

# TORONTO SECTOR SKILLS ACADEMY



# SESSION ROADMAP

- **Toronto Sector Skills Academy Overview**
- **Application & Key Dates**
- **Q&A**



# TORONTO SECTOR SKILLS ACADEMY



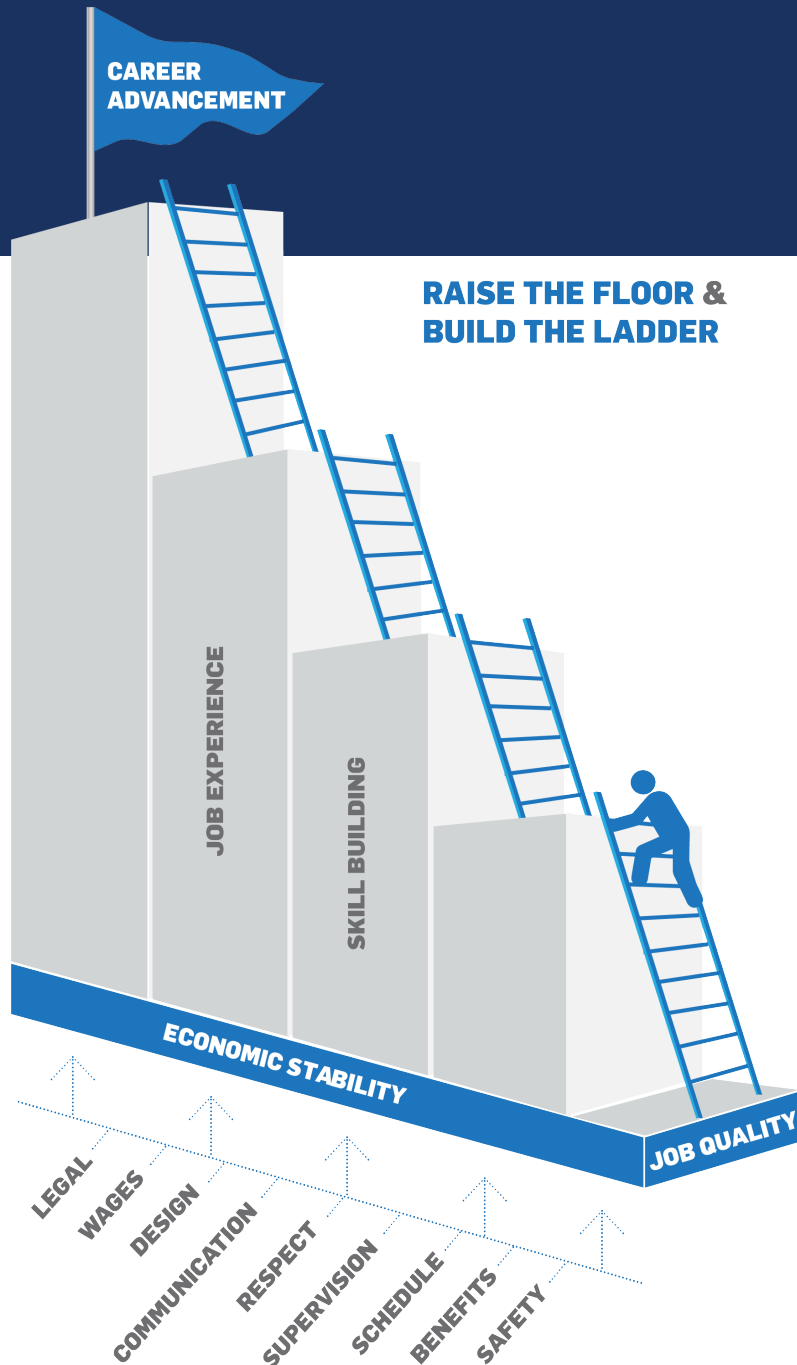
---

**METCALF**  
**FOUNDATION**



April 20, 2020 **Webinar**

Sector strategies are focused on two outcomes:



- 1. Raising the Floor:**  
improving the quality of low-wage jobs
- 2. Building Ladders:**  
helping workers move into better jobs by removing barriers and skills gaps

# TORONTO WORKFORCE SYSTEM

<https://www.urban.org/policy-centers/income-and-benefits-policy-center/projects/local-workforce-system>



# OUR WORKFORCE SYSTEM



# WHAT IS THE TSSA?

- **10-month fellowship** for leaders in workforce development
- Builds **capacity** to develop and sustain **effective workforce strategies**
- Learn from experts in the **workforce development field**, engage in **experiential learning**, acquire new **skills**, and forge new **networks and partnerships**
- **Apply learnings** from readings, guest faculty, case studies, peer discussion, and group work to your organization's **workforce strategies**

# TSSA FELLOWS



**2018 Cohort**



# TSSA FELLOWS



**2016-17 Cohort**

# PROGRAM GOALS

- Build capacity among workforce practitioners and policy makers to **develop and deliver** innovative workforce/dual customer strategies in Toronto
- Strengthen organizational capacity to achieve **systems change**
- Create and support **learning community** of workforce leaders
- Employ sector strategies as framework to improve **workforce development** and address **poverty reduction**

# TSSA PROGRAM HIGHLIGHTS



# CURRICULUM

- Case studies
- Labour Market Intelligence
- Industry Analysis
- Systems-thinking
- Employer engagement
- Ontario Policy Landscape
- Workforce development ecosystem
- Sector mapping
- Partnerships
- Influence mapping



# GUEST FACULTY



**Sheila D. Ireland**  
Executive Director  
Office of Workforce  
Development, City of  
Philadelphia



**Sunil Johal**  
Canadian Policy Expert



**Jodi M. Sturgeon**  
President  
PHI

# GUEST FACULTY



**Joe Dale**

Executive Director  
Ontario Disability Employment  
Network



**Pamela Uppal**

Project Lead  
Ontario Non-Profit  
Network



**Lowell J. Herschberger**

Director of Career &  
Education  
Cyprus Hills Local  
Development Corporation

# 2018 RETREAT HIGHLIGHTS



# OPPORTUNITY

- Learn from industry and sector leaders from USA & Canada
- **Cutting edge curriculum drawn from evidence-based practices**
- Extensive peer collaboration and feedback
- **Build new local and international professional networks**
- Strengthened leadership skills & competencies, including a 360 process
- **Deepened understanding of workforce ecosystem**
- **Opportunity to be a catalyst for systems change**
- Targeted workforce strategies for local economic and social context
- **Graduates become Aspen Economic Opportunity Fellows, joining Aspen alumni network with workforce leaders**
- **Increased understanding of demand-side strategies**
- **Accelerated partnership development and community collaboration**
- Access to readings and tools to strengthen organizational capacity, strategic direction



# INVESTMENT

- Three 3-day Retreats
- 3 Workshops
- Readings
- Group Project
- Peer Work



- ❖ **Personal motivation and desire to implement learning**
- ❖ **Work collaboratively with individuals spanning workforce development spectrum**

# FEEDBACK FROM PREVIOUS FELLOWS

“The experience I had with the Toronto Sector Skills Academy was so timely and critical in expanding and solidifying my work and perspectives when developing and implementing workforce development strategies in my industry and in tackling the variety of associated challenges for new and existing members. I cannot speak highly enough about it!”



## **Adam Melnick**

Director Government and Community  
Relations  
Heat and Frost Insulators & Allied  
Workers Local 95 Ontario

# FEEDBACK FROM PREVIOUS FELLOWS



**Glory Ressler, B.A., Dip. GIT**  
Director of Education, Training and  
Data,  
Mothercraft College of Early  
Childhood Education

“My experience as a Metcalf Toronto Sector Skills Academy Fellow was highly valuable.

I highly recommend the program to other leaders who may be interested in workforce development and planning at both the program and sector/system levels.

Since participating, my work has broadened to more intentionally include employers and other partnerships important to the early learning and care service and education sectors. It has also inspired a number of new programs and projects aimed at improving skills and opportunities both locally and beyond.”

# FEEDBACK FROM PREVIOUS FELLOWS

“Being part of TSSA was one of the most rewarding experiences I have had. It gave me the opportunity to Network with other Employment Professionals, hear from highly skilled Faculty and guest speakers and share insights that are vital in the Development of Workforce Strategies. I enjoyed the experiential Learning and I am now utilizing the skills I got in the development and implementation of my own Retail Sector Strategy for the City of Toronto. It was truly a rewarding experience at TSSA.”



**George Okurapa**  
Manager, Community and Labour  
Market  
Lawrence Square Employment  
and Social Services

# APPLICATION OVERVIEW

1. Application Form
  - I. Applicant Information
  - II. Organizational Information
  - III. Sector Initiative
  - IV. Partnerships
  - V. Systems Change
  - VI. Leadership, Motivation, and Goals
2. Resume, Photograph, and Biography
3. Organizational Chart
4. Two Reference Letters
5. Two Commitment Forms

# TSSA ELIGIBILITY

## Applicants must:

- Be leading workforce development **initiatives or programs**
- Hold positions of **leadership** and **decision-making**
- Have **support** from supervisor approving participation in the TSSA
- Commit to **full participation** in all events and retreats

# SELECTION CRITERIA

A selection committee will review each application for:

1. Core Leadership Competencies
2. Ability / Authority to Implement
3. Applicability of Sector Skills Learning
  - Organizational Capacity to Implement
4. Partnering Skills / Vision
5. Commitment to Social Justice
6. References

# KEY DATES & DETAILS

- **Application deadline: November/December 2020**
- TSSA is composed of:
  - Three **3-day retreats**
    - Retreat 1: Spring 2021
    - Retreat 2: Summer 2021
    - Retreat 3: Fall 2021
  - Three **events/workshops** in Toronto
    - Welcome Reception
    - Toronto workshop (2 days)
    - Closing presentation/graduation – December 2021
- Up to **25 participants** per year
- Program cost: **\$1,500** (bursaries provided if cost is a barrier)



# THANK YOU!

- Contact us at [SectorSkills@MetcalfFoundation.com](mailto:SectorSkills@MetcalfFoundation.com) with any questions.
- Contact Adriana at [ABeemans@MetcalfFoundation.com](mailto:ABeemans@MetcalfFoundation.com) if you want to schedule a 15 minute one-on-one call.
- Find the full Guidelines & Application Form:  
<https://metcalffoundation.com/site/uploads/2020/03/TSSA-2020-guidelines.pdf>