



MANITOBA **CONSTRUCTION** SECTOR COUNCIL

Annual Report **2015-2016**

Building a Skilled Workforce.

Contents

Partnerships 2015-2016_____	3
Executive Director Message _____	5
Funding Allocation Chart _____	6
Director of Education & Training Message _____	7
Community & Youth Liaison Message _____	11
Indigenous Liaison Message _____	17
Appendix: Letters of Support _____	21

Partnerships 2015-2016

Funding Partner



Board of Directors



External Funding Partners



Industry Partners



Sector Council Partners



Partnerships 2015-2016

Indigenous Partners



Community Partners



Post-Secondary Partners



School Partners



Executive Director Message

As I reflect over the past year, I need to first acknowledge the contributions made by the MCSC staff. The team has really taken our organization to a next level. Ron Castel and James Murphy are the frontline of the sector council. Their active contributions in communities and schools across the province have given MCSC a reputation of excellence. They have built partnerships, advised on committees, developed awareness, informed leaders and facilitated change. La Donna Ogungbemi-Jackson has brought professionalism and expertise to the team. Her ability to develop a program from a concept through to delivery and evaluation is marveled by all who work alongside her. Her attention to detail and passion for innovation and quality has led to the development of a blog, newsletter, engaging websites and Facebook. She is a leader and mentor. Rick Wang and Alex DiGirolamo are the administration team of the organization. They work diligently to improve processes, develop quality databases, reports, manuals and records. They are the problem solvers who jump in to support the needs of the team without hesitation. As well, they present a superior level of professionalism in the administration and documentation processes of MCSC.

I also want to recognize the contribution of our member associations/board who are finding new ways to support MCSC. MHCA had confidence in the expertise of the team when they came to us to develop the heavy equipment operator program. They led the development of the Indigenous Employment Strategy and continue to support the delivery of supervisor training. A successful WCB proposal submission in partnership with MHCA resulted in an increase to our industry contributions.

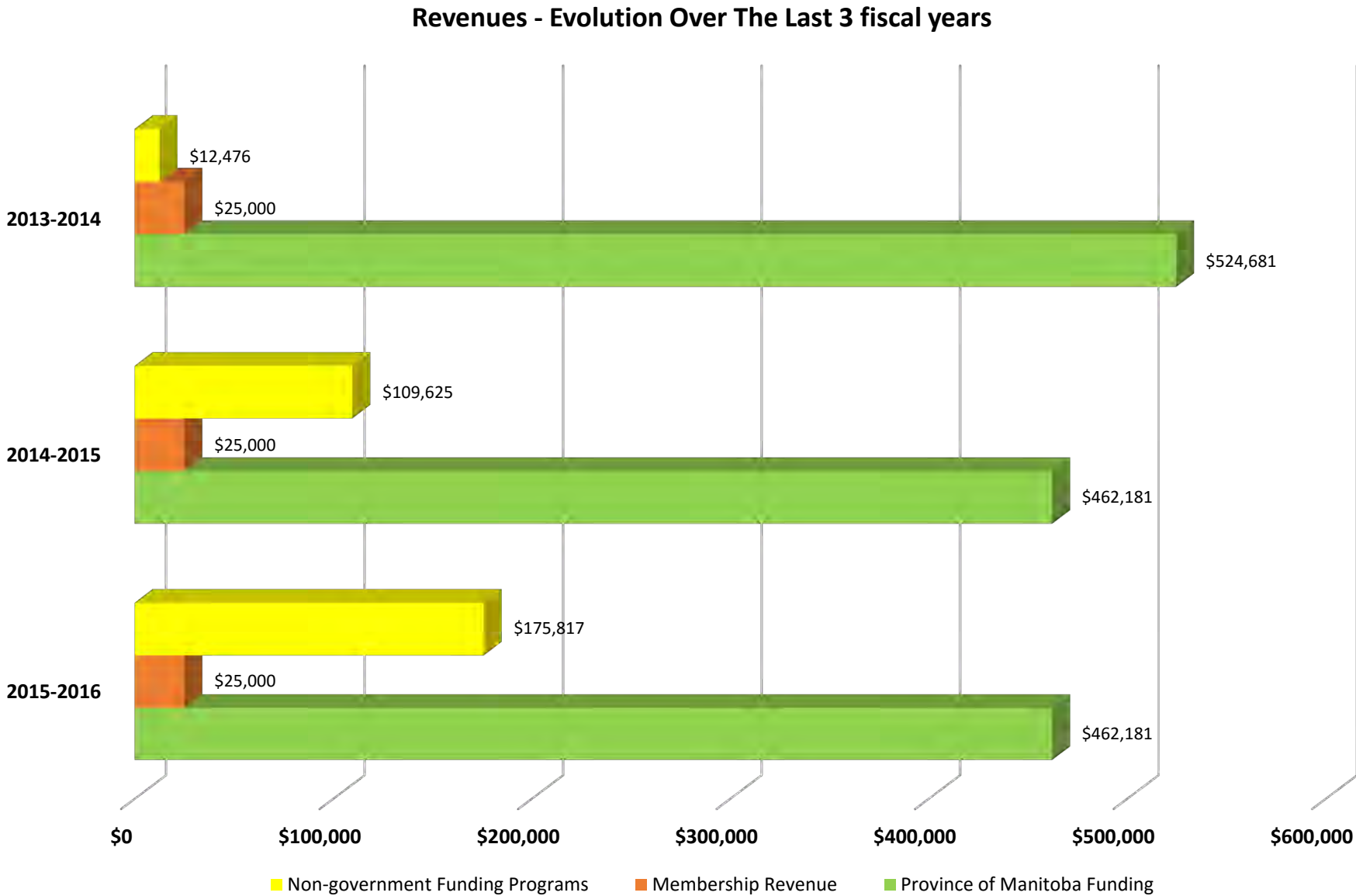
WCA has met with each staff member to learn more about what we do. Just a phone call to find out how we are doing and regular meeting with us and Manitoba Women in Construction goes a long way in supporting our organization. In addition, CSAM has become an active partner in both our external and provincial projects.

CARM is willing to take the trip to support MCSC for strategic planning, board meetings and collaboration opportunities. They are open to looking at new partnerships as they are identified by their members. MBT and the affiliated unions are finding new ways to work with MCSC. MBT invited us to present to their education and training committee and are financially supporting the development of our trade talk video series. We have toured OETIM, partnered on projects with IBEW and collaborated on event committees with Plumbers and Pipefitters.

Last year, MHBA came to MCSC to seek ways to address the skill gaps in the homebuilding sector. As a result, MCSC is developing a part time framer course and is working with MHBA on a WCB proposal submission.

The AGM is an opportunity to celebrate these accomplishments and give thanks for the contributions of our board and staff. The milestones we have reached have been noticed by our external stakeholders. Manitoba Construction Sector Council has received recognition from Industry Services, construction companies, post-secondary institutions, WCB and community organizations. These letters were included in our 2015-16 final report to the provincial government and are a part of the appendices in this report.

Funding Allocation Chart



Director of Education & Training Message

During 2015 – 2016, the Director of Education and Training has been working on five main areas to meet the training needs of the existing construction industry and those who would like to enter the field. The five areas are Course Development, Course Delivery, Working with Underrepresented Groups, Mentoring & Supervising Students, and Engaging People via Social Media.

Course Development. The Director of Education and Training developed two courses, Heavy Equipment Operator Certificate (HEOC) and the Introduction to Heavy Construction, in collaboration with Manitoba Heavy Construction Association and industry representatives to meet their requirements and those of educational institutions (Manitoba Institute of Trades and Technology, Department of Education). In order to ensure the success of the HEOC pilot in January/ February 2016, the Director provided the two instructors with mini sessions of Train the Trainer, assisted MITT with the logistical know-how of offering a new course, and participated in the HEOC debrief and SWOT analysis in order to identify gaps and next steps. As for the Introduction to Heavy Construction, the Director has collaborated with industry (Hugh Munro Construction, OETIM) and various associations (MHCA, Alberta Safety Construction Association, Safe Workers of Tomorrow, 1Life Workplace Safety & Health, OETIM, etc.) to discuss how they can provide in-kind training to meet various aspects of the course, including the safety portion.

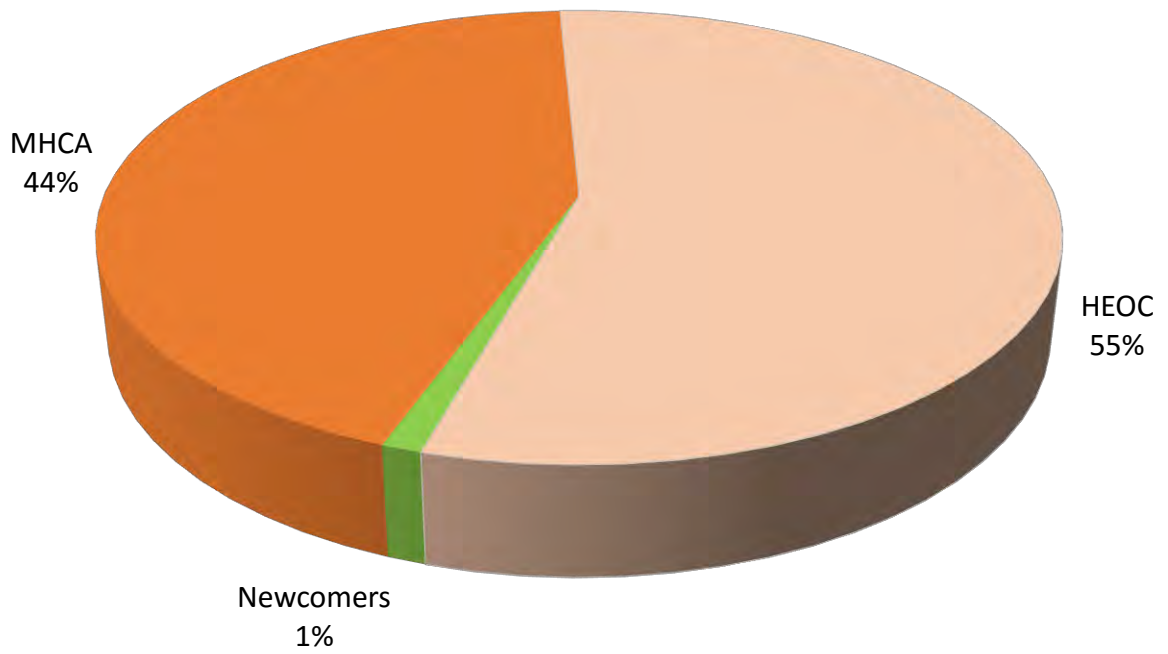
Course Delivery. The Director of Education and Training delivered construction supervisor courses and train-the-trainer sessions for various groups. Before starting the Trades Summer Camp in Peguis and the HEOC program at MITT, she delivered Train-the-Trainer to industry instructors, including career counsellors and community members in Peguis First Nation. Collaborating with MCSC's Community and Youth Liaison, we developed and presented a new presentation, More Than Hammers & Nails, to 44 teachers and guidance counsellors from the River East Transcona School Division (RETSO) in order to dispel negative stereotypes about working in construction. In November, 2015, the Director developed and delivered a new course, Recruitment and Retention of Newcomers in the Construction Industry, for 21 home builders at MHBA's Housing Forum.

Working with Underrepresented Group. As part of MCSC's mandate, the Director of Education and Training promoted the benefits of a career in construction with underrepresented groups. In Spring 2016, the Director created a new presentation, Women and Construction Careers, to present to 18 girls in grades 6 to 10 at RETSO's Being a Girl event. Once MCSC's Program Assistant created our Facebook group, Women in Trades, we promoted the group at career fairs, schools, and at MITT's Women in Trades & Technology forum. After providing career guidance to several internationally educated engineers, architects, and tradespeople about how to enter Manitoba's construction industry, we provided in-kind supervisor training (Online Advanced Construction Supervisor and in class Project Management) to a select group of these individuals.

Mentoring & Supervising Students. The Director of Education and Training developed the tasks and responsibilities of two practicum students from MITT's Business Administration Assistant program as well as a Red River College summer student who worked as our Digital Media Specialist. Over a five month period, the three students performed various tasks related to content transfer from our old TradeUp website to the new one as well as design new promotional materials for MCSC staff to use at career fairs, school and community presentations throughout Manitoba.

Engaging People via Social Media. The Director of Education and Training has developed a social media strategy with MCSC staff and the new Facebook contractor, Ellice Gan. Since September 2015, the Director wrote nine blog posts for the MCSC website in order to inform industry and website visitors of MCSC and industry training related. After taking some social media training, the Director merged two MCSC Facebook pages into one, TradeUp Manitoba, and identified new social media tools (LinkedIn and Instagram) to ensure MCSC increases its engagement with youth, underrepresented groups, and industry. Having an Instagram account allows MCSC to engage with a younger audience about careers in construction and provides a more efficient and fun way for MCSC staff to post photos and videos of the events they attend on our TradeUp Facebook page.

New Construction Supervisor Training



Industry: 99%



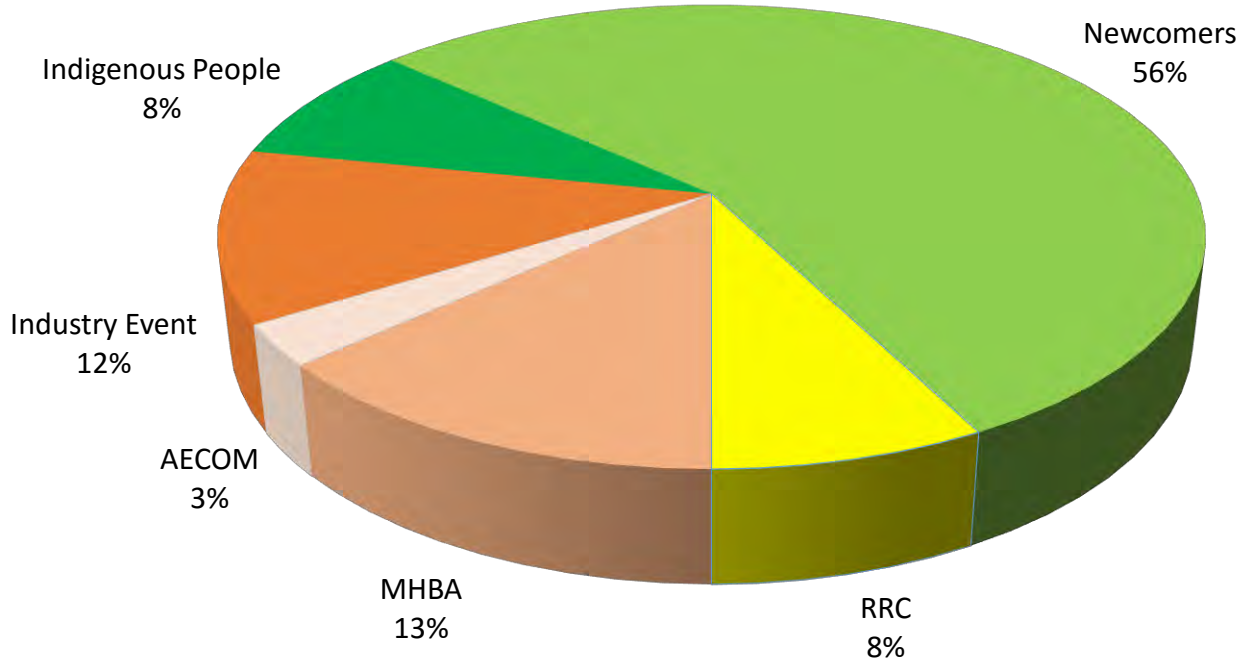
Total Number of participants: 83

Community: 1%



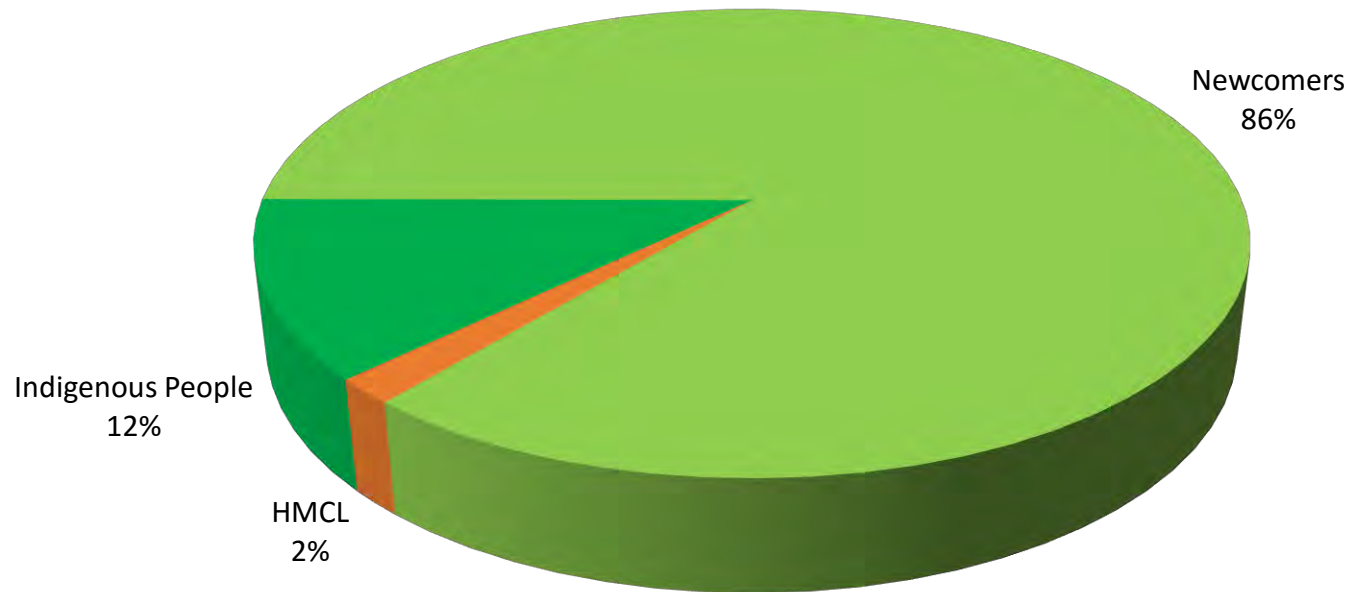
Total Number of participants: 1




Advanced Construction Supervisor Training



Industry: 28%	Community: 64%	Post-Secondary: 8%
<div></div> MHBA (38) <div></div> AECOM (7) <div></div> Industry Event (38)	<div></div> Indigenous People (27) <div></div> Newcomers (176)	<div></div> RRC (24)
Total Number of participants: 83	Total Number of participants: 203	Total Number of participants: 24

Project Management Training



Industry: 2%		Community: 98%	
	HMCL (4)		Indigenous People (28)
			Newcomers (179)
Total Number of participants: 4		Total Number of participants: 207	

Community & Youth Liaison Message

This past year started with the planning and development of a 16 week construction training workshop in partnership with McDonald Youth Services. The program, delivered at 555 Broadway, included representation from Safe Work Manitoba, Safe Workers of Tomorrow, MHCA and presenters who shared their stories, their insights, their learning and offered their guidance.

The Community and Youth Liaison attended meetings with Success Skills Manitoba, Immigrant Centre and Manitoba Start to collaborate in the development of a formalized system that would support the entry of highly skilled and entry level immigrants into the construction industry. Working together with these partners, MCSC is seeking to eliminate the confusion associated with finding work in a new country and help immigrants learn about the processes that support their entry to work.

Manitoba Career Prospects has become a great avenue for MCSC to deliver the message about career opportunities in the construction trades. For example, MCP covered expenses for two MCSC staff to attend an Opening Doors event and provided an information booth at the event in Brandon, Manitoba. MCP set up a tour for 40 students from Hedges Middle School at MITT for a presentation with James Murphy and Ron Castel to a careers in trades presentation with video and power point, the First Day at Work Game and the Spaghetti and Marshmallow Construction Competition. The Community and Youth Liaison and the Indigenous Liaison also participated monthly on the Career and Workforce Development Working Group for MCP.

The Community and Youth Liaison attended the Aboriginal Construction Carpentry Training Program and participated on the Employer Engagement Subcommittee who are looking to place young men and women in jobs after completing a level one carpentry program at CAHRD and Youth Build.

By the Numbers:

The Community and Youth Liaison attended a number of career fairs and school presentations bringing the Trade Up message to many youth. Little Saskatchewan, Sisler High School, Yellowquill College, Fort Richmond Collegiate, St. Johns High School, Kildonan East Collegiate, Springfield Collegiate, Ecole Regent Park School, WCA Expo, College Pierre Elliot Trudeau, Hedges Middle School and the Youth Build, Brandon Symposium. A total of 2,542 youth in various target groups including the Indigenous communities received the Trade Up message this year.

School Presentations (2015-2016)

In the 2015 – 2016 year, MCSC staff delivered 15 TradeUp presentations to 383 students and teachers, along with the More Than Hammers & Nails presentation to 44 guidance counsellors and teacher in RETSD.

City	School Division	School Name	Number of Students	Number of Educators	Number of Presentations
Winnipeg	ID	Immanuel Christian	6	1	1
	RETSD	Bernie Wolfe Community School	0	44	1
		Kildonan East High School	79	2	1
	SOSD	Maples Collegiate	15	1	1
	SERDC	Southeast Collegiate	57	1	1
	SJSD	St. James Collegiate	37	1	1
		John Taylor Collegiate	32	1	1
	WSD	John G. Stewart	19	2	2
		Sisler High School	28	1	1
	Total	6	273	54	10
Outside of Winnipeg	FN	Sagkeeng Education Authority	30	1	2
		Little Saskatchewan School	28	2	2
	SSD	Springfield High School	38	1	1
	Total	3	96	4	5
Legend					
ID:	Independent School		SJSD:	St James-Assiniboia School Division	
RETSD:	River East Transcona School Division		WSD:	Winnipeg School Division	
7OSD:	Seven Oaks School Division		FN:	First Nation School	
SERDC:	Southeast Resource Development Council Corp.		SSD:	Sunrise School Division	

School Career Fairs (2015-2016)

In the 2015 – 2016 year, MCSC provided career booths and interactive games for 223 students and teachers at 5 school based career fairs.

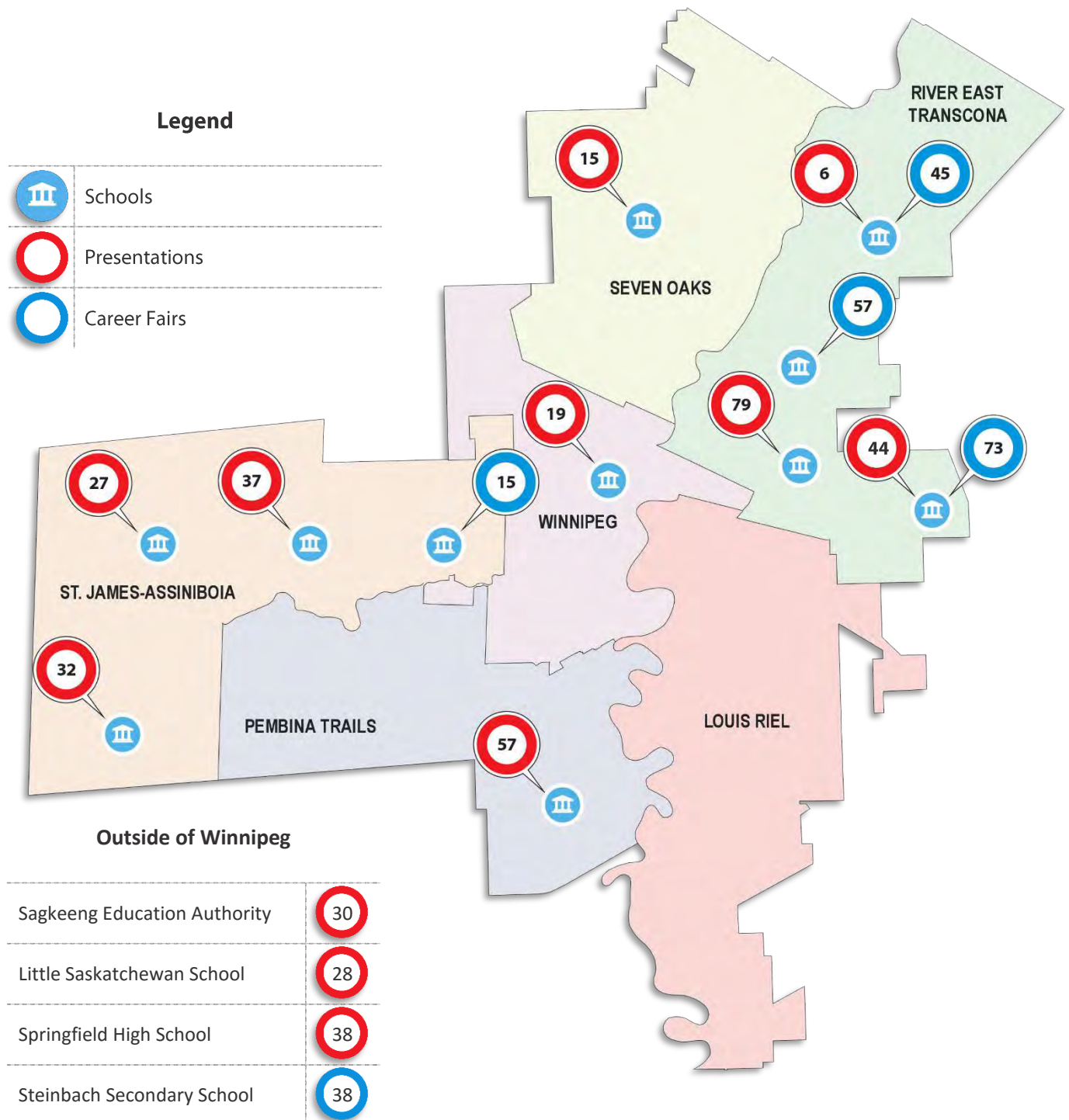
City	School Division	School Name	Number of Students	Number of Educators	Number of Career Fairs
Winnipeg	ID	Immanuel Christian	45	1	1
	RESTD	Bernie Wolfe Community School	73	5	1
		Transcona Collegiate	57	1	1
	SJSD	Event at University of Winnipeg	15	n/a	1
	Total	4	190	7	4
Outside of Winnipeg	HSD	Steinbach Secondary School	25	1	1
	Total	1	25	1	1

Legend

ID:	Independence	SJSD:	St James-Assiniboia School Division
RETSD:	River East Transcona School Division	HSD:	Hanover School Division

School Presentations and Career Fairs (2015-2016)

This map illustrates the school division areas where MCSC staff delivered school presentations and participated in career fairs. (See Table for exact locations)



Community Presentations/ Workshops (2015-2016)

In the 2015 – 2016 year, MCSC staff presented TradeUp and Access presentations to 107 adults, as well as organized various presentations and training for the new TUFF program at Macdonald Youth Services.

City	Organization Name	Types	Number of Attendees	Number of Time Visited
Winnipeg	Winnipeg Transition Center	P	28	1
	MacDonald Youth Services	P	28	1
	MacDonald Youth Services (TUFF Program)	W	123	14
	Youth Employment Services	P	23	1
	United Way Barbara Mitchell Family Resource Center	P	28	1
	Total		230	18
Legend				
P:	Presentation	W:	Workshop	

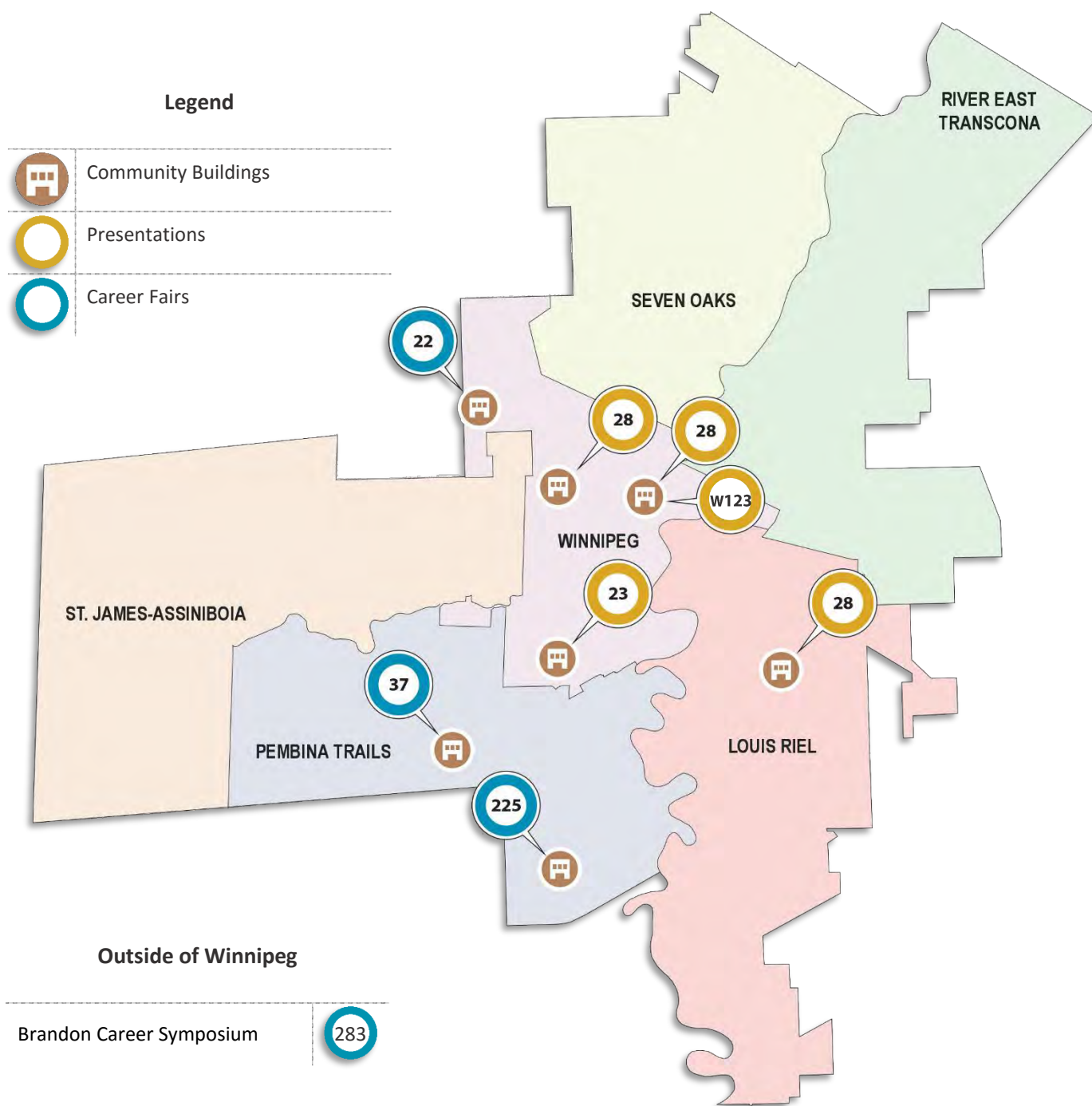
Community Career Fairs (2015-2016)

In the 2015-2016 year, MCSC staff attended 5 community based career fairs and shared information about careers in construction with 567 attendees.

City	Organization Name	Number of Attendees	Number of Career Fairs
Winnipeg	WCA Expo	225	1
	Red River College-National Skilled Trades	22	1
	MITT - Opening Doors	37	1
	Total	284	3
Outside of Winnipeg	Brandon Career Symposium	283	2
	Total	283	2

Community Presentations, Workshops, and Career Fairs (2015-2016)

This map illustrates the areas inside and outside Winnipeg where MCSC staff delivered presentations, organized workshops, and participated in career fairs with community organizations. (See Table for exact locations)



Indigenous Liaison Message

In the 2015-16 year, the Indigenous Liaison represented MCSC at a number of events across Manitoba. These included First Nations presentations and career fairs in northern Manitoba and work in nine First Nations communities across southern and northern parts of the province. First Nations communities partnered with Indigenous Affairs and Northern Development Canada (IANDC) to access funding to deliver New Supervisor and Project Management Training. In addition, the Indigenous Liaison served an advisory role with a number of post-secondary educational institutions including University College of the North, Red River College, Assiniboine Community College, and Manitoba Institute of Trades and Technology, also with Indigenous Agencies such as First Peoples Development Inc., Swampy Cree Tribal Council, Dakota Ojibway Tribal Council, Indigenous Leadership development Inc., on Indigenous community workforce issues.

Specifically, the Indigenous Liaison acted in a coordination capacity and as an instructor in the New Construction Supervisor and Project Management Programs for Iron North Construction. He also assisted with the MCSC Indigenous Engagement Committee to research and develop engagement and Indigenous procurement in the construction industry.

In addition, the Indigenous Liaison has researched funding and completed a joint ventures project through Indigenous Affairs and Northern Development Canada (IANDC) with Little Saskatchewan First Nation and Springhill Lumber. To this end, the Indigenous Liaison is accessible to all of our association members to assist with engaging Indigenous Procurement joint ventures.

Looking ahead to the 2016-2017 year and beyond, goals include connecting with more Indigenous communities in southern and northern Manitoba, establishing a Project Management Trades program for First Nations leadership with our association members and developing an awareness video to support mainstream construction workers. Mainstream workers need to know what to expect and how to work effectively within a construction company working in First Nation communities.

Indigenous Engagement 2015-2016

In the 2015 to 2016 year, the Indigenous Liaison delivered 4 presentations and held an information booth and/or brought interactive games to 11 career fairs/Expos within Indigenous communities

Year	Name	Month	Location	Event	Number of Attendees
2015	UCN Try a Trade	Apr.	North	Expo	Youth: 250
	Peguis Summer Camp	May	South	Presentation	Youth: 50
	Frontier College Summer Camp (Sagkeeng)	Aug.	South	Presentation	Youth: 20
	MMF Youth Conference North Representative	Sep.	South	Presentation	Youth: 50
	Path Career Fair	Sep.	South	Career Fair	Adults: 45
	South East College	Oct.	South	Presentation	Youth: 100
	Millner Ridge Correctional	Oct.	South	Career Fair	Adults: 60
	Red River Community College	Nov.	South	Expo	Adults: 72
	Parent Expo (Manitoba Institute of Trades and Technology)	Nov.	South	Expo	Adults: 32
	Parent Expo Brandon	Nov.	South	Expo	Adults: 10
2016	Yellowquill College	Feb.	South	Career Fair	Adults: 75
	Peguis First Nation	Mar.	South	Career Fair	Youth: 125
	Cranberry Frontier Collegiate Institute	Mar.	North	Career Fair	Youth: 75
	Grand Rapids Frontier Collegiate Institute	Mar.	North	Career Fair	Youth: 75
	Norway House Frontier Collegiate Institute	Mar.	North	Career Fair	Youth: 100
	Total				1,139

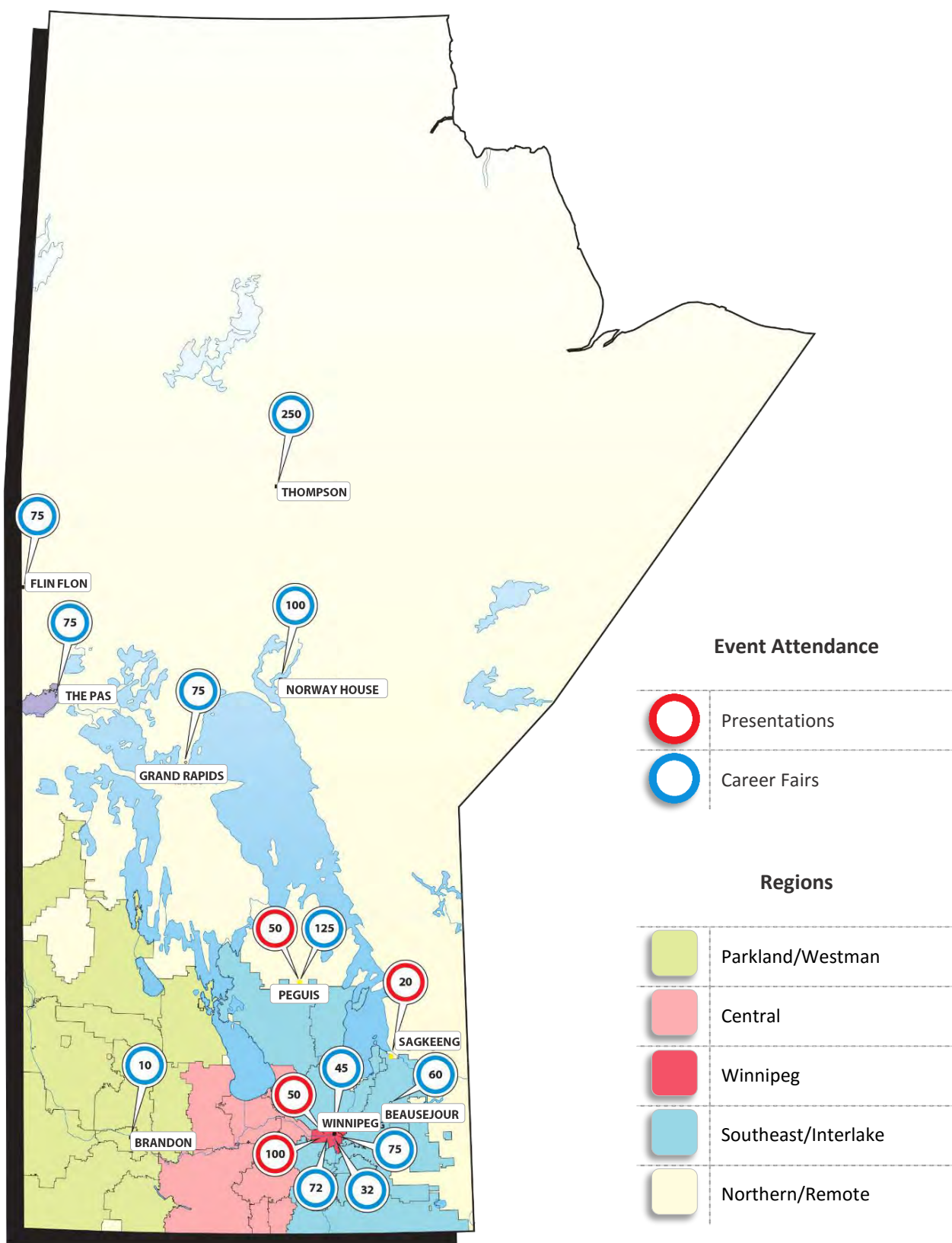
Indigenous Communities Visited 2015-2016

In the 2015 to 2016 year, the Indigenous Liaison visited 11 Indigenous communities to discuss the services that MCSC can provide them regarding opportunities in construction.

South	North
Sagkeeng First Nation	Pukatawagan First Nation
Peguis First Nation	OCN First Nation
Little Saskatchewan First Nation	Split Lake First Nation
Fair Ford First Nation	Grand Rapids First Nation
Dakota Tipi First Nation	Nelson Hose First Nation
	Cross Lake First Nation

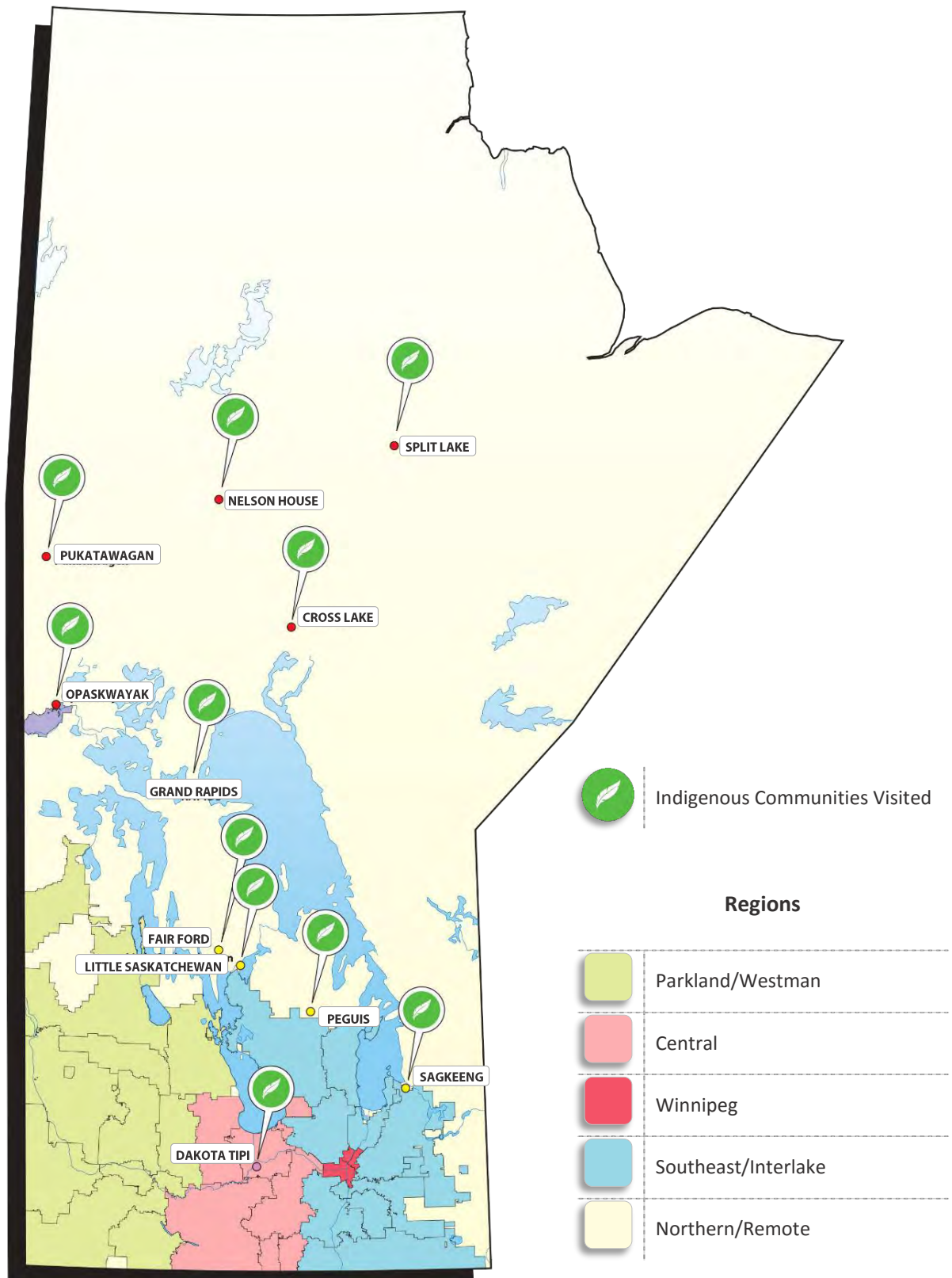
Indigenous Engagement: Presentations and Career Fairs (2015-2016)

This map represents the presentations and career fairs that the Indigenous Liaison delivered throughout Manitoba. (See Table for exact locations)



Indigenous Communities Visited (2015-2016)

This map outlines the Indigenous communities where the Indigenous Liaison visited in order to develop relationships and partnerships. (See Table for exact locations)



Appendix: Letters of Support

1. Hugh Munro Construction	Collen Munro	President
2. Government Manitoba, Children and Youth Opportunities	Laurie Monk	Manager, Lighthouse Program
3. Apprenticeship Manitoba	Jesse Hajer	Executive Director
4. Herzing College	Andrew Malazdrewicz	Director of Admissions
5. Manitoba Start	Judith Hayes	Executive Director
6. Manitoba Institute of Trades & Technology	Ryan Bruyere	Aboriginal Student Advisor
7. Manitoba Institute of Trades & Technology	Paul Holden	President & CEO
8. Manitoba Institute of Trades & Technology	Beverlie Stuart	Sr. Business Development Manager
9. First Peoples Development Inc.	Barb Moran	Workforce Development Coordinator
10. John Taylor Collegiate Pipers	Tom Johnson	Teacher, Guidance Councillor
11. Macdonald Youth Services	Allan Sielski	Independent Living with Support
12. Red River College	RaeAnn Thibeault	A/Vice President Community Development
13. Manitoba Heavy Construction Association	Chris Lorenc	President
14. Success Skills Centre	Monika G. Feist	Chief Executive Office



November 24, 2015

Carol Paul
Executive Director
Manitoba Construction Sector Council
1000 Waverley Street
Winnipeg, MB, R3T 0P3

Via email: cpaul@mbcsc.com

Dear Carol:

Just wanted to send a quick note to let you know how much Hugh Munro Construction appreciates the help and support of the staff at MCSC with regards to the training programs we used and will continue to use and develop going forward.

It is imperative to enable those to gain employment in the industry and with the help of your staff this is quickly becoming a reality with more opportunities for specialized training in all aspects of construction.

Keep up the great work and we look forward to our working relationship with you and your hard working dedicated staff.

Yours truly,

Colleen Munro
President
HUGH MUNRO CONSTRUCTION



Children and Youth Opportunities

Lighthouses Program

3rd floor – 332 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3A 0E2

T 204-945-0973 F 204-948-2113

www.manitoba.ca

December 1, 2015

Carol Paul
Executive Director
Manitoba Construction Sector Council
1000 Waverley Street
Winnipeg, MB R3T 0P3

Dear Carol,

It is my pleasure to write this letter in support of the excellent work done by La Donna Ogungbemi-Jackson and James Murphy during our recent Sparking Interest event.

Sparking Interest was a multi-stakeholder collaboration, focused on creating a one-day, activity-based event for grades 4-6 girls in the River East Transcona School Division. These girls were matched up with youth mentors who led them through seven activities relating to the skilled trades and STEM (science, technology, engineering, and math) occupations, delivered by professional women working within these industries.

At the same time, James and La Donna very ably facilitated presentations for two different groups of educators, guidance counselors and administrators, on the ever-changing role of girls and women in the skilled trades and STEM occupations. La Donna and James were able to demonstrate and provide strategies for schools to use to encourage the participation of girls in these traditionally male-dominated fields. Feedback from participants was very favourable, with many commenting that they had been unaware of the changing face of the trades and, after the presentations by La Donna and James, they felt better able to support their students to explore other trades and STEM – related options.

The participation of James and La Donna at the Sparking Interest event was invaluable. It is clear that educators' understanding of the skilled trades and STEM occupations, and how best to support their female students to explore these non-traditional options, is critical to meeting the ever-growing human resource demands of Manitoba's construction industry.

On behalf of the Sparking Interest Working Group, I would like to extend my thanks and appreciation for the valuable contribution of La Donna, James and the entire team at Manitoba Construction Sector Council for helping to make the inaugural event such a success.

Sincerely,

Laurie ED Monk
Chair, Sparking Interest Working Group
Manager, Lighthouses Program
Children and Youth Opportunities



Jobs and the Economy

Apprenticeship Manitoba

100 – 111 Lombard Avenue

Winnipeg, Manitoba, Canada R3B 0T4

T 204-945-3337 / 1-877-978-7233 F 204-948-2346

www.manitoba.ca/tradecareers

January 19, 2016

Ms Carol Paul
Executive Director
Manitoba Construction Sector Council
1000 Waverly Street
Winnipeg MB R3T 0P3

Dear Ms Paul:

On behalf of Apprenticeship Manitoba, I would like to express our sincere thanks for the Manitoba Construction Sector Council's participation in the North End Trades Discovery Initiative launch event held at Niji Mahkwa School on January 7, 2016.

Our goal was to spark students' interest in a future career in the skilled trades. Thanks to your team and provision of the crane simulator – a favourite activity among the students – it was a wonderful success! Over 30 students participated in the day's activities, and came away excited about the possibility of having a career in the skilled trades when they grow-up. Keeping their interest going by providing learning opportunities for grades five to 12 students in Winnipeg's north end is the focus of the North End Trades Discovery Initiative. Indeed, being able to meet future workforce needs requires early and continuous outreach to youth on skilled trades training and career options.

Thank you again for your dedication to engaging youth in promotion of the construction trades in Manitoba.

Sincerely,

Jesse Hajer
Executive Director



Career focused • Convenient • Caring

February 24, 2016

To: whom it may concern

Re: Ron Castel

Please be advised that letter has been written on behalf of Ron Castel (Aboriginal Liaison, Manitoba Construction Council). I have had the opportunity over the last year to work with Ron at a number of community development events. He always demonstrates a professional and helpful approach when working with a variety of community industry leaders. Ron brings to the table many creative ideas and is always willing to collaborate and share ideas that can bring forward results to help build the Manitoba economy. It has been a pleasure to work with Ron, and I look forward future projects that we may get involved with together.

Sincerely,

Andrew Malazdrewicz

DIRECTOR OF ADMISSIONS

723 Portage Avenue
Winnipeg, MB R3G 0M8
HERZING.CA/WINNIPEG

P 204.775.8175
F 204.783.8107
TF 1.800.745.6305
E wpg-info@herzing.edu

TORONTO • OTTAWA • MONTREAL • WINNIPEG • SCARBOROUGH • PICKERING • OSHAWA
Accredited by Canadian Education and Training Accreditation Commission



Manitoba Construction Sector Council
1000 Waverley Street
Winnipeg, MB R3T 0P3

March 1, 2016

Re: Letter of Support for Manitoba Construction Sector Council

I am writing to express support for the Advanced Construction Supervisor and Project Management programs offered at Manitoba Construction Sector Council (MCSC) and discuss some of our outcomes our clients have had when they completed the training programs.

Manitoba Start (Employment Solutions for Immigrants Inc.) is the leading provider of career services to immigrants to Manitoba and connects business to a world-class workforce. Since 2010, we have served over 23,000 new arrivals, placing focus on facilitating immigrants' integration into the Manitoba workforce and collaborating with employers to identify hiring opportunities that match skilled immigrants' professional background similar to their pre-arrival employment and life experience.

We work together with the MCSC and believe that the organization is essential and offers valuable training programs enabling them to equip their candidates with the necessary skills to be successful in the construction industry. Manitoba Start's candidates have seen this success after completing training programs and found employment as a Project Coordinator, Drafter, Engineer-in-Training, and engineering technicians/technologists. These candidates entered the industry with the certainty of possessing increased skills, abilities, and leadership capacity. We believe that MCSC offers great accessibility to training opportunities and furthermore, enhances the workforce entrance and promotion of individuals for underrepresented groups such as our clientele demographic at Manitoba Start.

MCSC understands the construction industry in a unique way and because of this knowledge and courses such as Advanced Construction Supervisor and Project Management, they have a positive impact on individuals that are currently working in or working towards entering the construction industry in Manitoba.

Sincerely,

Judith Hayes
Executive Director

Ryan Bruyere
Aboriginal Student Advisor
Manitoba Institute of Trades & Technology
130 Henlow Bay
Winnipeg, Manitoba
R3Y1G4

March 1, 2016

Re: Mr. Ron Castel

To whom it may concern:

I am writing this letter of support for Mr. Ron Castel because in my humble opinion I feel he is a great ambassador of your organization and the aboriginal community as a whole. His hard work, commitment and enthusiasm he has exhibited in his role as the Indigenous Liaison at the Manitoba Construction Sector Council does not go unnoticed. He genuinely enjoys his position, gives back to students, and is respected for his ability to teach others about ancient aboriginal customs and how they relate to the technical world. He is an honorable man who walks in a good way, he is kind, gentle and intelligent.

I have known Ron for two years, I have worked closely with him in the areas of recruitment, retention of aboriginal learners and labour market awareness with regards to the various apprenticeship opportunities. Personally, I enjoy his friendship, his impromptu drop-ins at M.I.T.T., professional guidance and general knowledge of the various issues facing aboriginal people. When I attend career fairs him he is always the most popular stop for the participants, he makes them laugh, engages them with recruitment materials and almost always leaves the attendees astonished.

I am available for any additional questions or comments you may have, I can be reached at (204) 989-7184 or ryan.bruyere@mitt.ca.

Sincerely,


Ryan Bruyere

March 11, 2016

To whom it may concern:

Ron Castell has asked me to write a letter of support and it is my privilege to do so.

FPDI has worked with Ron in a couple of ways, through our Industry Advisory Committee. Ron represents the Manitoba Construction Sector Council and may I add does an excellent job representing the organization. Ron also was invited to do a presentation to our last Sub-agreement holder meeting on March 2nd, 2016 where there was folks from 39 Manitoba First Nations present. We had a total of approximately 150 participants with a few Chiefs and Council present.

Ron is very personable and we found his presentation was excellent, it was very well done and very informative to the First Nations communities.

I believe Ron is a natural leader and capable to complete any tasks at hand. Ron has proven to be both dependable and professional in every aspect of his working performance.

We find him to be very resourceful, and his past experiences provides him with good attributes to work in any organization. Ron is definitely a great asset for the Manitoba Construction Sector Council.

Please feel free to contact me at (204) 987-9570 or 204-791-4429 if I can be of any further assistance to you.

Barb Moran
Workforce Development Coordinator

First Peoples Development Inc.



MANITOBA INSTITUTE OF
TRADES AND TECHNOLOGY

March 31, 2016

Mr. Wayne Copet
Executive Director, Industry Services
Workforce Development and Income Support
Manitoba Jobs and the Economy
Room 260, 800 Portage Ave.
Winnipeg, MB
R3G 0N4

Dear Wayne,

This past January 2016, the Heavy Equipment Operators Certificate (HEOC) program was launched by the Manitoba Construction Sector Council (MCSC), Manitoba Heavy Construction Association (MHCA) and Manitoba Institute of Trades and Technology (MITT). The leadership and commitment of Carol Paul and her staff contributed greatly to the success of the HEOC program through their direct linkages to industry and acute understanding of their current and future skilled workforce needs.

MCSC played a critical role in the development of modern curriculum and academic rigour consistent with the needs of industry. MCSC's participation in the program's executive leadership committee and program development and implementation team was exceptional. The Province's support enabled MCSC's extensive contribution to the HEOC program and was a key factor in its success.

MITT works proactively with industry and educational partners to develop and provide comprehensive, integrated, secondary and post-secondary technical education. MITT's partnership with MCSC illustrates the mutual benefits of this unique model and sets a strong example for future industry partnerships.

Sincerely,

Paul Holden
President & CEO

Henlow Campus 130 Henlow Bay
Winnipeg, Manitoba, Canada R3Y 1G4
Phone: 204-989-6500 Fax: 204-488-4152

Pembina Campus 1561 Pembina Highway
Winnipeg, Manitoba, Canada R3T 2E5
Phone: 204-989-6566 Fax: 204-989-6483

Fultz Campus 7 Fultz Boulevard
Winnipeg, Manitoba, Canada R3Y 1G4
Phone: 204-989-6500 Fax: 204-488-4152

Erin Campus 609 Erin Street
Winnipeg, Manitoba, Canada R3G 2W1
Phone: 204-989-6434 Fax: 204-786-3008



John Taylor Collegiate PIPERS

470 Hamilton Avenue
Winnipeg, Manitoba
R2Y-OH4
Phone: 888-8930
Fax: 889-9999



Date: April 5th, 2016

To: Report to Industry Services

I would like to thank James Murphy for coming to our school as the Manitoba Construction Sector Council Community and Youth Liaison. James has spoken to our Grade 9 Career Development students which included the full grade at our school. James has come back since that presentation and spoke to my Grade 10, 11, 12 Career Development class. His presentation was well done and very informative to the class. James will make a third visit to talk at our Career Fair for students that have chosen the Construction Trades as a session to go to.

James Murphy is a good speaker that connects with the students and has very good information to share. The presentations are power point, videos, information slides as well as question and answer. The students like the presentation because they had input on the direction and content that was covered.

It is very important to have this connection with education as students are in the process of deciding career direction and their options for the future.

Thank you for helping us with our programs to make them valuable for the students.

Tom Johnson,
Teacher, Guidance Councilor



Macdonald Youth Services

Services Offered Include:

Emergency Shelter & Resource Centre
Mobile Crisis & Brief Therapy Teams
Life Skills & Pre-Employment Training
Community Healing Homes
Receiving Assessment
Specialized Individual Placements
Treatment Foster Care
Community Service Orders & Fine Option

□ **Head Office**

400 – 491 Portage Avenue
Winnipeg, MB R3B 2E4
P. (204) 477-1722
F. (204) 284-4431
info@mys.mb.ca
www.mys.ca

□ **Satellite Office**

226 St. Mary's Road
Winnipeg, MB R2H 1J3
P. (204) 949-4753
F. (204) 949-4776

□ **Kisewatsiwin Services**

102 – 83 Churchill Drive
Thompson, MB R8N 0L6
P. (204) 677-7870
F. (204) 778-7778
mysnorth@mys.mb.ca

□ **NorthernAPH Program**

P.O. Box 958
The Pas, MB R9A 1K9
P. (204) 627-1460
F. (204) 623-5762
NAPH@mys.mb.ca

April 6, 2016

Manitoba Construction Sector Counsel
1000 Waverley Street
Winnipeg, Manitoba
R3T 0P3

Dear Mr. Murphy,

Macdonald Youth Services wishes to thank the amazing team at MCSC for the opportunity to create and facilitate the Trade Up For Future (TUFF) program. It has become a valued partnership and we hope to continue building on our new relationship by continuing to offer the TUFF program at MYS!

All of the participants in the program access services through the Transition Services division of Macdonald Youth Services. Transition Services' focus is on preparing youth for adulthood and independence. All of our participants are either in the care of Manitoba Child and Family Services or receiving E.I.A. benefits. As a non-profit agency, Macdonald Youth Services would not have been able to provide this valuable training, nor would our participants be able to afford to access similar training on their own. Costs aside, the need for programming that meets our marginalized population "where they are at" and takes into consideration their special learning needs is paramount to their success. We were grateful for the wisdom and patience of our facilitators and presenters!

Our pilot run of TUFF initially began with full registration of 15. We are pleased to have 4 graduates of this 3 month trial! The feedback from our youth has been positive and grateful. They are (as are we) excited and feel prepared and confident to move to the next step – employment in the construction field!

It has been an absolute pleasure to work together and we look forward to this continued partnership. To borrow from the old adage...it takes a village to raise a child...Thank you MCSC for being a part of our village!

Sincerely,

Allan Sielski



A United Way Member Agency



RED RIVER COLLEGE
OF APPLIED ARTS, SCIENCE AND TECHNOLOGY

Vice President Community Development
C720A - 2055 Notre Dame Avenue
Winnipeg MB R3H 0J9
Ph: 204-632-2307 Fax: 204-694-7253
E-Mail: rthibeault@rrc.ca

April 7th, 2016

Mr. Wayne Copet
Executive Director, Industry Services
Workforce Development and Income Support
Manitoba Jobs and the Economy

Red River College has been working with the Manitoba Construction Sector Council (MCSC) for the past seven months to identify programing needs and potential education and training opportunities for the Construction sector in Manitoba.

In collaboration with MCSC under the leadership of Carol Paul, Red River College and other post-secondary institutions in Manitoba are exploring opportunities to meet the needs of the construction industry through relevant and applied programming and to support multiple routes to laddering and advanced education credentials.

MCSC has been pivotal in connecting Red River College with industry in finding subject matter experts to participate in an occupational analysis for a potential Managing Business in Construction program. Carol has also been a key driver in industry discussions related to a Drilling program as well as a Blasting Training program.

We look forward to the opportunity to further this partnership to meet the needs of industry employers.

Sincerely,

RaeAnn Thibeault
A/Vice President Community Development

cc:

Paul Vogt, President & CEO
Jo-Anne Shay, A/Dean, School of Continuing Education
Kirk Johnson, A/Director, School of Continuing Education
Sam Levy, Program Manager, Trades & Transportation, School of Continuing Education

April 7, 2016

Mr. Wayne Copet
Executive Director, Industry Services
Workforce Development and Income Support
Manitoba Jobs and the Economy
Room 260, 800 Portage Ave.
Winnipeg, MB., R3G 0N4

Dear Wayne,

The Manitoba Heavy Construction Association (MHCA) is advantaged by a strong working relationship and partnership with the Manitoba Construction Sector Council (MCSC) in a number of areas which support key workforce development in the heavy construction industry. The assistance our Association and industry receive from Carol Paul, its Executive Director, and her team is invaluable in many respects. Those *include* but are not limited to the following:

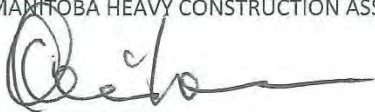
- Aboriginal workforce engagement, mentoring, education and training
- Pre-employment skills development
- Development and delivery of safety related training where gaps exist
- Special projects such as 'e-learning'
- Outreach and special training for community-based organizations such as MacDonald Youth Services
- Development and delivery of Leadership Certificate Program
- Course delivery at the MHCA hosted 'EXPO South' exposing new and existing workers to advanced education
- Development and delivery of specialized skills training such as the Heavy Equipment Operator Certificate (HEOC) program.

It is noteworthy that in 2016, MCSC, along with MHCA and the Manitoba Institute of Trades and Technology (MITT) launched the Heavy Equipment Operators Certificate (HEOC) program. MCSC's involvement was essential to the development of heavy equipment operator curriculum for this new program, which included working directly with stakeholders of our industry. It also played a leadership role in cementing a very strong partnership as between the three entities including being part of a tri-party MOU committing the three organizations to ongoing support for the HEOC program.

MCSC's assistance has also been crucial in the construction of the Leadership Certificate Program which has increased the skills and abilities of supervisors in our industry. As well, currently MCSC is assisting MHCA's WORKSAFELY™ team with the development of 4 new e-learning courses, that will enhance training to remote areas in Manitoba.

MHCA values and relies upon the MCSC as it plays a key role in the sustainability of, and value add partnerships, as between the heavy construction industry, educational institutions, Indigenous Peoples communities, government and other key public/private stakeholders.

Sincerely,
MANITOBA HEAVY CONSTRUCTION ASSOCIATION (MHCA)



Chris Lorenc, B.A., LL.B.,
President, MHCA



MANITOBA INSTITUTE OF
TRADES AND TECHNOLOGY

April 11, 2016

Dear Mr. Wayne Copet,

Please accept this letter as my personal and professional endorsement of the Manitoba Construction Sector Council as an outstanding industry partner. Since my earliest involvement with Ms. Carol Paul and her staff, I have found their organization's commitment to industry-driven training and education, unparalleled.

The Manitoba Construction Sector Council has partnered with Red River College, Assiniboine Community College and the Manitoba Institute of Trades and Technology to establish a mutually beneficial relationship that will result in a joint program designed to equip future leaders in the construction sector with the technical and essential skills required to manage and lead today's businesses.

Additionally under Ms. Paul's leadership, the working group will work together to recognize prior learning, develop new courses and create a road map for adults returning to school. The "no wrong door" program offerings developed by the collective group will be a first in Manitoba.

The Manitoba Institute of Trades and Technology plays a fundamental role in the education system, working proactively with industry and educational partners to develop and provide training that leads career-focused students directly to employment, or on to higher education.

Sincerely,

Beverlie Stuart
Sr. Business Development Manager
Corporate and Continuing Education, MITT

Kenlow Campus 330 Kenlow Bay
Winnipeg, Manitoba, Canada R3Y 1G4
Phone: 204-989-6500 Fax: 204-488-4152

Pembina Campus 1551 Pembina Highway
Winnipeg, Manitoba, Canada R3T 2E5
Phone: 204-989-6566 Fax: 204-989-6483

Fultz Campus 7 Fultz Boulevard
Winnipeg, Manitoba, Canada R3Y 1G4
Phone: 204-989-6500 Fax: 204-488-4152

Erin Campus 609 Erin Street
Winnipeg, Manitoba, Canada R3G 2W1
Phone: 204-989-6434 Fax: 204-786-3008



S U C C E S S
SKILLS CENTRE

12th Floor-330 Portage Avenue, (Newport Centre) Winnipeg, Manitoba R3C 0C4
Phone: (204) 975-5111 Fax: (204) 975-5108 e-mail: ssc@successskills.mb.ca

Leveraging Differences in the Workforce!

April 12, 2016

Carol Paul, Executive Director
Manitoba Construction Sector Council
1000 Waverley
Winnipeg, Manitoba

To Whom It May Concern:

Re: Letter of Support for Manitoba Construction Sector Council Programming

I would like to take this opportunity to provide our Centre's support to the Manitoba Construction Sector Council (MCSC) for its commitment to offer in-kind training to internationally educated professionals and skilled workers such as civil engineers and technologists, architects, geoscientist, and construction managers.

Success Skills Centre (SSC), as a not-for-profit organization, offers employment assistance and training, job coaching, work experience and job placement assistance, interview skills development, including workspace and equipment for job search purposes. The Centre's primary clientele are internationally trained professionals and highly skilled workers from a variety of fields who have obtained their education, skills, and work experience outside of Canada.

Since the summer of 2015, SSC staff have been strategizing with MCSC on ways to collaborate and ensure that internationally educated professionals/skilled workers can develop their awareness about construction careers in Manitoba. We discussed how MCSC's supervisor training could increase the skills and abilities of individuals who already have either junior or senior supervisory level construction experience. MCSC's ability to provide access to training opportunities, both online and in-class for underrepresented groups, such as our clients, is integral for the smooth transition of highly skilled individuals to re-enter their professions and/or related occupations in Manitoba's construction industry. Thus, we were excited to learn that seven of our referred clients completed MCSC's Advanced Construction Supervisor Course and another seven participated in the MCSC Project Management Course.

The opportunity to link our clients with instructors and tradespeople from the industry is another great benefit to working with MCSC. As a result, a number of our clients have received interviews with construction companies throughout Winnipeg. As we move into the new fiscal year, we are excited to continue this beneficial relationship between ourselves, MCSC, and the construction industry. Like the Manitoba Construction Sector Council, we recognize the need to employ skilled workers who will have a deeper understanding of how to enter, stay and grow within the construction industry.

Sincerely,

Monika G. Feist
Chief Executive Officer

Thank you for supporting MCSC for another successful year.



