times a year</li> <li>▪ Job Placement plans are developed based on clients needs</li> <li>▪ Unpaid Work Experience can be 10 to 12 weeks long and is based on clients needs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Intake of about 95 youth per year</li> <li>▪ Completion of career profile 90%</li> <li>▪ Completion of Life Skills 85%</li> <li>▪ Completion of Job Placement plan 75%</li> <li>▪ Completion of Unpaid Work Experience 65%</li> <li>▪ Obtained paid employment 40%</li> </ul>	<ul style="list-style-type: none"> <li>▪ 10 people took part in the first group;</li> <li>▪ 10 completed Employment Action Plans, Remedial Vocational Life Skills and Job Placement Action Plans.</li> <li>▪ All 10 are presently in Unpaid Work Experience placements</li> </ul>

**Priority 6: Immigrant Women Integration Project (IWIP)**

Need/Issue identified in E-Scan	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• Need to address the training and Independent Living Skills of immigrant women</li> </ul>	<ul style="list-style-type: none"> <li>▪ East End Literacy</li> </ul> <p>Funders:</p> <ul style="list-style-type: none"> <li>▪ Ontario Trillium Foundation</li> <li>▪ City of Toronto</li> </ul>	<ul style="list-style-type: none"> <li>▪ Pilot project to provide 10 month training (part-time) for immigrant women through placements in community organisations;</li> <li>▪ Child-care assistance and stipend provided.</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2002 – Pilot Year</li> <li>▪ 2003</li> <li>▪ 2004</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide entry to the labour market for immigrant women.</li> <li>▪ To help trainees to acquire skills and knowledge to do out reach in the community, to do client intake, provide information and referral and facilitate information sessions and workshops.</li> <li>▪ To engage in practical experience using the skills gained during the training</li> <li>▪ Develop self esteem, self development, decision making and work in a team.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Last year 4 women were placed;</li> </ul> <ul style="list-style-type: none"> <li>• Trainees are at placements with community agencies</li> </ul> <ul style="list-style-type: none"> <li>▪ 6 people will be selected for the program this year.</li> </ul>

**Priority 7: PROMPT (Policy Roundtable Mobilizing Professions and Trades)**

Need/Issue identified in E-Scan	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• Need to address the training and employment needs of immigrants – at a policy level</li> </ul>	<ul style="list-style-type: none"> <li>▪ PROMPT is made up of a diversity of associations representing immigrant professionals and tradespeople, ethno-racial social planning councils, umbrella groups and community initiatives.</li> </ul> <p><i>See footnote this page for current membership<sup>1</sup></i></p>	<ul style="list-style-type: none"> <li>▪ Develop policy priorities on access to professions and trades</li> <li>▪ Give input into policy research and recommendations</li> <li>▪ Advocate for policy change with government based on PROMPT recommendations</li> <li>▪ Promote PROMPT policy recommendations in the community</li> </ul>	<ul style="list-style-type: none"> <li>▪ Initiative funded through to September 2004</li> <li>▪ March – September 2003 – research on policy priority areas</li> <li>▪ September – December 2003 – release of policy recommendations</li> <li>▪ Ongoing – policy input and advocacy with government</li> </ul>	<ul style="list-style-type: none"> <li>▪ PROMPT will become the collective immigrant voice on policy issues related to access to professions and trades in Ontario</li> <li>▪ Position papers with credible policy recommendations to increase access to professions and trades</li> <li>▪ Government influenced to make policy changes based on PROMPT recommendations</li> </ul>	<ul style="list-style-type: none"> <li>▪ Currently PROMPT is defining its priority areas for policy research</li> <li>▪ Policy input with government is ongoing</li> <li>▪ Website is being developed</li> </ul>

<sup>1</sup> Current membership of PROMPT includes The Access Project (TAP); Accountants (represented by an internationally-educated professional); Association of International Physicians and Surgeons of Ontario (AIPSO); Association of Journey-Persons from the Commonwealth of Independent States and Former Soviet Union; Black Business & Professional Association; Canadian Association of Latin American Professionals, Tradespeople and Entrepreneurs (CALAPTE); Canadian Association of Professional Immigrants (CAPI); Chinese Canadian National Council – Toronto Chapter; Chinese Professional Association of Canada (CPAC); Coalition for Access to Professional Engineering (CAPE); Council of Agencies Serving South Asians (CASSA); Filipino Nurses Association Ontario (FNAO); Hamilton International Healthcare Professionals (HIHP); International Pharmacy Association (IPA); Making Use of Immigrant Skills to Strengthen Our Communities (Project); Mohandes; Ontario Council of Agencies Serving Immigrants (OCASI); Ontario Foreign Trained Teachers Association; The Pharmacist.

**Priority 8 : Research Project on Women's Alternate Pathways to Work in the IT sector**

Need/Issue identified in E-Scan	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• Need to address the training and employment needs of women;</li> <li>• Need for greater participation of women in the IT sector</li> </ul>	<ul style="list-style-type: none"> <li>▪ ACTEW</li> <li>▪ Dr. Shauna Butterwick (University of British Columbia)</li> </ul>	<ul style="list-style-type: none"> <li>• "Women's Alternate Pathways into IT" research project will look at informal, non-traditional, and alternative routes by which women acquire skills and experience in the information technology sector. This 4-year research project, co-delivered with the University of British Columbia, is one of thirteen case studies in a national SSHRC-funded Initiatives in the New Economy (INE) project by the Centre for the Study of Education and Work at OISE/UT. The research project will include focus groups and interviews with women working, or transitioning into, the IT sector, and a comprehensive literature and policy review.</li> </ul>	<p>October 2002 – September 2006</p>	<ul style="list-style-type: none"> <li>▪ Published research report</li> <li>▪ Presentations of findings at academic and community conferences</li> <li>▪ Linkages with community-based IT training providers, for-profit IT training providers, community colleges, professional and volunteer associations for women's IT issues</li> </ul>	<ul style="list-style-type: none"> <li>▪ Literature reviews started</li> <li>▪ Preliminary outreach and partnership development for the project</li> <li>▪ Ethical review conducted through UBC</li> <li>▪ Preliminary focus group scheduled for early April.</li> </ul>

**Priority 9 : Pathways project**

Need/Issue identified in E-scan	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as of February 28, 2003)
<ul style="list-style-type: none"> <li>• To prepare internationally educated engineers for engineering employment in Canada.</li> <li>• To provide assistance to internationally educated engineers in their search for a technical position that would allow them to qualify for the 52 weeks of relevant engineering work experience requirement for the Professional Engineer licence.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ontario Society of Professional Engineers</li> <li>▪ MTCU</li> </ul>	<ul style="list-style-type: none"> <li>▪ Screen participants by a placement agency using behaviour-based interviews;</li> <li>▪ Test participants according to the Canadian Language Benchmarks (CLB) at an overall 7-8 standard and can function at a professional level in reading, writing, speaking and listening in English.</li> <li>▪ Provide 6 weeks of intensive full-time classroom training in understanding Canadian workplace norms, work readiness and English communication in an engineering work environment.</li> <li>▪ Assist participants to secure 52 weeks of relevant paid work (min. \$600/week) to give them the necessary experience to qualify for licensure as a Professional Engineer in Ontario.</li> <li>▪ Provide ongoing work placement support through online and classroom sessions.</li> </ul>	<ul style="list-style-type: none"> <li>• First pilot group of 15 participants commenced the Program on October 15, 2002.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The employment gap for internationally educated engineers (IEES) in Ontario is bridged by making IEEs competitive and better prepared candidates.</li> <li>▪ IEEs are provided greater access to jobs.</li> <li>▪ The future labour shortage in the profession is addressed.</li> <li>▪ The Canadian economy benefits by having skilled IEEs gainfully employed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Two pilot groups of 15 participants each are underway.</li> <li>▪ 29 out of 30 participants have successfully completed the 6 weeks of classroom training.</li> <li>▪ 21 out of 29 participants have either been hired or have pending job offers.</li> </ul>

**Priority 10 : Pilot Project for Internationally Trained Individuals (ITI's)**

Need/Issue identified in E-Scan	Partner(s) Involved	Specific Actions Agreed to by Partners	Timeframe for Action	Expected Results	Status (as at February 28, 2003)
<ul style="list-style-type: none"> <li>• To improve access to the labour market for Internationally Trained Individuals - ITI(s)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ministry of Training, Colleges and Universities (MTCU – Job Connect Program)</li> <li>▪ A.C.C.E.S. - Toronto</li> <li>▪ A.C.C.E.S. - Scarborough</li> <li>▪ COSTI - Caledonia</li> <li>▪ COSTI - Vaughn</li> <li>▪ Durham Region Unemployed Help Centre</li> <li>▪ Lutherwood-CODA - Guelph</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coordinate services with organizations that serve internationally trained individuals</li> <li>▪ Focus outreach, communications and marketing to local employers who can provide opportunities for and would benefit from recruiting internationally trained individuals</li> <li>▪ Deliver workshops designed specifically for internationally trained individuals</li> <li>▪ Case manage ITI(s) including employment counselling, access to language and accreditation assessment and other appropriate referrals and follow-up</li> <li>▪ Deliver and further develop Sector-Specific Information, Terminology and Counselling (STIC) workshops (i.e. Health Care Professionals, Accountants, Engineers); includes sector-specific language terminology</li> <li>▪ Place participants into employment and on-the-job training, as required, in the participant's occupation or related occupation</li> </ul>	<ul style="list-style-type: none"> <li>▪ November 2002 to March 31, 2003.</li> <li>▪ Final Report due Dec. 15, 2003</li> </ul>	<ul style="list-style-type: none"> <li>▪ ITI(s) access employment in their occupation, or a related occupation; or, return to education to qualify for occupation; or, in training to qualify of occupation; or, referred to a bridging program.</li> <li>▪ ITI(s) who have participated in various activities, possibly including specific workshops, information sessions, job fairs and seminars developed for ITI(s), will be followed-up in three months to assess effectiveness of the specific workshops etc.</li> <li>▪ ITI(s) who are case managed (by employment consultants and/or job developers), will be followed-up at 3, 6 and 12 months to assess effectiveness of specific interventions and workshops designed for ITI(s)</li> </ul>	<p>Pilot in progress</p> <p>N.B. The project is of limited scope and involves only specific job connect agencies</p>



---

### **3. Proposed Priorities**

---

The following partnerships and projects have been identified for implementation for the new fiscal year 2003/2004. These initiatives will be discussed more fully in forthcoming Local Area Plans if they are implemented. The projects would address needs identified in the last E-scan update as well as other continuing priorities.

#### **Partnerships:**

- Employer Roundtable on the Future Labour Market
- Mentoring for students with learning disabilities
- Apprenticeship: Implement Local Industry Council for Autobody Trades
- Employment Equity: Closing the Gap Between Employers and Equity Groups
- School-to-Work: Transition Options
- Skills Work for Women Networking Evening
- Emotional Intelligence Training for Persons with Literacy Deficiencies to Enhance Employment Success

#### **Projects:**

- Data Collection and Analysis of Training Costs
- Self-employment and entrepreneurship opportunities for newcomers
- Professional standards: Better jobs, better paying jobs
- Youth and Literacy: Finding Solutions, Stemming the Tide
- Impact of Technology and Globalisation on Women
- Teachers' Leadership Council

---

## **Appendix A – Methodology**

---

### **Aims & Objectives of Process**

The **2003 progress report** updates the *Toronto Training Board Local Area Plan 2000–2001*. Our approach was to supplement the findings of community consultations done for the *2002–2003 Environmental Scan Update*, the *2001-2002 Progress Reports 1 and 2*, and the *2002 Progress Report* by gathering information from labour market partners through on-going meetings and interaction with community organisations

The Report covers the period September 01, 2002 to February 28, 2003.

### **Key Informants**

Various persons identified as key informants to the data collection process were approached for information either in person or through the telephone interview process.

### **Validation**

A draft copy of the report was sent to all labour market partners who contributed to the Report for comments and validation. Respondents' feedback was incorporated into the Report and will inform the next Environmental Scan 2003-2004 and Local Area Plan.

---

## **APPENDIX B - Community Participants**

---

The following individuals participated in the 2003 Local Area Plan Update by providing information and/or assistance in identifying new projects and providing updates on on-going projects.

Allison Wood	LASI/World Skills
Bernilda Silkowsa-Masior	St. Michael's Hospital
Bibi Zaman	Canadian Centre for Women's Education & Development
Dolores Montavez	YWCA of Greater Toronto
Estelle Amaron	A.C.C.E.S
Hanan Jibry	Ontario Society of Professional Engineers
Irene Sihvonen	A.C.C.E.S
Jane Cullingworth	CASSA
Kofi Barimah	OAYEC
Laura Palmer-Korn	YMCA
Maria Navarro	East End Literacy
Maryon Urquhart	Ability Edge
Satha Vivekananthan	East End Literacy
Uzma Shakir	CASSA
Veronica Hercules	YMCA Newcomer Information Centre

---

## **APPENDIX C — Projects highlighted in LAP Progress Report 2002 and are on-going**

---

- Priority 4 :Youth 2 Work Project (Y2W)
- Priority 8: Skills Development Program for Women
- Priority 10: Integrating Youth into the Construction Trades
- Priority 12: Bridging Course for Women
- Priority 14: YMCA Newcomer Information Centre
- Priority 15: Ability Edge
- Priority 17: Adult Learning Disabilities Employment Resource Centre
- Priority 18: On the Job office training for persons with disabilities
- Priority 20: Assessing Credentials of Internationally Educated Professionals, [www.wes.org/ca](http://www.wes.org/ca)
- Priority 21: Re-integration of unemployed experienced workers
- Priority 22: Centre for Foreign-Trained Professionals and Trades people
- Priority 23: Access & Options program for foreign-trained health professionals
- Priority 24: Immigrant and Refugee program
- Priority 25: E-mentoring for new Canadians
- Priority 26: Bridging program for foreign-trained pharmacists
- Priority 30: Skills Development Centre for Women
- Creating Access to Regulated Employment (CARE) for nurses. <http://www.care4nurses.org/>
- Health Informatics and Financial Services Bridging Project: George Brown Computer Programmer Diploma
- International Midwives Pre-Registration program (Access to Midwifery Pre-Registration Program)

---

## **APPENDIX D — Priorities from 2002 LAP Progress Report that Were Completed or Inactive**

---

The priorities listed below, from the 2002 Local Area Plan Progress Report were either **fulfilled or inactive** for the current reporting period **September 2002 to February 2003**.<sup>2</sup>

- Priority 5: Ontario Network for Access to Professions and Trades (ONAPT) Initiatives – inactive
- Priority 6: From the “Canadian Experience Dilemma” to Canadian Labour Market Participation: Programs and Strategies for Marginalized Immigrant Women – completed
- Priority 7: Enhancing Employment and Training in Regent Park and Moss Park - completed
- Priority 9: Rise to Independence, Self-reliance and Employment (RISE) - completed
- Priority 11: Integrating Aboriginal Youth into the Construction Trades – completed
- Priority 13: Literacy Training for Working and Unemployed People – inactive
- Priority 19: Economic Integration and Immigrant Women in Toronto: A Bilateral Perspective - completed

---

<sup>2</sup> For further information on projects highlighted in previous reports, please consult the Local Area Plans and Progress Reports available online on our website [www.ttb.on.ca](http://www.ttb.on.ca) or call our offices for an electronic copy.

---

## **APPENDIX E – Board Members**

---

### **Board of Directors as at March 31, 2003**

Cristina Selva	Labour
Cynthia Irvine	Business
Eileen Burrows	Labour
Gail Benick	Educators/Trainers
Jen Liptrot	Women
Judy Mitchell	Labour
Kay Blair	Visible/Racial Minorities
Laura Palmer-Korn	Educators/Trainers
Liz Fong	Labour
Lynda Jagros-May	Business Co-Chair
Mazher Jaffery	Business
Mike McCue	Labour Co-Chair
Nick Trainos	Business
Pat Hatt	Persons with Disabilities
Peter Landry	Business
Rebecca Sugarman	Business
Renaud Saint-Cyr	Francophones

### **Government Representatives as at March 31, 2003**

Lesley Buresh	Federal Government
Teenie Gibson	Provincial Government
Maria Liberi	Federal Government
Ted Lis	Municipal Government
Wendy Molotkow	Municipal Government (Alternate)

### **Staff as at March 31, 2003**

Greg Yarrow	Executive Director
Sabita Ramlal	Labour Market Specialist
Tanya Mruck	Administration/Communications Officer