



TO: GENERAL COMMITTEE

SUBJECT: GRANT APPLICATION FOR SKILLS DEVELOPMENT FUND TRAINING STREAM APPLICATION GUIDE

WARD: ALL

PREPARED BY AND KEY CONTACT: N. GAVARRE, BUSINESS DEVELOPMENT OFFICER, EXT.4431

SUBMITTED BY: S. SCHLICHTER, DIRECTOR OF ECONOMIC AND CREATIVE DEVELOPMENT

GENERAL MANAGER APPROVAL: B. ARANIYASUNDARAN, GENERAL MANAGER OF INFRASTRUCTURE AND GROWTH MANAGEMENT

CHIEF ADMINISTRATIVE OFFICER APPROVAL: M. PROWSE, CHIEF ADMINISTRATIVE OFFICER

RECOMMENDED MOTION

1. That the Economic and Creative Development Department be provided the following authorization as part of their application to the Skills Development Fund (SDF) Training Stream offered through the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), for up to three years of funding to address skills development and labour shortage challenges within the manufacturing sector,
 - a) That in accordance with the requirements of the SDF, the City of Barrie be the lead applicant with Georgian College as the service delivery partner.
2. That should the City of Barrie be successful in obtaining the funding that the appropriate Memorandum of Understanding (MOU) be created between the City of Barrie and Georgian College outlining program deliverables and financial approvals in a form acceptable to the Chief Financial Officer/Treasurer, Director of Economic and Creative Development and the Director of Legal Services.
3. That the City Clerk (Clerk) be authorized to execute all requisite documents and to facilitate any associated funding approvals in a form acceptable to the Chief Financial Officer/Treasurer, Director of Economic and Creative Development and the Director of Legal Services.
4. That should there be future opportunities for grant funding under the same general program conditions in partnership with Georgian College, that staff in Economic and Creative Development be authorized to develop a Memorandum of Understanding (MOU) between the City of Barrie and Georgian College in a form acceptable to the Chief Financial Officer/Treasurer, Director of Economic and Creative Development and the Director of Legal Services.

PURPOSE & BACKGROUND

5. The purpose of this Staff Report is to seek, in advance, the appropriate authority to execute requisite agreements outside of the scope of authority provided under Council Motion 23-G-023 should provincial funding approvals be received for an application to the Skills Development Funds.
6. As part of the approval of the City's 2023 Business Plan and Budget, Council Motion 23-G-023 staff were authorized to submit applications for grants that would reduce expenditures associated with projects, programs and services approved as part of the Operating and Capital Budget and further for grants that would reduce future capital expenditures, fund service enhancements, or enable capital projects to be advanced.
7. Further, authority is provided to either the Mayor, Clerk, Chief Financial Officer, and Treasurer or their designates, to execute any agreements that may be required to accept grant funding from other levels of government or other partners.
8. Under this authority, staff in the Economic and Creative Development Department have completed an application for the provincial Skills Development Fund (SDF) Training Stream Application with Georgian College as the service delivery partner along with other community organizations, to deliver training to support the manufacturing sector with a goal supporting retention, capacity-building and skills training to their existing workforce and skills training at the entry level.

SDF Training Stream Application

9. The SDF supports project-based solutions that offer partnership-driven approaches to stimulate economic growth in emerging and key growth sectors of Ontario's economy and to increase long-term economic competitive advantage through workforce development strategies that can support workforce sustainability and resilience.
10. This is the fourth round of funding for the SDF to be released by the MLITSD and applicants can apply for up to three years of funding. Applications for this SDF Training Stream will be accepted for ministry review on a continuous basis until November 17, 2023.

SDF Round 2

11. In December of 2021, the City of Barrie's Economic and Creative Development Department supported by partners at Georgian College, the County of Simcoe and the Simcoe Muskoka Workforce Development Board and Literacy Network applied for the SDF Round 2. The application was successful, securing \$1,083,108.00 in funding to deliver a one-year program called "Manufacturing & the Future Workforce - RapidSkills". Accordingly, the SDF Round 2 Program was a one-year agreement with the Province of Ontario to be completed by March 31, 2023.
12. The 2022 project supported economic recovery efforts for manufacturers through the development and delivery of flexible, entry- and mid-level technical skills training solutions. As part of the program, a Manufacturing Advisory Committee was formed to ensure that training matches industry needs.
13. The 2022 SDF program had successful outcomes, including more than 150 business engagements with manufacturers to promote the program and opportunities available to the sector, resulting in more than 140 unique course registrants from manufacturers across Simcoe County to date. The City of Barrie met all of the province's key performance indicators and the program was recognized

with three Excellence in Economic Development awards (one gold and two silvers) by the International Economic Development Council at its annual conference held in September 2023.

14. Based on the success of the SDF Round 2 program and continued needs and interest from local and regional manufacturers, the primary objective of applying for the SDF Training Stream will be to develop and implement solutions to address the workforce challenges of the advanced manufacturing sector over a three-year funding term. Based on interest from local industry, this application will be mainly targeted toward leadership training, with some entry level training available as well.

Role of the City of Barrie

15. As the primary applicant, the City of Barrie would be responsible for acting as the main contact to the Ministry. Other responsibilities the City of Barrie would have include developing the project plan, administration of the program, promoting the program, helping in the recruitment of employers to participate in the programming, managing all financial resources, reporting obligations to the Ministry, and ensuring the delivery of the project meets Ministry requirements.
16. Should the City be successful in its application, it would enter into a Transfer Payment Agreement with the Province (MLITSD) and will be accountable to meet reporting requirements throughout the life cycle of the agreement, including activity and progress reports, final report, and fiscal accounting for the project. MLITSD may engage or require the project to engage a third-party auditor to evaluate funded projects during or after their implementation.
17. The City of Barrie, if successful, would be responsible for managing third party service provider relationships, ensuring their delivery of program deliverables, and payment for services, which will predominantly be Georgian College as the primary service delivery partner.
18. As such, authority is required for staff to develop and enter into a Memorandum of Understanding (MOU) with Georgian College to establish financial and program reporting requirements and any other obligations outlined through the commitments of the SDF program should an application be approved.

ANALYSIS

19. Ontario has been facing tight labour market conditions, with the unemployment rate at multi-year lows and employers reporting recruitment challenges, particularly related to finding workers with specific desired skills and experiences.
20. Through Economic and Creative Development consultations with local manufacturers and the recent Labour Market Research Study (2023), leadership development and employee succession has been identified as a challenge facing Barrie's manufacturers today.
21. The new SDF Training Stream offers an opportunity for the City of Barrie to continue working with community partners and further advance training for employers in the Advanced Manufacturing sector, which is a key employment sector for the City of Barrie and aligns with Georgian College's expertise and capacity for training.

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22. The program being proposed through SDF Training Stream aligns with the goals of the Economic and Creative Development Department, including:
- Collaborating within the community to deliver supports, programs and services that ignite economic growth, and promote resilience in business;
 - Cultivate a dynamic workforce and pipeline of talent;
 - Implement strategies to strengthen development of key sectors including advanced manufacturing.
23. If successful with the application, the City of Barrie will create a MOU with Georgian College to solidify responsibilities and payment plans. Costs to be included within the application will include staffing costs, equipment, marketing, materials, office supplies and travel costs directly associated with the execution and delivery of the project.
24. The City of Barrie and Georgian College have a longstanding partnership, jointly working on several initiatives that benefit the community. Georgian College has the experience and expertise in continuing education and corporate training.

ENVIRONMENTAL AND CLIMATE CHANGE IMPACT MATTERS

25. There are no environmental and/or climate change impact matters related to the recommendation.

ALTERNATIVES

26. The following alternatives are available for consideration by General Committee:

Alternative #1 General Committee could choose not provide authority to enter into a MOU with Georgian College to deliver the SDF program in advance of any funding approval.

This alternative is not recommended. Should the City be successful in its funding application, having the authority in place to execute the requisite MOU and related documents will be critical to ensuring timely program delivery and implementation.

FINANCIAL

27. There would be no net new impacts to the budget resulting from the proposed recommendation. All costs associated with SDF will be included in the application which is estimated between \$1M-\$1.5M per year for three (3) years.

LINKAGE TO 2022-2026 STRATEGIC PLAN

28. Supporting an application to the SDF addresses Council's Strategic Priorities of:

Affordable Place to Live

- Open for business environment to help encourage job creation
- Develop and attract talent to support our employers

Responsible Governance

- Support the services our community needs while keeping tax increases low
29. An application to the SDF through the Economic and Creative Development Department directly addresses skills shortage facing employers in the manufacturing sector and contributes to developing talent to support employers. Should the application be approved, the City of Barrie will be delivering support services to local employers and job seekers that are cost recoverable and would not have an operational impact on the tax-base.