

# HSTAC & Other Training Consortia in Ontario

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# Principles of Training Consortia

- Collaboration of Regional Employers, Colleges and Gov't
- Stakeholder Driven, Tailored to Regional Needs
- Reduce Administrative Burden on Employer
- Sensitive to Employer Need, Regional LMI
- Reduces Barriers to Apprenticeship by:
  - Address staff time required to administer and track training
  - Address lack of machinery and equipment at SMEs
  - Improve stakeholder dialogue
  - Promote apprenticeship/manufacturing as career

# Hamilton Skilled Trades Apprenticeship Consortium (HSTAC)

- Dedicated group of concerned stakeholders
  - Mohawk College
  - US Steel, AMD, other Hamilton area employers
  - MTCU, OYAP
- Matches the number of apprentices and the number of employer apprenticeship opportunities
- Sponsors apprentices in seven trades
- Stays connected with apprentices until they are fully employed

# How HSTAC Works

1. Student enrolment in Mohawk College Co-op Diploma Apprenticeship (CODA) or Mechanical Techniques
2. Students alternate between classroom training & work placement
3. HSTAC sponsors apprentice, promotes trades as career
4. Students graduate with years of work experience, many work placements become permanent positions

Since March 2014, over 140 HSTAC sponsored youth trained and/or placed (more are placed directly by HSTAC employers)

# Training Consortia and Precarious Work?

- Youth Unemployment, Demand for Skilled Employees
  - 13% of Canadian youth characterized as “Not in Employment, Education or Training” (NEET).
  - Over 60% of NEET youth are discouraged and are involuntarily not in the labour market
  - CME survey found that **56% of CME members already face immediate labour and skills shortages**. These shortages will only intensify as the workforce ages.
  - Wage differences across sectors present risk that an apprentice will leave for a higher paying job elsewhere once trained
- Training Consortia and Precarious Work – Is there a link?
  - Precarious workers are less likely to be trained by employers, some youth struggle with traditional post secondary style training
  - By increasing employer training, and encouraging a vibrant apprenticeship system – training consortia help some youth avoid rely on precarious work

# Other CSTE/CME Initiatives

- Two more training consortia are being rolled out in Toronto and Sault Ste. Marie
- CSTE and CME undertaking examination of 15 manufacturing labour market regions across Canada, engaging stakeholders and creating detailed analysis and forecasts.
  - Regional Industry Committees (RICs) have been set up in each region to help validate the findings, discuss solutions to labour market challenges
  - RICs consist of Employers, Government, NGOs, Educational institutions, Chambers of commerce, Economic Development Agencies, etc.
  - Project funded by Government of Canada

Thank You.

