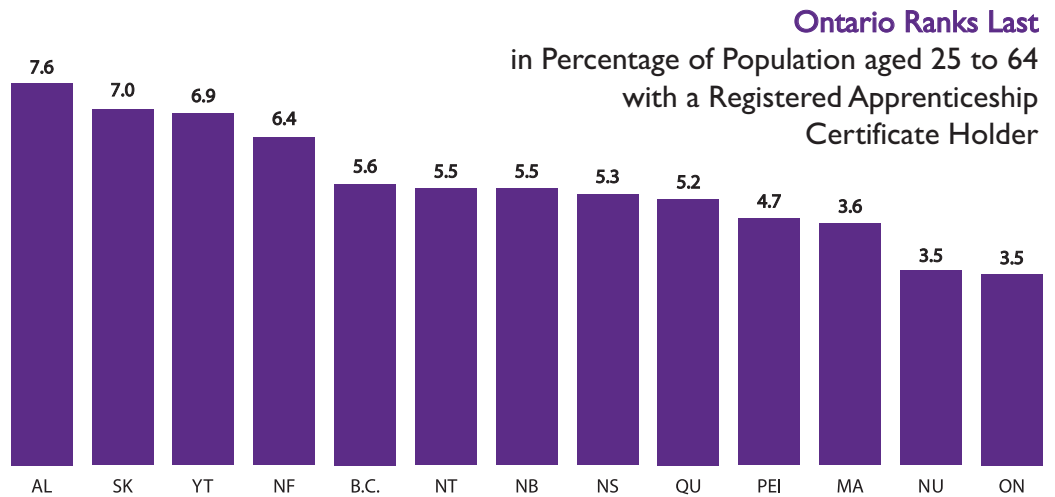




# Closing the Skills Gap

## What is a Skills Gap?

- There is a mismatch between the skills employers need and the careers for which students are training.
- 41% of Ontario employers are seeking workers with skilled trades training. The highest demand is in construction and technology sectors. Part of the challenge in closing the skills gap is attracting and training new workers so that they have the right skill set.
- According to the Conference Board of Canada, if Ontario's skills gap is not addressed it could result in 560,000 unfilled positions by 2030; up to \$24 billion in lost economic opportunity and \$3.7 billion in provincial revenues annually.
- 39% of Ontario employers have trouble finding candidates with the right qualifications.
- 21% of Ontario's skilled trades workforce is expected to retire this decade.
- Over the next 10 years, up to 85,000 new workers are needed just to renew rising retirements.
- Ontario's education and training system is not producing enough skilled tradespeople. Industry demand is not being met, and that affects Ontario's ability to compete, grow and prosper.
- Despite efforts to promote the trades, many students cannot find space for workers that want to find an employer to sponsor their apprenticeship or training opportunity.



## What can be done?

### 1. One-To-One Ratios.

Most provinces already have a 1:1 ratio. Ontario has the highest tradesperson-to-apprentice ratios for residential construction trades in Canada. According to OCOT, the average age of an Ontario carpenter is 61 years old. Only by changing the ratio to 1:1 for all apprentices can Ontario address the current skills shortages and renew our aging workforce.

### 2. Create Financial Incentives for employers to hire and support apprentices and tradespeople.

### 3. Modernize the Ontario College of Trades so that it focuses on creating partnerships while promoting the trades.