



Be Outside the Box

Develop a Toolbox of Training, Incentive and
Recruitment Strategies; Upskill Your Workforce!



Landscape Ontario



9 Chapters in Ontario

Ottawa, Upper Canada, Durham,
Toronto, Golden Horseshoe,
Waterloo, London, Windsor,
Georgian Lakelands

10 Sectors

Garden Center, Grounds
Management, Grower, Interior
Plantscape, Irrigation, Landscape
Contractor, Landscape Design,
Lighting, Snow & Ice Management,
Turf Management



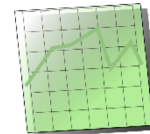
2,600 companies,
Over 70,000 FTE's



Largest Voluntary Horticultural
Trades Association in Canada



40+ Years of Experience as an
Association



14.48 Billion national
economic contribution*



*Deloitte, 2009

www.landscapehorticultureapprentice.ca



Profile of a Landscape Horticulture Employer



10-25 years
in business



Multi-Sector Career
Opportunities



1-10 employees
per year



Require Highly
Skilled



Turning Away
Work

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HORTICULTURAL TRADES ASSOCIATION
landscapeontario.com
 *Green for Life!*

APPRENTICESHIP
Horticultural Technician
Landscape Horticulturist


GREEN CAREERS
CANADA



Workforce Development : Target Audience & Pathways

Youth OYAP, SHSM
Secondary School
Post –Secondary
Women in Trades
Adult Learners
Newcomers
English/ French Speaking
Indigenous & First Nations
Career changers
Reformed Offenders



Direct to
Workforce

Apprenticeship
Programs

College &
University



**Lifelong
Professional
Career**

Partners & Programs

Educator



Government & SP



Profession





Careers Promotion, Experiential Learning and Professional Development Opportunities





441C Horticultural Technician

Apprenticeship Program (OYAP)



**Voluntary &
Competency
Based**



**+/- 5,400
On-the-Job
Hours**



**Two 12 week
in-class training
sessions**



**4 TDA's
across the
province**

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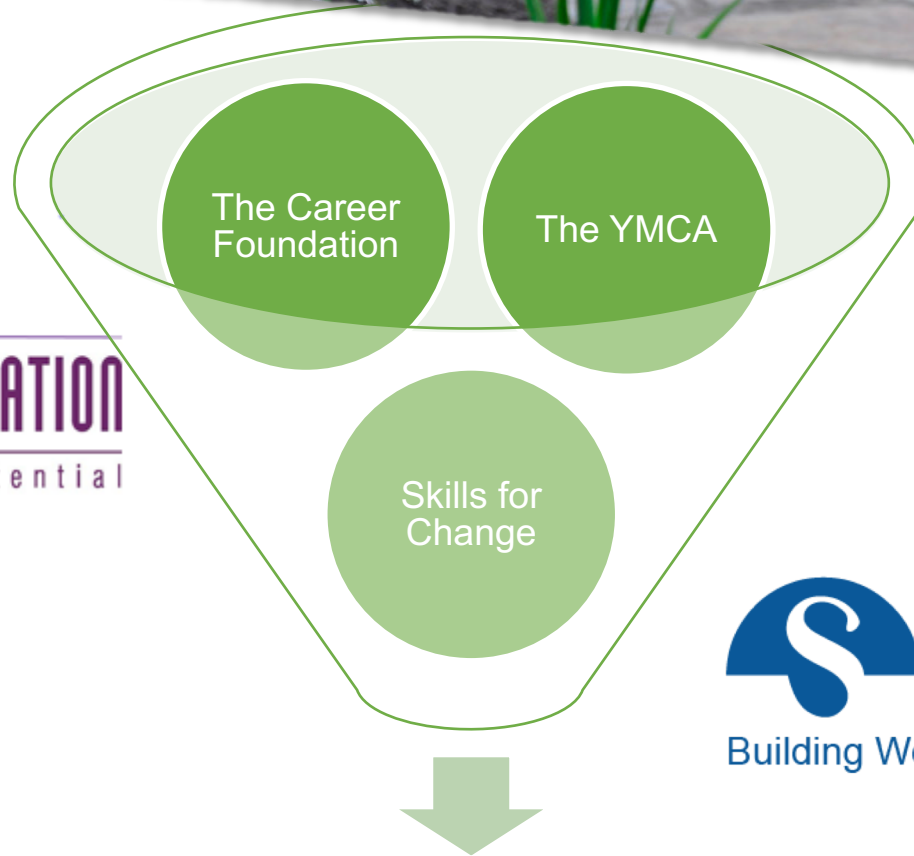


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THE CAREER FOUNDATION
Developing Human Potential



 **Skills for Change**
Building Welcoming and Equitable Communities

Apprenticeship Pipeline



Current Workforce Development Initiatives



Create/Develop marketing strategy and materials for new comers & youth (15-25)

Group Sponsor
Program Expansion



LMI



Workforce of Choice
Employers of Choice

Pathways &
Profiles



Pre-Apprentice, SHSM, Demand
led, and OYAP programs

Hiring Hub



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Introducing today's speakers

Rebecca Anderson-Tardif

Senior Manager of Programs and Services, Skills for Change

Sampada Kukade

Associate Director of Employer Engagement & Partnerships and
Program Marketing, Skills for Change

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