



Minutes

Baker-Pâtissier

Trade Board Meeting

August 22, 2016 at 9:30 a.m.
Fionn MacCools - Boardroom
494 Edinburgh Road South
Guelph, Ontario, N1G 4Z1

Trade Board Members in Attendance

Tatiana Vorobej, Chair
Richard Harris, Vice-Chair
Heinz Hubbert
Phil Miller

Trade Board Members not in Attendance

Douglas Peart

Resource Persons/Guests in Attendance

Cameron Anderson, Service Divisional Board

Staff in Attendance

Alice Power, Program Coordinator, Standardsⁱ

1. Call to Order/Welcome

The Chair called the meeting to order at 9:33 a.m.

2. Approval of Agenda

ON A MOTION MADE BY P. Miller, SECONDED BY R. Harris AND CARRIED, the Agenda was approved as presented.

3. Conflict of Interest

No conflicts of interest were declared.

4. Previous Minutes

The Trade Board discussed the previous Minutes. It was noted that D. Peart is still listed on the Minutes as a member of the Trade Board. It was stated that D. Peart had not formally resigned. Noting that he has missed the last three Trade Board meetings, the Chair requested that steps be taken to have D. Peart formally removed from the Trade Board. The Trade Board agreed to actively recruit bakers that may be interested in participating on the Trade Board.

ON A MOTION DULY MADE BY P. Miller, SECONDED BY R. Harris AND CARRIED, the draft Minutes of the Trade Board’s February 1, 2016 meeting were approved as tabled.

5. Dean Report

It was emphasized that the recommendations in the Dean Report are still being discussed by the College. It was reported that the Ministry of Labour has formally assumed responsibility for the College’s regulatory and administrative oversight as of May 6, 2016. There is no impact on College staff, and the operations of the College are not affected. The Ministry of Training, Colleges and Universities (MTCU) has been re-named the Ministry of Advanced Education and Skills Development (MAESD). The Ministry will remain responsible for registering apprentices, assessing client and sponsor eligibility, school scheduling, seat planning and confirming completion. The College will continue to work in partnership with MAESD with regards to Apprenticeship programs.

6. College of Trades Update

6.1 General Update

The Trade Board was informed that the College is holding Trade Board Chair and Vice-Chair Training on September 22, 2016. Details about the session will be provided by the College’s Corporate Governance staff.

6.2 Registrar’s Report

Highlights from the Registrar’s Report Q1-2016 were provided to the Trade Board. The Program Coordinator will provide a copy of the Q2-2016 report when it is available.

6.3 Membership

The Trade Board reviewed the most recent membership numbers in the College. It was reported that there was an increase of 1.0% in in the first quarter of 2016 from the 2015 year-end, where there was a total of 234,399 active members. There were approximately 7,000 members in the spring that did not initially renew their membership, however, as of June, there were 232,000 members. It was noted that expired members are sent out notices of suspension (for non-payment of fees) and are given 60 days to renew their membership before they are required to pay a reinstatement fee in addition to the membership fee.

6.4 Communications & Marketing Update

The Program Coordinator provided an overview of Communications & Marketing activities for the first quarter of 2016. It was noted that the College recently won the Global International Association of Business Communicators’ Gold Quill award for the Trades Today magazine. It was also noted that the newsletter is continually increasing in readership. In addition, there has been a good pick up of College-written stories in mainstream media outlets.

It was further reported that visits to www.collegeoftrades.ca continue to increase, and the Public Register is the most popular feature on the website with over 270,000 searches in 2015. It was mentioned that a Request for Proposal (RFP) has been issued to have the website redesigned.

The Trade Board is aware of the new Hire with Confidence website, www.hirewithconfidence.ca, which is a pilot project to help people search, apply and hire for jobs and apprenticeships in the skilled trades, which is only available to members of the College. The College is investigating strategies to engage individuals in voluntary trades to become members of the College, and this new website is one of those initiatives.

6.4 Compliance & Enforcement Update

The Compliance & Enforcement statistics from the Q1 Registrar's report were presented to the Trade Board. It was reported that Enforcement Officers made a total of 11,376 field visits in 2015, and 5,221 of these were to motive power garages and 825 were to auto body shops. It was noted that the majority of the field visits in the first quarter of 2016 continue to be within the Motive Power sector.

It was further reported that College Enforcement Officers took part in enforcement blitzes focused in the Motive Power sector earlier in the year in London and Markham.

It was noted that the Ontario government announced on August 17, 2016 its intention to introduce legislation this fall that would, if passed, regulate the province's home inspection industry in order to better protect consumers. If passed, the proposed changes would require home inspectors to be licenced with proper qualifications; set minimum standards for contracts, home inspection reports, disclosures, and the performance of home inspections and establish an independent Administrative Authority to administer and enforce the home inspection licencing legislation and associated regulations.

6.5 Evaluation & Assessment Update

The Trade Board was advised that as of March 1, 2016, the fees for the various assessments have risen based on cost recovery. There is also a new assessment fee for applicants wishing to re-open their Trade Equivalency Assessment (TEA) application to provide additional proof of competency, after they have received their initial proposal-to-deny notification from the College and the window for re-submission was not met.

6.6 Policy Update

The Program Coordinator highlighted a few of the projects that the Policy Department has undertaken. It was reported that the College has taken steps to remove barriers for Canadian Armed Forces veterans and reservists who are looking to enter the skilled trades. The College membership fee in the Apprentices Class will be waived for these individuals for a period of five cumulative years, as well as fees for their TEA applications.

7. Service Divisional Board Update

C. Anderson provided an update from the Service Divisional Board. It was reported that the issue of the eligibility exclusion for the Apprenticeship Training Tax Credit (ATTC) is currently being discussed by the government. It was noted that the Service Divisional Board sent a letter to the Ministry of Finance about the issue. The College has been informed that the government is working on some possible changes to the tax credit.

The Trade Board discussed the need for Guidance Counsellors to encourage students to enrol in the Ontario Youth Apprenticeship Program (OYAP) in the Service sector trades versus just the traditional trades.

The Trade Board was briefed on the Program Evaluation Process (PEP) currently being piloted by the College. It was noted that the goal of PEP is to strengthen the skilled trades system in Ontario by focusing investments in viable trades, revitalizing programs where necessary through regulatory changes or promotional efforts, and developing impact analyses to track future trade development. It was suggested that stand-alone trades will need to meet certain apprenticeship registration thresholds to prove their viability.

8. Program Update

8.1 Program Membership Statistics

The Program Coordinator provided recent College membership statistics for the Baker and Cook trades for the period of April 8, 2013 to August 3, 2016, which included a regional distribution of Baker and Baker-Pâtissier apprentices.

8.2 Trade Standards Revision

The Program Coordinator reported that the new Baker-Baker-Pâtissier Apprenticeship Training Standard was approved by the Service Divisional Board at its meeting on June 16, 2016. A copy of the Log Book was presented to the Trade Board. The Trade Board had a brief discussion about who was qualified to be the trainer, indicating that it is essential that foreign-trained individuals in the trade of Baker be recognized as qualified to train apprentices. It was noted that the Log Book indicates that the trainer needs to have workplace experience equivalent to the apprenticeship program (i.e. he/she is eligible to apply for College membership in the Journeypersons or Tradespersons classes) or has the skills outlined in the Log Book.

8.3 Red Seal Update

It was reported that the new draft Baker examinations were sent out for jurisdictional peer review in the spring of 2016. Ontario, as the host province for this trade, had a group of subject matter experts evaluate the comments from this peer review and make a final decision on changes to be made. Revisions to items were sent to be translated into French. The new examinations should be released in the near future.

9. Industry Update

The Trade Board had a lengthy discussion about the challenges in the food industry. Issues raised included: the escalating costs to the industry for compliance with public health regulation, and the changing attitudes of apprentices that are more focused on life-work balance and, as such, not willing to work the long hours often required in the early stages of their careers. It was suggested that employers have a responsibility to nurture individuals that show interest and passion, and pay them adequately so as to maintain their interest in remaining in the trade.

An August 17, 2016 Toronto Life article, *“Good cooks are quitting the kitchen, and that’s bad news for your favourite restaurant”* was discussed. The article draws attention to the point that young people drawn to the field by TV chefs, quickly learn that this impression is not the reality of the sector. The article highlights the discrepancy between unfilled cooking jobs and other skilled trades as people leave the trade due to low wages compared to other skilled trades. The Trade Board discussed the need to change the inequity of the wage structure in a sector where servers make more money than the cooks.

C. Anderson referenced an article, *“Winds of change for cooks and chefs”* on Harvest America Ventures – a culinary blog. The link will be sent to the Program Coordinator for distribution to the Trade Board. It was noted that individuals can register for a subscription which would allow them to contribute their thoughts and solutions to a white paper that is being written on the industry’s issues.

The Trade Board members were encouraged to participate in their local College’s Baker (or Culinary) Advisory Committee to advocate for change in the sector and ensure that the programs are relevant to current industry needs.

10. Next Scheduled Meeting

The Program Coordinator will send out options for a meeting in early-2017.

11. Adjournment

ON A MOTION DULY MADE BY H. Hubbert, SECONDED BY P. Miller AND CARRIED, the meeting was adjourned at 1:45 p.m.

“Tatiana Vorobej”

Tatiana Vorobej, Chair

January 9, 2017

Date

i Recording Officer