

### BOARD OF DIRECTORS

#### Business Representatives:

Bill Irwin – Co-Chair  
Leon Keith  
Marlene Moyer  
Siglinde Zimmermann  
Laurie Wartman  
Luc Ferland

#### Labour Representatives:

Bridget Krajnak - Co-Chair  
Bob McCallion  
John McCann  
Rose Bisson  
Julius Antal  
Sue Hotte  
Gord Cote

#### Educators/Trainers:

Alice Gregoire

#### Women:

Donna Joudrey

#### Racial Minorities:

Bernadette Corbin

#### Francophones:

Vacant

#### Persons With Disabilities:

Vacant

#### Government Representatives:

HRDC - Rick Eller  
MTCU - Hugh Branch  
Municipal - Micheal Bauer

#### Executive Director:

Trudy Parsons

#### Administrative Assistant:

Sherry Dorling

### HIRE VALUE - Ontario Workplace Preparation Programs

NTAB, in partnership with Literacy Link Niagara will be launching the Hire Value initiative in Niagara later this year. Hire Value is targeted at local employers and focuses on the promotion of alternate ways adults learn new skills. Past surveys held throughout the province have indicated that up to 87% of employers would hire an employee who did not have a Grade 12 diploma if that person could demonstrate the required skills. Through Workplace Preparation Programs adults are developing industry-specific skills that employers are demanding for entry-level positions. Hire Value is a tool designed to raise awareness of the workplace preparation programs available in the Niagara Region.

### ANNUAL LOCAL BOARDS PROVINCIAL CONFERENCE HIGHLIGHTS BOARDS CONTRIBUTIONS

September 20-22, 2001 (Toronto)

NTAB Co-Chairs Krajnak and Irwin along with Executive Director Parsons attended the local Boards annual conference in Toronto on September 20-22, 2001. The theme this year was "The Times are Changing".

Keynote speaker Frances Lankin, President/CEO of the United Way of Greater Toronto inspired all those in attendance as she spoke on volunteerism and its value in our society. Skills shortages and labour market trends were hot topics as both HRDC and MTCU staff provided presentations on trends and challenges we face in our labour force.

Boards from across the province displayed the results of the numerous initiatives and partnerships which they have been involved in over the past year. This showcase truly demonstrated the tremendous impact local boards have in their geographic areas. One key message was very evident - partnerships are a critical component to success!



### AGM will Set Stage for Launch of 40+ Worker Report

June 18, 2002 - Best Western Beacon Harbourside.

Check out our website for more information.

### INVENTORY OF PROGRAMS AND SERVICES GOES ON-LINE

The Inventory of Programs and Services (IPS) which is a deliverable under the NTAB sponsor agreement, offers the community an on-line database of the programs and services which provide employment assistance to residents of the Niagara Region. This inventory is part of a provincial database which includes search options for users and provides easier updating capabilities. NTAB is committed to ensuring that this database remains up-to-date and will be working with the community to access new program information.

IPS will be available in English and French. The English version is now online at <http://ips.iwin.ca>

### THE NIAGARA TRAINING & ADJUSTMENT BOARD

ONE ST. PAUL STREET, SUITE 605, ST. CATHARINES, ON L2R 7L2

(Tel) 1-905-641-0801 • (Fax) 1-905-641-0308

(E-mail) [ntab@ntab.org](mailto:ntab@ntab.org) • (Internet) [www.ntab.org](http://www.ntab.org)

## ***NTAB PROJECT UPDATES.....***

As we quickly approach the end of our fiscal year, it's a great time to highlight some of the Board's key partnership activities for the past twelve months. To begin....

### ***NIAGARA AEROSPACE PARTNERSHIP FOR LEARNING:***

Final report which provides an overview of the sector and its human resource needs will be launched in May 2002. Five job profiles have been developed and will serve as a great resource tool to promote employment opportunities within the aerospace sector.

### ***CATALOGUE OF SKILLED TRADES:***

This resource binder identifies skilled trades available across four areas: Construction, Motive Power, Industrial and Service trades in Niagara. The Catalogue has been placed in all secondary high schools in the Niagara region, community resource centres, libraries and employment support agencies. Plans are underway to get it into all elementary schools prior to the end of the school year. [www.ntab.org](http://www.ntab.org)

### ***STEPS TO SUCCESS:***

An initiative between NTAB, the District School Board of Niagara and funded through the Ministry of Training, Colleges and Universities, this project provides a comprehensive catalogue of certifications and licenses (in binder and online format), that are available to secondary school students, while they are still in school. [www.ntab.org](http://www.ntab.org)

### ***APPRENTICESHIP USAGE & SKILLS SHORTAGE SURVEY:***

To be released early Spring 2002, this report will identify apprenticeship demand and employer perception of the apprenticeship system within the Niagara Region. Details on demand and supply projections for up to 28 designated trades to the year 2010 to determine specific apprenticeship shortages using demographic data will be highlighted along with dominant issues and trends, hard demographic and profile data and context for local demand needs.

### ***WOMEN IN MOTION:***

A one-day conference focused on promoting non-traditional employment opportunities to Niagara's young women was delivered in late November through a Business Education Council of Niagara initiative. NTAB was proud to be a sponsor of this very successful event.

**Of course, ongoing efforts were directed to meeting our commitment to deliver our annual reports:**

Environmental Scan Update 2001 - Released June, 2001  
Local Area Action Plan Update (LAAP) - Released December, 2001  
Latest LAAP released April, 2002, is online at [www.ntab.org](http://www.ntab.org)

## ***AGRICULTURE TECHNICAL INFORMATION SERVICE - Making Technology Make Sense***

The current pace of scientific discovery and technical invention is breathe-taking. The opportunities for innovation that result are unlimited. But for many entrepreneurs, harnessing the opportunities of science and technology is simply overwhelming.

For the past three years, Brock University and Niagara College have been testing a model to help small and medium sized businesses in the agriculture and food sector realize the benefits of science and technology. The Agriculture Technical Information Service (AgTIS) is a pilot project funded by the National Research Council Industrial Research Assistance Program (NRC-IRAP).

Companies who are aware of developments in science and technology and know how to apply them to develop new or improved products, processes, services and skills gain competitive advantage. A recent report by the Conference Board of Canada stated that Canadian businesses needed to improve their ability to gain and use scientific knowledge and technology in order to compete in the global marketplace. That's where AgTIS comes in. AgTIS knows where to find the science and technology that give agribusinesses the competitive edge. Through its extensive network of contacts and industry experts around the world and access to special resources, AgTIS is able to find the information agribusinesses need to be more innovative and more competitive.

AgTIS does not provide information, they offer science and technology intelligence. S&T Intelligence is the result of analyzing and evaluating information from many sources. It allows companies to take action and make decisions specific to their business strategies. S&T Intelligence helps companies in 2 ways: It helps them see the opportunities from emerging technologies and scientific discoveries. Companies can then put the right vision and strategies in place. It also gives companies an idea of their competitive position and what they need to do to improve. S&T Intelligence is a planning and decision-making tool that helps managers manage risks. It fosters innovation. Research has shown that innovative companies are much more competitive and successful.

Whether it is a farmer who wants to grow a different crop or a local food processor who wants to find a better to package fresh salad, AgTIS helps companies make sense of technology, so that they can make lots of cents.

**Contact: M.A. (Amy) Lemay, M.Sc Phone: 905-641-2252 ex. 4153 e-mail: [amy.lemay@nrc.ca](mailto:amy.lemay@nrc.ca)**



## ***COMMUNITY FORUM - October 30, 2001***

NTAB was pleased to sponsor this exciting one day forum which provided an opportunity for the community stakeholders, government, local agencies, business, labour, educators and equity groups to come together to discuss our labour force challenges, barriers and issues. More importantly, it was an opportunity to sit with fellow stakeholders in the development of solutions to address these issues. New ideas were generated and potential new partnerships evolved. This was a great start to taking information we already knew and moving it towards action. Solutions to Niagara's labour force development are not going to be quick and easy - rather they will take a committed, cooperative effort where the focus of all involved remains the same - implementing strategies that will prepare Niagara labour force to meet the challenges ahead.

## **“COMING AND GOING”**

### **NEWS FROM THE BOARD....**

It is with regret that the Board accepted the resignation from the following Director's over the past months:

Jim Nicholls - Person with Disabilities      Andre Roy - Francophone      Luc Ferland - Educator/Trainer (change in portfolio)

We recognize that other commitments may result in individuals having to re-evaluate their availability, but we do wish to acknowledge their contribution and thank them for their support, time, dedication and expertise which they shared with the Niagara Training & Adjustment Board during their term in office.

NTAB is also pleased to announce the following new appointments to the Board:

Alice Gregoire - Educators/Trainers      Luc Ferland - Business      Gord Cote - Labour

**Welcome!**

## **TALK TO US.... E-SCAN 2002**

NTAB conducts an environmental scan of the Niagara Region on a yearly basis. We will be starting the process of collecting relevant labour force information and issues in April. Data is collected via interviews, community consultations, data research and analysis and will identify any significant changes or new and emerging issues relative to our local labour market. If you wish to be added to our mailing list, please contact Sherry at 905-641-0801.

## **NEW ADDITION TO NTAB'S WEBSITE**

### **Information made easy...**

We have added a section called **RESOURCES** to our website. All resource tools will be listed under this section including such products as the Catalogue of Skilled Trades and Steps to Success.

## **PASSING IT ON...**

### **CHECK THESE OUT**

**Youth Outlooks** is an innovative career planning kit designed to meet the needs of young people, aged 15-24. The kit contains a suite of products to explain national labour market information and trends and how students can use that information to make better educational and career choices.

HRDC Youth Info Line: 1 800 935-5555  
Government of Canada's Youth Employment Information Web site at [www.youth.gc.ca](http://www.youth.gc.ca)

**STIC: Sector Specific Terminology, Information and Consulting**  
CD ROM: MTCU: Access to Professions and Trades  
[www.equal.opportunity.on.ca/English\\_G/apt/index.html](http://www.equal.opportunity.on.ca/English_G/apt/index.html)

**ACTEW - Electronic newsletter supporting Women's Training Community in Ontario**  
[www.actew.org](http://www.actew.org)

**World Education Services** is a not-for-profit organization dedicated to providing accurate and reliable assessments of foreign academic credentials. Its mission is to facilitate the integration of foreign trained individuals into the employment and education environment of their host country. WES has been operating in the US since 1974, and is recognized widely for the credibility and accuracy of its assessments. It is the largest and one of the oldest of such services in North America. This service is supported by the Ontario government through the Ministry of Training, Colleges and Universities. In September, 2001, WES launched the World Education Database (WEDB), which provides information on the education systems of 25 countries, and provides guidance to users on where to place secondary school level students in the Ontario system. This service is accessible through their web-site and you can register as a user free of charge.  
[www.wes.org/ca](http://www.wes.org/ca)

**Future Building 2001** is a great way to learn about the occupations available in Ontario's construction industry.  
[www.construction-careers.ca](http://www.construction-careers.ca)

**The Brain Drain: Myth and Reality**  
[www.irpp.org](http://www.irpp.org)

**Knowledge Matters: Skills & Learning for Canadians**  
Prepared by: Human Resources Development Canada  
[www.innovation.strategy.gc.ca](http://www.innovation.strategy.gc.ca)

### **Achieving Excellence - Investing in People, Knowledge and Opportunity**

Prepared by: Industry Canada  
[www.innovation.strategy.gc.ca](http://www.innovation.strategy.gc.ca)

The **Youth in Transition Survey** (YITS) is a new Canadian longitudinal survey that collects information about major transitions in young people's lives, particularly those between education, training and work. Survey results will help provide a deeper understanding of the nature and causes of problems young people face as they manage school-work transitions. Two different age groups are participating in YITS, a 15 year-old cohort and an 18 to 20 year-old cohort. This includes 30,000 youth aged 15, who come from 1,200 different schools across Canada. As well, 23,000 youth aged 18 to 20 years old are participating.  
[www.pisa.gc.ca](http://www.pisa.gc.ca)

### **International Mobility of the Highly Skilled**

Prepared by: OECD(Organization for Economic Co-Operation and Development)  
[www.orcd.org](http://www.orcd.org)

**Professional Engineers Ontario** administers the Professional Engineers Act by licensing professional engineers, and setting standards for and regulating engineering in Ontario so that the public interest is served and protected. Rigorously educated, experienced, and committed to a Code of Ethics that puts the public interest first, licensed professional engineers can be identified by the P.Eng. after their names.

**PEO P.Eng. licence application packages is available from:**  
[www.peo.on.ca](http://www.peo.on.ca) (PDF format)

### **Literacy Skills, Occupational Assignment and the Returns to Over - and Under - Education**

[www.statcan.ca](http://www.statcan.ca)  
613-951-9035  
Catalogue No: 89-552-XPE (\$10 charge)

### **Community Capacity Building in the Niagara Peninsula**

Francophone Community Survey  
Final Report, April 2001  
Prepared by: AuGanne Inc. Welland, ON

# GET INVOLVED WITH NTAB

## GET INVOLVED WITH NIAGARA

To assist Niagara, we need Niagara to assist us. If you are interested in helping to make Niagara a strong and healthy place to learn and work, here are some ways to get involved:

- Become a member of one of our Reference Groups
- Get on our e-mail list to receive regular updates
- Submit your views on existing & future training programs in the Niagara Region
- Visit our Website at [www.ntab.org](http://www.ntab.org)

### LET US KNOW YOUR INTEREST:

- Include me on your mailing list.
- I prefer e-mail.
- I would like to participate in a Reference Group:
  - WOMEN
  - RACIAL MINORITIES
  - PERSONS WITH DISABILITIES
  - EDUCATOR/TRAINERS
  - LABOUR
  - FRANCOPHONES
  - BUSINESS
- I am interested in learning more about being a Representative on your Board.

NAME: \_\_\_\_\_

COMPANY (If Applicable): \_\_\_\_\_

ADDRESS: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

TELEPHONE: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

*Check out our news at [www.ntab.org](http://www.ntab.org)*