



HANDS

ON

EXPLORING
APPRENTICESHIP
AND THE
SKILLED TRADES

PROGRAM AND SPEAKERS

November 5-6, 2014 InterContinental Toronto Centre



Higher Education
Quality Council
of Ontario



WELCOME

HEQCO provides evidence-based research to influence the key decisions, practices and policies that will guide Ontario's public postsecondary system to national and international leadership while providing Ontarians with the greatest opportunities for social mobility and economic success.

— Harvey P. Weingarten, President & CEO, Higher Education Quality Council of Ontario



MEET YOUR CONFERENCE ORGANIZERS

If you have any questions during the conference, look for one of us and we'd be happy to assist you.



Susan Bloch-Nevitte
Executive Director, Communications
Higher Education Quality Council of Ontario



Sarah Brumwell
Researcher
Higher Education Quality Council of Ontario



Fiona Deller
Executive Director, Policy and Partnerships
Higher Education Quality Council of Ontario



Lauren Hudak
Researcher
Higher Education Quality Council of Ontario

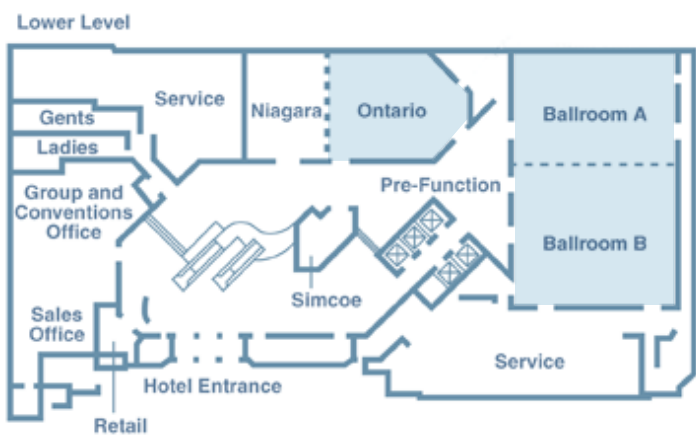


Ainsley Matthews
Events and Publications Coordinator
Higher Education Quality Council of Ontario

CONFERENCE MAP

All plenary and closing sessions, concurrent sessions marked 'A' and meals will take place in the Ballroom.

All concurrent sessions marked 'B' will take place in the Ontario Room.





DAY ONE

WEDNESDAY, NOVEMBER 5, 2014

8 – 9 AM

BREAKFAST AND REGISTRATION

Ballroom

9 – 9:15

WELCOME | *The Honourable Elizabeth Dowdeswell, OC, OOnt,
Lieutenant Governor of Ontario*
Ballroom

9:15 – 10:45

MORNING PLENARY

Laying the foundation: Apprenticeship and the skilled trades today

Leaders in workplace readiness share their perspectives on the state of the sector
Ballroom

Facilitator: Jennifer Lewington, Freelance Journalist
Pat Blackwood, Ontario College of Trades
Serge Buy, National Association of Career Colleges
Sarah Watts-Rynard, Canadian Apprenticeship Forum

10:45 – 11

MORNING BREAK

11 – 12 PM

CONCURRENT SESSIONS

1A | 21st century toolkit

Innovations in teaching technology: Changing the ways apprentices learn
Ballroom

Facilitator: Laurel Schollen, Fleming College
Doug Daniels, Mohawk College
Christopher Hahn, Algonquin College
Tina Reed, Contact North

1B | Young apprentices: In their own words

Insights on the decision, the journey and the job
Ontario Room

Facilitator: Ann Buller, Centennial College
Mary Bastien, St. Clair College
Steve Hepton, Ontario/Red Seal–certified carpenter
Brandon Murch, The Prune/Stratford Chefs School

12 – 1:30

LUNCH KEYNOTE | *Bryan Baeumler, Leave it to Bryan*
Ballroom



DAY ONE

WEDNESDAY, NOVEMBER 5, 2014

1:30 – 2:45

CONCURRENT SESSIONS

2A | Inside job: Employer training

Employer training: What do they think they're doing?

Ballroom

Facilitator: John MacLaughlin, Essential Skills Ontario

Sarah Ayres Steinberg, Center for American Progress

Rachel Pineault, Detour Gold

Tracey Shepherd, Ontario Refrigeration & Air Conditioning Contractors Association (ORAC) and
UA Local 787 | Joint Training and Apprenticeship Committee (JTAC)

2B | The role of the regulators

An exploration of quality and standards

Ontario Room

Facilitator: Josh Hjartarson, Ontario Chamber of Commerce

Erin Johnston, Industry Training Authority

Joseph S. Mancinelli, Labourers' International Union of North America (LiUNA)

Raymond Massey, Alberta Apprenticeship and Industry Training Board

David H. Tsubouchi, Ontario College of Trades

2:45 – 3

AFTERNOON BREAK

3 – 4

CONCURRENT SESSIONS

3A | Skill testing question: What (skills), when and why?

Exploring the necessary skills for success in the workplace

Ballroom

Facilitator: Alastair Davis, Habitat for Humanity Niagara

Robert I. Lerman, Urban Institute & American University

Anthony Mann, Education and Employers Taskforce (UK)

Gail Smyth, Skills Canada – Ontario

3B | Apprentices without borders: Improving mobility

Breaking down the walls for greater mobility and coordination between provinces

Ontario Room

Facilitator: Jay Peterson, Ontario Sheet Metal Workers' & Roofers' Conference

Catherine Scott, Employment and Social Development Canada

Christopher Smillie, Canada's Building Trades Unions

Serge Viola, Purolator Inc.

4 – 5:30

RECEPTION

Ballroom



DAY TWO

THURSDAY, NOVEMBER 6, 2014

8 – 9 AM

BREAKFAST

Ballroom

9 – 9:05

WELCOME | Minister Reza Moridi, Minister of Training, Colleges and Universities & Minister of Research and Innovation

9:05 – 10

MORNING KEYNOTE | Robert Watt, RJW-Gem Campbell
Stonemasons Inc.

Ballroom

10 – 11

CONCURRENT SESSIONS

4A | Partnerships: Earning while learning

Effective strategies between the workplace and postsecondary education

Ballroom

Facilitator: Ryan Whibbs, George Brown College

Barbara Endel, Jobs for the Future

Mike Ouellette, Valiant Machine & Tool Inc.

4B | Women in the trades: Knocking down walls

Beyond challenges, barriers, expectations and stereotypes

Ontario Room

Facilitator: Terry Weymouth, Chrysler Canada/Unifor

Nan Armour, Hypatia Association

Tammy Evans, Canadian Association of Women in Construction

Alex Johnston, Catalyst Canada

11 – 11:15

MORNING BREAK

11:15 – 12:15 PM **CONCURRENT SESSIONS**

5A | Apprenticeship completion: Benefit or barrier?

Examining apprentice completion rates and the consequences for students and employers

Ballroom

Facilitator: Errington Charlton, Ontario Ministry of Training, Colleges and Universities

Stewart Kallio, Kallio Consulting & Literacy Northwest

Harry Krashinsky, University of Toronto

Christine Laporte, Statistics Canada

5B | Lessons from abroad: Das deutsche modell

Can Germany and Austria's apprenticeship models be transplanted to Canada?

Ontario Room

Facilitator: Ken Doyle, Polytechnics Canada

Barbara Hemkes, Federal Institute for Vocational Training and Education (Germany)

Thomas Mayr, ibw Austria

Matthias Oschinski, Ontario Ministry of Finance



DAY TWO

THURSDAY, NOVEMBER 6, 2014

12:15 – 1:30

LUNCH

Ballroom

1:30 – 2:45

CONCURRENT SESSIONS

6A | Partnerships: It takes a village

Teaming up to address workforce demands

Ballroom

Facilitator: Kelly Hoey, Halton Industry Education Council
Karen Charnow Lior, Toronto Workforce Innovation Group
Andreas Thurner, Blum Inc.
Julia Wagg, Hydro Ottawa

6B | Building communities: Stories from Aboriginal apprenticeship

Putting the skilled trades to work for Aboriginal apprentices

Ontario Room

Facilitator: John Wabb, Canadian Union of Skilled Workers
Brandi Jonathan, Grand River Employment and Training
Kelly J. Lendsay, Aboriginal Human Resource Council
Kim Radbourne, Sibi Employment and Training Initiative

2:45 – 3

AFTERNOON BREAK

3 – 4:15

CLOSING PLENARY

The trades: A great choice for someone else's kids?

A reputation renovation?

Ballroom

Facilitator: Harvey P. Weingarten, Higher Education Quality Council of Ontario
Linda Franklin, Colleges Ontario
Annie Kidder, People for Education
Sean Reid, Progressive Contractors Association of Canada

4:15 – 4:30

CLOSING REMARKS AND ADJOURNMENT

SPECIAL GUESTS



The Honourable Elizabeth Dowdeswell, OC, OOnt, LIEUTENANT GOVERNOR OF ONTARIO is an energetic and highly regarded renaissance woman, an accomplished civil servant with wide-ranging interests, and is passionately devoted to the advancement of humanity. An intelligent, perceptive, and compassionate woman, Ms. Dowdeswell has devoted herself to public service, where her talents and skills have contributed greatly to many important initiatives, most notably those that integrate environmental, economic, social, educational, and cultural concerns.

She cares deeply about the environment, which she considers the fundamental basis for life on earth. She has led provincial, federal, and international institutions, and has served on the boards of corporate and non-profit organizations. Her years as an Under-Secretary-General at the United Nations profoundly shaped her worldview and continue to inform her thinking as she undertakes her role as 29th Lieutenant Governor of Ontario.

Her overarching and ambitious vision is Ontario in the world. She wants to listen to Ontarians and engage them in meaningful dialogue about what they can contribute and learn from others in meeting the common challenges of our interconnected world. Her Honour's aim is to bring multiple perspectives to the table, encourage innovation, and cultivate new ideas, sparking action and commitment to seeing these ideas move forward.

Ms. Dowdeswell is an Officer to the Order of Canada and holds 10 honorary degrees.



Reza Moridi | In February 2013, Premier Wynne appointed Reza Moridi Minister of Research and Innovation and in June 2014 as the Minister of Training, Colleges and Universities.

Minister Moridi was first elected to the Ontario Legislature in 2007 representing the riding of Richmond Hill and re-elected in 2011 and 2014. He has served as the Parliamentary Assistant to the Minister of Training, Colleges and Universities, the Minister of Research and Innovation and the Minister of Energy.

Reza Moridi is an award-winning scientist, engineer, educator, business leader and community activist. Moridi has lived with his family in Richmond Hill since 1991.

Educated in the UK, Moridi obtained a PhD from Brunel University. He is a Chartered Engineer and Chartered Physicist.

Minister Moridi worked as a CEO and Chair in the electrical industry and his career in academia included serving as the Dean of the School of Sciences, Chair of the Physics Department, University Chief Librarian and member of the Senate at Alzahra University in Tehran. Prior to his entry to politics, Moridi had a 17-year career at the Radiation Safety Institute of Canada where he was the Vice-President and Chief Scientist.

For his contributions to the understanding of nuclear materials, radiation and health physics, Moridi has received the Education and Communication Award from the Canadian Nuclear Society and the Fellow Award from the US Health Physics Society. He was elected as a Fellow of the UK Institute of Physics and the UK Institution of Engineering and Technology for his original contribution to physics and engineering.

Minister Moridi's extensive political, business and scientific background provide him with the knowledge and the experience needed to bridge academia with business and government. He understands first-hand that research is part of Ontario's economic engine and he strongly believes that the Ministry of Research and Innovation along with Training, Colleges and Universities is key to building the economy of tomorrow.



SPEAKERS



Nan Armour | is executive director of the [Hypatia Association](#), a not-for-profit organization in Nova Scotia promoting the full participation of women in science, engineering, trades and technology. She is co-founder of Women Unlimited, a program to help women obtain and retain employment in skilled trades and technology. She serves on the board and is past president of the Canadian Coalition of Women in Engineering, Science, Trades and Technology and is on the board of the Canadian Centre for Women in Science, Engineering, Trades and Technology.



Bryan Baeumler | is a veteran contractor and the Gemini-award winning [host of the hit TV shows](#) *Leave it to Bryan*, *House of Bryan* and *Disaster DIY*. After earning degrees in political science and business and aiming for law school, he realized he'd rather be renovating than be chained to a desk and he traded in his tie for a tool belt, founding Baeumler Quality Construction. The [Baeumler Family Foundation for Kids](#) was launched in September 2012 to provide renovations for children and families in need of accessibility, safety, and security.



Sarah Ayres Steinberg | is a policy analyst on the economic policy team at the [Center for American Progress](#). Her work covers a range of issues including apprenticeship, youth participation in the economy, the middle class, employment and postsecondary education. She is the co-author of *Training for Success: A Policy to Expand Apprenticeships in the United States* and holds a bachelor's degree in government and sociology from Dartmouth College.



Mary Bastien | is a student at St. Clair College in the [plumbing techniques program](#). Featured this fall in a [Windsor Star](#) story about the trades, she says that choosing a career path was not easy, "but after discovering my passion for working in the skilled trades, the decision was simple." She says she is looking forward to her future apprenticeship and career.



Pat Blackwood | is vice chair of the [Ontario College of Trades](#) and is a strong advocate for the skilled trades as a viable career choice. He served his millwright apprenticeship at General Motors. After 17 years as an elected union representative, he was appointed national skilled trades representative in 2005 and national director of skilled trades at the former Canadian Auto Workers in 2011.



Errington Charlton | is a senior research analyst in the strategic policy and programs division of the Ontario [Ministry of Training, Colleges and Universities](#). He is responsible for statistical analysis and regional and sectoral labour market trends in Ontario, with a focus on western Ontario and apprenticeship. He is a graduate of the School of Urban and Regional Planning, Ryerson University.



Ann Buller | is president of [Centennial College](#) and has worked in the college sector for more than 25 years. She serves on several national boards has earned numerous honours – including the Top 25 Women of Influence Award and the Chief Executive Leadership Award this year. A graduate of Humber College's public relations program, she also holds a BA in sociology from York University and an MA in education from Central Michigan University.



Karen Charnow Lior | is executive director of the [Toronto Workforce Innovation Group](#), a non-profit, community-based organization that helps Toronto meet the demands of a changing economy. She has worked in labour force development policy for over 20 years, including serving as national representative on training at the Canadian Labour Congress and as a senior policy advisor with the Ontario Ministry of Training, Colleges and Universities. She holds a master's degree from York University.



Serge Buy | is the CEO of the [National Association of Career Colleges](#) (NACC) where he is responsible for organizational management and public/government relations. Established in 1896, NACC is the oldest postsecondary association in Canada, representing more than 500 career colleges across the country. He speaks regularly on Canada's skilled labour needs and the role of private career colleges in educating career-ready students.



Doug Daniels | is associate dean of the School of Industrial & Motive Power at [Mohawk College](#), where he manages postsecondary and apprenticeship activity in industrial/ mechanical and automotive power programs at the Stoney Creek and Fennell campuses. A Red Seal construction/ maintenance electrician, he also teaches electrical, fluid power and automation.



Alastair Davis | is CEO of [Habitat for Humanity Niagara](#). Appointed to the post in 2006, he has more than 25 years' experience in executive management including seven years as vice president of human resources with Niagara Credit Union (now Meridian). He is co-chair of Habitat's national strategic planning taskforce and is a member of the President's Advisory Council. He holds a degree in social sciences from Carleton University.



Tammy Evans | is a partner at Blaney McMurtry, specializing in construction contract law. Immediate past president of the [Canadian Association of Women in Construction](#), she serves on the board, chairs the industry relations committee and is chair of the organization's Women's Advancement Project to increase women's entry, retention and advancement in the construction industry.



Ken Doyle | is director of policy for [Polytechnics Canada](#), which he joined in 2005 after holding a number of positions in the aviation industry. He is responsible for the association's policy development, strategic analysis and government relations. He received his bachelor's degree in public affairs and policy management and his master's in public administration from Carleton University.



Linda Franklin | is the president and CEO of [Colleges Ontario](#), where her leadership has increased the profile of the province's colleges, particularly in discussions with government ministries. Former president of the Wine Council of Ontario, she was also a writer and communications specialist and chief of staff to an Ontario cabinet minister. She has degrees in English and history and a master's in journalism from Western University.



Barbara Endel | directs the Accelerating Opportunity initiative for the US-based [Jobs for the Future](#), enabling underprepared adult learners to complete professional/technical pathways across 75 community colleges nationwide. She also coaches Cincinnati's Partners for a Competitive Workforce Network, a nationally recognized regional collaborative focused on meeting employer demand for skilled workers. She holds a bachelor's degree from The College of Wooster in Ohio and a master's and PhD from the University of Iowa.



Christopher Hahn | is chair of construction trades and building systems at [Algonquin College](#). As part of a 23-year career in diverse employment sectors, he spent 12 years at the Ontario Ministry of Training, Colleges and Universities in the fields of apprenticeship training and certification programs. He holds a bachelor's degree in business administration from Wilfrid Laurier University and is currently working on his master's degree in education.



Barbara Hemkes | heads the quality, sustainability and permeability unit of the [Federal Institute for Vocational Training and Education](#), a federal government institution in Germany founded in 1970 with a focus on policy, research and practice in vocational education and training. She is involved in development programs and research on innovations in work-based learning and is a member of the National Comity UN-Decade Education for Sustainable Development.



Steve Hepton | is an Ontario/[Red Seal](#)-certified carpenter and a member of the Carpenters Union Local 1946. His career in construction began in high school where he completed the [construction specialist high skills major program](#), with a placement at Habitat for Humanity. He graduated with honours from Fanshawe College's [construction engineering technician supervisor](#) program and served a four-year apprenticeship with EllisDon Construction.



Alex Johnston | is executive director of [Catalyst Canada](#), part of an international nonprofit organization expanding opportunities for women and business. A former corporate lawyer, she later joined the office of Ontario Premier Dalton McGuinty, where she served as executive director of policy and played a key role in advancing initiatives to support women's economic independence and health. She holds a BA, LLB, and BCL from McGill University.



Josh Hjartarson | is vice president, policy and government relations at the [Ontario Chamber of Commerce](#). Also a faculty member at the University of Toronto School of Public Policy & Governance, he is the former policy director at the Mowat Centre. He received his PhD in political science from the U of T and has written and lectured extensively on Ontario politics and government, public sector transformation and regulatory reform.



Erin Johnston | is director of training delivery at British Columbia's [Industry Training Authority](#), overseeing the province's investment in apprenticeship training. She championed programs for women, immigrants and Aboriginal participants, and led a strategic review of the province's dual credit youth programs. She received her MA in international leadership from Simon Fraser University.



Kelly Hoey | is executive director of the [Halton Industry Education Council](#), established in 1989 as a not-for-profit joint venture between industry, education and community partners in the Halton Region in support of workforce and economic development. Her focus is on harnessing technology to connect stakeholders and build community capacity through the organization's provincial on-line communities [apprenticesearch.com](#) and [EmployerRegistry.ca](#).



Brandi Jonathan | is apprenticeship manager for [Grand River Employment and Training](#). She has worked in the field of employment and training for the last 13 years – most recently with Aboriginal youth interested in pursuing apprenticeship and the skilled trades. She believes apprenticeship is a natural fit for Aboriginal people and encourages youth to consider the trades as a viable career option.



Stewart Kallio | is a consultant in literacy and essential skills in northwestern Ontario. With more than 20 years of leadership experience at three Ontario colleges, he is focusing his [research](#) and project interests on opportunities for adult learners to access trades and complete their trades' qualifications.



Annie Kidder is a co-founder and executive director of [People for Education](#), which promotes civic engagement in the public education system; conducts research into the effects of policy and funding changes on schools and brings an independent voice to government policy tables. A former theatre director who initially became involved in education through her children's school, she is the recipient of numerous awards for her advocacy work and is regularly quoted in the media as an expert on education issues.



Kelly J. Lendsay is president and CEO of the [Aboriginal Human Resource Council](#), which advances the full labour market participation of Aboriginal Peoples in Canada and Indigenous Peoples around the world. A social entrepreneur and innovator in Indigenous workplace inclusion, diversity and partnership building, he was the inaugural director of the first Aboriginal business education program in Canada, at the University of Saskatchewan. The university honoured him as among its 100 Alumni of Influence.



Harry Krashinsky is an associate professor of management at the [University of Toronto at Scarborough](#) and at the university's [Centre for Industrial Relations and Human Resources](#). His research is focused on labour market issues, including apprenticeship. He holds a PhD from Princeton University.



Robert I. Lerman is an institute fellow at [Urban Institute](#), an economics professor at American University and a research fellow at [IZA](#) in Bonn, Germany. He recently established the [American Institute for Innovative Apprenticeship](#). He holds a BA from Brandeis University and a PhD in economics from MIT.



Christine Laporte is a senior research economist with the social analysis division of [Statistics Canada](#). Her research interests include economics of education, mobility of workers and labour supply. She has published research papers in government publications as well as in Canadian and international scientific journals.



Jennifer Lewington is an award-winning journalist who writes on education, urban issues and other topics for publications in Canada and the US. She writes a regular column on business school education for the online [Globe and Mail](#) and is a Canadian correspondent for the [Chronicle of Higher Education](#).



John MacLaughlin is director of research and policy for [Essential Skills Ontario](#), where he is leading a major research initiative on rural human capital and its relationship to economic development in Canada. He has a long and distinguished career in adult education both in Canada and internationally and has served in senior advisory roles in international vocational education and training in South East Asia.



Joseph S. Mancinelli | is international vice president and regional manager for the central and eastern Canada region of the [Labourers' International Union of North America](#) (LiUNA), a diverse and multi-faceted union with over 500,000 members. He is chair of the Labourers' Pension Fund of Central and Eastern Canada, president of the LiUNA Ontario District Council and president of his home local, Local 837 in Hamilton.



Thomas Mayr | is managing director of [ibw Austria](#). With its research and development activities, ibw supports vocational education and training policy-making and implementation in Austria, notably in the field of apprenticeship training. He is also involved in the development of qualification frameworks, lifelong learning and EU education policy. He holds degrees from the Vienna University of Economics and Business and from the College of Europe in Bruges.



Anthony Mann | is director of policy and research at the [Education and Employers Taskforce](#) in London, UK. He chairs the taskforce's annual international research conference and publishes extensively on employer engagement in education. A member of the editorial board of the *Journal of Education and Work* and an associate fellow of the Centre for Education and Industry at the University of Warwick, he regularly advises government on effective approaches to employer engagement in education.



Brandon Murch | recently graduated at the top of his class from the [Stratford Chefs School](#) and received his Red Seal certification this year. After training at Stratford's [The Prune Restaurant](#) for two years, specializing in local ingredients and modern techniques, he is planning to travel abroad to improve his skillset.



Raymond Massey | is chair of the [Alberta Apprenticeship and Industry Training Board](#), which plays a leadership role in developing Alberta's highly skilled and trained workforce. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the painter and decorator trade and is the retired founder, president and general manager of Ray-Nor Painting & Decorating Ltd. He chairs the Canadian Apprenticeship Forum and the Interprovincial Alliance of Board Chairs.



Matthias Oschinski | is a senior economist with the [Office of Economic Policy at the Ontario Ministry of Finance](#) where he has conducted a number of research projects on public policy, labour markets, industrial policy, inequality and international trade. He has taught courses on macroeconomics, microeconomics, globalization, international trade and environmental economics. He holds a master's degree from the University of Oxford and a doctorate in economics from Johannes Gutenberg-University in Mainz, Germany.



Mike Ouellette | is [skilled trades training coordinator](#) at the Windsor-based Valiant Machine & Tool Inc. With more than 36 years of experience in the machine tool industry, he oversees a program that trains students in specialized fields at the pace of industry in a real-time industrial machine shop. The earn-while-you learn apprenticeship program was established in 2008.



Jay Peterson | is an industry development representative with the [Ontario Sheet Metal Workers' and Roofers' Conference](#) and president of Canada's largest sheet metal workers' and roofers' local union, in Toronto. He and his organization are committed to the advancement of the trades and helping to improve the communities where members live and work through partnerships and engagement.



Tina Reed | is director of Aboriginal recruitment and student services at [Contact North](#), Ontario's distance education and training network – supporting 600 communities through 112 online learning centres across Ontario. She leads province-wide strategies and services to facilitate local access to education opportunities via distance and online learning for Ontario's 300,000 First Nations, Métis, and Inuit residents through consultation and partnerships with Aboriginal communities.



Rachel Pineault | is vice president of human resources and Aboriginal affairs at [Detour Gold Corporation](#). With more than 20 years of experience in the field, she has contributed to the development of sustainable human resource business models that incorporate training and apprenticeship initiatives for students and residents of mining communities all over Canada.



Sean Reid | is vice president, federal and Ontario, of the [Progressive Contractors Association of Canada](#). He has worked for 19 years with business and government leaders in the research, development and communication of public policy and strategy. He is a former senior researcher at Cardus, a leading Canadian public policy firm in the area of construction labour and industrial relations. He also served as a communication advisor to several Canadian cabinet ministers.



Kim Radbourne | is executive director of the [Moose Cree First Nations' Sibi Employment and Training Initiative](#), implementing the employment commitments of the Amiskoo Agreement, a treaty-based partnership between Ontario Power Generation and Moose Cree First Nation for the Redevelopment of the Lower Mattagami River project. She has worked in adult literacy with Northern College for 10 years, with a focus on improvement through collaboration with literacy and apprenticeship organizations.



Laurel Schollen | is vice president academic at [Fleming College](#) and is the director of the College Student Achievement Project, a system-wide research project examining first-year college student achievement in mathematics and language in relation to secondary school course choice and achievement.



Catherine Scott | is director general of labour market integration at [Employment and Social Development Canada](#). The directorate partners with provinces/territories to coordinate the Red Seal Program and build a mobile skilled trades' workforce. Programs and services also support labour mobility in Canada and ensuring that foreign credential recognition processes are fair and timely.



Tracey Shepherd | is communication and program manager for the apprenticeship intake committee, [Ontario Refrigeration & Air Conditioning Contractors Association \(ORAC\)](#) and UA Local 787 | Joint Training and Apprenticeship Committee (JTAC). For the past 20 years, she has focused her career on communications and program management in federal politics and the corporate and association sectors. She holds a degree in French language and linguistics from Carleton University.



Christopher Smillie | is senior advisor in government relations and public affairs for the Building and Construction Trades Department, AFL-CIO, Canadian Office —also known as the [Canada's Building Trades Unions](#), which represents more than 550,000 skilled tradespeople in 15 trades in every province and territory. He holds an honours political science degree from Western University.



Gail Smyth | is executive director of [Skills Canada – Ontario](#), a not-for-profit organization that promotes careers in the skilled trades and technologies to young people. A former community liaison officer and cooperative education advisor at Conestoga College, she devoted her early career to working with business leaders to secure co-op placements for students. First involved with Skills Canada—Ontario as a volunteer, she was named to her current post in 1997, expanding the organization to become province-wide. She is a member of the minister of education's Curriculum Council and is on the advisory board for the Ontario College of Trades.



Andreas Thurner | is apprenticeship manager at [Blum Inc.](#) and has been instrumental in the development of the award-winning, nationally recognized apprenticeship program [Apprenticeship 2000](#). He began his technical career as a machinist in 1982 after completing a three-year Austrian apprenticeship program. He would go on to earn his master craftsman certification and later became an apprentice trainer.



David H. Tsubouchi | is the registrar and CEO of the [Ontario College of Trades](#). He served as an Ontario MPP and held several cabinet posts in the Ontario legislature including minister of consumer and commercial relations, solicitor general and minister of culture. On the boards of Seneca College and Markham Stouffville Hospital, he holds a BA from York University, a JD from Osgoode Hall Law School and an LLD from Assumption University in Windsor.



Serge Viola | is the director of asset management at [Purologator Inc.](#), where he is responsible for the company's assets—including facilities, material handling equipment and road fleet. The fleet department consists of 169 technicians, a support administration team and 46 on-site service locations.

John Wabb | is first vice president of the Canadian Union of Skilled Workers and participated in the organization's founding in 1999. A certified electrician and powerline technician, he serves on the CUSW/Multi-Employer Joint Apprenticeship Councils and is a member of the Aboriginal Apprenticeship Board of Ontario and the Ontario College of Trades - Powerline Technician Trade Board.



Julia Wagg | is director of organizational development at [Hydro Ottawa](#). Her work in talent management includes oversight of the company's partnership with Algonquin College in the delivery of its [Powerline Technician Diploma Program](#). This and other associated trades initiatives are part of a broader strategy towards the sustainment of Hydro Ottawa's workforce.



Harvey P. Weingarten | is president and CEO of the [Higher Education Quality Council of Ontario](#) — an agency of the Ontario government that conducts research and provides policy advice to government to improve the accessibility, quality and accountability of the postsecondary system. He is the former president and vice-chancellor of the University of Calgary, and provost at McMaster University. He received his bachelor's degree from McGill University, and his master's and doctorate from Yale University.



Robert Watt | is president of [RIW-Gem Campbell Stonemasons Inc.](#), which is conducting a massive restoration project on Parliament Hill in Ottawa and providing training for more than 60 apprentices. An apprentice in Scotland, he immigrated to Canada as a fully-fledged stonemason in 1975. He later helped establish the stonemasonry training program at Durham College, and the Canadian Guild of Stone and Restoration Masons and its training facility, the Guild Institute.



Terry Weymouth | is [Chrysler Canada's](#) Unifor national skilled trades and education coordinator, where she has developed many new initiatives directed at promoting trades and technology as viable options for women. She entered the skilled trades as an electrical apprentice in the 1980s, working in both the residential and commercial field. She joined Chrysler Canada as an industrial electrician in 1993.



Sarah Watts-Rynard | is executive director of the [Canadian Apprenticeship Forum](#), which engages and connects apprenticeship stakeholders across trades and sectors throughout Canada. Appointed to the post in 2010, she advocates on behalf of the apprenticeship community to promote skilled trades careers, inform evidence-based apprenticeship policy and connect stakeholders to encourage collaboration and best practice.



Ryan Whibbs | is a professor at [George Brown College's Chef School](#). He completed his Red Seal certification in 2002 and is also completing a PhD in history at York University, focusing on the history of culinary apprenticeships and cooks' guilds in Europe.



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