

COBT

Central Ontario Building Trades



Creating Career Opportunities
and Apprenticeships for Youth

Hammer Heads – It's Working

COBT Investing in Youth



The Central Ontario Building Trades (COBT) and our affiliates established Hammer Heads to assist under-resourced and Aboriginal youth by linking them to apprenticeship opportunities in the skilled construction trades which might not otherwise be accessible.

The COBT represents 80,000 members in 25 affiliate building trades and devotes over \$1.2 million annually to train and mentor Hammer Head participants.

Hammer Heads has complete access to COBT's union affiliates' state-of-the-art training facilities including fully certified instructors delivering cutting edge training modules, Green Training and all necessary consumables.

Creating Opportunities



Hammer Heads is a 12 week “boot camp” employment program which facilitates opportunities for youth living in priority and under-resourced communities who have faced significant barriers to education and employment.

- ◎ Our program emphasizes Health & Safety, hands-on training, educational upgrading and the development of soft skills.
- ◎ We focus on 100% success and retention strategies from recruitment through placement and for the first year of their apprenticeship.
- ◎ Traditionally, we accept 45 youth over 3 intakes annually. As we look to expand, we recently conducted 2 intakes simultaneously. This will increase our capacity to 90 youth.

New Beginnings



Hammer Heads produces a supply of highly skilled workers and is also creating registered apprenticeship careers in the construction industry for socially and economically disadvantaged youth from our communities.

Hammer Heads on Assistance

6 Youth of the Children's Aid Society

10 Shelter Residents

80 Residents of Toronto Community Housing

It's Working



Hammer Heads has started 248 apprentices in the construction industry who are now Income Tax contributors. Our graduates who were formerly receiving social assistance are now contributing citizens, thus decreasing the impact on Ontario Works, city-run shelters, the Children's Aid Society and other support providers.

Hammer Heads has removed 82 youth from Ontario Works for 1,873 months and counting for a savings of: **\$1,372,909**

Based on \$733.00 per month

Aboriginal Outreach



Aboriginal Youth: 11

9 Aboriginals

2 Aboriginal Shelter Residents

Aboriginal Placements: Ongoing

5 employed over 3 years

2 employed over 2 years

1 employed over 1 year

1 employed 6 months

2 recently placed

Aboriginal Upgrading:

3 completed GED, 1 obtained High School Diploma

2 completed Grade 12 Math, 1 completed Grade 12 Physics

Women in the Trades



Female Candidates: 14

- 1 employed over 3 years
- 3 employed over 2 years
- 2 employed over 1 year
- 2 employed over 6 months
- 6 recently placed

Trades Started:

- 4 Ironworkers
- 3 Plumbers/Fitters
- 4 Glaziers
- 1 IBEW
- 2 Marble, Tile & Terrazzo

Hammer Heads Retention



Since our first class graduated over 6 years ago, we have continued to strive toward a 100% retention rate.

Intakes 15, 16 & 17 = **100% Retention Rate**
42 of 42 Graduates are still connected

To date, Hammer Heads has produced **22 Journeypersons** and counting...

Apprenticeships Started



Boilermakers – 3

Bricklayers – 4

Drywall (IFS) – 2

Electricians – 29

Elevators – 13

Glaziers – 20

Insulators – 11

Ironworkers – 17

Labourers ICI – 16

Labourers Res – 16

Marble, Tile & Terrazzo – 17

Millwrights – 6

Operating Engineers – 6

Painters – 3

Plumbers & Steamfitters – 35

Refrigeration – 1

Rod Workers – 10

Scaffold Erectors – 3

Site Coordinator – 1

Sheet Metal Res – 8

Sheet Metal & Roofers ICI – 3

Sprinkler Fitters – 24

Res: Residential

ICI: Industrial, Commercial and Institutional

How Government Can Help



We are requesting that all levels of Government implement specific mandatory youth registered apprenticeship language for all Infrastructure and Construction projects.

Youth language needs to be included in all RFP's and significant consideration should be given to contractors who have implemented a youth program such as or similar to Hammer Heads, thus ensuring registered apprenticeship opportunities for our youth and effecting real systemic change for years to come.

Changing Lives



Moving forward, Hammer Heads and the COBT will continue to build and grow our private sector partnerships. This support has been a vital component in helping us link youth to life-changing registered apprenticeship career opportunities.

We continue to witness real-life transformations as our youth have come full circle in their careers and are now mentoring the next generation of Hammer Heads.

Our goal is to create systemic change by linking youth to registered apprenticeships, not temporary jobs.

Hammer Heads Giving Back



Hammer Heads volunteering in communities

Our Partners



We would like to thank all our partner and volunteers that have contributed to the success of the Hammer Heads Program. Our valued partners include:

Tridel

B.O.L.T. Program

Williamson Dickies

Bank of Montreal

Frontier College

City of Toronto

YMCA of Greater Toronto

TCHC

Concert Properties

Stanley, Black & Decker and DeWalt

Workers Health & Safety Centre

Ontario Construction Secretariat

Toronto Argos

Toronto FC

Toronto Marlies

Toronto Rock

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