



COBT HAMMER HEADS

Careers, Futures and Community Growth

Hammer Heads



- Inaugural group graduated March 2010; we are preparing to start our 5th intake this fall
- Original focus of program was at-risk youth from the 13 priority neighbourhoods, but we are looking to expand well beyond that
- Designed to prepare the participants based on the current needs of the construction sector
- Successful graduates are job-ready complete with all necessary safety certificates, training and basic skills

Hammer Heads Program



- Training is delivered over a 12 week period with the first two weeks dedicated to Health & Safety
- Participants gain hands-on experience from several different construction trade sectors
- Field trips and site visits offer valuable practical application of skills learned
- Currently there are 3 intakes annually of 15 participants per class
- Youth Advisory Committee provides peer-to-peer mentorship and assists in the participant selection committee and program development

Who We Are



- The Central Ontario Building Trades (COBT) represents 80,000 members in 28 affiliate building trades with state-of-the-art training centres
- Through the COBT, Hammer Heads is able to link youth to apprenticeship opportunities in the construction trades that might otherwise be inaccessible
- The COBT provides Hammer Heads participants with access to millions of dollars of training infrastructure and cutting edge technology

What Sets Us Apart



- Full support of our union affiliates: including use of training facilities, fully certified instructors delivering leading-edge training modules including Green Training, consumables, etc.
- Networking, mentoring and coaching from union representatives to support participants throughout program
- Exposing participants to our 28 affiliate locals ensures the best career fit
- Funding to support our Vocational Coordinator was initially provided by the Youth Challenge Fund: we are nearing the conclusion of the \$216,000 that was disbursed over 3 years

Vocational Coordinator



- Each day through the 12 weeks and for the first year of their apprenticeship, our Vocational Coordinator bridges the gap between work and personal life by assisting our participants with:
 - Social and personal support
 - Mentorship to ensure they achieve their goals
 - Overcoming barriers to employment
 - Issues existing prior to enrollment in program
 - Life-skills development
 - Staying on the path for 12 weeks
 - Academic upgrading

What Sets Our Grads Apart



◎ Our work-ready graduates are provided with essential work clothing, basic tools, PPE and have been trained in the following safety modules:

- Mandatory Certification: WHMIS & Fall Protection
- Propane Awareness
- Confined Space
- Tag & Lockout
- Forklift Training
- Elevated Work Platforms
- Scaffold Safety
- Rigging & Hoisting
- Heat & Cold Stress
- Noise & Vibration
- First Aid/CPR and others

Hammer Heads Statistics



- To date, our Hammer Heads program has had 42 graduates
- At present, we have placed 35 graduates who have started their apprenticeships
- 5 of the remaining 7 were offered apprenticeship placement but declined
- 2 of the remaining 7 were unwilling to take the necessary steps to meet the minimum requirements to be linked to an apprenticeship

Hammer Heads Placements



- ICI Labourers
- Plumbers & Steamfitters
- Ironworkers
- Refrigeration
- Residential Labourers
- Electricians
- Sprinkler Fitters
- Painters
- ICI Sheet Metal & Roofers
- Residential Sheet Metal
- Elevators
- Insulators
- Marble Tile & Terrazzo
- Operating Engineers
- Site Coordinator

Our Partners



- Alberici Constructors – currently employing 5 Hammer Heads’ graduates on their site
 - “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.”
- Speedy Electric
 - “Our graduate comes to work everyday focused and ready to learn.”

Our Partners



◎ Tridel

- “Tridel’s experience with the Hammer Heads Program has been positive and rewarding.”

◎ Concert Properties

- “We are proud to support the Hammer Heads Program and look forward to the opportunity to welcome graduates to our construction sites into the future.”

Our Partners



◎ Stanley Black & Decker

- “We recognize the value of providing hands-on training to those young men and women getting into the trades. Truly, they are the future and being a part of their continuing education and growth is a core value that Stanley Black & Decker holds dear.”

◎ Williamson-Dickies

- “We believe in improving our communities and instilling the values of professionalism, commitment, and determination in young people.”

Moving Forward



- Our next fundraising event: Toronto Argos Game October 1, 2011 – contact us for tickets
- Partnerships with Stanley Black & Decker and Peakworks provides basic tools and safety gear for our graduates, Dickies provides our participants with construction apparel
- Transportation: our biggest financial hurdle – \$60,000 annually - we are seeking sponsorship to purchase or lease a bus

Moving Forward



- Hammer Heads and the COBT will continue to build and grow our private sector partnerships within the construction industry. This support has been a vital component in helping us link youth to life-changing career opportunities.
- We are also focused on gaining the support of all levels of government to incorporate specific youth employment language into RFP's and tender documents for all construction projects
- Our goal is to create systemic change by linking youth to apprenticeships – not temporary jobs

Hammer Heads 2nd Class



Back Row (L - R): Sean England Matthew Coates

Middle Row (L - R): Kyle Langstone Jermaine Benjamin George Lawrence Jason DeCastro Nkosi Mathurin Abram Bibawi Kwabena Dwomo

Front Row (L - R): Jeff Emmanuel Emmanuel Duah Eric Barfo Robert Palma Tyson Henry Darryl McMillan Bain Absent: Shamar Harvey

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THANK YOU