tradeability.ca
think outside the cubicle

Quarterly

Summer 2007 1

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Tradeability.ca, is a collaborative effort between community partners in Durham Region. This local project which has been ongoing since 2003 is led by the Durham Region Local Training Board. Our goal is to meet current and future market demand for skilled tradespeople in Durham Region and provide a single point of access and referral for information on careers in the skilled trades. Tradeability.ca is an Employment Ontario program funded in part by the Government of Canada.

Welcome message from Sandy Smiles, Tradeability Project Officer

We welcome you to our first edition of tradeability.ca Quarterly. These newsletters will provide you with a snapshot of what's happening in the trades in Ontario, with information specific to Durham Region.

Durham, like many other regions in Ontario, will continue to face challenges in years to come because of a shortage of skilled workers, particularly in the building and service sector trades. Plans to improve highways and related infrastructure, build new health facilities, accommodate new and expanding industries, and house the projected growth in our population are just some examples where we will rely heavily on having a ready supply of skilled trades people. Failure to develop our local talent and utilize our existing labour force will leave us increasingly vulnerable.

We value your feedback and comments about the trades and we would like to hear from you. If you would like to submit articles, news or events or would like us to include other information in these newsletters please contact me by phone 905-666-3620 or toll free 1-800-483-4845 or if you prefer by e-mail to sandy@tradeability.ca.

Cheers!

Sandy Smiles

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What does tradeability mean to you?

As an employer…
It is attracting and retaining the best talent by building a culture that nurtures learning and innovating skills. It is proaction, not reaction. It is recognizing the value of your investment: maximum skills = maximum worker satisfaction = maximum productivity.

Employers with tradeability think outside the cubicle. They manage the day-to-day with an eye on building their future workforce. They view training as an investment and they seek out the resources they need to find and retain the best people.

www.tradeability.ca has a section for Employers and Local Industry Committees (LICs). We have added resources to help you find that right person including the Candidate Manager System, the first recruitment tool of its kind in Ontario, sample questions and guidelines for interviewing candidates, recruitment and retention studies, and available tax incentives for training.

As someone thinking about the trades as a career…
Do you have the skills and ability to consider a trade? There is more than one path to career success and the skilled trades are one of the most diverse and exciting career paths to explore. They offer everything you should want from your career – and more. Do you have tradeability? Think outside the cubicle. Not sure what you might be suited to? www.tradeability.ca has a Labour Market Information/LMI section which includes a number of self assessment quizzes that will help you make that decision.

As a job seeker…
You know what you want. It's time for a change and you're searching for something more. Tradeability means thinking outside the cubicle. Realizing that the ideals of success are in so many places – including the skilled trades. Some people have what it takes. Some don't. Do you have tradeability?

www.tradeability.ca provides specific information about the various trades in the Skilled Trades Guide section. The trades

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profiled now include the Ministry of Training, Colleges and Universities trade code, updated Prospect for Employment, Potential Earnings, and a link to the "Essential Skills" profile. In addition, profiles now include the financial incentives that are available for that trade. Once you have decided what trade you want to pursue then register with our Candidate Manager System. This unique system will match your qualifications against skilled trade job postings in Durham Region. Check out www.tradeability.ca for information on how to register.

As an educator…
Educators know that as competition for great jobs increases, only a select group of students will have the "tradeability" it takes to make it as a skilled tradesperson. Students excelling in the skills that matter for tradeability - math, science, business, communication - should be rewarded for their tradeability and given the tools to access these careers. Recognizing students who have tradeability means helping them find meaningful careers. For an Educator, having tradeability is the ability to think outside the cubicle. Educators who promote tradeability use skilled trades' examples in their classrooms. They seek out the information they need to present the trades as a respected option for their students. Want to make a difference in your career classes? Looking for someone who is involved with the trades speak to your class or attend a career fair? Visit our Speakers section. We presently have 27 great speakers who have trades related experience. These men and women who volunteer their time can be contacted directly on-line through our Speakers section. Need resources to share with your students? Contact Sandy Smiles, tradeability Project Officer at 905-666-3620, toll free 1-800-483-4845 or e-mail – sandy@tradeability.ca.

As a career/employment counselor…
Career and employment counselors want the right tools to help their clients make a career or employment decision. Tradeability has a number of resources that can help them provide options and direction to their clients.

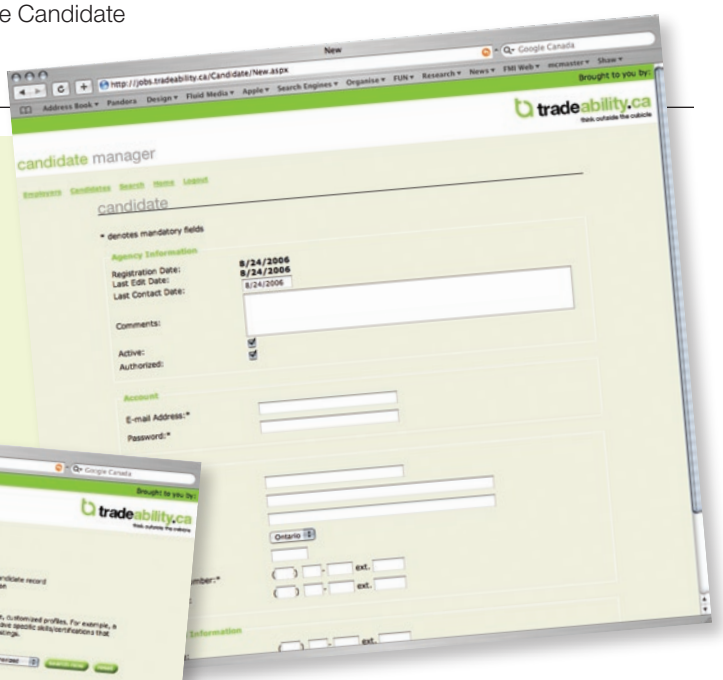
By using www.tradeability.ca they can register their clients in the Candidate Manager system and start them on their way to finding employment in the trades.

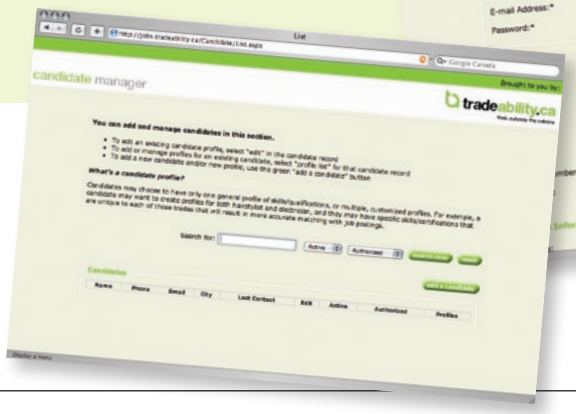
As a parent…
You want your young adults to have the chance to use their minds and feel satisfied at the end of each day. Today's skilled trades are a viable and desirable alternative to college or university.Parents with tradeability think outside the cubicle. You realize that the things others value in a university-streamed job are also present in the skilled trades: stability, mobility, problem-solving, opportunities for advancement, good pay… You realize that today's trades are different. Today's trades = opportunity.

www.tradeability.ca can help you and your young adults with their research and course selection by checking out our "Getting Started in the Skilled Trades" section which is found under the Skilled Trades Guide tab. The 5 Steps of the Apprenticeship Process will walk you through the steps.

Candidate Manager System

This local and unique on-line job matching tool is changing the way skilled trades positions are filled in the Durham Region. Employers will save time because we'll pre-screen the candidates and job seekers will save time because they only have to register once. To find out how you can benefit, visit http://www.tradeability.ca/DesktopDefault.aspx?TabID=3523 or call Sandy Smiles at 905- 666-3620 or toll free 1-800-483-4845 or by e-mail: sandy@tradeability.ca





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Financial Incentives

The provincial and federal governments offer a number of incentives for employers hiring apprentices and journeypeople, including tax credits and tool deductions.

To download your quick reference chart of skilled trades' financial incentives, visit:
http://www.tradeability.ca/quarterly/summer2007/financial.html

Financial Incentives

Apprenticeship Training Tax Credit: This tax credit reimburses corporations and unincorporated businesses 25 per cent of eligible expenditures paid or payable after May 18, 2004 and before January 1, 2015. The maximum tax credit is $5,000 per qualifying apprentice per taxation year and is available for the first 36 months of a registered apprenticeship. In May 2007, six new trades were added to the eligibility list bringing the total to 123 trades.

Ontario Targeted Wage Subsidy: This service is designed to provide on-the-job work experience to unemployed people who are or have recently been eligible to receive Employment Insurance and are experiencing difficulty in finding work and to enable employers to hire people who face barriers to employment by offering temporary wage subsidies.

Apprenticeship Job Creation Tax Credit/Apprenticeship Incentive Grant: Red Seal trades now qualify for a number of financial incentives including the Apprenticeship Job Creation Tax Credit and the Apprenticeship Incentive Grant. Apprentices and tradespeople can also take advantage of the Tradespeople Tool Deduction.

For more information on these incentives check out:

Skilled Trades Employers' Benefits
http://tradeability.ca/DesktopDefault.aspx?TabId=3477&Lang=en

and

5 Steps of the Apprenticeship Process
http://tradeability.ca/DesktopDefault.aspx?TabId=3447&Lang=en

To download a list of the apprenticeable and Red Seal Trades, visit:
http://www.tradeability.ca/quarterly/summer2007/financial.html

New Trades

Careers in the trades are diverse. There are presently 149 designated apprenticeable trades in the Province of Ontario. In the past 18 months, these seven new trades have been added:

CNC Programmer – A general machinist, mould maker, tool and die maker, tool/tooling maker or pattern maker who have earned their Certificate of Qualification can advance in their trade and work towards certification as a Computer Numerical Control Programmer. This trade, which was developed by industry stakeholders, will recognize tradespeople who are committed to life long learning, in the industry, and receive certification for skills developed. (Eligible for the Apprenticeship Training Tax Credit)

Entertainment Industry Power Technician – An individual in this trade is responsible for temporary power distribution systems, rigging, and lighting for the entertainment industry including film, television, live performance, special events, tradeshows and carnivals. The development of this trade was driven by the entertainment industry to provide training and on the job experience in dealing with health and safety issues and to protect the public and crew. (Eligible for the Apprenticeship Training Tax Credit)

Hardware, Lumber and Building Materials Retailer – This trade is open to an employee of an independent, franchised or corporate store that specializes in hardware, lumber and building material products. This trade was developed to improve the recruitment, training and retention process in the industry. Upon completion of the apprenticeship the individual will have acquired the skills capable to provide high quality

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customer service and to offer career advancement within the industry

Information Technology Contact Centre – Customer Care Agent

and

Information Technology Contact Centre – Inside Sales Agent – These two IT trades were developed to meet the needs of both employers and employees. There are approximately 280,000 individuals employed in the IT industry and by developing an apprenticeship program it provides them with standardized training, recognition and credentials not otherwise available for this type of career. (Eligible for the Apprenticeship Training Tax Credit)

Tractor Trailer Commercial Driver – To be eligible to register in this trade an apprentice must be 18 years of age and possess a valid Ontario AZ driver's licence. This trade was introduced to encourage individuals to consider driving as a career and to address the chronic shortage of skilled drivers. Some of the in-cab mentoring and on-the-job training objectives include preparing the apprentice to develop personal and professional management skills and understanding and demonstrating defensive driving strategies. (Eligible for the Apprenticeship Training Tax Credit)

Utility Arborist – A Utility Arborist prunes or clears woody plants in proximity to exposed energized electrical apparatus in the course of utility line clearing operations. A Grandparent Provision is in place until September 30, 2007 and qualified and experienced utility arborist workers who have not gone through the Ontario Utility Arborist Apprenticeship Program may be eligible to apply for the Certificate of Qualification without examination.

Training Available in Durham Region 2007-2008

Durham College - Whitby Campus provides the in-school training portion for the following trades:

- Automotive Service Technician
- Electrician – Construction and Maintenance
- Industrial Electrician
- Elevating Devices Mechanic
- Facilities Maintenance Mechanic
- Facilities Systems Technician
- Hairstylist
- Hoisting Engineer (Branch 1 and 2)
- Industrial Millwright Mechanic
- General Machinist
- Mould Maker
- Plumber
- Precision Metal Fabricator
- Small Engine Mechanic
- Tool and Die Maker
- Welder

In order to register for an apprenticeship program at Durham College, you must have received your "Offer of Training Letter" from the Ministry of Training, Colleges and Universities. For more information on these programs call Durham College at 905-721-3344 or visit:

http://www.durhamcollege.ca/EN/main/future_students/apprenticeship_training.php

Ontario Youth Apprenticeship Program (OYAP) is an apprenticeship program aimed at providing secondary school students with opportunities to complete credits towards a secondary school diploma while beginning an apprenticeship with an employer in the local community. Apprenticeship Preparation Programs available in Durham include:

- Automotive Service Technician
- Cook/Chef
- Early Childhood Educator
- General Carpenter
- General Machinist
- Hairstylist
- Horticultural Technician
- Information Technology Support Analyst
- Small Engines Technician
- Welder

For more information on these programs contact us.

Early Childhood Educator apprenticeship training is currently being delivered in Whitby by Seneca College. For more information contact us or the local Ministry of Training, Colleges and Universities – Apprenticeship Branch at 1-800-461-4608.