



Comité de formation du Nord Supérieur

2002 - 2003

Progress Report

Local Area Plan

Prepared by the North Superior Training Board
in collaboration with our Community Partners





“The Leading Voice for the Direction of Training”

LOCAL AREA PLAN PROGRESS REPORT

March 2003

Canada 

 Ontario

ACKNOWLEDGEMENTS

The North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) wishes to thank all of the Community Partners who generously gave their input and time to the process required to update the Local Area Plan for Board 24. We thank our sponsors for continued support and participation in creating a community tool that can assist government agencies and groups to work together. The feedback provided is invaluable and reflects the ongoing commitment individuals and organizations have to improving the training and adjustment opportunities along the north shore of Lake Superior.

The North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) is sponsored by the Ontario Ministry of Training, Colleges and Universities (MTCU), and Human Resources Development Canada (HRDC).

NOTE

The North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) recognizes the limitations of this report and does not attempt to include all of the core activities and services offered by the NSTB/CFNS Community Partner organizations. The Board is continuously in quest of new training and adjustment information to update and report. There are over 64 community-based strategic initiatives that were identified in the 2002 Local Area Plan validation process.

The views in this report do not necessarily reflect those of Human Resources Development Canada (HRDC) or the Ontario Ministry of Training, Colleges and Universities (MTCU).

EXECUTIVE SUMMARY

The North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) is pleased to present this year's Local Area Plan. This document reflects as comprehensively as possible, all of the updated information on new training and adjustment issues and the corresponding actions of Community Partners of these issues.

The **ongoing training and adjustment issues** as identified by the Community Partners are as follows:

- Access to Training
- Economic Vision
- Literacy and Life Skills
- Apprenticeship & Skills Trades
- Youth

In addition to these ongoing issues, the 2002 Environmental Scan (E-Scan) revealed four **new training and adjustment issues**. These are:

- Broadband Information Technology Strategy
- Francophone Educational and Training Inequalities
- Need for a Youth Training Strategy
- Skills Development for Women

The research process undertaken by the NSTB/CFNS for both the Local Area Plan and the Environmental Scan is a community based collaborative effort with participation from Community Partners, government representatives, business owners, and the Board of Directors and staff. This Local Area Plan 2002 document reflects the input of numerous stakeholders who participated in the updating process. Opportunities for stakeholders to give feedback occurred throughout the updating process. By choosing a research framework that is participatory and community-centred, a community-based document has been achieved. It is with this in mind, that the North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) presents the 2002 Local Area Plan, a resource to be accessed and utilized by all those who have participated.

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INTRODUCTION

The information contained in the 2002 Local Area Plan reports the status of ongoing and new actions undertaken by Community Partners and the North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS). These actions include programs, initiatives and planning, many of which have materialized in response to the training and adjustment needs identified through past Environmental Scans, including the most recent scan completed in June 2002. The Environmental Scan is a synopsis of the region's economy and a comment on the region's need. While the Environmental Scan reports on **what** the training and adjustment needs are in the Board area, the Local Area Plan reports on **how** the community will meet the identified needs. The report that follows is an update to the Local Area Plan that was completed in March 2002 in the Local Board 24 area.

The 2002 Local Area Plan of North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) details the training and adjustment needs, gaps, and issues as understood by our Community Partners, along with clear action plans. The Board is mindful of the process required to develop a Local Area Plan and understands that it is a continuous, community-driven activity.

Importantly, the Board recognizes the challenges inherent to speaking generally of sub-groups within the broader population base. The Board is aware of the diversity that exists between groups of individuals such as the Aboriginal and non-Aboriginal population. Similarly and equally important, there are differences within groups such as those found within the larger category of First Nations, youth, women, or the disabled. Throughout this report, the Board has been mindful of differences and has attempted to take into account the diversity found within the Ongoing and New Issues.

BACKGROUND

The North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS) is one of twenty-one Local Training Boards established in Ontario. One of the goal's of the NSTB/CFNS is to bring regional and community stakeholders together and put a face on the training and adjustment gaps, issues and concerns facing our region.

The North Superior Training Board/Comité de formation du Nord Supérieur, Local Board 24 area, consists of the entire Thunder Bay District and the area west of White River, east of Nibinamik (Summer Beaver), and south Kasabonika. This includes Webequie, Neskantaga (Landsdowne House), and Eabametoong (Fort Hope). This area is the same as the Thunder Bay management area of Human Resources Development Canada.

TRAINING BOARD MANDATE:

Primarily, the Training Board focuses on one Environmental Scan per year, local area planning in response to the E-Scan, partnership development, and the maintenance of web-based inventories of programs and services leading to employment. The Board also carries out a number of initiatives in partnership with our labour market partners that address priority labour force development issues in our geographic area. Finally, the Board directs the distribution of training and adjustment resources to meet the needs of the diverse communities found within the NSTB/CFNS catchment area. Specifically, the Board sets to:

- identify existing training programs and services,
- identify existing training and adjustment needs,
- identify economic trends and areas of growth,
- identify gaps, opportunities and training priorities, and
- advocate life-long learning and improved access to training opportunities.

Each year, Training Boards will identify local training and adjustment needs and work with their Community Partners to prepare Local Area Plans.

NSTB/CFNS DELIVERABLES INCLUDE:

- annual Environmental Scan and validation,
- annual Local Area Plan and validation,
- minimum three partnerships in training and adjustment initiatives, and
- maintain two public on-line data-bases.

PUBLIC ON-LINE DATABASES

There are two public on-line databases maintained by the North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS). These include:

1. The **Inventory of Programs and Services (IPS)** is a database that houses an inventory of programs and services available in Ontario and the Local Board 24 area that lead to employment. The North Superior Training Board/Comité de formation du Nord Supérieur (NSTB/CFNS), along with other provincial Training Boards are each responsible for updating their own regionally specific material. It is available on-line at www.nstb.on.ca. click on the "ips.iwin.ca".
2. The **Individual WorkinfoNet (iWIN)** is an on-line database specific to the North Superior Training Board Area. It is one of many such sites in Ontario (see the provincial site OnWIN www.iwin.on.ca and the federal site CanWIN www.infonet.ca). IWIN North Superior is an inventory that provides information on various employment, education, economic development, and adjustment resources in the Local Board 24 area. This work information network is an electronic network that creates links between people and the information they require. IWIN organizes information available on the Internet into a

manageable framework useful for individuals. It is available on-line at www.nstb.on.ca click on the link "iWIN".

CONTEXT OF THE 2002 LOCAL AREA PLAN

The guiding framework underlying this project was based on several premises:

1. That NSTB/CFNS Community Partners are actively involved with their own strategic planning with efforts to identify new initiatives specific to their individual mandates, for the period reflected in this 2002 Local Area Plan.
2. Community Partners' individual strategic planning has been done utilizing their own research strategies.
3. The current Local Area Plan is grounded in the planning efforts done by our Community Partners and it reflects and applies this knowledge and information.
4. The usefulness of the 2002 Local Area Plan is dependent on how clear, consistent and accessible the plan reads so that it may be helpful and worthwhile to the diverse group of NSTB/CFNS Community Partners.

METHODOLOGY:

1. The Local Area Plan Update (March 2002) and the 2002 Environmental Scan (June) were reviewed to:
 - Identify ongoing and new training and adjustment issues.
 - Identify what actions are underway by Community Partners to address these issues.
2. A Community Partner Questionnaire was developed and administered/distributed to current Community Partners either by telephone, in-person interviews, e-mail, or at the validation meetings to Community Partners and government contacts.
3. New Community Partners were identified and contacted to elicit new information on training and adjustment issues.
4. Current Community Partner reports, documents, websites, and newsletters were reviewed to better understand what new training and adjustment initiatives were facing the Local Board 24 area.
5. Community Partners were contacted a second time. If information could not be elicited through personal contact an email or fax was sent out to the organization. Many Community Partners were contacted several times.

6. Three Community Validation Meetings were conducted. One was held in Nipigon in September 2002 and two were held in Thunder Bay during October 2002.
7. All of the data and information collected underwent content analysis to identify and verify the ongoing and new issues.
8. The new and ongoing issues and corresponding actions underway by Community Partners were reported in the format outlined by the sponsors.
9. A copy of the draft report in the template format was returned to the Community Partners to verify and confirm their input and responses.
10. It was requested that the verified information be returned to the NSTB/CFNS by fax or mail. Follow-up telephone calls were made to all Community Partners to get this confirmation.
11. The Local Area Plan was revised to reflect the changes as reported by the Community Partners.

By choosing to use a multitude of research strategies, the success of the project was improved as it increased the number of opportunities through which Community Partners were able to respond to the Local Area Plan research project. Further, by using a number of verification methods, we were able to ensure that the data and information collected was as accurate as possible.

2001 - 2002 ONGOING ENVIRONMENTAL SCAN (E-SCAN) ISSUES

Many of the issues identified in past Environmental Scans continue to be important in the Board 24 area in 2002. Broadly defined, these include:

1. Access to Training

The geography of the NSTB/CFNS region is isolated, vast and in many cases, remote. Because the nature of this Board's area is expansive, access to training can be severely limited for some individuals. For this reason, a priority issue facing educators, employers, employees, and the population generally is a need for more flexible and creative delivery methods of training programs available in the region. Although there are educational institutions and school boards working to address this lack of access issue, the problem is further hampered by the lack of high-speed DSL infrastructure in the region through which students can have access to on-line learning. Finally, lack of access or information on available funding for training can prevent certain groups (women, youth) from receiving the training they need.

2. Economic Vision

Economic growth in the NSTB/CFNS region is slower than in other parts of the province and this translates into a limited demand for training and skills. At the first annual Great Rendezvous Conference, regional Community Partner groups, including Northwestern Ontario Development Network (N.O.D.N.), Northwestern Ontario Municipal Association (N.O.M.A.), and Northwestern Ontario Associated Chambers of Commerce (N.O.A.C.C.) came together with the aim to develop a regional economic vision. Moreover, increased attention must be given to developing and promoting opportunities for small business development and entrepreneurial skills.

3. Literacy and Life Skills

In the Board 24 area, literacy levels are low and educational achievement levels are lower than any other area in the province. In fact, there is concern about the high number of individuals in the region without a high school diploma. This is a downfall for the region as potential employers, when looking to establish business in an area, often want to see potential employees who have “soft skills” or a proven ability to learn. Literacy and life-long learning are key components for building a skilled labour force, encouraging entrepreneurial activity and increasing labour participation.

4. Apprenticeship and Skill Trades

Although there is no hard data reflecting a shortage of skilled Trades people or apprenticeship opportunities, anecdotal evidence heard throughout validation meetings recognizes that as a result of impending retirements and the aging workforce there will soon be a significant shortage of trained Trades people. As discussed in the most recent Environmental Scan, more research is needed in this area to determine where and when exactly the shortages will show themselves.

5. Youth

Because there is a high out-migration of youth from the region as a result of limited employment opportunities, youth have been consistently identified in the past couple of years as a priority focus for the NSTB/CFNS region. All of the above issues overlap with youth issues. The new issues, as determined through the 2002 Environmental Scan such as: Broadband Technology, Information Technology Training and resulting jobs, and skills development for women overlap with youth issues as well.

Further to these **ongoing issues**, specifically targeted groups such as individuals living with long and short-term disabilities, women, youth, and the Francophone population in the Board 24 area face additional challenges and barriers when dealing with the above training and adjustment issues. In addition, the shortage of healthcare professionals in the region continues to be of significant concern as highlighted in a recent report released by the Northwestern Ontario District Health Council (Please see Need #10 of this report).

One final issue must be mentioned with regards to ongoing Environmental Scan issues. Concern has been raised over the process of identifying training needs and it has been recommended that attention to this process be ongoing so as to improve upon the scope of documents released by the NSTB/CFNS.

2002 ENVIRONMENTAL SCAN (E-SCAN) ISSUES

The 2002 Environmental Scan was an updated report to the last full Environmental Scan that was completed in 1999. The June 2002 E-Scan reports on new information and issues that have arisen since the last 2001 report. What follows is a summary of this new information.

Labour force trends include: a decline in the population from 1996 to 2001; a lowering of unemployment rates; a decrease in the number of jobs in Thunder Bay with an increase in jobs in Northwestern Ontario; and a loss of full-time employment with a gain in part-time employment.

Skills and occupation trends include: increase in transportation and warehousing jobs; an increase in professional, scientific, and technical support jobs; an increase in public administration jobs; and a decline in forestry, mining, and construction jobs.

Skills shortages in the areas: literacy and life skills; computer and information technology skills; trade skills and apprenticeship skills; and healthcare and other professional skills.

Labour shortages in the areas: teaching, nursing, and information technology.

The **new issues** evolving from this year's Environmental Scan include:

1. Need for a Youth Training Strategy

As released in a report by Youth Employment Services (YES) this past year, it has become evident that there is a need to increase training and employment opportunities for young people. As well, further skill development and training opportunities are needed to improve the employability of youth in the region.

2. Access to Broadband Technology

Community Partners have identified as a priority the issue of access to enhanced information technology infrastructure in the region including high-speed DSL infrastructure. This also includes access to training in order to be able to use the technology. In the same vein, concern over the shortage of Information Technology Specialists is a priority and opportunities for specialized training to retain these individuals in the region.

3. Francophone Educational and Training Inequalities

This past year saw a report release by the Association des Francophone du Nord Ouest de l'Ontario which outlined a wide range of educational and training inequalities between Francophones and non-Francophones in the region. Key partners need to come together to work on strategies aimed at reducing these inequalities.

4. Skills Development for Women

An important report was released by P.A.R.O. Northwestern Ontario Women's Community Loan Fund which examined the feasibility of a skills development program for women in the Local Board 24 area. The report recommended that further research be undertaken to develop an innovative approach to fostering skill development and training for women in the region.

Each of the actions, initiatives, and strategies outlined in the following body of the 2002 Local Area Plan address one or more of these ongoing and new issues facing the North Superior Training Board 24 area.

NEXT STEPS

The 2002 Local Area Plan will be delivered to our sponsors, Human Resources Development Canada (HRDC) and the Ontario Ministry of Training, Colleges and Universities (MTCU) on November 15, 2002. Upon their review, evaluative comments will be forwarded back to the NSTB/CFNS Board.

Ongoing Environment Scan Issue 1 - ACCESS TO TRAINING - There is a need for more flexible and creative delivery methods of training programs available in the Local Board 24 area.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
1. Secure funding to proceed with the Northern Genesis project - Web-infrastructure development which will house an Education and Training Portal detailing all learning opportunities from the academic, skilled trades, to recreation in Northwestern Ontario - an on-line "Key".	Developed and submitted 2 nd Stage Proposal for Northern Genesis - a Connect Ontario - Geosmart Project to secure the monies required to go ahead with stage 2 of the project.	Northwestern Ontario Technology Centre (NOTC); North Superior Training Board (NSTB/CFNS); Education and Training Working Group - Northern Genesis includes: Confederation College; Lakehead University; Lakehead School board; and Anishinabek Employment and Training.	Fall of 2002	An on-line resource centre of education and learning opportunities in Northwestern Ontario.	Ongoing - 2 nd stage funding by November 2002 Proposal currently at Cabinet Committees in Toronto
2. Address the training needs or "learning curve" of communities, business, and individuals that will be actively utilizing and updating the Education and Training Portal.	Training issues are addressed within the proposal set to go forth for Northern Genesis - 2 nd stage funding.	NOTC; NSTB/CFNS; Education and Training Working Group - Northern Genesis includes: Confederation College; Lakehead University; Lakehead School Board; and Anishinabek Employment and Training.	2002-2003	Develop and provide Geographic Information Systems and basic applications training and resources that will enhance and inform access to the Education & Training Portal and the larger Smart Community Infrastructure.	Ongoing dialogue to identify the specific training needs.
3. Innovative promotion of available training and education opportunities in Northwestern Ontario.	Northern Genesis - Education and Training Portal	NOTC; NSTB/CFNS; Education and Training Working Group - Northern Genesis includes: Confederation College; Lakehead University; Lakehead School Board; and Anishinabek Employment and Training.	Ongoing	This interactive web site will provide a directory of all available learning and education resources in the region from the private sector to those funded by the Ministry - one-stop shopping for Education and Training opportunities.	Proposal Submitted for Stage 2 funding; Education and Training Working Group established.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
4. More flexible and creative methods for training and the delivery of post-secondary education are required because of the lack of access due to the region's geography.	On-line learning opportunities via the internet and wireless technology. For a complete listing of available courses contact the institutions.	Lakehead University - Part-time and Distance Education; Confederation College; and Contact North.	Ongoing	Provides individuals with opportunities for training and skill development without them having to leave their home communities (familial and work responsibilities).	Ongoing
	Post-secondary credit and non-credit courses are available including: Bachelor of Arts courses; MA in Public Health; Certificate in Palliative Care and Environmental Management; Bachelor of Science in Nursing.	Lakehead University - Part-time and Distance Education.	Ongoing	Non-credit course opportunities allow the learner to "try on" different career opportunities without a substantial commitment.	Pilot Project 2002-2003
5. Create a link with Aboriginal Training Services in order to share information and resources.	Conduct an Information Forum for Aboriginal Employment and Training Agencies; Make available information accessible	Anishinabek Employment and Training Services; NSTB/CFNS; Aboriginal Agencies including: Mamo-Wichi-Hetiwin Employment and Training; Ontario Native Women's Association (ONWA).	2001-2002	Maximize the resources and information available to the Aboriginal community.	Complete Result: a new Aboriginal NSTB/CFNS Director.
6. Provide Aboriginal NSTB/CFNS Director with opportunities and resources to liaison between Aboriginal Groups and the Training Board to identify training gaps specific to the Aboriginal population in Area 24.	Link Aboriginal Training opportunities with other training initiatives within the region through ongoing information sessions.	Anishinabek Employment and Training Services; NSTB/CFNS; Aboriginal Agencies including: Mamo-Wichi-Hetiwin Employment and Training; Ontario Native Women's Association (ONWA)	2002-2003	Maximize the resources and information available to the Aboriginal community.	Ongoing

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
7. Improve training and employment opportunities for Persons with Disabilities.	Advocate for physical, technical, and procedural accommodations of all existing training facilities as well as any new training opportunities.	Persons United for Self-Help in Northwestern Ontario Inc. (P.U.S.H. Northwest); NSTB/CFNS. Lakehead Social Planning Council	Develop specific initiative in 2002.	Increased understanding and commitment to provision of accommodation; Increase opportunities for members of the Disabled Community.	Web-based guide for persons with disabilities on line March 2003
	A working group has been formed to explore the development of a Directory of Regional Services for Persons with Disabilities.	Lakehead Association for Community Living Handicapped Action Group Independent Living Resource Centre Women Independently Living with Disabilities	Ongoing		Ongoing
8. Need funding for Women's Skills' Training	Research into women's community loan funds and peer support networks to improve access to training and bridging infrastructure.	P.A.R.O. Northwestern Ontario Women's Community Loan Fund; NSTB/CFNS - Women's Reference Group.	2001-2002	Viable women's community loan fund for training.	Completed. See: New 2002 E-Scan Issue - Skill Development for Women.
9. Recruit and Retain Healthcare Professionals (nurses, physiotherapists, speech-language therapists, ambulance dispatchers etc.).	Support the development of a Medical Training Hospital in Thunder Bay to address lack of health care professionals in Northwestern Ontario.	Lakehead University; City of Thunder Bay; Northern Ontario Municipalities Association (NOMA); Thunder Bay Regional Hospital; Northern Ontario Rural Medical School; Northwestern Ontario Associated Chambers of Commerce (NOACC); Thunder Bay Chamber of Commerce.	2002-2003	Improve the Northern Health Care System. Retain and train youth. Meet growing health care and educational needs of our remote Northern and First Nations communities. Bring more physicians and health care professionals to the region.	Ongoing

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
9. <u>Continued:</u> Recruit and Retain Healthcare Professionals (nurses, physiotherapists, speech-language therapists, ambulance dispatchers etc.)	Advocate to the Ministry of Health and Long-term Care and the Ontario Ministry of Northern Development and Mines to make financial resources available to enhance current recruitment and retention efforts of health care professionals.	<u>Continued:</u> Lakehead University; City of Thunder Bay; Northern Ontario Municipalities (NOMA); Thunder Bay Regional Hospital; Northern Ontario Rural Medical School; Northwestern Ontario Associated Chambers of Commerce (NOACC); Thunder Bay Chamber of Commerce.	Ongoing	<u>Continued:</u> Improve the Northern Health Care System. Retain and train youth. Meet growing health care and educational needs of our remote Northern and First Nations communities. Bring more physicians and health care professionals to the region.	Ongoing
	Create a one-year contract position whose focus will be to actively recruit health care professionals to the region.	City of Thunder Bay	2002-2003		Recruitment team hired
10. Understand the current situation of Health Care Professionals (minus physicians) living and practicing in Northwestern Ontario.	Complete 2002 regional health human resource study.	Northwestern Ontario District Health Council; Human Resources Development Canada (HRDC); NSTB/CFNS; Regional Hospitals; Confederation College; and Lakehead University.	July 2001 to July 2002	Greater understanding of the recruitment and retention issues facing our region. Report Recommendations: <ol style="list-style-type: none"> 1. Establish a Transition Committee. 2. Collective Planning Approach. 3. Under-Serviced Area Program Recruitment Incentives. 4. Continuing Professional Development. 5. Explore Healthy Work Culture and its Impact on Recruitment and Retention. 	Completed. Study released September 26, 2002. Please see report available at: www.nwo-dhc.com

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
10. <u>Continued:</u> Understand the current situation of Health Care Professionals (minus physicians) living and practicing in Northwestern Ontario.	<u>Continued:</u> Complete 2002 regional health human resource study.	<u>Continued:</u> Northwestern Ontario District Health Council; Human Resources Development Canada (HRDC); NSTB/CFNS; Regional Hospitals; Confederation College; and Lakehead University.	<u>Continued:</u> July 2001 to July 2002	6. Examine Retention Strategies of the Aging workforce. 7. Provide Adjustment Support for New Recruits. 8. Expand Clinical Placements. 9. Expand Health Care Programs in NW Ont. 10. Educate Young People.	<u>Continued:</u> Completed. Study released September 26, 2002. Please see report available at: www.nwdhc.com
11. More doctors in the region.	Target physicians for Northern practice. Retention Initiative Programs that provides wage incentives for doctors to move and remain in Northern Ontario.	Ministry of Health; Ontario Medical Association (OMA) Thunder Bay Regional Hospital; Lakehead University; City of Thunder Bay; and Other Municipalities in the Region.	Ongoing	Retain physicians in the region.	Ongoing
	Establish a Northern Medical School.		Approved and set to take first cohort of medical students in the fall of 2004.	Train and retain physicians in Northwestern Ontario.	Ongoing



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NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
12. More career awareness for students at the high school level. Ease the school to work transition.	Passport to Prosperity Program	NSTB/CFNS; Y.E.S. Employment; English & French Regional School Boards; NOACC; Thunder Bay Chamber of Commerce; Multicultural Association of Northwestern Ontario (M.A.N.W.O.); Northwestern Ontario Secondary School Students Association (N.W.O.S.S.A.).	2002-2003	High school students will have the knowledge and information needed to make informed decisions about potential careers	Ongoing
	Regional Career Fair			Regional Career Fair April 10/11 Thunder Bay Da Vinci Centre	

Ongoing Environmental Scan Issue 2 - ECONOMIC VISION - Develop a regional economic vision with attention to the development and promotion of small business development and entrepreneurial skills.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
13. Continue to develop and refine a Regional Economic Vision *Priority issue identified at the Nipigon Validation Meeting 2002.	2 nd Annual Great Rendezvous Conference to be held in Thunder Bay. Committee formed to examine what specifically is meant by Regional Economic Vision.	Northwestern Ontario Development Network (N.O.D.N.); N.O.M.A.; N.O.A.C.C.; NSTB/CFNS; Northwest Training and Adjustment Board (N.T.A.B.); and H.R.D.C.	May 2003	An Annual Conference that focuses on the state of the region's economy. Input coming from the Annual Conferences to be used to shape federal government policies and programs.	Ongoing Conference Planning Mandate of the: N.O.D.N., N.O.A.C.C., and N.O.M.A.
	Canada's Innovation Strategy: <i>focus is on what Canada should do to ensure equality of opportunity and economic innovation in a knowledge society.</i>		A more clearly defined statement of the Regions' Economic Vision for the 5 and 10 year mark respectively.		
14. Provide information to the North Superior Region regarding the economy, quality of life, and regional networks.	Fast Forward Annual Indicators Report	Fast Forward and Development Thunder Bay.	Ongoing	Reports the City of Thunder Bay's progress regarding the Indicators established by the community. The 3 strategic directions of Fast Forward include: quality of life; diversified economy; and regional networks.	April 2002 Indicators Report Released. Next Report released in April 2003.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
15. Regular ongoing workshops, conferences and opportunities to bring stakeholders from across the region together to plan and implement a regional economic vision.	Continue to provide regional networking opportunities through workshops and local/regional conferences.	Fast Forward Thunder Bay; N.O.D.N.; N.O.A.C.C.; Thunder Bay Chamber of Commerce; N.O.M.A.; and FedNor.	Ongoing	Enhanced regional 'connectedness' and skill development.	Ongoing
	Fast Forward Thunder Bay Workshop - Civic Entrepreneurship		Ongoing Planning		Nov 6, 2002
	Fast Forward Thunder Bay Spring Conference		Initial Planning Stage		Spring 2003
16. Highlight successes of self-employment / small business or new business to promote new trends and lessen our dependence on traditional business sectors.	Provide information; Promote new skilled areas as they are developed; Discuss needs with employers, industry and labour in new technology training and standards via publications such as: Thunder Bay Chamber of Commerce Newsletter; Thunder Bay Business; Fast Forward 'Annual Indicators Report'; Northern Ontario Business Newspaper; "Incubator Program" at the N.O.T.C.	M.T.C.U., Apprenticeship Branch; Thunder Bay Chamber of Commerce; Development Thunder Bay; Fast Forward Thunder Bay; Northwestern Ontario Technology Centre (N.O.T.C.); and Thunder Bay Community Mentoring Programs.	Ongoing	Awareness of alternative business opportunities.	Ongoing

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
<p>17. Promotion of Entrepreneurial and small business skills.</p> <p>*Priority Issue identified at the Nipigon Validation Meeting 2002</p>	<p>Partner with private business to acquire start up funding for business.</p> <p>Ongoing negotiations with province for tax incentives and Grow Bonds by N.O.A.C.C., N.O.M.A., N.O.D.N., and Thunder Bay Chamber of Commerce.</p>	<p>N.O.A.C.C.; Ministry of Northern Development and Mines (M.N.D.M.); FedNor; N.O.T.C.; N.O.D.N.; and Thunder Bay Chamber of Commerce.</p>	<p>2002-2003</p>	<p>Tax incentives and having investment dollars available will create a climate of social and economic development including entrepreneurship in Northwestern Ontario.</p>	<p>Ongoing</p>
<p>18. French language services for financial services are needed in the region.</p>	<p>Negotiations with Investors and the Azilda Caisse.</p>	<p>Association des Francophones du Nord-Ouest de L'Ontario (A.F.N.O.O.); Les Conseils scolaires; Regroupement des organismes francophones de Thunder Bay, Inc. (ROFTB); and RDÉE.</p>	<p>2004</p>	<p>Francophone community will have access to financial services in French. Feasibility study on creation of Caisse Populaire in Thunder Bay underway.</p>	<p>Proposal underway. Expect implementation January 2004.</p>
<p>19. Understand the labour market needs of employers in the region to forecast human resource needs and develop economic vision for the region.</p>	<p>Partner with Human Resources Professionals Association of Northwestern Ontario to survey employers and forecast human resource needs.</p>	<p>Human Resources Professional Association of Northern Ontario; Lakehead District School Board; Thunder Bay District Catholic School Board; YES Employment; Lakehead University; Confederation College; N.O.T.C.; and Thunder Bay Chamber of Commerce.</p>	<p>2002-2003</p>	<p>Greater understanding of the human resource needs in the region with which to build upon the economic vision. Disseminate this specific information to employers, workers and students. Direct students into viable careers for Northwestern Ontario thus decreasing the youth out-migration.</p>	<p>Several partners meetings conducted. Proposal to be submitted in June 2003.</p>

Ongoing Environmental Scan Issue 3 - LITERACY AND LIFE SKILLS - Need to promote literacy and life-long learning as they are key components for building a skilled labour force, encouraging entrepreneurial activity and increasing labour participation.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
20. Promote Literacy and Basic Skills programs *Priority Issue identified at the Nipigon Validation Meeting 2002.	Make information about literacy programs available while building awareness.	Literacy Northwest; Literacy Agencies; NSTB/CFNS; Confederation College; Y.E.S. Employment ; and H.R.D.C.	2002	Update and distribute information to labour market partner groups.	Ongoing
21. Promote French literacy and basic skills program.	Alpha Thunder Bay will be hiring an intern to develop a marketing plan.	Alpha Thunder Bay; A.F.N.O.O.; Les Conseils scolaires; R.O.F.T.B.; and FedNor.	2003-2004	Greater awareness of available programs.	Intern starts April 2003
22. French classes available as second language courses.	Development of the program featuring conversational French at a fee for service.	Alpha Thunder Bay; A.F.N.O.O.; Les Conseils scolaires; R.O.F.T.B.; and FedNor.	2003-2004	Access to French courses for English speakers.	Hiring process underway.
23. Bring youth literacy levels in NW Ontario up to standards of rest of province. *Priority Issue identified at the Nipigon Validation Meeting 2002.	Job Connect Program	Literacy Northwest; Literacy Agencies; NSTB/CFNS; and Confederation College; Y.E.S. Employment; and H.R.D.C.	Ongoing	Refer more youth to literacy agencies and place more students (youth 18-30) in job placements.	Ongoing

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NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
24. Plan a regional training event focused on literacy issues in Northwestern Ontario. There is a need for Literacy Education opportunities.	Submitted proposal to access funds to plan 2003 Literacy Northwest Training Event/Conference.	Literacy Northwest; NSTB/CFNS; MTCU; National Literacy Secretariat; and Canada Post.	May 2003	Opportunity for learners, tutors, literacy practitioners, and community stakeholders to come together to learn and discuss current literacy issues.	Proposal approved. Fort Frances, May 29-31, 2003
25. Sound basics as the foundation for literacy learning, and reinstate personal supports for children with disabilities.	Guidance counsellors, the Ministry of Education and teachers must ensure that parents / students are given all opportunities / information to make right decisions - all options presented.	P.U.S.H. Northwest; Literacy Northwest; Ministry of Education; Ontario Ministry of Community, Family; and Children's Services.	2002	Improve quality of life for children with disabilities.	Ongoing
	Implementation of two Early Years Centres in the region: Thunder/Atikokan; and Thunder Bay/Superior North. Currently partnering in new proposal in Literacy & Basic Skills	Ontario Ministry of Community, Family and Children's Services. Communities Together for Children	Ongoing Spring 2003	Provide children parents, and caregivers with support and information on learning opportunities for children in the region. Use computers in libraries to upgrade with support of mentor-at-a-distance	Ongoing Spring 2003
26. Increased funding, capital investment, partnering of literacy and numeracy training.	Job development placement support, linkage to information and referral services.	Confederation College, Job Connect; Y.E.S. Employment; and Literacy Northwest.	2001-ongoing	Will enhance the level of services for youth by providing updated technology and equipment. Will also strengthen links with employers and other community stakeholders.	Ongoing additional dollars allocated by MTCU in 2002, for computer upgrades or new equipment.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
27. One on one home visit - literacy programming and more outreach to employers.	Partnering and support whenever possible by community agencies. Higher Value Project - MTCU Workplace Initiatives.	Y.E.S. Employment; Literacy Northwest; and Other Literacy Agencies.	Ongoing	Enhanced level of services for youth	Ongoing
28. Literacy programs should be directed to all age groups not only adults. *Priority Issue identified at the Thunder Bay Validation Meeting 2001.	Creation of pamphlet identifying programs in our region.	Literacy Northwest; NSTB/CFNS	200-2001	Pamphlet Created and Distributed.	Completed
29. Need Professional Development opportunities for Literacy field.	Literacy Northwest 2003 Regional Training Event/Conference.	Literacy Northwest; NSTB/CFNS; MTCU; National Literacy Secretariat; and Canada Post.	May 2003	Opportunity for learners, tutors, literacy practitioners, & community stakeholders to learn together and discuss/address issues.	Date / Location: Fort Frances / May 29-31, 2003
30. Need opportunities to promote literacy services to employers and the workforce.	"Hire Value project and distribute materials to key stakeholders.	NSTB/CFNS; MTCU; N.T.A.B.; HRDC; and Literacy Northwest.	2001-2002	Enhanced level of awareness. Establish new links with local employers.	Completed.
31. Need for a central literacy information source for the Northwest Region.	Literacy Northwest Website.	Literacy Northwest; NSTB/CFNS; HRDC; and MTCU.	May 2002	Regional literacy website intended to enhance literacy awareness, link delivery agency activities and events, and promote literacy services to the general public.	Completed - updating regularly.

Ongoing Environmental Scan Issue 4 - APPRENTICESHIP & SKILL TRADES (In both official languages English & French) - NSTB/CFNS and Community Partners recognize that as a result of the aging workforce there will soon be a significant shortage of trained Trades people.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
32. Need for the development of technical and mechanical courses that meets specific needs of business, industry and the employees i.e. forestry, mining.	Courses developed to meet these needs: Forestry worker operator; Forestry technician.	Confederation College; Paper Industry; Labour Unions; and MTCU Apprenticeship Branch.	First Graduates Sept. 2003.	Course started in Sept. 2001. Increase of trade apprenticeships in the workplace.	Ongoing
	Modular Training Opportunities: Cutter, Skidder, Mechanical Harvesting, and Surface Mining.		Ongoing	Individuals become certified by the MTCU, Ministry of Labour, and the Ontario Forest Safe Work Association.	Ongoing
33. Promote a stream of apprenticeship and training opportunities to employers and persons with disabilities.	Promote regulated and non-regulated trades and training.	P.U.S.H. Northwest and NSTB/CFNS	Ongoing	Raise awareness for access to training for persons with disabilities.	Initial discussion stage
34. Funding to allow exposure to Apprenticeship Trades for students in remote communities. * Priority Issues identified at the Marathon Validation Meeting 2001.	More funds required from the provincial government.	Regional Municipalities and N.O.A.C.C.	2002-2003	Meet the growing demand for skilled Trades people by providing students with opportunities to work in trades/apprenticeship areas. "Province sets the curriculum at the moment - it does not necessarily coincide with the direction we are heading in attracting new businesses to our communities." - Marathon Validation Meeting.	Resolution forwarded to Provincial Government.
	N.O.A.C.C. Resolution: expand Ontario Youth Apprenticeship Programs (OYAP) program to all high schools in Northwestern Ontario.				

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
35. Develop strategies to market benefits of career opportunities in skilled trades and technologies.	Work with labour partner groups/school boards who have influences on student's career decisions. Regional Career Fair. Passport to Prosperity Program.	NSTB/CFNS; Lakehead School Board; Thunder Bay District Catholic School Board; M.T.C.U.; and H.R.D.C.; Canadian Armed Forces; City of Thunder Bay; Dougall Media; Chronicle Journal; Superior-Greenstone School Board and Municipality; Newmont Mines; Superior North CFDC	2002-2003	Address skill shortages in trades occupations.	Regional Career Fair 2003 scheduled April 10/11 in Thunder Bay
36. Allow apprentices' tools to be eligible for tax deduction as an education expense.	Write a letter to the Ministry of Revenue requesting tax deduction for apprentices' tools.	N.O.A.C.C.	2002	Financial Assistance in the form of tax deduction for apprentices' tools will benefit and encourage students to undertake trades training.	Letter sent.
37. Promote provincial and federal programs that provide incentives for employers and young apprentices (including hiring grads and encourage training).	Encourage employers to assist in the completion of apprenticeship training. Recommend incentives for employers to government i.e. tax incentives.	N.O.A.C.C.; HRDC; and MTCU Apprenticeship Branch	Ongoing	Increased apprenticeships.	Begin process towards consolidated effort.
38. Eliminate the two-week waiting period for EI Benefits for students who are beginning apprenticeship training.	Write a letter to HRDC requesting that this waiting period be eliminated for this group of skilled workers.	N.O.A.C.C.	2002	Ease the financial burden experienced with the work to school transition for students beginning skilled trades training. As well, it will act as an incentive and encourage unskilled workers	Letter sent.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
				to become trained with a trade.	
39. Provide financial assistance to employers who are willing to take on students' apprenticeship programs.	Write letters of support to HRDC and MTCU.	N.O.A.C.C.; Thunder Bay Chamber of Commerce; and Ontario Chamber of Commerce	2002-2003	Increase the number of apprenticeships in Northwestern Ontario. Increased accessibility to skilled trades training.	Letters sent.
40. More opportunities for youth to undertake apprenticeship training. Confederation College's Apprenticeship Mechanical Engineering Technologist Program proves to be an excellent model.	Ontario Youth Apprenticeship Program (O.Y.A.P.).	MTCU, Apprenticeship Branch; Regional School Boards; N.O.A.C.C.; and NSTB/CFNS.	Ongoing	Increase the number of youth in apprenticeship programs.	Ongoing
	Balmoral Centre for Adult Studies. Passport to Prosperity Program.		Phase 3 - Ongoing		Ongoing
41. Promote "on the job" competency training and the specific long-term benefits for employers who train their employee. Promote the "reality of" undertaking and acquiring a trade / skills apprenticeship in Northwestern Ontario. Parents and students need to be informed about trade options as a career choice.	Educate local employers / small business on beneficial aspects of apprenticeship training.	MTCU Apprenticeship Branch; Regional School Boards; and NSTB/CFNS.	Ongoing	Increased opportunities for employers and employees. New legislation has opened opportunities.	Ongoing
	Passport to Prosperity Program				
42. A program for youth that is responsive to industry / labour and aspiring apprentices' needs.	Job Connect Program will provide placement and learning opportunities for youth while meeting the	Confederation College Job Connect Program and Y.E.S. Employment, Programs.	Ongoing	Education and training programs to better meet employer's needs.	Ongoing

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NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
	needs of employers.				
43. Promote and refer interested women to Trades training.	Provide information to women on the benefits of acquiring a skilled Trade.	Faye Peterson Transition House; and Centre des Femmes Francophones du Nord-Ouest de L'Ontario (CFFNOO).	2002-2003	Increase the number of women who are skilled Trades people.	Ongoing
44. Promote and refer interested First Nations' individuals into apprenticeship training.	Assist clients to access such opportunities through personal mentoring and coaching. Provide funds and resources to pay for some of the costs involved with undertaking Trades training.	Anishinabek Employment and Training Services; and Mamo-Wichi-Hetiwin Employment & Training.	2002-2003	Increase the number of First Nations men and women who are skilled Trades people.	Ongoing
45. Apprenticeships for skilled Trades need to be widely marketed in secondary school system and the wider adult education system.	Promote apprenticeships to adult learner. Collect and distribute information on training opportunities. Partner with stakeholders. Provide skills specific training. O.Y.A.P.	MTCU Apprenticeship Branch Client Services Unit and Job Connect.	Ongoing	Information shared to enhance an individual's opportunity to be accepted as an apprentice.	Ongoing discussions with community partners.
	Produce The Skilled Trades Handbook for Thunder Bay District	North Superior Training Board/Thunder Bay Labour Council	March 2003	Provide a handbook/guide to the world of Skilled Trades and Apprenticeship in Ontario and our region	Completed

Ongoing Environmental Scan Issue 5 - YOUTH - Youth have been consistently identified in the past couple of years as a priority focus because of the high out migration of youth from the region as a result of limited employment opportunities.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
46. Promote Passport to Prosperity Program. This initiative is in place to increase employer awareness of in-school work programs. To meet the increased demand, high schools need a greater number of employers willing to provide work opportunities for students.	Expand the program into all 14 high schools in the district of the Local Area 24 - North Superior Training Board.	NSTB/CFNS; Y.E.S. Employment; English & French School Boards; N.O.A.C.C. ; Multicultural Association of Northwestern Ontario (M.A.N.W.O.); Northwestern Ontario Secondary School Students Association.	September 2002 - June 30, 2003.	Recruit employers from all sectors to take high-school students in co-op placements, job-shadowing, company tours, and increase school to work / transition opportunities for secondary school students. Improve and create interest among high school students to be involved with co-operative education.	Phase 3 - Ongoing
47. Encourage youth participation to identify training issues specific to their needs.	Establish a volunteer youth group to discuss training needs.	Y.E.S. Employment and M.A.N.W.O.	As needed	Enhance youth participation in identifying employment and training needs.	Ongoing
48. Promote educational and employment opportunities to Aboriginal youth. Provide Aboriginal youth with "hands on" experiences and career related tours, information, and workshops.	Niigaantige: Looking to the Future Career Exposition.	Matawa First Nation Management; Mamo-Wichi-Hetiwin: Anishinabek Education Institute; Ontario Native Women's Association (ONWA); Anishinabek Employment and Training Services; INAC; Y.E.S. Employment; TBIFC; OMAA; CCUPSY; 7 Generation Education Institute; and Oshkipimcheowin.	2002	Motivate students to pursue their educational dreams and ultimately, participate in employment sectors in both Aboriginal and mainstreams in the future.	October 30 - November 1, 2002. Will be held bi-annually - next Career Exposition in the fall of 2004.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
49. Assist Aboriginal youth with disabilities in gaining the skills to find meaningful employment opportunities.	"Achieving Success" Program.	Anishinabek Employment and Training Services; Ontario March of Dimes; and HRDC.	Ongoing	Increase the skill level and employment experience of First Nations youth who live with disabilities through the provision of wage subsidies.	Ongoing
50. Promote career opportunities to youth.	Regional Career Fair to be held in the Spring of 2003.	NSTB/CFNS – see # 35	Fall 2002 - Spring 2003	Increased awareness, knowledge and understanding of career opportunities available to youth specific to the region and beyond.	Regional Career Fair April 10/11 2003
51. Develop and promote clear pathways from school to college to the workplace.	Train guidance counsellors and teachers to become more familiar with community college programs as an alternative stream to university. Provide schools with labour market information.	Lakehead District School Board and NSTB/CFNS.	Ongoing	Increased awareness of college opportunities for students graduating from high school.	Ongoing

New Environmental Scan Issue 1 - DEVELOP A YOUTH STRATEGY - Youth have been consistently identified in the past couple of years as a priority focus because of the high out-migration of youth from the region as a result of limited employment opportunities.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
52. Encourage and provide youth with Youth Internships upon graduation from Post-secondary School.	Provide grants for employers to take on youth interns.	FedNor	Ongoing	Provide youth with practical job experience to enhance their education thus making them more marketable for full-time employment.	Ongoing
53. Promote the region as a tourist destination while training youth in tourism skills. *Priority Issue identified at the Nipigon Validation Meeting 2002.	Develop a Tourism Training Program to be implemented in all regional communities	North Superior Tourism	Fall 2002 - Spring 2003	Training youth with transferable skills.	
Establish a customer-service training program with an aboriginal focus	Confederation College's Community Development & Innovation division, Thunder Bay Ventures	NSTB/Confederation College/Nishnawbe-Aki Development Fund/ONWA/Thunder Bay Chamber of Commerce/Superior North CFDC/Negahneewin College	Spring 2003	Establish customer service-training program with Aboriginal focus as well as front-line training program	First meeting March 2003 - ongoing
54. Promote and support entrepreneurship in young people.	Provide information and support in the form of workshops. As well, start-up loans to youth between the ages of 18 and 35 are available to those interested in starting their own business (must have a solid business plan).	Canadian Youth Business Foundation; and Young Entrepreneurs of Thunder Bay.	Ongoing	Increase the number of young people starting their own businesses.	Ongoing

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
55. To have information on employment opportunities for youth in Thunder Bay and the region in order to direct young people into available employment and training opportunities.	Quarterly snapshot of youth employment for employment agencies/services and guidance counsellors.	Y.E.S. Employment and H.R.D.C.	Ongoing	Increased opportunities.	Ongoing
56. Develop a youth strategy to prevent further emigration and encourage immigration of youth to Thunder Bay and region.	A committee of stakeholders has formed to examine this issue among the other recommendations made in the Youth Employment Report.	Y.E.S. Employment and other stakeholders.	November 2002	Develop clear action plans with which to move forward on in terms of the recommendations made in the Youth Employment Report.	Initial meeting stage.
57. To develop clear action plans on the recommendations made in the Youth Employment Report. These include: 1. A labour market needs analysis identifying local labour needs and skill shortages. 2. More school to work transition programs.	Bring together interested stakeholders to examine these issues in detail and develop action plans.	Y.E.S. Employment and interested stakeholders.	Set to begin in November 2002.	Understand more fully employment and training barriers and incentives for youth. Develop in more detail a youth strategy.	Initial stages.



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NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
3. Greater alternatives to mainstream education to assist 'at risk' students. 4. Access to business capital to support young entrepreneurs. 5. Youth volunteerism. 6. Greater exposure to life skills training. 7. Motivation to encourage youth activism.	<u>Continued:</u> Bring together interested stakeholders to examine these issues in detail and develop action plans.	<u>Continued:</u> Y.E.S. Employment and interested stakeholders.	<u>Continued:</u> Set to begin in November 2002.	<u>Continued:</u> Understand more fully employment and training barriers and incentives for youth. Develop in more detail a youth strategy.	<u>Continued:</u> Initial stages.

New Environmental Scan Issue 2 - BROADBAND INFORMATION TECHNOLOGY STRATEGY - Need enhanced information technology infrastructure in the region including high-speed DSL infrastructure as well, access to specialized training in order to be able to use the technology.

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
58. Improve the physical infrastructure for Broadband Technology and high speed DSL Internet access in all communities in Northwestern Ontario. *Priority Issue identified at the Nipigon Validation Meeting and the Thunder Bay Validation Meeting 2002.	807 Northwest will promote technology oriented economic development, create jobs, enhance access to educational and health services, while ensuring that high-speed bandwidth is affordable and accessible in the Northwest Region.	807 Northwest; Thunder Bay Telephone; N.O.A.C.C. resolution.	Full service expected by December 2003 in Thunder Bay catchment area.	Will enable economic opportunity for both small and large businesses in the region leading to the creation of jobs and Information Technology opportunities along the North Shore of Lake Superior.	Ongoing - December 2003
	Government of Canada has committed to ensuring that affordable broadband internet capability be available in all rural communities by December 31, 2005 (Report on broadband delivery).				Ongoing
59. Promote Information Technology (IT) opportunities for Northwestern Ontario	Connect Ontario	N.O.A.C.C.; 807 Northwest; Confederation College; Northern Supplier.com; N.O.T.C.; and FedNor.	2002-2003	Increase business development and job creation in the IT sector.	Ongoing
	Provide specific IT Certification Training Courses as required by regional businesses and organizations.				Ongoing and as needed.

New Environmental Scan Issue 3 - FRANCOPHONE EDUCATIONAL & TRAINING INEQUALITIES

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
60. Train youth on technology, community, and economic development.	Proposal being developed for a three year project of training the trainers between 15 and 19 years old.	A.F.N.O.O.; Les Conseils scolaires; FedNor; and Trillium.	2003-2006	30 youth will receive extensive training which will broaden their options.	Proposal in development stages. Will be submitted in November 2002.
61. Augment interest in entrepreneurial opportunities for Francophone population.	Two day conference on options and opportunities on economic development for small businesses.	A.F.N.O.O.; Les Conseils scolaires; FedNor; and Rural Secretariat.	2003 March	45 Francophone entrepreneurs (adults and youth) will gain information on entrepreneurial opportunities.	March 2003-completed
62. Research project to identify the training needs in the Francophone community.	Reworking the NSTB/CFNS and A.F.N.O.O. proposal to meet ministerial criteria.	A.F.N.O.O.; Les Conseils scolaires; and NSTB/CFNS.	2003	Data collected will contribute to NSTB/CFNS Environmental Scan and Local Area Planning. Will also meeting A.F.N.O.O.'s 5 year plan.	Spring 2003

New Environmental Scan Issue 4 - SKILLS DEVELOPMENT FOR WOMEN

NEED	SPECIFIC ACTION	COMMUNITY PARTNERS	TIMEFRAME	EXPECTED RESULTS	STATUS
63. Funding for women's training that takes into account the uniqueness of women's economic, familial, and educational situation is needed.	Will submit proposal for a five-year pilot project, "The Women's Access Fund". This project will direct and provide access for women to education and skills development.	P.A.R.O. Northwestern Ontario Women's Community Loan Fund and NSTB/CFNS Women's Reference Group.	Fall 2002 - 2003	Funding will be awarded to begin the project to increase women's educational and skill level.	Draft proposal completed.
64. Creative methods of training delivery for women living in smaller isolated communities. *Important Issue raised at the Nipigon Validation Meeting 2002.	To improve the physical infrastructure for Broadband Technology (high-speed DSL Internet access) in all communities in Northwestern Ontario.	807 Northwest and Thunder Bay Telephone.	Full Service expected by December 2003 in Thunder Bay catchment area.	Women will be able to make use of training opportunities available through on-line learning with access to technology.	Ongoing

IDENTIFIED ISSUES CURRENTLY NOT BEING ADDRESSED: (THERE IS A NEED TO IDENTIFY POSSIBLE COMMUNITY PARTNERS)

- 1. Promotion of training opportunities for older adults:**
There is a need to clearly define the concept of “older Adults”. What age ranges are to be included under this heading? Where is the training for people in the age range of 31-50? Promote training opportunities for these specific groups of individuals.
Identified at the Thunder Bay Validation Meeting 2002.
- 2. Promotion of training opportunities for low income earners:**
Provide pre-job skills training to those who may have difficulty in obtaining jobs due to their lack of skills/experience. Promote awareness of what opportunities currently exist in the community. Identify possible partners including Thunder Bay Coalition Against Poverty (T.C.A.P.).
Identified at the Thunder Bay Validation Meeting 2002.
- 3. Advocate with the other Provincial Training Boards:**
Revolutionize the Education System - the current focus is on money and should be on value.
Identified at the Nipigon Validation Meeting 2002.
- 4. Language barriers facing immigrants:**
There needs to be a professional language program for refugees and new immigrants. (Labour Market Language Training or Profession-specific language training. i.e. Nurses who use Spanish as their first language and meet the basic literacy requirements in English need English specific language training in nursing in order for them to qualify for nursing jobs).
Identified at the Thunder Bay Validation Meeting 2002.
- 5. Accreditation process for new immigrants wanting to use previously acquired skills and training:**
There should be a facilitated process in place to encourage and promote new immigrants to settle in the region. Landed immigrants/refugees face barriers with access to information on Canadian requirements, cost of equivalency exams, and in some cases, lack of access to the documentation required to proceed with the process. Additional barriers may include language issues, literacy levels, and childcare.
Identified at the Thunder Bay Validation Meeting 2002.

- 6. Training opportunities in the form of a job mentorship program for landed immigrants/refugees:**
 Enable landed immigrants/refugees the opportunity to gather job experience and language skills through a job mentoring program. Employment support workers to assist immigrants in finding employment and monetary incentives for employers to hire immigrants should be in place. Identify possible partners.
Identified at the Thunder Bay Validation Meeting 2002.
- 7. Provide training opportunities for individuals who live with mental health issues/disability:**
 In this region, a growing number of individuals live with some form of mental illness (invisible disabilities). The challenges facing this group are numerous, however, most when asked, would like to be employed with some type of work. The barriers and advantages of employment for this group should be explored.
Identified at the Thunder Bay Validation Meeting 2002.
- 8. Provide training dollars and access to training programs for American Sign Language Interpreters.** In Northwestern Ontario there is currently only one such professional to provide interpretive services. There is also a need for Real-Time Captioning and Print Text for the Deaf and Hard of Hearing.
Identified by The Canadian Hearing Society Thunder Bay Office.
- 9. Encourage employers (large-scale) to invest in training opportunities for their employees:**
 Employer investment in training is very low compared with other countries and areas in Canada. There is a need to promote the benefits of employer investment in their employees i.e. commitment to the workplace, new skills, healthy workplace environment, and increased production.
Identified at the Thunder Bay Validation Meeting 2002.
- 10. Promotion of training of entrepreneurs:**
 Provide re-training opportunities and assistance to the owners of small businesses who have undergone a bankruptcy.
Identified at the Thunder Bay Validation Meeting 2002.
- 11. Lobby for flexibility in the admission requirements for the Northern Medical School for Northern residents.**
Identified at the Thunder Bay Validation Meeting 2002.
- 12. Junior Achievement Programs are needed in all regional high schools to promote entrepreneurship to youth.**
Identified at the Nipigon Validation Meeting 2002.
- 13. Promote a variety of training opportunities for women. Encourage access to training and skills development for women.**
Identified at the Thunder Bay Validation Meeting 2002.

- 14. Provide training and skills development to landed immigrant and refugee women.**

Identified at the Thunder Bay Validation Meeting 2002.

- 15. In-migration of Aboriginal Youth from Northern Communities to Thunder Bay, the largest urban hub in the Board 24 area. There are training, adjustment, and employment concerns specific to this growing group of young people.**

Identified at the Thunder Bay Validation Meeting 2002.

Issues 16 - 20 were identified by the NSTB/CFNS Aboriginal Reference Group.

- 16. Undertake a Labour Market Information Survey on Aboriginal Communities (on and off reserve) in the Board 24 Area which includes Superior-Greenstone and Matawa First Nations.**

The current Labour Force Survey done by Statistics Canada does not include Aboriginal people living on reserves. It is necessary to gather labour market information on First Nations communities in order to evaluate and identify training and employment gaps and needs.

- 17. Provide training and skills development for Aboriginal women. Culturally appropriate daycare is needed for women who want to participate in either educational or employment endeavors.**

- 18. Need for cross-cultural training for both Aboriginal employers/employees and Mainstream employers/employees to facilitate relationship building and sharing of information.**

- 19. Literacy and Life Skills training in Ojibway.**

- 20. Training, employment, and support for Aboriginal artists and crafters.**

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Student Placement & Cooperative Education Centre
955 Oliver Road
Thunder Bay, Ontario
P7B 5E1
(807) 346-8264 Contact: John A. Degiacomo, Manager

Lakehead University
Part-time and Distance Education
955 Oliver Road
Thunder Bay, Ontario
P7B 5E1
(807) 346-7730 Contact: Gwen Wojda

Literacy Northwest
135 Syndicate Avenue North, Suite 204
Thunder Bay, Ontario
P7C 3V6
(807) 622-6666 Contact: Annemarie Wesolowski & Melissa Alers

Mac Walters Business Technology Consulting
(807) 476-6001 Contact: Mac Walters

Mamo-Wichi-Hetiwin
Employment & Training
233 Court Street South
Thunder Bay, Ontario
P7B 2X9
(807) 344-8070 Contacts: Judi Puitinen & Cleo Wabegijig

Member of Parliament
Dr. Stan Dromisky, M.P. Office
1500 James Street South
Thunder Bay, Ontario
P7E 6N7
(807) 577-1900 Contact: Cynthia Siciliano

Ministry of Education
435 James Street South
Thunder Bay, Ontario
(807) 475-1571 Contact: Bob Greer



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Ministry of Northern Development & Mines
435 James Street South
Thunder Bay, Ontario
P7E 6S7
(807) 475-1538 Contacts: Dave Laderoute & Scott McKinnon

Ministry of Training, Colleges and Universities, Apprenticeship Branch
28 Cumberland Street North
3rd Floor, Suite 301
Thunder Bay, Ontario
P7A 4K9
(807) 345-8888 Contact: Sherry Hogan

Multicultural Association of Northwestern Ontario
Victoriaville Centre Mall
711 Victoria Avenue East
Thunder Bay, Ontario
P7C 5X9
(807) 622-4666 Contact: Moffatt Siyayi Makuto

Negahneewin College of Indigenous Studies
P.O. Box 398, 1450 Nakina Drive
Thunder Bay, Ontario
P7C 4W1
(807) 475-6187 Contact: David M. laPointe

New Directions Worker Resource Centre
406 - 200 Syndicate Avenue South
Thunder Bay, Ontario
P7E 1C9
(807) 623-9188 Contact: Bart Pilato

Nishnawbe-Aski Development Fund
300 - 100 Back Street
Thunder Bay, Ontario
P7E 6P2
(807) 623-5397 Contact: Michael Fox

North of Superior Tourism
Box 5, RR#1, Maata's Road
Nipigon, Ontario
P0T 2J0
1-800-265-3951 Contact: Darren Lillington

North Superior Training Board / Comité de formation du Nord Supérieur
215 Red River Road, Suite 201
Thunder Bay, Ontario
P7B 1A5
(807) 346-2940 Contact: Marg Scott, General Manager

Northwestern Ontario Associated Chamber of Commerce
857 May Street North
Thunder Bay, Ontario
P7C 3S2
(807) 622-9642 Contact: Mary Long-Irwin

Northwestern Ontario Development Network
202 - 200 Syndicate Avenue South
Thunder Bay, Ontario
P7E 1C9
(807) 623-4668 Contact: Harold Wilson

Northwestern Ontario District Health Council
1093 Barton Street
P7B 5N3
(807) 623-6131 Contact: Lee-Anne Nalezty

Northwestern Ontario Technology Association
1294 Balmoral Street, Suite 213
Thunder Bay, Ontario
P7B 5Z5
(807) 768-6688 Contact: Melody Scott

Northwestern Ontario Technology Centre
1294 Balmoral Street, Suite 150
Thunder Bay, Ontario
P7B 5Z5
(807) 768-6688 Contact: Judy Sanders

Northwestern Ontario Women's Decade Council
R.R. 16, Mitchell Road
Thunder Bay, Ontario
P7B 6B3
(807) 683-5662 Contact: Dr. Leni Untinen, D.S.W.

Ontario Native Women's Association
977 Alloy Drive, Unit 7
Thunder Bay, Ontario
P7B 5Z8
(807)623-3442 Contacts: Bonnie Vermette & Sally Ledger

Ontario Youth Apprenticeship Program
Superior-Greenstone School board
Nipigon-Red Rock District High School
P.O. Bag 2, 20 Frost Street
Red Rock, Ontario
P0T 2P0
(807) 886-2201 Contact: Linda Browning-Morrow

P.A.R.O. - Northwestern Ontario Women's Community Loan Fund
105 May Street North, Suite 110
Thunder Bay, Ontario
P7C 3N9
(807) 625-0328 Contact: Rosalind Lockyer

Persons United for Self-Help in Northwestern Ontario Inc. (P.U.S.H.)
79 Court Street North
Thunder Bay, Ontario
P7A 4T7
(807) 345-3400 Contact: Sandy Lychowyd

ROFTB Inc.
Coopérative du regroupement des organismes francophones de Thunder Bay
292 rue Court sud
Thunder Bay, Ontario
P7B 6C6
(807) 684-1950 Contact: Jocelyn Paquette

Superior Therapy Services
P.O. Box 1192
Nipigon, Ontario
P0T 2J0
(807) 887-0035 Contact: Patricia Dellacecca

The Balmoral Centre for Adult Studies
435 Balmoral Street
Thunder Bay, Ontario
P7C 5N4
(807) 622-6642 Contract: Barb Kucherka

The Canadian Hearing Society
135 Syndicate Avenue North, Suite 300
Thunder Bay, Ontario
P7C 3V6
(807) 623-1646 Contact(s): Nancy Frost, Karen Higginson, and Joanne McMacken

Thunder Bay Chamber of Commerce
857 May Street North
Thunder Bay, Ontario
P7C 3S2
(807) 624-2626 Contact: Mary Long-Irwin

Thunder Bay Coalition Against Poverty
176 Algoma Street South
Thunder Bay, Ontario
P7B 3B9
(807) 344-2712 Contact: Chris Mather

Thunder Bay District Social Services Administration Board
Ontario Works (Thunder Bay) Division
34 Cumberland Street North, 4th Floor
Thunder Bay, Ontario
P7A 8B9
(807) 684-3129 Contact: Carmen Wheeler

Toronto School of Business
28 Cumberland Street North
Thunder Bay, Ontario
P7A 4K9
(807) 346-4667 Contact: Gary Ferguson

Township of Nipigon
P.O. Box 160
Nipigon, Ontario
P0T 2J0
(807) 887-3188 Contact: Levina Collins



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Township of Schreiber
Economic Development Dept.
P.O. Box 40
Schreiber, Ontario
P0T 2S0
(807) 824-2711

Contact: Marshall Tannahill

Township of Shuniah
420 Leslie Avenue
Thunder Bay, Ontario
P7A 1X8
(807) 683-3611

Contact: Reeve Maria Harding

Young Entrepreneurs of Thunder Bay
1294 Balmoral Street, Suite 105
Thunder Bay, Ontario
P7B 5Z5
(807) 768-6689

Contact: Melissa Gorrie

Youth Employment Services (Y.E.S. Employment)
1116 Waterford Street
Thunder Bay, Ontario
P7B 5R1
(807) 623-0768

Contact: Lorraine Boland

GLOSSARY OF ACRONYMS

A.F.N.O.O.	Association des Francophones du Nord-Ouest de l'Ontario
ACCUEIL	ACCUEIL Francophone de Thunder Bay
CRRNOO	Centre des Femmes Francophones du Nord-Ouest de l'Ontario
FedNor	Federal Economic Development Initiative in Northern Ontario
HRDC	Human Resources Development Canada
I.N.A.C.	Indian and Northern Affairs Canada
M.N.D.M.	Ministry of Northern Development & Mines
MTCU	Ministry of Training, Colleges and Universities
M.A.N.W.O.	Multicultural Association of Northwestern Ontario
N.O.A.C.C.	Northwestern Ontario Associated Chambers of Commerce
N.O.D.N.	Northwestern Ontario Development Network
N.O.M.A.	Northwestern Ontario Municipal Association
N.T.A.B.	Northwest Training and Adjustment Board
N.W.O.S.S.A.	Northwestern Ontario Secondary School Students Association
NSTB/CFNS	North Superior Training Board/Comité de formation du Nord Supérieur
O.M.A.A.	Ontario Metis Aboriginal Association
O.N.W.A.	Ontario Native Women's Association
O.Y.A.P.	Ontario Youth Apprenticeship Program
P.A.R.O.	P.A.R.O. Northwestern Ontario Women's Community Loan Fund
P.U.S.H.	Persons United for Self-Help in Northwestern Ontario Inc.
ROFTB Inc.	Regroupement des organismes francophones de Thunder Bay, Inc.
T.C.A.P.	Thunder Bay Coalition Against Poverty
T.B.I.F.C.	Thunder Bay Indian Friendship Centres
Y.E.S.	Youth Employment Services

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