

Talent: Leveraging Your Post-Secondary Partners

Greater Oshawa Chamber of Commerce - Lunch and Learn - Oct 11, 2017



Program Overview

- ▶ Local PSE Institutions
- ▶ Accessing Talent
 - ▶ Hiring Graduates
 - ▶ Hiring Students
 - ▶ Experts and Research
 - ▶ Continuing Education
- ▶ Support programs for business
- ▶ Case Study
- ▶ Other engagement activities
- ▶ Contact information
- ▶ Q&A

Local PSE Institutions

- ▶ Durham Region home to three PSE institutions:
 - ▶ Durham College
 - ▶ Trent University, and
 - ▶ University of Ontario Institute of Technology (UOIT)
- ▶ Common goal of supporting social, cultural, and economic development in Durham Region
- ▶ Benefits to business
 - ▶ Different areas of specialization
 - ▶ Access to a large talent pool - students and graduates
 - ▶ Access to a large number of subject matter experts and unique facilities
 - ▶ Full spectrum of activities - college and university programs; applied, trades, business and graduate programs, continuing education

Durham College

- ▶ 12,000+ students in FT post-secondary and apprenticeship studies
- ▶ 30,000+ students total
- ▶ 150+ FT programs:
 - ▶ Business, IT & Management; Centre for Food; Continuing Education; Health & Community Services; Interdisciplinary Studies; Justice & Emergency Services; Media, Art & Design; Science & Engineering Technology; Skilled Trades, Apprenticeship & Renewable Technology.
- ▶ Economic impact on Durham Region of \$816M in 2012-2013
- ▶ 93.8% employer satisfaction
- ▶ 84.2% graduate employment
- ▶ Program Advisory Committees made up of 1,000+ industry leaders



Trent University Durham

- ▶ Approximately 1,200 students
- ▶ Undergraduate Degree programs
 - ▶ Anthropology, Business Administration, Child & Youth Studies, Communications & Critical Thinking, English, History, Philosophy, Psychology, Media Studies, Social Work, Sociology, (*various specializations & joint-majors*)
- ▶ Post-Graduate Certificates
 - ▶ Human Resource Management
 - ▶ Marketing & Entrepreneurship
- ▶ Trent University Overall
 - ▶ Macleans Rankings - #1 in Ontario six years running & #1 in Experiential Learning - primarily undergraduate universities
 - ▶ Re\$earch Infosource Rankings (2015)- #2 primarily undergraduate research university nationally



University of Ontario Institute of Technology (UOIT)

- ▶ 10,000+ students (Bachelor, Master and PhD level)
- ▶ 14,000+ alumni
- ▶ 79 unique, market-oriented programs
 - ▶ Business and Information Technology, Education, Engineering and Applied Science, Energy Systems and Nuclear Science, Health Science, Science, and Social Science and Humanities
- ▶ Over 2300 students participated in experiential learning last year with local business and community organizations
- ▶ 93% graduate employment rate, 2 years after graduation



Access to Talent - Graduates

- ▶ Opportunities to advertise positions, promote your organization through our Career Centres at no fee.
 - ▶ Job Fairs
 - ▶ Reverse Career Fairs
 - ▶ On campus hiring - interview coordination
 - ▶ On campus information sessions and employer/career panels
 - ▶ Free job postings - often accessible to all students and all alumni (specific to each institution)

Access to Talent - Students

- ▶ There are a variety of ways to hire or work with students while they pursuing their studies
 - ▶ Apprenticeships
 - ▶ Practicums and placements
 - ▶ Co-op placements and internships
 - ▶ Capstone projects (final year team projects)
 - ▶ Research projects
- ▶ Some paid placements; some unpaid (part of academic curriculum)
- ▶ Range of placement options - from 80 hours part time to 16 month full time

Benefits to Business

- ▶ Access a year-round supply of motivated students with theoretical foundations and technical skills to be immediately productive on the job;
- ▶ Provide short term relief in times of high work load, special projects, and employee leave;
- ▶ Reduce the costs of recruitment by not having to advertise for limited-term positions;
- ▶ Cost-effective and valuable screening process for future potential career employees;
- ▶ Develop a collaborative relationship with the universities and colleges, tap into training and research opportunities;
- ▶ Enable delegation of project work or alleviate the work load for your existing work force;
- ▶ Assist in the management of uninterrupted work flow during periods of vacation or particularly high demand
- ▶ Save: Co-operative Education Tax Credit (CETC); and
- ▶ Inject new energy and a fresh perspective to some of your challenging issues.

Employer responsibilities

- ▶ Provide work that offers program related experience and appropriate challenge
- ▶ Ensure a supportive and constructive work environment
- ▶ Offer appropriate supervision, coaching and mentorship and ensure on-going and clear communication
- ▶ Provide orientation to the workplace and required safety training
- ▶ Plan regular meetings with student to discuss goals, project work and provide regular verbal feedback
- ▶ Complete evaluations as requested during work term, discuss comments with students
- ▶ Participate as advisor in the writing of the work reports and complete the employer's component

Hosting a student: which institution(s) to connect with and when?

Questions to ask oneself (and/or work through in conversation with institutional contacts):

- ▶ What is/are my goal(s)?
- ▶ How much time will the project/work require? Over what time period?
 - ▶ e.g. immediate support for a short-term & smaller scope project, longer-term intensive day-to-day work support, substantial non-urgent project etc.
- ▶ How flexible am I with requirements for the position?
 - ▶ e.g. am I open to hosting a student from across disciplines, or, am I looking to host a student within a specific diploma/degree program (e.g. Business Administration), program focus (e.g. Business Admin - human resource management) or that has very specific skills (e.g. Adobe Illustrator)?
- ▶ What financial resources do I have to host a student (i.e. paid or unpaid) and how does this fit with the institution's program design/criteria?
- ▶ Would the position require student presence onsite (or would that be a barrier)?

Hosting a student: which institution(s) to connect with and when?

- ▶ What are the college/university's timelines for matching students, and how do they align with the work/project I have planned?
- ▶ May be obvious which institution to connect with, or it may be worth having personalized conversations with institutional contacts
- ▶ Personalized conversations can help with understanding:
 - ▶ Program cycles (can build into your planning cycles)
 - ▶ Program contact lists (could ask to be contacted at key points in posting/matching cycles)

It is possible to host students from across institutions and from across disciplines at the same (or different) times!



Apprenticeship programs

- ▶ Apprentices learn a skilled trade on the job, under the direction of more experienced workers.
- ▶ 90 per cent of training is practical and on the job
- ▶ 10 per cent of training is completed in the classroom. Colleges provide in-school training for many skilled trades programs.
- ▶ Students must find an employer to hire and train them before their training can begin.
- ▶ Following completion of apprenticeship training, students are eligible to write provincial Certificate of Qualification exam.
- ▶ Red Seal trades allow qualified tradespersons to practice their trade in any province or territory where that trade is designated, without further examinations.

Practicums and placements

- ▶ Typically embedded with academic curriculum
- ▶ Typically unpaid placements
- ▶ Offered across a broad range of programs and institutions
- ▶ Range of hours

- ▶ Examples
 - ▶ Support the development of a marketing plan for a small enterprise - e.g. researching and analyzing events/trade show opportunities etc.
 - ▶ Support Continuous Quality Improvement Initiatives - e.g. development of spreadsheet to predict future component shortages in the manufacturing process
 - ▶ Support piloting of new programming (e.g. outreach position @ library)

Co-op and internships

- ▶ Typically paid work
- ▶ Typically longer durations - between 4 - 16 months
- ▶ Typical Start dates: January, May and September
- ▶ Areas offering coop and internships
 - ▶ Business
 - ▶ Engineering/ Engineering Technology
 - ▶ Information Technology
 - ▶ Science
 - ▶ Technology

Capstone projects

- ▶ Final year team based project - academic requirement
- ▶ Non-urgent projects - up to one year from conception to presentation
 - ▶ Consideration for fall projects typically required almost 4 months in advance
- ▶ Little to no cost to partner
 - ▶ Engineering - design-based projects - not research
 - ▶ Business and IT - research/problem solving projects
 - ▶ Media, Art and Design
- ▶ Examples
 - ▶ Storm water management project
 - ▶ Business plan development including goals and financial justifications
 - ▶ Business industry segment analysis within Durham Region
 - ▶ Develop a youth strategy
 - ▶ Review financial policies - provide recommendations re: fee structures
 - ▶ Social media including crowdfunding campaign

Access to Experts and Research

- ▶ Colleges and universities have experts in their fields interested in addressing business/industry issues
- ▶ Access to a network of other experts - other colleges, universities, industries
- ▶ Potential access to government funding that can leverage industry cash and/or in-kind contributions
- ▶ Have access to specialized equipment
- ▶ Potential to engage students who could be future hires

- ▶ Examples
 - ▶ Identify vulnerabilities in smart meter, collector nodes and the communication system.
 - ▶ Create an algorithm that transforms web content so that the information is tailored to a specific audience.

Lifelong learning

- ▶ Enhancing and upgrading the skills and knowledge of existing talent within the organization
- ▶ Colleges and universities offer significant programming options on campus and at your site (customized programs)
- ▶ Learning options include:
 - ▶ Continuing education
 - ▶ Professional development
 - ▶ Online learning
 - ▶ Transfer credits/pathways
- ▶ Durham College - Corporate Training Services
- ▶ Trent University - Continuing Education
- ▶ University of Ontario Institute of Technology - Management Development Centre

Programs to support organizations

- ▶ Apprenticeship Training Tax Credit (Prov)
- ▶ Apprenticeship Job Creation Tax Credit (Fed)
- ▶ Canada-Ontario Job Grant (Fed)
- ▶ Co-operative Education Tax Credit (Prov)
- ▶ Youth Job Connection (Prov)
- ▶ Others?

Case Study - Cris Douglas

CRCS DKI



Other Engagement Activities

- ▶ Access unique facilities e.g. ACE, Integrated Manufacturing Centre
- ▶ Support academic programs
 - ▶ Guest speakers; site visits; case studies
 - ▶ Program advisory committees
 - ▶ Student workshops
- ▶ Raise your profile
 - ▶ Attend campus events
 - ▶ Sponsor campus events, initiatives
 - ▶ Mentorship opportunities (e.g. entrepreneurship)
 - ▶ Scholarships and bursaries

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Questions?

Thank you