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Published plans and annual reports 2019-2020: Ministry of Colleges and Universities

Plans for 2019-2020, and results and outcomes of all provincial programs delivered by the Ministry of Colleges and Universities in 2018-2019.

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Ministry overview

Purpose

The Ministry of Training, Colleges and Universities is responsible for Ontario's postsecondary education and employment and training systems.

The ministry 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 also ensures that high quality postsecondary education is accessible to all qualified candidates through tuition regulation, student assistance, targeted funding and accountability mechanisms and experiential learning

opportunities.

The ministry designs, delivers and supports a range of policies and programs related to workforce development, talent retention, apprenticeship and labour market training to eliminate skills gaps and enhance employment opportunities for all Ontarians. 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

Ontario’s government is working for the people to create jobs and make Ontario open for business, balance the budget responsibly and keep money in people’s pockets. The ministry will contribute to these priorities by making sure postsecondary education, skills development and employment programs are sustainable, protecting these public services for future generations. The ministry will support job creation by ensuring the postsecondary and employment and training sectors are efficient and aligned with Ontario’s labour market needs. By helping students access high-quality education, helping job seekers plan their career and get jobs and by helping employers find the right workers for their business, Ontario will be restored to its rightful place as the economic engine of Canada. Areas of focus include:

- Modernizing the skilled trades and apprenticeship system to address the skills gap, ensuring that Ontario businesses continue to have access to talent with the skills they require to support the economy now and in the future.
- Making postsecondary education more affordable and cost-efficient by refocusing the Ontario Student Assistance Program to help those who need it most, implementing a province-wide tuition rate reduction, giving students more choice over the fees they pay at school and linking postsecondary operational funding more closely to performance.
- Transforming and integrating Ontario’s employment services to help job seekers, including those on social assistance, to find and keep good jobs and help employers recruit the skilled workers they need.
- Redesigning and continuing to offer employment and training programs, including adult education programs, that are efficient, cost-effective and focused on outcomes.

Ministry programs

Table 1: Ministry planned expenditures 2019-20 (\$M)	
Expenditure	Amount
Operating	10,952.9
Capital	417.9
Total	11,370.8

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

Employment and training

The government wants all Ontarians to have the skills they need to get a good job. The ministry is committed to making sure job seekers can connect with opportunities to find and keep good jobs, employers can hire the skilled workers they need to thrive and the province has the best possible employment services in order to restore Ontario to its rightful place as the economic engine of Canada. This will be achieved by equipping more people with the skills needed to get quality jobs through apprenticeships, transforming employment and training services to improve labour market outcomes for job seekers — while reducing administrative burden — and maximizing the benefits of skilled immigration to the economy.

Reforming apprenticeship and supporting the skilled trades

Apprenticeship combines classroom and work-based training for people who want to work in a skilled trade. Based on Ontario-level projections by Employment and Social Development Canada, about one in five new jobs in Ontario over the next five years is expected to be in trades-related occupations. Ontario's government is working for the people to modernize apprenticeship and the skilled trades system, removing unnecessary red tape and making it easier to access and navigate for both employers and workers.

Ontario's skilled trades offer careers leading to secure jobs that are also vital to the health and growth of the economy. Apprenticeship opportunities help businesses harness new talent while equipping workers with the practical skills and qualifications that the economy needs now and in the future. The government's plan to improve Ontario's skilled trades and apprenticeship system:

- Reduces the regulatory burdens placed on businesses, apprentices and journeypersons.
- Closes the skills gap by establishing programs that encourage the people of Ontario to enter the skilled trades, get retrained and become aware of the benefits of good paying jobs in the trades.
- Reviews Ontario's apprenticeship structure and enacts reforms to increase access to apprenticeship opportunities.

In fall 2018, the government introduced the [Making Ontario Open for Business Act 2018](#), which reduced journeyperson-to-apprenticeship ratios where they apply, placed a moratorium on trade classifications and reclassifications and enabled the wind-down of the Ontario College of Trades (OCOT).

The government's vision for a modernized, client-focused apprenticeship and skilled trades system will be implemented through the following initiatives:

- Establishing a new governance framework through proposed new legislation to replace the *Ontario College of Trades and Apprenticeship Act, 2009*.
- Encouraging employer participation in the apprenticeship system through a new financial incentive program to support employers to come together and train apprentices.
- Modernizing service delivery in apprenticeship by developing a new client-facing digital system, including a

one-window digital portal for apprentices.

- Promoting apprenticeship and the skilled trades as a pathway choice for all students from kindergarten to Grade 12.

Part of this modernization approach includes a new flexible framework to enable training and certification in a full trade or in a portable skill set, which would allow training and certification within and between trades.

Redesigning skills training programs

[Employment Ontario](#) is the province's network of employment and training programs which supports job seekers and employers. Each year, about one million people are served by [Employment Ontario](#). Skills training can be critical to helping people find work and supporting employers to create and fill jobs. However, according to a [2016 report from the Auditor General](#), the majority of clients in Employment Ontario's Second Career program have been unsuccessful in finding full-time employment in their new career.

Beginning in 2019, the government will make changes to Second Career and other skills training programs to ensure they are helping job seekers get the skills they need to find work. This will include a review of financial supports available to laid-off workers, making sure people get the assistance they need to reskill for new jobs. This review will also include the supports provided to employers who want to invest in training for their own workforce.

The redesign will also support the development of more short-duration credential programs, which focus on skills that employers are seeking and help people find stable work more efficiently. Ontario will also be launching a micro-credentials pilot, which will create new, responsive training programs to help people develop the kind of in-demand skills that employers are seeking.

Transforming the delivery of Ontario's employment and training system

Ontario's employment and training programs are critical to building the skilled workforce that keeps Ontario open for business. However, as the 2016 Auditor General's report noted, further improvements can be made to the employment and training system to effectively help people find and keep full-time jobs. The current employment services system is unnecessarily complex and not sufficiently focused on getting the results job seekers, employers and Ontario's economy needs to grow and succeed.

The government announced on February 12, 2019, that it is transforming the way employment services are delivered by:

- Enhancing Ontario's labour market website, which features 500 job profiles to help learners and job seekers explore their first or next career, and identify opportunities for relevant education, training and re-skilling. The website will include improved navigation to the Ontario Job Bank so job seekers can find employment opportunities, and businesses can find the right workers with the right skills.
- Creating a new service delivery model that will integrate social assistance employment services into Employment Ontario to help the province's most vulnerable, including people with disabilities, to break free from the poverty cycle.

- Introducing a new model to manage the employment service system more effectively to meet the needs of job seekers, businesses and communities.
- Selecting service system managers through a new, competitive process that's open to any public, not-for-profit and private sector organization, as well as consolidated municipal service managers and district social services board service managers.
- Ensuring employment services are working more effectively with other government services, including social assistance, so when people find themselves facing barriers to employment, or in a precarious employment situation, they can get the help they need.

These changes to Ontario's employment services will happen over time, starting with three prototypes in fall 2019.

By providing job seekers and businesses with the best possible employment services, the government can help job seekers find and keep good jobs and help employers recruit the skilled workers they need to support a strong workforce.

Investing in experiential learning for the auto and related advanced manufacturing sectors

Technological disruption and global industry trends present both major challenges and opportunities for Ontario's automotive sector. On February 14, 2019, the government introduced Driving Prosperity: The Future of Ontario's Automotive Sector. The plan sets out a 10-year vision for how industry, the research and education sector and all three levels of government can work together to strengthen the auto sector's competitiveness.

The ministry will contribute to the talent development component of the plan. In 2018-19, the ministry invested \$5 million to create new internships and other experiential learning opportunities across the auto sector.

In the year ahead, the ministry will continue to contribute to skills development and strengthen the talent pipeline for the auto sector by:

- Investing an additional \$14 million to create more internships and other experiential learning opportunities.
- Investing \$3 million to launch a micro-credentials pilot to help unemployed Ontarians and at-risk workers gain the skills they need to succeed.
- Developing a talent roadmap and skills inventory to help identify current and future skills needs to support the sector.

Improving Ontario Job Bank

[Ontario Job Bank](#) is an online job site that connects job seekers with jobs and helps employers find new workers quickly. Job seekers can use the [Job Bank](#) to search for full-time or part-time employment anywhere in Ontario—or across Canada. Employers can use the site to advertise jobs for free to thousands of people and will be provided with a list of potential candidates matching the job requirements. Last year, [Job Bank](#) helped fill close to one hundred thousand jobs. The government is making it easier for people to find and use the Ontario [Job Bank](#) to help more job seekers and employers meet their employment needs. Ontario [Job Bank](#) is now available directly through employment pages on [Ontario.ca](#). This makes it easier for clients to search and find jobs.

Strengthening labour market information resources

To better help job seekers and businesses, the government is providing improved, more user-friendly online labour market information on the government's Ontario.ca website. The refreshed labour market web pages feature 500 job profiles to help students and job seekers explore their first or next career, and find out about relevant education, training and reskilling opportunities. The ministry will continue to update and enhance the website to improve the quality of labour market information for learners and job seekers, and provide critical data to employers, institutions, researchers and economic developers to help support effective workforce development and planning.

Postsecondary education

Postsecondary education is a critical part of preparing Ontario students for the future. The government is committed to bringing financial accountability and sustainability back to Ontario's postsecondary education system to ensure colleges and universities are providing positive economic outcomes and the knowledge, skills and training students and people need for the jobs of the future.

Strategic Mandate Agreements

Strategic Mandate Agreements (SMAs) are bilateral agreements negotiated between the ministry and the province's 45 publicly-assisted colleges and universities. For many years, only a small proportion of funding has been tied to performance (1.4% for universities and 1.2% for colleges) in Ontario's postsecondary education system.

Once the current SMAs expire on March 31, 2020, the new agreements will focus on more outcomes-based funding by tying 60% to performance by the 2024–25 academic year. This action will help restore accountability to Ontario's postsecondary education system.

The overall number of metrics will also be reduced from 38 for colleges and 28 for universities to 10 for each sector. These 10 metrics align with the government's priorities in skills and job outcomes, and economic and community impact. These changes will reduce the reporting burden for institutions while supporting sustainability through a focus on institutional strengths and differentiation.

Maximizing commercialization opportunities

Ontario's postsecondary institutions conduct high-quality research through campus accelerators and incubators, which contribute to today's innovation-based economy. However, more needs to be done to strengthen the province's intellectual property position and maximize commercialization opportunities for economic growth.

The government will create an Expert Panel tasked with delivering an action plan for a provincial intellectual property framework and maximizing commercialization opportunities specifically related to the postsecondary education sector. This panel will potentially include representation from the postsecondary, industry, innovation, venture capital and investment, banking and finance sectors, as well as from medical research and intellectual property legal expertise.

Ontario Student Assistance Program (OSAP)

The Ontario government spent \$2.1 billion in grants and loans through [OSAP](#) to support about 450,000 students in 2018-19. A 2018 report from the Auditor General showed that overspending on OSAP in recent years did not result in proportionately higher postsecondary enrolment.

In January 2019, the government announced the steps it has taken to restore financial sustainability to OSAP so the program is efficient and cost-effective, and is protected for future generations. Changes to OSAP ensure it gets back to doing what it is supposed to do – supporting the students who need it the most.

Starting in fall 2019 the government will:

- Target OSAP to those students who have demonstrated the greatest financial need.
- Make the program more cost-effective and sustainable for future generations by adjusting the calculation for student financial assistance to reflect the increase to minimum wage, restoring parental contribution rates back to 2017-18 levels and factoring in parental income for students who have been out of high school for six years or less.
- Update the computer allowance to reflect a one-time purchase, rather than an expense eligible for each year of study.
- Make it easier for students to get on their feet after school before they need to start repaying their student loans by maintaining the current \$25,000 annual income threshold for the Repayment Assistance Plan.

Tuition fee framework

Students in Ontario currently pay among the highest tuition rates in Canada, with the average Ontario university domestic tuition close to \$9,000 according to Statistics Canada, and the average 2018-19 college domestic tuition \$3,400.

The government is implementing a new two-year Tuition Fee Framework for the 2019-20 and 2020-21 academic years. For the 2019–20 academic year, the government is lowering domestic tuition by 10% across all funding-eligible programs to keep more money in the pockets of students and their families. The new tuition framework will also freeze domestic tuition fees for the 2020–21 school year.

On average, this tuition reduction means domestic students attending college will see their tuition lowered by approximately \$340 and domestic students in university enrolled in an undergraduate arts and science degree with an average tuition of \$6,600 will see it lowered by \$660. Overall, this will result in \$450 million in tuition relief for Ontario domestic students.

This new tuition fee framework makes college and university more affordable for students and their families and provides institutions with multi-year predictability so they can engage in effective operational planning to ensure quality is maintained in the postsecondary system while looking for efficiencies.

Student fees

Students pay fees in addition to tuition to cover a wide range of postsecondary expenses such as student handbooks, non-student related organizations or club fees - services and organizations the student may not use or support.

The ministry is increasing transparency and freedom of choice for student fees by introducing a plan where non-tuition student fees are clearly communicated and students get a choice about where their money is spent. Going forward, postsecondary institutions will be required to provide an online opt-out option for all non-essential, non-tuition fees.

Free speech

Colleges and universities should be places where students exchange ideas and opinions in an open and respectful debate. That is why as of January 1, 2019, the government now requires every Ontario publicly-assisted college and university to develop, post online, implement and comply with a free speech policy that meets a minimum standard prescribed by the government. This will ensure that all colleges and universities have a strong, clear and consistent free speech policy that applies to faculty, students, staff, management and guests. Colleges and universities must report annually on their progress to the Higher Education Quality Council of Ontario (HEQCO), starting September 2019.

Making campuses safer

On March 19, 2019, the government released a summary report of the 2018 [Student Voices on Sexual Violence](#) Survey, which was voluntarily completed by 160,000 students across Ontario. The results of [the report](#) are helping to inform postsecondary institutions' sexual violence response and prevention efforts to ensure Ontario's postsecondary campuses are a safe place to learn.

The government is also supporting campus safety by doubling the 2018–19 investment in the Women's Campus Safety Grant to assist colleges and universities in supporting the prevention of sexual violence and requiring every publicly-assisted postsecondary institution in Ontario to have a task force devoted to tackling sexual violence on campus. Each task force will be required to report their findings to both the ministry and their respective Board of Governors.

Indigenous Institutes

Indigenous Institutes provide access to learners who might otherwise not participate in postsecondary education and training, particularly in northern and remote locations.

To support the recognition of Ontario's nine Indigenous Institutes as part of the province's publicly-assisted postsecondary education and training system, the ministry increased funding to the Institutes to \$21 million in 2018–19.

Private career colleges

On April 2, 2019, the Legislature passed the [Restoring Ontario's Competitiveness Act](#). The act will reduce regulatory burdens in 12 sectors, helping job creators thrive, create and keep good jobs. This legislation amends

the [Private Career Colleges Act, 2005](#), to cut red tape and reduce administrative burdens. The changes create registration requirements that make sense, align tuition fee collection with the federal government and reduce unnecessary regulatory notices. They also maintain important information for students and introduce modern and easy-to-use online services. The private career colleges' sector will see annual savings of \$460,000 in their business costs, including less paperwork. This will permit them to invest in quality programs, instructors and infrastructure to support a vocational training sector that provides the skilled workforce that employers need.

Government priority

Modernize the skilled trades and apprenticeship system.

Ministry of Training, Colleges and Universities initiatives:

- Wind down the Ontario College of Trades.
- Develop a client-facing digital system.
- Introduce a new financial incentive program for employers to come together and train apprentices.
- Increase access to the skilled trades through a ministry-led marketing campaign.
- Promote awareness of and access to apprenticeship and skilled trades pathways for all students.
- Continue to provide pre-apprenticeship training.
- Introduce a new flexible framework to enable training and certification in a full trade or in a portable skill set.

Government priority

Transform and integrate Ontario's employment services system.

Ministry of Training, Colleges and Universities initiatives:

- Redesign Second Career and other skills training programs to ensure they are effectively helping job seekers get the skills they need to find work.
- Introduce a new service delivery model that will integrate social assistance employment services into Employment Ontario to help the province's most vulnerable, including individuals on social assistance, to break free from the poverty cycle.
- Introduce a new model in three prototype areas to manage the employment service system more effectively to meet the needs of job seekers, businesses and communities.
- Ensure employment services are working more effectively with other government services, including social assistance.
- Continue to update and provide better access to career planning and job search resources like the [labour market website](#) and [Job Bank](#).

Government priority

Make postsecondary education more affordable, cost-efficient and sustainable.

Ministry of Training, Colleges and Universities initiatives:

- Focus new Strategic Mandate Agreements on outcomes-based funding.
 - Create an action plan for a provincial intellectual property framework and maximize commercialization opportunities in postsecondary education sector.
 - Refocus the Ontario Student Assistance Program to those who need it most.
 - New tuition framework for colleges and universities.
 - Student Choice Initiative for student fees.
-

Highlights of 2018-19 results

Employment and training

- Modernizing Ontario's apprenticeship and skilled trades system to help employers and workers prepare for successful careers in the trades.
- Helping to prepare approximately 1,600 people for the skilled trades and apprenticeship jobs by investing \$18.1 million in pre-apprenticeship training.
- Supporting Ontario's auto sector by investing \$5 million to create new internships and other auto-focused experiential learning opportunities.
- Assisted 1,547 clients develop essential, technical, and employability skills through the SkillsAdvance Ontario pilot that supports partnerships between sector-based employers and employment and training providers to create a job-ready and skilled workforce.
- Supported 683 clients through a newly integrated Supported Employment program to help persons who face complex barriers to employment as a result of a disability in securing competitive and sustainable employment.

Postsecondary education

- Protecting free speech on campus by requiring all of Ontario's postsecondary institutions to develop, implement and comply with a free speech policy by January 1, 2019.
- Making postsecondary education more affordable by reducing tuition fees by 10% for funding-eligible programs at every publicly-assisted college or university in Ontario in 2019–20 relative to 2018–19 tuition levels. For the 2020–21 academic year, tuition fees will remain frozen at 2019–20 levels.
- Introduced the Student Choice Initiative so students can be more empowered and informed about how their student fees are used.
- Making campuses safer by releasing a summary of the results from the Student Voices on Sexual Violence Survey and doubling the 2018–19 investment in the Women's Campus Safety Grant to assist colleges and universities in making improvements to the supports and services available to students.
- Improving the Ontario Student Assistance Program by focusing funding on students who have demonstrated financial need so the program can remain sustainable and help students for years to come.

Ministry priorities - employment and training

- Reduce regulatory burden in the apprenticeship system by winding down the Ontario College of Trades.
- Make it easier for people to navigate the apprenticeship system by developing a client-facing digital system.
- Encouraging employer participation in the apprenticeship system through a new financial incentive program to support employers to come together and train apprentices.
- Increase awareness of and access to the skilled trades through a ministry-led marketing campaign.
- Encourage students to consider apprenticeship as a viable career pathway, starting in kindergarten.
- Continue to prepare 1,600 people for careers in the skilled trades through an investment of \$18.1 million in pre-apprenticeship training.
- Introducing a new flexible framework to enable training and certification in a full trade or in a portable skill set.
- Redesign Second Career and other skills training programs to ensure they are cost-effective and deliver results.
- Continue to support talent development in the auto sector by investing a total of \$19 million to create internships and other experiential learning opportunities.
- Investing \$3 million in a micro-credentials pilot to support the government's Driving Prosperity plan for the automotive sector, promote the development of new, industry-recognized, short-duration training programs and test their potential to help Ontarians gain relevant skills and get back to work quickly.
- Continue to identify current and future skills needs to support the auto sector by developing a talent roadmap and skills inventory.
- Transforming the way Ontario's employment services are delivered to help more job seekers, including those on social assistance, to find and keep a job by introducing a new service delivery model that will integrate social assistance employment services into Employment Ontario.
- More effectively meet the needs of job seekers, business and communities by introducing a new model to manage the employment service system that is cost-efficient and outcomes-focused.
- Help students and job seekers make informed education and career decisions and search for jobs by continuously improving the ministry's labour market website and increasing access to the Ontario Job Bank.

Ministry priorities – postsecondary education

- Focus new Strategic Mandate Agreements on more outcomes-based funding tied to performance.
- Develop an action plan for a provincial intellectual property framework and maximizing commercialization opportunities related to the postsecondary education sector.
- Refocus and increase the sustainability of the Ontario Student Assistance Program (OSAP) to support students who have demonstrated financial need and ensure the program is available for future generations.
- Help make postsecondary education more affordable and accessible by lowering domestic tuition fees by 10% across all funding-eligible programs.

Increase transparency of postsecondary costs and give students more control over their finances through the Student Choice Initiative, which gives students greater choice about what student fees they pay.

- Continue to ensure that Ontario's postsecondary campuses are a safe place to learn by sharing the findings from the Student Voices on Sexual Violence Survey and supporting institutions to make improvements to the supports and services available to students.

Agencies, Boards and Commissions (ABCs)

Higher Education Quality Council of Ontario (HEQCO)

Assists the Minister to improve all aspects of postsecondary education, including improving 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 postsecondary education sector
- Evaluates the postsecondary education sector, reports to the Minister and makes results public
- Conducts research on postsecondary education.
- Researches, evaluates and reports on free speech across the postsecondary sector.

2019-20 Expenditure Estimates: \$4,100,000

2019-20 Revenue Estimates: n/a

2018-19 Expenditure Interim Actuals: \$5,000,000

2018-19 Revenue Interim Actuals: n/a

2017-18 Expenditure Actuals: \$5,145,498.63

2017-18 Revenue Actuals: n/a

Training Completion Assurance Fund Advisory Board (TCAF)

Provides advice to the Superintendent of Private Career Colleges (PCC) on 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.

2019-20 Expenditure Estimates: n/a

2019-20 Revenue Estimates: n/a

2018-19 Expenditure Interim Actuals: n/a

2018-19 Revenue Interim Actuals: n/a

2017-18 Expenditure Actuals: n/a

2017-18 Revenue Actuals: n/a

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.

2019-20 Expenditure Estimates: \$975,300

2019-20 Revenue Estimates: \$120,000

2018-19 Expenditure Interim Actuals: \$1,057,000

2018-19 Revenue Interim Actuals: \$55,000

2017-18 Expenditure Actuals: \$968,000

2017-18 Revenue Actuals: \$105,000

Office of the Fairness Commissioner (OFC)

(Oversight transferred to TCU, June 2018)

The Fairness Commissioner's mandate is to help ensure that registration practices of regulated professions and compulsory trades are transparent, objective, impartial, and fair, as required by [Fair Access to Regulated Professions and Compulsory Trades Act, 2006](#), and the [Regulated Health Professions Act, 1991](#).

2019-20 Expenditure Estimates: \$1,195,000

2019-20 Revenue Estimates: n/a

2018-19 Expenditure Interim Actuals: \$1,299,116.86

2018-19 Revenue Interim Actuals: n/a

2017-18 Expenditure Actuals: \$1,263,921.80

2017-18 Revenue Actuals: n/a

College of Trades Appointments Council and Classification Roster (COTACCR)

(Oversight transferred to TCU, June 2018)

The COTACCR has two branches:

- The Appointments Council branch appoints members to the Ontario College of Trades’ governing structure, including the Board of Governors, divisional boards and trade boards and the roster of adjudicators.
- The Classification Roster branch establishes panels to make determinations on the classification of trades in Ontario as either voluntary or compulsory.

In November 2018, the Ontario government announced its intention to wind-down the Ontario College of Trades. As part of the wind-down process, activities related to the College of Trades Appointments Council and Classification Roster (COTACCR) have ceased.

2019-20 Expenditure Estimates: n/a
The COTACCR is expected to be dissolved in 2019–20.

2019-20 Revenue Estimates: n/a

2018-19 Expenditure Interim Actuals: \$24,500

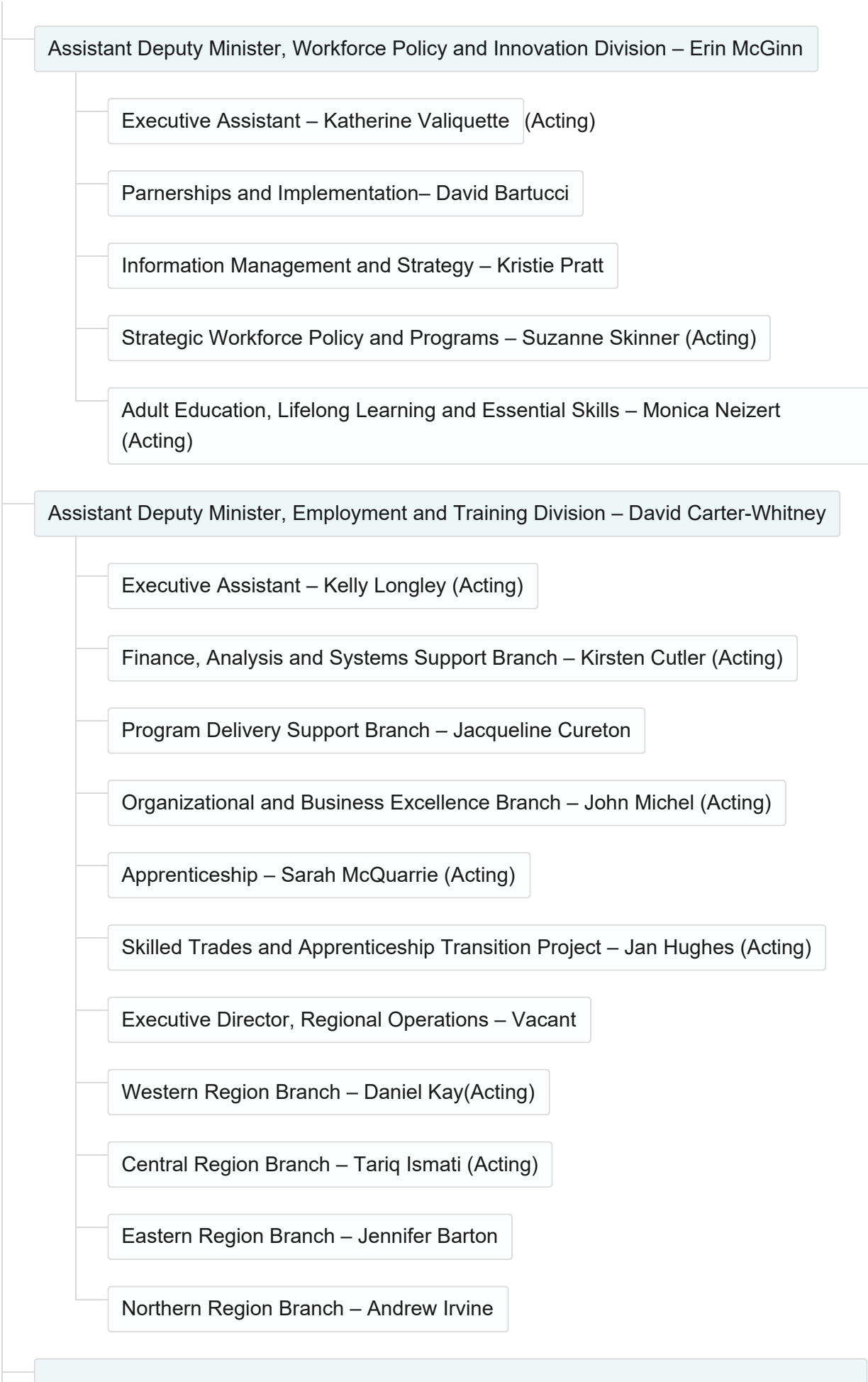
2018-19 Revenue Interim Actuals: n/a

2017-18 Expenditure Actuals: \$24,778.63

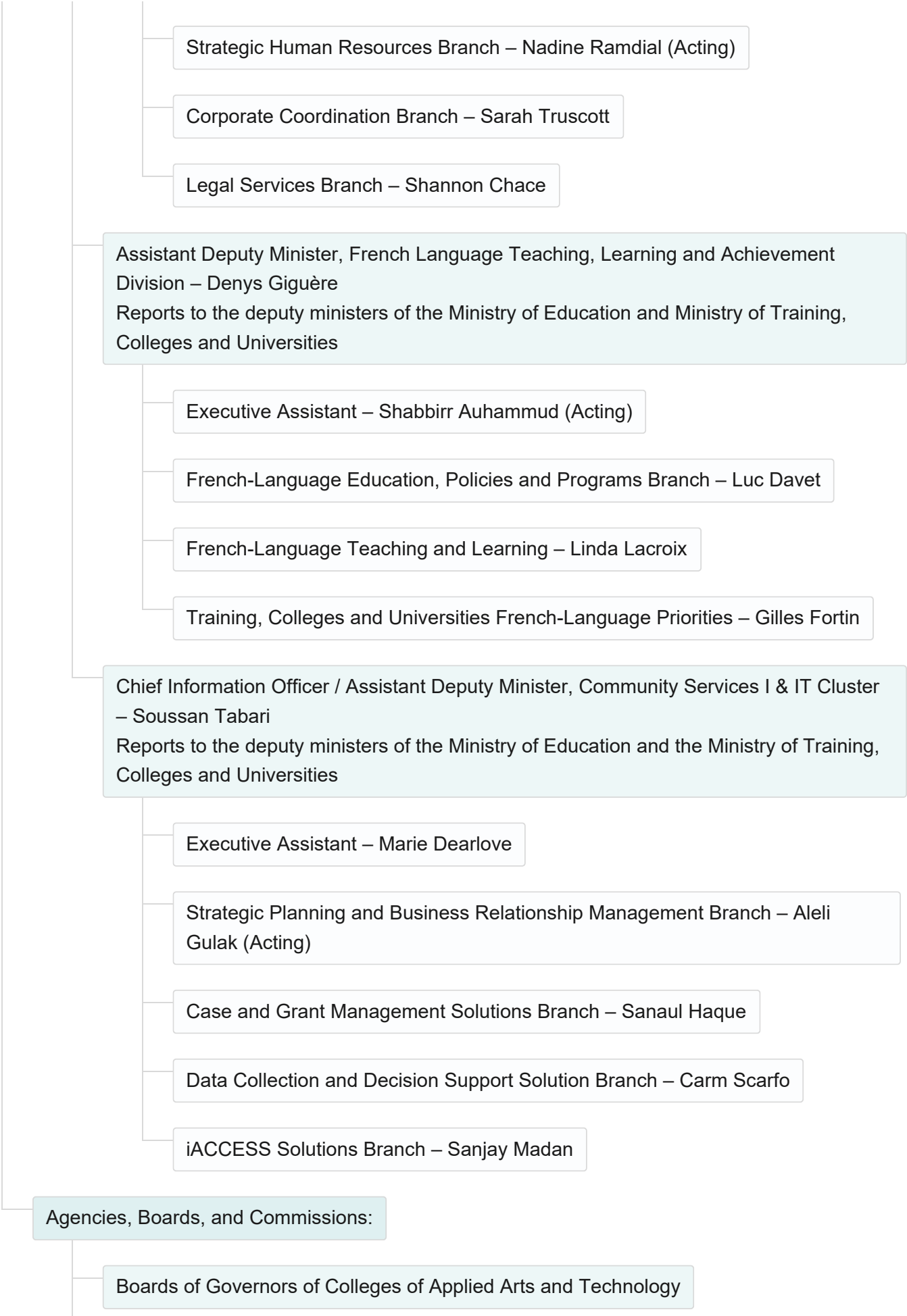
2017-18 Revenue Actuals: n/a

Ministry organization chart











Detailed financial information

Table 2: Total Operating and Capital Summary by Vote

*** 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 2019 Ontario Budget.**

Votes/Programs	Estimates 2019–20 \$	Change from Estimates 2018–19 \$	Change from Estimates %	Estimates 2018–19* \$	Interim Actuals 2018–19* \$	Actuals 2017–18* \$
Operating expense	16,991,100	(3,686,300)	(17.8)	20,677,400	17,722,400	22,797,799
Ministry Administration						
Postsecondary Education	6,680,779,600	(649,965,300)	(8.9)	7,330,744,900	7,480,572,500	6,954,756,923
Employment Ontario	1,269,225,200	(123,830,100)	(8.9)	1,393,055,300	1,240,317,800	1,225,639,721
Strategic Policy and Programs	–	–		–	–	20,031,190
Total Operating Expense to be Voted	7,966,995,900	(777,481,700)	(8.9)	8,744,477,600	8,738,612,700	8,223,225,633

Statutory Appropriations	61,606,014	–	–	61,606,014	42,146,314	30,036,448
Ministry Total Operating Expense	8,028,601,914	(777,481,700)	(8.8)	8,806,083,614	8,780,759,014	8,253,262,081
Consolidation Adjustment – Schools	(70,499,100)	(7,078,100)		(63,421,000)	(65,996,200)	(64,421,313)
Consolidation Adjustment – Colleges	3,043,732,300	528,736,300	21.0	2,514,996,000	2,855,859,700	2,311,049,050
Operating Expense Adjustment – Student Assistance Interest Expense Reclassification	(48,979,900)	–	–	(48,979,900)	(48,979,900)	(28,167,928)
Operating Expense Adjustment – Greenhouse Gas Reduction Account Reclassification	–	(42,400,000)	(100.0)	42,400,000	–	5,246,713
Total Including Consolidation & Other Adjustments	10,952,855,214	(298,223,500)	(2.7)	11,251,078,714	11,521,642,614	10,476,968,603
Operating assets Ministry Administration	1,000	–	–	1,000	–	–
Postsecondary Education	440,000,000	162,999,000	58.8	277,001,000	277,001,000	215,595,555

Employment Ontario	2,000,000	–	–	2,000,000	2,000,000	667,300
Total Operating Assets to be Voted	442,001,000	162,999,000	58.4	279,002,000	279,001,000	216,262,855
Ministry Total Operating Assets	442,001,000	162,999,000	58.4	279,002,000	279,001,000	216,262,855
Capital expense Postsecondary Education	91,756,700	(353,635,700)	(79.4)	445,392,400	402,405,900	541,221,090
Employment Ontario	14,001,000	–	–	14,001,000	14,001,000	14,222,521
Total Capital Expense to be Voted	105,757,700	(353,635,700)	(77.0)	459,393,400	416,406,900	555,443,611
Statutory Appropriations	8,247,500	1,253,600	17.9	6,993,900	6,993,900	5,774,950
Ministry Total Capital Expense	114,005,200	(352,382,100)	(75.6)	466,387,300	423,400,800	561,218,561
Consolidation & other adjustments – Colleges	303,907,400	108,025,000	55.1	195,882,400	217,164,200	100,386,314
Capital Expense Adjustment – Greenhouse Gas Reduction Account Reclassification	–	(57,600,000)	(100.0)	57,600,000	–	218,344,126
Consolidation	–	54,259,300		(54,259,300)	(54,259,300)	(112,976,556)

Adjustment –
Strategic
Investment
Fund

Total Including Consolidation & Other Adjustments	417,912,600	(247,697,800)	(37.2)	665,610,400	586,305,700	766,972,445
Capital assets Postsecondary Education	1,000	(6,465,900)	(100.0)	6,466,900	6,466,900	5,284,467
Total Capital Assets to be Voted	1,000	(6,465,900)	(100.0)	6,466,900	6,466,900	5,284,467
Ministry Total Capital Assets	1,000	(6,465,900)	(100.0)	6,466,900	6,466,900	5,284,467
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	11,370,767,814	(545,921,300)	(4.6)	11,916,689,114	12,107,948,314	11,243,941,048

Ministry programs (operating and capital expense) – voted

Postsecondary education, 83.9%
Employment Ontario, 15.9%
Ministry administration, 0.2%

Historic trend table *Estimates and actuals for prior ficals years are re-stated to reflect any changes in ministry organization and/or program structure.				
Historic trend analysis data	Actuals	Actuals	Estimates	Estimates
	2016-17	2017-18	2018-19*	2019-20

	\$	\$	\$	\$
Ministry total operating and capital including consolidation and other adjustments (not including assets).	10,248,143,457	11,243,941,048	11,916,689,114	11,370,767,814
		10%	6%	-5%

Increase in total ministry expense between 2016-17 and 2018-19 primarily due to Ontario Student Assistance Program (OSAP) to support higher than forecasted applications and awards and time-limited federal investments in postsecondary education capital projects. The decrease in total ministry expense in 2019-20 is mainly due to OSAP reform, cancellation of 2018 Budget initiatives and the wind-down of the time-limited federal investments in postsecondary education capital projects.

Appendix: 2018-19 annual report

2018-19 results

The government is committed to making Ontario open for business and bringing quality jobs back to the province. In the past year, the Ministry of Training, Colleges and Universities has focused on making sure that the people of Ontario have the education, skills and opportunities to fill those jobs. Key investments in postsecondary education and employment and training programs have been critical to helping people find and succeed in their first or next job so they can contribute to the success of the province and have a better life.

At the same time, the ministry has worked to restore accountability and trust in Ontario's finances, making the changes needed to balance the budget responsibly and to ensure financial sustainability to protect public services for future generations.

Key initiatives and results

The government's goal is to return Ontario to its rightful place as the economic engine of Canada. By making it easier for people to access a postsecondary education, learn new skills, start a business or hire the talent they need to grow a business, we can ensure the province has the best education system and workforce in the world.

Reforming apprenticeships and supporting the skilled trades

Apprenticeship is a critical part of Ontario's employment and training programs. It combines classroom and work-based training for people who want to work in a skilled trade. The government supports apprentices in a number of ways by providing programs that prepare individuals for apprenticeship training, financial supports for those attending classroom training and financial bonuses for program completion.

Modernizing Ontario's apprenticeship system

To help employers and workers better fill the demand for skilled trades and apprenticeship jobs and bring quality jobs back to Ontario, the government announced on October 23, 2018, that it would be modernizing Ontario's apprenticeship and skilled trades system as part of the province's larger Open for Business Action Plan. The plan includes the following actions:

- Setting all journey person to apprentice ratios at one-to-one to reduce costs and provide more flexibility for employers.
- Implementing a moratorium on trade classifications and reclassifications to mitigate the risk of increasing regulatory burden and costs for businesses.
- Winding down the Ontario College of Trades to reduce unnecessary regulatory burdens.
- Looking at ways to promote the skilled trades in Ontario and to improve access to the apprenticeship system for both apprentices and employers.

Preparing people to work in the skilled trades

The ministry is helping individuals prepare for successful careers in the skilled trades by investing \$18.1 million to provide pre-apprenticeship training to approximately 1,600 people. Pre-apprenticeship training helps people develop the trade-specific knowledge, job skills and work experience they need to get good jobs in high-demand trades. Local programs offer opportunities for training and experience that make Ontarians ready to work in trades-related jobs and to be hired as apprentices.

Ongoing support for apprenticeship

The ministry continues to support apprentices, employers and training delivery agents in 2018-19 with a planned investment of \$187.0 million in existing training programs and financial incentives. This includes:

- \$14.0 million for the Ontario Youth Apprenticeship Program which offers students in grades 11 and 12 the opportunity to train in a skilled trade while completing their secondary school diploma.
- \$88.8 million for the Apprenticeship In-Class Training Program to provide classroom training to apprentices.
- \$6.0 million for the Employer Completion Bonus that provides a one-time, taxable \$1,000 bonus to eligible employers for each apprentice who completes their apprenticeship training while under their employ.
- \$14.0 million for the Apprenticeship Enhancement Fund Program to help training delivery agents make capital upgrades and buy state-of-the-art equipment essential for the technical training of apprentices.

Supporting all job seekers and employers

Investing in talent development in the auto sector

Technological disruption and global industry trends present both major challenges and opportunities for Ontario's automotive sector. On February 14, 2019, the government announced the Driving Prosperity plan to strengthen Ontario's auto sector by leveraging sector strengths and charting a path for growth and creating jobs.

The ministry is working with industry, along with research and education partners, to develop a strong workforce to support Ontario's auto sector. In 2018-19, the ministry invested \$5 million to create new internships and other experiential learning opportunities throughout all facets of the auto sector in Ontario.

Transforming Ontario's employment services

Ontario's employment and training programs are critical to building the skilled workforce that Ontario's economy needs to grow and succeed. However, in 2016, the Auditor General reported that Ontario's employment and

training programs could be further improved to effectively help people find and keep full-time jobs.

On February 12, 2019, the government announced that it is transforming the way employment services are delivered by:

- Creating a new service delivery model that will integrate social assistance employment services into Employment Ontario to help the province's most vulnerable to break free from the poverty cycle.
- Introducing a new model to manage the employment service system more effectively to meet the needs of job seekers, businesses and communities.
- Ensuring employment services are working more effectively with other government services, including social assistance, so when people find themselves facing barriers to employment, or in a precarious employment situation, they can get the help they need.
- Implementing changes to Ontario's employment services gradually, starting with three prototypes in fall 2019.

The government is currently engaging with key stakeholders to help inform the next steps of the transformation.

Making it easier to plan a career and search for a job

The government is delivering [labour market information](#) through an improved, user-friendly website that serves as a one-stop location for connecting users to tools, data and analysis for effective career exploration and workforce planning. The refreshed website features 500 job profiles to help learners and job seekers explore their first or next career, and identify opportunities for relevant education, training and re-skilling.

The website also includes improved navigation to the [Ontario Job Bank](#). Job seekers can use the Job Bank to search for full-time or part-time employment anywhere in Ontario – or across Canada. Employers can use the site to find the right workers for their business by advertising jobs for free to thousands of people and getting a list of potential candidates matching the job requirements.

Making it easier to transition from school to the workforce

Employers and educators agree that hands-on learning opportunities are essential for a successful career start. Work-related learning opportunities give students, apprentices and recent graduates the experience they need to develop their skills and to build connections that often lead to employment after graduation and upon entry into the workforce. The government's financial support of experiential learning initiatives is expected to create:

- More than 3,000 high-impact, industry-led research internships through the Mitacs Accelerate program, and an additional 500 international internships through the Mitacs Globalink program.
- 56 additional fellowships and 84 additional internships per year for college students, undergraduates, graduate students, recent Masters and PhD graduates, and postdoctoral fellows through the TalentEdge program.
- Over 81,000 work-related learning opportunities for students, apprentices and recent graduates through the [Career Ready Fund](#).

Supporting youth employment

Youth between the ages of 15 and 29 are one segment of the working age Ontario population that experience higher unemployment rates than most. It is critical to help youth get and succeed in their first or next job. Through a suite of youth-focused employment programs supported by the ministry, young people can explore career options, improve their readiness for the labour market and connect with employers offering opportunities. In 2018-19, the ministry's youth employment programs helped more than 18,200 youth to either access programs that make them more job-ready, or to be matched with a job and offered employment.

Ministry employment programs supporting young people include Youth Job Connection, which helps youth facing complex barriers to employment by offering more intensive supports beyond traditional job search and placement opportunities, and Youth Job Connection Summer, which provides summer, part-time and after-school job opportunities to high school students who are facing challenging life circumstances and need support transitioning between school and work.

Continuing to support employment and training programs

Ontario's employment and training programs help job seekers find and keep good jobs and help employers recruit the skilled workers they need. Employment Ontario is the province's network of employment and training programs that supports job seekers and employers. In 2018-19, Employment Ontario served about one million people through a suite of programs that the provincial government continues to fund, including:

- **Employment Service:** Provided over 706,060 clients with resources, supports and services to respond to their career and employment needs.
- **Second Career:** Provided over 3,830 laid off, unemployed workers with an opportunity to get new skills for jobs that are in demand in Ontario.
- **Canada-Ontario Job Grant:** Provided enough grant funding to businesses to train over 19,690 new or current employees.
- **SkillsAdvance Ontario:** A sector-focused workforce development pilot that supported partnerships between 104 employers and 15 training providers.
- **Literacy and Basic Skills Program:** In 2017-18, helped approximately 48,000 adult learners build critical foundational skills such as reading, writing, numeracy and digital skills.

Workforce planning

In 2018-19, the ministry supported initiatives like Local Employment Planning Council pilots and Workforce Planning Boards to help local communities plan and deliver the employment and training programs and services they specifically need.

Adult education

Almost 200,000 Ontarians participate in adult education programs every year to upgrade their language, literacy and numeracy skills, complete their Ontario Secondary School Diploma, obtain a license or experience to practice in their profession or skilled trade in Ontario and more.

The government recognizes that this type of education is a critical component of Ontario's employment and

training programs. In 2018-19, the ministry continued to support adult education with a planned investment of \$110.8 million for the Literacy and Basic Skills program, with the aim to serve approximately 48,000 learners in 2018-19, and \$23.2 million to help highly-skilled, internationally trained immigrants obtain a license and employment in their field through the Ontario Bridge Training program.

In 2018-19, the government continued to support the expansion of the Dual Credit program as a pilot to adults, who were not previously eligible for the program. This expansion of the program will enable approximately 600 more adult learners to complete secondary school and successfully transition to college and/or apprenticeship.

Removing barriers to postsecondary education

Postsecondary education is a critical part of preparing Ontario students for the future. The government works with colleges and universities to create the conditions that make it easier for people to access a high-quality education. An educated workforce will help build an economy that allows more Ontario workers to find a job in their home communities, start a business, grow a business or invest in Ontario.

Ending the labour dispute at York University

On March 5, 2018, graduate teaching assistants, contract faculty and graduate research assistants at York University went on strike, affecting approximately 50,000 students. The contract faculty settled early, leaving the teaching graduate and research assistants on strike. The strike lasted for several months, becoming the longest postsecondary strike in Canadian history. To get students back to class so they could continue their education, the government introduced legislation to end the strike and sent the issues in dispute to a dispute resolution process. The legislation passed on July 26, 2018, allowing students to complete their classes and ensuring the fall semester at York University was not disrupted.

Supporting Francophone students

Ontario is home to over 620,000 Francophones, and the government recognizes the importance of providing French-speaking Ontarians with access to high-quality postsecondary education. In 2018-19, the Ontario government invested almost \$74 million to support French-language postsecondary education. Ontario also received approximately \$13 million from the federal government to assist in providing French-language postsecondary education and second official language instruction. Collège Boréal – a postsecondary institution that offers French-language programs – needed to secure new space for their Toronto campus due to their current lease expiring. The government plans to provide \$15 million to Collège Boréal for capital investment in their new space in Toronto's Distillery District, ensuring that Ontario continues to offer education options that meet the needs of Francophone students and the Francophone community.

Protecting free speech on campuses

To ensure that colleges and universities are places where ideas and opinions can be exchanged in open and respectful debate, the Minister directed Ontario's postsecondary institutions to develop, implement and comply with a free speech policy by January 1, 2019. Each policy is required to meet a minimum standard prescribed by the government and based on best practices from around the world.

All publicly-assisted colleges and universities now have a free speech policy posted on their respective websites. A regulatory amendment made under the [Higher Education Quality Council of Ontario Act, 2005](#) gave [HEQCO](#) the function to research and evaluate how free speech is being addressed at each postsecondary institution and across the postsecondary sector, as well as to provide reports and recommendations to the Minister on HEQCO's findings on free speech.

These actions will ensure that all colleges and universities have a strong, clear and consistent free speech policy that applies to faculty, students, staff, management and guests. The policies will reaffirm that speech that violates the law, including the Ontario Human Rights Code, is not allowed, which protects against hate speech, discrimination and other illegal forms of speech.

Making postsecondary education more affordable

Average university tuition in Ontario has increased significantly since the mid-1990s and is currently among the highest in Canada. To ensure that all Ontario students have affordable access to high-quality postsecondary education, the government announced a new Tuition Fee Framework for the academic years 2019-20 and 2020-21. Under this new framework, tuition for domestic students in funding-eligible programs will be reduced by 10% for the 2019-20 academic year. For 2020-21, tuition will be frozen at 2019-20 levels.

On average, domestic students attending college will see their tuition reduced by approximately \$340 and domestic students in university enrolled in an undergraduate arts and science degree with an average tuition of \$6,600 will see it lowered by \$660.

In addition to tuition, students are required to pay upwards of \$2,000 in compulsory student fees. These fees often get allocated to services that students do not use, or to organizations they do not support. To bring predictability and transparency to the cost of a postsecondary education, the government introduced the Student Choice Initiative. Starting in 2019-20, students can choose which programs and organizations they want to support with their student fees and be more empowered and informed about their own finances.

Protecting students from sexual violence

The *Student Voices on Sexual Violence Survey* was conducted in 2018 to gather information about how respondents perceive, understand and respond to sexual violence, as well as their level of satisfaction with their postsecondary institution's sexual violence supports and services. More than 160,000 students across Ontario participated in this voluntary survey.

On March 19, 2019, the government released a [summary report of the survey](#) results to help inform postsecondary institutions' sexual violence response and prevention efforts.

At the same time, the government announced that it would double the 2018-19 investment in the Women's Campus Safety Grant to assist colleges and universities in making improvements to the supports and services available to students, and required every publicly-assisted postsecondary institution in Ontario to have a task force devoted to addressing sexual violence on campus.

Supporting digital learning

Postsecondary institutions are facing demographic shifts and must re-evaluate who, why and how they are teaching their students. This shift includes an increase in mature and non-traditional learners, expectations that educational experiences be available without geographic boundaries and demand for up-skilling or mid-career retraining. The digital learning landscape in Ontario provides alternative options for traditional postsecondary education.

Mental health supports

Over the last several years, the mental health needs of postsecondary students have increased dramatically in Ontario. According to the last National College Health Assessment in 2016, 46% of Ontario's postsecondary students reported symptoms of depression and 65% felt overwhelming anxiety. The ministry provided \$15 million in funding last year for mental health supports and services, including funding to Good2Talk, a mental health helpline service for postsecondary students, the Mental Health Services Grant, Mental Health Worker Grant and the Centre for Innovation in Campus Mental Health, to increase the accessibility of mental health service staff for all students. Recognizing that mental health requires a whole-of-community approach, an additional \$1 million was provided in 2018-19 to the Centre for Innovation in Campus Mental Health to develop partnerships between the postsecondary sector and community mental health service providers.

Supports for students with disabilities

The government works with all colleges and universities to create the conditions that make it easier for people to access a high-quality education, including students with disabilities. The ministry invested more than \$55.6 million last year to help students transition to postsecondary education and succeed once they get there. This included \$32.6 million for the Accessibility Fund for Students with Disabilities, which helps fund costs related to the operation of offices for students with disabilities and \$12.3 million for Interpreter Funds to accommodate students who are deaf, deafened and hard-of-hearing.

Improving facilities at postsecondary institutions

In order to ensure Ontario has the best education system in the world, students must have access to high-quality learning facilities and equipment. Publicly-assisted colleges and universities are responsible for ensuring that their facilities are maintained and in good condition. In 2018-19, the ministry provided \$227 million in capital funding to help colleges and universities maintain, enhance and expand the physical infrastructure of their academic facilities. This included \$80 million for the Facilities Renewal Program to help repair, renovate and alter existing facilities and \$20 million for the College Equipment and Renewal Fund to help colleges purchase new computers and software for teaching purposes and specialized equipment or machinery for use in labs and classrooms.

Ensuring fiscal accountability and sustainability in the postsecondary system

The government is committed to restoring trust and accountability in the province's public finances. As such, the government has introduced a number of recent changes to Ontario's postsecondary education system to ensure it is positioned to operate in an effective, efficient and fiscally-responsible manner that provides students with

good value for money and protects public services for future generations.

Refocusing the Ontario Student Assistance Program (OSAP)

A recent report from the Auditor General showed that overspending on [OSAP](#) in recent years has not resulted in proportionately higher postsecondary enrolment. The Auditor General also projected the program could balloon to over \$2 billion by 2020-21. However, further examination shows that the program is already costing taxpayers \$2 billion in 2018-19.

To ensure OSAP remains sustainable and available for future generations of students, the government is refocusing the program so the students who receive OSAP have demonstrated financial need. The government will achieve this by:

- Continuing to provide grants to students with the greatest financial need.
- Ensuring that students who receive OSAP are students who have shown they have financial need and eliminating the non-needs-based portion of the Ontario Student Grant.
- Reducing the family income thresholds associated with eligibility for the Ontario Student Grant.
- Adjusting student contributions to reflect the increase to minimum wage.
- Restoring parental contributions to 2017-18 rates.
- Making the computer allowance reflect a one-time purchase.
- Changing the definition of an independent student for Ontario funding so parental income is factored into the OSAP needs assessment for students who have been out of high school for six years or less to address concerns outlined in the recent Auditor General's report.
- Changing the grant-to-loan ratio to a minimum of 50% loan from Ontario for students in second-entry programs in Ontario and for students attending public institutions outside of Ontario, but within Canada.
- Maintain the current \$25,000 annual income threshold for the Repayment Assistance Plan, ensuring that students are able to get on their feet after school before they need to start repaying their loan.

Acknowledging and rewarding innovation

Each year, the ministry acknowledges notable graduates, researchers and leaders from across the postsecondary sector for their innovative work that helps to grow the economy and improve lives:

- The annual Premier's Awards acknowledge college graduates that have demonstrated outstanding achievement related to their college experience and have made a significant contribution to their communities. In 2018, eight individuals were recognized for their important work in the areas of apprenticeship, business, community service, creative arts and design, health sciences, technology and more.
- The ministry also awarded the 2018 Minister's Lifetime Achievement Award to Gail Smyth, former Executive Director of Skills Ontario, for her significant contributions to the skilled trades.
- The John Charles Polanyi Prizes are awarded annually to researchers who are in the early stages of their careers, are pursuing post-doctoral research at an Ontario university and represent the province's next generation of innovators. In January 2019, Ontario recognized five of the province's leading researchers for

their contributions to the fields of chemistry, physiology or medicine, physics and economic science.

Table 3: Ministry interim actual expenditures 2018-19* (\$M)		
Operating	Capital	Staff strength** (as of March 31, 2019)
11,521.6	586.3	1,200.9

*Interim actuals reflect the numbers presented in the 2019 Ontario Budget

** Ontario Public Service Full-Time Equivalent positions

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Ministry of Colleges and Universities

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