

CENTRAL ONTARIO BUILDING TRADES

Hammer Heads



CREATING CAREER OPPORTUNITIES AND APPRENTICESHIPS FOR
YOUTH FROM UNDER-RESOURCED NEIGHBOURHOODS



COBT HAMMER HEADS TRAINING PARTNERS



TRAINING OUR YOUTH

Hammer Heads is a skill and employment-based training program offering construction industry apprenticeship opportunities for youth from under-resourced and Aboriginal communities in the GTA.



James St. John, Program Director, with Group #9

Gainful employment opportunities offered by the unionized construction sector would not be available to these youth without Hammer Heads.

Hammer Heads is a youth focused program founded by the Central Ontario Building Trades (COBT) and its 26 affiliates. The program bridges the gap between youth from under-resourced communities and building trades apprenticeships that were previously inaccessible to them.

We have designed a comprehensive hands-on technical and life skills development program that incorporates intensive Health & Safety training and mandatory academic upgrading to prepare our participants to begin an apprenticeship career in the construction industry.

Hammer Heads' partnership with the COBT's affiliate training centres enables us to expose youth to a variety of construction trades through a 12-14 week 'bootcamp' style pre-employment and mentoring program. Our affiliates deliver cutting-edge, quality training at state-of-the-art training facilities with an emphasis on specific Green Training. The training provides a two-fold benefit to our participants: hands-on experience using the most up-to-date equipment in addition to instruction and assessment from experienced and dedicated professionals whose expertise in their trade is unparalleled.

Participants are closely monitored and evaluated based on job-readiness, mechanical aptitude and attitude at each training centre they visit. Instructor assessment and feedback are vital components in enabling us to guide participants toward the trade where they have demonstrated a natural ability. Linking participants to the most appropriate trade ensures higher apprenticeship completion rates.

Since our first class graduated in 2010, our program continues to change and evolve. We have incorporated many new program components to maintain and improve upon



**“Without this program,
I would probably be
on the street or in
another shelter.
I’m very grateful for
this opportunity.”**

James Vas

our level of success. Post-graduate retention support facilitates triangular interaction between our Field Representative, the graduate and their employer as we monitor our graduates through the first year of apprenticeship to ensure a successful transition into a full-time career. We have added trade-to-trade mentoring to help participants connect and build trust with the support of someone from similar life circumstances who has already been through the same process and can explain what the new apprentice can expect in their trade.

The Hammer Heads Program represents a second chance and a once-in-a-lifetime opportunity for many socially and economically disadvantaged youth to change their life circumstances through an avenue they may not otherwise have been able to access. Many of our participants were on social assistance, wards of the Children’s Aid Society, or living in a shelter or subsidized housing prior to entering our program. Since graduating, they have entered into apprenticeships and become contributing members of their communities, decreasing the demand on Ontario Works, city-run shelters and other support providers.

COBT remains committed to providing youth with fulfilling careers, not temporary jobs, along with the opportunity to develop and enhance the skills needed to promote positive personal growth. We have witnessed real transformations and the development of discipline, direction and character. Our graduates become ambassadors, serving as role-models while providing hope and encouragement for their peers and their community.

We have recently patented our program and are now a registered charity. We are grateful for the support we have received but there is still a great deal of work to be done. Continued strong leadership and action from our municipal, federal and provincial governments and from the construction community will ensure our continued success. To find out more about our program and how you can support us in our goal to provide youth with life-changing apprenticeship careers in the construction industry, please visit us at www.cobtrades.com/hammerheads.



James Vas walking the iron

James St. John

Business Manager/Financial Secretary
Central Ontario Building Trades
Director, Hammer Heads



Toronto
Community
Housing

“Hammer Heads provides youth living in Toronto Community Housing with the chance to gain safety training expertise, hands-on skills development, mentoring and coaching, and ultimately a career in the building trades.”



“In supporting the communities we work in and serve, Metrolinx has partnered with the City of Toronto to sponsor a class of Hammer Heads students. We are working with the Georgetown South Project contractors to place successful candidates in apprentice placements.”



“Hammer Heads helps youth aged 18 – 26 develop concrete skills in the building trades and provides linkages to employment opportunities for their graduates.”



“Working with Hammer Heads to create youth apprenticeship opportunities at the Canary District, home of the 2015 Pan Am Athletes’ Village.”





Stella Johnson

Steamfitter

**“Life before
Hammer Heads
was really tough
and stressful.
Starting my
Steamfitters
apprenticeship has
changed all that.”**

Stella



CONC  **RT**
P R O P E R T I E S L T D

**“We are proud to support the Hammer Heads
Program and look forward to welcoming graduates
at our construction sites well into the future.”**



Adam Singh

Electrician

“Hammer Heads gave me the confidence and training to start my career which has totally changed my life.”

Adam



TRIDEL®
BUILT FOR LIFE

“Tridel and our B.O.L.T. Program’s experience with Hammer Heads has always been positive and rewarding.”



**The Hammer Heads
skills development
program introduces
participants to
several different
construction trades
and provides
pre-employment
training, preparing
them for an
apprenticeship.**





COBT Hammer Heads

Saving A Lot More Than Futures





Hammer Heads graduates who were formerly receiving social assistance are now contributing citizens, decreasing the impact on Ontario Works, City-run Shelters, the Children's Aid Society and other support providers. Our graduates are now contributing members of society.

To date, 85 Hammer Head graduates no longer need Ontario Works support for an approximate savings of:

\$1,601,605

Based on saving 2,185 monthly OW payments at \$733.00 = \$1,601,605



PEER-TO-PEER AND TRADE-TO-TRADE MENTORING WITH YOUTH IN OUR OWN COMMUNITIES

YOUTH ADVISORY COMMITTEE (YAC)

Hammer Heads graduates are the leaders of the Youth Advisory Committee. They are mentors and coaches supporting new participants and new graduates in achieving their goals. YAC members also volunteer in their communities and attend local youth events to share their Hammer Heads experience.

Quoc Truong: Committee Co-Chair

My name is Quoc Truong, I am an alumni of the Hammer Heads Program and Co-Chair of the Youth Advisory Committee (YAC). I like to think of myself as a huge success from the program. It has shown me that there are people willing to see beyond our flaws and mistakes and to give us opportunities and second chances. That there are people willing to give their all to help us help ourselves and to move forward in life and progress without boundaries. Having gone from working dead end jobs and with no experience in the field of construction, to having a career as an Apprentice Steamfitter is gratifying. The program has changed my life in ways I never thought imaginable. It actually chokes me up to think how much my life has changed since I started the program. Now as part of the Youth Advisory Committee I am able to give back to the next wave of youth and help them carve their own path of success.

Hammer Heads was my key to success and the route that unlocked my doors.





Tricia Ward: Committee Co-Chair

I started Hammerheads in the summer of 2014. Back then I barely knew how to use a screwdriver properly. In three months I was able to get a deep understanding of all the different types of trade work available, how critical each one is, and most importantly, how to actually THRIVE in a career in the trades.

Participating in the program has catapulted my career trajectory. I can now envision myself doing things that two years ago seemed unimaginable.

I love this program so much that when I was offered to become the Youth Committee Co-Chair I literally JUMPED at the chance. In my role I now get to give back and provide dozens of young people with the same opportunity I had. It feels so amazing!

I think the most important thing anybody reading this needs to know is that participating in the Hammer Heads Program is not just job training. It is not just “day in the life” exposure. And it is not just simply a stepping stone. Becoming a hammerhead means you are joining a family.



The Hammer Heads Program

Changing Young Lives, One Step At A Time

1

Opportunities

The Hammer Heads Program continues to address the needs of under-resourced youth. Our program links successful young men and women graduates to an apprenticeship opportunity in the construction industry that might otherwise be difficult for them to access.

2

Safety

Hammer Heads strives to create safety awareness by developing trained, competent and job-ready workers with Health & Safety training in the following, far exceeding industry requirements:

- WHMIS
- Fall Protection
- Confined Space
- Tag & Lockout
- Propane Handling
- Forklift Training
- First Aid/CPR
- Rigging & Hoisting
- Elevated Work Platforms
- Electrical Hazard Awareness
- Basic Certification Part 1:
Health & Safety Rep

3

Education

Education is a key component of the construction industry and our goal is to raise the academic standards of our participants to meet the necessary requirements to enter into an apprenticeship upon their graduation. Participants are required to attend night school twice weekly with the focus on obtaining a GED, Grade 12 Diploma or, specifically, a Grade 12 Math or Physics credit.

4

Leadership & Mentoring

Hammer Heads' Youth Advisory Committee (YAC) is a vital part of our intake process and plays an active role on our selection committee. With mentorship and coaching from Hammer Heads staff, training directors, tradespersons and program graduates, participants can rely on a strong support network to assist them in achieving success.



5

Multiple Trades

Exposing participants to multiple trades provides them with a broader perspective on the opportunities available within the construction industry. We link graduates to the most suitable trade for them by considering their education, mechanical aptitude and the feedback received from instructors at our training centres. This contributes significantly to higher completion rates and results in successful long-term careers in construction.

6

Apprenticeships

Apprenticeships provide a unique life-changing opportunity for trainees to learn a skilled trade on the job through hands-on experience while working with other experienced journeypersons and earning a Fair Wage. New apprentices become part of the larger sisterhood/brotherhood of the construction industry and are a necessary component in replenishing our workforce.

7

Career Support

To help our graduates make the successful transition into a career in construction, we have developed an integrated, comprehensive support system to connect with graduates and obtain feedback from their employers, specifically their Foreman, ensuring consistent progress is being made and maintained. To do this, our staff accompany graduates to their first day of work and continue follow ups through the first, second, third and fourth week and continue monthly for the first year of their apprenticeship.

8

Systemic Change

Developing partnerships that create employment opportunities and link under-resourced youth to local apprenticeships in our communities ensures systemic change well into the future. To achieve this, all levels of government need to incorporate mandatory, youth-specific contract language into RFPs to guarantee our youth will have access to gainful employment through apprenticeships.

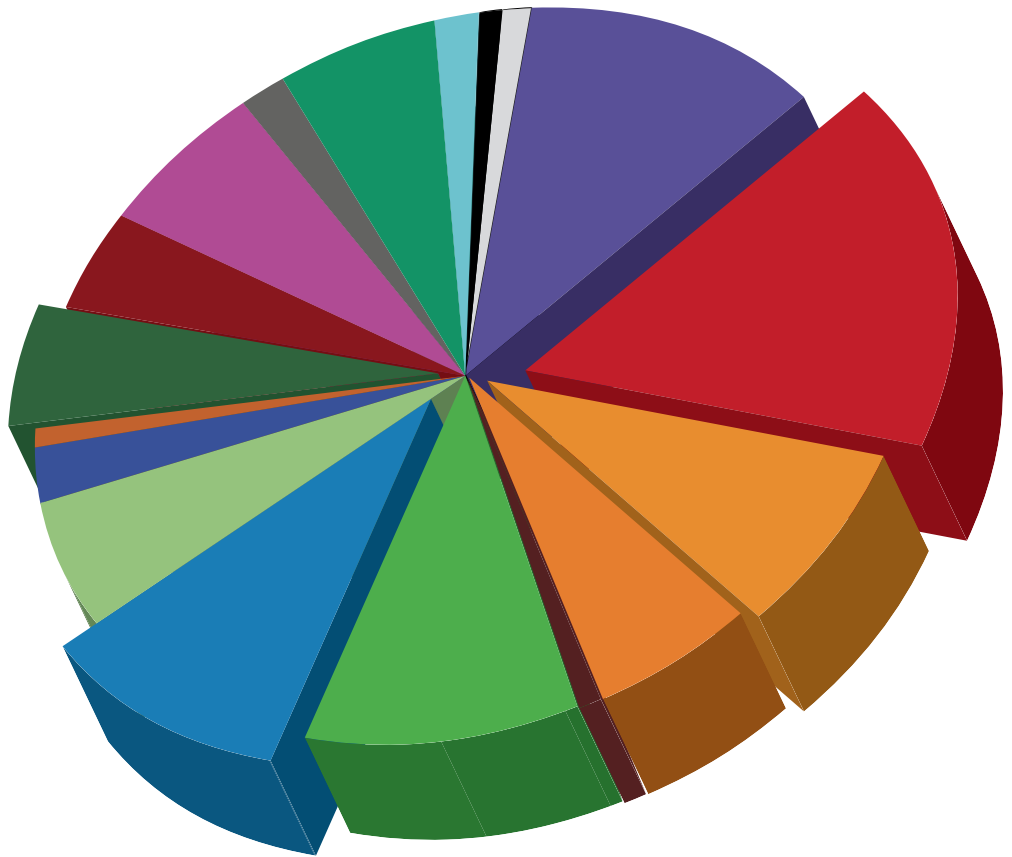


95% of Hammer Heads

Hammer Heads: Helping Train Tomorrow's Skilled Construction Labour Force.

The COBT and our affiliates
are working within our communities
to establish a
diverse workforce by linking
successful graduates to
an apprenticeship in
the construction industry.

Apprenticeships lead to
life-changing careers,
not just temporary jobs.



Graduate to Full Apprenticeships



SPRINKLER FITTERS



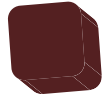
PLUMBERS & STEAMFITTERS



IRONWORKERS



RODWORKERS



REFRIGERATION



RESIDENTIAL LABOURERS



ELECTRICIANS



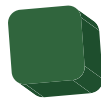
ICI LABOURERS



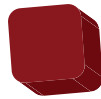
RESIDENTIAL SHEET METAL



ICI SHEET METAL WORKERS & ROOFERS



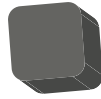
ELEVATORS



INSULATORS



MARBLE, TILE & TERRAZZO



OPERATING ENGINEERS



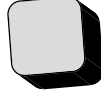
GLAZIERS



PAINTERS



BRICKLAYERS



MILLWRIGHTS



Partnerships at Work



Ontario Construction Secretariat Board of Directors with Hammer Heads Group #8

We are grateful to all our sponsors, partners and COBT affiliates for their continuous support and commitment to our program. Without them, this important initiative would not be possible. Their valuable involvement ensures the sustainability of our life changing program into the future and allows us to continue working together to positively change many more young lives.



Toronto Rock cheque presentation

Thanks
James St. John

James St. John

Business Manager/Financial Secretary

Central Ontario Building Trades

Director, Hammer Heads





**Hammer Heads
give back by
participating in
park clean ups
in their communities.**







Lamor McGowan

Labourer

**“With the help of
Hammer Heads
I have achieved
my goal of starting
an apprenticeship
in the trades.”**

Lamor



**“EllisDon is proud to work with Hammer Heads to
provide opportunities for youth from under-resourced
communities to enter into an apprenticeship.”**

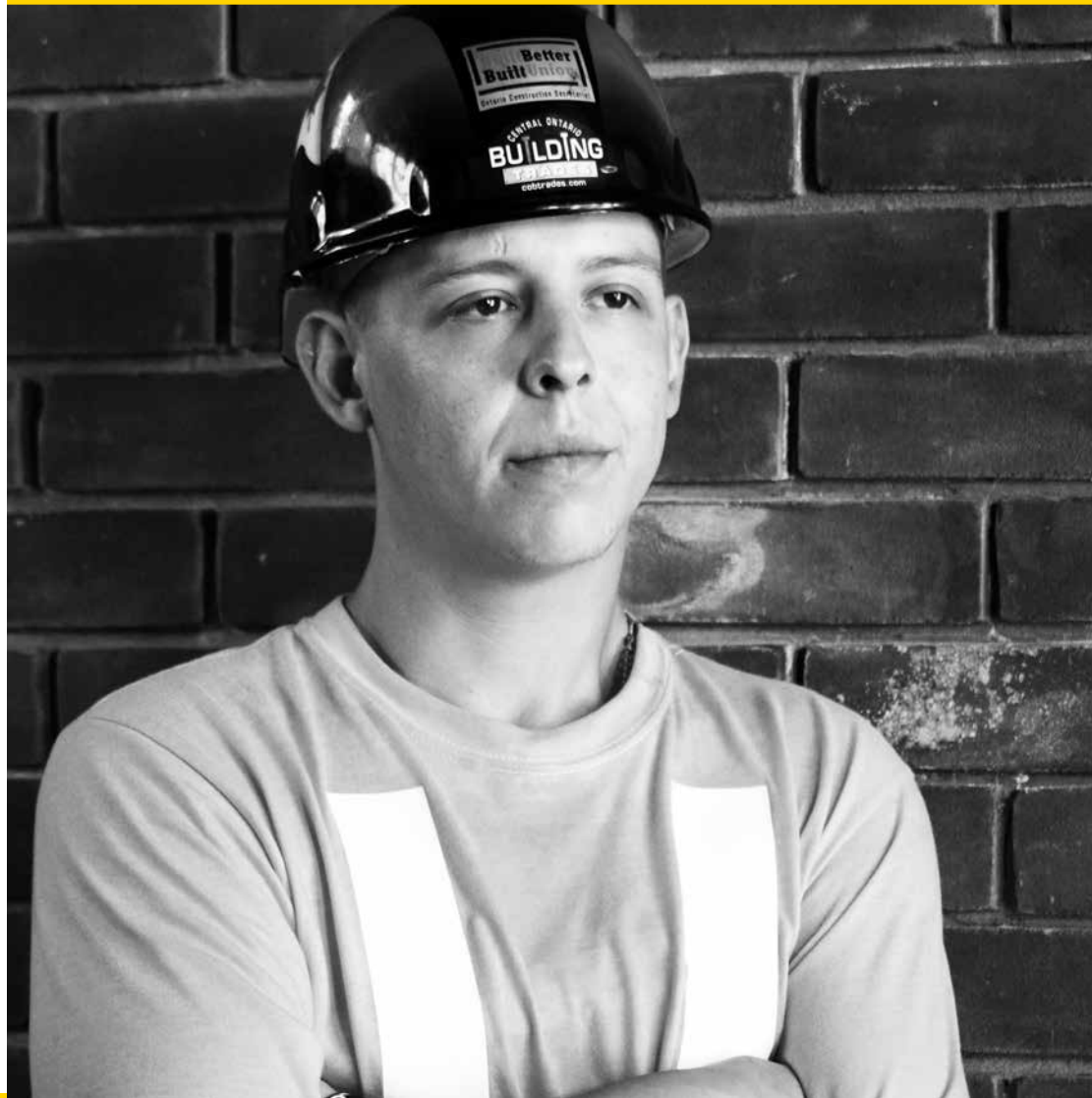


Russell Smith

Ironworker

“Hammer Heads pushed and motivated me to really make something out of myself. I am now an apprentice and proud of what I have accomplished.”

Russell



“The Hammer Head Program provides an opportunity for contractors and trade unions to give back to the community by providing underprivileged youth the means to learn a skill and develop productive careers.”



Safety Training Skills Training Education & Support



“We envision safer, healthier workplaces where, supported by WHSC training, hazards are identified and eliminated through meaningful worker participation and full employer responsibility.”

WHSC



“Hammer Heads provides a valuable opportunity for youth who would otherwise face a myriad of barriers against skilled employment. We are proud to partner with Hammer Heads for their participants’ academic upgrading.”

Frontier College



“Having a positive impact on our communities is one of BMO’s core values, and our investment in this program is doing that by empowering young people to plan their future with confidence.”

BMO



“Our partnership with the Hammer Heads is an important step in providing young people with the opportunity to gain industry specific skills that will lead to long lasting employment.”

YMCA

What Government Can Do



We are asking all levels of government to implement mandatory, youth-specific apprenticeship language in RFPs for all construction projects and that special consideration be given to contractors who have implemented youth programs, such as or similar to Hammer Heads. This will ensure continued apprenticeship opportunities for our youth and effect systemic change well into the future.



Proudly Supporting



STANLEY

®

Hammer Heads





“Congratulations Hammer Heads and I join the parents of these dedicated youth as your biggest fans.” *Michael “Pinball” Clemons*

“I have proudly witnessed the growth of the Central Ontario Building Trades Hammer Heads program since its inception. This innovative grass roots training program, focused on under resourced youth, has exceeded all of our wildest expectations. With an astonishing success rate of 95%, 120 deserving young people have received apprenticeship opportunities and more importantly hope for a more enriched, accomplished and meaningful life.”

Executive Director of The Michael “Pinball” Clemons Foundation
www.mpfc.ca



www.cobtrades.com/hammerheads