

RESCON TRAINING INITIATIVES STATUS – APRIL 2002

Issue

RESCON has embarked on a number of training initiatives in response to the projected shortfall of skilled workers. A shortage of workers and /or the supply of new workers is considered a critically important issue for RESCON to be addressing. No one solution exists. A number of initiatives are recognized as needed. The Board requested a brief on the various issues.

Background

A number of initiatives are underway with respect to training and apprenticeship:

Construction High School – A draft proposal has been prepared to seek approval to establish a facility in the Burlington area. If successful, it is hoped that it can be replicated elsewhere. Currently, the initiative includes the “Centre”, RESCON and Mattamy Homes.

www.apprenticeshipsearch.com - RESCON has approved sponsoring the web site. It is currently operational in the Hamilton, Niagara and Waterloo region. The site currently gets 19,000 “hits” per month. The plan is to bring it to Toronto. Sponsorship includes a profile of RESCON to be created in the web site. Also, we shall bring this to the attention of the 183 training center and the sub-trades.

www.tradesearch.ca - RESCON has registered the name. The plan is to create a web site [linked to apprenticeshipsearch.com] which is a trades labour exchange which does not currently exist. The need is based on the fact that most employers in the industry are small and do not have the means to advertise positions available. Likewise most employees are not in the position to efficiently seek employment. The web site could fill this need at a modest cost to employers. Revenues could also be created through advertising.

183training.com – RESCON staff [through its affiliated associations – TRCLB & MTABA] has been involved in increasing the effectiveness of the facility. In the last year this has included getting approval for the creation of a new trade in Ontario – Construction Craft Worker [curriculum currently under development]. Also, the training center has received approval to deliver the masonry and concrete finishing apprenticeship programs. An additional facility is under construction in Coburg and additional staff have been retained to boost training. Partnerships with school boards have been and will continue to be a priority.

MTCU [Ministry of Training] Initiative – In conjunction with COCA and other groups, efforts have been made to get the Ministry engaged in getting the Ministry to more actively promote careers in construction. A proposed cost sharing initiative has stalled because not all industry groups were prepared to come up with funding. There is

currently a proposal to conduct a survey addressing the issue of why youth are not [apparently] interested in careers in construction. RESCON is not going to support this financially as the issue is not considered relevant.

Immigration – CREWS – RESCON worked on this but backed out along with the sub-trade associations because they felt it was not viable. The GTHBA has proceeded with a deal with HRDC. The results have been poor.

Buildingworld Articles – RESCON has frequently written articles on training which are distributed to thousands of practitioners. Responses on specific articles clearly suggest they are read.

Servicemen Pilot Project - The Board approved a joint pilot project with the “Centre” in Burlington to develop a pilot project [to be funded by HRDC] to train 20 servicemen and place them with participating firms. The project is scheduled for the summer of 2002. If successful, it can be repeated and replicated elsewhere.

National Education & Training Committee – CHBA – RESCON now has a seat at this table that is an excellent vehicle through which issues can be raised, alliances created and intelligence gathered.

Safety Group Initiative – While not a training initiative per se, it does involve a training component for participating companies with respect to health and safety.

Recommendation

The Board has approved proceeding with the above initiatives. Staff will report regularly to the Board to advise on progress.