

2012-
2013



North Superior
Workforce Planning Board

Northern Colleges & Planning Boards Group

Executive Summary

Summary of proceedings and accomplishments from North Superior Workforce Planning Board's 2012-2013 Deliverable seeking to address the Mining sector skilled labour needs across Northern Ontario.



EMPLOYMENT ONTARIO

North Superior Workforce Planning Board gratefully acknowledges the continued support of the Ministry of Training, Colleges and Universities for this new approach to labour market planning.

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Table of Contents

Executive Summary.....	5
Northern Colleges Initiative:	7
Northern Planning Zones Initiative:	8
Appendix A.....	9
Six Northern Colleges Sign Agreement to Work in Collaboration	9
Four Ontario Colleges Sign Agreement to Work in Collaboration	10

Executive Summary

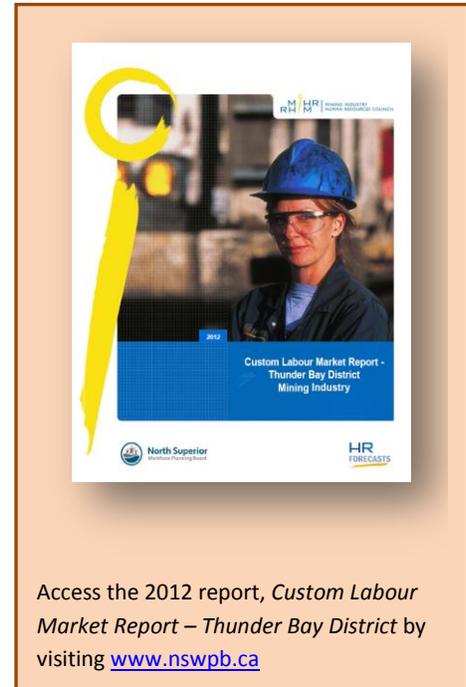
On February 15, 2012, North Superior Workforce Planning Board (NSWPB) hosted a one-day “Mining Your Future” Forum. The keynote presentation at the Forum was the release of NSWPB’s cutting-edge, first sub-provincial, mining hiring forecast entitled, *Custom Labour Market Report – Thunder Bay District Mining Industry*. The report was completed by Mining Industry Human Resource Council (MiHR) as commissioned by the Planning Board.

The report forecasted human resources requirements for mining in our district over the next 2, 5 and 10 year horizons and identified projections in three scenarios ranging from contractionary, baseline to expansionary. This forecast reflects the volatility of employment outcomes that characterize the mining industry in Canada. Contributing factors to this volatility are commodity demand and prices and economic conditions such as uncertainty despite evidence of recovery from the recession. These three scenarios adjust assumptions to illustrate a range that the hiring requirements may take over the forecast period:

- Baseline: consensus forecast showing a balance between overly optimistic or pessimistic viewpoints and often considered the most likely;
- Expansionary: commodity prices are stronger leading to increased mining activity; conversely,
- Contractionary: commodity prices are weaker therefore leading to less activity.

In all three scenarios, there was an identified positive hiring requirement over the next ten years based solely on hiring to cover attrition. The positive hiring requirements in the Thunder Bay District alone ranged from 1,110 to 4,150. This study indicated that Northwestern Ontario would soon be facing the challenge of preparing its local residents to be ready for the mining sector employment needs over the next ten years. This would require the collaborative efforts from all stakeholders.

In response to this knowledge and to coincide with our Mining Your Future Forum, North Superior Workforce Planning Board and its partner, Confederation College of Applied Arts &



Technology, invited all of the five (5) other Colleges and Planning Boards located in Northern Ontario to attend the Forum on January 15, 2012 and to meet together the following day to discuss how best we could respond to the future workforce demands in the mining sector.

The meeting of representatives from regional colleges and planning zones was held on February 16, 2012 at Confederation College and was attended by:

<i>Planning Zones & Representatives</i>	<i>Colleges & Representatives</i>
North Superior Workforce Planning Board – Executive Director Madge Richardson	Confederation College – President Jim Madder
Northwest Training & Adjustment Board – Executive Director Sonja Wainio	College Boreal – Manager of Employment Centre Nancy Raymond (teleconference)
Far Northeast Training Board – Executive Director Julie Joncas	Northern College – Vice-President Bob Mack
Algoma Workforce Investment Committee – Executive Director Jonathan Coulman (teleconference)	Sault College – Dean of Technology & Skilled Trades Colin Kirkwood
The Labour Market Group – Executive Director Stacie Fiddler (teleconference)	Canadore College – Sr. Vice-President Ewen Cornick
Sudbury-Manitoulin Workforce Partnerships Board – Executive Director Reggie Caverson (teleconference)	Cambrian College – Dean of School of Business, Computer Studies and Engineering Technology Joan Campbell

The following initiatives were discussed and agreed upon by all parties participating on January 16, 2012:

1. Colleges agree to develop Memorandums of Understanding on how best to provide upgrading, training and education for students wishing to seek employment in the mining sector.
2. Planning Boards agreed to work in partnership to commission identical studies and reports for their districts as was done in the District of Thunder Bay for NSWPB. These studies once complete will identify the hiring requirements in the mining sector for the same time period and scenarios as well as allowing us to identify the total mining sector hiring requirements for Northern Ontario, including a breakdown of occupational groupings per district and grand total.

Northern Colleges Initiative:

As a result of this initial meeting and future discussions, two separate Memorandums of Understanding were signed by participating colleges outlining a collaborative approach to programming and services:

- A Framework for College Collaboration in Northern Ontario was signed by four (4) colleges on November 5, 2012 reinforcing a collaborative approach to delivering programs in environmental and the natural resources fields. In its press release of November 5, 2012, it was identified that the “agreement enhances the scope of learning opportunities and supports to residents and communities in Northern Ontario. It paves the way for cooperative programming that is jointly delivered and designed to minimize the need for students to physically transfer colleges to graduate. It also provides an opportunity to share curriculum, courses and programming tools”.
- A Framework for Collaboration with Northern Ontario Colleges was signed by six (6) colleges. In its press release of January 25, 2013, it was stated, “The agreement enhances the scope of learning opportunities and supports to residents and communities of Northern Ontario. It is student focused in terms of sharing best practices for program delivery that meet the needs of diverse learners and has placed a strong emphasis on academic and student support including mental health.”

The complete press releases from the above dates may be found in Appendix A following this Executive Summary.

Northern Planning Zones Initiative:

Following the agreement and commitment forged on February 16, 2012, the six (6) planning boards commissioned Mining Industry Human Resources Council (MiHR) to complete sub-provincial reports on hiring requirements within the mining sector in their respective districts.

These reports were completed and released in March, 2013. An addendum to the Thunder Bay District's report was also released at that time. Copies of the reports may be found on the following websites:

North Superior Workforce Planning Board: www.nswpb.ca

Northwest Training and Adjustment Board: www.ntab.on.ca

Algoma Workforce Implementation Committee: www.awic.ca

Far Northeast Training Board: www.fnetb.com

Sudbury-Manitoulin Workforce Partnerships Board: www.greatersudbury.ca

The Labour Market Group: www.thelabourmarketgroup.ca

Appendix A

Six Northern Colleges Sign Agreement to Work in Collaboration

January, 25 2013

Confederation College has signed a Memorandum of Understanding creating a partnership with all the northern Ontario colleges including, Canadore College, Sault College, Cambrian College, Collège Boréal and Northern College. The agreement reinforces a collaborative approach for student access to programming and services.

The agreement enhances the scope of learning opportunities and supports to residents and communities of northern Ontario. It is student focused in terms of sharing best practices for program delivery that meet the needs of diverse learners and has placed a strong emphasis on academic and student support including mental health.

The colleges will work together to create recruitment strategies to attract learners in identified skilled shortages in northern Ontario. This will ensure that a support system is in place to provide northern Ontario employers with a skilled and competitive workforce.

“Building on the success of recently signed agreements, this is another opportunity for Confederation College to develop collaborative relationships that create seamless and cost-effective pathways for learners,” said Jim Madder, President, Confederation College. “We are looking forward to expanding programs as well as sharing our best practices with the partnering colleges. By working together, we have a greater ability to support student success,” added Madder.

The six northern colleges are committed to developing collaborative opportunities and will share information such as best practices in teaching and learning, organizational sustainability and community engagement. It also provides an opportunity to share curriculum, courses and programming tools.

Developing collaborative agreements between postsecondary institutions is consistent with the Ministry of Training, Colleges and Universities requirement that education be delivered with an approach designed to increase productivity.

Four Ontario Colleges Sign Agreement to Work in Collaboration



November, 5 2012

Confederation College signed a Memorandum of Understanding today creating a partnership with Northern College in Timmins, Collège Boréal in Sudbury and Fleming College located in Peterborough and Kawartha Lakes. The agreement reinforces a collaborative approach to delivering programs in environmental and the natural resources fields.

The agreement enhances the scope of learning opportunities and supports to residents and communities of northern Ontario. It paves the way for cooperative programming that is jointly delivered and designed to minimize the need for students to physically transfer colleges to graduate.

The four colleges are committed to developing collaborative opportunities and will share information such as best practices in teaching and learning, organizational sustainability and community engagement. It also provides an opportunity to share curriculum, courses and programming tools.

“By combining our resources, we are able to provide a broader range of options for students pursuing a career in the environment and natural resources fields” said Confederation College President Jim Madder. “This collaborative approach enhances opportunities for students to further their education and prepare them for employment.”

Fleming College President, Tony Tilly was at Confederation College to sign the agreement.

“We are excited to bring to the partnership our strength in 25 environmental and natural resource sciences programs. At Fleming College, we are always looking for ways to break down barriers to learning. This new agreement advances our shared goal of ensuring the best, most progressive learning experience possible for students from across Ontario” said Tilly.

The Presidents from Northern College and Collège Boréal participated in today’s signing via video.

“One of the hallmarks of Northern College is our commitment to collaboration with other institutions,” said Fred Gibbons, President of Northern College. “We truly espouse the ideals of ongoing partnerships and look forward to finding new ways to better serve our students and our communities.”

President Denis Hubert-Dutrisac of, Collège Boréal agreed. “This collaboration provides Collège Boréal with a unique opportunity to share its expertise in high technology and applied research in the field of environment. Benefiting from the vast knowledge shared by all partners in the project, Collège Boréal reiterates the values of such collaboration between colleges as stated in its Strategic Mandate Agreement tabled last September with the Ministry of Training, Colleges and Universities” said Hubert-Dutrisac.

The Province of Ontario is in the process of reviewing ways in which postsecondary education is delivered with a focus on a collaborative approach designed to increase productivity. This agreement provides a venue to offer shared services with a mindset for innovation and entrepreneurship.

Minister Michael Gravelle shared his enthusiasm at the announcement. “I am absolutely thrilled that this agreement will provide expanded learning opportunities for northern Ontarians in the field of Natural Resources. As both the Minister of Natural Resources and a northern MPP, I know first-hand the many benefits and enormous potential Ontario’s mining and resource based industries bring to our province. This collaboration will enhance our already world class learning institutions and provide an unparalleled experience for students across the north” said Gravelle.

Bill Mauro, MPP, Thunder Bay – Atikokan expressed his congratulations to the four colleges for working together. “Congratulations for proactively working to enhance learning opportunities for residents of northern Ontario” said Mauro. “Working in collaboration with other colleges

will allow each learning institution to leverage the resources of the others and advance the interests of the student population to benefit us all.”

Natural resourced based industries are the foundation for much of the economy in northern Ontario. Enhancing educational opportunities in this sector is crucial to support the anticipated job growth in the emerging mining and resource based industries that are experiencing significant retirements.

Michael Nitz, Thunder Bay Chamber of Commerce Board Chair added “we have been working to strategically link students and employers to ensure our region benefits from our resource development. This announcement should prove a significant move forward in establishing partnerships to deliver on this opportunity.”

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North Superior
Workforce Planning Board

***“Connecting community partners to improve the quality of life
in our communities through workforce development.”***