Workplace Learning and Performance Solutions
Our Goal

Participant and Client Partner Satisfaction

“From Success to Significance!”
ELEVATE: Raising the Grade For Food Processing Training Program

- Jobs for people (unemployed).
- People for jobs.
- Through strong, collaborative, community based partnerships.
- Integrated, experiential, accelerated learning platform / model.
ELEVATE: Raising the Grade for Food Processing

Background

- Federally funded through Essential Skills Ontario.
- Part of large Pan-Canadian Research Project.
- Examine and test effectiveness of workforce training models that integrate:
  - Job-specific Skills
  - Literacy
  - Essential Skills
- Employers directly involved in Program development and delivery.
- Robust independent 3rd party evaluation.
ELEVATE: Raising the Grade for Food Processing
Background cont’d

- These innovative, integrated models implemented in U.S., UK, and New Zealand.
- Exceptionally effective at connecting longer-term unemployed and vulnerable individuals with meaningful jobs.
- Objective: Create clear, short line of sight between unemployed and employers.
- Designed for participants to obtain higher skill levels and sustain longer-term employment.
ELEVATE: Raising the Grade Training Program
Cornerstone

- Strong Collaborative Community Partnerships.

Quinte Cohort Social Network Map

Dark Blue = lead organization
Pink = social services
Light Blue = employers
Green = economic/business development
Yellow = government
Red = non-profit
Black = police
ELEVATE Employer Partners

Vantage Foods Inc.

- Opened November 2011
- Provide unique display case ready service programs to retailers nation-wide and north-eastern United States.
- Belleville facility 48,000 sq. ft.
- CFIA food safety & HACCP Certified
CB Freezers / Canada First Brands

- A growing meat processing and cold storage company.
- Provides industry leading product quality, customer service, and new product development.
- Approx. 85 employees.
ELEVATE Benefits to Employers

- Augments and supports recruiting efforts
- Provides skilled employees ready to work
- Employees ready to hit the ground running
- Greatly improved retention rates
- Strong team players that contribute to culture change and continuous improvement
ELEVATE Benefits to Individuals

- Increased self-confidence and self-esteem.
- Acquired both technical and inter-personal skills.
- Renewed sense of hope.
- Increased stability and resilience.
- Employment.
ELEVATE: Raising the Grade Training Program
Cornerstone

• Strong Collaborative Community Partnerships.
  Cohort 3 Grads with Community Partners
ELEVATE: Raising the Grade Training Program

Key Elements

- Vocational Training integrated with literacy, language, and essential skills.
- Workplace training co-designed with industry.
- Engaging, experiential, adult learning.
- Work placements with local employers.
- Co-ordination of wrap-around supports.
- No tuition fees.
- Certificate from Loyalist College.
ELEVATE: Raising the Grade Training Program Schedule

- Class held in the local Community.
- Program duration: 6 weeks, 5 days/week.
  - In class portion 19 days (9AM – 3PM)
  - Workplace portion 11 days (workplace shift hours)
- 3 weeks in Class + 2 weeks Work Placement + 1 week back in Class.
- Plant tours conducted early in schedule.
ELEVATE: Raising the Grade Training Program Curriculum

- Developed by Loyalist College.
- Used for all 9 Program deliveries.
- FUN! Engaging with lots of variety.
- Hands on, experiential, adult learning.
- Integrates “soft” skills with “hard” (technical) skills and essential skills.
- Learn self-awareness, personal keys to success, working with others.
- Participants keep their work binder for reference.
ELEVATE: Raising the Grade Training Program Lessons Learned

- Program success depends on community and employer partnerships.
- Participant screening is very important.
- Successful participants MUST WANT to work.
- “Soft skills” are the hard skills!
- Self-awareness, personal growth, and support circle are keys to graduate success.
- Self-confidence and self-esteem are the biggest transformation.
- Personal mentoring, coaching, and support after training strengthens retention.
ELEVATE: Raising the Grade Training Program Video
Walter was unemployed 4-5 years. He graduated from ELEVATE in May, 2016. He gained employment immediately with his placement employer and has been working since.

Via Text August, 2016
“Hi Neil. It’s Walter. Are you able to meet at Tim Hortons?

A few days later in Tim’s parking lot.
“I just wanted to personally thank you and everyone involved with Elevate. Elevate changed my life. I absolutely would not be working today if it wasn’t for the program. You helped me change my thinking and move ahead in life. Thanks so much.”
What’s Next?

CHANGE

[Images of a sign with arrows pointing left and right, a bridge, and a pathway of stones leading to nowhere]
SkillsAdvance Ontario (SAO) Sector Pilots

- 3 in Ontario.
  - Hospitality (GTA)
  - Construction (GTA)
  - Manufacturing (Quinte Region)

- Mandate: Design and deliver Sector Based and WorkAdvance (USA)
ELEVATE PLUS

“Advancing Change, Building Resilience, Creating Hope”

A collaborative workforce development strategy and research initiative for the greater Quinte Area manufacturing sector.
ELEVATE PLUS (SAO) Goals and Objectives
MANUFACTURERS

- Add value to local manufacturing sector by reducing costs and increasing productivity
- Engage and facilitate additional manufacturing involvement
- Support manufacturers in improving workplace culture of engagement and continuous improvement
- Provide ongoing pipeline of skilled employees to fill local front line vacancies (10 cohorts 90-110 participants over 18-24 months)
- Augment manufacturer retention strategies with expanded on-boarding, coaching, mentoring and post-hiring support
ELEVATE PLUS Goals and Objectives
WORKFORCE

Raise the Floor and Build Ladders

Access to Skilled Jobs

Economic
- Wages
- Transportation
- Benefits

Stability
- Safety
- Supervision
- Schedules

Skill Building
Job Experience
Job Design

Improving Job Quality
ELEVATE PLUS In Action

Lean Manufacturing Essentials
October 24
ELEVATE PLUS Coaching and Mentoring
Questions and Answers