

2018 – 2019 HAMILTON PORT AUTHORITY

Annual Partner Report



A Look Back Building the Talent Pipeline through Innovative Partnerships

The purpose of this report is to provide an update on partnership activities and to outline additional collaborative opportunities that can support local labour-market development through customized City School by Mohawk employer-informed courses.

BACKGROUND

Mohawk College has a strong reputation for providing high-quality education and experiential learning with a specific focus on individuals and communities who have experienced disproportionate barriers to education and employment. City School by Mohawk supports labour-market integration and development by delivering courses to prepare Hamilton's workforce. We collaborate with employers to create awareness of their industry by delivering learning opportunities that can direct individuals to in-demand careers.

PROJECT TIMELINES AND ACTIVITIES

In December 2017, Mohawk College and the Hamilton Port Authority announced a partnership to help connect students with employment in supply chain and logistics. Since then, the Hamilton Port Authority and Port Partners (employers operating on port land) have worked closely with City School to develop a demand-led strategy for building postsecondary pathways through Mohawk College. This partnership is in step with the goals of Hamilton Mayor Fred Eisenberger's Blue Ribbon Task Force, which identified the need for greater alignment between employer needs and labour-force skills development.



Ian Hamilton, President & CEO,
Hamilton Port Authority and Ron
Mckerlie, President, Mohawk College

PHASE ONE

PARTNERSHIP CONSULTATION

In May 2018, City School focused on outreach and consultation with the Hamilton Port Authority and Port Partners. Engagement activities included:

- A Research Project entitled “Jobs for Locals at the Hamilton Port: A Demand-Led Strategy for Building Postsecondary Pathways through Mohawk College”
- A series of consultation meetings

The research project had two primary objectives:

1. To explore the in-demand careers and relevant educational pathways for businesses at Hamilton’s Port; and,
2. To initiate partnerships with Port Partners to co-develop educational responses to their labour market needs. To achieve this objective, the City School team conducted in-depth interviews and used local data

collected and analyzed by Workforce Planning Hamilton.

From May to August 2018, 24 employers at Hamilton’s Port participated in individual interviews to explore their employment-related needs, challenges, and connections to postsecondary institutions. Employers represented a range of sectors. Many identified existing engagement with postsecondary institutions, and 96% of those interviewed agreed to further collaboration with City School.

PHASE TWO

COURSE CUSTOMIZATION

The research project and consultations led to the development of the non-credit course “Careers at the Port.” This course creates awareness of viable career opportunities at the Hamilton Port for residents of Hamilton and surrounding communities and provides participating students the opportunity to:

- Gain insights into the essential employability skills and certifications required from employers
 - Network with local businesses throughout the duration of the program, through guest speakers, mock interviews, and a career awareness event.
- “Careers at the Port” highlights key recruitment and retention strategies that promote economic opportunities and skills training, and ultimately connect residents with

in-demand and meaningful career paths. The eight-week course was delivered from January 16, 2019 to March 6, 2019, at the Eva Rothwell Centre in the Keith neighbourhood of Hamilton.

Eleven students enrolled in the class and eight successfully completed the course.



PHASE THREE

PARTNER CONSULTATION

In March 2019, City School and the Hamilton Port Authority hosted a luncheon to provide a partner update and to identify trends that would drive phase two of the course customization strategy. Sixteen businesses, representing a variety of sectors, participated in an informal discussion to define:

1. What career-ready means
2. The basic skills required for entry-level occupations

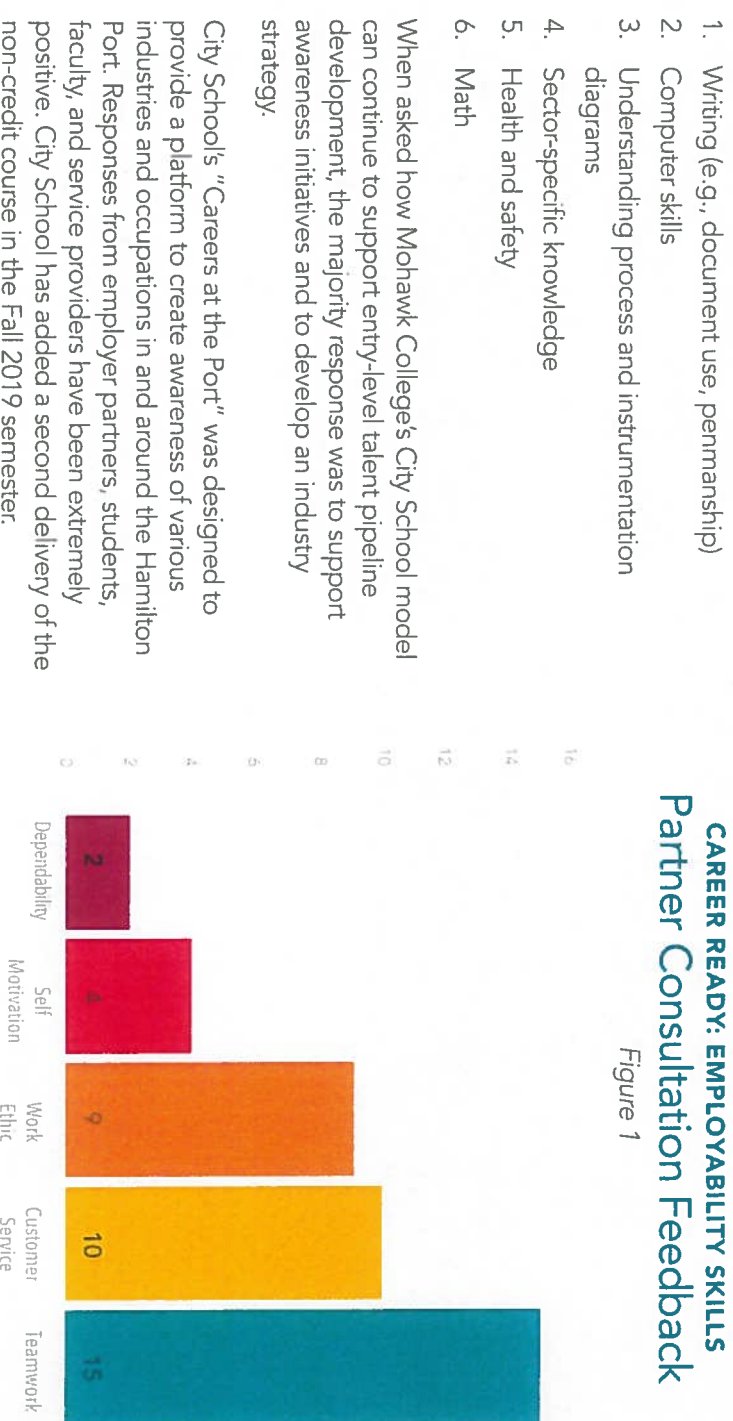
3. The types of pre-employment training programs that could be customized to best suit future hiring needs
4. How Mohawk College’s City School model can support entry-level talent pipeline development.

The City School team gained deeper insights into the essential employability skills (i.e., transferable skills) valued by employers, while developing an increased understanding of the

required technical skills. As illustrated in Figure 1, teamwork and customer service skills were most often identified by employers in attendance as the essential employability skills most vital to success. The most important technical skill identified by employers was that applicants be mechanically capable (e.g., proficient in using hoses, pumps, conveyors, various equipment, etc.). Additionally, the group identified subject knowledge areas and basic skills required for entry-level occupations:

**CAREER READY: EMPLOYABILITY SKILLS
Partner Consultation Feedback**

Figure 1



PHASE FOUR

SKILLED TRADES WORKFORCE STRATEGY

When asked how Mohawk College’s City School model can continue to support entry-level talent pipeline development, the majority response was to support awareness initiatives and to develop an industry strategy.

City School’s “Careers at the Port” was designed to provide a platform to create awareness of various industries and occupations in and around the Hamilton Port. Responses from employer partners, students, faculty, and service providers have been extremely positive. City School has added a second delivery of the non-credit course in the Fall 2019 semester.

During the luncheon, the City School team announced the new initiative being launched in June 2019, Skilled Trades Awareness and Readiness Training (START), which will address significant talent demand locally. The goal of the strategy is to ignite interest and engagement in high-potential careers within manufacturing, construction, and motive power. The initiative supports the development of a talent pipeline for business and industry that supports youth engagement and workforce diversification.

- 12-week training program where students will attend six two-week modules:
 - One Preparation module: updates students’ workplace resilience (academic fluencies, workplace expectations, foundational skills, workplace health & safety, etc.) while allowing the students to customize the rest of their training to meet their individual goals.
 - Three Skills Training modules: provides introductory pre-apprenticeship skills training specific to target occupations (e.g., millwright, carpentry, fitter/fabricator, etc.).
 - Two Experiential Learning modules: immersive employment and college experiences to enrich students’ understanding of real-world training and employment pathway possibilities.
- Similar to “Careers at the Port,” the main feature and benefit of the START initiative is to create a new talent pool for growing sectors experiencing significant talent demand. Mohawk College’s collaborative industry partnerships ensure employers’ goals are at the forefront of our workforce development strategy.



Knowledge Sharing: Colleges and Institutes Canada Conference (CiCan)

On May 6, 2019, City School and the Hamilton Port Authority will deliver a workshop “How to Build an Inclusive Employer Engagement Strategy” at the National CiCan conference in Niagara Falls, Ontario. The team will present an interactive exploration of the initiative from development of research and interview questions through to an applied, place-based education delivery model. This will allow workshop participants the opportunity to develop a preliminary Employer Engagement Strategy that leverages their educational resources to support employer hiring needs. The CiCan annual conference is the largest event of its kind in Canada and gathers postsecondary education leaders from across the country and around the world. City School and the Hamilton Port Authority are honored to present our partnership at this event.

Connect with your future workforce

There are various ways to create awareness and bolster recruitment strategies by engaging with your future workforce and we can help facilitate those connections! Leverage City School by Mohawk's assets to improve the alignment between what is taught in the classroom and what is needed in the workplace to close the skills gap by:

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| Contributing to Sector Awareness | Serving as Strategic Partner | Fostering Community Investment |
| <ul style="list-style-type: none">• Attend networking events• Serve as a guest speaker• Co-facilitate skilled-based workshops | <ul style="list-style-type: none">• Participate in consultation events• Provide sector insights• Advise on course development | <ul style="list-style-type: none">• Provide work experience opportunities• Foster knowledge mobilization• Serve as a mentor |



If you are interested in learning more about our partnership and how you can connect with your future workforce through various touch-points and initiatives, please contact:

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If you are the manufacturing, construction or motive power sector, and are interested in being part of the Skilled Trades Workforce Strategy, please contact:

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Contact Us!

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