



Minutes

Horticultural Technician Trade Board Meeting

March 20, 2015 at 9:30 a.m.
Direct Energy Centre
Exhibition Place, 100 Princes Blvd.
Toronto, ON, M6K 3C3

Trade Board Members in Attendance

John Soychak, Chair
Sally Harvey*
Martin Mostert
Xin Hui Peng
Richard Rogers

Trade Board Members not in Attendance

Nadia Blackburn, Vice-Chair

Resource Persons/Guests in Attendance

Tony Dean, Reviewer, Dean Review
Samantha Anderson, Project Director, Dean Review

Staff in Attendance

Alice Power, Program Coordinator¹
Julia Hawke, Program Assistant

* Attended via teleconference

1. Call to Order/Welcome

The meeting was called to order at 10:16 a.m. The Chair welcomed members of the Trade Board and introduced new member R. Rogers. A brief orientation was provided, outlining the duties of the role of a Trade Board member.

2. Approval of Agenda

ON A MOTION MADE BY R. Rogers, SECONDED BY M. Mostert, AND CARRIED, the agenda was approved as presented.

3. Conflict of Interest

None were declared.

4. Previous Minutes

ON A MOTION MADE BY J. Soychak, SECONDED BY X. Peng AND CARRIED, the minutes of the October 17, 2014 meeting were approved as presented.

5. Public Interest/Conflict of Interest Presentation

The Trade Board agreed to discuss the presentation on public interest/conflict of interest that was part of the Chair/Vice-Chair training in September 2014 at a later date when all Trade Board members are in attendance.

6. Article for Landscape Ontario Magazine

It was reported that West Jet's recently published in-flight magazine article on the benefits to businesses of hiring an apprentice was forwarded to Landscape Ontario. The organization is seeking a trade-specific article. The Board discussed the need for various strategies to increase employer engagement in the apprenticeship system.

7. Tax Credit

For the benefit of R. Rogers, it was reiterated that the Horticultural Technician (Landscape Horticulturist) trade is not eligible for the Apprenticeship Training Tax Credit (ATTC). In its 2014 Budget, the Government of Ontario committed to undertaking a review of business tax expenditures, including the ATTC. The College has written a letter to the Ministry of Finance requesting inclusion in the consultation when it takes place. The Chair encouraged Trade Board members to speak with their local MP to advocate for the service sector trades becoming eligible for the ATTC.

The revised list of Incentives and Grants, which included the addition of information on the Canada Job Grant, was provided to the Trade Board. It was suggested that the list should be put in Landscape Ontario's publications. It was noted that the Financial Resource Information list is available on the College website and that information on grants that are applicable to the sector have been published previously by Landscape Ontario. The Trade Board remarked that it needs to be communicated in a way to capture a larger audience.

8. Tony Dean Review

S. Harvey joined the meeting by teleconference.

T. Dean provided an overview of the purpose of the review. It was emphasized that purpose of the review is to clarify and improve processes to review trade classifications, ratios, and scopes of practice; and how these are used to support skill overlaps, establishment of apprenticeship programs, review and amendment; as well as the emerging relationship between the College's enforcement activities and decisions of the Ontario Labour Relations Board.

T. Dean noted that the opportunity to provide written submissions deadline was March 13, 2015 and advised that in April and May he will be focused on stakeholder consultations across the province. He emphasized the importance of inclusivity and transparency in the consultation process.

The Trade Board provided its views on the trades and apprenticeship system in Ontario, including areas of weakness and opportunities for improvement, such as:

- The lack of information/research on the impact of becoming a compulsory trade

- The lack of consistency with respect to scopes of practice
- The need for regular review of scopes of practice
- The need to address overlapping skill sets, which is particularly relevant for the Horticultural Technician trade that has skill overlaps with many construction trades, the Arborist trade, and others
- How an Ontario scope of practice would impact the trade on a national level
- How to ensure that trades seeking compulsory status are doing so for the right reasons
- The concern that trades that are more organized have a competitive edge in becoming compulsory.

S. Harvey signed off from the teleconference.

9. College of Trades Update

9.1 Membership

As of the end of December 2015 there were 237,008 active members in the College; 64,020 apprentices, 2,915 Journeyman Candidates, 90 Tradespersons, 169,936 Journeymen and 47 Employers/Sponsors.

The College continues to receive significant call and email volume. Approximately 60,000 calls and 5,500 emails were received in the fourth quarter. The Member Services department is continuing to focus on improving answer times, processing times and email response times. Work is also continuing on the Affinity Program to seek out more benefits for membership in the College. The Board reiterated the importance of having a strong Affinity Program to provide an incentive for people in voluntary trades to become members of the College.

9.2 Compliance and Enforcement

An overview of the current College's compliance and enforcement activities was provided. During the period May 2013 to December 31 2014, it was reported that there have been 10,177 field visits conducted by Enforcement Officers; 448 complaints were received; and 342 Provincial Offences Act tickets were issued. It was reported that 2 new enforcement officers were hired in February 2015.

9.3 Communications and Marketing

An update on Communication and Marketing activities was provided. The re-designed Horticultural Technician Fact Sheet was presented to the Trade Board.

It was noted that the College is continuing its outreach efforts with a strong focus on connecting with youth, Aboriginal Peoples, new immigrants and women. In the fourth quarter, the College participated in 71 stakeholder events. Brochures about the College were created and translated into seven languages.

A video was produced that features consumer advocate, Peter Silverman and our Director of Compliance and Enforcement, Bob Onyschuk, speaking to the value of the College's Public Register for anyone who is looking to hire a skilled tradesperson. The video is on YouTube and will be featured on a number of television programs in March including HGTV and CHCH.

Certificates for business members were created and are now being mailed to members so they can post on their wall to showcase their commitment to professionalism within the industry. Businesses are also being sent new College of Trade decals, “Hire with Confidence” to further promote their membership. All members are also receiving stickers and decals when they renew their membership.

9.4 Academic Entry Requirements (AER)

It was reported that due to the Dean Review currently in progress, the College’s AER consultation has been delayed, but is still part of the College’s projects for 2015/2016. A transitional regulation is in place to preserve the AER status quo until the College is able to undertake a consultation and subsequently formulate an appropriate regulation.

9.5 Re-classification Sprinkler and Fire Protection Installer

The Trade Board was advised that on February 2, 2015, the new regulation O. Reg. 20/15 titled, Compulsory and Voluntary Trades, was officially published, providing legal notice of the change of the classification of Sprinkler and Fire Protection Installer from voluntary to compulsory in February 2017. A phased two-year implementation approach has been adopted.

9.6 Evaluation and Assessment Update

The College’s Trade Equivalency Assessment (TEA) department has received more than 4,500 applications since its launch in April 2014, of which over 3,000 were processed in 2014 alone. The centralized processing of all TEA applications has led to a more consistent approach for reviewing and processing submissions. It is expected that there will be a significant increase in applications with respect to Sprinkler and Fire Protection Installer (SFPI) as it moves towards becoming a compulsory trade in February 2017.

10. Service Divisional Board Update

A brief overview of the Service Divisional Board meeting on March 5, 2015 was presented.

11. Program Update

11.1 Program Update

It was reported that the Standards Department has been re-branding Training Standards and Curriculum Standards to reflect the new College format, revised and released 50 exemption exams, updated 18 Curriculum Standards and Training Standards, and addressed more than 200 inquiries from Trade Board and Divisional Boards in 2014. The Standards Department is also currently revising the format of the apprenticeship log book.

11.2 Membership Statistics

The Program Coordinator provided College membership statistics for the period of April 8, 2013 to January 31, 2015.

11.3 National Occupational Analysis (NOA) Validation & Weighting

It was reported that a review of the NOA for Landscape Horticulturist took place on November 3-7, 2014. An overview of the recommended changes was provided. The draft NOA will be sent to the jurisdictions for validation and weighting. The comments from the jurisdictions will then be reviewed by Ontario as the host province.

11.4 Examination Item Bank

It was reported that an Item Development workshop to create new Red Seal exams for Landscape Horticulturist is scheduled for November 30-December 4, 2015.

11.5 Harmonization/ RSOS Pilot

It was reported the one of the CCDA's strategic initiatives is to harmonize jurisdictional requirements, processes, and tools for apprenticeship training and certification to enhance mobility and increase apprenticeship completion rates.

12. MTCU Update

12.1 Trade Board Membership & Re-Appointment Process

A brief overview of the new re-appointment process was provided and discussed.

13. Industry Update

The Program Coordinator will follow up with S. Harvey and request an update on the activities of Landscape Ontario. The report will be distributed to the Trade Board.

It was reported due to Kemptville College closing within the year, that Apprentices in the level 1 program were in jeopardy of not being able to complete the level 2 in-school training within the Eastern region. This would mean that they would need to complete the program at another Training Delivery Agent in another part of the province or challenge the exemption test. It was recently announced that the Apprentices will be able to take the last level of training at Kemptville. In addition, the local municipality is discussing taking over the Kemptville facility.

14. Next Scheduled Meeting

The next meeting of the Trade Board was tentatively scheduled for September 17, 2015.

15. Adjournment

The meeting was adjourned.

"John Soychak"

John Soychak, Chair

October 23, 2015

Date

¹ Recording Officer