



Employee Selection, Training, Development & Certification

Competencies-based, Outcomes-driven

Program Co-Directors

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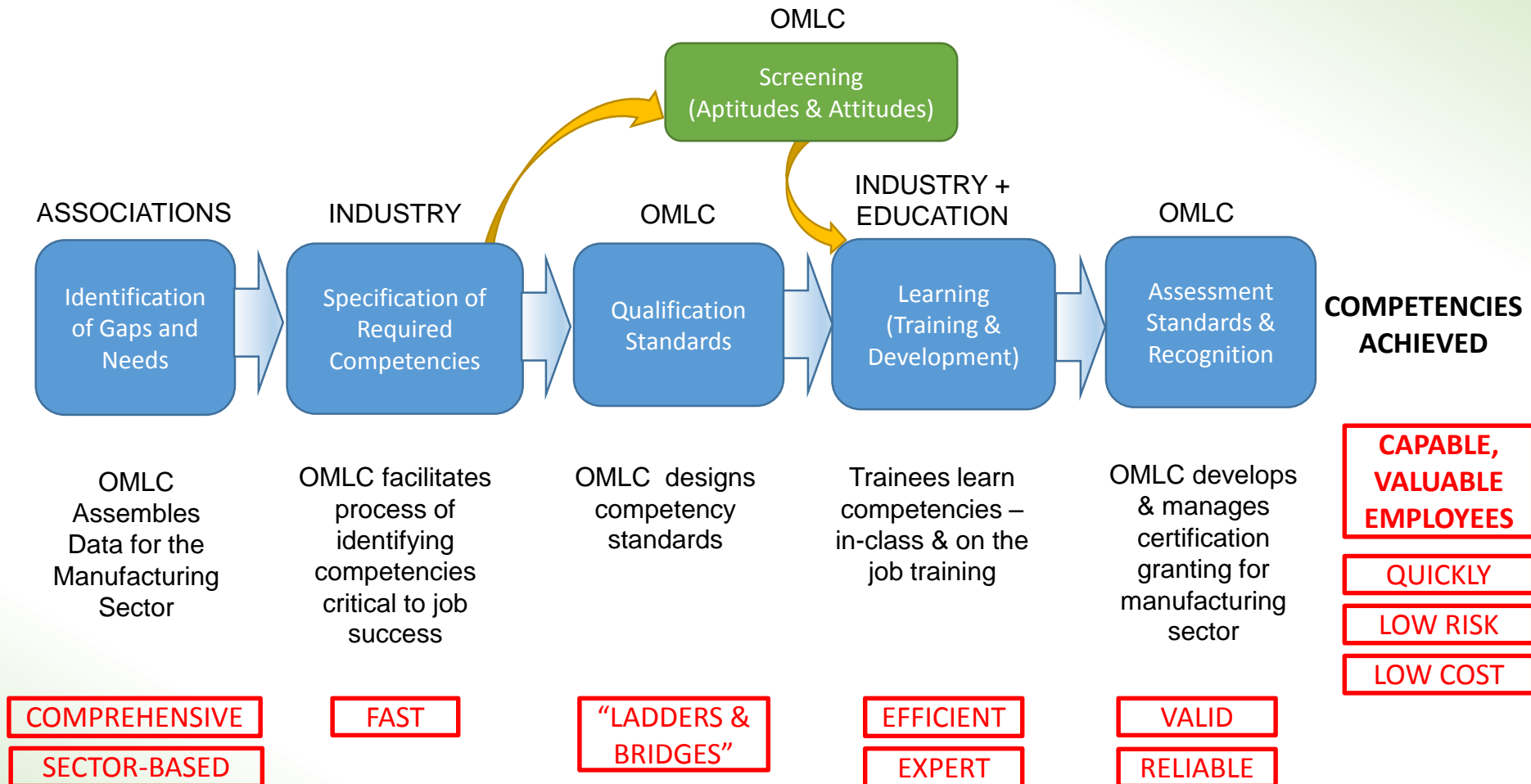
Why this Initiative?

- Firms in many manufacturing sectors need more highly competent employees but hiring capable ones is not always easy
- Often, there are few good training programs in schools that produce highly competent people who know and are able to do what's needed in industry
- Training our own is another way to meet our needs, but few companies can do this on their own and we need an industry-wide solution
- A collective approach leverages all companies' expertise
- A collective approach can make government funding available

What's different?

- Industry leadership
- Industry experts define required outcomes (competencies)
- Industry experts participate in training delivery, using production equipment and materials
- No curricula for 'hands-on' learning
- Hiring of trainees – “Earn while you learn”
- Career-oriented, starting with a skilled position

Proposed Training Strategy for Ontario Manufacturing



How does the Program work?

Attract

- attract suitable young people as applicants to the Program, including (but not limited to) youth facing multiple barriers to employment

Screen

- rigorously test and interview applicants to select the ones with the required aptitudes and attitudes to enable them to become a good employee in the defined position

Hire

- present screened Candidates to companies to hire as Trainees in the Program

Classroom + Training Shop learning

- provide Trainees with initial classroom learning so they are 'workplace-ready'

'Hands-on' experiential learning

- provide Trainees with 'hands-on' practical learning in companies per OMLC guidelines

Certify

- certify Trainees' qualifications and skill levels at the completion of their in-company training

Program Results to April 2015

- 55 Trainees hired to date (2 programs, 4 cohorts)
- 5 turnovers (3 performance; 2 personal)
- All 55 passed the rigorous 'workplace readiness' assessments
- 13 have completed their on-the-job training
- All 13 have passed all Certification tests
- All 13 are continuing as employees in their firm
- Over 40 firms participating
 - 12 firms have hired more than one trainee

What do Companies get from OMLC?

- More productive, capable employees - quickly
 - All TLOs achieved by the end of their training – what a capable person must know and be able to do **CAPABLE, VALUABLE - QUICKLY**
 - Workplace-readiness Training - ready to be useful and productive immediately on your shop floor
 - On-the-job training on your shop floor **SAFE, USEFUL – DAY 1**
- Reliable selection process and learning program
 - Screened Candidates who do possess the competencies needed to be trained to become excellent employees in the defined position and stay with your firm for the long term
 - OMLC guidelines, systems and people that will enable your Trainers and Trainees to be successful
 - 90% success rate **VERY LOW RISK**
- Low Cost vs. Informal way to hire and train
 - No need to hire 2 or 3 to get 1
 - Much shorter learning time required (6 months vs. 10-12 months)
 - 50% less cost **VERY LOW COST**

What do Youth get from OMLC?

- At the start, confidence that they have what it takes to succeed in their defined position CONFIDENCE TO START
 - Screened Candidates who do possess the competencies needed to be trained to become excellent employees in the defined position and stay with a firm for the long term
- Employment while they train “EARN WHILE YOU LEARN”
- Confidence that the OMLC program will fully support them in quickly acquiring the defined knowledge, skills and abilities CONFIDENCE TO COMPLETE
 - 90% success rate
 - Much shorter learning time required (6 months vs. 10-12 months)
 - OMLC guidelines, systems and people that will enable Trainers and Trainees to be successful
- Assurance that their knowledge, skill and abilities are valued by industry and will enhance their mobility CAPABLE, VALUABLE - QUICKLY
INDUSTRY MOBILITY
 - All TLOs achieved by the end of their training – what a capable person must know and be able to do