

## Co-Chairs' Message

On behalf of the Board of Directors for The Niagara Training & Adjustment Board, we are pleased to present this 4<sup>th</sup> Annual General Report to our community partners and stakeholders in the Niagara Region.

2001 will be remembered as the year when everything changed. The tragedy of September 11<sup>th</sup> will be forever etched in our memories as well as the aftermath that followed. But we must not forget the miraculous change that transpired in our minds, our thinking, our views, and our actions. Nations stood together, people helped people, with total disregard of the dangers they were placing upon themselves – it was a true reflection of rising to the challenge.

Closer to home, the impact became visible as we saw our tourism industry struggling, our border crossings halted, our economy, like that of many other areas, quickly began to demonstrate the effects of 911. Less than a year later, we have seen the economy begin to rebound. Tourism is projected to be improving for the coming season, air travel is expected to be close to normal levels by August, 2002. That is not to say that all our problems are behind us. One major challenge we continue to hear and read about is the issue of a skilled, ready, labour force – a critical component to the economic viability of our region.

Niagara Training & Adjustment Board has worked collaboratively with numerous community stakeholders throughout the past year in an effort to provide local labour market intelligence and to facilitate community planning. This was accomplished through the gathering of information about the local labour market (environmental scan) and bringing the community together to develop local solutions (local area plan). In addition to the Environmental Scan Update and Local Area Action Plans, the Inventory of Programs & Services has gone on-line and our community initiatives through partnerships have led to the development and release of several key reports pertaining to labour force issues within the Niagara Region. *“Pathway to Flight”*, produced in partnership with fellow NAPL members addresses the career opportunities within aerospace industry. *“Skilled for Life”* is the result of the apprenticeship research facilitated by NTAB and that report will be released in late summer. The career resource tool, *“Catalogue of Skilled Trades”* addresses the issue of awareness and information access for individuals seeking to investigate a career in the Skilled Trades. All reports are available through our office or you may download them directly from our website at [www.ntab.org](http://www.ntab.org)

We wish to acknowledge the continued support and financial contributions of our Sponsors, Human Resources Development Canada and Ministry of Training, Colleges and Universities without which our endeavours in the community would not be possible.

Niagara is quickly becoming a community of action around labour force development. NTAB is committed to continuing our role towards the common goal – building a skilled labour force ready to contribute to Niagara's economic prosperity.

Bridget Krajnak  
Labour Co-Chair

Bill Irwin  
Business Co-Chair

## NTAB BOARD OF DIRECTORS 2002-2003

### **Business Representatives**

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

### **Labour Representatives**

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

### **Educators/Trainers**

Alice Gregoire

### **Women**

Donna Joudrey

### **Francophones**

Vacant

### **Racial Minorities**

Bernadette Corbin

### **Persons With Disabilities**

Vacant

### **Government Representatives**

HRDC - Rick Eller  
 MTC – High Branch  
 Municipal – Michael Bauer

### **Staff**

Trudy Parsons, Executive Director  
 Sherry Dorling, Admin. Assistant

## BOARD # 13 – NTAB: A Brief Overview

The Niagara Training & Adjustment Board (NTAB), Local Board #13, is one of twenty-one local boards in the province of Ontario. NTAB covers the area of the Niagara Region consisting of the communities of Grimsby, Lincoln, St. Catharines, Niagara-On-The-Lake, Niagara Falls, Fort Erie, Thorold, Welland, Port Colborne, Pelham, Wainfleet and West Lincoln.

### **Our mandate directs us to:**

- **identify training & adjustment needs of the Niagara labour force**
- **perform an Environmental Scan of the Niagara Region**
- **develop a Local Area Action Plan to address these needs**
- **establish community partnerships**
- **maintain an up-to-date Inventory of Programs and Services available to residents within the Region**

*Today we strive to establish ourselves in the community as a valuable partner in the facilitation and coordination of action that results in solutions directed at the training and adjustment needs of the Niagara Region.*

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Adjustment Board**  
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## YEAR IN REVIEW

### NTAB DELIVERABLES

#### **ENVIRONMENTAL SCAN 2001 UPDATE**

The current status of issues identified in the full environmental scan completed based on 1996 census in September, 1999. This document also identified new and emerging issues for the period 2000-2001. Released September 2001.

#### **INVENTORY OF PROGRAMS AND SERVICES (IPS)**

Through a provincial initiative, IPS went online in May, 2002. This site contains information on programs and services available in the Niagara Region to assist residents return to work. Update completed February 2002.

#### **LOCAL AREA ACTION PLAN**

On October 30, 2001 NTAB hosted approximately 70 representatives from numerous sectors and agencies throughout the Niagara region. This Community Forum set the stage for the identification of actions ongoing in the region around issues identified in the E-Scan. This process helped bring forward gaps which were not being addressed and resulted in several new projects being initiated. Local planning meetings are ongoing throughout the year and these are documented in the LAAP, which was produced and distributed in hard copy December 2001 and updated through an on-line publication in March 2002.

#### **COMMUNITY PARTNERSHIPS**

NTAB's pro-active approach to community partnerships resulted in its active role in the community and the establishment of cooperative working relationships. Through our Board of Directors and staff, NTAB is represented on an on-going basis with weekly, monthly, quarterly and annual meetings held throughout the region. Specific partnerships were established as deliverables and they included the Catalogue of Skilled Trades, Apprenticeship Usage and Skills Shortage Research, Niagara Aerospace Partnership for Learning and Women in Motion Conference. Additional information on each of these initiatives follows in this report.

#### **OUTREACH AND LINKAGES**

NTAB, through its Directors and staff take part in numerous meetings, activities and community-based initiatives throughout the year. We continue to facilitate community partnerships and lead committees on key issues of concern in our Region. During 2001 committees included Educators & Trainers Steering Committee, Apprenticeship/Co-op, School to Work, 40+/Literacy, Women's Reference Group to name a few.

## **ACTION INITIATIVES**

Niagara Training & Adjustment Board directed its focus, energies and financial resources on issues identified in the Environmental Scan and E-Scan 2001 Update. Special thanks to our community partners who contributed financial and/or human resources to these projects.

### **APPRENTICESHIP IN NIAGARA**

It has been reported that there will be an estimated \$6 billion of economic development activity in the Niagara Region by the year 2002 and at least \$2.8 billion in tourism investment opportunities that lie undeveloped throughout the Region. This information indicates that skill shortages are evident, given the number of projected employment opportunities and the increasing age of individuals in Niagara. The Environmental Scan, produced by NTAB in the past two years, confirms that fewer people are entering the skilled trades and confirms the need to promote apprenticeship training. Two major initiatives undertaken by NTAB and our partners to help address this issue is:

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

Launched in November 2001, this resource tool provides an overview of skilled trades available across four areas: Construction, Motive Power, Industrial and Service. A total of 450 copies have been printed and distributed throughout the Niagara region including a minimum of one copy for every school (elementary and secondary) within the District School Board of Niagara and the Niagara Catholic District School Board. This resource binder contains easy-to-use information about the skilled trades in Niagara and provides comprehensive information on each occupation. This report is also available from the NTAB website at [www.ntab.org](http://www.ntab.org)

#### **APPRENTICESHIP USAGE AND SKILLS SHORTAGE**

To be released in early summer 2002 the Report “Skilled for Life” will

- Identify apprenticeship demand and employer perception of the apprenticeship system
- Develop demand and supply projections for up to 28 designated trades to the year 2010 to determine specific apprenticeship shortages using demographic data; and
- Identify dominant issues and trends, hard demographic and profile data and context for local demand needs. Scheduled completion date December 2001.

#### **40+ WORKER**

This initiative involved the research of employers in the Accommodations/Food & Beverage industries, manufacturing, health and social services. The data collected will be analyzed to help us better understand the attitudes of both the workers and the employers surveyed and generate recommendations to address Niagara’s aging workforce employment challenges. Release scheduled for June 18, 2002.

## STEPS FOR SUCCESS

In Partnership with the District School Board of Niagara, this publication provides a comprehensive catalogue of certifications and licenses (in binder format) that are available to secondary school students, while they are still in school. This information will be used as a component of the Employment Opportunities Centre in each High School as part of the Workplace Opportunities pathway. Released: November, 2001.

## NIAGARA AEROSPACE PARTNERSHIP FOR LEARNING (NAPL)

In a report titled, “Pathway to Flight”, a comprehensive overview of the career opportunities available in the aerospace industry is identified along with a detailed analysis of the industry. This report was launched on May 14<sup>th</sup> by the NAPL and sets the stage for future action around awareness, research and development, and strategic planning.

**NIAGARA BUSINESS INFORMATION SYSTEM:** NTAB continues to facilitate discussions around the development of an on-line, up-to-date information system of Niagara based businesses. A valuable resource tool which will form a key component to the “Connecting Niagara” portal, NBIS will allow consumers, investors and the general population to access information. This project is ongoing through 2003.

## WOMENS LIFE CONFERENCE:

Held on May 8, 2002 in partnership with Canadian Women’s Studies Association, LEAP, and Brock University, this initiative involved a one-day conference focused around encouraging young women to overcome barriers to employment. Approximately 70 participants took part in this event.

## WOMEN IN MOTION CONFERENCE:

NTAB provided sponsorship towards this Business Education Council coordinated event focused on raising awareness of young high school female students to the opportunities in the skilled trades careers. Attended by over 200 participants.

[www.apprenticesearch.com](http://www.apprenticesearch.com): NTAB is proud to be a partner with this Business Education Council initiative funded through Human Resources Development Canada.

## COMMITTEE’S OF THE BOARD

- **Executive Committee:** Meets monthly to oversee the business of the Board between regularly scheduled Board meetings.
- **Planning Committee:** Meets monthly to direct the strategic planning process for the Board.
- **Human Resources Committee:** Meets as required to address staff requirements and conduct and/or evaluate performance reviews.
- **Finance Committee:** Meets quarterly or as/required to oversee financial operations of the Board.

## GENERAL BOARD MEETINGS

The Board of Directors for Niagara Training & Adjustment Board meets on the third Tuesday of each month to carry out and review board business.