



ONTARIO WORKFORCE

....on Workforce

www.orhma.com

“Canada’s Job Market is heading toward negative territory”

“Jobs will be hard to find the rest of the year”

Toronto Star July 2008

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“there were 100,000 jobs going begging in Ontario last year.....”

Dalton McGuinty March 2008

Statistics

- Shortfall of 364,000 skilled employees by 2025
 - ▣ 560,000 by 2030
- Food Service - 120,000 employees by 2025
- Accommodation – 14,000 employees by 2025

Change of Demographics

- Highest young people employee market
- As many people under the age of forty as over this age
 - ▣ more employees leaving the workforce than entering
- More and more baby boomers retire
- The industry is being forced to hire inexperienced and under qualified people

Under represented groups

Immigrants vs Can born	
-very recent 5 yrs /less	-21%
-recent 5-10 yrs	-9%
-established 10 plus	-1%
Aboriginals vs non	-20%
Disabled vs non	
-aged 15-24	-27%
-aged 25-54	-42%
-aged 55-64	-56%

Statistics Canada

Coalition on Workforce

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- Ministry of Training Colleges and Universities
 - ▣ Skills strategy

- Skilled workers
 - ▣ Will draw investment
 - ▣ Competitiveness

- Non skilled workers
 - ▣ Employment Opportunities –poverty / long term layoffs
 - ▣ Raise low skills

ORHMA's Role

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- ▣ Ontario Workforce Shortage Coalition
- ▣ With Ministries of Education and Training, Colleges and Universities (TCU)
 - promotion of hospitality/tourism is career option
 - investment in training facilities and opportunities
- ▣ Advocating for Apprentice Tax Credit (ATC)
- ▣ ORHMA Diversity Recruitment Program

How Can We Ensure A Well Trained Workforce?

Ontario's Workforce

- Work within a plan and implement recruitment and development opportunities as presented by the Workforce Shortage Coalition.
- Ontario Tourism Education Corporation (OTEC) needs to be strengthened in order for this organization to act as the foundation in human resources training and development.
- The province needs to prioritize the development and support of first time employee training module to react to upcoming workforce crisis

Apprenticeship Training Tax Credit Program

- Broaden the eligibility criteria for the existing Apprenticeship Training Tax Credit to include red seal positions of Culinary Cooks and Bakers
- Offer an extra year of eligibility to the ATTC so employers receive an additional credit for apprentices upon completion of the program

Apprenticeship Enhancement Fund (AEF)

- Through the AEF focus on supporting hospitality institutions

Culinary Institute of Higher Learning

- The Ontario government needs to work with the industry and education sector partners to develop a strategy of creating a world rank culinary institute and examine a model of government funding to support culinary accreditation.

Thank You!

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