



## Council Report

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<b>Report Number:</b>	<b>ED2021-021</b>
<b>Meeting Date:</b>	June 15, 2021
<b>Title:</b>	Kawartha Lakes SkillsAdvance Ontario Program Amending Agreements with Victoria County Career Services and Sir Sanford Fleming College
<b>Description:</b>	Amending Agreements regarding the extension of the SkillsAdvance Ontario to March 31, 2022.
<b>Author and Title:</b>	Danielle Harris, Economic Development Officer

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### Recommendations:

**That** Report ED2021-021, **Kawartha Lakes SkillsAdvance Ontario Program Amending Agreements with Victoria County Career Services and Sir Sandford Fleming College**, be received; and

**That** the Mayor and Clerk be authorized to execute service agreements with Victoria County Career Services and Sir Sanford Fleming College to implement the Kawartha Lakes SkillsAdvance Ontario Program extension, substantially in the form as provided in Appendix D and F respectively to Report ED2021-021.

**(Acting) Department Head:** \_\_\_\_\_

**Financial/Legal/HR/Other:** \_\_\_\_\_

**Chief Administrative Officer:** \_\_\_\_\_

## **Background:**

At the Council Meeting of December 15, 2020, Council adopted the following resolution:

### **CR2020-453**

**That** Report ED2020-027, **Kawartha Lakes SkillsAdvance Ontario Programs Agreements with Victoria County Career Services and Sir Sandford Fleming College**, be received; and

**That** the Mayor and Clerk be authorized to execute service agreements with Victoria County Career Services and Sir Sanford Fleming College to implement the Kawartha Lakes SkillsAdvance Ontario Program, substantially in the form as provided in Appendix B and C respectively to Report ED2020-027.

### **Carried**

The City has received an amendment to the Kawartha Lakes SkillsAdvance Ontario (KLSAO) agreement to extend the project from March 31, 2021 to March 31, 2022. The purpose of this report is to extend the agreements between the City and the program delivery partners, Fleming College and VCCS, to align with the amended provincial agreement.

## **Rationale:**

In the 2020-2021 program, the KLSAO program successfully met its training targets for Incumbent Workers, training 49 participants. Part of this training included a customized Grain Handling Safety program created in direct response to feedback from local employers in the Agriculture sector. The KLSAO also successfully adjusted its programming and training to provide Covid-19 safe, in-person Job Seeker training. Two sector focused cohorts were delivered and successfully trained, graduated and secured the employment of 9 Job Seekers as part of the 6-week pre-employment program.

Going forward, this extension to the KLSAO program will provide essential and technical training to approximately 105 participants through two training streams between June 2021 and March 31, 2022. Five (5) Job Seeker cohorts will be offered with a hybrid online/in-person training sector specific curriculum. The class sizes will be limited to less than 10 in order to provide safe and physically distanced learning experiences. The cohorts will run between June 2021 and February 2022 with a target of 30 Job Seekers trained.

The incumbent training stream will be made available to Employers and their existing workers from June 2021 to February 2022 with a target of 75 workers to be trained. In addition to manufacturing and agriculture sector, the amended agreement also allows for training in the construction sector.

Training is provided by Sir Sandford Fleming College and VCCS.

VCCS will continue to be responsible for the 6-week Job Seeker program. This includes supporting the Job Seeker Participant:

- Throughout the KLSAO recruitment process, including orientation and service planning for each individual;
- Sector-focused pre-employment services, including “soft skills training” and other pre-employment readiness training;
- Employment services, including Participant job matching with the local employers and vacant job positions; and,
- Ongoing Job Seeker participant case management for up to one year.

Fleming College will continue to be the technical Skills trainer for both streams. As a trainer, Fleming College will:

- Provide essential and technical skills training for the 6-week Job Seeker and Incumbent workers streams;
- Provide sector-focused training through the School of Trades and Technology, School of Environmental and Natural Resource Sciences, and the Continuing Education office; and,
- Bring previous experience with SAO programming through their leadership of two other SAO programs.

### **Other Alternatives Considered:**

The Kawartha Lakes SAO has been developed in consultation with the Ministry of Labour, Training and Skills Development within the program guidelines and has clearly established deliverables in partnership with Fleming and VCCS. No other alternatives have been considered.

### **Alignment to Strategic Priorities**

This report aligns with three strategic priorities:

1. Good Government
2. A Vibrant and Growing Economy
3. An Exceptional Quality of Life

The Kawartha Lakes SkillsAdvance Program continues to advance the City of Kawartha Lakes Council's vision of a thriving and growing communities within a healthy natural environment by strengthening local business stability and upskilling the local workforce.

In 2017, Council adopted the Kawartha Lakes Economic Development Strategy to support the Council goal of a Vibrant and Growing Economy. The Strategy was a people focused strategy, recognizing that the strengths of the local economy were built on the business owners, workforce and residents of the community. The strategy identified that the majority of new jobs in Kawartha Lakes will come from the expansion of existing businesses and five (5) established or emerging clusters were chosen to be the focus of economic development programs to promote business and job growth. Manufacturing and Agriculture and Food are two of those clusters. In both clusters, challenges to business growth is often tied to gaps in the workforce. Additionally, construction is a sector that has been impacted by the COVID-19 pandemic and has been identified as a good fit for the SAO training program.

This program specifically addresses the recommendations and multiple Action Plans outlined in the Kawartha Lakes Agriculture and Food Action Plan 2020-2024 Farmers to Consumers: Growing Success 2.0. The KLSAO program incorporated many of the Agriculture and Food Action Plan components into the program creation and design. The CKL has identified the agriculture sector as a "significant economic driver that contributes to the overall quality of life in the region, a variety of agriculture and agri-food related businesses also play an important role in the City's economy."

Overall, the KLSAO program is a financially independent and community developed resource for members of our community that require supportive training as an entry into long-term meaningful employment, while also supporting the workforce development of businesses and organizations of these three sectors.

### **Financial/Operation Impacts:**

The KLSAO is fully funded through the Agreement between the Ministry of Labour, Training, and Skills Development and the City of Kawartha Lakes. As a result of the extension through the Amending Agreement, the funding has increased from \$1,179,778 to \$1,421,549. The Amending Agreement provided up to an additional \$241,771 to cover additional costs for the 2021-2022 provincial financial year.

The SAO Program funding supports the hiring of two full-time temporary staff to administer the program for the duration of the funding period, as well as financial supports available to other departments in the CKL that will support and assist with the programs development and administration (i.e. Legal, IT, HS).

This SAO program is funded to March 31, 2022. It is anticipated that a second application request will be made to extend the program funding for the 2022 - 2023 Provincial financial year.

## Consultations:

Manager, Economic Development  
City Solicitor  
Treasurer  
Sir Sandford Fleming College  
Victoria County Career Services (VCCS)

## Attachments:

Appendix A – Ontario Transfer Payment Agreement SkillsAdvance Ontario #40684 – Formal Agreement between the City of Kawartha Lakes and the Ministry of Labour, Training and Skills Development for the SAO program.



2019-2021 SAO  
Agreement - City of

Appendix B – Ontario Transfer Payment Amending Agreement SkillsAdvance Ontario #40684 – Formal Amending Agreement between the City of Kawartha Lakes and the Ministry of Labour, Training and Skills Development for the SAO program.



2019-2022 SAO -  
City of Kawartha Lak

Appendix C – Service Agreement between VCCS and the City of Kawartha Lakes – agreement between the two organizations, outlining the roles and responsibilities of each party for this SAO Program



Appendix C Report  
ED2021-021.pdf

Appendix D – Amending Service Agreement between VCCS and the City of Kawartha Lakes – amending agreement between the two organizations, outlining the roles and responsibilities of each party for this SAO Program



2019 - 2022 SAO KL  
and VCCS Amending

Appendix E – Service Agreement between Fleming College and the City of Kawartha Lakes – agreement between the two organizations, outlining the roles and responsibilities of each party for this SAO Program.



2019- 2021  
SkillsAdvance Ontar

Appendix F – Amending Service Agreement between Fleming College and the City of Kawartha Lakes – amending agreement between the two organizations, outlining the roles and responsibilities of each party for this SAO Program.



2019-2022 SAO KL  
and Fleming College

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**(Acting) Department Head: Richard Holy**