

# SME 2021 Report



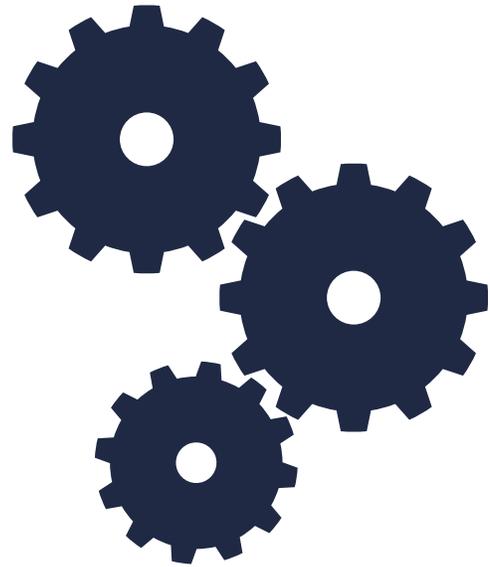
**Workforce Planning Hamilton**

Planification de main d'oeuvre de Hamilton

## Connecting with Hamilton's Small and Medium Skilled Trades Employers

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## Introduction

In early 2021 Workforce Planning Hamilton (WPH) and the City of Hamilton conducted a comprehensive and detailed Business Impact Employer One Survey asking local employers about their small business needs and concerns as they navigate through the COVID 19 Pandemic. Once the data was collected and analyzed, it was determined that there was an opportunity to provide some of the respondents with further assistance. With over 1500 responses from employers, many indicated they would be receptive to a follow up phone call, and a need for assistance with finding a suitable workforce now, and in the future.

The questionnaire was designed to be used as an interview tool when contacting each employer by phone and email. The employer was then informed of training programs that were relevant and necessary to their specific hiring requirements. This method of interaction with the employer also created an excellent opportunity to further understand their viewpoints, concerns, and requirements on hiring for a skilled workforce by engaging them in a deeper - and more robust - one to one discussion.

The level of engagement throughout this project was excellent, both with the manufacturing and construction employers. Every employer who did participate in the questionnaire was extremely interested in speaking about their workforce needs, desires, concerns in detail and at great lengths.

The following report summarizes these findings.

# Scope of Work

## (Activities, Timeline, Deliverables)

Workforce Planning Hamilton reached out to approximately 100 manufacturing and construction employers over the phone and email taken from a contact list supplied by the 2021's Business Impact Employer One Survey.

Service providers that had programs related to the manufacturing and construction industry were contacted from May to July. This interaction helped in creating a better understanding of the programs that were provided and discussion around their involvement in the project was

covered. The questionnaire and flyers were developed during the summer periods and were sent to the service providers for feedback. In September, additional construction programs were also added as most programs related to the manufacturing industry.

The agreed upon deliverables were to document the answers and comments on behalf of each employer on every questionnaire, submit the completed questionnaires for analysis and present a final report on employer's feedback and program connections.

## Methodology

Out of a total of 111 employers, the Manufacturer's list consisted of 56 company names and the Construction list consisted of 55 company. The strategy was to first, engage the employer by asking a series of specific questions, offer to provide contact information of potential workforce service providers, followed by a thank you e-mail, and a flyer of the contact list attachment.

There following steps were used in this methodology:

1. Learn more about employers by using the supplied data from the Workforce Planning Hamilton to focus on understanding what each employer is willing to discuss and share regarding individual hiring needs.
2. Use social media platforms to gain more knowledge in employer's position in the marketplace and to provide an opportunity to better engage with the focus group.
3. Connect directly with employers via phone, engage them on the survey questions, and highlight descriptions of each service provider's available programs.
4. Offer employers a skilled trades contact list and/or the employment Ontario contact list for future guidance.
5. Send employers a "Thank You" email to emphasize the specific program(s) and service provider(s) discussed in one-on-one interview and attaching the requested contact information sheet(s). Please see example of contact list below.

This methodology proved to be extremely valuable to find more information about each employer's workplace needs and position in the marketplace, as well as the engagement to help serve the community by understanding small and medium businesses. The following portion of this report will be focusing on manufacturing and construction respectively.



# Manufacturing

A total of 33 individual surveys were submitted to WPH out of 56 employer contact names. The remaining 23 employers were contacted but were either unavailable or reluctant to respond to the survey. All 56 employers that were contacted have a corresponding questionnaire with documented comments, notes, and or a conversation thread.

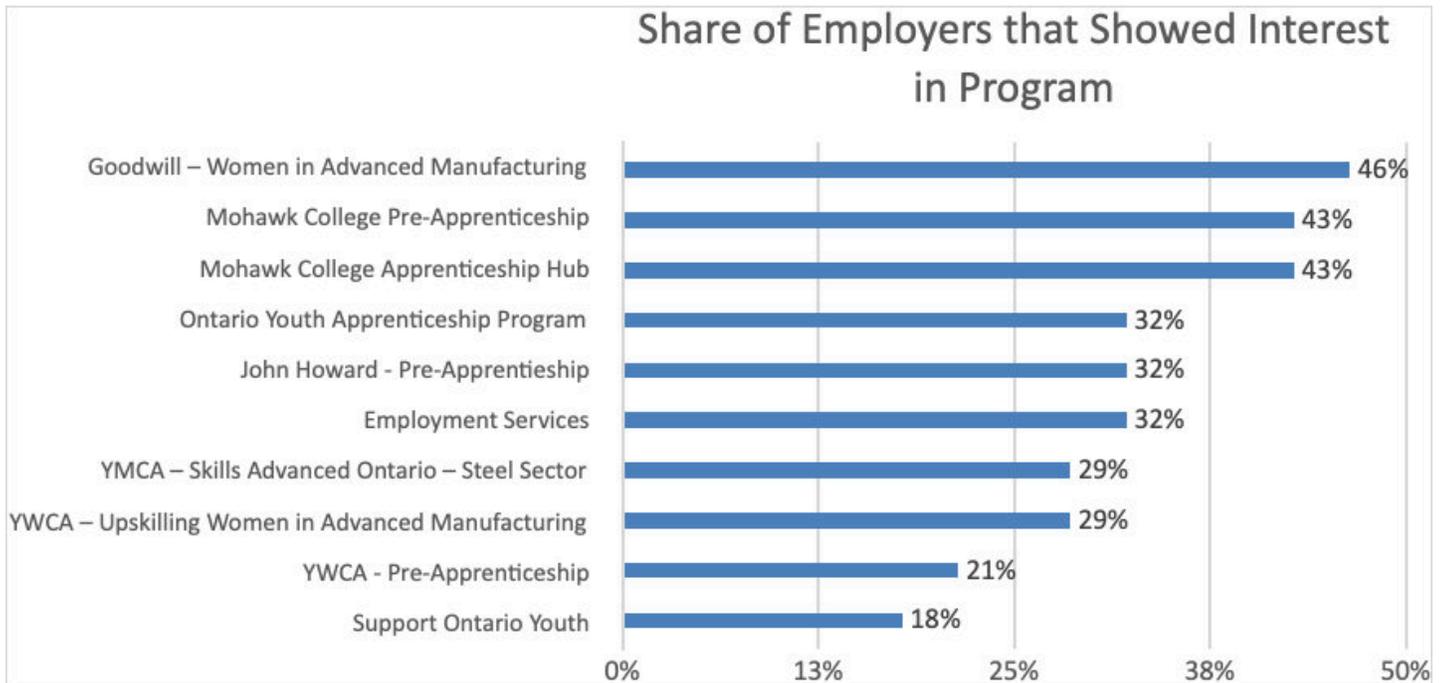
The "menu" of Skilled Trades service providers and their programs offered to the participating respondents were:

- **Mohawk College Community Hub** - All Skilled Trades
- **YMCA of Hamilton |Burlington |Brantford** - Electrician, General Machinist, Entry level
- **Support Ontario Youth** - Group Sponsorship for Millwright, Plumbers, Electricians
- **Goodwill, The Amity Group** - Women in Advanced Manufacturing
- **YWCA Hamilton** - Women Pre-Apprenticeship Program for General Machinist
- **John Howard Society of Hamilton** - Pre-Apprenticeship Welding Program



# IMPORTANT FINDINGS ON PROGRAMS:

The following are the share of manufacturing employers that were interested in the skilled trade programs. As can be seen Goodwill- Women in Advanced Manufacturing showed the most interest followed by Mohawk College Pre-Apprenticeship and Mohawk College Apprenticeship Hub.



It should be noted that all the employers who asked for more information on any of the above service providers and/or their course offerings were sent the same contact sheet listing everyone together. The course(s) that the employer expressed particular interest in during the phone conversation were individually highlighted and mentioned in the follow-up “Thank You” email to each respondent.



Please see flyer below





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**Workforce Planning Hamilton** and the organizations below are working together to help you and your company navigate your way to a better workforce. Each organization listed offers skilled trades assistance, advice, and support that can help with all of your specific hiring and apprenticeship needs. **Please feel free to reach out to any of them. They're here to help you.**



**Mohawk College Community Hub  
All skilled Trades**

Name: **Louise Stallings**  
Title: Apprenticeship Engagement  
Specialist  
Tel: 905-575-2518  
[louise.stallings@mohawkcollege.ca](mailto:louise.stallings@mohawkcollege.ca)  
Website: [www.mohawkcollege.ca](http://www.mohawkcollege.ca)



Goodwill Amity®

**Goodwill, The Amity Group**

Name: **Tracy Cunning (she/her)**  
Title: Vice President,  
Employment Services  
Tel: 905-526-8488, ext 1305  
Fax: 905-526-8949  
Website: [www.goodwillonline.ca](http://www.goodwillonline.ca)



YMCA  
Hamilton  
Burlington  
Brantford

**YMCA of  
Hamilton | Burlington|Brantford  
Electrician, General Machinist,  
Entry level**

Name: Mandy McIntyre  
Title: Program Coordinator,  
Skills Advanced Ontario  
Tel: 365-336-6907  
C: 289-339- 9210  
[mandy.mcintyre@ymcahbb.ca](mailto:mandy.mcintyre@ymcahbb.ca)



**The YWCA Hamilton**

Name: **Deborah Schwientek**  
Title: Manager, Employment and  
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Tel: 905-522-9922 ext 144  
[DSchwientek@ywcHamilton.org](mailto:DSchwientek@ywcHamilton.org)  
Website: [https://  
www.ywcHamilton.org/](https://www.ywcHamilton.org/)



**Support Ontario Youth**

Name: **Huong Nguyen**  
Title: Manager, operations  
Support Ontario Youth  
Tel: 647-693-8939  
C: 416-268-2026  
Website  
[www.supportontarioyouth.ca](http://www.supportontarioyouth.ca)



SOCIETY OF HAMILTON, BURLINGTON & AREA

**The John Howard Society of  
Hamilton**

Name: **Jill Cronin ( Welding)**  
Tel: 905-522-4446 ext309  
[jcronin@jhshamilton.on.ca](mailto:jcronin@jhshamilton.on.ca) Name:  
**Menelik Girma (General  
machining )**  
Tel: 905-522-4446 ext(305)  
Address: 654 Barton St E,  
Hamilton, ON L8L 3A2,  
Website: [http://johnhoward.on.ca/  
hamilton/services/  
employmentprograms/](http://johnhoward.on.ca/hamilton/services/employmentprograms/)

Another sheet listing general service providers, supported by Employment Ontario, was discussed in general terms, and offered to employers who indicated they were willing to have this information in addition to the Skilled Trades contact information sheet.

The list included:

- **College Boreal**
- **Employment Hamilton**
- **Goodwill**
- **Mohawk College Community Employment Services**
- **VPI working solutions**
- **YMCA Employment Services**
- **Wesley Urban Ministries**
- **PATH Employment**

The combination of these two contact information sheets was designed to be a comprehensive hiring resource for employer's workforce hiring needs and requirement within the Hamilton area.



Please see flyer below





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**Workforce Planning Hamilton** and the organizations below are working together to help you and your company navigate your way to a better workforce. EO service offers a range of resources, supports and service components to respond to the career and employment needs of individuals and the skilled labour needs of employers. They can help individuals on a path to higher skill training and employment. **Please feel free to reach out to any of them. They're here to help you.**

**COLLÈGE BORÉAL**  
éducation • innovation • recherche

**College Boreal**

Address:  
Plaza Level, 120 King St W,  
Hamilton, ON L8P 4V2  
Tel: 905-544-9824  
Website:  
[www.collegeboreal.ca/](http://www.collegeboreal.ca/)

**VPI** working solutions

**VPI working solutions**

Address :  
1051 Upper James St #102,  
Hamilton, ON L9C 3A6  
Tel : 905-387-2220  
Website  
[www.vpi-inc.com](http://www.vpi-inc.com)



**Employment Hamilton**

Address:  
67 Victoria Ave S,  
Hamilton, ON L8N 2S8  
Tel: 905-522-4902  
Website:  
[www.employmenthamilton.com](http://www.employmenthamilton.com)

Continues...



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**YMCA Employment Services**

Address:

23 Main St E,

**Hamilton, ON L8N Waterdown**

Tel: 905-540-9679

Address:

427 Dundas St E #1,

**Waterdown, ON L8B 0K4**

Tel: 905-690-9927

Website:

[www.ymcahbb.ca](http://www.ymcahbb.ca)



**Goodwill**

Address:

1050 Upper Gage Ave,

**Hamilton, ON L8V 5B7**

Tel: 905-526-8488

Website:

[www.goodwillonline.ca](http://www.goodwillonline.ca)



**Wesley Urban Ministries**

Address:

52 Catharine Street North,

**Hamilton, ON, L8R 1J1**

Tel: 905-528-5629

Website:

[www.Wesley.ca](http://www.Wesley.ca)



**Mohawk College Community  
Employment Services**

Address:

35 Fennell Ave W Room J137,

**Hamilton, ON L9C 1E9**

Tel: 905-575-2177

Website:

[www.mohawkcollege.ca/community-employment-services](http://www.mohawkcollege.ca/community-employment-services)



**PATH Employment**

Address:

31 King St E,

**Hamilton, ON L8N 1A1**

Tel: 905-528-6611

Website:

[www.pathemployment.com](http://www.pathemployment.com)

# Manufacturing Observations

The following themes are compiled from the questionnaire answers as well as notes taken during the phone conversations with the individual employers. While this project is not premised as researched based, here is a list all the potential challenges and workforce problems faced by employers highlighted in the questionnaire.

## Recruitment Challenges

- The lack of skilled trade workers was the most prevalent concern by many employers.
- Less amount of youth taking skilled trades
- Covid benefits hindering hiring

## Recruitment Methods

- Majority of employers noted that their hiring avenues were not that successful
- Many employers expressed a concern and frustration over finding candidates beyond their basic social media avenues
- Employers used the Job site, and Indeed as their main resource followed by word of mouth and government job boards
- SOY was not known to most employers. There was still a gap in understanding group sponsorship. Although there was interest in reviewing SOY's website for further information and clarification on their service

## Technology

There is going to be a need for more skilled labour in the future as technology evolves. This relates to employers looking for a highly skilled workforce, which will continue into the near future.



## Skills

- Most employers noted that they need trustworthy, reliable, dependable and loyal employees. Soft skills were mentioned by the majority of employers
- Some employers required their workforce to have some experience, while other employers were willing to train potential employees who were "motivated and willing to work hard"

## Apprenticeship System

Most of the employers used in this project were not interested in hiring apprentices in their workforce or pursuing any apprenticeship opportunities. This is a concern related to the amount of training small businesses are doing.

## Diversity

Manufacturing employers were open to a diverse workforce. Many manufacturing employers indicated they were interested in the women-based training courses just as much as the other training courses (if the training was applicable to the workforce requirement)





# Construction

A total of 24 individual completed surveys were submitted to WPH out of the 55 employer contact names offered, with an additional 16 construction employers who were contacted but either unable or reluctant to respond to the questionnaire. All 55 employers that were contacted have a corresponding questionnaire with documented comments, notes, and or a conversation thread

The Skilled Trades service providers and their programs offered to the participating respondents were:

- **Mohawk College Community Hub** - All Skilled Trades
- **City School by Mohawk** - Introduction to Construction for Women
- **Workforce Accelerator Generating Employment (WAGE)** - Construction Program
- **YMCA of Hamilton/Burlington/Brantford** - Skills for Steel, Manufacturing & Construction
- **Support Ontario Youth** - Group Sponsorship for Millwright, Plumbers, Electricians
- **YWCA Hamilton** - Women Pre-Apprenticeship Painter/Decorator
- **YWCA Hamilton** - Women Pre-Apprenticeship Construction & Maintenance Electrical
- **City of Hamilton Program** - Youth in Construction
- **Merit Ontario** - Association in Construction

## IMPORTANT FINDINGS ON PROGRAMS:

- The most selected program for the Construction industry was the Employment Service Providers. Fifty-two percent of construction employers said they were interested in using program for general labourer positions. This highlights the fact that entry-level jobs are just as challenging to fill as skilled trades positions
- The second most used program was Mohawk College. This included its regular skilled trade training program, the Apprenticeship Hub and its pre-apprenticeship programs. In fact, employers desired for more pre-apprenticeship programs in postsecondary institutions

Similar to the manufacturing employers, those who requested more information on any of the above-mentioned service providers and/or their course offerings received the same contact sheet that listed all service providers together. A follow-up “Thank You” email was sent to each respondent, emphasizing the course(s) in which the employer expressed particular interest during the phone conversation. However, in some cases, construction employers were interested in receiving Skilled Trades information without specifying a preference.

Another sheet listing general service providers, supported by Employment Ontario, was discussed in broad strokes and offered to employers who indicated an interest in obtaining this information in addition to the Skilled Trades contact information sheet. (This is the same sheet that was provided to Manufacturing employers.) The list is identical to the one provided by Manufacturing employers. See the preceding list.





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**Mohawk College Community  
Apprenticeship Hub**

Name: Louise Stallings  
Title: Apprenticeship Engagement  
Specialist  
Tel: 905-575-2518  
E-mail:  
[louise.stallings@mohawkcollege.ca](mailto:louise.stallings@mohawkcollege.ca)  
Website:  
[www.mohawkcollege.ca](http://www.mohawkcollege.ca)



**City School by Mohawk**

Name: Nouha Yaacoub Elsaadi  
Title: Training Specialist  
E-mail:  
[nouha.yaacoub-elsaadi@mohawkcollege.ca](mailto:nouha.yaacoub-elsaadi@mohawkcollege.ca)  
Website:  
[www.mohawkcollege.ca/  
programs/get-prepared-for-  
college/city-school-by-mohawk/  
city-school-courses/introduction-  
to-0](http://www.mohawkcollege.ca/programs/get-prepared-for-college/city-school-by-mohawk/city-school-courses/introduction-to-0)



**Workforce Accelerator  
Generating Employment  
(WAGE) Construction Program**

Name: Tim Hewitson  
Title: Training Specialist  
E-mail:  
[timothy.hewitson@mohawkcollege.ca](mailto:timothy.hewitson@mohawkcollege.ca)  
Website:  
<http://iechamilton.ca/wage>



**Workforce Planning Hamilton**

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YMCA  
Hamilton  
Burlington  
Brantford

**Skills for Steel, Manufacturing & Construction**

Name: Mandy McIntyre

Title: Program Coordinator, Skills  
Advanced Ontario

Tel: 365-336-6907

C: 289-339- 9210

E-mail : [mandy.mcintyre@ymcahbb.ca](mailto:mandy.mcintyre@ymcahbb.ca)

Program website:

[www.ymcahbb.ca/Programs/  
Employment-Services/Skills-for-Steel-  
A-SkillsAdvance-Ontario-  
Project?nolocation=1](http://www.ymcahbb.ca/Programs/Employment-Services/Skills-for-Steel-A-SkillsAdvance-Ontario-Project?nolocation=1)



**Merit Ontario (Association)**

Tel: (416) 483-3856

E-mail:

[info@meritontario.com](mailto:info@meritontario.com)

Website:

[www.meritontario.com/education-  
training/courses/](http://www.meritontario.com/education-training/courses/)



**Support Ontario Youth**

**Program: Group Sponsorship -  
Custom Training for Millwright,  
Electrician, Plumbers**

Name: Huong Nguyen

Title: Manager, operations

Support Ontario Youth

Tel: 647-693-8939

C: 416-268-2026

Website

[www.supportontarioyouth.ca](http://www.supportontarioyouth.ca)



**The YWCA Hamilton**

**Program: Pre-Apprenticeship  
Painter/Decorator**

Name: Danielle Barranca

Title: Program coordinator

E-mail: [dbarranca@ywachamilton.org](mailto:dbarranca@ywachamilton.org)

Website:

[www.ftiontario.com/painter-decorator](http://www.ftiontario.com/painter-decorator)



**Hamilton**

**The City of Hamilton**

**Program: Youth in Construction**

Name: Irene Heffernan

Title: Senior Project Manager

Tel: 905-546-2424 ex 4929

Cell: 905-973-4348

E-mail:

[irene.heffernan@hamilton.ca](mailto:irene.heffernan@hamilton.ca)

Website:

[www.hamilton.ca/](http://www.hamilton.ca/)

# Construction Observations

The following themes and observations are compiled from the questionnaire answers as well as the notes that were taken during the phone conversations with the individual employers.

## Skills

- There is a concern of soft skills and lack of motivation for some candidates and employees
- Some employers believed that there was a mismatch between the skills required in their workplace and those provided by the post-secondary institutions

## Recruitment

- Mohawk College was the top requested contact information but the list of agencies - supported by Employment Ontario - was the second most requested piece of information
- People with carpentry skills and/or experienced carpenters was mentioned as the most desired - and difficult - job to fill
- Covid benefits may be affecting the number of candidates
- Employers are seeing a difference in the work culture. Mentality of the workforce has changed, there is more of a focus on work-life balance

## Lack of Diversity

In the construction industry, there was little interest in hiring women. Several employers stated that the construction industry is still very "unaccommodating" to women and that they would not hire women at all

## Other

The word "Skilled" varied from industry to industry, particularly in construction. Construction employers frequently interchanged the term "skilled trades" with "experienced worker"

## Apprenticeship System

- Employers questioned the reason behind young people not entering the trades
- There is a lack of knowledge of the wages in the skilled trades sector which affects the attraction on young people
- There should be more promotion about going into the trades in high schools, government and the community should also promote and support the trades better

## Training

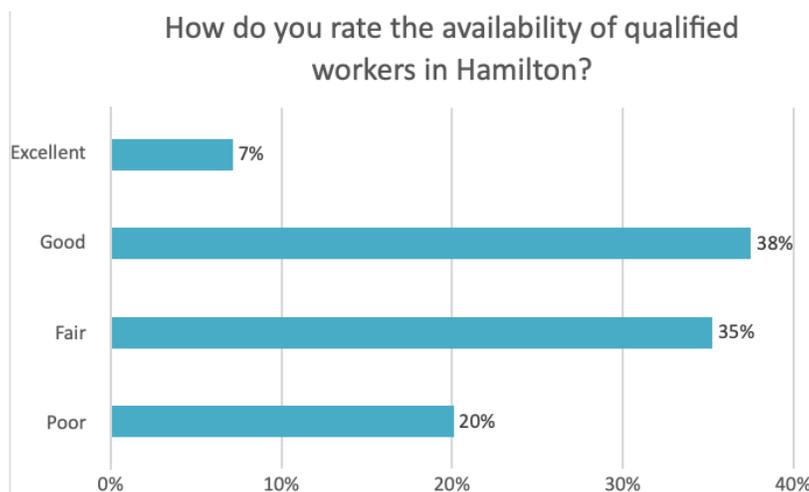
- Not enough hands-on training with candidates. Most employers wanted experienced workers
- There was a lack of training in this sector, as many employers were not hiring apprentices
- Some employers mentioned that they didn't know if they were allowed to hire apprentices without having a journeyman on staff
- SOY was not known to most employers. There was still a gap in understanding group sponsorship
- Although the overall course offerings were well-received to many construction employers, there was a clear gap in some areas. Because skilled and experienced carpenters were in demand for many employers, Mohawk College was the one resource to provide to employers. Unfortunately, this resource did not address the immediate need or experience level that most employers required



# Recommendations

The goal of this project was to create awareness of service providers and their training programs and courses that are currently available in the Hamilton area to meet the workforce needs of the Manufacturing and Construction industries.

## Many employers are having a hard time finding qualified labour in Hamilton



According to the 2021 Employer One, 55% of employers reported that the availability of qualified workers was Fair or Poor. These shares are even higher among manufacturing and construction employers. These findings became the basis for this project, which aimed to help ease the tensions between employers and job seekers. As a result, based on this goal, and the data collected during this project, the following actions are suggested: **time finding qualified labour in Hamilton**

## Partnership Building

- Build a supportive and meaningful two-ways relationship with employers to establish a long-term association.
- Contact the employers who were contacted but did not respond (via email). Develop a follow-up programme for all respondents.
- Create a follow up program with all the respondents

## Training Programs

- Be consistent with a messaging of helpfulness
- Create a regular series of targeted, themed, and purposeful outreach programs using a boarder range of community partnerships and services.
- More specialized training programs and courses are required to meet the expressed needs of construction employers
- Digital Transformation Grant - Employers can receive up to \$2,500 in grant funds to update their digital communications to reflect current employee needs and overall outreach



# Attachments

Below is an example of the questionnaire we used during our consultation with the employer. Manufacturing questions are included in the questionnaire, Similar question were used for the construction consultation.

**Organization Name:** Click or tap here to enter text.

**Address:** Click or tap here to enter text.

**Hours of Operation:** Click or tap here to enter text.

**Phone Number:** Click or tap here to enter text.

**Number of Employees:** Click or tap here to enter text.

---

**Name of Program Offering:** Click or tap here to enter text.

**Description of Program:** Click or tap here to enter text.

**Dates of Program Running:** Click or tap here to enter text.

**Link to Program Website/Flyer:** Click or tap here to enter text.

**Employer Requirements for Program:** Click or tap here to enter text.

**Any Significant Dates for Employers for Program:** Click or tap here to enter text.

---

**Contact Person at Organization:** Click or tap here to enter text.

**Contact Person phone if different:** Click or tap here to enter text.

**Contact Person email:** Click or tap here to enter text.

---

**Other Comments:**

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# Skilled Trades Questionnaire

## General Information

1. What do you see as the most important issues expected to impact the skilled trades in the next 5 years?  
Click or tap here to enter text.
2. Do you have someone on your team/consult with that support in human resources and recruitment? \_\_  
Click or tap here to enter text.
3. How do you normally recruit skilled trade workers? \_\_\_\_\_  
Click or tap here to enter text.
  1. How successful would is your recruitment method(s)? \_\_\_\_\_  
Click or tap here to enter text.
4. What skilled trade positions (a. journeyman and b. apprenticeship) are hardest for your organization to fill and why? \_\_\_\_\_  
Click or tap here to enter text.
5. What barriers, if any, does your organization face related to apprenticeship? \_\_\_\_\_  
Click or tap here to enter text.
  1. Do you have enough journeyman to train workers/voluntary trades? \_\_\_\_\_  
Click or tap here to enter text.

## Access to Community Information

1. Have you heard of Mohawk College Apprenticeship Hub? (Give overview - Mention free service and Employer Tool-kit) \_\_\_\_\_  
Click or tap here to enter text.
  1. If yes, do you use the hub for skilled trade information? How helpful is it? \_\_\_\_\_  
Click or tap here to enter text.
  2. If no, would you like to get more information about it? \_\_\_\_\_  
Click or tap here to enter text.
2. Have you used Mohawk College for any of you skilled trades needs? For example, using Mohawk College for training of an apprenticeship or to get a co-op student? How helpful is it? \_\_\_\_\_  
Click or tap here to enter text.
3. Have you heard of Ontario Employment Services in the community? (Give overview; Mention free service)
  1. If yes, do you use it for a. skilled trade information or employment or b. entry-level workers? How helpful is it? Click or tap here to enter text.
  2. If no, would you like to get more information about it? Click or tap here to enter text.



## Group Sponsorship

1. Are you familiar with group sponsorship? (Give overview) [Click or tap here to enter text.](#)
2. There is a potential group sponsorship program in the community. Would you be interested in participating in it or finding out more information about it? [Click or tap here to enter text.](#)
  1. Support Ontario Youth (Give overview)
    1. What would a helpful program look like? (SOY is a customizable program) [Click or tap here to enter text.](#)

## Community Skilled Trade/Training Programs

1. Would you be interested in participating in a community program that offers pre-apprenticeship training and/or skills development training for workers? (Provide overview of each of the programs listed below)
  1. Pre-apprenticeship - John Howard, YWCA, Mohawk College [Click or tap here to enter text.](#)
  2. YWCA - Upskilling Women in Advanced Manufacturing [Click or tap here to enter text.](#)
  3. Ontario Youth Apprenticeship Program [Click or tap here to enter text.](#)

## Additional Programs

1. Goodwill - Women in Advanced Manufacturing (Mention program for entry-level) [Click or tap here to enter text.](#)
2. YMCA - Skills Advanced Ontario - Steel Sector (Mention program for entry-level) [Click or tap here to enter text.](#)

## Concluding Questions

1. What needs to be done (by community, employers, government) to increase the number of apprentices and journeypersons in skilled trades? [Click or tap here to enter text.](#)
  1. If you could change one thing, what would it be? [Click or tap here to enter text.](#)
2. Do you have any further comments with respect to apprenticeship and/or the skilled trades? [Click or tap here to enter text.](#)
  1. Mention Follow-up survey [Click or tap here to enter text.](#)

Any additional information: [Click or tap here to enter text.](#)



# Acknowledgement

Workforce Planning Hamilton would like to thank the mentioned organizations and small to medium employers for their support and participation in this project.

## Business, Labour & Community: Planning for Prosperity

Since 1997 Workforce Planning Hamilton has provided planning, partnerships and projects that highlight local labour market trends and support workforce development.

WPH is a member of Workforce Planning Ontario, a network of 25 labour market planning areas across Ontario.

Our evidence-based approach relies on key industry sector and demographic data combined with local intelligence from employers and other local partners to develop a strategic vision for Hamilton.

**Log on to WPH's website at [www.workforceplanninghamilton.ca](http://www.workforceplanninghamilton.ca) and you will:**

**Discover** our community **Projects and Partners** that promote labour force development.

**Learn** about local labour market trends, opportunities, and priorities in our **Publications**.

**Connect** to **Links** on training, employment, and labour market information.



**Workforce Planning Hamilton**

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