

## Ontario

<b>Ministry responsible for literacy</b>	Ministry of Training, Colleges and Universities
<ul style="list-style-type: none"><li>• <b>Minister's name</b></li><li>• <b>Key Staff</b></li></ul>	<ul style="list-style-type: none"><li>• <a href="#">Hon. Glen Murray</a></li></ul>
<b>Ministry responsible for the LMA</b>	Ministry of Training, Colleges and Universities
<ul style="list-style-type: none"><li>• <b>Minister's name</b></li><li>• <b>Key Staff</b></li></ul>	<ul style="list-style-type: none"><li>• Hon. Glen Murray</li></ul>
<b>Ministry responsible for workplace literacy</b>	Ministry of Training, Colleges and Universities
<ul style="list-style-type: none"><li>• <b>Minister's name</b></li><li>• <b>Key Staff</b></li></ul>	<ul style="list-style-type: none"><li>• Hon. Glen Murray</li></ul>

### Definition of literacy

The Ministry of Training, Colleges and Universities (MTCU) definition:

Literacy skills are needed every day – at work, at home, at school, and in the community. These skills help people to take part in further education and training, as well as to find and keep jobs. They form the essential foundation upon which people can build additional skills, and they help people become more independent.

### Adult Literacy Policy

The *Adult Education Review* was launched in 2004 at the request of MTCU and the Ministry of Education to propose a policy framework for adult education and recommend actions supporting and improving adult learning in Ontario. The Review focussed on the specific programs that help adults gain access to further education and training, gain or keep employment, or participate more fully in the life of their communities.

The Review centred on consultations with a broad array of stakeholders, the substance of which was published in the *2005 Report: Ontario Learns* around eight themes:

1. adult education as a key component of Ontario's education system

2. learner pathways
3. integration of programs
4. partnerships
5. accountability, outcomes, and funding
6. access to adult education
7. information and communications technology in adult education
8. innovation and excellence in teaching and learning

The Report's recommendations "establish a direction for action that will enable the government to put in place [a] proposed policy framework." The policy framework proposes action on six key elements:

1. investment in skills development
2. learner pathways
3. accessibility and inclusion
4. innovation and excellence in teaching and learning
5. funding and accountability
6. research

## **How are literacy programs provided?**

The Literacy and Basic Skills (LBS) provides funding for literacy training and academic upgrading. The Literacy and Basic Skills program helps adults whose skills fall below the Grade 9 level. The Academic Upgrading program helps people prepare for college or technical training. It serves adults who do not have a high school diploma but whose skills are above the Grade 9 level.

The objectives of LBS are to:

- help the population move towards a seamless adult education system supporting lifelong
- learning
- support literacy agencies in providing quality services meeting learners' needs
- design literacy services for adults most in need

- ensure accountability to government, to the public, and to learners
- foster closer links between literacy training and employment

The LBS program has two functions: the first is to deliver LBS services and the second is to aid in the development of LBS services. LBS services include literacy assessment, information and referral assistance, training plan development, and training and program follow-up. Developing LBS services includes monetary support to assist literacy agencies to improve their delivery of LBS to learners and to conduct some research and development initiatives.

There are 268 agencies funded to deliver the LBS program. These agencies fall under one of 3 sector categories – college, community-based and school board, and 4 stream categories – Anglophone, Deaf, Francophone, and Native.

The LBS program is in a transition period. What were three transition pathways – independence, training and education – have become five – independence, secondary credit, postsecondary credit and apprenticeship. The five LBS levels are being replaced by three levels reflecting the essential skills levels. A common curriculum has been developed to respond to each of the transition pathways, using task based activities to master a set of six competencies.

## **Is there a focus on workplace literacy and essential skills?**

The 2009 Ontario Budget announced an investment of \$90 million over two years (2009-10 and 2010-11) to expand literacy and basic skills training as a key component of Ontario's economic strategy. The funds were part of the federal government's stimulus package (Strategic Training and Transition Fund).

In September 2009, a Call for Proposals (CFP) was issued for workplace and community workforce literacy and essential skills projects to assist adults with literacy needs who were affected by the economic downturn. \$13.6 million was allocated to 35 workplace and community workforce literacy and essential skills projects to assist adults to access more training and higher skilled jobs.

A second CFP stemming from the 2009 Ontario Budget was focussed specifically on pilot projects delivering literacy and essential skills services in the workplace.

The funding ended March 31, 2011; no new funds were announced.

## **Is there a formal role for labour?**

There is no formal role for labour.

## **What is the available financial support? (For workers, for labour)**

The Ontario Literacy Coalition has partnered with several labour organizations including the Ontario Federation of Labour, the CAW, Canadian Union of Public Employees, and UNITE HERE to run pilot workplace literacy and essential skills projects.

Second Career provides laid-off workers with skills training to help them find jobs in high-demand occupations in Ontario and financial support.

The Targeted Initiative for Older Workers (TIOW) is a joint federal-provincial initiative intended to provide unemployed older workers in vulnerable communities with programming aimed at increasing their employability, reintegrating them into employment, and ensuring they remain active and productive labour market participants while their communities undergo adjustment. Literacy training is one of the possible program offerings available.

Ontario	
<b>Amount</b>	\$1.2 billion (6 years)
<b>Date Signed:</b>	February 21, 2008
<b>Focus for the Unemployed</b>	<p>For unemployed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market:</p> <ul style="list-style-type: none"> <li>• Aboriginal peoples, immigrants, persons with disabilities, youth, women, older workers and other under-represented groups</li> <li>• Individuals entering and re-entering into the workforce</li> </ul>
<b>Focus for the Employed</b>	<p>Training for employed individuals who are low skilled, in particular, those who do not have a high school diploma or a credential recognized in Ontario, or have low levels of literacy and essential skills.</p>
<b>Provincial Priorities</b>	<p><i>Technical skills training</i> - occupationally specific training that supports labour market attachment, bridges skills gaps, addresses cost as a barrier to skills training for non-EI eligible, and helps meet the demand for skilled tradespersons</p> <p><i>Labour market integration of immigrants</i> - focused bridge training projects, financial support, and credential assessment, and increase opportunities to obtain Canadian work experience through mentoring, coaching and other supports for work experience</p> <p><i>Foundation skills training and supports</i> - Improve access to literacy and essential skills training, ensure availability of foundation skills training tailored to specific trades and occupations, and create new opportunities for foundation skills training in the workplace</p> <p><i>Labour market supports for persons with disabilities</i> - Remove barriers to participation in training and employment services, by providing sign language interpreters, alternate formats, and attendant care, and increase availability of employer incentives to train on the job, including accommodations and enhancements in the workplace.</p>
<b>Accountability Measures</b>	<p>Both governments are committed to a focus on results and strong accountability measures. Specific elements include the following:</p>

Ontario	
	<ul style="list-style-type: none"> <li>• development of annual plans and the engagement of stakeholders</li> <li>• stewardship of financial resources provided under the agreement</li> <li>• measuring the outcomes and benefits of investments</li> <li>• regular public reporting of results achieved</li> <li>• regular review and evaluation of activities</li> </ul>
<b>Displacement</b>	Ensuring that new federal resources are additional to normal provincial spending
<b>Official Languages</b>	Ontario agrees to continue taking into account the needs of the official language minority communities within the province and to deliver, where there is significant demand, services in either official language.
<b>Administration</b>	The Ministry of Training Colleges and Universities administers the LMA. Its Employment Ontario is the service delivery provider (including overseeing third party delivery contracts)
<b>Strategic Transitions and Training Fund</b>	ON received \$206m under the STTF, which it applied to its existing program offerings.
<b>Consultations</b>	Consultations before and after the 2009 budget were undertaken with the Service Delivery Advisory Group (SDAG), literacy organizations, employer groups and francophone organizations. Labour is mentioned as a key stakeholder but no specific consultations are cited.
<b>Literacy and Essential Skills</b>	Additional funds were provided to the Literacy and Basic Skills Program and Academic Upgrading. There is a focus on Ontario Works and Ontario Disability Support clients and those requiring literacy upgrading through Second Career. In addition, Ontario Works activities include the Screening Questionnaire, Assessment and Training and Adult Basic Education and Language Training

## Ontario - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
<b>Technical Skills Training</b>	138,000	138,000	138,000	138,000	138,000	138,000	828,000	69%
<b>Labour Market Integration of Immigrants</b>	16,000	16,000	16,000	16,000	16,000	16,000	96,000	8%
<b>Foundation Skills Training and Support</b>	34,000	34,000	34,000	34,000	34,000	34,000	204,000	17%
<b>Labour Market Supports for Persons with disabilities</b>	6,000	6,000	6,000	6,000	6,000	6,000	36,000	3%
<b>Administration *</b>	6,000	6,000	6,000	6,000	6,000	6,000	36,000	3%
<b>Total (\$000's)</b>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>	<b>1,200,000</b>	<b>100%</b>

\*this is an estimated amount based on difference between total LMA amount and annual spending by priority areas as set out in the work plan (\$1.2 billion less \$1.164 billion)

## Ontario LMA Activity

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
<b>Technical Skills Training</b>	\$63.1	<p>The following Ontario programs spent additional funds under the LMA to provide more people with the skills required to gain and maintain employment in an economy undergoing major restructuring</p> <p><b>Job Connect</b></p> <p><b>Apprenticeship Programs:</b></p> <ul style="list-style-type: none"> <li>Registered Apprenticeship Program</li> <li>Pre-Apprenticeship Program</li> <li>Ontario Youth Apprenticeship Program</li> <li>Co-op Apprenticeship Program</li> <li>Apprenticeship Expansion</li> <li>Apprenticeship Training Tax Credit (ATTC)</li> <li>Apprenticeship Enhancement Fund</li> </ul>	\$128.5	<p>LMA and STTF funding was allocated across a suite of programs that provide individuals with the skills required to gain and maintain employment in an economy undergoing major restructuring</p> <p><b>Job Connect</b></p> <p>Equipped more individuals to obtain sustainable employment by bridging the gap between individuals seeking employment and employers seeking human resources to meet their business needs</p> <p><b>Apprenticeship Programs, including:</b></p> <ul style="list-style-type: none"> <li>Registered Apprenticeship</li> <li>Pre-Apprenticeship Training</li> <li>Ontario Youth</li> </ul>	\$51.3	<p><b>Apprenticeship Programs</b></p> <p>Programs include:</p> <ul style="list-style-type: none"> <li>Registered Apprenticeship Program</li> <li>Pre-Apprenticeship Program</li> <li>Ontario Youth Apprenticeship Program</li> <li>Co-op Apprenticeship Program</li> </ul> <p><b>Apprenticeship Training Tax Credit (ATTC)</b></p> <p><b>Co-operative Education Tax Credit (CETC)</b></p> <p><b>Second Career</b></p> <p>The objective of Second Career is to support laid off, unemployed individuals who require skills training to assist them to find employment in occupations with</p>

**Second Career**

**Strategic Skills Training**

**Ontario Skills Training  
Enhancement Program**

- Apprenticeship
- Co-op Apprenticeship

**Second Career**

- Improved access into professions and trades for internationally trained individuals who are under employed / unemployed
- Further increased access to training for individuals lacking credentials
- Increased skills and employability of unemployed workers, especially those laid off from declining industries who required skills in areas of growing demand

**Apprenticeship Training  
Tax Credit**

**Co-operative Education  
Tax Credit**

- Capital Investments:**
- **Apprenticeship  
Enhancement  
Fund (AEF)**

demonstrated labour market prospects.

Activities include:

- Continue funding for skills training under Employment Ontario (EO).
- Provide greater support for individuals with lower skills and in sectors hardest hit by the downturn including vulnerable groups.
- An additional 30,000 spaces in Second Career over 2 years.
- Up to one year of *academic upgrading*, required to support skills training can be considered for these individuals. The maximum duration of skills training cannot exceed two years, excluding a maximum of one year for *academic upgrading* or language training.
- Laid off workers are expected to make a contribution to the cost of their training plan

- **Strategic Skills Training (SST)**
- **Ontario Skills Training Enhancement Program (OSTEP)**

and the ministry contributes up to \$28,000 towards the cost of tuition, books, transportation and basic living allowance based on demonstrated individual need. Additional support may be available for disability accommodation, dependent care, living away from home and academic upgrading.

**Capital Investments** to facilitate and support technical skills and training.

Investments include:

- **Apprenticeship Enhancement Fund**
- **Strategic Skills Training**
- **Ontario Skills Training Enhancement Program (OSTEP)**

**Labour Market Integration of Immigrants**

\$25.9 The following Ontario programs spent additional funds under the LMA to help skilled newcomers

\$39.7 LMA funding was allocated across a suite of Ontario programs that help skilled newcomers

\$37.9 To help skilled newcomers improve their employability and attachment to the labour

improve their employability and attachment to the labour market

- Bridge Training
- Language Training / ESL
- OPS Internship Program for Internationally-Trained
- International Medical Graduate Training

improve their employability and attachment to the labour market

#### **Bridge Training Programs for Immigrants**

- Increased access to bridging programs for skilled newcomers to increase employability
- More skilled newcomers had their foreign qualifications assessed and verified in a timely manner

#### **Language Training (ESL/FSL)**

- Increased access to language training programs for adults whose first language is neither English nor French

#### **OPS Internship Program for Internationally Trained Individuals**

- More internationally trained individuals gained Canadian experience to improve employability

market including:  
**Bridge Training and Language Training:**

- Ensure coordinated approaches with existing Ontario employment services, as well as settlement services, bridge training and language training
- Create opportunities for internationally trained individuals to quickly meet requirements for licensure and employment in their profession in Ontario.

#### **OPS Internship Program for Internationally-Trained:**

- Increase opportunities for internationally trained individuals to obtain Canadian work experience through internships that offer mentoring and other training supports.

### **International Medical Graduate Training**

### **Ontario Bridging Participant Assistance Program**

### **Colleges Integrating Immigrants to Employment**

- More internationally training immigrants gained access to programs and services on Ontario college campuses that support these individuals in obtaining employment more quickly and efficiently

### **International Medical Graduate Training:**

- Provide postgraduate training and assessment positions for International Medical Graduates to enable them to obtain the additional qualifications and registration required to be eligible to practice medicine in Ontario.

### **Ontario Bridging Participant Assistance Program:**

- Ontario Bridging Participant Assistance Program provides bursaries of up to \$5,000 to cover direct education costs.

### **Colleges Integrating Immigrants to Employment:**

- Provides internationally trained immigrants (ITIs) with access to programs

and services, including advisement and referral services, on all 24 college campuses.

<p><b>Foundation Skills Training and Support and Labour Market Supports for Persons with disabilities</b></p>	<p>\$52.1 The following Ontario programs spent additional funds under the LMA to help more people gain the foundation skills necessary to access more advanced skills training or to gain or maintain employment with upgraded skills</p> <p><b><i>Literacy and Basic Skills Training including Academic upgrading</i></b></p> <ul style="list-style-type: none"> <li>Expanded support for adults needing to acquire higher levels of <b><i>literacy and basic skills</i></b> before entering or moving up in employment or training</li> </ul> <p><b>Innovative Community projects</b></p> <p><b>Distance learning/ e-channel for the Deaf</b></p> <ul style="list-style-type: none"> <li>Improved <b><i>access to literacy training</i></b> for people with barriers to in-person delivery, including those in rural</li> </ul>	<p>\$87.6 LMA funding was allocated across a suite of Ontario programs that help more people gain the foundational skills necessary to access more advanced skills training or to gain or maintain employment with upgraded skills</p> <p><b><i>Literacy and Basic Skills</i></b></p> <ul style="list-style-type: none"> <li>Equipped more individuals with the skills necessary to continue with higher-level education and skills training, and/or to progress toward sustainable employment</li> <li><b><i>Improved access to literacy training</i></b> for people with barriers to in-person delivery, including those in rural and remote communities</li> </ul> <p><b>Summer Jobs for Youth</b></p>	<p>\$104.1 <b>Literacy and Basic Skills</b></p> <p>To expand support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. Focus on Ontario Works and Ontario Disability Support clients and those needing literacy upgrading prior to receiving skills training through Second Career.</p> <p>Examples of Ontario activities:</p> <ul style="list-style-type: none"> <li><b><i>Expand Literacy and Basic Skills Training, including Academic upgrading</i></b></li> <li><b><i>Distance learning/ e-channel for the Deaf</i></b></li> <li><b><i>Workplace literacy</i></b></li> </ul> <p><b>Ontario Summer Jobs Strategy</b></p> <p>To expand summer jobs and self-employment opportunities and</p>
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and remote communities especially through community-focussed solutions

#### *Workplace literacy*

- Enabled more individuals to obtain sustainable employment by bridging the gap between individuals seeking employment and employers seeking human resources to meet their business needs

#### **Summer Jobs for Youth**

- Expanded summer jobs and self-employment opportunities and programming especially for youth in high-needs neighbourhoods and those operating student-led summer businesses

#### **Ontario Works Employment Assistance activities and Employment and Participation Benefits**

- Provided employment assistance activities are

- Provided more students with the financial means to attend further education and skills training, through earnings from summer employment

#### **Ontario Works**

- Employment Assistance
- Employment and Participation Benefits
- Increased retention in pre-employment and training
- Increased training participation and completion

#### **Ontario Disabilities Support Program**

- Increased engagement of persons with developmental disabilities in the decision-making about the supports they receive and the help they require
- Increased opportunity for persons with disabilities to

programming especially for youth in high needs neighbourhoods and those operating student-led summer businesses

#### **Vulnerable Groups Strategy**

Strategy to provide supports to vulnerable people have a marginal attachment to the workforce and are among the most negatively impacted in tough economic times. Projects to help Aboriginal people access culturally aware training and employment services in the emerging sectors of energy, mining, and the green economy, including:

- Job related skills training in specific occupations
- Placement into employment and on the job training during or after upgrading and/or job related skills training
- Coaching and mentoring during the

designed to assist participants in obtaining skills that support progress towards sustainable employment

**Ontario Disabilities Support Program (ODSP) Employment Benefits**

- Provided benefits to encourage recipients in becoming employed, moving toward financial independence or cover basic costs of starting employment or employment activities

participate in local community activities (e.g. employment and/or volunteer activities)

**Developmental Services - Person Directed Planning**

- Increased planning supports available to facilitate the transition across life stages

**Ontario Works- Enhanced Employment Services for Vulnerable Persons**

- Enhanced service capacity to support enrolment of vulnerable persons in employment services that maintain employment outcomes
- Increased awareness among social assistance recipients and other vulnerable groups of available programming and resources and how to get the help needed

training and placement and up to 6 months after starting employment

- *Academic upgrading* if / as required to meet occupationally specific or on the job training requirements

**Ontario Works: Employment Assistance**  
Employment assistance activities may include:

- *Literacy Screening Questionnaire, Assessment and Training*
- *Adult Basic Education and Language Training*
- Supports to Self-Employment
- Job-Specific Skills Training
- Learning, Earning and Parenting (LEAP) program
- Employment Placements
- Employment Placements with Incentives (EPI)
- Community

Placements

**Ontario Works:  
Employment &  
Participation Benefits**

**Ontario Disability  
Support Program (ODSP)**

**Developmental Services -  
Person Directed Planning  
(PDP)**

**Ontario Works Enhanced  
Employment Services for  
Vulnerable Persons (EES)**  
EES includes intensive case  
management, services and  
supports for social  
assistance clients.

**TOTAL**

**\$141.1**

**255.8**

**\$193.7**

## STTF Activity

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
<b>Technical Skills Training</b>	\$103.2	See information in table above. STTF specific expenditures not separated from LMA expenditures under this priority area.	\$103.9	Invested in Second Career – see details in above
<b>TOTAL</b>	<b>\$103.2</b>		<b>\$103.9</b>	