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Published Plan and Annual Report: Ministry of Training, Colleges and Universities

Plan for 2016-2017 and results and outcomes of all provincial programs delivered by the Ministry of Training, Colleges and Universities in 2015-2016

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Part 1: 2016-17 Published Plan

Ministry overview

Vision

Ontario will have the most educated people and highly skilled workforce in the world to build the province’s competitive advantage and quality of life.

Mandate

The Ministry of Training, Colleges and Universities directs and shapes Ontario’s postsecondary education and employment and training systems. It provides operating and capital funding to publicly assisted colleges and universities, establishes provincial objectives for the use of public funds and designs frameworks for achieving these objectives.

The ministry ensures that high quality postsecondary education is accessible to all qualified candidates through tuition regulation, operating grants, capital investments, student assistance, targeted funding and accountability mechanisms.

In the area of employment and training, the ministry develops policy directions for adult education and labour market training. The ministry works with the Ontario College of Trades to set standards for occupational training such as trade certification and apprenticeships. The ministry also manages and funds provincial employment and training programs and services, including adult literacy and basic skills, and undertakes labour market research and planning.

Ministry Contribution to Priority Outcomes

People in every community and occupation have knowledge and skills that help to build a strong and successful province. Ontario’s economic prosperity and competitive advantage are increasingly dependent on a highly skilled, diverse and adaptive workforce. The province is at its best when people have the opportunity to use their talent and skills to reach their full potential.

The ministry is working to ensure that all students have access to:

- A high-quality postsecondary education in their communities and in the online space;
- Teaching and learning modes that are interactive and engaging; and,
- Ontario credentials that have the highest currency in the labour market.

It is imperative to prepare a highly skilled workforce that can drive the economy of the future, and ensure the continuing strength of the province and the well-being of its communities. To build this highly skilled workforce, the ministry supports a network of community-based agencies that deliver employment and training services to

Ontarians. This includes a modern apprenticeship system that serves the needs of emerging and growing industries and ensures businesses are active participants in skills training, and working closely with training institutions.

Through the Program Review, Renewal and Transformation (PRRT) process, the ministry is leading significant transformation activities to better deliver services to Ontarians, while managing growth. The 2016-17 decision-making cycle advances last year's plan as well as the year-round work completed by the ministry.

Alignment of Ministry Programs with the Government's Priorities

Ministry programs and activities support the government's broader priorities, as displayed in the following chart:

Ministry Contribution to Priorities and Results

Two government priorities are:

- Increase Talent & Skills Among Ontarians
- Modernize Infrastructure & Transportation Networks.

The ministry initiatives that support these government priorities above are:

- Transforming Postsecondary Education
- Transforming Employment Ontario.

The planned Strategic Outcomes/Results of the Transforming Postsecondary Education initiatives are:

- Transform the postsecondary education system to achieve productivity, innovation, accessibility and fiscal sustainability while protecting quality for students;
- 70% of Ontarians to have a postsecondary education credential; and,
- Better tracking of outcomes for students and reporting of career success rates.

The planned Strategic Outcomes/Results of the Transforming Employment Ontario initiatives are:

- High quality delivery of Employment Ontario programs:
 - More than one million clients are served each year;
 - 81% of Second Career students find jobs within one year of graduation; and,
 - Expand employment opportunities for youth through programs such as the Youth Job Connection.
- Organizational excellence and effective planning:
 - Help workers enter and complete apprenticeships.
 - Ontario is committed to supporting a high quality apprenticeship system and the Ontario College of Trades.
- Key change initiatives:
 - Implementation of the Canada-Ontario Job Fund to support employers in having a greater role in skills

training.

- Continue to make progress on modernizing and transforming employment and training services across the government.

[Printer friendly diagram of Priorities & Results](#) (PNG, 60 KB)

Key Performance Indicators

Postsecondary Education

- Raise Ontario's postsecondary education attainment rate to 70% by 2020.
- Increase access to French-language postsecondary education programs throughout the province.

Employment Ontario

- In collaboration with other participating ministries, the extension of the Ontario Youth Jobs Strategy will serve up to 150,000 youth over two years, including at-risk youth, Indigenous youth, newcomers and youth with disabilities, with a focus on skills development, labour market connections, entrepreneurship and innovation.

Ministry Programs and Activities

Postsecondary Education

Ontario is taking a leadership role in putting student success and experience at the centre of the postsecondary education transformation agenda. This will ensure that Ontario's colleges and universities continue to prepare students to take advantage of rapidly developing opportunities in the knowledge-driven economy and provide the best value for tuition paid.

It is continuing to invest in and transform its robust education and training system to ensure it is student-centred and innovative, with the development of critical thinking, problem-solving, collaboration, and entrepreneurship skills at the core to prepare students for the workforce of today and tomorrow.

This will ensure that Ontario's publicly assisted colleges and universities continue to:

- Be the drivers of creativity and knowledge in our communities; and
- Foster active and engaged citizens who have the right skills and are prepared for the labour market in the short- and long-term, and are adaptable and committed to lifelong learning.

Removing the Financial Barriers to Postsecondary Education

The government is building on previous successes to make postsecondary education more accessible and affordable. Ontario has incorporated feedback from students to ensure financial assistance has evolved to meet

their changing needs. The province has introduced a suite of changes in recent years to make the Ontario Student Assistance Program (OSAP) simpler and fairer for students.

The changes to OSAP will improve the affordability of postsecondary education, particularly for those families most in need.

Student organizations across the province as well as the Canadian Centre for Policy Alternatives and the CD Howe Institute have called for reinvestment of financial aid and tax credit revenues into up-front, targeted grants. This was also a recommendation made by the Commission on the Reform of Ontario's Public Services (CROPS).

Starting in 2017-18, Ontario will consolidate most existing OSAP grants into a single new Ontario Student Grant (OSG). This grant will be available for all types of students, including mature and married students.

Students from families with less than \$50,000 in annual income will get 100% grant support from Ontario, and will have no provincial student debt. As family income goes up, the share of Ontario's aid provided through the grant will gradually be reduced, and the mix of aid will include more loan. Some grant aid will continue to be available for middle to upper income families.

OSAP aid maximums will also be increased for all students. To keep debt manageable, the province will cap maximum debt. Ontario will also continue to offer generous programs to assist students who have difficulty repaying OSAP loans.

In 2018-19, a second phase of OSAP reform will take effect. Ontario will reduce how much it requires parents and spouses to contribute towards education costs, giving students from middle and upper-middle income families more access to interest-free and low-cost loans from OSAP.

The Ontario government will also work with the Government of Canada to encourage families to plan ahead for postsecondary education, through greater use of Registered Education Savings Plans and Canada Savings Grants.

Building on Our Strengths

The government also continues to move forward with a policy of differentiation to ensure that the well-established strengths and specializations of our institutions are harnessed so that together they offer students the best possible learning experiences.

To ensure quality and sustainability, Ontario will be reforming the postsecondary education system funding model, starting with the university sector.

Ontario is moving forward with the report from Executive Lead, Sue Herbert, following six months of extensive consultations, which recommended that the university funding model focus on student success and outcomes. The government will work on the details of implementation with sector partners in the coming months, with the following key objectives:

- Improve student outcomes;

- Promote differentiation by linking funding to Strategic Mandate Agreements; and
- Provide additional stability to institutions through enrolment planning and predictable funding.

Implementation of the new funding model will begin in 2017-18 and will support institutions' commitments to differentiation.

The ministry will begin consultations with the college sector in the near future to modernize the college funding model to enhance quality, support differentiation, address financial sustainability, and increase transparency and accountability.

This consultation will set the stage for further reforms to the college funding model, which was last updated in 2009.

Creating Effective Learning Spaces

Ontario is committed to developing a sustainable, transparent, student-centred postsecondary sector, where students have access to high-quality programs closer to home and where Ontario's investments contribute to building a strong economy.

As part of the Major Capacity Expansion Policy Framework, the government announced plans in May 2015 for a new postsecondary campus in Markham, in the Regional Municipality of York, for about 4,000 students. The project is a partnership between York University and Seneca College.

In 2016, Ontario will issue a second targeted call for proposals under the framework to serve the growing demand in Peel and Halton Regions and support creating good jobs and building the Ontario economy. After York, Peel and Halton are the fastest-growing areas of the province.

In addition to the new campus in York and any future campus in Halton/Peel, the Province is funding new capital projects such as:

- Confederation College in Thunder Bay — A new technology, education and collaboration hub will bring together preparatory, apprenticeship, training, trades and technology programs, providing an array of instruction, innovation and incubation facilities.
- La Cité collégiale in Ottawa — New interdisciplinary creativity incubators will create experiential learning space and help build a culture of innovation for francophones to meet the emerging needs of the labour market.

These projects are part of the province's plan to provide \$3 billion in capital grants to postsecondary institutions over 10 years.

Ontario will be working with the postsecondary sector on a capital strategy, recognizing that capital investment must look to the future of a growing, connected world where investments in technology are critical to jobs and the economy.

The government also plans to provide an additional \$44.1 million over two years (\$23.8 million in 2015-16 and \$20.3 million in 2016-17) for facilities renewal at colleges and universities.

Ensuring safe and effective learning environments for Ontario's postsecondary students remains a priority for Ontario's ongoing investments in the sector. That is why the government will continue its investments in critical maintenance repairs and upgrades to existing postsecondary facilities. The government is providing additional funding of almost \$600 million over the next 10 years, bringing the total planned investments to over \$900 million.

Innovative Learning Pathways

Technological advances are changing the way people learn and train. Beyond the walls of the traditional classroom, students need to have the flexibility to receive world-class instruction wherever and whenever it works best for them.

Governed and operated by all of Ontario's publicly assisted colleges and universities and funded by the province, eCampusOntario, launched in September 2015, is a centre of excellence in online and technology-enabled learning.

The first phase of the eCampusOntario.ca portal provides students across the province with one-window access to more than 13,000 online courses and over 600 programs offered by Ontario colleges and universities.

As a result of the Credit Transfer Initiative, Ontario students now have access to 120,000 course equivalencies and about 1,300 transfer pathways. ONtransfer.ca, the bilingual credit transfer website, provides students with centralized access to what credit they can expect to receive before transferring institutions. The website is visited by about 200,000 students annually.

A robust, "made-in-Ontario" credit transfer system helps ensure students do not have to repeat prior learning when they move between institutions. Over the next several years, the government will continue to work with the Ontario Council on Articulation and Transfer (ONCAT) and institutions to grow transfer opportunities that build on the work to date and grow the scale and ease of transfer for our students.

The ministry is working to ensure that our students have access to a range of relevant pathways and programs and to ensure that our students get the best in applied learning. The government is committed to continue working with our partners to expand quality experiential learning activities and support student entrepreneurship.

Expanding Opportunities for Diverse Populations

Several groups — including Indigenous peoples, persons with disabilities, recent immigrants and older Canadians — are not reaching their full potential in the labour market, yet this needs to occur to more fully support the growth of a highly skilled workforce.

Indigenous peoples continue to face barriers to successful labour market integration. With a growing number of Indigenous youth poised to enter the labour market, and with regard to the recommendations of the Truth and Reconciliation Commission, we need to consider education and training opportunities specific to Indigenous peoples.

Ontario is providing stable funding of \$97 million over three years (2016-17 to 2018-19) to support key initiatives that will help more First Nation, Métis and Inuit learners access high-quality postsecondary and training

opportunities. Of this investment, \$5 million is to ensure that high-quality postsecondary education and training remain accessible to Indigenous learners through the province's nine Aboriginal Institutes.

In addition, the government will be engaging this spring with Indigenous and postsecondary education partners to develop recommendations for a stand-alone policy for Aboriginal postsecondary education and training institutes and better define their place within the postsecondary education sector.

Many people with disabilities also find it a challenge to complete some form of postsecondary education and participate in the workforce. In some cases, skills sought by employers can be barriers to individuals with disabilities.

We are focused on closing the achievement gaps by improving access and success for under-represented groups.

Ontario continues to invest in programs to help students with disabilities across the province build the skills they need to succeed at college or university and in the workforce through supportive employment services.

The government will also continue to invest to expand access to French-language postsecondary education in Central and Southwestern Ontario, creating additional opportunities for Francophone students to access French-language programs. In 2015-16, the government is projected to invest more than \$88 million to support French-language postsecondary education in the province with the support of the federal government. In addition, over the next three years, from 2016-17 to 2018-19, the government will continue to provide annual funding of \$5.5 million to increase French-language postsecondary offerings in central and southwestern Ontario.

Ontario's continued economic prosperity depends on a highly skilled workforce that is diverse, adaptable and innovative. Studies suggest that seven of every 10 new jobs created are expected to require postsecondary education and training. This is why the government is continuing to improve education and skills training through postsecondary education and employment programs.

Students need to know, early on, what opportunities are available to them, in order to maximise their potential. The government will start an outreach program for students completing high school. The Life After High School program, led jointly by the Ministry of Training, Colleges and Universities and the Ministry of Education, has been tested as a pilot project at high schools across the province where graduates do not traditionally go on to postsecondary education. The Ontario government is planning to roll out this program to high schools in the province where high numbers of students have not historically enrolled in postsecondary institutions. This outreach program gives guidance counsellors better tools to educate students about their postsecondary options, as well as how to apply for admission; and for financial help through the Ontario Student Assistance Program.

To better inform students about their future career options and ensure greater accountability, the government will continue to track the outcomes of postsecondary students and graduates over time, including labour market information such as employment rates and annual salaries. Postsecondary institutions are required to post this information on their websites.

Developing Global Opportunities

Beginning in fall 2015, Ontario universities were able to use up to 25% of their PhD spaces allocated through the Strategic Mandate Agreement process for international students who will pay domestic tuition fees.

This change gives universities the flexibility to attract the very best PhD students from both Ontario and around the world. As PhD students are actively engaged in research and teaching, international PhD students are integral to building Ontario's competitive advantage in research and graduate education.

Going forward, the government is engaging with the postsecondary education sector and the broader community to develop a comprehensive postsecondary international education strategy that will seek a balanced approach to attracting international students, new partnerships and promoting international experience opportunities for Ontario students.

Building on our Achievements

Ontario's investments in postsecondary education over the last decade have benefited students and have resulted in a highly skilled workforce that contributes to Ontario's economic growth and global competitiveness.

Significant accomplishments have been achieved since 2002:

- More students than ever are participating in postsecondary education. Between 2002-03 and 2014-15, enrolment in postsecondary education increased by 38%.
- Students are graduating at a higher rate than in the past, with 77% of university undergraduates completing university and 66% completing college.
- University and college graduates are seeing higher employment rates upon graduation:
 - 84% of 2013-14 college graduates are employed within six months of graduation.
 - 88% of 2012 university graduates were employed within six months of graduation and 94% of these graduates were employed two years after graduation.
- Better financial support is available to students and more than 380,000 students received financial assistance in 2014-15.
- Graduate enrolments increased 60% between 2002-03 and 2014-15 leading to more talent in the areas of research and innovation.

Ontario will continue to invest in the postsecondary education sector to ensure colleges, universities and students have the resources they need. Investments in education and skills training play a critical role in preparing people to compete globally and to meet the demands of a rapidly changing economy.

Over the coming year, the government will continue to make strategic investments in postsecondary education to build on successes in a sustainable way.

Building Ontario's Employment and Training System

Building a skilled, resilient and productive Ontario workforce also requires a modern and cohesive employment and training services network. This is a network that best serves the needs of individuals and employers, and is able to effectively respond to rapidly changing labour market realities.

Currently, Ontario invests more than \$1 billion annually in employment, training and labour market programs and services through Employment Ontario, which serves more than one million Ontarians.

To make the most of this investment and better prepare Ontario workers to succeed, the ministry is moving forward on its commitment to modernize and transform employment and training services, to make them better coordinated, more targeted and more effective for people across the province.

Services will be increasingly tailored to individual needs so that all clients benefit from government interventions — from Ontarians who face multiple barriers in finding and maintaining employment to highly skilled individuals interested in creating a business or learning a skilled trade.

As a part of this transformation, new features have been added to the employment and training system, including:

- The new Ontario Centre for Workforce Innovation, launched in February 2016, will provide leadership for research, innovation and capacity-building across the province.
- As of December 1, 2015, the ministry has launched Local Employment Planning Councils (LEPCs) in eight communities across Ontario (Durham, London-Middlesex-Oxford-Elgin, Ottawa, Peel-Halton, Peterborough, Thunder Bay, Timmins, and Windsor) to support strategic engagement of employers and other community actors in local workforce planning, and to develop and improve the quality, analysis and application of local market information.
- The ministry is working on a common client assessment framework, using a “distance from the labour market approach,” to ensure individuals in search of training or employment get the supports they need to access the right services.

The future economy will require support for continuous learning that allows workers and educators to access training and learning opportunities throughout their careers so they can adapt to changing technologies.

Strengthened Support for Employers

Increased support is also being provided for employer-driven, job-related workplace training, to help close the gap between Ontario and peer jurisdictions in this area. The benefits to employers and employees, as well as to communities and the economy, suggest that workplace training is a valuable investment and that it should play a larger role in growing a highly skilled workforce for Ontario.

Since implementing the Canada–Ontario Job Grant, the program has supported more than 46,000 training opportunities for over 35,000 employees in Ontario as of January 31, 2016.

As part of the Canada-Ontario Job Grant, two pilot programs were launched that are designed to test different ways of working with employers to meet workforce needs.

- Canada-Ontario Job Grant: UpSkill pilot supports new approaches to sector-specific essential and technical skills training to meet employers’ needs.
- Canada-Ontario Job Grant: Customized Training pilot supports firm-specific training for employers, where such training does not exist and employers do not have the capacity to develop it on their own.

The government is proceeding with implementation of the Labour Market Information Strategy to improve access to credible, high quality labour market information that will help job seekers, students and their families make informed decisions about their education, training and careers.

Ontario is working to improve the quality and scope of existing labour market information and expand its understanding of current and emerging labour market conditions. Progress to-date includes:

- Improving online tools, including Ontario's Employment Profile, which provides data on the most recent five years of data on public college student experiences and graduate outcomes by program and higher levels of aggregation; and Ontario Job Futures, which provides five-year employment outlooks and career-related information on more than 200 occupations. Ontario Job Futures has also been enhanced through the launch of a mobile responsive version.
- Expanding reporting of employment outcomes for graduates of Ontario postsecondary programs.
- Piloting a new survey for graduates from graduate programs in Ontario to gain more insight into their employment outcomes.
- Working to introduce a Graduate Outcomes survey for public college graduates two years after graduation.
- Supporting a pilot project led by CivicAction that leverages data from LinkedIn user profiles to develop an "Economic Map" of in-demand skills for people entering Information Technology-related occupations across the Greater Toronto Area.
- Supporting the expansion of Ryerson's job-matching service, Magnet, to more than 20 colleges and universities to help businesses recruit qualified students and graduates for jobs in their field.
- Leveraging new Local Employment Planning Council pilots to enhance collection and distribution of local labour market information.
- Piloting the EmployerOne survey through local boards in northern, western and eastern Ontario to collect information from employers on issues such as labour turnover, recruitment challenges and training needs.

Improving the quality and scope of labour market information through these measures will help the government better understand labour market needs and ensure that they are reflected in policy and program development.

Supporting Youth Employment

Helping youth find employment is another key component of the government's plan to invest in people's talent and skills. In 2013, Ontario invested \$295 million over two years in the Youth Jobs Strategy to help 30,000 young people connect with the tools, experiences and entrepreneurial support they need to find employment or start their own businesses. Budget 2015 and Budget 2016 reaffirmed the government's commitment by investing an additional \$250 million over the next two years in the Ontario Youth Jobs Strategy in a suite of programs to provide employment and skills development opportunities for up to 150,000 youth.

The Ministry of Training, Colleges and Universities is introducing a new suite of youth employment programs designed to help youth across a broader range of employment needs, and to ensure resources are used most effectively and targeted to those who need them most:

- **Youth Job Connection**, launched in October 2015, is designed to serve youth, aged 15 to 29, who experience

multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities. The program offers paid pre-employment training, job opportunities and mentorship to youth who are not working, in school, or in training. The province is investing more than \$160 million in the first two years to help more than 27,000 youth access the program.

- **Youth Job Connection: Summer**, will launch in spring 2016, and provide summer, part-time and after-school job opportunities for high school students, aged 15 to 18, who are facing challenging life circumstances and may need support transitioning between school and work.
- **Youth Job Link**, set to launch in spring 2016, will help youth, including students, who do not face significant barriers to employment, plan their careers and transition to the labour market.
- **Employment Service** will continue to provide employment services and supports to a wide range of individuals, including youth who may be facing some barriers to employment and may benefit from assisted supports.

The Ontario government is committed to ensuring all youth get the services and supports they need to obtain meaningful employment and succeed in the labour market.

For people with disabilities specifically, the ministry will support the development of a provincial employment strategy for people with disabilities that will ensure access to a continuum of employment and training services, streamline access for clients with varying needs and employment goals, and engage employers as active partners in breaking down barriers and promoting inclusive workplaces.

Strengthening the Apprenticeship System

Apprenticeship training is a key part of building the well-educated and highly skilled workforce the province needs to compete in the current and future economy.

In April 2015, Ontario announced an additional investment of \$55 million to enhance three apprenticeship programs. This investment through Ontario's renewed Youth Jobs Strategy is helping the next generation of skilled tradespeople access the training, equipment and facilities they need to get good jobs:

- The Apprenticeship Enhancement Fund is receiving an additional \$23 million over two years for 47 capital projects to acquire new equipment, space and technologies.
- The Pre-Apprenticeship Training Program is receiving \$13 million more in funding over two years. This is supporting 84 projects to help people considering careers in the trades develop their job skills and readiness to find work as apprentices through in-class training sessions and work placements, with additional support planned for 2016-17.
- In addition, colleges and other training organizations funded by Ontario are receiving an additional \$19 million over three years. This funding increase will support equipment upgrades and more lab time during in-school apprenticeship sessions.

The Ontario College of Trades — an industry-driven governing body for the province's apprenticeship and skilled trades system — opened its doors to members in April 2013. By consulting and engaging with its members, as well as conducting reviews of apprenticeship ratios and compulsory certification, the college will continue to demonstrate industry leadership for the trades and apprenticeship — balancing the needs of employers,

employees, apprentices, the economy and the public.

While the apprenticeship system is strong, Ontario recognizes there is more that can be done. For this reason, the government appointed a reviewer, Mr. Tony Dean, in 2014, to provide a report and recommendations on how to improve on key areas of the Ontario College of Trades' activities and decision-making processes such as the scopes of practice, trade classification and reclassification, enforcement, and journey person-to-apprenticeship ratios.

In fall 2015, Mr. Dean submitted his report, Supporting a Strong and Sustainable Ontario College of Trades. The province, in partnership with the Ontario College of Trades, has accepted several of the recommendations in the report and will propose legislation in 2016.

Developing a Highly Skilled Workforce

To further improve Ontario's world-class education and skills training system, the government established the Premier's Highly Skilled Workforce Strategy Expert Panel in December 2015 to develop an integrated Highly Skilled Workforce Strategy.

To support the development of the strategy, on January 20, 2016, the Ministry brought together thought leaders and decision-makers from across the education, training and employment spectrum at the second annual Ontario Talent and Skills Summit.

Delegates were asked to come up with "big" ideas for the development of a highly skilled workforce, provide their thoughts on breaking down barriers, and work together on creative, collaborative solutions for the province. Input from the summit, along with feedback from other stakeholders, will help shape the strategy.

Ministry Priorities – Postsecondary Education

- Raise Ontario's postsecondary educational attainment rate to 70% by 2020.
- Ensure a college or university space is available for every qualified student.
- Provide students with a high quality learning experience and credentials that equip students with the skills for success.
- Increase the quality of postsecondary education and strengthen accountability so that students are provided with an internationally competitive system that gives them the skills they need to get jobs in the 21st century economy.
- Close achievement gaps for under-represented groups including Indigenous students, students with disabilities, First Generation students and Francophone students.
- Improve access to postsecondary education through a strong, modernized student financial assistance program.
- Improve access to French-language postsecondary education programs and services in central and southwestern Ontario.

- Strengthen transparency and accountability between the government, institutions and the public.
- Work with sector partners — including colleges, universities and employers — to assess key outcomes, including the labour market readiness and success of graduates.

Ministry Priorities – Employment Ontario

- Continue delivery of quality employment and training, apprenticeship, literacy and labour market programs.
- Continue work to integrate employment and training services across government with Employment Ontario to give individuals and employers easier and better access to the services that meet their needs.
- Through the Canada-Ontario Job Grant, launched in 2014-15, continue to encourage more employers to support existing or new employees in obtaining the skills required to fill and succeed in available jobs.
- Continue to support Ontario’s young people through the Ontario Youth Jobs Strategy with full implementation of Youth Job Connection and Youth Job Link.
- Continue support directed at employers, apprentices and training institutions to promote access to and completion of apprenticeships – including enhanced support for special apprenticeship programs.
- Continue to lead work to ensure that timely and relevant labour market information is available to support government, institutions, students, families and employers as they make important decisions about education, training and hiring.
- Ensure the employment and training system connects job seekers with employers and helps Ontarians find the jobs that are right for them.
- Continue to work in partnership with Indigenous communities on the development of flexible policies, programs and services that respect and respond to the diversity within Indigenous communities.
- Introduce a new, more consistent approach to assessing clients’ unique barriers to employment and tracking clients’ journeys through the system.
- Provide customized workplace training programs that will give individuals relevant work experience in high-demand occupations.
- Make changes to the Second Career program that will ensure support for all eligible clients while enabling the government to invest in other key employment programs.
- Continue to support the success of the Ontario College of Trades.

Table 1: Ministry Planned Expenditures 2016-17 (\$M)

Ministry Planned Expenditures 2016-17 (\$M)	
Operating	7,441.9
Capital	434.9

TOTAL

7,876.8

Note: Total amount includes statutory appropriations and consolidations. Operating and Capital Assets are not included.

Highlights of 2015-16 Achievements

Employment and Training

- Supported the Ministry of Education in developing the Experience Ontario program, which will encourage graduating high school students to choose the appropriate postsecondary educational path, and to help them succeed.
- Worked with the Ministry of Economic Development, Employment and Infrastructure to renew Ontario's Youth Jobs Strategy through a two-year investment of \$250 million that will serve up to 150,000 young people.
- Invested an additional \$55 million over three years in apprenticeship equipment and programs to enhance access to training and prepare the next generation of skilled tradespeople for careers in high demand trades.
- Worked strategically to improve access to timely and relevant labour market information to help governments, institutions, students and jobseekers make informed decisions about education, training and hiring. Early results include improved online resources to help Ontarians research job prospects and connect with employers.
- Invested \$9 million in the Aboriginal Skills Advancement Program to support labour market outcomes and improve the quality of life for First Nations communities near the Ring of Fire.
- Accepted several recommendations by former secretary of cabinet, Mr. Tony Dean on how to improve on key areas of Ontario's skilled trades system within the mandate of the Ontario College of Trades.
- Worked collaboratively with the federal government to improve labour market opportunities for Ontarians.
- The ministry approved 6,650 clients for training under the Second Career program as of December 31, 2015.
- Continued to evaluate and continuously improve the quality and effectiveness of employment and training programs.

Transformation of Employment and Training Services

The ministry has continued to modernize and transform Ontario's employment and training programs. In the past year, the ministry has implemented several initiatives that are key components of this process:

- Ontario has concluded the first phase of engagement with stakeholders, including Indigenous partners, to inform this work.
- Launched the new Youth Job Connection program to provide intensive support and training to young people facing multiple barriers to employment.
- Launched eight Local Employment Planning Council pilots, to support strategic engagement of employers and other community actors in local workforce planning, and to develop and improve the quality, analysis and

application of local market information.

- Launched two skills training pilots to help employers develop and deliver training curriculum specific to their workforce needs, under the Canada-Ontario Job Grant.
- Launched the new Ontario Centre for Workforce Innovation to provide leadership for research, innovation and capacity-building across the province.

Postsecondary Education

Postsecondary Education Transformation

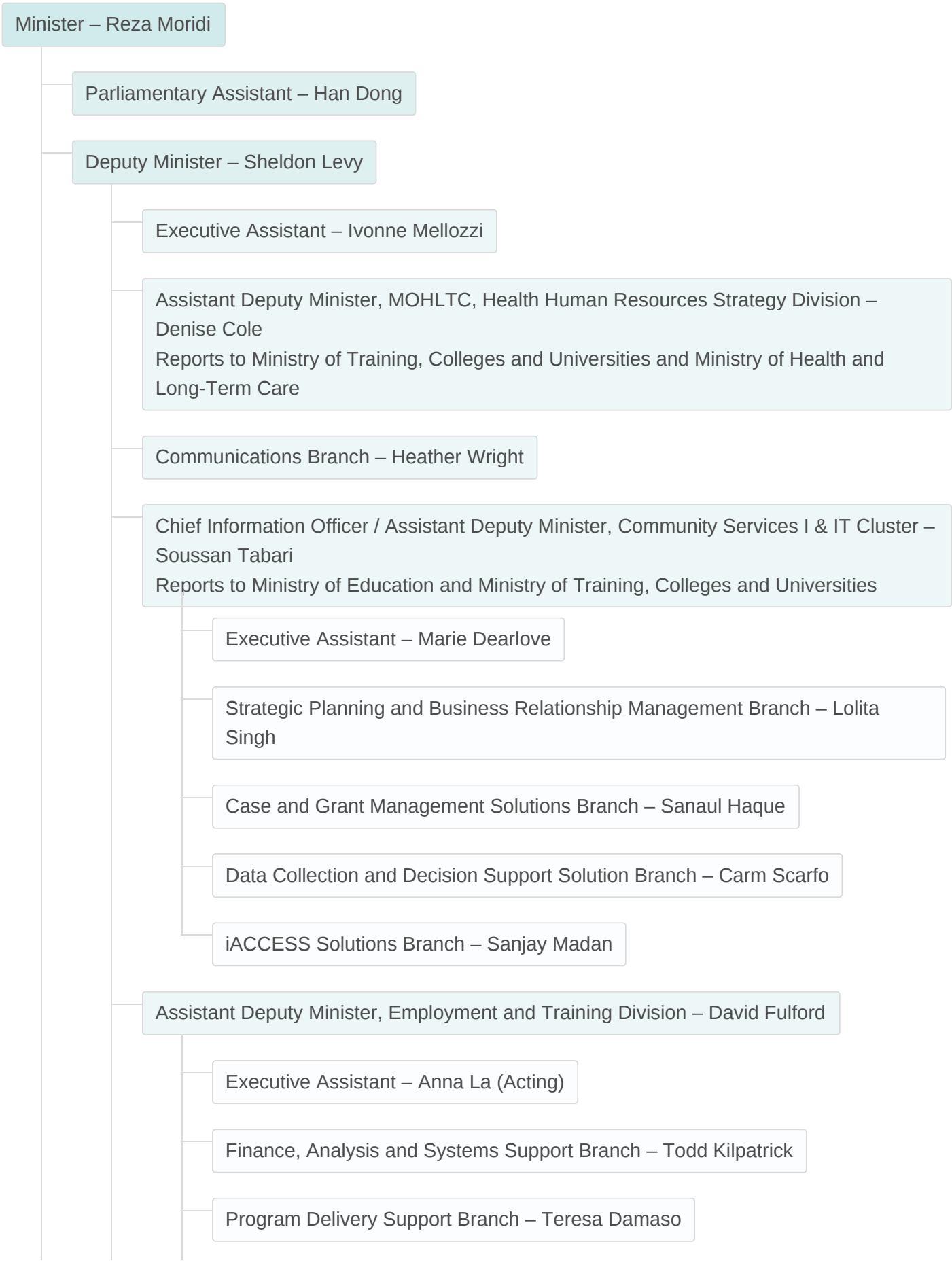
The ministry has been moving its Postsecondary Education Transformation plan forward. In the past year, the ministry has implemented numerous initiatives that are key elements of this plan:

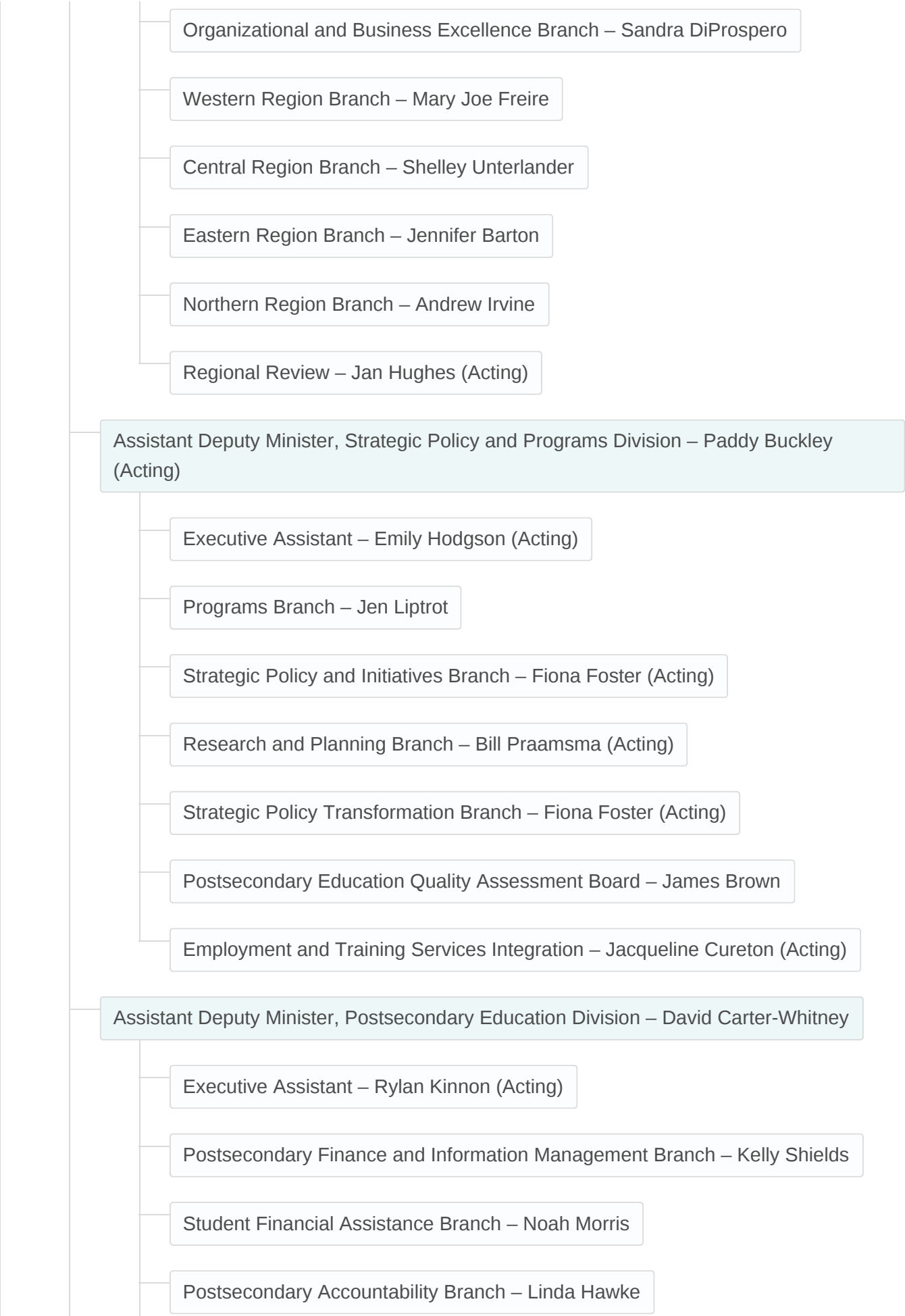
- Announced support for a new York University – Markham Centre campus, in partnership with Seneca College, following an open, competitive selection process.
- To support the review of Ontario's university funding model, conducted six months of extensive stakeholder consultations with sector experts, university leaders, student organizations, faculty and employers.
- Introduced several important changes to modernize the Ontario Student Assistance Program (OSAP) for the 2015-16 school year, including: vehicle exemptions for students, setting a fixed student contribution, indexing student aid to inflation, and launching the Ontario Student Loan Rehabilitation Program to help defaulting borrowers return to good standing.
- Launched [eCampusOntario](#), an online education portal that allows Ontario postsecondary students to access thousands of online courses and hundreds of online programs offered by Ontario's publicly assisted colleges and universities.
- Continued work with the Ontario Council on Articulation and Transfer, allowing students to transfer their credits and move between postsecondary institutions, saving them, and their families, time and money.
- Collected and published detailed information on public college, university and private career college graduate employment outcomes by posting Key Performance Indicators online, to help students make more informed choices.
- Invested an additional \$5 million in funding to support high-quality postsecondary education and training at Ontario's nine Aboriginal Institutes. Ontario supported the province's first standalone degree program run and governed by an Aboriginal Institute.

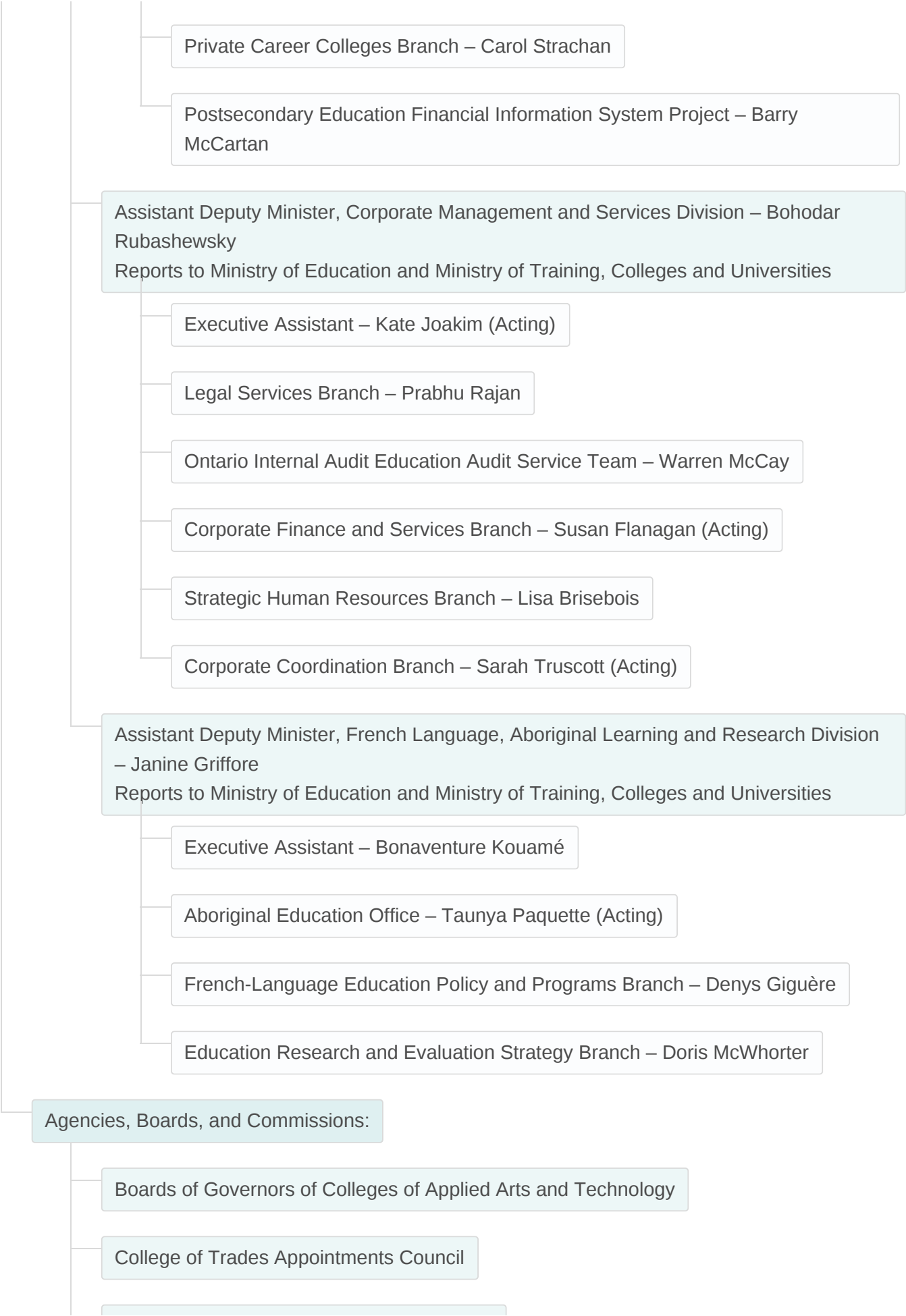
The Commission on the Reform of Ontario's Public Services (CROPS) was established to help guide the government in reforming the delivery of public services in Ontario. On February 15, 2012, the Drummond Commission released its report with 362 recommendations. Of those recommendations, 39 were specific to the Ministry of Training, Colleges and Universities. Since the Commission's report was released, the ministry has made progress toward the implementation of recommendations. See the [2015-16 Annual Report](#) (Appendix) for additional information.

Ministry Organizational Chart

This is an organization chart for the Ministry of Training, Colleges and Universities as of April 1, 2016:









[Download printer-friendly organizational chart](#) (PNG, 312 KB)

Classified Agencies

Classified Agencies							
Name	Description	2016-17 Expenditure Estimates	2016-17 Revenue Estimates	2015-16 Expenditure Interim Actuals	2015-16 Revenue Interim Actuals	2014-15 Expenditure Actuals	2014-15 Revenue Actuals
Higher Education Quality Council of Ontario (HEQCO)	Assists the minister to improve all aspects of postsecondary education, with a focus on the quality of, and access to, postsecondary education, and enhancing the accountability of postsecondary education institutions. The agency also: • Recommends targets to be achieved and performance measures to be used to evaluate the	5,000,000	N/A	5,000,000	N/A	4,930,718	N/A

postsecondary
education
sector;

- Evaluates the postsecondary education sector, reports to the minister and makes results public; and,
- Conducts research and encourages collaboration among institutions.

College of Trades Appointments Council	Established under the <i>Ontario College of Trades and Apprenticeship Act 2009</i> as an independent operational services agency to the Government of Ontario, the council has the duty to make appointments to the College of Trades' governing structure including: • Board of Governors; • Divisional and Trade Boards; and, • Roster of Adjudicators.	24,500	N/A	24,250	N/A	18,975	N/A
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Postsecondary Education Quality Assessment Board (PEQAB)	Makes recommendations to the minister on applications for the minister’s consent to offer degree programs and/or use the term “university” from new and existing private Ontario degree-granting institutions, out-of-province institutions, Ontario colleges and all others not authorized to award degrees by an Ontario statute.	801,400	120,000	675,551	120,000	632,108	105,000
Ontario Student Assistance Program (OSAP) Financial Eligibility Advisory Committee	Considers requests for reconsideration from OSAP applicants and makes recommendations to the minister on their eligibility for financial aid from OSAP. Effective September 1, 2015, the Financial Eligibility Advisory Committee (FEAC) was dissolved, which means that reconsideration requests no longer involve FEAC.	0	N/A	405	N/A	1,970	N/A
Training Completion Assurance Fund Advisory	Provides advice to the Superintendent of Private Career Colleges (PCC) on	N/A	N/A	N/A	N/A	N/A	N/A

Board (TCAF) the administration of TCAF, including financial administration of the fund; criteria for assessing financial viability of PCCs; general guidelines for responding to PCC closures; and responses to specific PCC closures.

*TCAF is a Special Purpose Account (SPA), authorized by the Ministry of Finance within the Consolidated Revenue Fund (liability account) and represents money received or collected by Ontario for a special purpose.

Detailed Financial Information

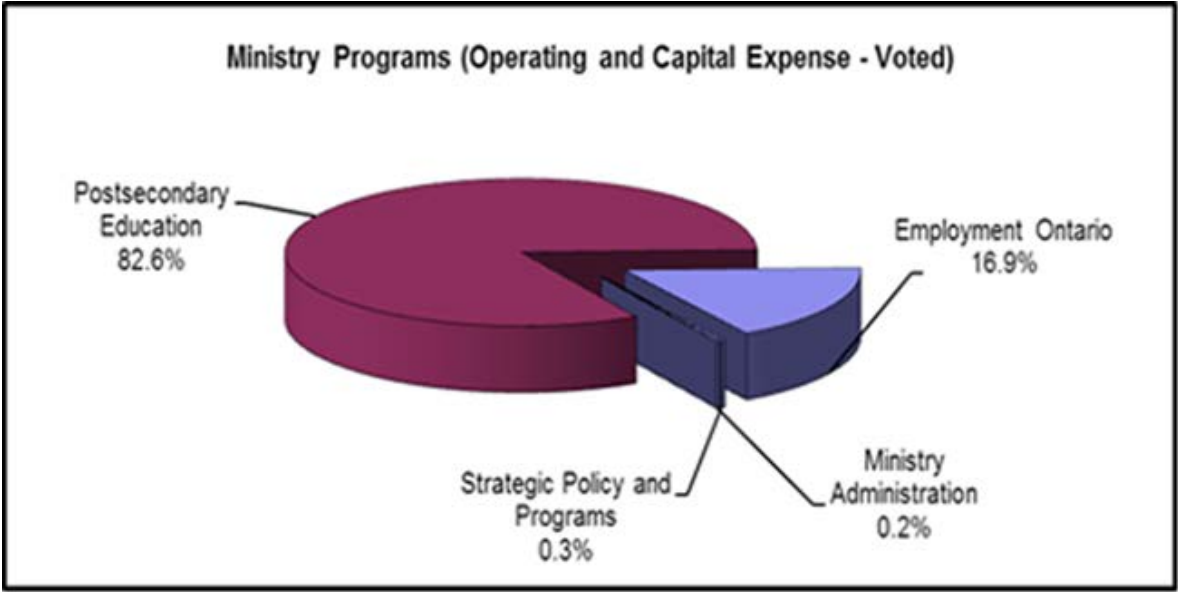
Table 2: Combined Operating and Capital Summary by Vote Ministry of Training, Colleges and Universities						
Vote/Program	Estimates 2016-17 \$	Change from 2015-16 Estimates \$	Change from 2015-16 Estimates %	Estimates 2015-16 ^[1] \$	Interim Actuals 2015-16 ^[1] \$	Actuals 2014-15 ^[1] \$
OPERATING EXPENSE Ministry Administration	19,807,400	2,500,000	14.4%	17,307,400	20,485,100	19,315,279

Postsecondary Education	6,277,014,900	67,446,400	1.1%	6,209,568,500	6,128,857,800	6,044,355,173
Employment Ontario	1,327,142,900	(3,993,400)	-0.3%	1,331,136,300	1,359,055,000	1,400,391,174
Strategic Policy and Programs	23,870,200	-	-	23,870,200	19,213,500	18,094,579
Less: Special Warrants	-	-	-	-	-	-
Total Operating Expense to be Voted	7,647,835,400	65,953,000	0.9%	7,581,882,400	7,527,611,400	7,482,156,205
Special Warrants	-	-	-	-	-	-
Statutory Appropriations	63,605,014	7,500,000	13.4%	56,105,014	61,109,714	59,374,587
Ministry Total Operating Expense	7,711,440,414	73,453,000	1.0%	7,637,987,414	7,588,721,114	7,541,530,792
Consolidation Adjustment - Schools	(53,549,800)	7,930,300	12.9%	(61,480,100)	(55,503,500)	(56,391,781)
Consolidation Adjustment - Colleges	(178,704,700)	(7,351,600)	-4.3%	(171,353,100)	(170,931,300)	(157,943,141)
Consolidation Adjustment - Ontario Student Loan Trust [2]	-	16,706,300	100.0%	(16,706,300)	(9,673,300)	(11,642,375)
Operating Expense Adjustment - Student Assistance Interest Expense Reclassification [2]	(37,325,400)	(20,081,500)	-116.5%	(17,243,900)	(15,836,200)	(13,305,500)

Total Including Consolidation & Other Adjustments	7,441,860,514	70,656,500	1.0%	7,371,204,014	7,336,776,814	7,302,247,995
OPERATING ASSETS Postsecondary Education	983,001,000	(91,499,000)	-8.5%	1,074,500,000	901,623,400	71,526,358
Employment Ontario	2,001,000	1,000	0.1%	2,000,000	548,000	6,567,600
Less: Special Warrants	-	-	-	-	-	-
Total Operating Assets to be Voted	985,002,000	(91,498,000)	-8.5%	1,076,500,000	902,171,400	78,093,958
Special Warrants	-	-	-	-	-	-
Statutory Appropriations	-	-	-	-	-	-
Ministry Total Operating Assets	985,002,000	(91,498,000)	-8.5%	1,076,500,000	902,171,400	78,093,958
CAPITAL EXPENSE Postsecondary Education	341,735,600	76,827,100	29.0%	264,908,500	254,907,500	268,080,400
Employment Ontario	26,501,000	-	-	26,501,000	26,500,000	15,865,206
Less: Special Warrants	-	-	-	-	-	-
Total Capital Expense to be Voted	368,236,600	76,827,100	26.4%	291,409,500	281,407,500	283,945,606
Special Warrants	-	-	-	-	-	-

Statutory Appropriations	5,350,300	133,800	2.6%	5,216,500	5,216,500	1,551,874
Ministry Total Capital Expense	373,586,900	76,960,900	25.9%	296,626,000	286,624,000	285,497,480
Consolidation Adjustment - Colleges	61,357,300	(103,653,600)	-62.8%	165,010,900	158,656,700	95,766,187
Total Including Consolidation & Other Adjustments	434,944,200	(26,692,700)	-5.8%	461,636,900	445,280,700	381,263,667
CAPITAL ASSETS Postsecondary Education	3,956,700	3,041,200	332.2%	915,500	709,400	9,756,815
Employment Ontario	-	-	-	-	-	-
Less: Special Warrants	-	-	-	-	-	-
Total Capital Assets to be Voted	3,956,700	3,041,200	332.2%	915,500	709,400	9,756,815
Special Warrants	-	-	-	-	-	-
Statutory Appropriations	-	-	-	-	-	-
Ministry Total Capital Assets	3,956,700	3,041,200	332.2%	915,500	709,400	9,756,815
Ministry Total Operating and Capital Including Consolidation and Other	7,876,804,714	43,963,800	0.6%	7,832,840,914	7,782,057,514	7,683,511,662

Adjustments
(not including
Assets)



Ministry Programs (Operating and Capital Expense – Voted)

Pie Chart: Postsecondary Education 82.6%, Employment Ontario 16.9%, Strategic Policy and Programs 0.3% and, Ministry Administration 0.2%.

Appendix: 2015-16 Annual Report

2015-16 Achievements

The Ministry of Training, Colleges and Universities supports the government's commitment to strengthen the knowledge and skills of Ontario's labour force so that the province will remain competitive in the global, knowledge-based economy. In the past year, the ministry contributed to this commitment through its work to transform postsecondary education and Employment Ontario.

Key Initiatives and Results

Our goal is to have the most educated people and highly skilled workforce in the world to build the province's competitive advantage and quality of life.

Transforming Postsecondary Education

Good jobs in the 21st century require a good education. In the coming years, demand is anticipated to continue for university and college graduates and skilled-trades workers.

Ontario remains among the best jurisdictions in North America for talent, training and skills development. With

more Ontarians pursuing postsecondary education, the province is focusing on supporting programs that provide young people with the best skills and training they need to create and fill jobs of the future. That is why the government continues to invest in our postsecondary education system.

Past investments have achieved positive results and improved our postsecondary education system. These results included: more students attending colleges, universities or learning trades; more graduate spaces in areas that matter to the economy; and an increased postsecondary education attainment rate.

The ministry continues to work with colleges, universities and students to transform our postsecondary education system and position Ontario as a leader in postsecondary education. The ministry is working to improve quality and access in Ontario's postsecondary education sector and ensure long-term financial sustainability while ensuring our students are provided with a quality education and learning experience.

Ontario's Differentiation Policy Framework, released in November 2013, set the foundations for a more coordinated postsecondary system and a greater stewardship role for the province. Differentiation is a way of building on strengths, focusing investments and taking a strategic view of how to grow the postsecondary education system.

In 2015, the ministry engaged the postsecondary education sector in an open and transparent consultation on reforming the university funding model to drive differentiation in the postsecondary sector, increase transparency and accountability, enhance quality for students and ensure long-term financial sustainability.

In December 2015, the report on the funding formula consultations from Executive Lead, Sue Herbert, was released publicly.

Students should have access to a range of relevant pathways and programs that help them become work-ready. With the Talent and Skills Summits (2014 and 2016), the Ontario government began a dialogue among postsecondary and employment partners and students to help provide the right mix of educational and experiential learning opportunities for students at every stage of their academic and work life.

Funding

Despite challenging economic times, the 2014 Budget continued to invest in the postsecondary sector to ensure that students, colleges and universities have the resources they need. Between 2002-03 and 2014-15, funding to the postsecondary sector has increased by \$2.2 billion, an increase of 82%.

Greater Access and Affordability

A postsecondary education is the most important investment a student can make in themselves and their future. It leads to more earning power and more career choices, which is especially important in a tough economy.

Postsecondary education is affordable and accessible to every qualified Ontarian, thanks to progress made over the last 10 years.

Starting in 2013-14, Ontario implemented a new four-year tuition framework that caps annual tuition fee increases at an average of 3%, down from 5%.

The tuition billing policy, which took effect in 2014-15, is making it easier for students to pay their tuition while ensuring consistency across the postsecondary education system. In 2015, university students were charged on a per-credit basis if they took less than a 70% course load — and this year, students with an 80% course load will be accommodated under this policy.

More Ontarians than ever before are getting the opportunity to pursue apprenticeship training or a college or university education. In 2015-16:

- There are over 177,000 additional students enrolled at Ontario colleges and universities since 2002-03, an increase that is greater than in any decade in Ontario's history.
- The number of graduate students at Ontario universities has increased by 60% since 2002-03.
- There were over 407,000 students enrolled at Ontario's 20 publicly assisted universities, and over 229,000 students enrolled full-time at Ontario's 24 publicly assisted colleges.
- New annual apprenticeship registrations have increased from 17,100 in 2002-03 to more than 26,500 in 2014-15.

Student Financial Support

Through a variety of loans, grants and bursaries and a new postsecondary tuition framework, the government will ensure that every qualified student will be able to pursue a postsecondary education.

The 2015 Ontario Budget announced a number of changes to OSAP that have been implemented beginning in 2015-16:

- Simplifying expected contributions from students' employment earnings by expecting a fixed contribution of \$1,500 per term to a maximum of \$3,000 from each student:
 - Students could come up with this amount from summer earnings, savings, a part-time job during school, or gifts.
 - The fixed contribution will be more transparent, because students will know how much they have to save for their postsecondary studies, and will have more choice about how much to work in their study period.
- Exempting the first \$3,000 of a student's assets, so these assets could be used to meet the fixed student contribution.
- Continuing to expect students to contribute a portion of income from scholarships and bursaries, or income from RRSP withdrawals, to their education costs.
- Harmonizing with the federal government by removing the requirement for students to report their vehicles as assets. Previously, some of the value of vehicles owned by students was considered a resource in the Ontario portion of the OSAP needs assessment.
- Providing students with more flexibility to choose how much debt they would like to take on throughout the academic year. Starting in 2015-16 students were given the opportunity to choose to receive grant funding only, if they feel they can manage without the loan.
- Indexing the Ontario maximum student aid levels annually to inflation to help students with the cost of postsecondary education and to add transparency and certainty about future increases:

- For 2015-16, the Ontario student loan limit has increased by \$5, to \$155 per week for single students and \$355 per week for students who are married or have dependent children.
- Ensuring OSAP remains sustainable in the long term by indexing Ontario Student Opportunity Grant (OSOG) thresholds annually to inflation. Repayable debt will remain capped at 60% of the maximum loan funding available to single students in a typical 34 week study period:
 - For the 2015-16 academic year, OSOG will reduce student loan debt to \$7,400 for a two term academic year and \$11,100 for a three term academic year.
- Terminating the Ontario Student Loan Trust which borrowed funding from the province to issue Ontario student loans and medical resident loans. The Ministry of Training, Colleges and Universities began direct lending student loans and medical resident loans beginning August 1, 2015.

Other 2015-16 enhancements included:

- Providing benefits to OSAP recipients who volunteered for the 2015 Toronto Pan Am/Parapan Am Games:
 - Volunteers who returned to postsecondary studies received a waiver of the expected pre-study/fixed contribution on their 2015-16 OSAP needs assessment;
 - Volunteers who finished full-time postsecondary studies after March 1, 2015, were able to apply for a six-month extension to the repayment grace period, which means they will not be required to begin repaying their loans for a full year after graduation.
- Requiring universities and colleges to implement system-wide policies on the payment of tuition introduced in 2014-15.

Highlights of Ontario's student financial assistance program include:

- Ontario issued almost \$1.3 billion in grants and loans in 2014-15, including the 30% Off Ontario Tuition grant.
- Approximately \$400 million of this assistance was up-front grants and bursaries to improve access to postsecondary education.
- More than 380,000 students — more than half of all full-time students — received student financial aid in 2014-15, including the 30% Off Ontario Tuition grant.
- Investments in student financial aid over the past 12 years have resulted in more than double the number of students qualifying for aid, while enrolment has increased by 38%.
- Qualified students in need have access to resources to pay for tuition, books and mandatory fees through the Student Access Guarantee. Institutional aid issued under the Student Access Guarantee is issued automatically to qualifying students without an additional application.
- The Ontario portion of all OSAP loans is interest free and payment free during the six-month period after students complete their postsecondary education, and an additional six months' period for borrowers who start their own businesses, work in the not-for-profit sector or volunteered for the 2015 Pan Am/Parapan Am Games.
- Borrowers who experience difficulty repaying their student loans can apply for the Repayment Assistance Plan. Participants in the plan are not required to pay more than 20% of their gross family income towards their loans. For borrowers who keep the loans in good standing, the plan also ensures debt is reduced to zero within 15 years or within 10 years for students with a permanent disability.

Capital Expansion

Building new campuses or expanding existing ones supports the government commitment to provide funding for 60,000 more students. Since 2003, Ontario has invested \$3.6 billion in capital funding for Ontario colleges and universities.

In December 2013, a policy framework was released to oversee major capacity expansion in the postsecondary sector, introducing a process to ensure that new spaces are built in the right places.

In May 2015, the government announced support for a new York University - Markham Centre campus, in partnership with Seneca College, to support a high-quality and sustainable postsecondary education system.

As part of the Major Capacity Expansion Policy Framework, a second targeted call for proposals will be released later this year to serve the growing demand in Peel/Halton regions.

To address critical maintenance repairs and upgrades to existing buildings in the postsecondary sector, the government is providing additional funding of almost \$600 million over the next 10 years, bringing the total planned investments to over \$900 million.

The government also plans to provide an additional \$44.1 million over two years (\$23.8 million in 2015-16 and \$20.3 million in 2016-17) for facilities renewal at colleges and universities.

The annual Facilities Renewal Program grant increased to \$40 million in 2015-16 and will gradually increase to \$100 million per year by 2019-20.

Online Learning and Credit Transfer

The government is investing \$72 million over five years to create eCampusOntario, a centre of excellence in online and technology-enabled learning, governed and operated by colleges and universities.

In September 2015, eCampusOntario launched the first phase of eCampusOntario.ca — a portal that gives students across the province one-window access to high-quality, transferable online courses and supports. At maturity, the portal will provide a unique, integrated user experience that will enrich technology-enabled learning for both students and faculty. More than 13,000 online courses and over 600 online programs were available to students in the 2015–16 school year.

eCampusOntario presents the Ontario postsecondary education system with an opportunity to be a catalyst for quality and innovation – to propel Ontario to the forefront of technology-enabled learning by creating a centre of excellence that builds the evidence-base to inform best practices through research, and fosters innovation in the evolution of teaching and learning.

In summer 2015-16, a further \$9.5 million was committed to support the development and redesign of high-quality online courses and modules. Guidelines prioritized groups of courses and modules that would facilitate the delivery of fully online programs and projects that were collaboratively developed across multiple institutions. \$500,000 of the funding was targeted toward the development and redesign of French language courses and modules.

An additional 134 courses and 26 modules have been proposed for development or redesign in 2015-16. Once these projects are complete, the fund will have supported the development and redesign of 411 courses and 82 modules over three years across a broad variety of credentials and disciplines.

The ministry is also continuing to improve the credit transfer system to ensure that students do not have to repeat relevant prior learning when moving between postsecondary institutions.

In partnership with colleges, universities and the Ontario Council on Articulation and Transfer (ONCAT), the credit transfer system in Ontario has grown. Ontario students now have access to 120,000 course equivalencies and about 1,300 transfer pathways. ONtransfer.ca, the bilingual credit transfer website, provides students with centralized access to what credit they can expect to receive before transferring institutions. The website is accessed by about 200,000 students annually.

International Postsecondary Education Strategy

The Ontario Government is working with postsecondary institutions to bring focus to efforts to attract international students to Ontario and to Ontario's postsecondary institutions, and to build partnerships that enhance international education activities for the benefit of all Ontarians.

Starting in 2015-16, Ontario universities were given the flexibility to use up to 25% of their PhD spaces for international students who will pay domestic fees.

In February 2016, the ministry released a Discussion Paper to the sector to initiate consultations with colleges, universities and other stakeholders on developing a comprehensive postsecondary international education strategy. Consultations will be held throughout winter/spring 2016.

Supporting Mental Health

Beginning in 2012-13 and ongoing, the ministry has provided \$9 million in base funding to support postsecondary students with mental health needs.

The initial three years of Ontario's Comprehensive Mental Health and Addictions Strategy featured a \$257 million investment that focused on helping children and youth with mental illness and their families. In fall 2014 the Ministry of Health and Long-Term Care announced the next phase of the Strategy as it expands to support the transition between youth and adult service, includes the province's adult population, and places a greater focus on addictions.

Mental Health Innovation Fund projects were initially announced in March 2013 to help the postsecondary sector and community partners develop new and innovative approaches to help postsecondary students and those transitioning to postsecondary institutions get the mental health services they need. Ontario has supported 34 mental health and addictions projects at colleges and universities totaling \$17 million to improve access to high-quality mental health services, help identify mental health issues and connect students to supports faster. Nineteen of these projects have submitted their final reports. Fourteen projects remain active through March 2017. The Centre for Innovation on Campus Mental Health project is receiving ongoing funding.

Up to \$1 million of the ministry's annual mental health funding is being allocated to support select completed mental health projects. The University of Guelph, OCAD University and the University of Toronto were granted \$200,000 in additional funding in 2015-16. Carleton University will receive \$140,000 in additional funding for their From Intention to Action project in 2016-17.

Ontario also continues to support Good2Talk/Allo J'Écoute, a bilingual, province-wide service that operates 24 hours a day, 365 days a year. The ministry is committing over \$3 million annually to continue the service through 2017-18. The helpline serves about 2,000 students a month and is delivered by Kids Help Phone, ConnexOntario, 211Ontario, the Ontario Centre for Excellence in Child and Youth Mental Health with the participation of postsecondary institutions. By January 31, 2016, Good2Talk/Allo J'Écoute had responded to 42,325 calls (59% from university students and 19% from college students).

The Ministry of Training, Colleges and Universities is also assisting the Ministry of Children and Youth Services in their initiative to train mental health workers to serve the Indigenous population. In winter 2015-16, the Ministry of Children and Youth Services issued a call for applications from organizations, including postsecondary institutions, to develop and implement a course on Aboriginal mental health and addictions.

Attending one of Ontario's colleges, universities, or private career colleges should be a time of personal fulfillment, growth, and opportunity.

The safety and well-being of students on university and college campuses is a critical responsibility of all our postsecondary institutions.

In 2015, the government introduced legislation that will, among other things, require colleges, universities, and private career colleges to have a sexual violence policy that is developed with meaningful student input, includes faculty and staff training, reporting as requested by the Minister/Superintendent, and is reviewed at least once every four years in consultation with students.

Postsecondary institutions are taking a leadership role in addressing the issue of sexual violence and have demonstrated a commitment to improving student safety.

The government supports broad-based student engagement by all institutions as policies, protocols, awareness and prevention campaigns are reviewed and developed.

Improving Access to French-Language Postsecondary Education

Ontario has increased funding for French-language postsecondary education by over 72% since 2003-04. This includes investments of \$14.5 million between 2013-14 and 2015-16 in the Greater Toronto Area to help universities and colleges expand their French-language programs and services. In addition, the government will continue to provide annual funding of \$5.5 million over the next three years to increase French-language postsecondary offerings in central and southwestern Ontario.

In 2015, the government also reaffirmed its commitment to ensure continued access to French-language agricultural education and training in eastern Ontario.

The province granted the University of Ottawa's request for partial designation as a French-language service provider under the *French Language Services Act*. While the institution already offers a number of undergraduate programs, graduate programs and academic services in French, the partial designation will legally require the University of Ottawa to do so going forward.

The new designation came into effect on January 1, 2016, and will formalize the university's commitment to serve francophones in their language, including the more than 11,500 francophone students currently enrolled at the University of Ottawa.

In March 2016, York University, Glendon Campus was granted partial designation as a French-language service provider under the *French Language Services Act*. While the institution already offers a number of undergraduate programs and academic services in French, the partial designation will legally require York University, Glendon Campus to do so going forward.

The new designation came into effect on March 1, 2016, and will formalize York University, Glendon Campus' commitment to serve the more than 2,700 francophone and francophile students currently enrolled at the university's Glendon Campus in French.

Supporting Indigenous Learners

The government is committed to providing accessible, high-quality education for all Indigenous learners. The government released the Aboriginal Postsecondary Education and Training (APSET) Policy Framework in 2011, to increase Indigenous peoples' access to and success in postsecondary education and training and enhance the learning experience of Indigenous learners.

Ontario is providing funding for Aboriginal postsecondary education and training totalling \$97 million from 2016 to 2019. For 2016-17, this investment includes:

- \$30.8 million through the Postsecondary Education Fund for Aboriginal Learners to support the Phase II Implementation Plan of the APSET Policy Framework; and
- an investment of \$5 million to ensure that high-quality postsecondary education and training remains accessible to Indigenous learners through the province's nine Aboriginal postsecondary education and training institutes, as highlighted in the 2016 Ontario Budget.

Ontario's investment also includes \$1.5 million in annual funding through the Aboriginal Student Bursary Fund to support Indigenous learners with financial needs to participate in postsecondary education and training.

In 2016-17, all 24 colleges, 20 universities, nine Aboriginal postsecondary education and training institutes, as well as Aboriginal community organizations, training service delivery agents and the Northern Ontario School of Medicine, will receive supports to fund projects that are aligned with the goals set out in the Framework.

In 2014-15:

- 1,186 Indigenous learners with financial needs received support through bursaries; about 17,744 self-identified Indigenous learners attended full-time studies at Ontario colleges and universities according to Strategic Mandate Agreement Report-Backs; approximately 1,000 learners attended Aboriginal postsecondary education

and training institutes.

Increasing Access and Opportunities for Ontario's Under-represented Groups

First Generation Projects

The First Generation Program provides \$11.4 million annually for First Generation Projects at postsecondary institutions that focus on retention and success activities for first generation students admitted to and enrolled in postsecondary education. These activities assist and support first generation students to remain and be successful in postsecondary education. Services and supports provided to students include such activities as orientation, peer support, mentoring, academic workshops and other unique academic services tailored for first generation students.

Funding for 39 First Generation Projects was extended for one year from April 1, 2015 to March 31, 2016 to continue focus on retention and success activities.

Students with Disabilities

On June 23, 2015, the Ontario government announced additional funding of \$6 million for 2014-15 and onwards to help serve the increasing number of students with disabilities at Ontario's publicly assisted institutions.

The additional funding is supporting twelve projects that will improve postsecondary student access to high-quality mental health services, help identify mental health issues and connect students to supports faster.

Additionally, the government has revised the college tuition fee policy to cap tuition fees for students with permanent disabilities who may take longer to complete their programs because of their disability.

Graduate Spaces

The government is adding roughly 2,200 additional graduate spaces to the system over the Strategic Mandate Agreement period (up to and including 2016-17). Additional allocations of graduate spaces will be allocated through future Strategic Mandate Agreement discussions ensuring a strong link to the Differentiation Policy Framework.

The ministry is also providing \$550 million in capital investments to universities to support graduate expansion.

Private Career Colleges

Reforms for private career colleges are improving student protection and oversight in the sector. In July 2013, the ministry began to collect the data required to calculate and publish Key Performance Indicators (KPIs) for vocational programs provided at OSAP-approved private career colleges. Key Performance Indicators will help students make informed choices and improve quality and accountability in the sector.

In spring 2016, the ministry will publish the 2013 KPI results, which will show data for three (graduation rate, graduate employment rate, and graduate employment rate in the field of study) of the five KPIs for all private career colleges approved to enrol OSAP-funded students. (All five KPIs will be published for all OSAP-approved private career colleges in summer 2016 and for all private career colleges in Ontario in summer 2017.)

In 2016, Ontario is reviewing the Private Career Colleges Act, 2005, and regulations made under the act.

Performance Indicators

To better inform students about their future career options and ensure greater accountability, the government continues to require that postsecondary education institutions track specific outcomes for students over time and report on career success rates among graduates.

University key performance indicators published in 2015 include additional graduate outcomes such as full- and part-time employment rates and salaries. College employment profile data is now in an online searchable database.

Awards

Each year, Ontario presents awards to acknowledge the contributions of outstanding graduates, researchers and leaders.

The Premier's Awards recognize the social and economic contribution college graduates make to the province and throughout the world.

The recipients of the 2015 Premier's Awards are:

- Business: Marc Caira, Seneca College
- Community Service: Debbie Low, Durham College
- Creative Arts and Design: Jonathan Klassen, Sheridan College
- Health Sciences: Marianne Walker, Conestoga College
- Recent Graduate: Benjamin Valliquette Kissell, George Brown College
- Technology: Jack Collins, St. Lawrence College

Robert Gillett, a former president and CEO of Algonquin College, was also recognized in 2015 with the Minister of Training, Colleges and Universities' annual Lifetime Achievement Award for his outstanding contributions to Ontario's college system.

Each year, Polanyi Prizes are awarded to five researchers who are in the early stages of their careers and pursuing post-doctoral research at an Ontario university. Recipients of the Polanyi Prize represent Ontario's next generation of innovators, who will help drive economic development, commercial success and social progress.

The 2015 recipients are:

- Dr. Adam Shuhendler, University of Ottawa, for chemistry
- Dr. Benoît Lessard, University of Ottawa, for chemistry
- Dr. Riccardo Comin, University of Toronto, for physics
- Dr. Matthew Teeter, Western University, for physiology/medicine

- [Dr. Kelly Babchishin](#), University of Ottawa, for physiology/medicine

The Council of the Federation Literacy Award for Ontario, given by the Premier, recognizes the valuable contributions made to literacy and celebrates the accomplishments and contributions of literacy advocates. The 2015 award recipient was Brenda Kryszewski, an adult literacy volunteer with the Waterloo Region District School Board.

The Ontario Human Capital Research and Innovation Fund ([OHCRIF](#)) supports research and innovation projects that identify better ways to help people prepare for, return to, or keep employment and become productive participants in the labour force.

The 2015-16 recipients are:

- Karen Robson, York University
- Creso Sá, University of Toronto
- Roopa Desai Trilokekar, York University
- Thomas Klassen, York University
- Cynthia Field, University of Toronto
- Diane Barbaric, University of Toronto
- Roger Pizarro Milian, McMaster University
- Christopher Worswick, Carleton University
- Judene Pretti, University of Waterloo
- Miana Plesca, University of Guelph
- Saul Schwartz, Carleton University
- Sean Meades, Shingwauk Education Trust
- Ross Finnie, University of Ottawa
- Randy Uyenaka, Durham College
- Ursula McCloy, Seneca College
- [Dr. Maureen T. B. Drysdale](#), University of Waterloo
- Thang Khuong, University of Ottawa

The Ontario Graduate Policy Research Challenge rewards high-quality graduate student research on postsecondary education, training and labour market policies.

The 2015 recipients are:

- Christine Helen Arnold, University of Toronto, [OISE](#)
- Keegan Williams, Wilfrid Laurier University
- Miya Djuric, University of Toronto, [OISE](#)

- Julieta Grieco, University of Toronto, [OISE](#)
- Benjamin Joseph Miller, University of Ottawa

Employment and Training

Ontario's skilled workforce is one of its greatest assets. Through Employment Ontario's employment, apprenticeship, literacy and labour market programs, the province continues to invest in its people to help them compete globally and meet the demands of a rapidly changing economy.

In the area of employment and training, the ministry develops policy for employment services, apprenticeship, labour market programs and information, and foundational skills. The ministry manages and funds provincial employment and training programs and services, including adult literacy and basic skills, and undertakes labour market research and planning. The ministry works with the Ontario College of Trades to set the parameters for its governance of the apprenticeship and skilled trades sector, and directly administers several programs to support apprentices, employers and training providers.

In 2015, the government reaffirmed its commitment to continue to modernize and transform employment and training services across government within Employment Ontario. This is improving access and providing job seekers and employers with proven, coordinated and targeted services that meet their needs.

The government has progressed with a number of key initiatives that will set the stage for the future employment and training system, including:

- The new Ontario Centre for Workforce Innovation, launched in February 2016, will provide leadership for research, innovation and capacity-building across the province.
- As of December 1, 2015, the ministry has launched Local Employment Planning Councils ([LEPCs](#)) in eight communities across Ontario (Durham, London-Middlesex-Oxford-Elgin, Ottawa, Peel-Halton, Peterborough, Thunder Bay, Timmins, and Windsor) to support strategic engagement of employers and other community actors in local workforce planning, and to develop and improve the quality, analysis and application of local labour market information.
- The ministry is working on a common client assessment framework, using a "distance from the labour market approach," to ensure individuals in search of training or employment get the supports they need to access the right services.

Going forward, transformation of employment and training services will provide increased benefits to individuals and employers, including improved referrals and assessments for job seekers, better linkages to services such as social assistance and bridge training, and customized workplace training programs tailored to industry needs.

Employment Ontario

Employment Ontario investments of more than \$1 billion in 2014-15 helped Ontarians access a wide range of employment and training services.

Employment Ontario's Employment Service continues to be available at over 300 service delivery sites across the province to provide Ontarians with access to all the employment services and supports they need in one

location, so they can find and keep a job, apply for training and plan a career that is right for them.

In 2014-15, Employment Ontario served approximately one million Ontarians who were unemployed and seeking employment through a range of employment services including:

- Job seekers, such as laid-off workers, who benefit from skills training and other employment and career planning services.
- Workers, apprentices, newcomers and youth who benefit from access to life-long learning.
- More than 107,000 employers have used the network to find workers with the skills they need.

As well, in January 2015, a Live Chat tool was launched on the Employment Ontario section of the ministry website so that job seekers, employers and other individuals can engage in real-time conversation about training programs and services with employees of the Employment Ontario Contact Centre.

In 2014-15, key Employment Ontario programs helped:

- More than 26,500 Ontarians register for training in the skilled trades as an apprentice.
- More than 43,000 learners through the Literacy and Basic Skills Program.
- Ontarians (including employers) access Employment Service 676,000 times.
- More than 9,200 Ontarians through Second Career funding.

Ontario's employment and training services are supported in part through important funding agreements with the federal government. We continue to work with the federal government to ensure that Ontarians continue to receive the skills training and employment services they need.

The Canada-Ontario Job Fund Agreement, signed by the Government of Ontario and Canada in March 2014, is a source of funding for employer-driven training initiatives such as the Canada-Ontario Job Grant (COJG). The COJG program launched on September 26, 2014.

As of January 31, 2016, Ontario's investment in the Canada-Ontario Job Grant has supported more than 46,000 training opportunities for 35,000 new or current employees in Ontario.

Recognizing there is no "one-size-fits-all" approach to training, as part of the Canada-Ontario Job Grant (COJG), Ontario launched two pilots in June 2015: [COJG: Customized Training](#) to support firm-specific skills training, and [COJG: UpSkill](#) to support sector-specific skills training.

Ontario is assessing the implementation and results of the program and is working with the federal government and provinces and territories to submit a pan-Canadian report to the Forum of Labour Market Ministers in early 2016.

The Government of Canada has committed to additional funding of \$700 million for skills training, including an increase of \$500 million for Labour Market Development Agreements (LMDAs) each year to provinces and territories. The ministry looks forward to working with the federal government to ensure that new labour market funding is able to best meet the needs of Ontario. A key focus of Ontario's discussions with the federal

government will be a more flexible approach to client eligibility and a proportionate share of federal funding.

Youth Employment

Helping youth find employment and keep jobs is a key part of the government's plan to invest in people's talents and skills.

Recognizing the need to address youth unemployment, the 2013 Ontario Budget announced a comprehensive Youth Jobs Strategy, providing an investment of \$295 million over two years to help 30,000 young people.

Announced in Budget 2015 and reaffirmed in Budget 2016, Ontario renewed the Ontario Youth Jobs Strategy by investing an additional \$250 million over two years to serve up to 150,000 clients by building on successes to date, and enhancing a comprehensive suite of programs and services that are tailored to the individual needs of youth.

As part of this, the ministry is building a new suite of youth programs into Employment Ontario, to better serve youth across a broad spectrum of needs.

The province is investing more than \$160 million, over two years, to help over 27,000 young people get the skills and training they need to build a better future through Youth Job Connection – a program designed to provide intensive support and training to young people with multiple barriers to employment.

- Launched in October 2015, Youth Job Connection is designed to serve youth, aged 15 to 29, who experience multiple barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities. The program offers pre-employment training, job opportunities and mentorship to youth who are not currently working, in school or enrolled in a training program.
- An additional component of the program, Youth Job Connection: Summer, set to launch in spring 2016, will provide summer, part-time and after-school job opportunities to high school students between the ages of 15 and 18, who are facing challenging life circumstances and who may need support between school and work.
- Also Youth Job Link, set to launch in spring 2016, will help youth, including students without significant barriers to employment, plan their careers and transition to the labour market.

The Employment Service will continue to provide employment services and supports to a wide range of individuals, including youth who may be facing some barriers to employment and may benefit from assisted supports.

Second Career

In response to the global economic downturn, the government created Second Career in 2008 to help unemployed, laid-off workers train for a new career. The program offers unemployed, laid-off workers financial support for tuition, books, transportation and other training related expenses to help them participate in training and is one of a broad number of programs offered through Employment Ontario. As of March 31, 2015, it has helped more than 85,000 Ontarians participate in training since the start of the program.

Literacy and Basic Skills

Strong literacy skills can result in higher income, lower unemployment and greater independence for the people of Ontario.

The government invests in the knowledge and skills of Ontarians to ensure maximum opportunities for success. The Literacy and Basic Skills program addresses the government's priority to increase talent and skills among Ontarians.

The program is delivered by over 200 organizations at over 300 sites across the province, including colleges, school boards and community-based organizations. The Literacy and Basic Skills program helped more than 43,000 learners in 2014-15, with 62% of exiting learners going on to further education and employment.

Labour Market Information

The ministry has taken a leading role to ensure that timely and relevant labour market information is available to support government, institutions, students, families and employers as they make important decisions about education, training and hiring. As part of this work, the ministry has:

- Improved online tools, including Ontario's Employment Profile, to provide more recent information on student experiences and employment outcomes for graduates of Ontario college programs; and Ontario Job Futures, to provide updated and mobile-responsive content on employment outlooks for over 200 occupations.
- Helped expand the Magnet job-matching service to more than 20 colleges and universities to help businesses recruit qualified students and graduates for jobs in their field.
- Supported a pilot project led by CivicAction that leveraged data from LinkedIn user profiles to develop an "Economic Map" of in-demand skills for people entering Information Technology-related occupations across the Greater Toronto Area.
- Improved online resources to help Ontarians search job prospects and connect with employers, including an innovative live chat function to connect and direct more job seekers to the Employment Ontario network.

Apprenticeship and Skilled Trades Training

Apprenticeship training is a key part of building the well-educated and highly skilled workforce the province needs to compete in the current and future economy. The Ontario government allocated approximately \$176 million for investments in Ontario's apprenticeship system for 2015-16, through programs that offer support to both apprentices and employers, support for capital upgrades and equipment, and loans to apprentices for tools and equipment.

In April 2015, the government invested \$55 million over three years to help the next generation of skilled tradespeople access the training, equipment and facilities they need. This investment included:

- \$23 million over two years for the Apprenticeship Enhancement Fund, for 47 new capital projects to acquire new equipment, new facilities and new technologies such as welding simulators, to provide opportunities for hands-on training.
- \$13 million over two years for the Pre-Apprenticeship Training program, which will support more than 84 pre-apprenticeship training programs. More than 1,500 people will benefit from this support, including women, Indigenous people and at-risk youth.

- \$19 million for apprenticeship seat purchase, including support for equipment upgrades and more lab time during in-school apprenticeship sessions.

As a result of the government's investments and support of the apprenticeship system, new annual apprenticeship registrations have grown from 17,100 in 2002-03 to more than 26,500 in 2014-15.

The government is also helping apprentices complete their programs and obtain certification by providing completion bonuses for both apprentices and employers when training is successfully concluded, and income supports to help apprentices with the costs associated with attending school.

In addition, the ministry worked with other provinces and territories, the Ontario College of Trades and other stakeholders to implement an Apprentice Mobility Protocol in January 2016, allowing apprentices to move within Canada and have their training recognized.

The Ontario College of Trades — an industry-driven governing body for the province's apprenticeship and skilled trades system — opened its doors to members in April 2013. By consulting and engaging with its members, as well as conducting reviews of apprenticeship ratios and trade classification, the college will continue to demonstrate industry leadership for the trades and apprenticeship — balancing the needs of employers, employees, apprentices, the economy and the public.

By protecting standards of training and quality of work, the Ontario College of Trades helps skilled workers keep pace with changes and ensures the public benefits from highly skilled work. The college's workplace enforcement program protects certified skilled workers and apprentices from unfair competition.

In October 2014, the government appointed Tony Dean, former Secretary of Cabinet and Head of the Ontario Public Service, to review key areas of Ontario's skilled trades system that fall within the mandate of the Ontario College of Trades. Mr. Dean's review was completed in October 2015. The government is undertaking to implement recommendations from his report.

Progress on Implementing the Drummond Commission Recommendations

The Commission on the Reform of Ontario's Public Services (CROPS) was established to help guide the government in reforming the delivery of public services in Ontario. On February 15, 2012, the Drummond Commission released its report with 362 recommendations. Of those recommendations, 39 were specific to the Ministry of Training, Colleges and Universities.

Since the Commission on the Reform of Ontario's Public Services' report was released, the Ministry of Training, Colleges and Universities has made progress toward the implementation of recommendations.

The ministry has been working closely with stakeholders to implement measures for reform, efficiency and modernization.

Many of these measures are either complete, or are in progress, and are addressed below, including:

- Transforming Ontario's higher education system through the release and implementation of Ontario's Differentiation Policy Framework for Postsecondary Education;

- Establishing multi-year mandate agreements with universities and colleges that provide more differentiation and minimize duplication;
- Introducing reforms and streamlining student financial assistance, including maintaining the Ontario Student Access Guarantee and targeting assistance to lower-income students;
- Maintaining the existing tuition framework through the 2016-17 academic year; and,
- Modernizing and transforming employment and training programs currently being delivered across government and integrating them into Employment Ontario.

Table 3: Ministry Interim Actual Expenditures 2015-16 (\$M) ^[3]

Ministry Interim Actual Expenditures 2015-16 (\$M) ^[3]	
Operating	7,336.8
Capital	445.3
Staff Strength ^[4]	1,137.8

Updated: November 21, 2016
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Footnotes

- [1] [^] Estimates, Interim Actuals and Actuals for prior fiscal years are re-stated to reflect any changes in ministry organization and/or program structure. Interim actuals reflect the numbers presented in the 2016 Ontario Budget.
- [2] [^] Subject to the enactment of Schedule 26 of the proposed Building Ontario Up Act (Budget Measures), 2015.
- [3] [^] Interim Actual reflect the numbers presented in the 2016 Ontario Budget.
- [4] [^] Ontario Public Service Full-time Equivalent positions. (as of February 29, 2016)

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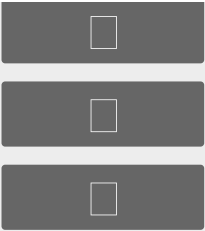

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