



**YMCA-YWCA of the National
Capital Region**

Trades Talent Link

What we know

40% of new jobs created in the next decade will be in the skilled trades (Ontario Chamber of Commerce, 2017)

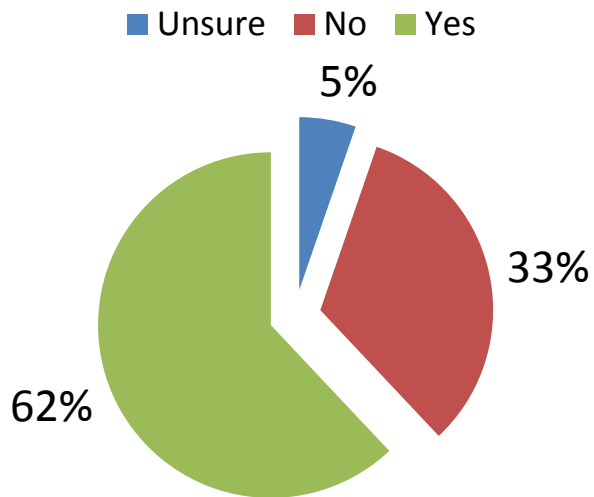
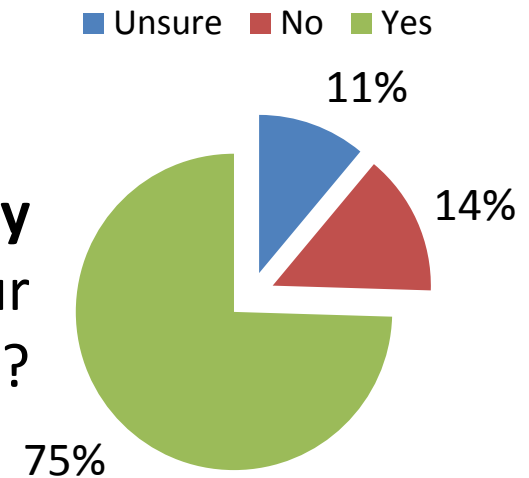
62% of employers have experienced skilled labour shortages in last 3 years (Ontario Construction Secretariat, 2019)

8.7% of Canadian apprentices are newcomers (National Apprenticeship Survey, 2015)



Survey - Labour Shortages

Does a shortage of skilled labour **currently** impact the success and/or growth of your business?



Do you foresee a shortage of skilled labour impacting the success and/or growth of your business **over the next 5 years?**



Perception

Newcomer perspective:

- Skilled trades are survival jobs
- Career decisions are influenced by family and past experiences
- University against apprenticeship
- Cultural image of success

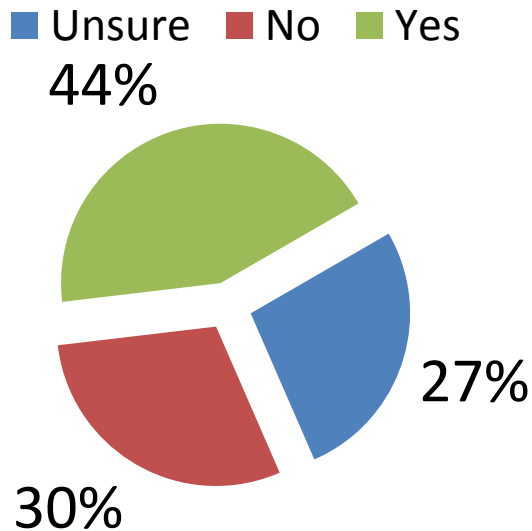
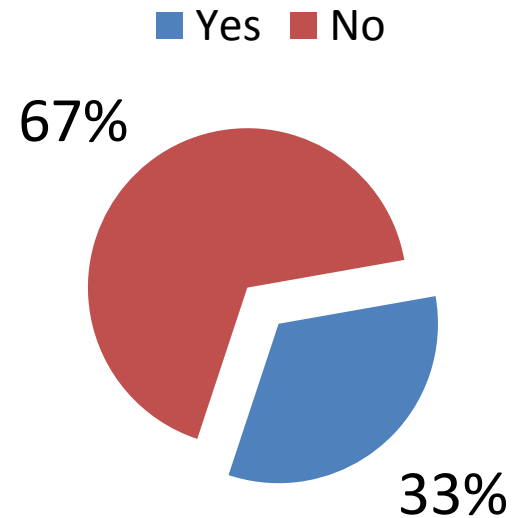
Canadian perspective:

- Skilled trades are well-regarded careers
- Professional employment consulting
- Alternative career path - apprenticeship



Survey - Hiring Newcomers

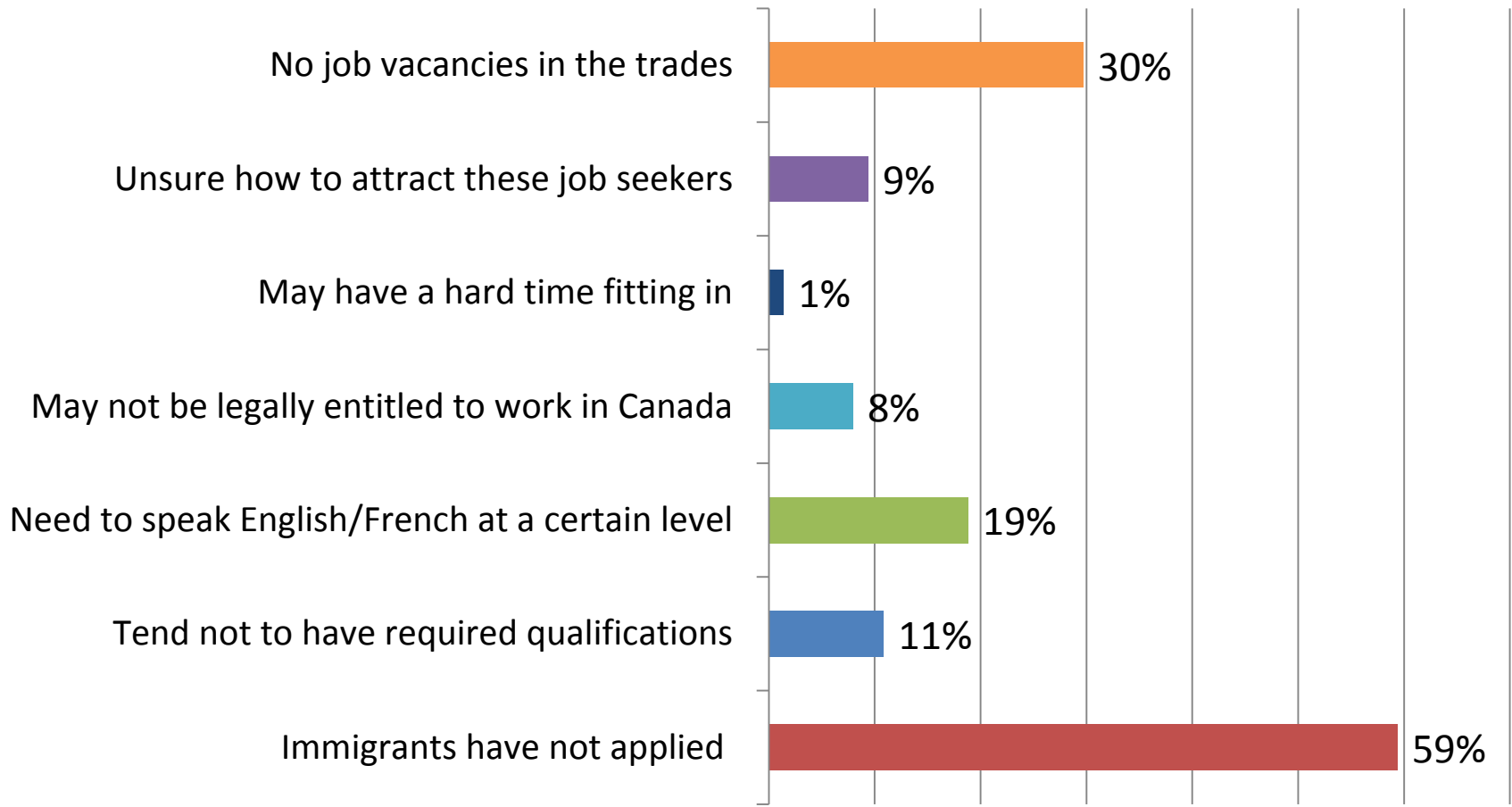
To your knowledge, has your organization hired any new immigrants in the past 12 months?



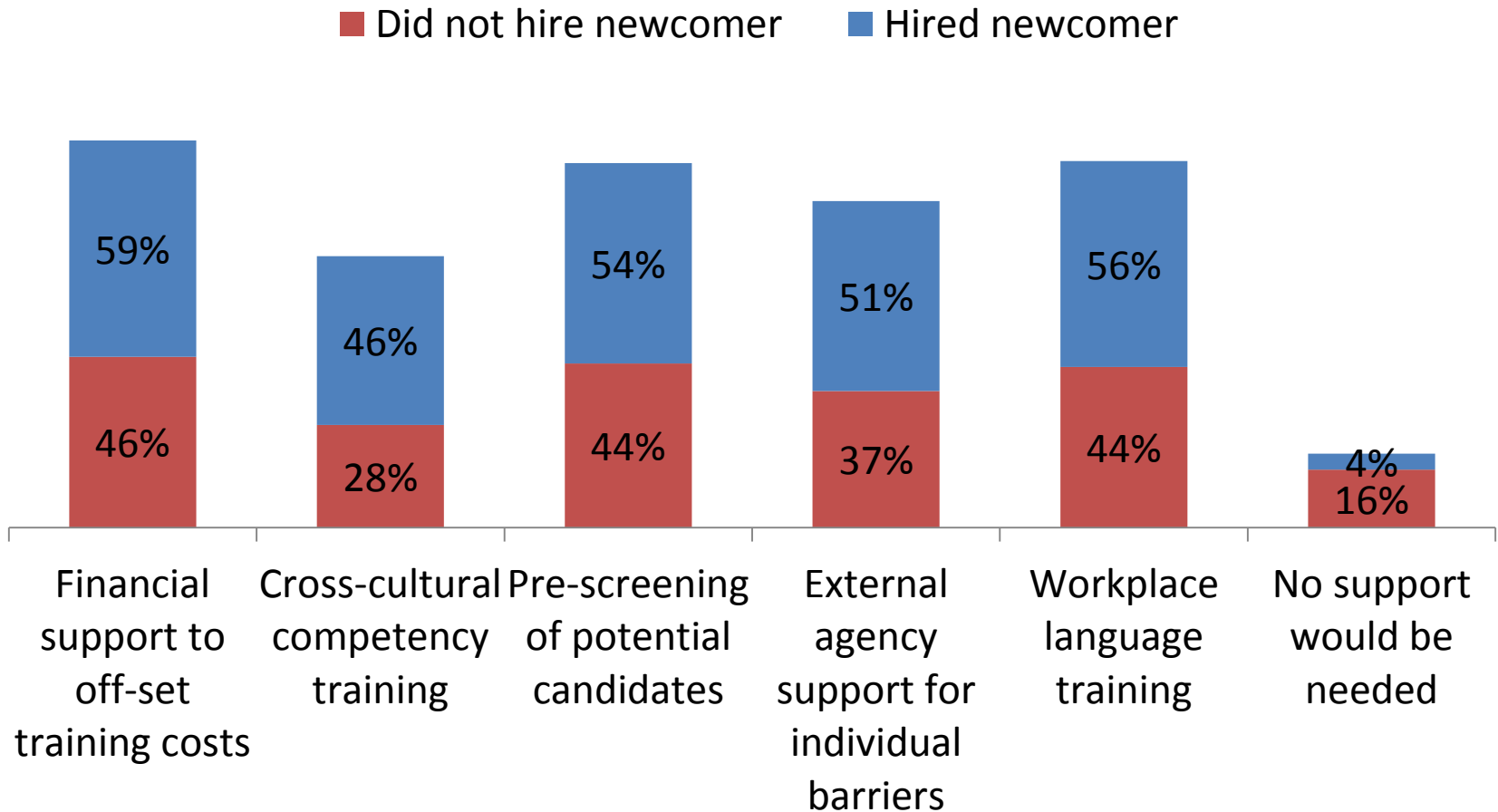
Are immigrants an important source of skilled labour for your company?



Survey – Hiring Newcomers

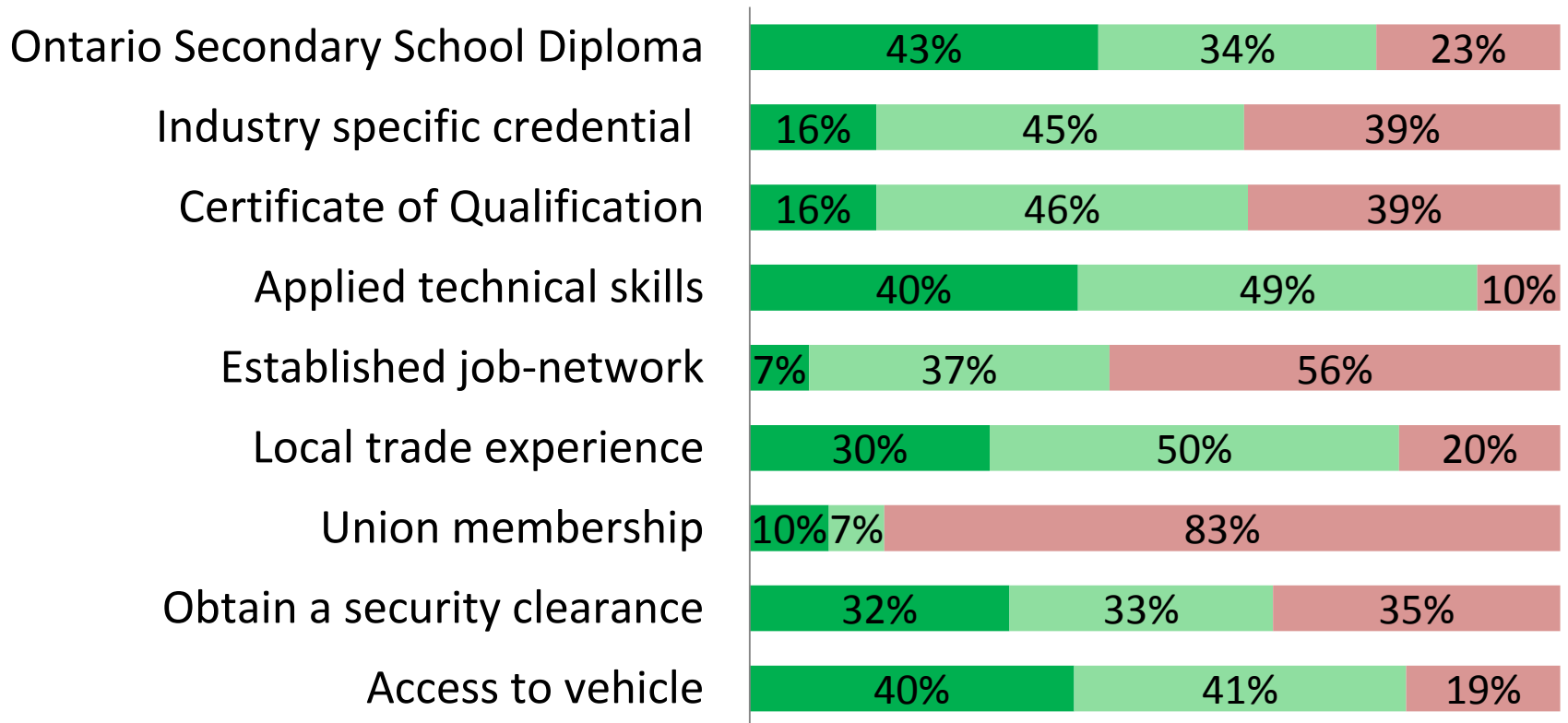


Survey – Hiring Newcomers



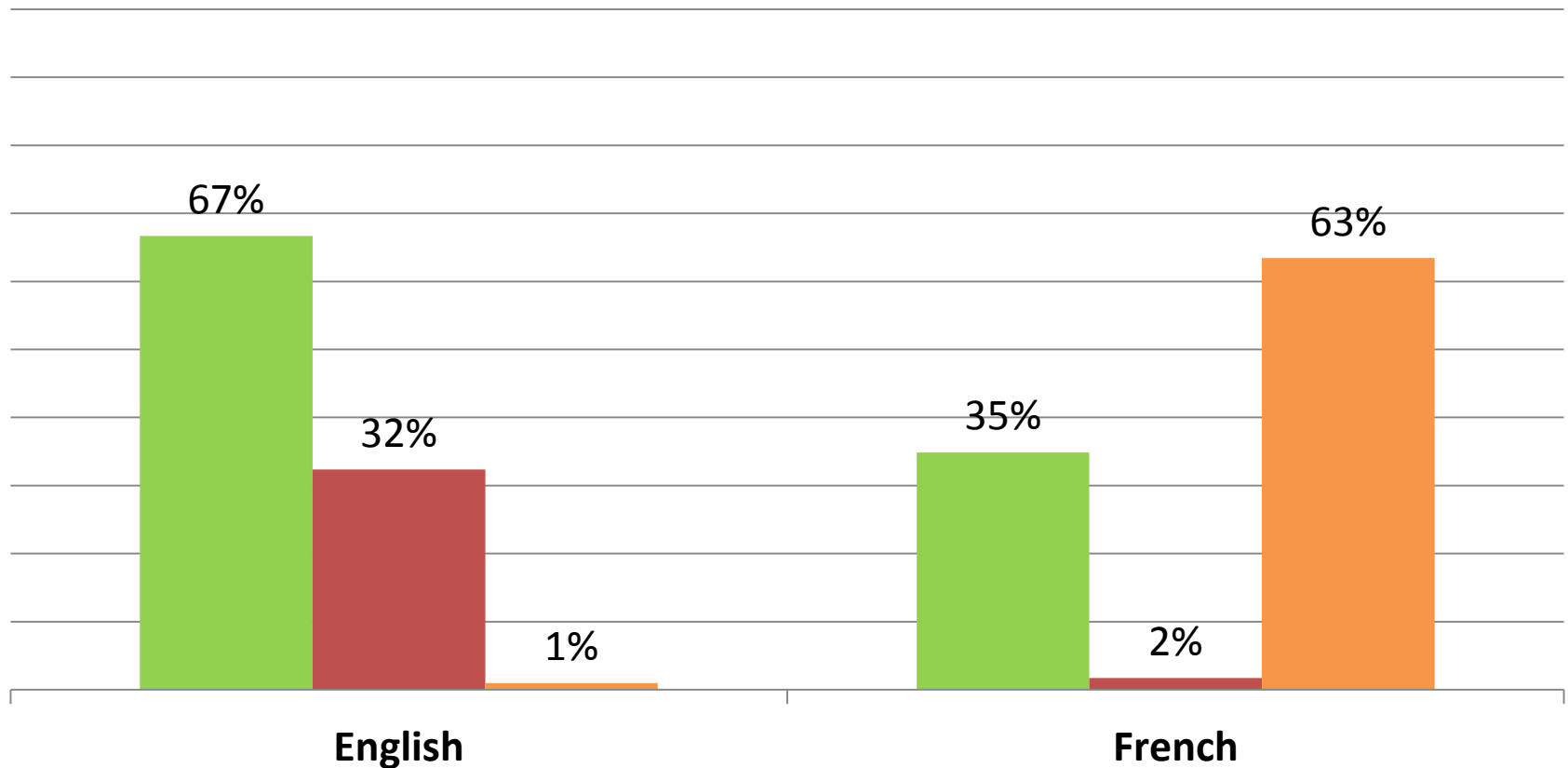
Hiring – Skills & Qualifications

■ Always ■ Sometimes ■ Never



Hiring – Language Requirements

■ Basic ■ Technical (Advanced) Language ■ Not Applicable

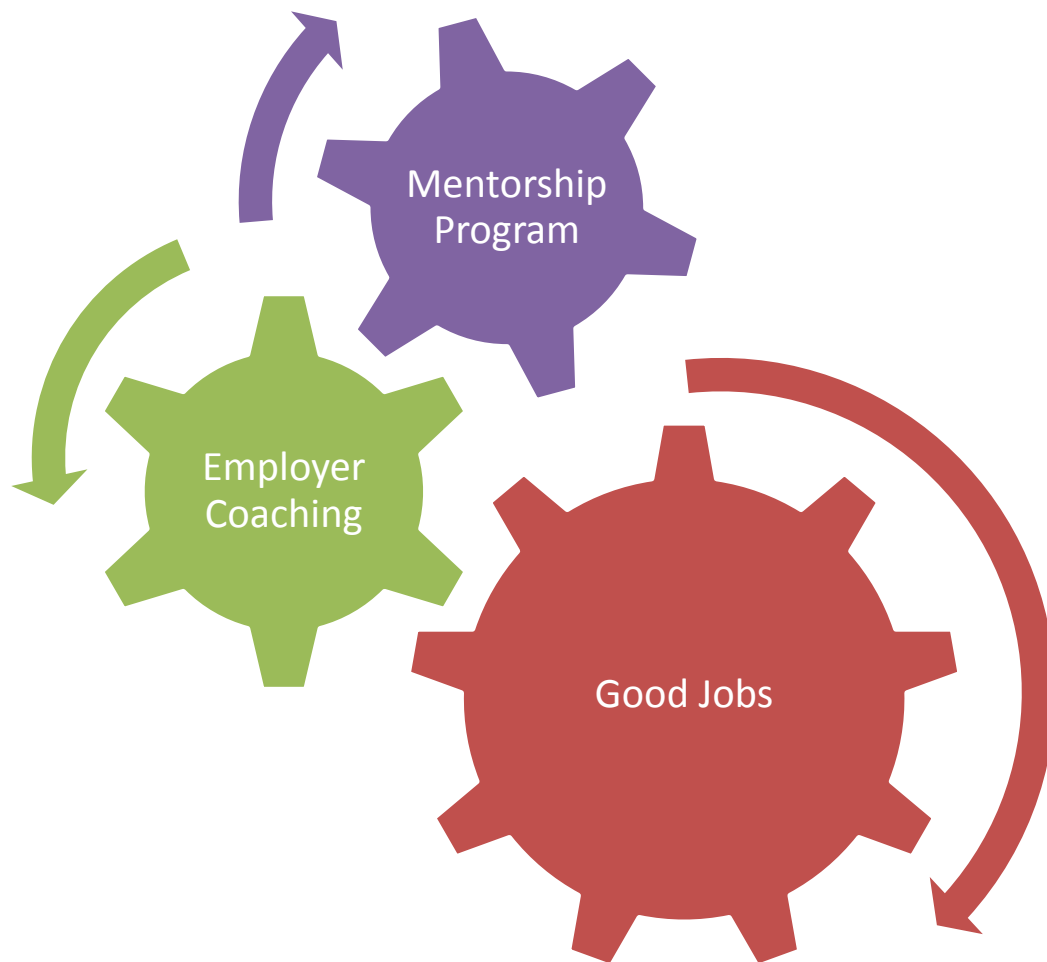


Service Overview – “in-class” programs

- Open to any experience level
- Financial support for tools & equipment
- Health & Safety certification training
- Employment preparation
- Job development & placement support
- Minimum Canadian Language Benchmark 5+
- Partnership with local school boards for academic upgrading, co-op credits and Prior Learning Assessment & Recognition



Linking newcomers and employers



Thank you!

For more information, contact:

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Building healthy communities
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Immigration, Refugees
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Immigration, Réfugiés
et Citoyenneté Canada

