



RESCON / GEORGE BROWN COLLEGE CERTIFICATE PROGRAM

OBOA Leadership Day, Hockley Valley Resort
April 25th, 2017

RESIDENTIAL CONSTRUCTION MANAGEMENT CERTIFICATE PROGRAM

鑄 28-week program split in two: 14 weeks in George Brown classroom at GBC's Centre for Construction and Engineering Technologies, 14 weeks in a field placement with one of our builder members

鑄 60+ students have enrolled since it started in 2013

鑄 Job-placement success rate at least 90%

鑄 Approached by George Brown to match our demographic concerns

鑄 50 / 50 match (\$250,000 each)




NEW HOMES & CONDOS

College grad's soft skills pave way to career



RICHARD LYALL
RESCON

If he hadn't learned to build relationships with T-shirt seekers, who knows if Mandeep Sarna would have been hired to help The Daniels Corporation build condominiums.

The 22-year-old, who was hired by the prominent builder to be a junior estimator at their Eaton Centre head office in Toronto last year after graduating from George Brown College's residential construction management certificate program, attributes his early career success to working for his parents from the age of 10, selling hip-hop T-shirts by building relationships one at a time as customers sorted through the

Sarna family's wares in their Toronto store.

The soft skills he developed as a boy and teenager and an insatiable curiosity made him stand out, says George Brown professor Bill Hawryschuk, who taught Sarna at the college's Angelo Del Zotto School of Construction Management during the 2015 program's 14-week curriculum ahead of a 14-week job-site internship.

When the students graduate, they go on to junior positions such as estimators, residential project managers, project coordinators, site coordinators and superintendents.

"Mandeep stood out from

everyone else because he has really good people skills," Hawryschuk said.

"He's very courteous and aware of how he makes other people feel. I'd rather have someone like that than someone with 35 years of experience who is loud and confrontational," he says. That approach just doesn't work. You've got to have some leadership skills to get people's cooperation and develop relationships, including with the trades you deal with. He's a leader."

While Sarna has been a strong hire, Del Zotto School program coordinator Bill Nichols says at least 90 per cent of the graduates in the four years of the certificate program have gone on to work for industry heavyweights such as Tridel, Great Gulf, Menkes, Greenpark, Lindvest, Lakeview, Remington and Arista.

"The certificate program not only gives the students fantastic experience on site, but it puts them in direct contact with the very people

who could give them a job at the end of the program," says Bill Nichols, program coordinator. "It's a terrific partnership with the program sponsor RESCON, and it has been a huge benefit for our students to get a leg up to kick-start their careers."

Nichols and Hawryschuk hosted this year's class at a luncheon at the college's lakeshore campus to meet the builders they might place with and eventually work for.

Among the builders in attendance, Peter De Biasio, Lindvest's vice-president of construction, was impressed by this year's class and emphasized that he wasn't worried about their lack of experience.

"I always tell them, 'don't worry about your skills. We'll get you there,'" says De Biasio, whose company has hired two grads previously. "It's your attitude that matters."

For more on the program, please contact me or visit <http://bit.ly/25EPRtn>.



Graduates of George Brown College's residential construction program have gone on to work for industry heavyweights such as Great Gulf and Tridel.

GTA's residential strike update. The strike officially ended June 16th. Trades without agreements will have their remaining issues settled through binding arbitration.

Builders currently are assessing delays noting that the impact of the strike will depend on the status of houses and projects before the strike began.

Contact your builder to find out the status of your new home.

— Richard Lyall, president of the Residential Construction Council of Ontario (RESCON), has represented the residential construction industry in Ontario since 1991. For more information, visit www.rescon.com.

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- BILL NICHOLS,
CCET PROFESSOR / PROGRAM LEAD

鏞 Vice President of RESCON

鏞 Focus in Labour Relations, Training and Education, Health and Safety

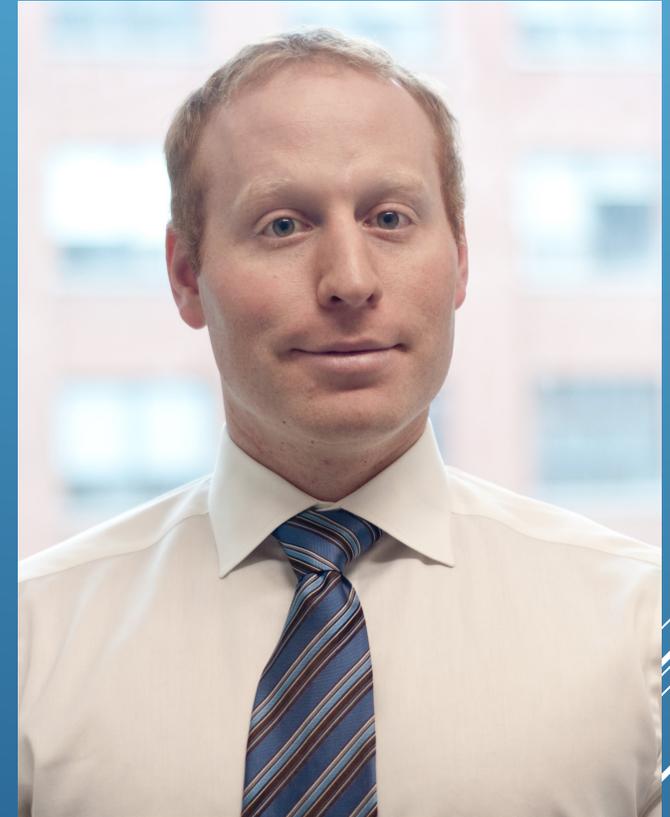
鏞 From Ministry of Labour to RESCON

MY EXPERIENCE AS AN INTERN

鏞 In the mid-2000s, federal mediation body recognized future need for mediators: MOL Ontario created a pilot

鏞 Spent six months with mediators, six months with Union, one year with an Employer (RESCON)

鏞 Program designed to be flexible





鏞 Whatever you do, don't look at Japan

鏞 100,000 to 125,000 skilled trades people needed in Ontario construction

鏞 Huge similar demand for OBOA officials ("Silver Tsunami")

鏞 Immigration as a solution? – not with our building code

鏞 Retirements will be delayed, consultants will be available, but this is not a long-term answer

DEMOGRAPHICS



PROGRAM'S CALENDAR YEAR

鏞 **Jan. – Feb.:** In-class presentations

鏞 **March:** Interviews (over two days)

鏞 **May:** Program starts and builder/student luncheon held

鏞 **June:** Placement process starts – resumés and interviews

鏞 **Aug.-Sept.:** Placements begin

鏞 **Dec.:** Graduation and full-time jobs



RECRUITMENT

- A. Role of George Brown College
 - 1. Professors, adviser, DEAN
- B. Role of RESCON
- C. Role of Social Media
- D. What we look for
 - 2. Attitude
 - 3. Qualifications (marks, courses)
 - 4. Experience and Interest
 - 5. Candidates that want to make this a career



INTERVIEWS

鏞 Strengths and Limitations of George Brown College

鏞 Role of RESCON

鏞 Best Practices

鏞 Focus on placements

鏞 What do your members want?

鏞 Structured vs. unstructured interviews

鏞 Who will be the OBOA placement person?

PLACEMENTS

鏞 Training is easy – PLACEMENTS ARE TOUGH!

鏞 Cannot overstate importance of placements

鏞 Who will be responsible at the OBOA – how will students be placed?

鏞 RESCON Builders pay \$400 / week for 14 weeks

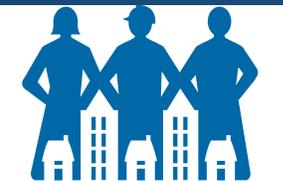
鏞 Meaningful work

鏞 Allows students to be focus on “unproductive” (learning-driven work)

鏞 Deeper dive than would normally allow (collective agreement deep dive example)

鏞 Want to create demand, garner interest before they graduate and hold members to it

鏞 Commitment from the top, but also from direct supervisors



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MENTORSHIP

鏞 Who will ensure the student succeeds (besides the student)?

鏞 Training or support for direct managers

鏞 RESCON program students work in junior positions such as:

鏞 Residential project managers, site clerks, estimators, site supervisors, superintendents

鏞 Given opportunity to job shadow, interact with senior management, site visits, learn about health and safety, etc.

鏞 Students CAN'T be an afterthought



BEST PRACTICES

- A. Everything starts with the members and placements
- B. Can't be involved enough (promotion, screening, interviews, placements, program assessment)
- C. Funding – Finances
 1. Is government match available?
 2. Scholarship vs. tuition
 3. Limit of investments
 4. Role of the OBOA
 5. Paid Internships





D. OBOA Training Committee

E. Yearly Review – Members,
Students, OBOA staff Members

F. Student Community – LinkedIn,
Twitter

BEST PRACTICES (CONTINUED)

ROLE OF THE PROGRAM ADVISORY COMMITTEE (PAC)

鏞 Will there be a role for the OBOA?

鏞 Program design

鏞 Continuous feedback between OBOA and GBC

鏞 Look to future trends

鏞 Look at program offerings

Thank you for
your interest.

QUESTIONS?



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