

Learning to Earning | Higher Education and the Changing Job Market Session Summary

**Civic Ballroom
Sheraton Centre Toronto
123 Queen Street West, Toronto, M5H 2M9**

Thanks to Ian Hartlen and Adrian Philp, recent graduates from the Master of Public Policy Program at the University of Toronto, for their work in summarizing the conference.

Day Two | Friday, November 2, 2012

Session 6A | Innovative practices and alternative pathways

Facilitator: Dana Skalin, Ministry of Education

Rob Annan, Mitacs

Internships can be a way to combat brain drain. Mitacs is an initiative originally developed for mathematics students to gain industry experience, but has since grown to a large national program.

Mitacs provides internships to graduate students, focussing on industrial research and development. It provides an opportunity for academic students to apply their skills to work related projects. While students are regularly producing this work for an employer or partner, they retain all of their intellectual property and 50% of all research results in a publication or conference presentation for the student.

This is an excellent example of a program designed for research-oriented graduate students that allows them to translate their strengths to market-ready skills.

Jay Peterson, Hammer Heads

The “Hammer Heads” program is a partnership between the city and industry and is way for young people from marginalized communities throughout Toronto to see and experience the skilled trades. What began as a 1-day program where an employer would be sent a young person, has since grown into a 12-week program of 15 teenagers run three times each year. By the end of the 12 weeks, the kids have bonded, moved past their cultural differences and are often interested in continuing a career in the skilled trades.

The program provides a way to empower students whose personal life or learning style has hindered their success in traditional education models. It should serve as source of inspiration to our educators and is evidence of an alternative approach that has widely succeeded.