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2005 Environmental Scan

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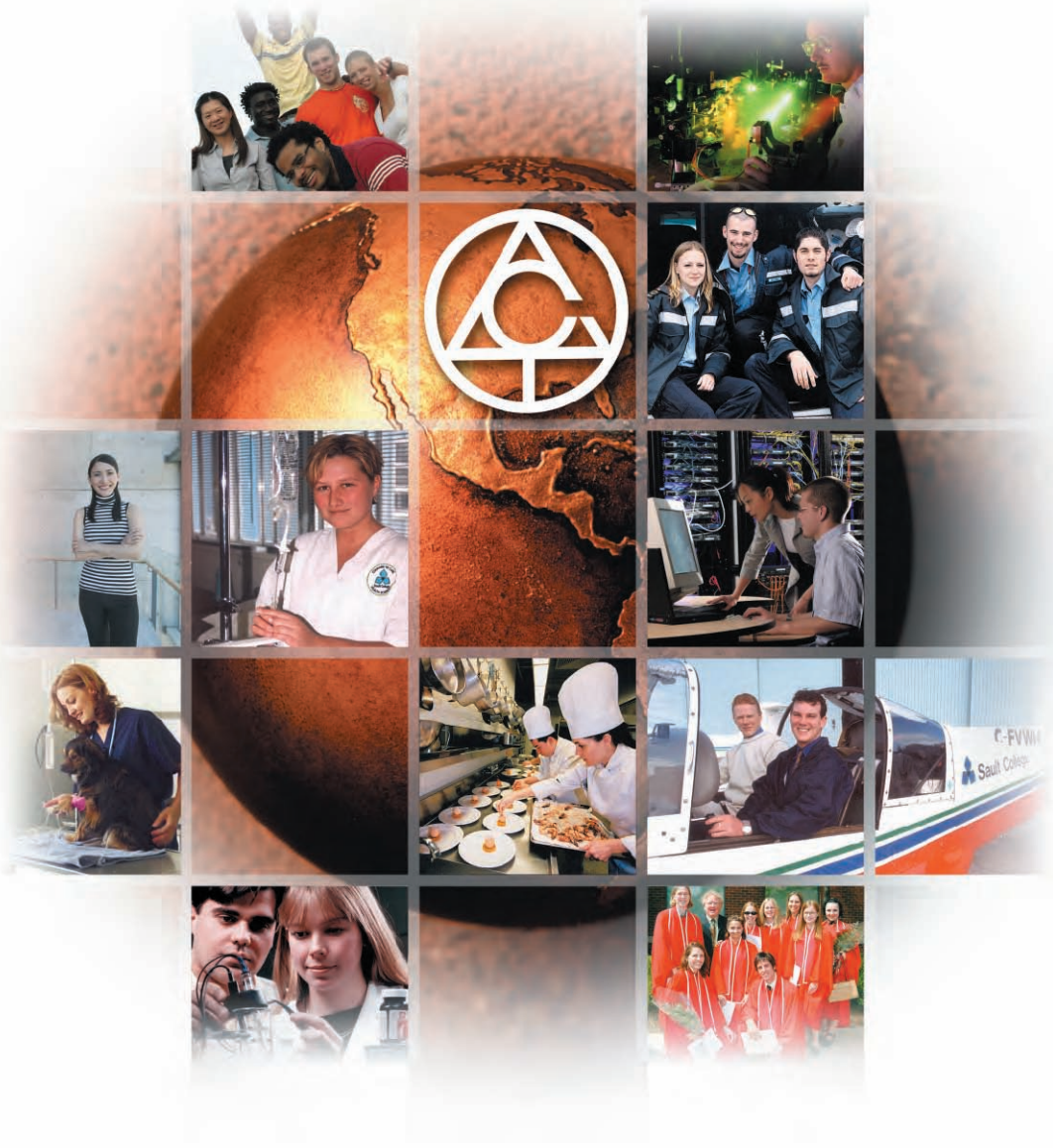
2005
ENVIRONMENTAL SCAN



ASSOCIATION OF COLLEGES OF APPLIED ARTS
AND TECHNOLOGY OF ONTARIO

2005
ENVIRONMENTAL SCAN

Association of Colleges of Applied Arts and Technology of Ontario
Association des collèges d'arts appliqués et de technologie de l'Ontario

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March 2005

ENVIRONMENTAL SCAN 2005

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INTRODUCTION

The Association of Colleges of Applied Arts and Technology of Ontario (ACAATO) is pleased to present the *2005 Environmental Scan*.

The 2005 Environmental Scan provides an aggregate synopsis of the key trends which will impact on Ontario's Colleges of Applied Arts and Technology in the future and will assist colleges in their advocacy and strategic planning processes. References to detailed studies and useful websites have been provided where possible to enable users to find further, more detailed information on those areas of interest.

The 2005 Environmental Scan, along with prior years' versions of the Scan, is also available on the ACAATO website at:

http://www.acaato.on.ca

ACAATO has prepared the 2005 Environmental Scan on your behalf and we welcome your feedback on the usefulness of this document in your advocacy and planning activities. A Feedback Form is also provided at the end of the Scan for your convenience.

Bill Summers
Senior Director

Caroline Donkin
Senior Research and Policy Advisor

LEARNERS AND LEARNER PROFILES

Section One

CONTENTS OF SECTION ONE:
LEARNERS AND LEARNER PROFILES

1.0 HIGHLIGHTS

APPLICANT HIGHLIGHTS

Ontario

- Between 1995 and 2004, applications from learners not currently in secondary school decreased by six per cent while applications from high school students increased by seven per cent.
- The average age of applicants has held fairly steady since 1995 at 23 years.
- Twenty-four per cent of surveyed applicants in 2004 had a household income of less than $29,999. 54 per cent had incomes below $60,000.
- Thirty-eight per cent of surveyed 2004 applicants were employed, either full or part time or studying and working part time during the 12 months before applying to college.
- Compared with the general Ontario population, surveyed college applicants were more likely to come from communities with populations below 10,000 and less likely to come from cities with populations above 500,000.
- Forty-four per cent of surveyed college applicants had no money saved for college
- For the first year of college on average, college applicants expected that personal sources (eg. savings, employment) were going to supply almost two thirds of the total cost, with loans providing a further 30 per cent, and grants only four per cent.

STUDENT HIGHLIGHTS

Ontario

- Between 1988 and 2004, full-time, fall postsecondary enrolments in Ontario colleges increased by 69.5 per cent, with full-time equivalent enrolment increasing by 53 per cent. Nineteen of the 24 colleges increased their full-time equivalent enrolment over the previous year.
- In 2003-04, the sector with the highest enrolment was in arts (37 per cent), followed by business (31 per cent), technology (23 per cent) and health (nine per cent).
- From 1995 to 2004, the number of international students enrolled in Ontario colleges has increased by more than 400 per cent.

Canada

- An estimated 1.7 million, or close to two-thirds of young Canadians aged 18 to 24 in 2002-03, had taken some form of postsecondary education after leaving high school.
- From 1990-1991 to 1999-2000, full-time college enrolment increased by 25 per cent.

GRADUATE HIGHLIGHTS

Ontario

- From 1992-93 to 2002-03, the number of Ontario college graduates increased by 65 per cent to 52,265.
- The overall employment rate for 2003/04 Ontario college graduates six months after graduation was 87.5 per cent.
- The average earnings for those employed full time in a job related or partially related to program of study was $30,759 for women and $32,787 for men.
- For the 2002-03 graduates, 18.4 per cent had resumed full-time studies within six months after graduation; a further 4.4 per cent resumed part-time studies.

Canada

- Based on the 2001 census, 18 per cent of 20 to 24 year olds in Canada have graduated from college (26 per cent including trades,) and 13 per cent have graduated from university.
- Seventy-seven per cent of college graduates in 2000 were employed full time 2 years later, compared with seventy-five per cent of university graduates (bachelor's degree.)
- Fifty-one per cent of the Canadian population aged 25-34 has graduated from postsecondary education. This is the highest graduation rate of all Organization for Economic Co-operation and Development (OECD) countries.

LIFELONG LEARNER HIGHLIGHTS

- While Canada has the highest level of postsecondary completion in the OECD, it has one of the lowest levels of participation in job-related continuing education and training, ranking 10th of the top 12 OECD countries.
- Sixty-one per cent of continuing education students are between the ages of 24 to 44 years.
- The participation rate in Ontario of job-related adult education activities has increased to 30.3 per cent in 2002 from 27.2 per cent in 1997, the fifth highest rate in the country.
- In 2002, the average number of job-related training hours per participant in Ontario was 184 hours, an increase of 14 per cent over 1997.

LEARNERS AND LEARNER PROFILES

In the information age, in which knowledge and education are the primary currency, there is a wealth of research available about learners. When looking at postsecondary education, it is useful to consider learners on a continuum, starting out as applicants, becoming students, then graduating and ultimately joining the workforce and becoming lifelong learners.

This section discusses the learners and learner profiles at all these stages on the postsecondary education continuum.

2.0 APPLICANTS

2.1 Ontario College Applicants

2.1.1 Secondary versus Non-Secondary Applicants

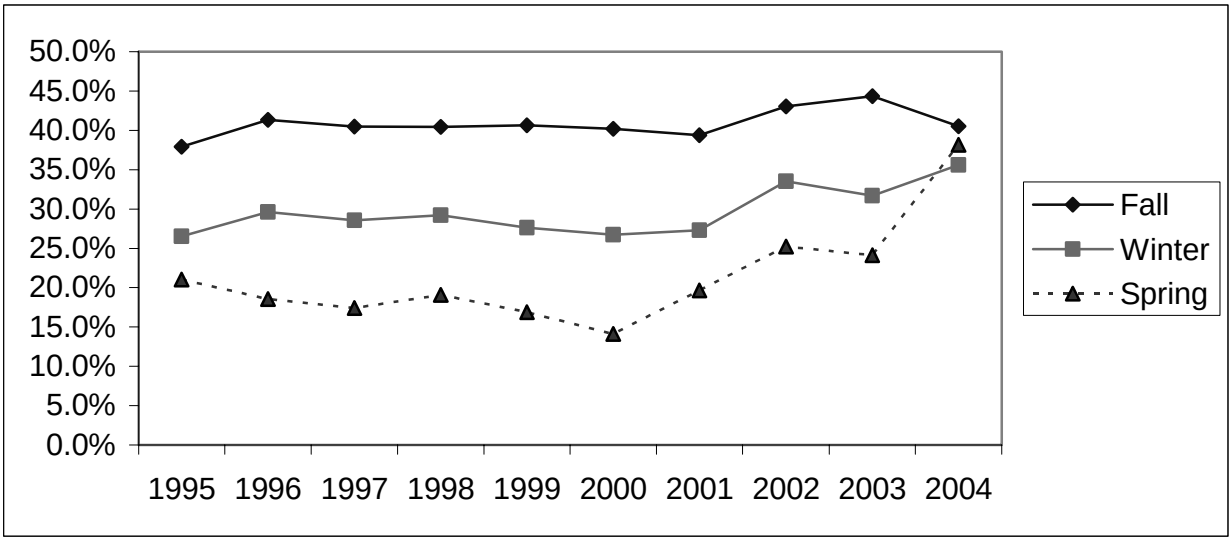
As shown in Table 1 below, from 1995 to 2004, applications from learners not currently in secondary school decreased by 6.3 per cent, while applications from high school students increased by seven per cent.

Table 1: Full-Time Secondary/Non-Secondary CAAT Applicants*

Year	Non-Secondary Applicants		Secondary Applicants		Total Applicants
	Number	per cent of total	Number	per cent of total	
1995	100,282	63.9%	56,589	36.1%	156,871
1996	92,974	60.8%	60,036	39.2%	153,010
1997	95,683	61.9%	58,983	38.1%	154,666
1998	95,013	62.0%	58,256	38.0%	153,269
1999	90,420	62.0%	55,336	38.0%	145,756
2000	91,199	62.7%	54,357	37.3%	145,556
2001	93,725	63.3%	54,248	36.7%	147,973
2002	94,643	59.4%	64,673	40.6%	159,316
2003	97,079	58.6%	68,659	41.4%	165,738
2004	93,968	60.8%	60,536	39.2%	154,504

* Fall/ Winter/Spring intake
Source: Ontario College Application Services data

Figure 1: Percentage of Secondary Applicants by Term



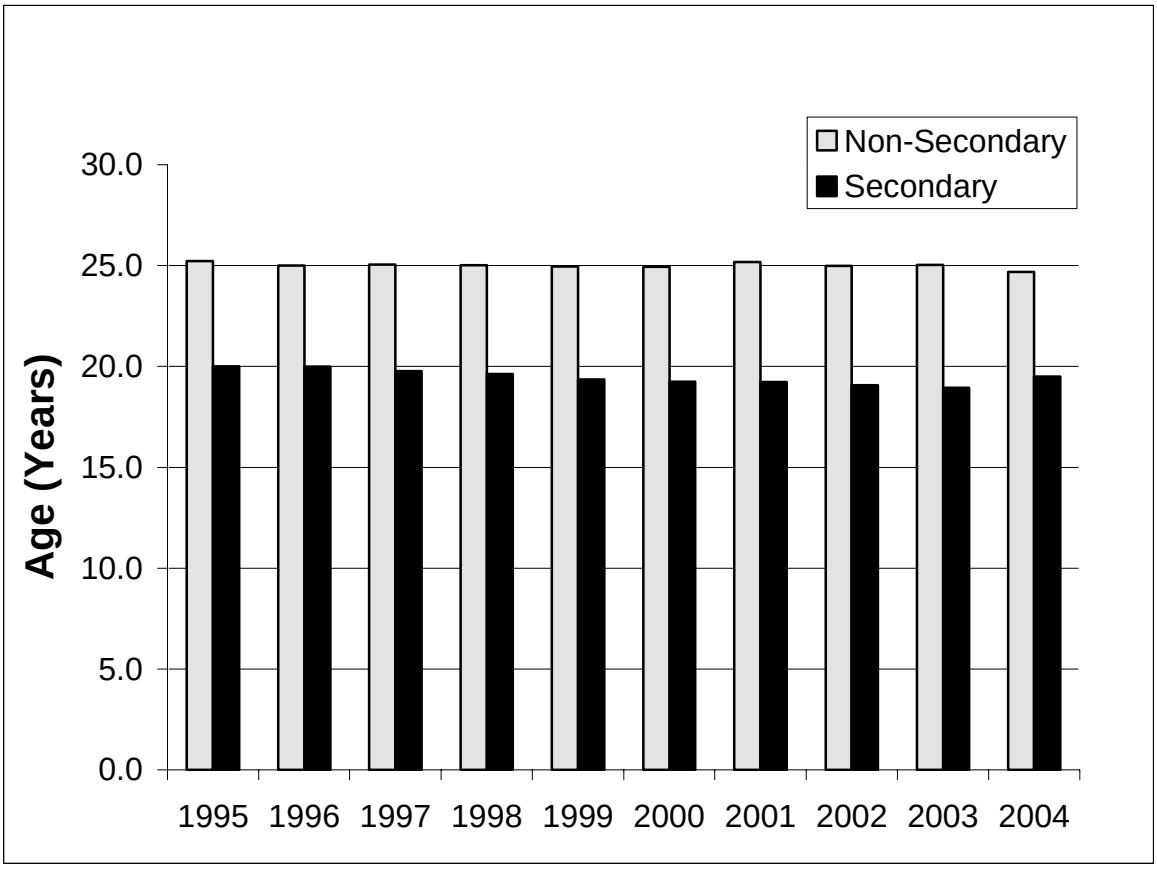
As seen in Table 2, for applicants not applying directly from high school, half of the applicant population is in the 20-to-24-year old age group, with a slightly increased proportion of applicants under 19 compared with previous years. For secondary applicants, as expected, the greatest number of full-time applicants is in the under 19-years age group. However, its proportion of the total has dropped, returning to 1999 levels.

Table 2: Applicants by Age Group

Year	Non-Secondary					Secondary				
	19 and under	20-24	25-30	31-40	> 40	19 and under	20-24	25-30	31-40	> 40
1995	11.7 %	52.5%	17.5%	13.0%	5.3%	71.2%	21.7%	3.1%	3.1%	1.0%
1996	11.7 %	54.1%	17.0%	12.0%	5.1%	71.7%	21.2%	3.0%	2.9%	1.1%
1997	12.2 %	53.0%	17.2%	12.5%	5.1%	74.1%	20.0%	2.6%	2.5%	0.9%
1998	13.0 %	52.4%	17.1%	12.3%	5.2%	77.2%	17.4%	2.3%	2.2%	0.8%
1999	14.0 %	52.0%	16.6%	12.1%	5.3%	80.6%	15.2%	2.0%	1.6%	0.6%
2000	14.6%	51.3%	16.7%	12.2%	5.2%	82.6%	13.7%	1.7%	1.4%	0.5%
2001	14.7%	50.1%	16.2%	13.0%	5.9%	83.7%	12.5%	1.7%	1.6%	0.6%
2002	15.2%	50.8%	16.1%	12.4%	5.6%	85.4%	11.4%	1.5%	1.3%	0.5%
2003	15.6%	50.1%	16.1%	12.4%	5.7%	87.3%	9.5%	1.5%	1.3%	0.6%
2004	18.1%	50.0%	15.1%	11.4%	5.4%	80.1%	13.3%	3.0%	2.6%	0.9%

Source: Ontario College Application Services data; Percentages calculated only for applicants with known age

Figure 2: Average Age of Secondary and Non-Secondary Applicants



Source: Ontario College Application Services data

- The average age of applicants has held fairly steady since 1995 at 23 years; the average age of non-secondary applicants is 25 and secondary applicants is 19.5

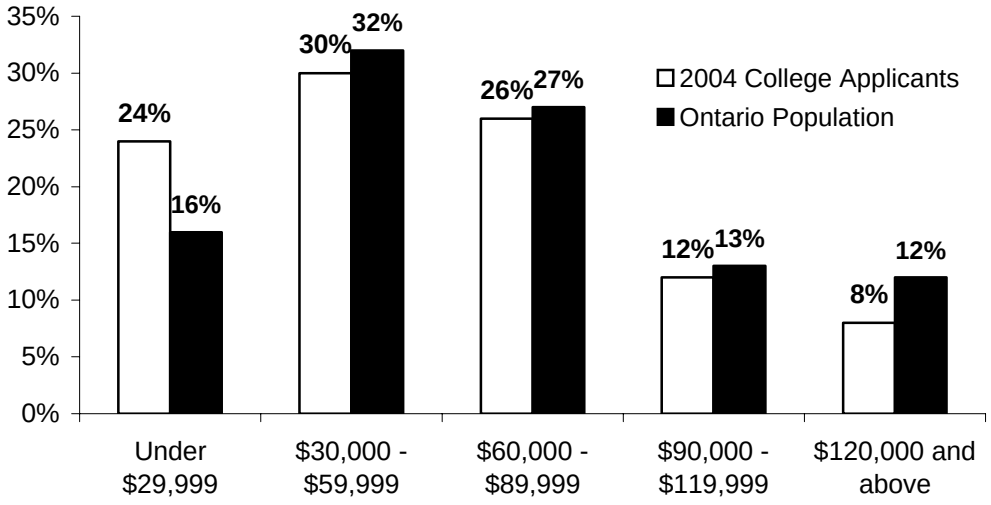
2.1.2 Marital Status and Dependents of Ontario College Applicants[1]

- Ten per cent have a dependent child
- Five per cent support a dependent adult
- Eight per cent are married, two per cent live common law, and 90 per cent are single

2.1.3 Total Household Income of Ontario College Applicants

Twenty-four percent of surveyed applicants in 2004 had a household income of less than $29,999 (14 per cent under 20,000) and 54 per cent had incomes below $60,000.[2]

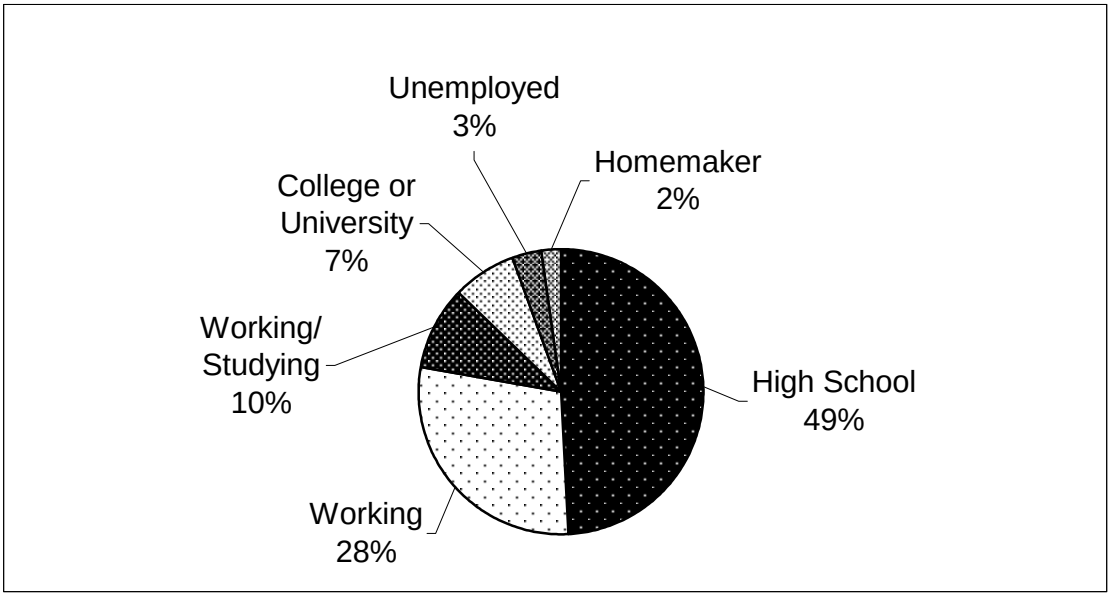
Figure 3: Household Incomes of Ontario College Applicants Compared with the Ontario Population



Source: *College Applicant Survey 2004,* Acumen Research Group Inc. – Canada Millennium Scholarship Foundation and the 2001 Census

2.1.4 Applicants' Previous 12-Month Activity

Figure 4: Previous 12-month Activity of Ontario College Applicants

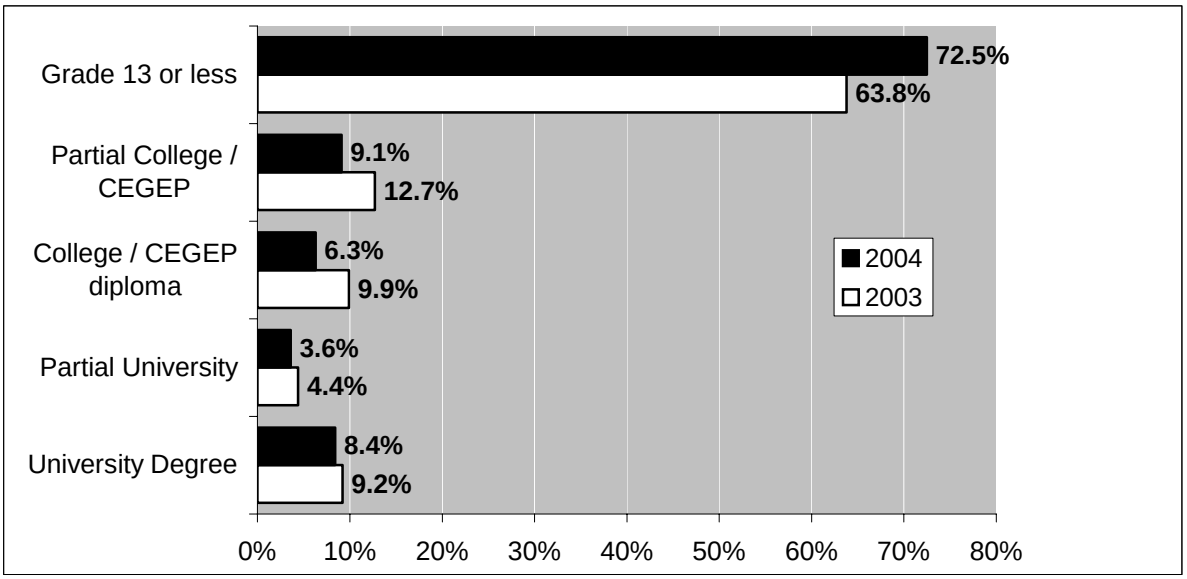


Source: College Applicant Survey 2004, Acumen Research Group Inc. – Canada Millennium Scholarship Foundation

2.1.5 Level of Education of Ontario College Applicants

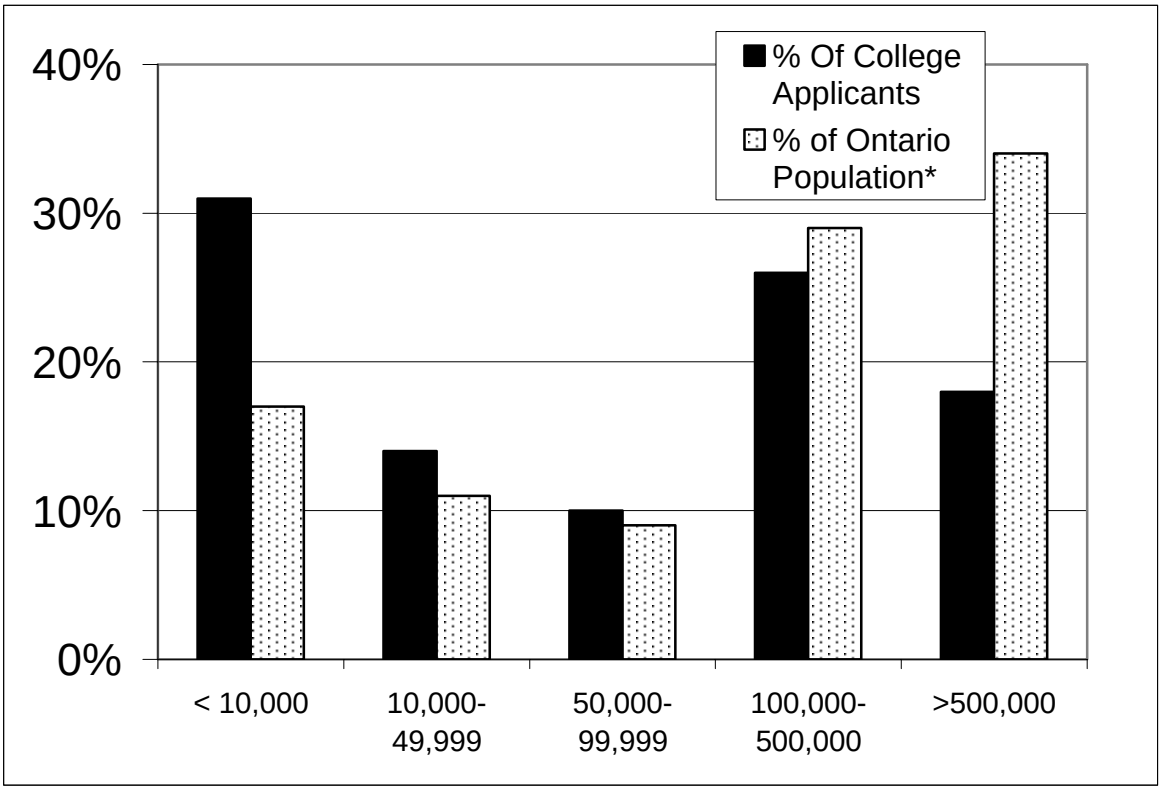
In the 2004 College Applicant Survey, 27.6 per cent had previous post secondary education, six per cent had a diploma and eight per cent had a degree.

Figure 5: Level of Education of Ontario College Applicants



Source: College Applicant Survey 2003, 2004, Acumen Research Group Inc. – Canada Millennium Scholarship Foundation

Figure 6: Population of Applicant Community Compared with the Ontario population

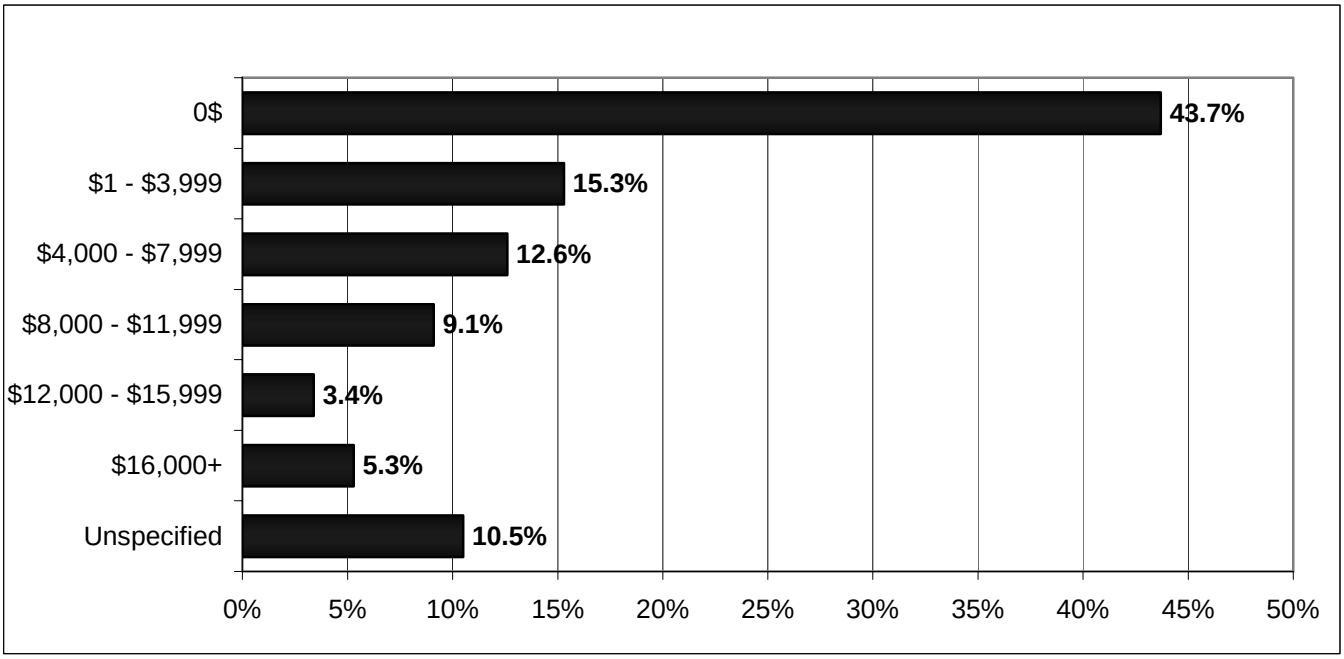


College Applicant Survey 2004, Acumen Research Group Inc. – Canada Millennium Scholarship Foundation;
*Census Canada 2001

2.1.6 Total Amount Saved for College by Ontario College Applicants

As seen in Figure 7, a striking 44 per cent of applicants have no money set aside for college. Aboriginals, visible minority applicants and females in general are less likely to have any money saved for college.

Figure 7: Total Amount Saved by Ontario College Applicants



Source: *College Applicant Survey 2004,* Acumen Research Group Inc. – Canada Millennium Scholarship Foundation

- Only 56 per cent of respondents had any money saved for college. In the under-$30,000 income group, only 31 per cent had money set aside, compared with 82 per cent in the over-$120,000 category.
- The younger the applicant, the more likely that money has been set aside. Of those who had saved, 61 per cent had less than $8,000 saved. The average total amount of saving in the whole group was $4,030.
- The parents of 36 per cent of respondents had money set aside for them. 50 per cent of those under 18 had money set aside for them, compared to14 per cent of those over 25. As well, parental savings increases with income, at only 14 per cent for those in the under-$30,000 income category.
- Fifty-three per cent of respondents personally saved for college, 43 per cent of whom had been saving for less than a year.
- Ninety-three per cent expect to draw on private sources of funding, compared to 44 per cent to draw on loans and 18 per cent to draw on scholastic sources.
- Of the 44 per cent who will draw on loans, the average debt load is expected to be $6,024 after the first year of college.
- Sixty-five per cent of those from the highest-income bracket expect to graduate with no debt, compared with 18 per cent in the lowest-income bracket.
- Forty-per cent are very concerned about not having enough funds to finish their education
- The level of concern about debt increased as family income decreased.

Table 3: Major Expected Sources of Financial Support for Ontario College Applicants

	Depending on Selected Sources	Average Amount expected (excluding $0 amounts)
Private	**93%**	**$6,357**
Money from Parents/ family	57.6%	$3,916
RESP	12.3%	$4,102
Trust Fund	5.1%	$3,773
Personal Savings (pre-college)	51.3%	$2,627
Employment earnings	65.1%	$2,475
Loans	**44.4%**	**$6,024**
Loan from parents/ family	5.9%	$3,234
Government student loan	30.5%	$5,791
Bank Loan	14.4%	$4,967
Scholastic Grants/ Bursaries	**18.2%**	**$1,947**
Scholarship/ Bursary	16.0%	$1,296
Aboriginal Scholarship/ Bursary	1.6%	$3,307
Other Government Grant	3.5%	$2,789
All Sources		**$8,939**

Source: *College Applicant Survey 2004,* Acumen Research Group Inc. – Canada Millennium Scholarship Foundation

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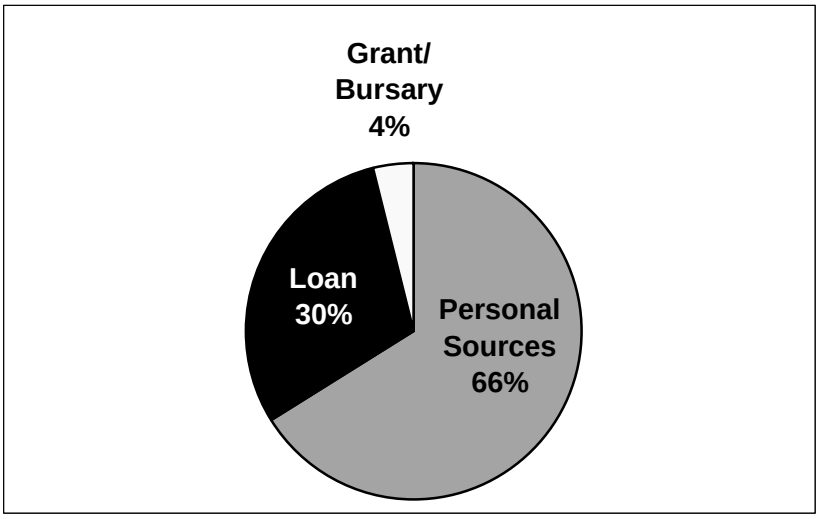
- College applicants, on average, expect to draw an average of $8,939 from all sources for the first year of studies.
- Overall, on average, money from parents/family accounts for the largest individual source of funding, followed by student loans, and employment earnings.
- Private/personal sources account for almost two thirds of expected funding for the first year of college.

Figure 8: Average Expected Financial Contributions for First Year of College



Source: *College Applicant Survey 2004,* Acumen Research Group Inc. – Canada Millennium Scholarship Foundation

For more information on student knowledge of finances, please see the discussion of College Applicant perceptions in Section Three, Performance and Perceptions.

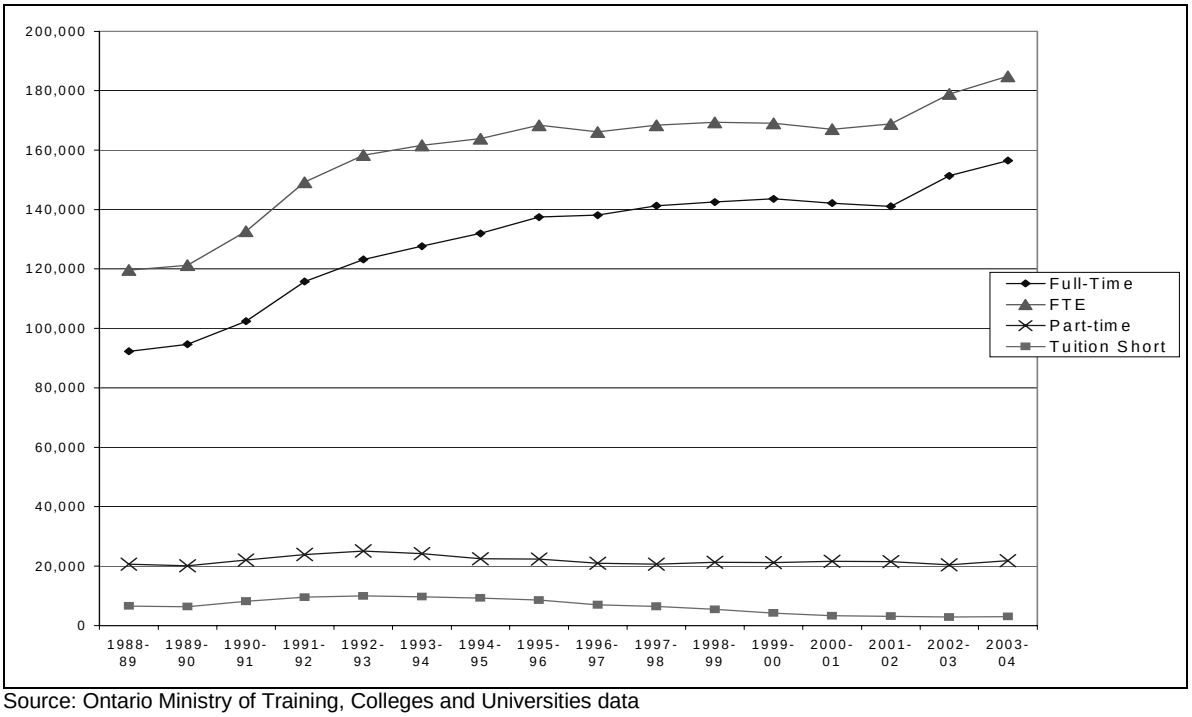
3.0 COLLEGE STUDENTS

3.1 Ontario College Students

3.1.1 Ontario College Student Enrolments

Between 1988 and 2003, full-time postsecondary enrolment increased by 69.5 per cent with full-time equivalent (FTE) enrolment increasing by 54.5 per cent. (With the separately funded nursing enrolment excluded, the FTE enrolment increased 53 percent between 1988 and 2003.)

Figure 9: Full-Time, Part-time, Tuition-Short and Total FTE Post Secondary Enrolment 1988-89 to 2003-04



Source: Ontario Ministry of Training, Colleges and Universities data

Note:
1. FTE also includes separately funded nursing enrolment
2. Full-time enrolment does not includes separately-funded nursing enrolment for the years 2001-02 to 2003-04

3.1.2 Enrolment by College

Table 4: Total FTE Enrolment By College

	2001-02		2002-03		2003-04	
Institution	**Total FTE**	**% of Total**	**Total FTE**	**% of Total**	**Total FTE**	**% of Total**
Algonquin	13,165	7.7%	13,252	7.4%	14,445	7.8%
Boréal	1,314	0.8%	1,271	0.7%	1,500	0.8%
Cambrian	4,200	2.5%	4,392	2.5%	4,592	2.5%
Canadore	2,867	1.7%	2,883	1.6%	2,953	1.6%
Centennial	11,478	6.7%	11,980	6.7%	11,581	6.3%
Conestoga	6,288	3.7%	6,632	3.7%	6,797	3.7%
Confederation	3,172	1.9%	3,228	1.8%	3,331	1.8%
Durham	6,224	3.6%	6,698	3.7%	7,064	3.8%
Fanshawe	11,221	6.6%	12,300	6.9%	12,939	7.0%
George Brown	11,970	7.0%	12,527	7.0%	14,103	7.6%
Georgian	6,755	4.0%	7,105	4.0%	7,084	3.8%
Humber	14,294	8.4%	14,863	8.3%	15,777	8.5%
La Cité collégiale	3,425	2.0%	3,445	1.9%	3,510	1.9%
Lambton	2,313	1.4%	2,518	1.4%	2,507	1.4%
Loyalist	3,214	1.9%	3,456	1.9%	3,513	1.9%
Mohawk	10,089	5.9%	10,814	6.0%	10,929	5.9%
Niagara	5,826	3.4%	6,521	3.6%	6,758	3.7%
Northern	1,767	1.0%	1,859	1.0%	1,704	0.9%
St.Clair	6,915	4.1%	7,093	4.0%	7,366	4.0%
St.Lawrence	4,875	2.9%	5,143	2.9%	5,209	2.8%
Sault	2,368	1.4%	2,370	1.3%	2,383	1.3%
Seneca	18,066	10.6%	18,506	10.3%	19,024	10.3%
Sheridan	12,840	7.5%	13,655	7.6%	13,360	7.2%
Sir Sandford Fleming	6,017	3.5%	6,380	3.6%	6,406	3.5%
Total	**170,681**	**100%**	**178,891**	**100%**	**184,835**	**100%**

Source: MTCU Audited Actuals
Data includes enrolment in the Final Diploma Nursing Program and the Collaborative Nursing Baccalaureate Program.

Further FTE enrolment data is available in Appendix 1, Section Four, College Resources.

3.1.3 Enrolment by Program

Since 2002-2003, Art and Technology divisions increased slightly at the expense of the Health division, with business unchanged.

Figure 10: Postsecondary Enrolment by Division – 2002-03

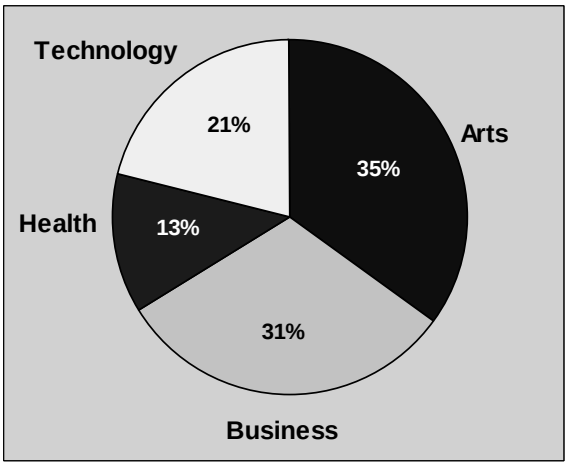
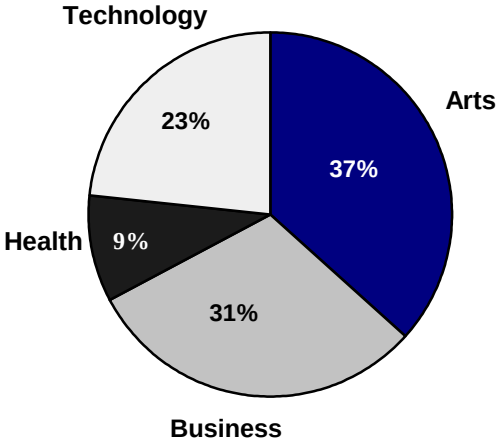


Figure 11: Postsecondary Enrolment by Division – 2003-04



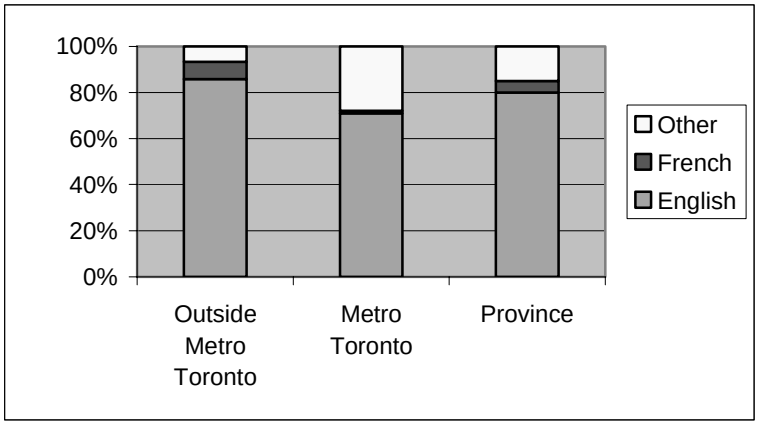
Source: Ontario Ministry of Training, Colleges and Universities data

3.1.4 Ontario College Student Demographics

The Student Satisfaction Survey is issued to all Ontario students beyond their first semester of college. In 2004, out of the 96,350 survey respondents:

- Fifty-four per cent were female; 46 per cent male
- Forty-five per cent of students were under 21 yrs of age, and 10 per cent were over 30.
- The first language for 80 per cent was English; five per cent was French, and 15 per cent was other. Outside of Metro Toronto, the percentage of French students is slightly higher than the percentage of non-English or French (8 per cent vs. 7 per cent). Twenty-eight per cent of Metro Toronto students report neither French nor English as their first language.
- Seven per cent had a university degree, 8 per cent had a college diploma; and 21 per cent did not have a high school diploma
- Seventy-two per cent enrolled to prepare for employment/career; 22 per cent for further university or college study.

Figure 12: First Language of Ontario College Students



Source: Student Satisfaction Survey, MTCU

3.1.5 Students in Ontario - Apprentices

Table 5: Apprenticeship Training by Sector - Actual and Planned Enrolment (Including OYAP*)

	Total Actual Enrolment (Including OYAP)				Planned Total	Actual Enrolment- OYAP Only				Planned Enrolment (OYAP Only)
Program Sector Name	**2000/ 2001**	**2001/ 2002**	**2002/ 2003**	**2003/ 2004**	**2004/ 2005**	**2000/ 2001**	**2001/ 2002**	**2002/ 2003**	**2003/ 2004**	**2004/ 2005**
Total Construction - CAAT	6,199	7,495	7,622	7,229	**8,681**	0	30	13	49	**26**
Total Construction - Private	1,502	2,122	2,390	2,733	**3,531**	48	43	45	70	**80**
Grand Total—Construction	**7,701**	**9,617**	**10,012**	**9,962**	**12,212**	**48**	**73**	**58**	**70**	**106**
Total Industrial - CAAT	5,876	5,901	4,702	4,695	**4,485**	101	134	74	48	**102**
Total Industrial - Private	9	12	0	10	**49**	0	0	0	0	0
Grand Total—Industrial	**5,876**	**5,901**	**4,702**	**4,695**	**4,534**	**101**	**134**	**74**	**48**	**102**
Total Motive Power - CAAT	5,099	5,077	4,925	5,201	**5,227**	129	183	235	101	**171**
Total Motive Power - Private	29	84	163	154	**240**	0	25	0	0	**20**
Grand Total—Motive Power	**5,128**	**5,161**	**5,088**	**5,355**	**5,467**	**129**	**208**	**235**	**101**	**191**
Total Service Sector - CAAT	3,977	4,338	5,068	7,483	**6,531**	172	232	312	384	**468**
Total Service Sector - Private	100	112	371	466	**520**	0	0	0	15	0
Grand Total—Service	**4,077**	**4,450**	**5,439**	**7,949**	**7,051**	**172**	**232**	**312**	**399**	**468**
Total All Sectors - CAAT	21,151	22,811	22,317	24,608	**24,924**	402	579	634	**653**	**767**
Total All Sectors - Private	1,631	2,318	2,924	3,353	**4,340**	48	68	45	**78**	**100**
TOTAL ALL SECTORS	**22,782**	**25,129**	**25,241**	**27,961**	**29,264**	**450**	**647**	**679**	**731**	**867**

* Ontario Youth Apprenticeship Program. As of October 2003; Private includes Kemptville College
Source: Ontario Ministry of Training Colleges and Universities

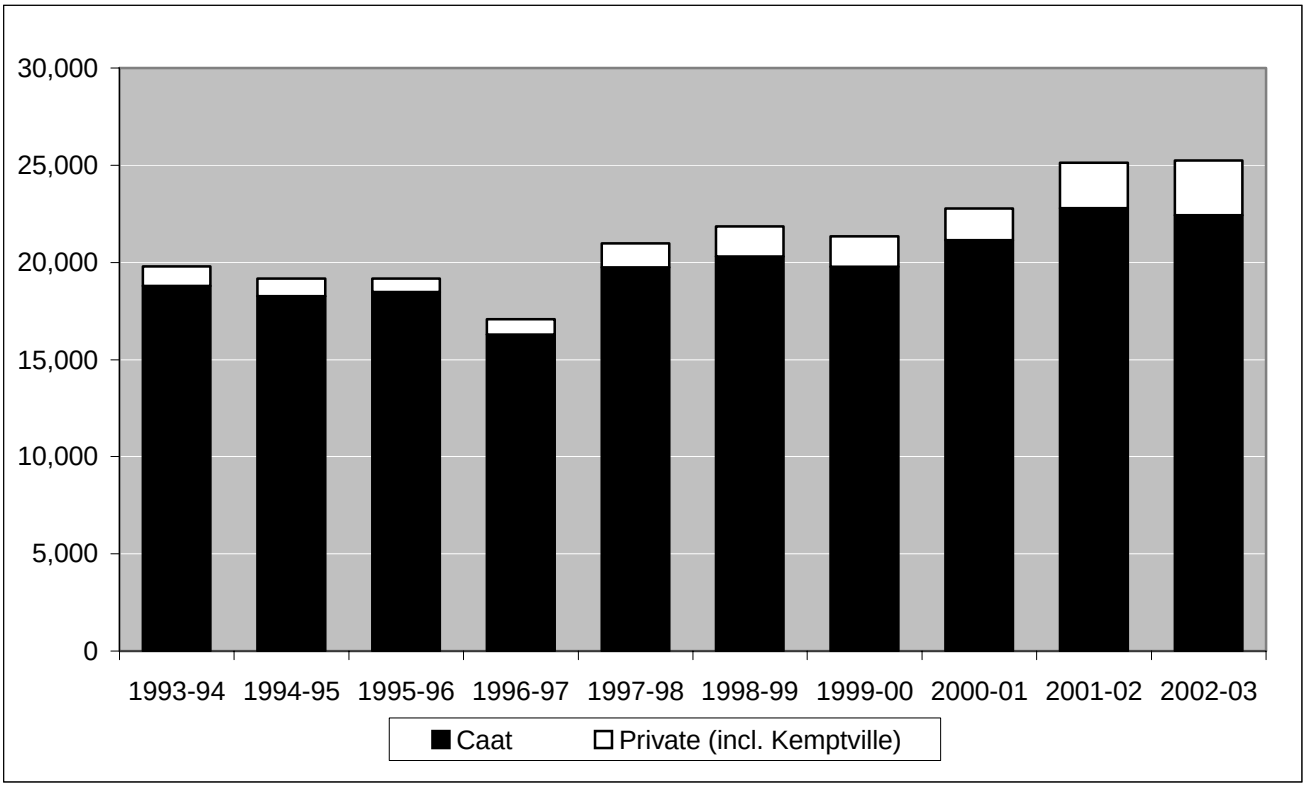
Active Apprentices in Ontario[3]

- From1999-2000 to 2002-03, the total number of apprentices enrolled in Ontario colleges in all sectors increased by 24.3 per cent, from 19,788 to 24,608.
- Since 1993, the total number of active apprentices in Ontario has increased by 31 per cent, from 46,271 to 60,700. The greatest number of apprentices is in the construction sector, but the greatest increase has been in the service sector (62 per cent), followed by the industrial sector (59 per cent).
- In 2002/03, the largest proportion of apprentices in Ontario colleges was enrolled in the construction sector, accounting for 34 per cent of the total. The remaining three sectors are almost equally distributed: service sector (22.7 per cent), motive power (22 per cent), industrial (21 per cent).
- There was a 10 per cent increase planned for college apprenticeship seats for 2003-2004.
- In 2002-03, Ontario Youth Apprenticeship Program (OYAP) apprentices accounted for 2.8 per cent of the total in Ontario colleges.
- In 2002-03, Ontario colleges were allocated 88.4 per cent of total seat purchases.

New Apprenticeship Starts In Ontario 1994/94 – 2002/03

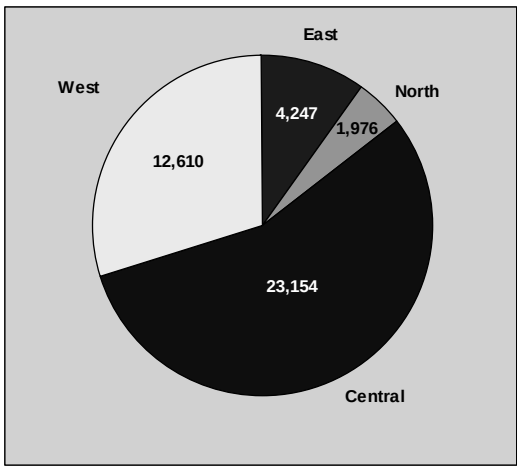
Since 1993-94, new apprenticeship starts have increased by 19 per cent from 18,789 to 22,426.

Figure 13: New Apprenticeship Starts, 1993-94 – 2002-03



Source: Ontario Ministry of Training, Colleges and Universities data

Figure 14: Planned Apprenticeship Enrolment by Region



Source: Ontario Ministry of Training Colleges and Universities data

3.1.6 International Students in Ontario Colleges

International enrolment is up six per cent over 2003 and now totals 6,193.

- Seventy per cent are enrolled in colleges in the central region; 18 per cent in western, 10 per cent from eastern; and 2 per cent at northern colleges
- The majority are enrolled in business programs (57 per cent); followed by arts (23 per cent), technology (18 per cent) and a very small number in health programs (2 per cent).

Table 6: International Students in Ontario Colleges

Year	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
International Full-time Enrolment	1,175	1,411	1,606	1,823	2,088	2,777	3,707	4,685	5,855	6,193

Source: Ontario College Application Services

3.2 Postsecondary Students in Canada

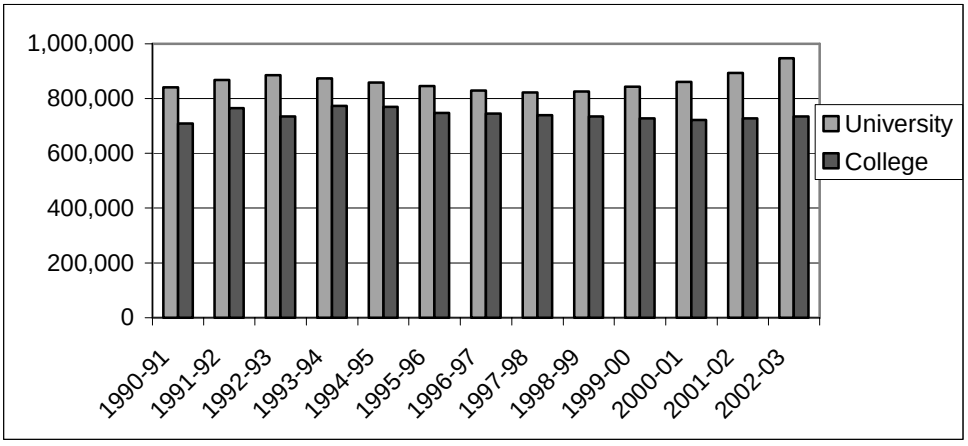
3.2.1 Enrolment

In 2002-03, 1.7 million Canadians were enrolled in PSE (includes full-and part-time head count); 57 per cent in university and 43 per cent in college, the highest total ever.[4]

- **Age:** The average age of a college student is 22, similar to university, and has remained fairly steady through the 1990s. However, the average age of part-time students is falling. In particular, the over-30 age group has shown a 40 per cent decline from 1992-93 to 1998-99.
- **Gender:** Female college students slightly outnumber males, at roughly 55 per cent for full time students in 1999-2000. This is more pronounced for the part-time group, where nearly 60 per cent of part-time students are female.
- **Location:** In contrast with Canadian university students, college students are not concentrated as heavily at a handful of institutions. For universities, 69 per cent of

Canadian students are enrolled in the 20 largest institutions, for colleges, that number is only 33 per cent.[5]

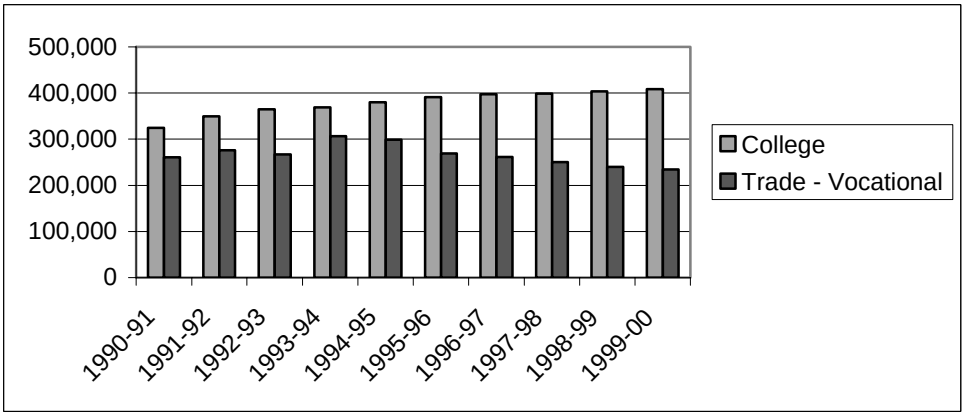
Figure 15: Full- and Part-time Postsecondary Enrolment in Canada from 1990-91 to 2003-04.



Source: The Price of Knowledge 2004 (using Statistic Canada's University Student Information System and Community College Student information System, AUCC's annual enrolment estimates, provincial government records and authors calculations.)
Notes: Data on part-time trade/vocational data has been excluded due to its unreliability;
Data is head count data for both full- and part-time students and there have been no conversions to FTE.

- From 1990-91 to 1999-2000, full-time college enrolment increased by 25 per cent, from 324,529 to 408,781.[6] However, trade/vocational programs saw a decrease of 10 per cent.
- After remaining fairly stable in the 1990's, university enrolment jumped by 18 per cent from 1999-2000 to 2003-04, an increase of 155,000 students.[7]

Figure 16: Canadian Full-time College Enrolment by Type of Program



Source: Statistics Canada's Community College Student Information System and the Canadian Millennium Scholarship Foundation

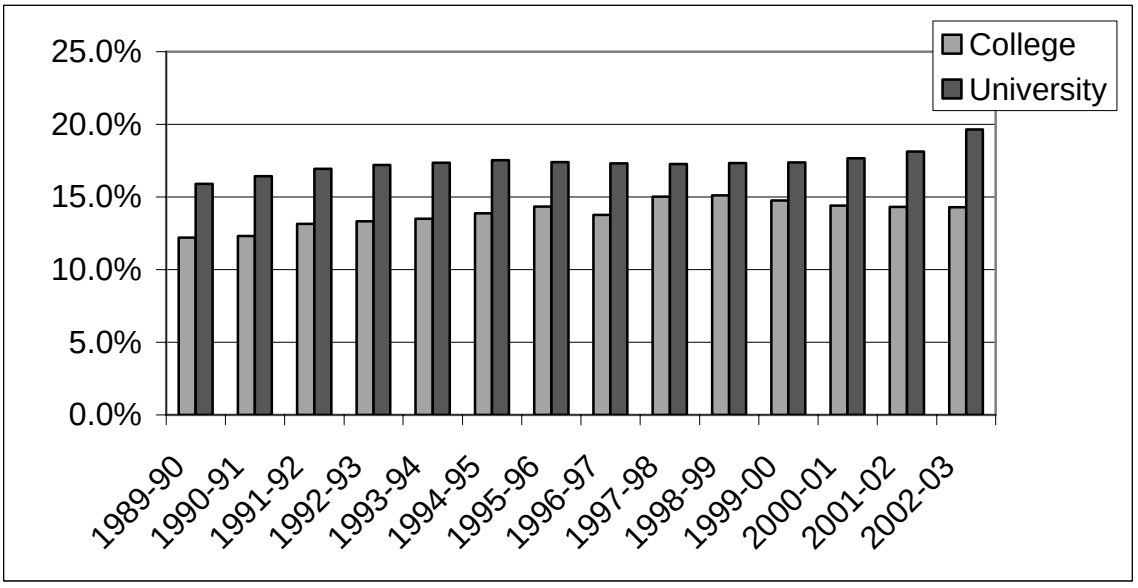
3.2.2 Participation Rates

In the examination of trends in postsecondary education (PSE) enrolment, the numbers should also be examined relative to the general population. The ratio of the student population to the general population at the same age is considered the participation rate. The 18 to 21-year-old age group tends to have the highest participation in PSE and is therefore often used as the "standard" measurement of participation.

- As seen in figure 18, both college and university participation rates have remained fairly flat through the 90s, with university rates increasing since 2000. In 2002-03, 34 percent of 18 to 21 year olds (19 to 22 year olds in Quebec and Ontario) were enrolled in PSE. It must be noted that the college trade vocational numbers are excluded due to concerns about the data quality, which results in an underestimate for the college participation rate.

- In survey data of young Canadians aged 18 to 24 in 2002**,** 62 per cent had taken some form of postsecondary education after leaving high school. Of this survey population, two thirds of women participated (67 per cent), compared with 57 per cent of men.[8] About one in three took programs where on-the-job training was included. In all provinces except Québec and Ontario, over half took a university program. Youth in Québec (66 per cent) were more likely to be in a college, CEGEP or technical level program whereas college and university programs were fairly evenly split in Ontario (50 per cent college, 47 per cent university). The remaining 3 per cent in Ontario took other types of programs such as apprenticeship programs.

Figure 17: Full-time Canadian College and University Participation Rate, 18 to 21 year olds, 1989-90 to 2002-03 (excluding College Trade Vocational Programs)



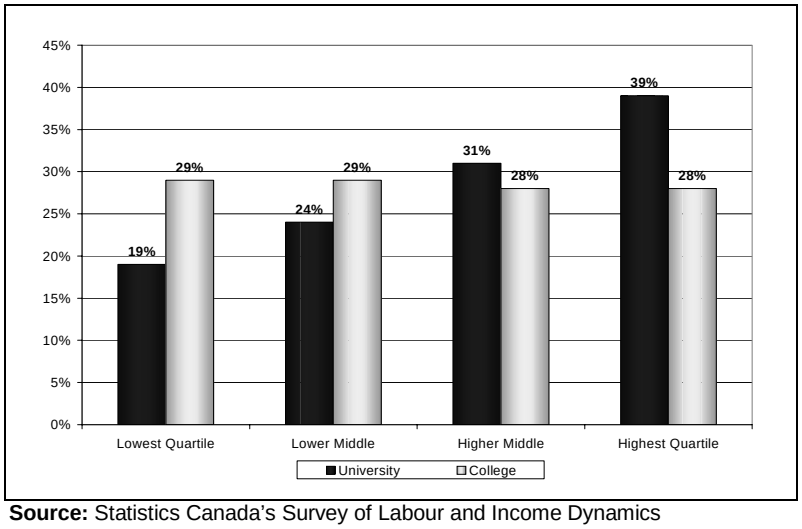
Source: The Price of Knowledge 2004 (using Statistic Canada's University Student Information System and Community College Student information System, AUCC's annual enrolment estimates, provincial government records and authors calculations.)
Notes: Data on trade/vocational data has been excluded due to its unreliability.

3.2.3 Socioeconomic Background

The disproportionate numbers of participants from higher- versus lower- socioeconomic backgrounds has been a longstanding issue in postsecondary education. Although some evidence suggests this is true for university students, it does not appear to be the case for college students. A survey of 18 to 24 year-old Canadians in 2002 found that those with estimated family earnings of $80,000 or more were the most likely to pursue further education (83 per cent). About two-thirds of youth with family earnings from $55,000 to $80,000 had taken some postsecondary education and this dropped to just over half when family earnings were estimated to be less than $50,000.[9]

In the Survey of Labour and Income Dynamics (SLID), questions on the type of postsecondary studies were included. Conducted annually from 1993 to 1998, it included a sub-group of 18 to 21 year olds. The results in figure 19 illustrate that while college students have similar participation rates at all family income levels, university students have a tendency to come from middle- or higher income families. Other research has shown a similar trend. Analysis of data from the Survey of Consumer Finances showed that in 1997, 38 per cent of 18 to 24 year olds with parents earning greater than $100,000 attended university, compared with 23 per cent who attended college.[10]

Figure 18: Proportion by family Income of 18 to 21 Year Olds Having Attended University or College



Source: Statistics Canada's Survey of Labour and Income Dynamics

3.2.4 Canadian Students with Disabilities

- Enrolment data on students with disabilities is limited because it is derived from individuals who choose to identify themselves as such and therefore may not accurately represent the population.
- In 2001, Statistics Canada's Participation and Activity Limitation Survey (PALS) found that 12.4 per cent of the Canadian population from the ages of 15 to 64 report a disability. In the 20 to 24 year age range, the rate of reported disability is 4.3 per cent.[11]
- Two surveys, one on university students[12] and one on college students[13] reported that 5.4 per cent of university students and seven per cent of college students reported having a

disability. The number of students reporting a learning disability tripled over the course of the 1990s.[14]

- As a measure of on-campus assistance required, a survey of 156 professionals from 146 institutions reported that 3.8 per cent of college students registered to receive disability-related services, compared with 1.8 per cent of university students.[15]

3.2.5 International Students in Canada

Most recent Canadian international student enrolment data is for 2000-2001, which showed that there are 20,000 international students enrolled in Canadian colleges. For most of the 1990s, international postsecondary enrolment declined except for a spike at the end of the decade. From 1999 to 2001, international enrolment surged by nearly 30 per cent, with the increase more or less evenly split between colleges and undergraduate university programs.[16]

A recent survey of 1,700 international students in Canada revealed that for 60 per cent of respondents, Canada was their number one choice, primarily for the quality of education followed closely by safety. Most reported being satisfied with their studies (90 per cent) and 83 per cent would recommend it to their friends. Challenges include rising tuition and restrictions on working off-campus. Half of the students reported experiencing difficulty in covering their costs. As well, racism was cited as an issue; 25 per cent reported being affected by it.[17]

4.0 COLLEGE GRADUATES

4.1 Ontario College Graduates

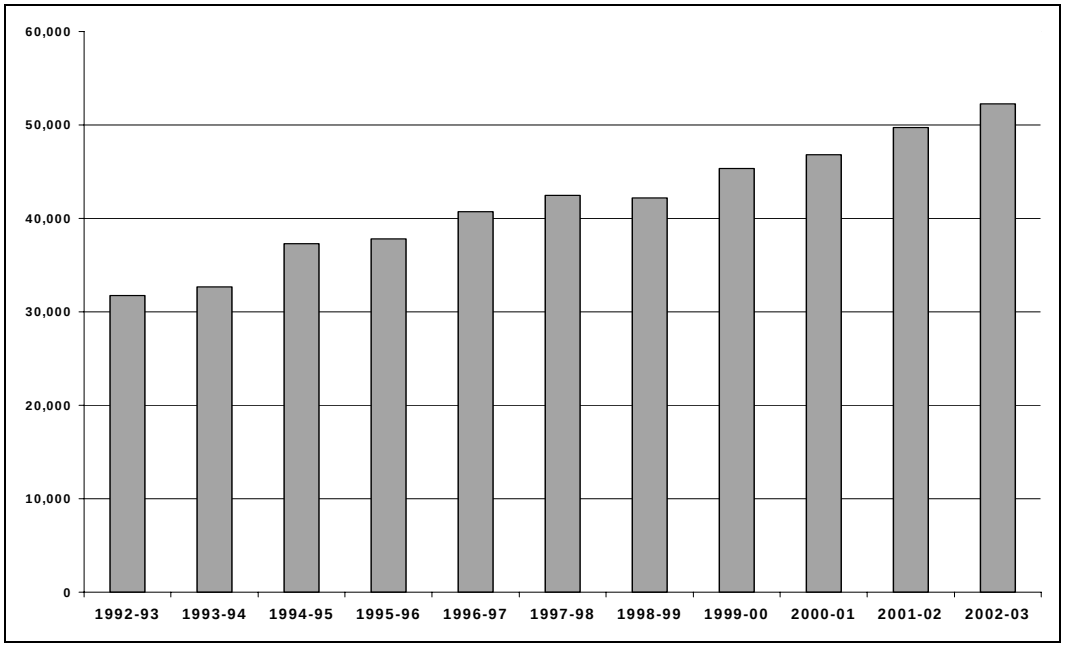
4.1.1 Numbers of Ontario College Graduates

In 2002-03, the number of graduates in Ontario surpassed 50,000, reaching 52,265. The number of graduates has shown a steady climb in the past 10 years (a 65 per cent increase since 1992-1993) and increased by 5.1 per cent over last year.

For the 2002-03 academic year,

- 86 per cent of graduates attended full time.
- 68 per cent graduated in the winter semester; 19 per cent in the summer and 13 per cent in the Fall

Figure 19: Total Number of Ontario College Graduates 1993-2003



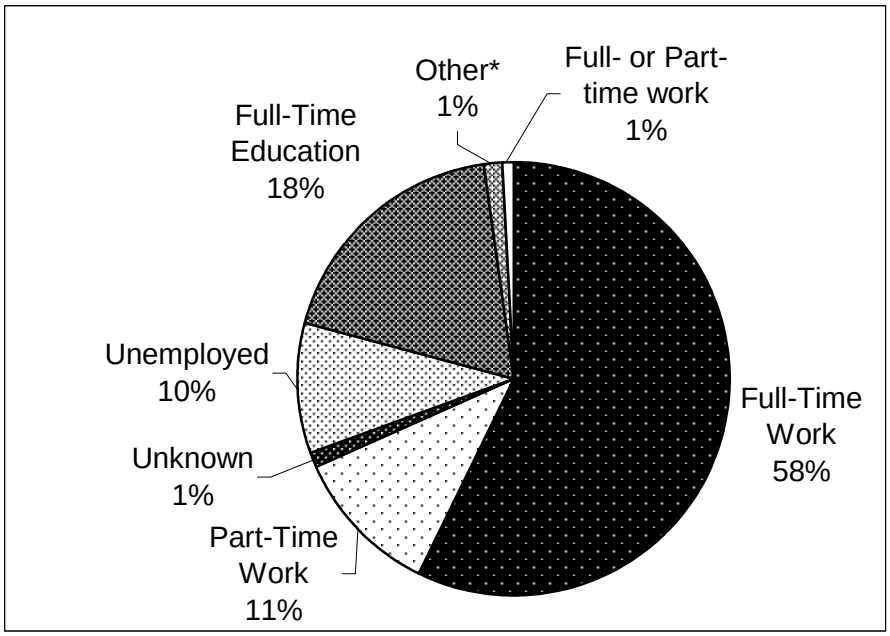
Source: Ontario Ministry of Training, Colleges and Universities data

4.1.2 Activity Six Months After Graduation

For the 2002-2003 graduates, 70 per cent were working either full or part time and 18 per cent had returned to school full time six months after graduation.

Please see Figure 20 on the following page.

Figure 20: Ontario College Graduates' Activity, Six months After Graduation (2002-03 Graduates)



***** Other graduates' status includes travel, health and family responsibilities
Source: 2004 Graduate Satisfaction Survey, Ontario Ministry of Training, Colleges and Universities data

4.1.3 Employment of Ontario College Graduates

- The overall employment rate for 2002-03 Ontario college graduates six months after graduation was 87.5 per cent.
- The highest employment rate was in the health sector (94.2 per cent) and the lowest were in the business and technology sectors, which were similar at 84 per cent.

Please see Table 6 for more detailed information.

4.1.4 Earnings of Ontario College Graduates

- The average earnings for those employed full time in a job related or partially related to program of study was $30,759 for women and $32,787 for men.
- The highest average and median annual earnings for Ontario college graduates surveyed in 2002-03 were for males employed in the health sector ($41,844 and $42,000).
- The lowest average and median annual earnings were for females in applied arts ($27,145 and $26,072).
- In both business and health sectors, females earned only 87 per cent of males (employed in full-time jobs related to area of study).

Please see Table 8 for more detailed information.

Table 7: Employment of Ontario College Graduates by Discipline (2002-2003 Graduates)

	Applied Arts			Business			Health			Technology			Total		
Graduate Status	**Female**	**Male**	**Total[a]**	**Female**	**Male**	**Total[a]**	**Female**	**Male**	**Total[a]**	**Female**	**Male**	**Total[a]**	**Female**	**Male**	**Total[b]**
Total Graduates	12,550	6,337	18,947	9,146	5,736	14,927	7,824	932	8,852	1,680	7,787	9535	31,200	20,792	52,261
Total in the Survey	9,339	4,683	14,064	6,705	4,146	10,881	5,884	674	6,629	1,246	5,880	7178	23,174	15,383	38,752
Response rate	74.4%	73.9%	74.2%	73.3%	72.3%	72.9%	75.2%	72.3%	74.9%	74.2%	75.5%	75.3%	74.3%	74.0%	74.2%
Total in Labour Force	6,613	3,418	10,057	5,490	3,362	8,878	5,318	627	6,011	976	4,783	5783	18,397	12,190	30,729
Employment rate	89.5%	85.6%	88.1%	84.8%	83.8%	84.4%	94.3%	93.0%	94.2%	81.6%	84.6%	84.0%	89.0%	85.1%	87.5%
Full-Time	4,566	2,466	7,045	3,992	2,501	6,508	3,626	467	4,140	709	3,775	4,500	12,893	9,209	22,193
Part-Time	1,260	416	1,684	612	285	902	1,265	109	1,389	78	231	310	3,215	1,041	4,285
Unknown	91	43	135	50	33	83	123	10	135	9	40	49	273	126	402
Unemployed	696	493	1,193	836	543	1,385	304	41	347	180	737	924	2,016	1,814	3,849
Unemployment Rate	10.5%	14.4%	11.9%	15.2%	16.2%	15.6%	5.7%	6.5%	5.8%	18.4%	15.4%	16.0%	11.0%	14.9%	12.5%
Not in the Labour Force	2,726	1,265	4,007	1,215	784	2,003	566	47	618	270	1,097	1,395	4,777	3,193	8,023
Full-Time Education	2,472	1,183	3,669	1,003	707	1,713	435	40	478	233	1,005	1,264	4,143	2,935	7,124
Other[c]	147	42	190	146	40	187	92	4	97	26	49	76	411	135	550
Unknown	107	40	148	66	37	103	39	3	43	11	43	55	223	123	349
Self-Employed Full-Time	168	161	329	64	145	210	45	9	54	8	108	117	285	423	710
Self-Employed rate	3.7%	6.5%	4.7%	1.6%	5.8%	3.2%	1.2%	1.9%	1.3%	1.1%	2.9%	2.6%	2.2%	4.6%	3.2%

Source: Graduate Employment Profile 2003-2004, MTCU

a. Each division total includes records with missing gender information
b. All divisions total includes 195 records with missing gender information
c. Other graduates' status includes travel, health and family responsibilities

Table 8: Annual Earnings of 2002-03 Graduates Employed Full-time in Jobs Related or Partially Related to Program of Study

Average Annual Salary Range	Applied Arts			Business			Health			Technology			Total		
	Female	**Male**	**Total**	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Less than $10,000	0.4%	0.2%	0.3%	0.6%	0.5%	0.6%	0.3%	--	0.3%	0.7%	0.2%	0.3%	0.5%	0.3%	0.4%
$10,000 - $19,999	17.1%	16.1%	16.8%	16.0%	11.0%	14.2%	7.3%	2.8%	6.8%	7.5%	6.6%	6.7%	13.0%	9.6%	11.7%
$20,000 - $29,999	47.6%	38.5%	44.8%	43.8%	32.9%	39.9%	25.5%	11.8%	24.0%	32.7%	31.0%	31.3%	38.3%	31.9%	35.8%
$30,000 - $39,999	27.8%	30.8%	28.7%	31.3%	35.8%	32.9%	24.9%	24.8%	24.9%	37.6%	35.8%	36.1%	28.4%	33.9%	30.5%
$40,000 - $49,999	5.4%	9.0%	6.5%	6.6%	12.6%	8.7%	28.8%	33.5%	29.3%	17.5%	18.3%	18.2%	14.3%	15.8%	14.8%
$50,000 and over	1.6%	5.5%	2.8%	1.8%	7.3%	3.7%	13.1%	27.0%	14.7%	4.0%	8.0%	7.4%	5.7%	8.5%	6.8%
Total Number	2,760	1,200	3,960	2,482	1,360	3,842	2,914	355	3,269	452	2,410	2,862	8,608	5,325	13,933
Average	$27,145	$29,612	$27,893	$27,612	$31,578	$29,016	$36,669	$41,844	$37,231	$31,997	$33,717	$33,445	$30,759	$32,787	$31,534
Median	$26,072	$28,157	$27,000	$27,041	$30,000	$28,000	$36,086	$42,000	$37,000	$31,286	$32,120	$32,000	$29,200	$31,286	$30,000

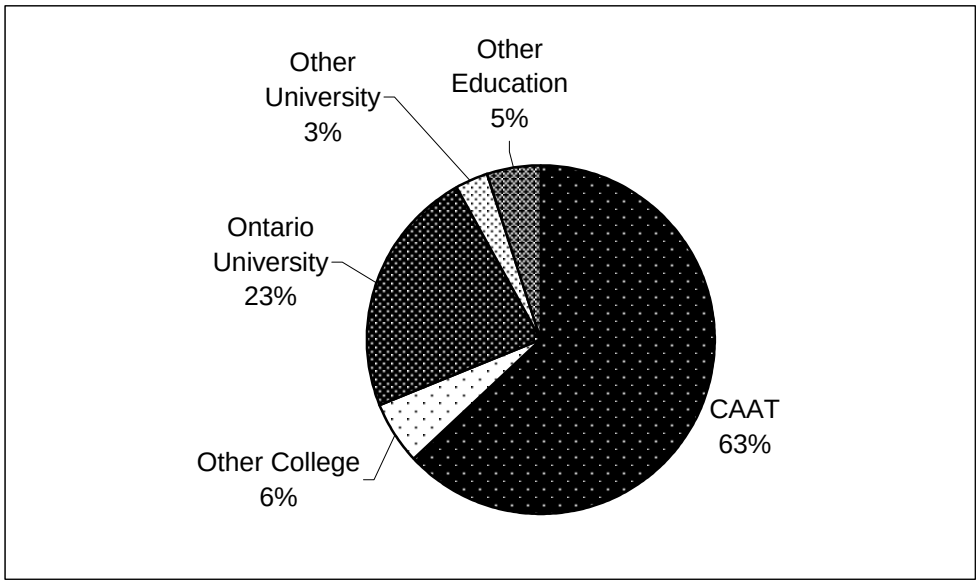
Source: Graduate Employment Profile 2003-04, MTCU

Of graduates working in related fields, 192 had unknown full/part time status, 2448 had unknown salary. Of all graduates, 269 had unknown gender, 7866 had unknown job related status; Totals exclude records without gender information.

4.1.5 Further Education of Ontario College Graduates

- For the 2002-03 graduates, 18.4 per cent had resumed full-time studies within six months after graduation; a further 4.4 per cent resumed part-time studies.
- The highest proportion resuming studies were graduates from the applied arts (26.1 per cent) sector and the lowest in the health sector (7.2 per cent).
- Sixty-three per cent of those who returned full or part-time went to a CAAT and six per cent went to a non- CAAT college.
- Twenty-three per cent went to an university in Ontario, and three per cent to a university outside Ontario.
- Of those attending university, 85 per cent were in a degree program.
- For those attending college; 46 per cent were in a different college program than what they graduated from; 16 per cent were in a third-year option of a two-year program; 14 per cent in a continuing education course, and 13 per cent in a post-diploma program (11 per cent other).

Figure 21: Education Pathways for Ontario College Graduates Six Months after Graduation (2002-03 Graduates)



Source: 2004 Graduate Satisfaction Survey, MTCU.

4.2 Canadian Postsecondary Graduates

4.2.1 General Trends in College Graduates in Canada

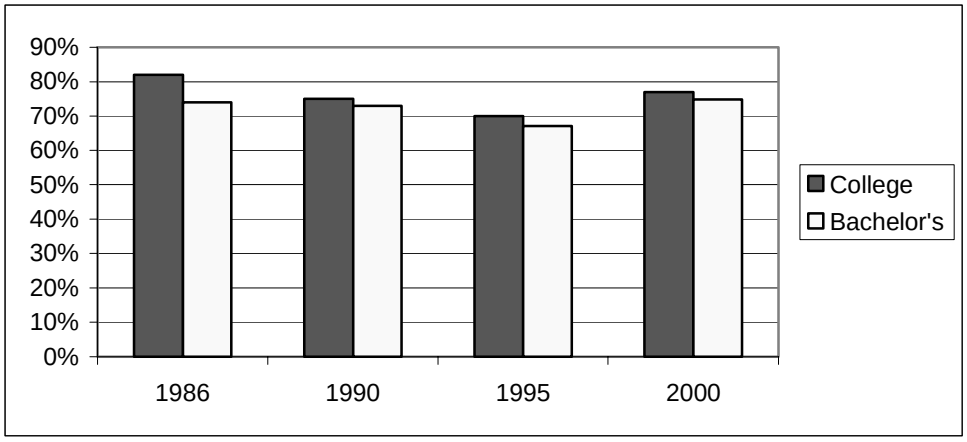
- The numbers of Canadian postsecondary graduates have not been updated by Statistics Canada since 2001 for universities and 1999 for colleges. For the late 1990s, the numbers of university graduates was stable; however, college graduates increased by 21 per cent from 1994-95 to 1998-99.
- For both college and university, females comprise a higher proportion of graduates at 58 per cent, a proportion that has held steady since 1994-95.

- Based on the 2001 census, 26 per cent of 20 to 24 year olds in Canada have graduated from college, and 13 per cent have graduated from university.
- Canada's share of postsecondary graduates is made up of a relatively high percentage of college graduates and fewer university graduates compared with most other leading OECD countries.[18]
  [Caution should be exercised when using international educational comparisons as differences in the educational structures in each country may impact results, e.g. roles of CEGEPs in Québec.]
- The average age of community college graduates in 2000 was 27, with a median age of 23. While 75 per cent of the graduating class of 1986 was under age 25, the proportion dropped to 59 per cent for the class of 2000.[19]
- For the class of 2000, the average duration of a college program taken full time was 21 months; for a bachelor's degree, 40 months.
- Of those graduates, 26 per cent of college graduates pursued further education within two years compared with 41 per cent for university graduates.[20]

4.2.2 Employment of Canadian College Graduates

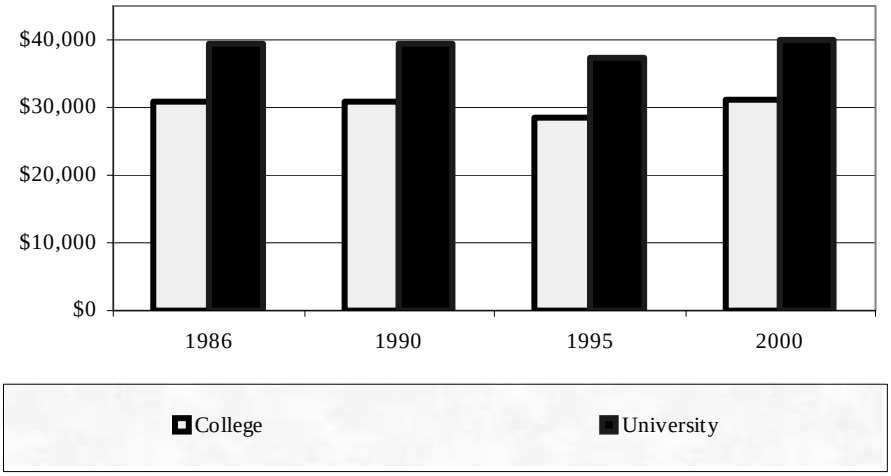
- Seventy-seven per cent of college graduates in 2000 were employed full time two years later, compared with 75 per cent of university bachelor's graduates. A further 10 per cent of both university and college graduates were working part time.[21]
- The median salary in 2002 of a college graduate two years after graduation was $31,200, compared with $40,000 for a university graduate.

Figure 22: Percentage of college and university graduates working full time two years after graduation (Class of 2000)



Source: Statistics Canada's 1986, 1990, 1995, and 2000 National Graduate Surveys.

Figure 23: Median estimated gross annual earnings of graduates working full-time two years after graduation (Class of 2000)



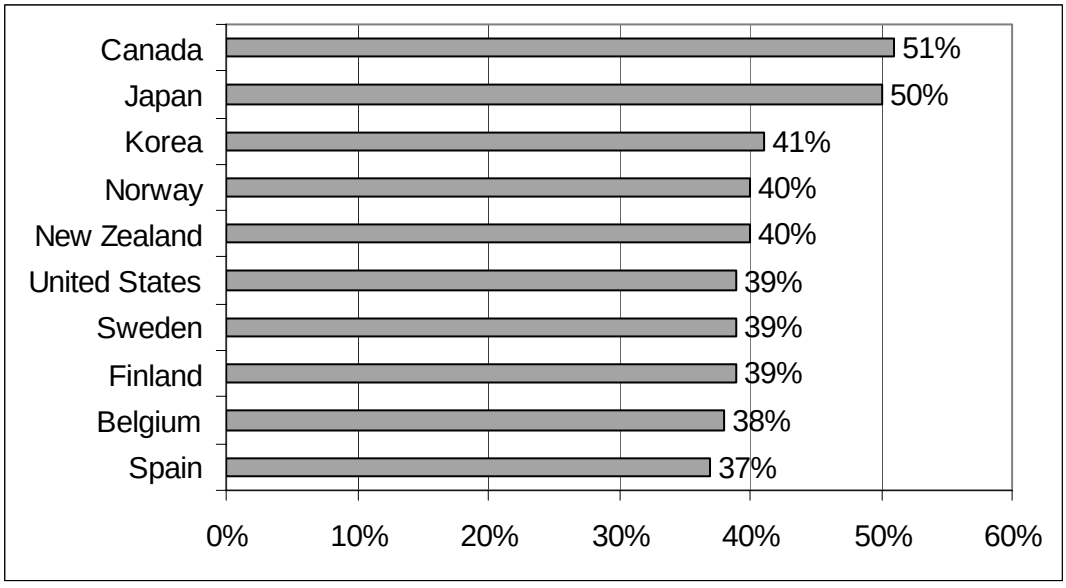
Source: National Graduates Survey, Statistics Canada, 2002

Please refer to Section Five, Labour, for more information on the employment of Canadian College Graduates.

4.2.3 Comparisons of Postsecondary Graduates in Canada to Other OECD Countries.

Canada and Japan are substantially ahead in the proportion of their 25-to 34-year-old population who are postsecondary graduates, compared with other OECD countries.

Figure 24: Population Aged 25 to 34 with College or University Qualifications, Top 10 OECD Countries, 2002



Source: Education at a Glance 2004, Table A3.4b, OECD
Includes only tertiary programs; excludes postsecondary programs less than two years in length

5.0 LIFELONG LEARNERS

5.1 Lifelong Learners in Ontario

Statistics Canada's 2003 Adult Education and Training survey provided a province-by-province breakdown of job-related training for the total population aged 25 to 64 in 2002. Key results for Ontario include:

- Participation rate increased to 30.3 per cent from 27.2 per cent in 1997.
- The average number of job-related training hours per participant was 184 hours, an increase of 14 per cent over 1997.
- The proportion of employer-supported, job-related training dropped slightly since 1997, from 20.6 per cent to 20 per cent. However, the number of hours provided increased from 80 to 125, slightly above the national average of 120 hours.
- A similar proportion (about one third) were in each of the 25 to 34 and 35 to 44 age groups, the lowest being in the 55 to 64 years age group, accounting for eight per cent of the total participants.
- Male and female participation was similar; 48.8 per cent of participants were males and 51.3 per cent were females.
- In terms of educational attainment, postsecondary non-university accounted for the majority of participants (47.6 per cent); postsecondary university accounted for 36.3 per cent, and high school or less accounted for 16.1 per cent.
- Eighty-eight per cent of the participants were employed and 11.7 per cent were unemployed.
- Of all job related courses offered, 41.9 per cent were offered through an employer, 4.7 per cent through a community college and 5.4 per cent through university.

5.2 Lifelong Learners in Ontario's Colleges[22]

Information for this section has been gathered from the report *Provincial Highlights: CAAT Continuing Education Survey – Fall 2002* (Compustat Consultants Inc.), a survey administered in Fall 2002 to students currently registered in CAAT continuing education courses. It is the most recent survey available.

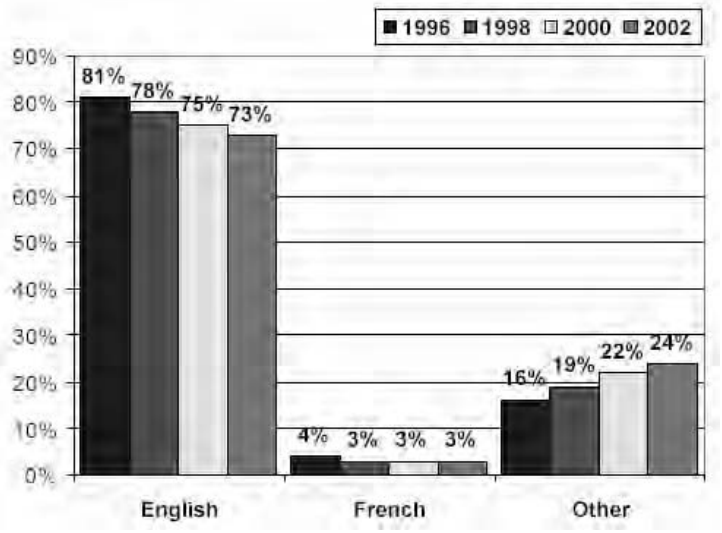
Continuing Education is abbreviated as CE throughout this sub-section.

5.2.1 First Language of CE Students

The proportion of students whose first language is other than English or French was up 2 per cent over 2000 and 8 per cent over 1996. In the Greater Toronto Area (GTA) colleges, the increase was more pronounced, with an increase of four per cent over 2000 and 11 per cent since 1996.

In total, 40 per cent of students at GTA colleges have a first language that is not English or French. Provincially, this number stands at 24 per cent.

Figure 25: First Language of CE Students (Fall 2002)



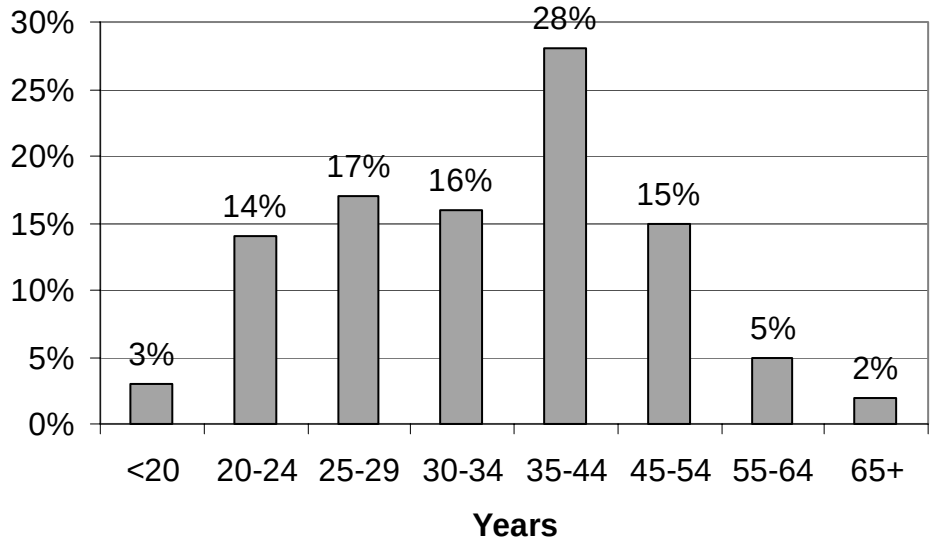
Source: Provincial Highlights: CAAT Continuing Education Survey – Fall 2002, Compustat Consultants Inc

5.2.2 Demographics of Ontario CE Students

- **Sex**: System-wide, female CE students continue to outnumber male CE students 64 per cent to 36 per cent in 2002. The highest proportion of females at a college was 78 per cent, with the lowest proportion at another college of 53 per cent

- **Age**: 61 per cent of CE students are between 25 to 44 years old, with 28 per cent of these in the 35 to 44 year bracket.

Figure 26: Age of CE Students in Ontario (Fall 2002)



Source: Provincial Highlights: CAAT Continuing Education Survey – Fall 2002, Compustat Consultants Inc

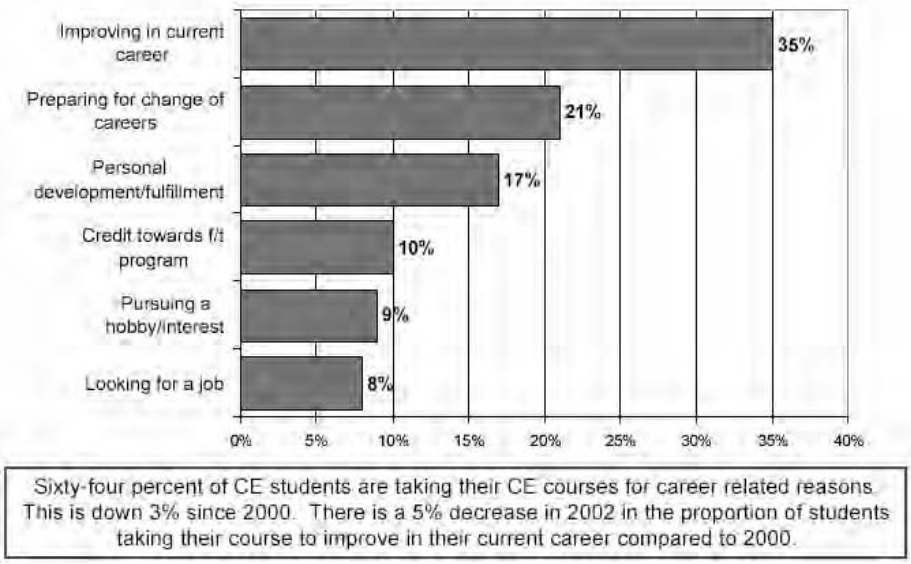
5.2.3 Goals of CE Students in Ontario

There is a wide range of goals among students at the various colleges. Seventeen per cent of students are working to complete a single course, but one college has a low of eight per cent while another has a high of 56 per cent. The same holds true for those working toward a certificate – the system rate is 40 per cent; the range between colleges is between 17 per cent - 50 per cent.

Sixty-four per cent of students stated they were taking CE courses for career reasons.

Please see Figure 27 for more information.

Figure 27: Main Reasons for Enrolling in CE at Ontario Colleges (Fall 2002)

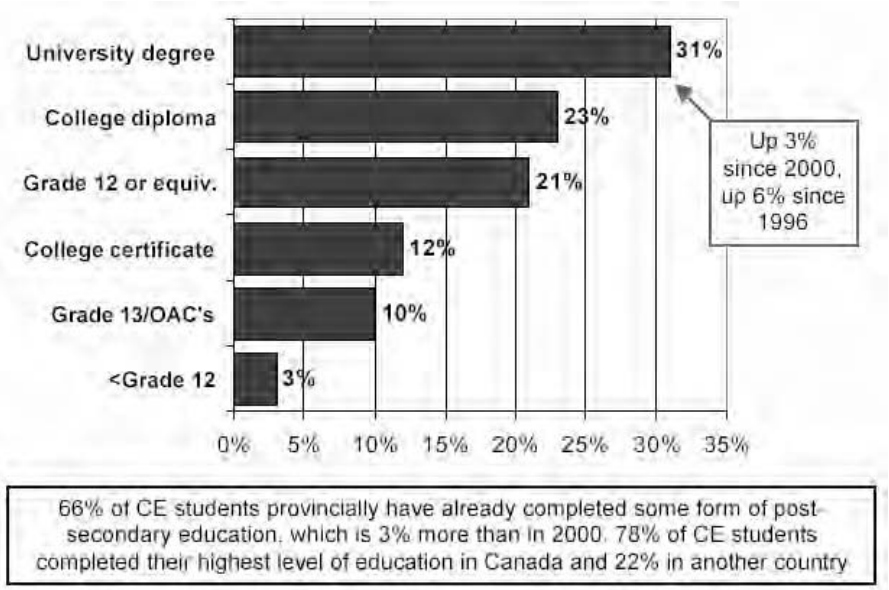


Source: Provincial Highlights: CAAT Continuing Education Survey – Fall 2002, Compustat Consultants Inc

5.2.4 Level of Prior Education of Ontario College CE Students

The proportion of Ontario colleges' CE students with a university degree continues to increase. In 2002, 31 per cent of CE students had a university degree, up 6 per cent since 1996.

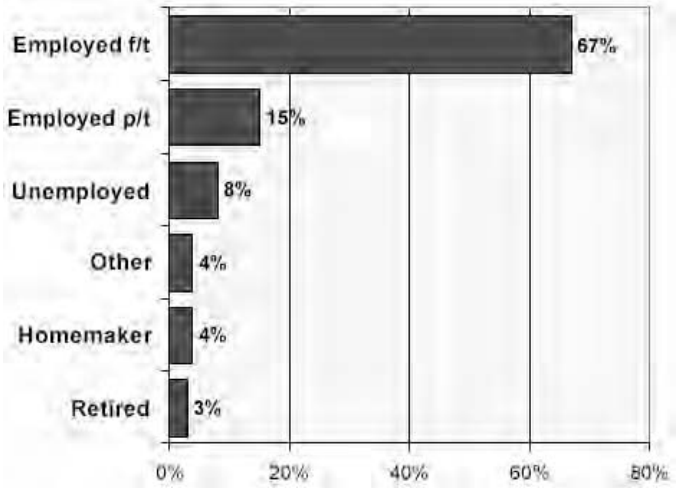
Figure 28: Highest Level of Education of CE Students (Fall 2002)



Source: *Provincial Highlights: CAAT Continuing Education Survey – Fall 2002*, Compustat Consultants Inc

5.2.5 Employment Status of Students

Figure 29: Employment Status of CE Students (Fall 2002)



Source: Provincial Highlights: CAAT Continuing Education Survey – Fall 2002, Compustat Consultants Inc

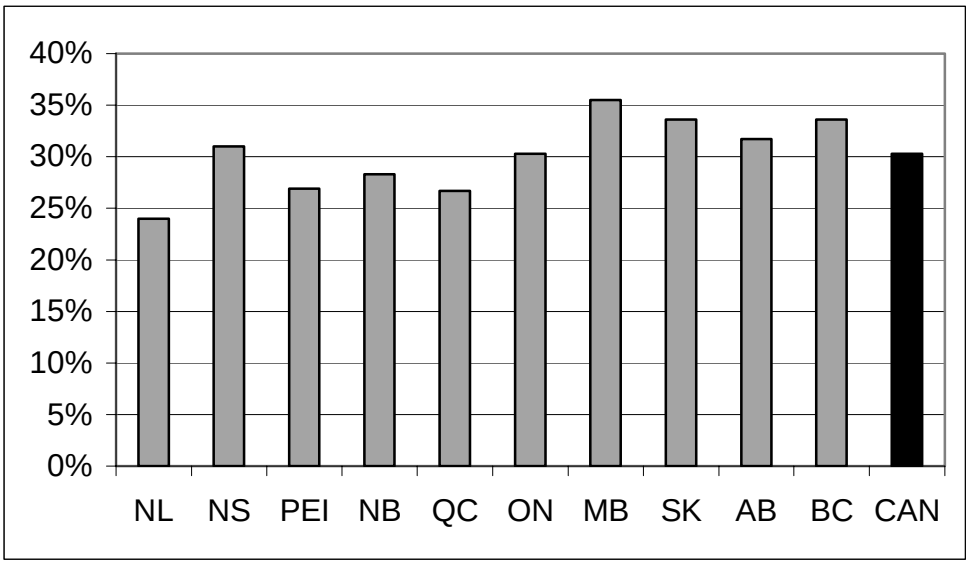
5.3 Lifelong Learners in Canada

While Canada has the highest level of postsecondary completion in the OECD, it has one of the lowest levels of participation in job-related continuing education and training, ranking 10th of the top 12 OECD countries.[23]

Statistics Canada's 2003 Adult Education and Training survey collected data from adults aged 25 to 64 on their participation in job-related training undertaken in 2002.[24] The following represent some of the key findings:

- In 2002, 30.1 per cent of Canadians aged 25 to 64 took part in job-related training, compared with 24.3 per cent in 1997.
- 35 per cent of the employed population participated, compared with 22 per cent of those unemployed.
- Ontario had the fifth-highest participation rate of the provinces, at 30.3 per cent. The prairies and BC lead the country in participation rates.

Figure 30: Participation in Job-Related Training in 2002 by Province



Source: 2003 Adult education and Training Survey, Statistics Canada

- Male and female participation rates were similar (30.0 per cent versus 30.1 per cent)
- Participation in job-related training was the highest among the 25 to 34 years age group and declined with age. However, the participation rate in the oldest age group (55 to 64 years) increased by the highest proportion, from 8.4 per cent in 1997 to 14.4 per cent in 2002.
- Participation in job-related training increased with increasing educational attainment. Only 14.4 per cent of those with high school (or less) participated in job-related training, compared with 34.4 per cent of those with a postsecondary certificate or diploma and 47.8 per cent of degree holders.

- There was a higher participation rate in urban than rural areas (30.8 per cent versus 26.3 per cent); and those born in Canada compared with those born elsewhere (31.4 per cent versus 26.1 per cent).
- The amount of time spent on job-related training was similar to 1997; 176 hours in 2002 versus 182 hours in 1997.
- Public sector employees were much more likely than private-sector employees to participate (50 per cent versus 27.9 per cent)
- The areas of education, health care, public administration and utilities each had participation rates of more than 50 per cent; whereas manufacturing, agriculture, construction, and accommodation/food services all had participation rates below 25 per cent.
- Employers provided 41.5 per cent of training courses, followed by professional associations (17.3 per cent).
- When asked what their predominant job-related training objective and expected outcome was, the vast majority chose the response "do your job better" (86.6 per cent and 82.1 per cent, respectively).
- Some 35.8 per cent reported barriers to obtaining job related training.
- For those employed, predominant barriers were cost, being too busy at work; and conflicts with work schedule.

6.0 WEBSITES OF INTEREST

ORGANIZATION / SUBJECT	WEBSITE
Conference Board of Canada	http://www.conferenceboard.ca/
Education, Skills and Learning Research Papers	http://www.statcan.ca/cgi-bin/downpub/listpub.cgi?catno=81-595-MIE
Canadian Education Statistics	http://www.statcan.ca/english/Pgdb/educat.htm
Education Studies	http://www.statcan.ca/cgi-bin/downpub/freepub.cgi?subject=1821#1821
Millennium Scholarships	http://www.millenniumscholarships.ca/factbook/en/
OECD	http://www.oecd.org
Statistics Canada	http://www.statcan.ca

7.0 ENDNOTES

[1] *2004 College Applicant Survey,* Acumen Research Group Inc., and the Canada Millennium Scholarship Foundation

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[3] Ontario Ministry of Training Colleges and Universities

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[6] *Education Indicators in Canada: Report of the Pan-Canadian Education Indicators Program, 2003,* Statistics Canada and Council of Ministers of Education of Canada, p. 113

[7] *University Student Information Surveys,* Statistics Canada.

[8] *Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS),* 2003, Statistics Canada

[9] *Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS), 2003*, Statistics Canada

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[13] *Institutional Report: 2004 Canadian College Student Survey. Kwantlen University College.* Prairie Research Associates Inc., the Canadian College Student Consortium, The Canadian Millennium Scholarship Foundation, June, 2004.

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[15] *Canadian Postsecondary Students with disabilities: Where are They?* Fichten, CS, Asuncion, JV et al, The Canadian Journal of Higher Education. Volume 33. No. 3, pgs 71-114, 2003.

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[18] *Education Indicators in Canada: Report of the Pan-Canadian Education Indicators Program, 2003,* Statistics Canada and Council of Ministers of Education of Canada

[19] *Finding Their Way: A Profile of Young Canadian Graduates, 2003,* Statistics Canada

[20] *Class of 2000: Profile of postsecondary graduates and student debt, 2004,* Statistics Canada

[21] *Class of 2000: Profile of postsecondary graduates and student debt, 2004,* Statistics Canada

[22] *Provincial Highlights: CAAT Continuing Education Survey – Fall 2002,* Compustat Consultants Inc.

[23] *Performance and Potential 2003-2004, Defining the Canadian Advantage,* Conference Board of Canada

[24] *Working and Training: First Results of the 2003 Adult Education and Training Survey, 2003,* Peters, V., Statistics Canada Catalogue # 81-595-MIE.

DEMOGRAPHICS

Section Two

CONTENTS OF SECTION TWO: DEMOGRAPHICS

SECTION TWO: DEMOGRAPHICS

This chapter examines demographic data and population projections for Canada from 2001 to 2026 and for Ontario from 2004 to 2031.

1.0 HIGHLIGHTS

Ontario

- Ontario is projected to have a population of 16.4 million by 2031.
- Between 2004 and 2031, the annual rate of population growth is expected to drop from 1.3 per cent to 0.7 per cent.
- Diminishing natural increase is the main factor in the slower growth rate.
- The province's 20-to-24-year-old cohort will continue to grow until the middle of the next decade. It will decline in size in the following 10 years.
- In 2003-04, Ontario received 54 per cent of all of Canada's immigrants. Immigration will play an important role in meeting the province's labour force demands.
- Immigrants are well educated and their education upon arrival has been increasing. Sixty-six per cent of those who arrived from 1996 to 2001 had postsecondary qualifications.
- All regions of Ontario will experience growth, with the Greater Toronto Area being the fastest-growing region, largely due to immigration.

Canada

- From 2001 to 2026 Canada's population will grow at an average annual rate of about 0.7 per cent.
- Natural increases will drop; death rates will rise; the population is aging.
- Canada's working-age population is now almost evenly distributed between the younger age range of 25 to 44 and 45 to 64.
- Immigration is, and will continue to be, a significant contributor to Canada's population growth, with China, India, Pakistan and the Philippines as the main source countries.
- Recent immigrants (arriving between 1996 and 2001) are well-educated, 68 per cent of the 25 to 64 age group report a postsecondary credential.

2.0 ONTARIO'S POPULATION

2.1 Population Projections – Ontario[1]

Overall, Ontario is projected to experience fairly robust population growth over the next 25 years, rising from an estimated 12.39 million as of July 1, 2004, to 16.43 million in 2031, a growth of 32.5 per cent, largely due to immigration.

From 2004 to 2031, the annual rate of population growth is expected to drop from 1.3 per cent to 0.7 per cent.

From the 1996 Census to the 2003 Census (based on postcensal estimates), Ontario's population increased by 10.4 per cent, compared with a national increase of 6.9 per cent. Proportionately, the GTA increased its proportion of the population from 43 per cent in 1996 to 45.3 per cent in 2003.

Regions experiencing increases include:

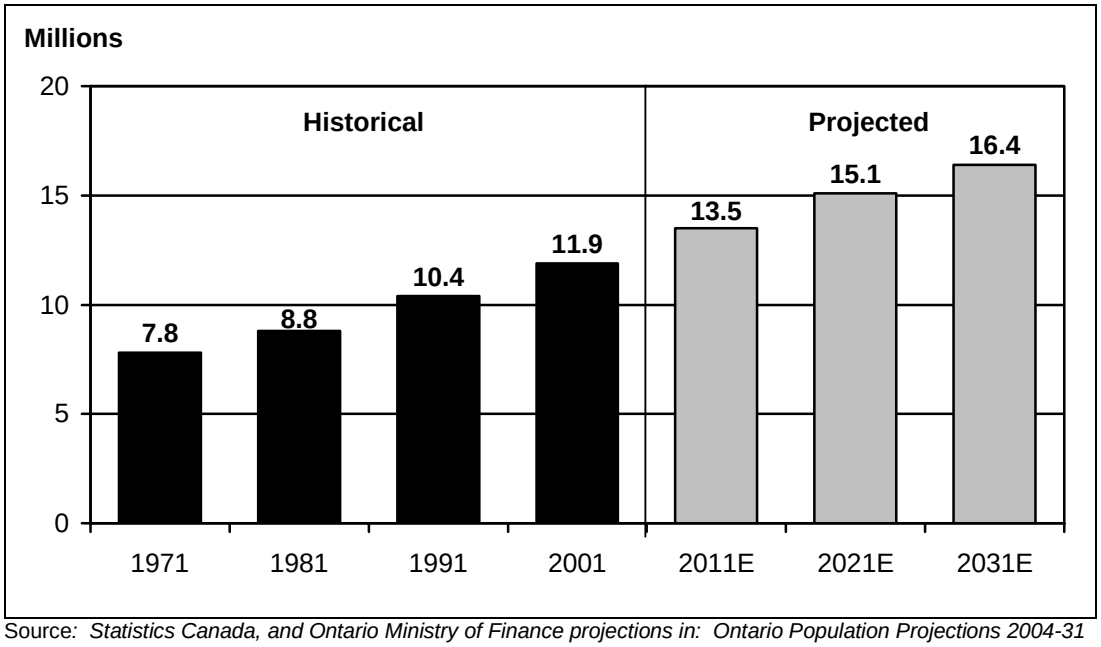
- The GTA, +16.3 per cent
- Central region (excluding the GTA), +9.7 per cent
- Southwestern, +5.2 per cent
- Eastern, +7 per cent

Regions experiencing population declines:

- Northeast, -5.8 per cent
- Northwest, -4.2 per cent

The following chart presents the most likely scenario for Ontario's population growth to 2031.

Figure 1: Ontario's Projected Population: Reference (i.e. most likely) Scenario, 1971 – 2031



Source*: Statistics Canada, and Ontario Ministry of Finance projections in: Ontario Population Projections 2004-31* Ontario Ministry of Finance, Fall, 2004, pg. 8
E= Estimated

2.2 General Age Structure Trends - Ontario

During the projected period, the age distribution of Ontario's population will shift to fewer youth and more seniors. While the proportion of children under the age of 15 years will fall from 18.5 per cent to 15.4 per cent, the proportion of adults age 65 and over will increase from 12.8 per cent to 22.3 per cent in 2031. The province's working-age population, ages 15 to 64, will rise from 68.8 per cent in 2004 to peak at 69.6 per cent in 2010, after which it will fall slowly to 62.3 per cent by 2031.

Ontario's working-age population will increase by 20 per cent by the year 2031, from 8.5 million in 2004 to 10.2 million in 2031. The most rapid increase will be among workers over age 45.

The median age of women will climb from 39 in 2004 to 44 years in 2031. The median age for men will increase from 37 to 42 years by 2031.

The most relevant age groups to Ontario's colleges, the 15 to 29 age range, will be roughly 20 per cent of the total population until 2011, with actual numbers increasing. However, the projection for the subsequent 20 years shows the proportion of the 15 to 29

age group declining and a plateau in the total numbers. The following table presents Ontario's population distribution by age groupings most relevant to colleges.

Table 1: Projected Ontario Population (POP) by Selected Age Groupings, 2001 to 2031

Age Group	15 -19		20 - 24		25 - 29	
Year	POP (thousands)	% of POP	POP (thousands)	% of POP	POP (thousands)	% of POP
2001	805.1	6.8%	784.8	6.6%	806.9	6.8%
2004	829	6.7%	845.4	6.8%	831.7	6.7%
2006	849.4	6.7%	872.6	6.9%	856.5	6.7%
2011	885	6.5%	914.8	6.8%	935.3	6.9%
2016	848.6	5.9%	951.3	6.6%	975	6.8%
2021	808.2	5.4%	914.9	6.1%	1008.6	6.7%
2026	848.8	5.4%	873.9	5.5%	969.5	6.1%
2031	891.9	5.4%	913.6	5.6%	926	5.6%

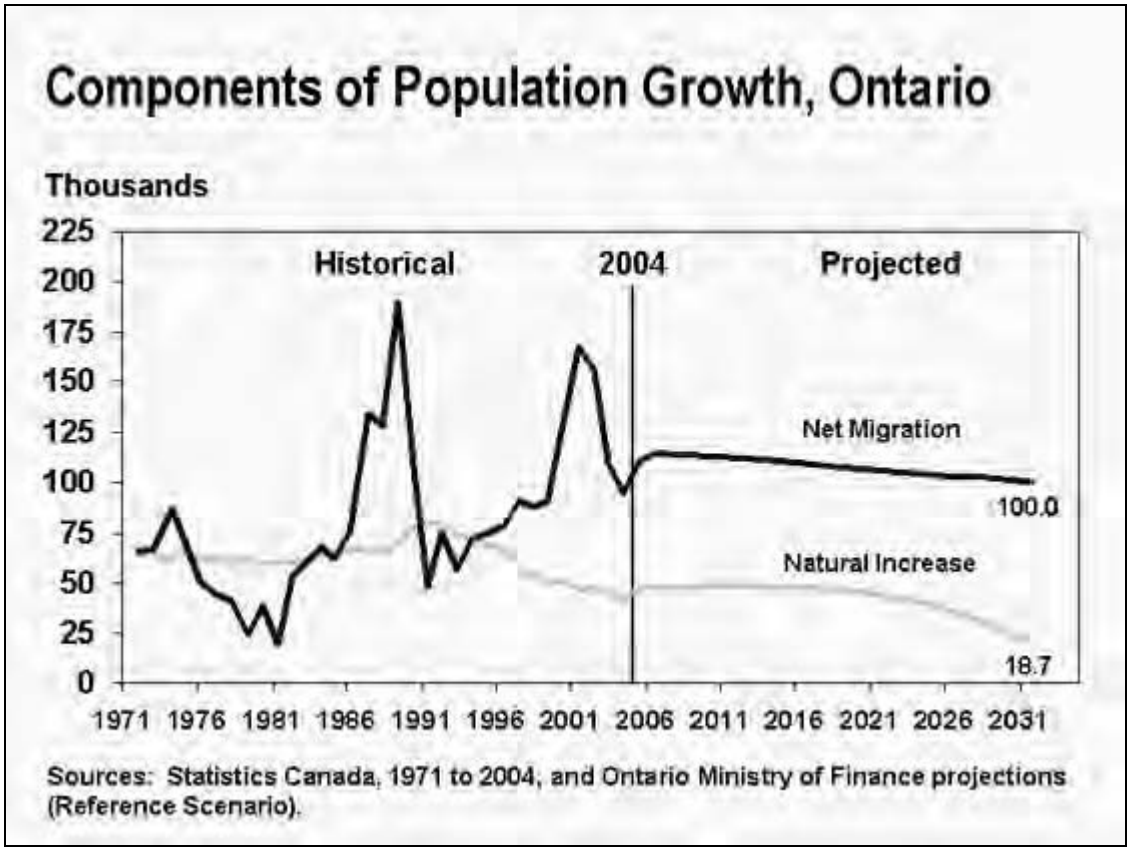
Source: *Ontario Population Projections*, 2004-2031, Ministry of Finance (2004) Table 4 Reference Scenario.

2.3 Migration and Immigration

Net migration: From 2004 to 2014, net migration (i.e. to Ontario from other countries, provinces and territories) will add more than 1.1 million to Ontario's population, accounting for 70 per cent of total population growth. By 2031, net migration will add 2.9 million people to the province's population.[2]

Immigration levels: Immigration has played a significant role in the population growth of the province. In 2003-04, the province received 128,000 new Canadians, 54 per cent of the total that came to Canada. There is considerable uncertainty involved in projecting immigration levels but, taking into account the fluctuations that occurred in the past decade, and the targets set by the federal government, Ontario immigration projections by the Ministry of Finance range from 90,000 to 150,000 persons annually.[3] The most likely projection has been set at 125,000 annually, beginning in 2004-05 and remaining constant at that figure for the projection period to 2031. The following chart presents the relative strengths of migration and natural increase in contributing to Canada's growth from 1971 to 2031. It illustrates the degree to which the rate of natural increase in Ontario's population is dropping and the relative importance of migration.

Figure 2: Population Growth by Natural Increase and Migration, 1971-2031



Education levels of immigrants: From 1996 to 2001, Ontario received almost 424,000 international immigrants 15 years of age and older. In recent years, the education levels of international immigrants coming to Ontario have increased and are now higher than the non-immigrant Ontario population ages 25 to 44. In 2001, only 59 per cent of the Ontario population ages 25 to 44 possessed a postsecondary credential compared with 72 per cent of immigrants who came to Ontario from 1996 to 2001. Another notable shift has been in the relative proportion of college/ trades credentials versus university credentials. There has been a large jump in the proportion of immigrants with university degrees and a decline in college credentials. The following table presents the education levels, based on census figures from 1996 and 2001.

Table 2: Highest Education Level Achieved by Ontario Immigrants versus the Non-Immigrant Population, Aged 25-44

Education Level	Ontario non-immigrant population, 2001	Arrived between 1991-1995	Arrived between 1996-2001
Less than high school graduation certificate	14.7%	18.6%	11.3%
High school graduation certificate	14.9%	14.1%	9.5%
Some postsecondary education	11.8%	11.7%	7.5%
Trade certificate or diploma	11.3%	8.4%	5.5%
College certificate or diploma	23.4%	16.2%	10.5%
University certificate or diploma below Bachelor's	1.4%	4.2%	5.5%
University degree, of which:	22.4%	26.9%	50.2%
Bachelor's	16.1%	17.7%	29.0%
University certificate above bachelor's degree	2.8%	2.5%	4.9%
Master's	3.2%	5.5%	13.8%
Doctorate	0.3%	1.1%	2.4%
Total Number Aged 25-44	2,438,250	225,230	251,580

Source: Statistics Canada - Cat. No. 97F0009XCB01041
www12.statcan.ca/english/census01/products/standard/themes/RetrieveProductTable

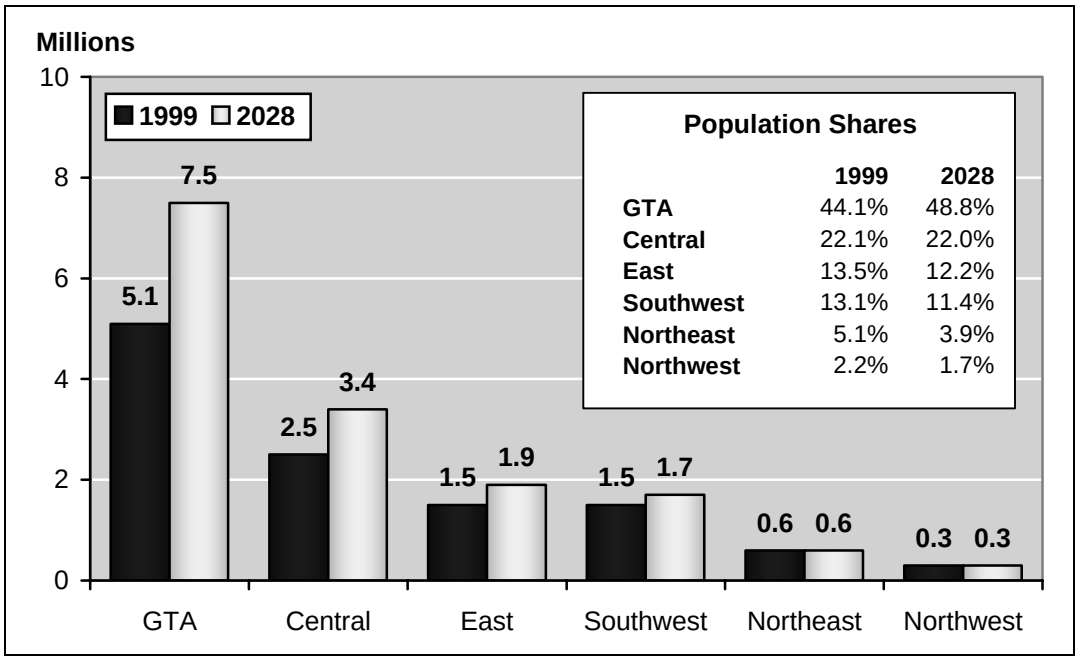
2.4 Projections of Ontario's Regional Population Distribution[4]

[In contrast to other data in this section, regional population projections based on the 2001 census have yet to be released, and therefore projections are based on the 1996 census.]

Based on the most recent regional projection data, it is projected that all regions of Ontario will experience growth, with the Greater Toronto Area being the fastest growing region, largely due to immigration. The GTA's population will increase from 5.1 million in 1999 to 7.5 million by 2028. The GTA's share of total Ontario population will rise from 44 per cent in 1999 to almost 49 per cent in 2028, or close to one-half of Ontario's population. Growth in York Region of the GTA will be the fastest.

The population of Central Ontario will grow by about 834,000, with its share of Ontario's total population remaining unchanged at 22 per cent at the end of the projection period. Eastern Ontario's population will rise by 324,000, with towns such as Prescott and Russell and Lanark experiencing above-average population growth. The population of Southwestern Ontario will grow by 239,000 but growth rates within the region will vary. Northern Ontario will experience an increase of 29,000 at varying rates across the region.

Figure 3: Regional Populations in Ontario, 1999 & 2028



Source: *Ontario Population Projections*, 1999-2028. www.gov.on.ca/FIN/english/demographics/demog00e.htm

3.0 CANADA'S POPULATION

3.1 Canada's Population Projections

Three main factors contribute to the country's short- and long-term population profiles: natural increase, age structure and migration. The interplay of these three factors has resulted in an increase in Canada's population but at an increasingly slower rate over the past several years. In 2004, Canada's population was estimated at just fewer than 32 million. The population is projected to reach 36.2 million by 2026, at an average annual growth rate of about 0.7 per cent.

The census reports of 1996 and 2001 indicate that Canada has also experienced a deceleration in its population natural growth rate, now less than 1 per cent per year. Since 1996, natural increases declined by one-third due to a drop in fertility rates and the smaller size of the "baby bust" generation. At the same time, deaths increased primarily due to our aging population. As the nation moves further into the 21st century, the rate of natural increase will continue to drop and by 2025, Canada's natural growth rate will be just under 0.6 per cent.

Table 3 presents Canada's census population and total growth rates over the last 50 years and those projected to 2026.

Table 3: Canada's Historical and Projected Census Population and Growth Rates, 1951 - 2026

Year	Population (000s)	Growth Rate (5 year) (%)
1951	14,009	
1956	16,081	14.8
1961	18,238	13.4
1966	20,015	9.7
1971	21,568	7.8
1976	22,993	6.6
1981	24,343	5.9
1986	25,309	4.0
1991	27,297	7.9
1996	28,847	5.7
2001	31,100	4.0
2006	32,229	7.0
2011	33,362	3.5
2016	34,420	3.2
2021	35,382	2.8
2026	36,191	2.3

Sources: www.statcan.ca/english/Pgdb/demo23c.htm; 2001 Census Analysis Series – A profile of the Canadian population: where we live; 2006 -2026

3.2 General Age Structure Trends - Canada

Median age increasing: A country's demographic structure changes continually as its birth cohorts move through the life cycle. Census data on age and gender show that in 2001, the median age of Canada's population reached an all-time high of 37.6 years, an increase of 2.3 years, from 35.3, in 1996. This was the biggest census-to-census increase in a century. The increase is one of many indicators that the nation's population is aging.

Low Fertility: The 2004 Statistics Canada's population estimates showed that 24.6 per cent of Canada's population was aged 19 or younger, down from 28 per cent in 1991. The current birth rate per 1,000 Canadians is 10.4.

Decrease in number of 25 to 34 year olds: The population of the younger working-age groups, aged 25 to 34, declined between 1991 and 2004 from 4.9 to below 4.4 million, as the tail end of the baby boomers was replaced by the much smaller baby bust generation. Projections show that by 2011, this group could increase somewhat with the arrival of the first generations of the baby boomers' children.

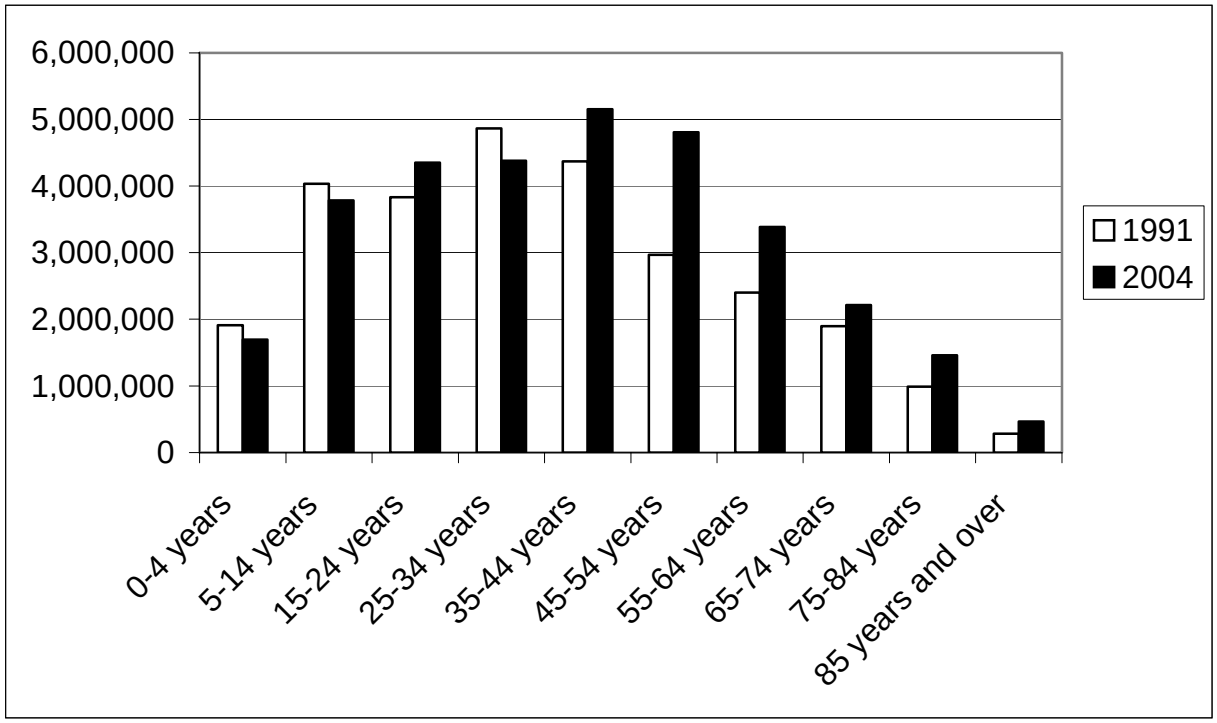
Increase in number of 35 to 44 year olds: Since 1991, the mid-career population, aged 35 to 44, increased 18 per cent to 5.2 million, as the larger generations of the end of the baby boom replaced the smaller ones of the beginning of the boom. However, this population is projected to decline 11 per cent from 2004 to 2011, as these large generations will themselves be replaced by the small cohorts of the baby bust.

Baby boomers: The most well-known birth group in Canada is the baby boom group, that is, people born from 1946 to 1965. Baby boomers are currently aged between 39 and 58. Looking at the figure below, that population is best expressed by the 45-to-54-year-old population, which has increased a striking 62 per cent since 1991. In total, the baby boomers now represent nearly one-third of the total population.

Increase in number of 45 to 64 year olds: Canada's older working-age population, aged 45 to 64, has now almost matched the younger working age population of 25 to 44 year olds. While the population of 25 to 44 year olds has increased marginally from 9.2 to 9.5 million since 1991, the 44 to 64 year old age group has increased by 52 per cent, from 5.4 to 8.2 million.

Increases in the retirement–age population. The population over 65 has increased by almost one million since 1991, and it is projected to nearly double to 7.7 million by 2026. In 2001, this age group made up only 12.7 per cent of the population; it is expected to comprise 21.4 per cent of the population by 2026.

Figure 4. The Canadian Population by Age, 1991 and 2004



Source: Statistics Canada, CANSIM II, table 051-0001. http://www.statcan.ca/english/Pgdb/demo10a.htm

For more information with respect to the impact of the aging population on the labour force, please see Chapter Five of the Scan, Labour, "Aging Workforce – Canada".

3.3 Immigration - Canada

"By 2025, immigration will account for all population growth."
(Conference Board of Canada, 2003)

Immigration is, and will continue to be, a significant contributor to Canada's population growth.

For the last half of 2003 and the first half of 2004, 239,041 immigrants came to Canada. Immigration was up 17 per cent for the first half of 2004, compared with the same time last year. The number of refugees increased by 112 per cent and the numbers of skilled workers (principle applicants) increased by eight per cent. The target set by the federal government for 2005 is 220,000 to 245,000. In the first half of 2004, China (16 per cent) was the leading source country of immigration, followed by India (10 per cent), the Philippines (six per cent) and Pakistan (six per cent).[5]

According to the 2001 Census, 68 per cent of immigrants were born in Asia, including the Middle East. Another 15 per cent were from Europe, nine per cent from Africa and six per cent from Central and South America and the Caribbean. [6]

Among recent immigrants, both genders tend to be highly educated. For the 25 to 64 year age group, over 44 per cent of immigrants who came to Canada from 1996 to 2001 reported having a university degree. In contrast, less than 18 per cent of Canada's non-immigrant population had degrees in 2001. The proportion of immigrants with trade qualifications dropped from 14 per cent of immigrants who arrived in the 1960s to 11 per cent in the 1980s and down to 6 per cent in the late 1990s. The proportion of immigrants with a college diploma demonstrated a similar decline. Only 52.4 per cent of the non-immigrant population has a postsecondary credential (including trades), compared with 67.5 per cent of the immigrants who arrived from1996 to 2001. Similarly, the proportion with secondary school or less declined from 35 per cent of immigrants who arrived in the 1980s to 25 per cent who arrived in the late 1990s. [7]

For further information on the impacts of immigration on the labour force, please see Chapter Five of the Scan, Labour, "Immigrants."

4.0 WEBSITES OF INTEREST

Organization	Website
Citizenship and Immigration Canada	http://www.cic.gc.ca
Statistics Canada	http://www.statcan.ca
Statistics Canada 2001 Census Analysis Series: A Profile of the Canadian Population: Where We Live	http://geodepot.statcan.ca/Diss/Highlights/Highlights_e.cfm?lang=E
Ontario Ministry of Finance	http://www.gov.on.ca/fin
Conference Board of Canada	http://www.conferenceboard.ca

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[2] Ontario Population Projections 2004-31, Ontario Ministry of Finance, Fall, 2004

[3] Ontario Population Projections, 2004-2031.
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[4] Ontario Population Projections, 1999-2028.
www.gov.on.ca/FIN/english/demographics/demog00e.htm

[5] *The Monitor*, *Fall 2004.* Citizenship and Immigration Canada.

[6] *2001 Census, Statistics Canada.* http://www.statcan.ca/english/Pgdb/demo34a.htm

[7] *2001 Census, Statistics Canada* - Cat. No. 97F0009XCB01041
www12.statcan.ca/english/census01/products/standard/themes/RetrieveProductTable

PERFORMANCE AND PERCEPTIONS

SECTION THREE

CONTENTS OF SECTION THREE: PERFORMANCE AND PERCEPTIONS

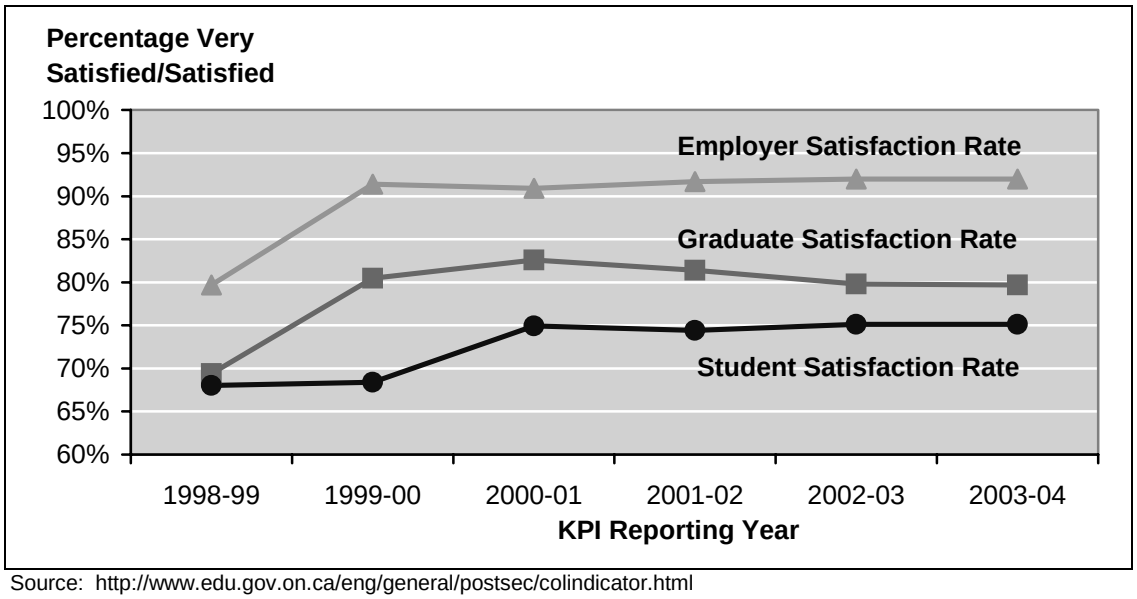
1.0 KEY PERFORMANCE INDICATORS (KPI)

1.1 KPI Overview

Ontario college data collection on graduate outcomes, graduate satisfaction and employer satisfaction began in the fall of 1998. The indicators were factored into the mechanism for distributing government transfer payments among colleges, starting in 2000-01. The amount of performance funding has remained constant for the last four years at $16.4 million and is distributed to colleges on a formula that reflects the size of the college and its KPI scores. Student satisfaction data has also been collected since 1998-99, but is not tied to funding distribution. All students are surveyed beyond their first semester, and graduates and employers are surveyed six months after student graduation.

1.2 Trends in CAAT KPIs

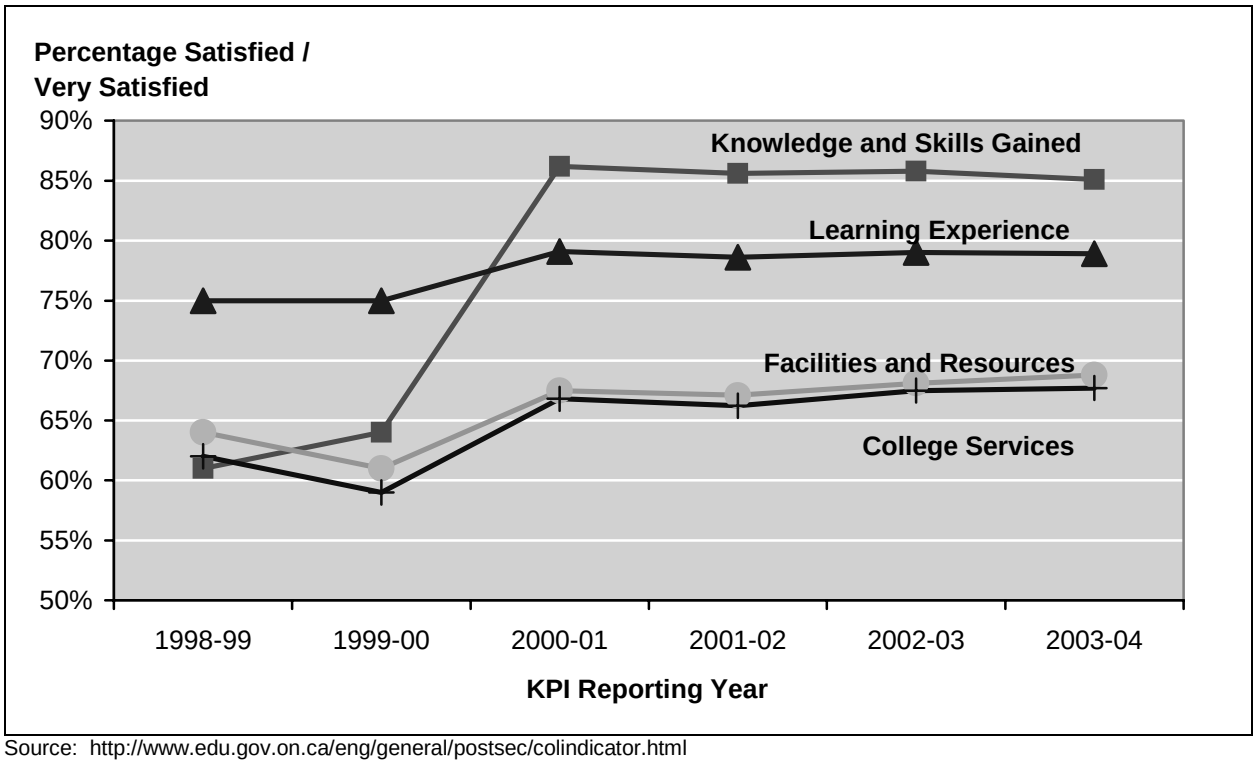
Figure 1: Trends in Graduate, Employer and Student Satisfaction Rates



Source: http://www.edu.gov.on.ca/eng/general/postsec/colindicator.html

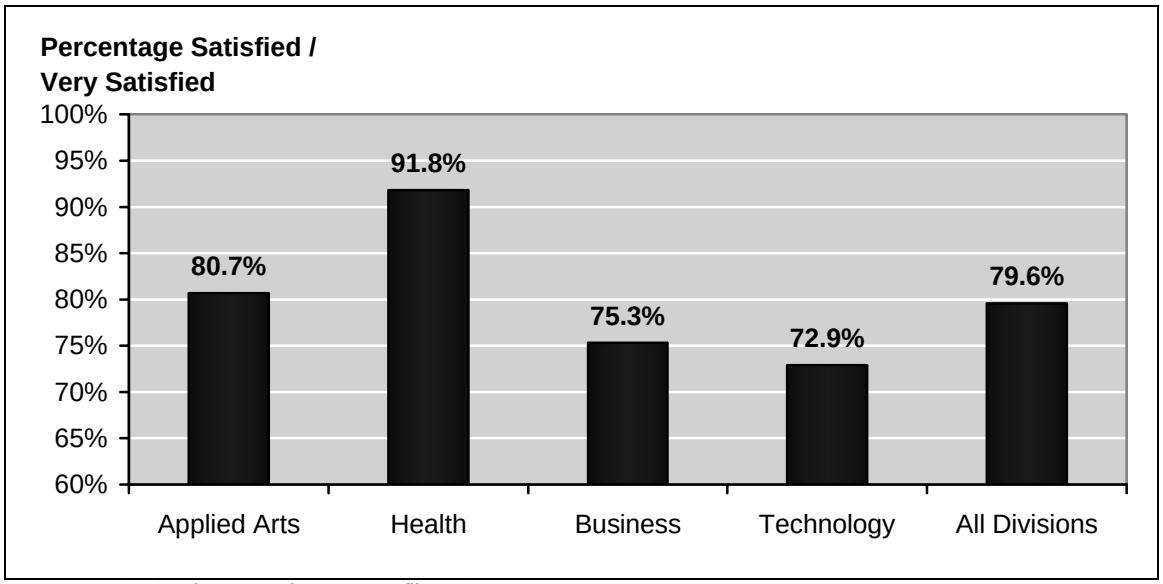
Figure 2: Summary of Student KPI Results

This graph shows the percentage of students satisfied or very satisfied with four aspects of their college experience.



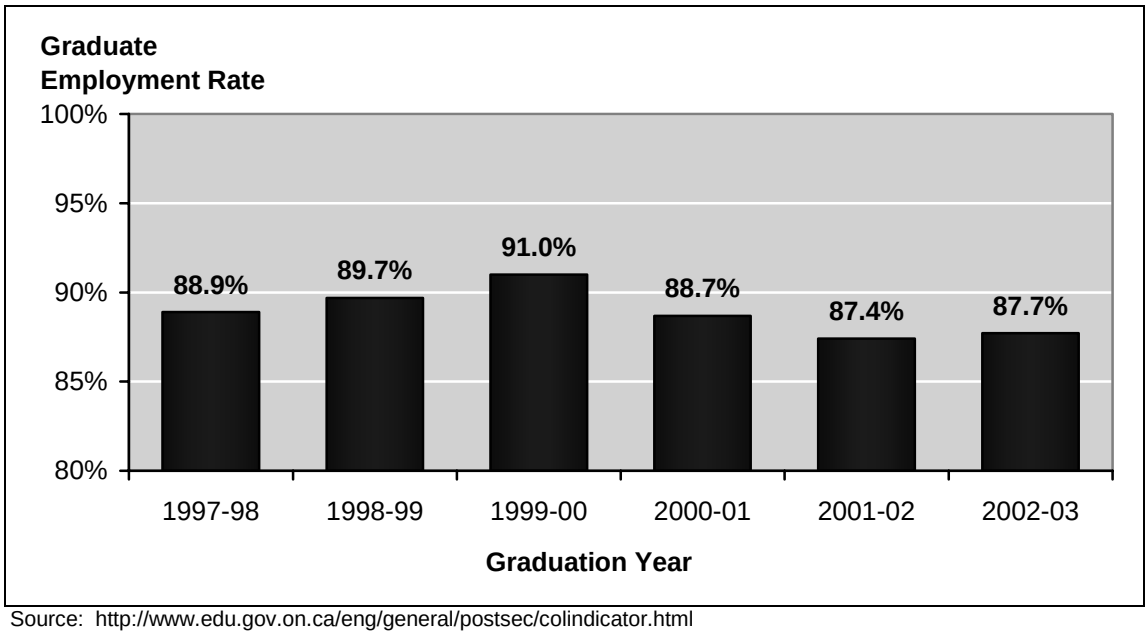
Source: http://www.edu.gov.on.ca/eng/general/postsec/colindicator.html

Figure 3: Graduate Satisfaction, by Division (2002-03 Graduates, six months after graduation)



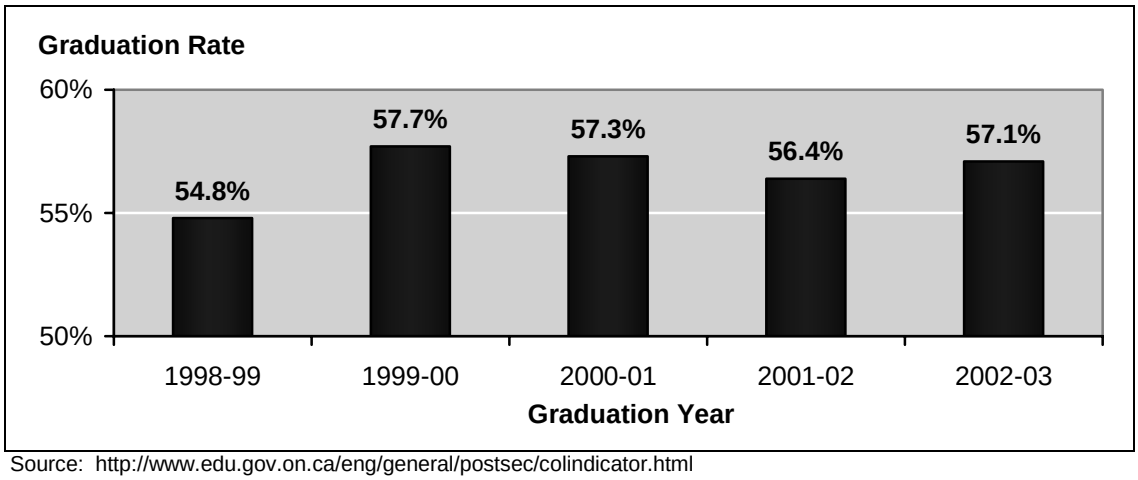
Source: MTCU Graduate Employment Profile 2004.

Figure 4: Trends in Graduate Employment Rates (Percentage employed six months after graduation)



Source: http://www.edu.gov.on.ca/eng/general/postsec/colindicator.html

Figure 5: Trends in Graduation Rates



Source: http://www.edu.gov.on.ca/eng/general/postsec/colindicator.html

2.0 RETURN ON INVESTMENT OF AN EDUCATION AT ONTARIO'S CAATS

Background

In 2003, the CAATs commissioned a study, "The Socioeconomic Benefits Generated By 24 Colleges of Applied Arts and Technology In Ontario." The study was conducted by CCbenefits Inc. The model employed was complex and relied on data collected from individual colleges, which was then translated into common sense benefit/cost and investment terms. The model has been subjected to peer review, field tested on more than 350 different colleges throughout the United States and Canada, and subsequently applied to the colleges in Ontario. The findings are based on solid economic theory, carefully drawn functional relationships, and a wealth of national and local education-related data.

Findings reflect the impacts of all college activity, i.e., not just activity with respect to full-time students.

Four types of benefits were tracked:

1. **Taxpayer**: The return to taxpayers for their support of Ontario's 24 colleges.
2. **Student**: Higher earnings captured by exiting students;
3. **Provincial**: regional economic benefits (contributions to local job and income formation); and
4. **Social**: A broad collection of social benefits (improved health, reduced crime, lower welfare and unemployment).

Key Findings

The key findings are summarized in Table 1 on the next page. A full copy of this report can be found on the ACAATO website at http://www.acaato.on.ca.

Table 1: Key Findings on the Benefits Generated by CAATs in Ontario

	Key Finding	Detail Regarding the Finding
Taxpayer	**12.1% real money "book" return** is seen by taxpayers on their annual investments in the colleges.	This benefit stream is based on increased tax collections and expenditure savings. The results indicate a rate of return of 12.1%, a benefit/cost ratio of 2.3 (every dollar of provincial or local tax money invested today returns a cumulative $2.31 over the next 30 years), and a short payback period of only 10.7 years.
Student	**A 9% annual return** on their investment of time and money is experienced by students.	For every $1 the student invests in a college education, he or she will receive a cumulative $2.16 in higher discounted future earnings over the next 37 years. For every instructional contact hour completed, students will, on average, earn $70 more per year, each year they are in the workforce. The payback period (the time needed to recover all costs) is 14.4 years.
Provincial	**$11.4 billion** of all annual earnings in the provincial economy are explained by the 24 CAATs. These earnings are equal to that of roughly 281,600 jobs.	Operations and capital spending: $1.5 billion Direct faculty and staff wages, salaries, benefits and other operating and capital expenditures and the impact of spending these wages and revenues by recipients. Higher earnings due to past instruction: $9.9 billion Each year, students leave the 24 colleges and join or rejoin the local workforce. Their added skills translate to higher earnings and a more robust economy. The accumulated contribution of past instruction adds some $9.9 billion in annual earnings to the economy of Ontario.
Social	**$159.6 million per year** is saved by the Government of Ontario through benefits from improved health and reduced welfare, unemployment and crime.	Annual Savings: Improved Health: $100.3 million Reduced Crime: $1.6 million Reduced Welfare/Unemployment: $57.7 million

3.0 COLLEGE APPLICANT SURVEY 2004

The second annual College Applicant Survey was conducted in the Spring 2004. It provides an overview of applicants' perceptions of, and interest in, various postsecondary education institutions and examines factors that influence college selection. Completed surveys were received from 4, 232 of the 17,000 applicants surveyed, for a response rate of 25 per cent.

3.1 Findings

- While 76 per cent of applicants had applied only to college, a further 17 per cent had applied to university as well (14 per cent to Ontario universities). Of those who applied to both, 58 per cent would prefer university.
- The most important factor for those who preferred college over university was program/career choice, while family expectations had the least influence. For those preferring university, the program/ career choice was also the most important, with attainment of a degree also important.
- Sixty-nine per cent chose their college based on the college offering a program of interest. Of the 23 per cent who were interested in widely available programs, their decision was based on college appeal.
- Forty-one per cent spent ten or more hours researching their college choice; 33 per cent spent between four and 10 hours.

3.1.1 Reasons for Selecting a Particular College

Applicants were asked to rate the impact of various influences on their choice of college. They were then asked to choose the single most important factor in each of the following categories: college characteristics, marketing/recruitment influences, and influence of individuals.

- **College characteristics**: The one characteristic that had the most influence on college selection was that the college offered the desired program (42 per cent), followed by being close to home (16 per cent) and program reputation (nine per cent).
- **Marketing/recruitment influences**: When asked specifically about marketing and recruiting influences, the college website (25 per cent), interactions with past or current students (22 per cent), and on- campus visits (19 per cent) had the most influence.
- **Influence of individuals**: Parents (33 per cent) and friends (19 per cent) had the most influence on college selection. The guidance counsellor, college representative and other members of their families had significant and equivalent influence (nine to 11 per cent).
- **Overall influences:** College characteristics are by far the most influential on college selection. The top ones in order of importance were: offered desired program, reputation of program, reputation of college, and quality of teachers and professors.
- Interesting components that have minimal influence on college selection include KPI results, high school guidance counsellor, high school teacher, and college advertising. However, this was not broken down for secondary and non-secondary students, which can explain the minimal effect of high school staff.

3.1.2 Concerns about College

- The most important concerns that applicants had about college were finding employment upon graduation, doing well in college, not knowing what future careers they will have, and finances. Females, people with lower family income, and members of visible minorities had higher degrees of concern than others for most factors.
- Despite these concerns, 87 per cent were very confident about completing their program of interest; and 88 per cent had much confidence in improving career opportunities.

For more information on college applicants, please see Section One, Learners and Learner Profiles.

4.0 ASPIRATIONS OF CANADIAN YOUTH REGARDING HIGHER EDUCATION (HRSD STUDY)

In May 2004, Human Resources and Skills Development (HRSD) released a report on the "Aspirations of Canadian Youth for Higher Education." This report was based on the responses of 29,687 15 year olds who were part of the Canadian PISA/YITS survey. HRSD defined "educational aspiration" as "the amount and type of education someone would ideally like to have" in contrast to "educational expectations," which were defined as aspirations tempered by a variety of reality constraints.

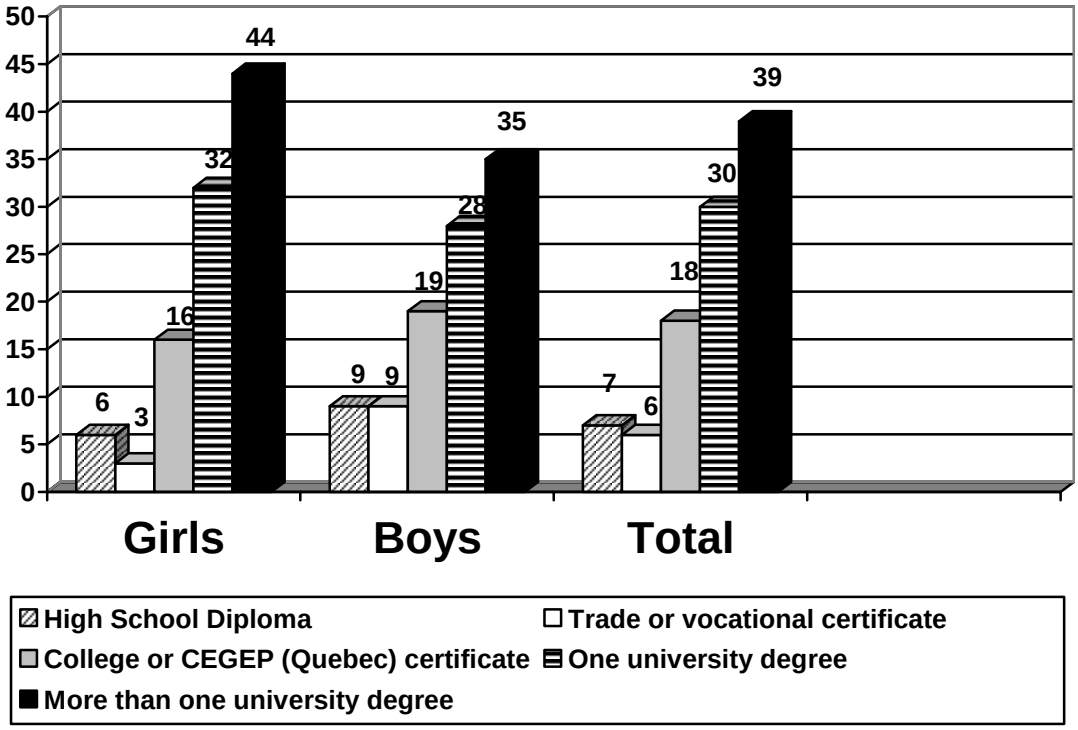
There has been considerable change in the aspirations of youth, when results are analyzed by gender. Prior to the 1980s, the aspirations of women were lower than those of men. Since then, women have caught up with and even surpassed men, especially on the educational front.

Almost 70 per cent of teenagers say they want one or more university degree(s) (see Figure 6 below). The most frequent response (39.3 per cent of the respondents) was that they wanted more than one university degree. Few (6.2 per cent) said the highest level of education they want is an apprenticeship or some trade or vocational diploma or certificate.

The study found that youth see a very close link between education and getting good jobs. Approximately 90 per cent of the respondents agreed or strongly agreed that getting a good job later depends on their success in school now. Just over 85 per cent believed they will need to go to college or university to achieve what they want in life, and, about the same per cent believed that they would enjoy going to college or university. Close to 12 per cent of the respondents felt that no matter how much education they got, they would most likely end up with low-paying jobs while almost 29 per cent were pessimistic about their chances of finding a good job after completing all their education.

For more information on this study, please visit the HRSD website at http://www.hrsdc.gc.ca/en/home.shtml

Figure 6: Educational Aspirations by Gender



Source: HRSD website http://wwww11.sdc.gc.ca/en/cs/sp/lp/publications/2004-002631/page05.shtml

5.0 15Th OISE/UT Study on Public Attitudes Towards Education in Ontario

The Ontario Institute for Studies in Education of the University of Toronto recently released the findings of its bi-annual survey on Public Attitudes Towards Education in Ontario. They surveyed 1,002 Ontarians in the fall of 2004 to examine public perceptions of educational policy issues.
A complete copy of this survey is available at http://www.oise.utoronto.ca/OISE-Survey. Historical versions of the survey are also available on the OISE website.

The following are the key findings from the report regarding Postsecondary Education, Adult Education and Secondary Education in Ontario.

5.1 Ontarians' Perceptions of Postsecondary Education

Accessibility:

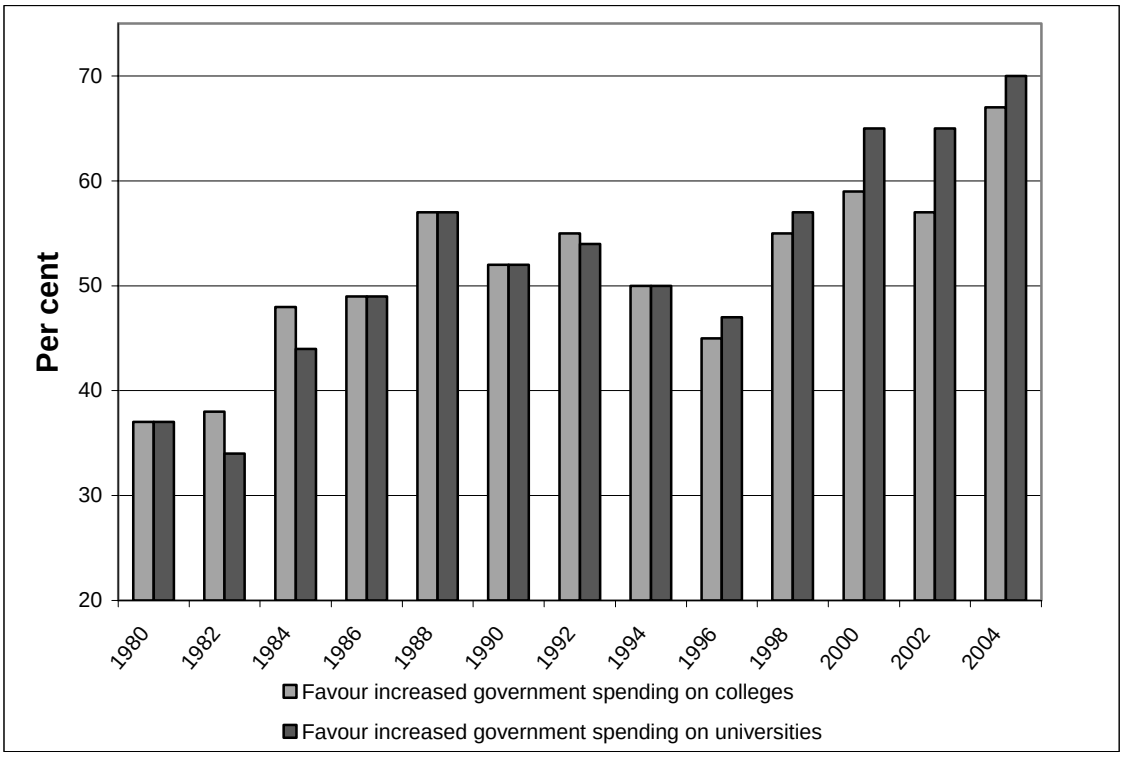
- The majority (66 per cent) recognized that students from low-income families have less of a chance of obtaining a postsecondary education.
- However, only a minority of the public believe that black (21 per cent) or Aboriginal students (40 per cent) or students with a physical disability (37 per cent) have less of chance of getting

a higher education. This perception contradicts well-documented research that shows there is educational discrimination on the basis of race and disability.

Funding:

- Support for increased government spending on colleges and universities is at an all-time high, with two thirds of the public in favour. In the past two surveys, a gap had appeared in which more people favoured increased spending on universities than colleges. However, this trend has apparently been reversed as results for this survey showed similar percentages favour increased spending on colleges and universities (see Figure 7).
- The support for increased government spending on apprenticeship training in skilled trades was higher than in any other area of education (78 per cent). This was attributed to the chronic shortages in these areas.
- There was almost no public support for reliance mainly on tuition fees rather than government grants to meet increasing costs (four per cent); 43 per cent would increase government grants and 51 per cent would increase both tuition and grants equally.

Figure 7: Spending Preferences for Colleges and Universities



5.2 Ontarians' Perceptions of Adult Education

- Results showed a strong majority of Ontarians support funding for adult literacy and job retraining. Although support for adult literacy has remained fairly stable, support for

increased government spending on job retraining has increased to 74 per cent, becoming similar to previous surveys conducted in recession eras.

5.3 Ontarians' Perceptions of Secondary Schools

- Twenty-eight per cent think high schools have improved in the last 10 years, but 30 per cent think they are getting worse.
- More than two-thirds of the respondents support legislation to keep young people in school (including enrolment in job related training) until age 18.
- Forty-eight per cent support academic streaming by destination at or before grade 10.
- Sixty-nine per cent support the grade 10 literacy and numeracy test, a drop from 78 per cent in 2002.

6.0 CANADIAN MANUFACTURERS AND EXPORTERS 2004-05 "MANAGEMENT ISSUES SURVEY – CONQUERING CHALLENGES"

Rating of Training Programs

In its 2004-05 "Management Issues Survey," the CME found that internal training, colleges and apprenticeship programs were the most effective in responding to companies' skills requirements. Immigration services, on-line and collaborative training and university post-graduate programs were the least effective.

Table 2: Respondents' Ratings of Educational and Training Programs

	Not applicable to Business	Not Effective	Poor	Somewhat Effective	Good	Very Effective
	Per cent of companies reporting					
High Schools	18%	16%	9%	29%	12%	15%
Colleges	11%	8%	7%	27%	28%	19%
University Graduate Programs	19%	10%	9%	18%	24%	20%
University Post-Graduate Programs	33%	15%	15%	13%	16%	12%
Apprenticeship Programs	21%	9%	7%	15%	21%	29%
External Training Programs	21%	10%	10%	22%	21%	16%
Immigration	49%	31%	7%	6%	4%	3%
On-line Learning	38%	27%	11%	13%	7%	4%
Professional Training Programs	22%	12%	12%	25%	19%	10%
Collaborative Learning	44%	24%	8%	9%	12%	3%
Internal Training	6%	6%	3%	25%	26%	33%

Training Budgets

Just over 30 per cent of respondents said they spent three per cent or more of their payroll on formal and informal skills training, while half said they spent over 30 per cent of payroll on informal skills training.

One third of respondents reported an increase in their training budgets from 2003 to 2004 and 42 per cent expected training budgets to further increase in 2005. Only four per cent predicted that their companies spending on training would decrease in 2005.

Employee Skill Sets That Need to Be Improved

Table 3: Per Cent of Respondent Companies Reporting These Skills As Unsatisfactory

Problem Solving	34%
Technical Skills	28%
Teamwork	24%
Reading/Writing	18%
Project Management	18%
Supervisory/Management	17%
Basic Employability Skills[1]	17%
Innovation/Creativity	17%
Learning/Flexibility	15%
Entrepreneurship	13%
Interpersonal	11%
Computer	10%
Math	6%
Verbal communications	2%

Suggested improvements to primary and secondary educational curriculum: The areas ranked highest for improvement were problem solving (58 per cent of respondents), trades/vocational skills (47 per cent), personal responsibility (46 per cent) and basic employability skills (46 per cent).

For further information, please see the complete survey on CME's website at: http://www.cme-mec.ca/pdf/SURVEY%20FINAL.pdf

7.0 PERCEPTIONS OF BARRIERS IN ACCESSING AND COMPLETING APPRENTICESHIP TRAINING IN CANADA

In early 2004 the Canadian Apprenticeship Forum hired the Canadian Labour and Business Centre (CLBC) to do research on the barriers that individuals, unions, employers, governments and educators perceive as preventing Canadians from accessing and/or completing apprenticeship training.

A set of nine generic barriers were identified:

1. **"Negative attitudes** to apprenticeship and a poor image of trades.
2. A **lack of information** and awareness of apprenticeship.
3. Difficulties with **unwelcoming workplaces** or training environments.
4. **Costs of apprenticeship** to individuals, employers and unions.
5. Concerns over the **impacts of economic factors** on work and apprenticeship continuation.
6. Concerns about the **lack of resources** to support apprenticeship.
7. Concerns about apprentices' **basic and essential skills**.
8. Shortcomings of **workplace-based and technical training.**
9. Issues regarding **regulations** governing apprenticeship".

The report discussed nine areas where stakeholders may wish to look at measures that:

1. Change perceptions and attitudes about apprenticeship and trades.
2. Increase efforts within secondary school systems to support and promote the trades, through counselling, information, programs and enhanced teacher awareness.
3. Develop within the workplace cultures that are more inclusive and welcoming of women, Aboriginal people and other equity groups.
4. Address the costs that apprenticeship stakeholders encounter to initiate apprenticeship programs, as well as costs faced by apprentices who pursue these programs.
5. Mitigate the impact of economic factors that can lead to a lack of work, and an interruption or termination of apprenticeships.
6. Reassess, within jurisdictions, the adequacy of resources devoted to apprenticeship.
7. Understand and promote essential skills (numeracy, literacy, computer use) that individuals must have to enhance their chances of success in apprenticeship programs.
8. Provide accessible technical training arrangements, and up-to-date training curricula and equipment.
9. Seek to harmonize, across jurisdictions, rules, regulations and standards affecting apprenticeship and trades.

For more information please access the report on the Canadian Apprenticeship Forum website at: http://www.caf-fca.org/files/access/1-Report_jan04_e.pdf.

8.0 WEBSITES OF INTEREST

ORGANIZATION / SUBJECT	WEBSITE
Ministry of Training, Colleges and Universities	http://www.edu.gov.on.ca
Canada Millennium Scholarship Foundation	http://www.millenniumscholarships.ca/en/main.html
Canadian Manufacturers and Exporters	http://www.cme-mec.ca
Human Resources and Skills Development	http://www.hrsdc.gc.ca/
Ontario Institute for Studies in Education at University of Toronto (OISE/UT)	http://www.oise.utoronto.ca
KPI Section of MTCU Site	http://www.edu.gov.on.ca/eng/general/postsec/colindicator.html

APPENDIX 1: Key Performance Indicators 1998-99 through 2003-04

Ontario Colleges of Applied Arts and Technology

Reporting Year	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
Graduation Rate (for the KPI reporting year)**	- -	- -	55.0	57.7	57.3	57.1
Graduate Employment Rate	89.0	90.0	91.0	88.7	87.4	87.7
Graduate Satisfaction Rate						
Very Satisfied / Satisfied	69.0	80.0	82.6	81.4	79.8	79.7
Neither	21.0	11.0	9.3	9.7	11.0	10.5
Very Dissatisfied / Dissatisfied	10.0	9.0	8.0	8.9	9.1	9.8
Employer Satisfaction Rate						
Very Satisfied / Satisfied	80.0	91.0	90.9	91.7	92.0	92.0
Neither	17.0	6.0	6.3	6.0	6.0	5.4
Very Dissatisfied / Dissatisfied	3.0	3.0	2.9	2.4	2.0	2.6
Student Satisfaction Rate						
Very Satisfied / Satisfied	68.0	68.0	74.9	74.4	75.1	75.1
Neither	23.0	23.0	17.6	18.6	17.9	17.8
Very Dissatisfied / Dissatisfied	8.0	9.0	7.5	7.0	7.0	7.0
Knowledge and Skills Gained (Question 14*)						
Very Satisfied / Satisfied	61.0	64.0	86.2	85.6	85.8	85.1
Neither	32.0	28.0	9.2	10.3	9.8	10.4
Very Dissatisfied / Dissatisfied	6.0	7.0	4.6	4.1	4.3	4.5
Quality of Learning Experience (Question 26*)						
Very Satisfied / Satisfied	75.0	75.0	79.1	78.6	79.0	78.9
Neither	18.0	18.0	14.7	15.7	15.2	15.3
Very Dissatisfied / Dissatisfied	7.0	7.0	6.2	5.8	5.8	5.9
Quality of Facilities/Resources (Question 44*)						
Very Satisfied / Satisfied	64.0	61.0	67.5	67.1	68.1	68.8
Neither	25.0	27.0	22.6	23.5	22.5	22.2
Very Dissatisfied / Dissatisfied	11.0	12.0	9.9	9.4	9.3	9.0
College Services (Question 45*)						
Very Satisfied / Satisfied	62.0	59.0	66.8	66.2	67.5	67.7
Neither	27.0	29.0	24.0	25.0	23.9	23.5
Very Dissatisfied / Dissatisfied	11.0	11.0	9.3	8.8	8.6	8.7

***Actual Survey Questions:**

- Capstone Question 14: Overall, your program is giving you the knowledge and skills that will be useful in your future career
- Capstone Question 26: The overall quality of the learning experience in this program
- Capstone Question 44: The overall quality of facilities/resources in the college
- Capstone Question 45: The overall quality of services in the college

** Graduate data for the KPI reporting year listed are graduates of the previous academic year.
Source: www.acaato.on.ca/home/research/performance.html

COLLEGE RESOURCES

Section Four

CONTENTS OF SECTION FOUR: FINANCE

1.0 HIGHLIGHTS

Finance

Revenues

- Compared with 15 years ago, Ontario colleges are educating students for approximately 70 cents on the dollar (Operating grants and tuition per student have dropped 28 per cent since 1988-89, adjusted for inflation).
- Ontario's colleges serve 52 per cent more students than 15 years ago, but receive 40 per cent less funding per student in constant dollars. On the surface, college operating grants per student dropped by 14 per cent, but they have actually decreased by 40 per cent when adjusted for inflation.
- In order to compensate for reduced operating grants, colleges have had to increase tuition. Since 1988-89, regulated college tuition fees have almost tripled, from $650 per student to $1,820 per student in 2003-04.
- Ontario colleges receive about 70 per cent of the national average revenue per student (operating grants plus tuition), the lowest of all the Canadian provinces.

Expenditures

- Overall, colleges are spending 20 per cent less on each student they educate (after accounting for inflation) versus 15 years ago.
- From 1987-88 to 2001-02, Ontario's colleges saw one of the greatest percentage decreases in their budgets compared with four other public sectors (public schools, health, universities and adult offenders).

Deferred Maintenance

- In the 2005/06, deferred maintenance in Ontario's colleges will top $600 million. Without new funding, deferred maintenance will continue to increase by over $100 million per year.

Human Resources

- Over the past 15 years, total full-time staff decreased by more than 13 per cent while FTE enrolment has increased by 52 per cent.

Student Financial Aid

- Over 36 per cent of college students in Ontario had OSAP loans in 2003/04.
- The 2003 OSAP loan default rate for college students increased slightly to 16.4 per cent, from 16 per cent in 2002.

COLLEGE RESOURCES

The following chapter will discuss various aspects of college and student resources, including revenues, expenditures, human resources and student financial aid.

2.0 COLLEGE REVENUE

2.1 College Revenue by Source

College revenue sources currently include the provincial, federal and municipal governments, students and other individual clients, and the private sector.[1]

The pie charts below show changes in the revenue source for the college system over a 15- year period.

Figure 1: 2002-03 College System Revenue: $2.076 Billion

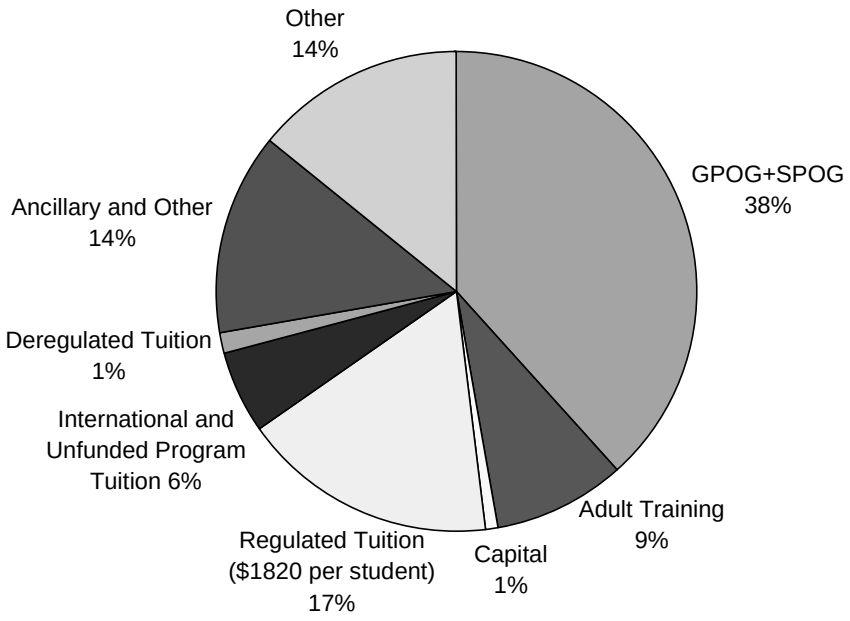
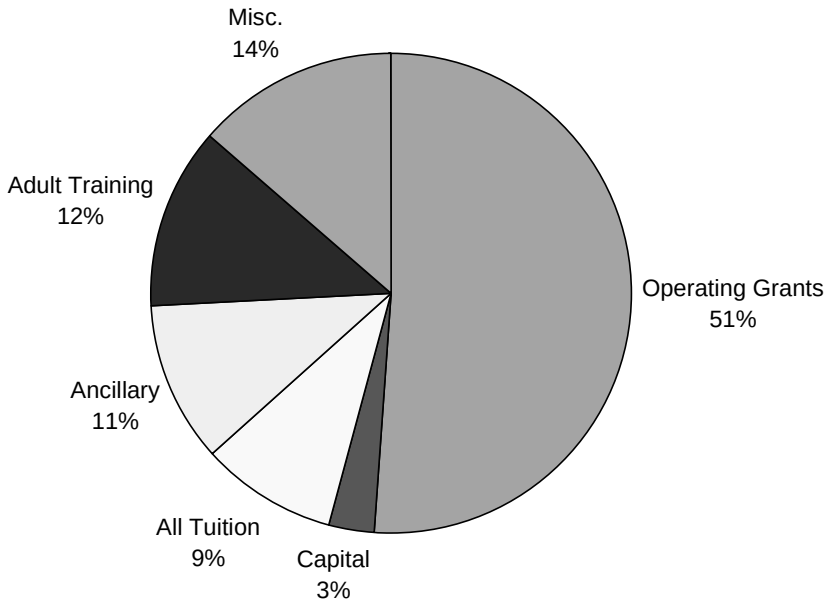


Figure 2: 1987-88 College System Revenue: $1.207 Billion



Source: College Financial Information System (CFIS), 2003

- In 2002-03 (the most recent CFIS data available), about 38 per cent of the college system's revenue was funded directly by provincial operating grants, down from 51 per cent in 1987-88.
- Tuition made up almost 25 per cent of college system revenue in 2001-02, up from 9 per cent of revenue in 1987-88.

Operating Grants Include:

General Purpose Operating Grant, or GPOG, is an allocation of provincial funds distributed through the Ministry of Training, Colleges and Universities (MTCU). The GPOG is designed to flow funds to the colleges in accordance with the funding formula to support all aspects of "funded" college program development and delivery. The GPOG is the single largest revenue source for the colleges.

Specific Purpose Operating Grants. Examples of specific purpose grants include:

- the French-language service grant, which supports specific French-language initiatives and projects; and
- the Northern grant, which is distributed only to the northern colleges to assist them in maintaining or expanding program offerings.

Adult training, in this particular breakdown, includes Job Connect, literacy and basic skills training, and apprenticeship funding. These funds are provided by all three levels of government (municipal, provincial, and federal), with the majority being provincial.

The Capital funding category in the chart above includes only monies provided through the Facilities Renewal Program Capital Allocation from MTCU. These funds are intended primarily for correction of health and safety related problems, building maintenance and retrofits for special needs access.

Regulated tuition fees are those fees paid by regular students. The overall level of the tuition fees (approximately $1,820 in 2004-05) has been frozen at this level by MTCU.

International tuition fees and deregulated tuition fees are not capped and colleges are free to set tuition at levels they deem appropriate.[2] These categories also include additional cost recovery program fees, which are not regulated.

Ancillary and Other revenue includes various college activities designed to provide additional services for students. These revenue producing activities include services such as operation of a campus book store, cafeterias, student residences and parking facilities.

Appendix 1 at the end of this section provides a historical accounting of college revenues broken down by the above areas taken from the College Financial Information System (CFIS)

Appendix 2 at the end of this section provides a detailed breakout of Operating Grant and Fee Income over a 17-year period.

2.2 Revenues: Recent Transfer Payment Budget Announcements

On Aug. 19, 2004, the Minister of Training, Colleges and Universities presented the 2004-05 college system transfer payment budget. In addition to the revenue streams in the 2003-04 transfer payment memo, this memo laid out budgeted operating funding for a one-time college sustainability fund for colleges facing serious financial difficulties, as well as tuition-freeze compensation funding.

Data from the last three annual transfer payment memos can be found in the table below. Analysis prior to 2003-04 will be based upon the more detailed available CFIS data.

It is important to remember that the **total transfer payment budget** does not represent 100 per cent of college revenue. Instead, it **represents only about 38 per cent of total college revenue,** as can be seen in the more detailed CFIS analysis later in this section.

Table 1: Transfer Payment Budget Announcements (2002-03 through 2004-05)
($ Millions)

Line	Funding Source	2002-03	2003-04	Change: 2003-04 over 2002-03	2004-05	Change: 2004-05 over 2003-04
A	SPOG	55.1	67.4	22.32 %	73.9	9.64 %
B	GPOG	662.6	696.4	5.10%	701.0	0.66%
C	Performance Funding	16.4	16.4	0%	16.4	0%
D	Tuition Freeze Compensation	n/a	n/a	n/a	6.4	n/a
E	Sustainability Fund	n/a	n/a	n/a	25.0	n/a
F	**Subtotal Operating**	**734.1**	**780.2**	**6.27%**	**822.8**	**5.46%**
G	ATOP	18.6	18.6	0%	16.2	0%
H	**Subtotal Operating + ATOP (F+G)**	**752.7**	**798.8**	**6.12%**	**839.0**	**5.03%**
I	Quality Assurance Fund	n/a	60.0	n/a	59.6	-0.66%
J	Nursing Diploma Final Intake	14.9	9.8	-34.02%	0	-100%
K	Collaborative Nursing	10.8	19.3	78.70%	45.1	133.68%
L	**Subtotal Nursing (J+K)**	**25.7**	**29.1**	**13.40%**	**45.1**	**54.98%**
M	College Equipment and Renewal Fund	10.0	10.0	0%	10.0	0%
N	**Total Provincial Transfer Payment Budget (H+I+L+M)**	**788.4**	**897.9**	**13.89%**	**953.7**	**6.21%**

Significant changes in transfer payments over the last few years include:

- tuition freeze compensation funding of $6.4 million for 2004-05, which was designed to compensate colleges for lost revenue due to the 2004-05 tuition freeze.
- $25 million in the sustainability fund, which is a one-time fund designed to sustain those colleges in serious financial difficulty pending the recommendations that come out of the Postsecondary Review.
- the Budget commitment to fund enrolment growth since 2000-01 on a per-student basis at a level of approximately $4,200 per student.
- the phase out of the Nursing Diploma Final Intake and the transfer of all nursing funding to the Collaborative Nursing envelope (programs that are jointly delivered in a college and a university);

2.3 Revenues: College Operating Funding per Student

This section will examine college operating revenue for activities that are funded through the provincial operating grants by examining the two major funding resources for these programs: provincial operating grants and tuition. The goal of this section is to distill the true trends in real per-student funding levels after accounting for the effects of often overlooked factors such as the tuition set aside and in particular the erosive effect of inflation.

2.3.1 General Funding Trends

Provincial operating grants: Over the past 15 years, total provincial operating grants per student climbed as high as $5,814 per FTE (full time equivalent) student in 1990-91, and as low as $4,077 per FTE in 1997-98 (see Appendix 1).

Tuition Fees: Since 1987-88, regulated college tuition fees have almost tripled, from $650 per student to $1,820 per student in 2003-04. The combination of continual erosion of public funding and rising tuition fees has transferred more of the financial burden of a college education to the student.

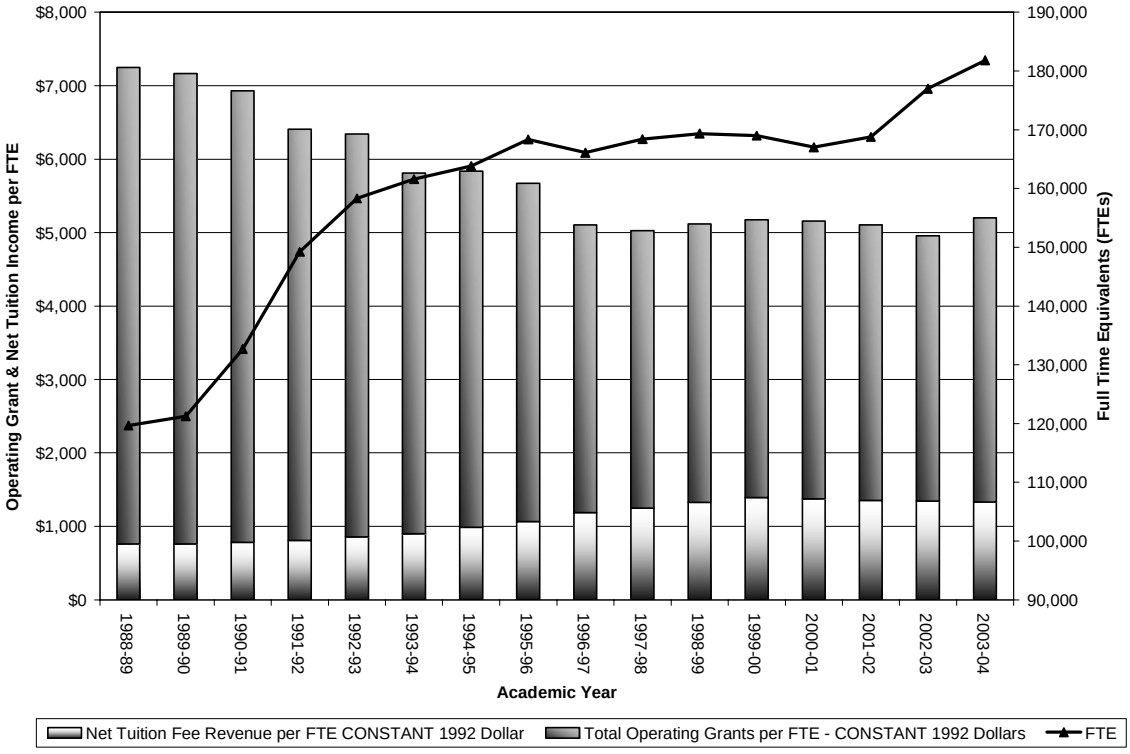
Tuition Set-Aside: In 1996-97, the provincial government created the tuition set-aside, which was designed to return some of the funds generated by tuition increases back to the students in the form of financial aid. Under this program, 10 per cent of the tuition increase over the year prior would be set aside for financial aid. In 1997-98, the set-aside level increased to 30 per cent of any tuition increase, where it remains today. These levels are cumulative year over year and represented more than $30 million in 2003-04.

2.3.2 Impact of Inflation on Revenues

The final and most significant factor that affects college operating funding per student is inflation. Inflation represents the increasing costs of goods and services consumed by the colleges in meeting their mandate to educate and train Ontario's workforce. The annual level of inflation represents the real year-over-year cost increases of employees, equipment, services, supplies, information technology, buildings, etc. Figure 3 shows operating grants plus tuition in constant 1992 dollars. The constant dollar analysis reveals the true trends in college operating funding.

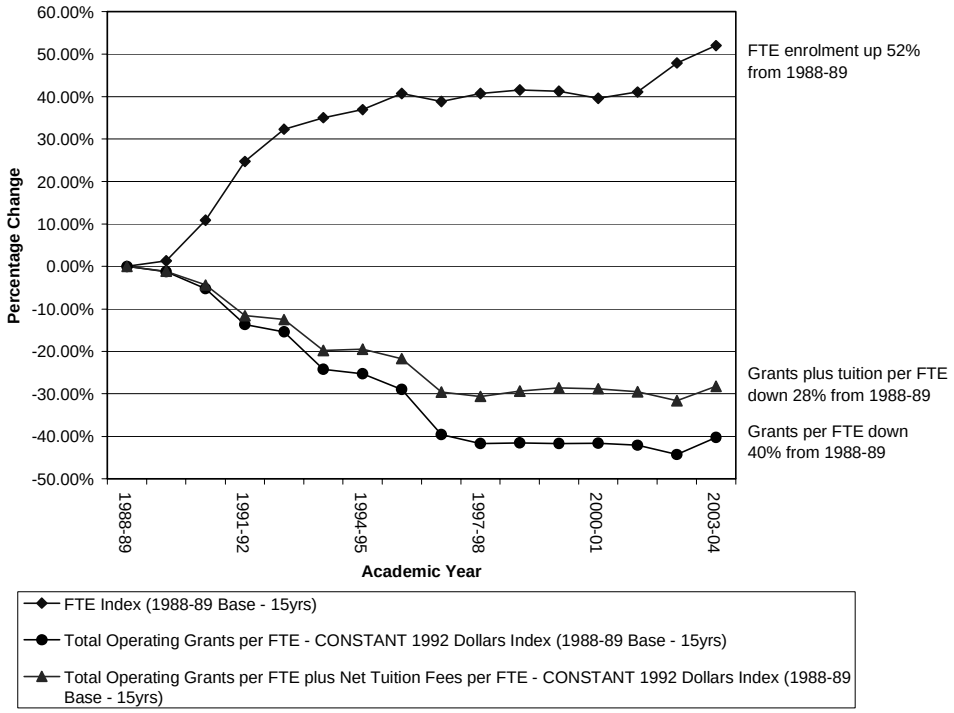
Based on this constant dollar analysis, in 1988-89, tuition was 11 per cent of the college system's operating budget (operating grants plus net tuition fees). In 2003-04, tuition was 26 per cent of the system's operating budget.

Figure 3: Adjusted for Inflation - Operating Grant and Net Regulated Tuition per FTE vs College Enrolment, 1988-89 Through 2003-04



Appendix 2 at the end of this section shows the source data for this graphic.

Figure 4: Relative Changes Since 1988/89 in Enrolment and Revenue (both grants alone and grants plus tuition)



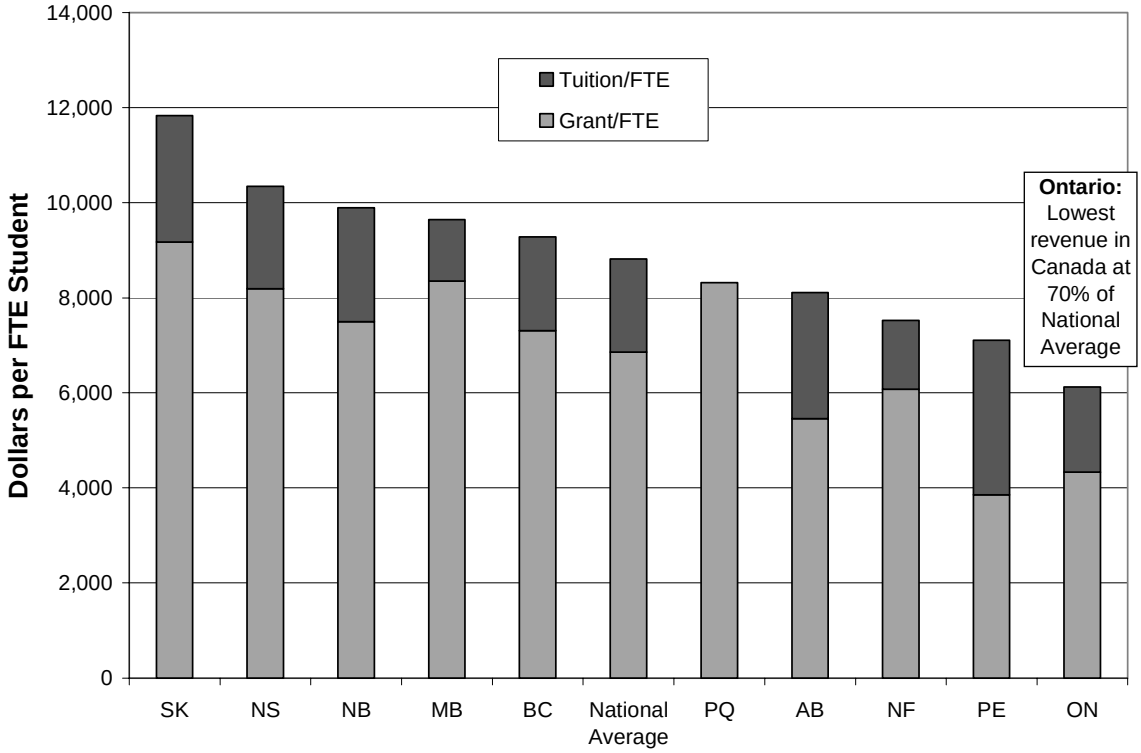
Key trends in college funding revealed by the constant dollar analysis in Figure 4 include:

- Compared with 15 years ago, Ontario colleges are educating students for approximately 70 cents on the dollar (Operating grants plus regulated tuition per student have dropped 28 per cent since 1988-89, adjusted for inflation).
- Ontario's colleges serve 52 per cent more students than 15 years ago, but receive 40 per cent less operating funding per student in constant dollars. College operating grants per student dropped by 14 per cent, but have actually decreased by 40 per cent when adjusted for inflation.

2.3.3 Provincial Comparisons of Operating Funding per Student

- **Ontario colleges rank last in a provincial comparison of revenue per student.** In 2002-03, Ontario colleges receive about 70 per cent of the national average revenue per student, the lowest in Canada.

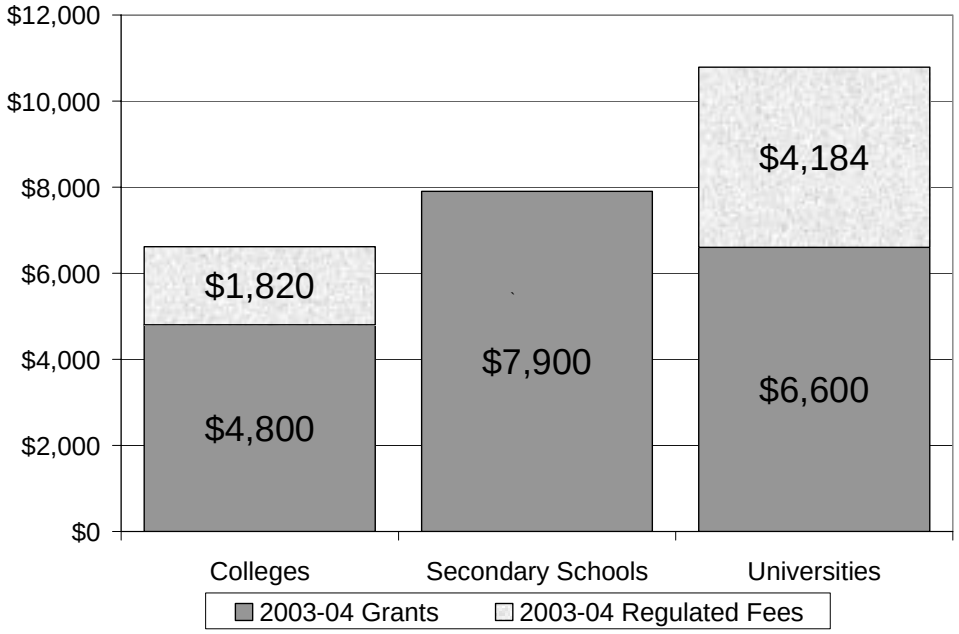
Figure 5: Estimated Operating Grant and Tuition Fee Income per College Student (2002-03)



Source:
Grant data - 2004 ACAATO telephone survey of provincial postsecondary education ministries;
Tuition data - Council on Postsecondary Education, Manitoba, 2004

2.3.4: Comparisons of Funding in Various Ontario Educational Sectors

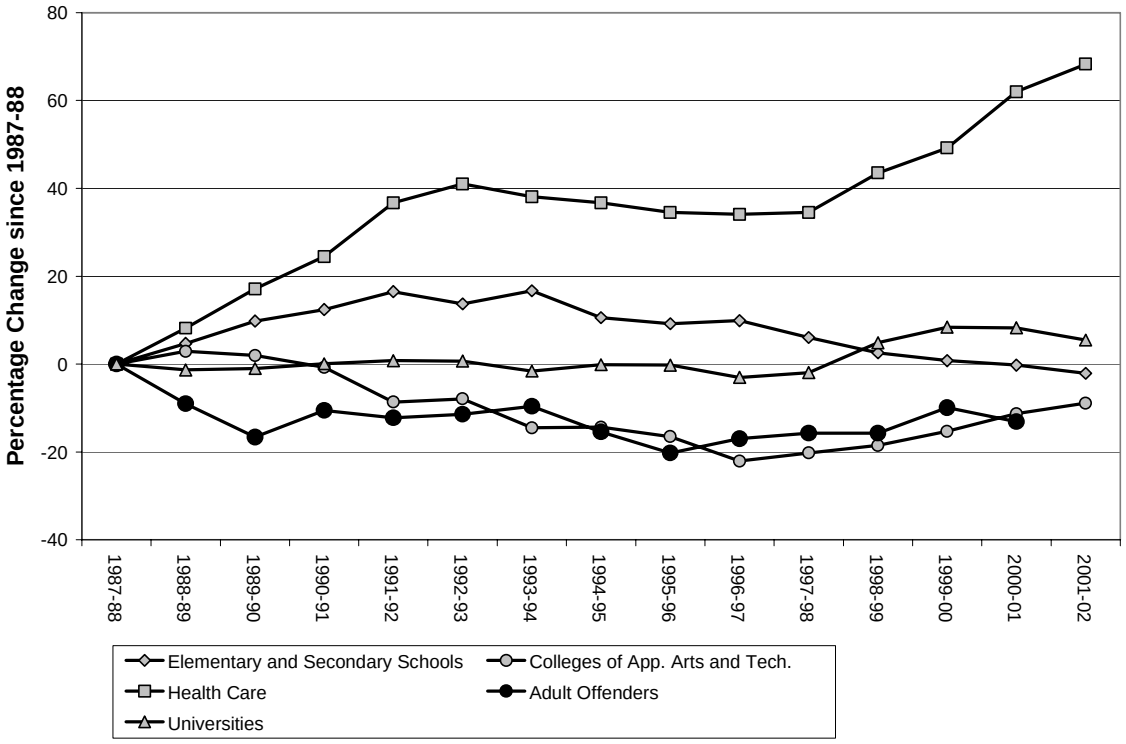
Figure 6: Operating Funding and Tuition Fees per Student in Ontario Educational Sectors, 2003-04



Sources: Council of Ontario Universities Resource Document;
Ontario Public School Board Association;
College Data - see Appendix 1

- Ontario's colleges receive less government funding per student than public secondary schools or universities.

Figure 7: Indexed Operating Expenditures per Client for Colleges and Four Other Public Sectors Indexed to 1987-88



Source: Council of Ontario Universities 2004 Resource Document.
Original sources include:
Ministry of Education; Canadian Institute for Health Information; COFU-UO, Financial Report of the Ontario Universities; Ministry of Training, Colleges & Universities; Ministry of Correctional Services; Statistics Canada: Access to Health Statistics Canada, Table A-2

Please see **Appendix 2** for source data and notes.

The figure shows relative percentage change to the per-client budgets of five public sectors (constant 2001-02 dollars) since 1987-88. The overall changes since then are as follows:

- the health budget per client has increased more than 68 per cent in constant dollars.
- the elementary and secondary school budgets per client has decreased about two per cent in constant dollars.
- the universities budget per client has increased about 5.5 per cent in constant dollars.
- the colleges of applied arts and technology budget and the adult offenders budget each experienced a per-client decrease of about nine per cent.
- Ontario colleges have seen greater erosion of their public funding base per client (student, in the college case) than other publicly funded sectors. Between 1987-88 and 2000-01, colleges suffered a more severe erosion of their resource base than health care institutions, universities or secondary schools, based on an analysis of changes in operating expenditure per client.

2.3.5 Apprenticeship Funding

In 2003-04, there were more than 23,000 apprentices being trained in Ontario by colleges. The in-school portion of apprenticeship programs is funded through a per diem. Effective Aug. 1, 2002, the Ontario government introduced a fee for all apprentices (including Ontario Youth Apprenticeship Program) of $10 per diem. This fee amounts to approximately $400 for an apprentice (based on an eight-week in-school block).

Table 3: Summary of Per Diem Funding History

	Per Diem	Student Fee	Ontario CPI[6] (Constant 1992 Dollars)	Per Diem (Constant 1992 Dollars)
1992-93			100.0	
1993-94	$54.87	n/a	101.8	$53.90
1994-95	$57.63	n/a	101.8	$56.61
1995-96	$58.64	n/a	104.3	$56.22
1996-97	$58.64	n/a	105.9	$55.37
1997-98	$58.64	n/a	107.9	$54.35
1998-99	$58.64	n/a	108.9	$53.85
1999-00	$58.64	n/a	111.0	$52.83
2000-01	$58.64	n/a	114.2	$51.35
2001-02	$59.81	n/a	117.7	$50.82
2002-03	$51.01	$10	120.1	$42.90
Change	**-7.03%**	n/a	**16.80%**	**-20.4%**

- Over the past 10 years, the apprenticeship per diem has dropped by seven per cent in actual dollars. After inflation, the per diem has decreased more than 20 per cent.
- The student in-school per diem has offset some of this reduction in 2002-03.
- Overall, the apprenticeship budget (per diem + student fee) has increased 11 per cent in the past 10 years, dropped by five per cent after inflation.

3.0 COLLEGE EXPENDITURES

Although expenditures vary from college to college, operations at each college can be attributed to one of the categories, deemed operational functions in CFIS, in the following pie charts (Figures 9 and 10). Over the past 15 years, the operational functions have evolved, but key areas such as Academic, Administration, Student Services, Plant and Property and Ancillary remain.

3.1 Distribution of Expenditures:

3.1.1 Distribution of Operational Expenditures

For definitions of expenditures please see Appendix 6.

Figure 8 **1987-88 College System Expenditures by Operational Function**
$1.214 Billion

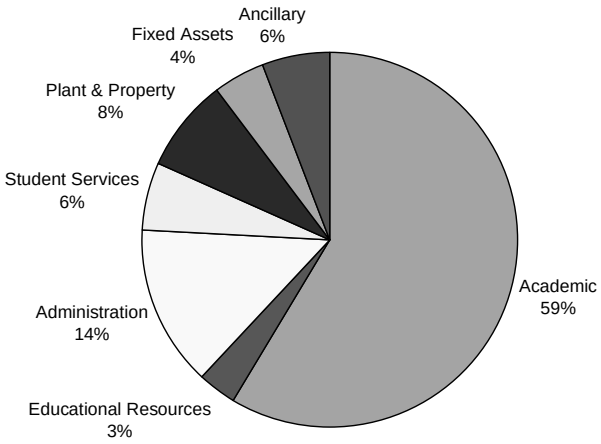
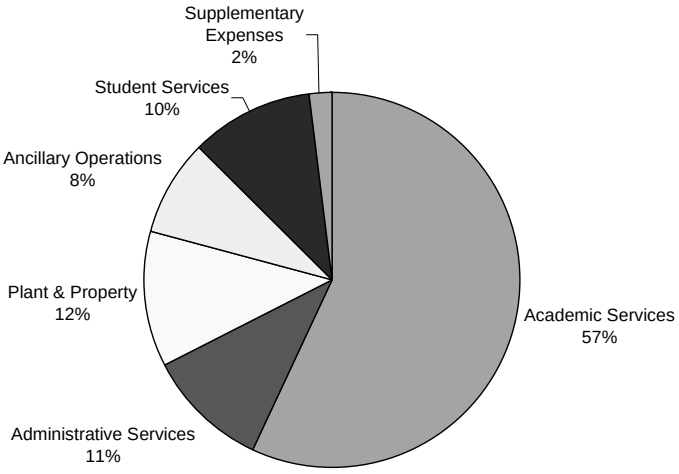


Figure 9 **2002-03 College System Expenditures by Operational Function**
$2.034 Billion



Figures 9 and 10 above compare the distribution of expenditures in 1987/88 vs 2002/03. Caution should be exercised in comparing changes in expenditure pattern because of changes in CFIS reporting categories.

Appendices at the end of this section provide more detail on expenditures as follows:

Appendix #	Table Description
3	Indexed (to 1987-88) Operating Expenditures for Colleges and Four other Public Sectors (Constant 2001-02 dollars)
4	College System Gross Expenditures by Operational Function, 1986/87 Through 2002/03
5	Expenditures per FTE in Constant 1992 Dollars
6	Definitions of Expenditures

3.2 Deferred Maintenance

Keeping capital assets in good condition involves facilities renewal, and facilities maintenance and repair:

- **Facilities renewal** covers the renewal and replacement of items that have reached the end of their life cycle. Investment in facilities renewal ensures facilities meet current codes and regulations and are in reasonable condition. These activities are capital projects that are generally funded through the MTCU Facilities Renewal Program. The industry standard for renewal and replacement is 1.5 per cent to 2.5 per cent of the building replacement value per year.
- **Facilities maintenance and repair** refer to activities associated with preventative maintenance to maximize the lifespan of buildings and facilities, and activities involving repairs to capital items. These are generally funded by institutional operating budgets. The industry standard for annual facilities maintenance and repair is two per cent to four per cent of replacement value.

In the 2005/06, deferred maintenance in Ontario's colleges will top $600 million. Without new funding, deferred maintenance will continue to increase by more than $100 million per year.

3.3 College Expenditures Per Student

Colleges have had to adjust their spending in a climate of fiscal restraint and contraction over the past 15 years. Major changes affecting colleges during that period include:

- Decreasing government grants per FTE student
- Balanced budget legislation
- Increasing operating costs such as compensation and benefits in addition to non-salary expenditures
- Tuition freeze in 2004-05, previous increases capped at 1.4 per cent of 1999-2000 tuition after set-aside

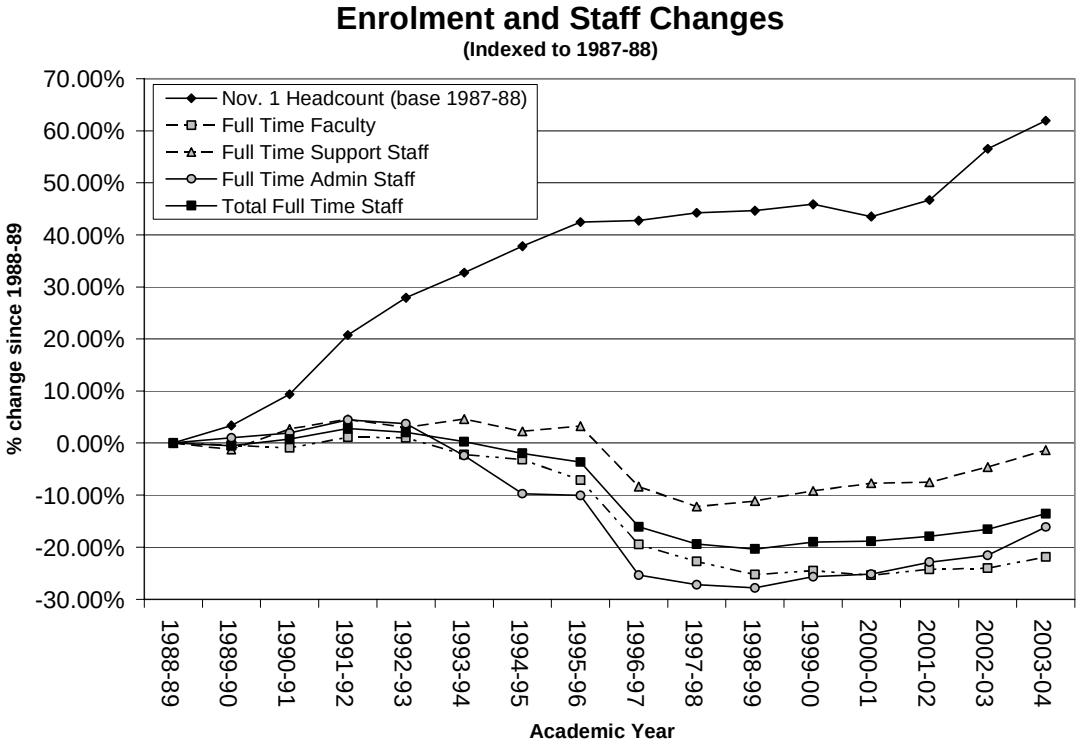
Overall, spending per student has increased by 18 per cent over the last 15 years (see Appendix 4). To put this figure in context, Ontario's CPI index (a measure of inflation) has increased by 46 per cent during the same period. Spending per student has not kept pace with inflation. In constant dollars this spending has actually decreased 20 per cent over the same 15-year period (see Appendix 5).

4.0 HUMAN RESOURCE TRENDS

Figure 10 shows the percentage change of various employee types over the past 15 years.

Over the last 15 years, the total number of academic full-time staff has decreased by 22 per cent, while FTE enrolment has increased by 53 per cent.

Figure 10



Note: *2003-04 data unavailable for one college, 2002-03 data substituted for that college only
Source: College Compensation and Appointments Council, OCAS

Distribution of Full-Time and Part-Time Staff

Ontario colleges currently employ more than 32,000 people in Academic, Support and Administrative roles on a full- and part-time basis.

Table 3: 2003-04 College Staffing Level

	Full-Time*	Part-Time*	Total
Academic Staff	6,576	10,774	17,350
Support Staff	6,051	7,996	14,047
Administrative Staff	1,705	n/a	1,705
Total	**14,332**	**18,770**	**33,102**

*2003-04 data unavailable for one college, 2002-03 data substituted for that college only
Source: College Compensation and Appointments Council

Over the past 15 years, funding reductions have in turn caused overall reductions in staffing levels.

5.0 STUDENT FINANCIAL AID

There is a strong reliance on financial aid by college students. The main sources for college student financial aid in Ontario are:

- Millennium Scholarships (www.millenniumscholarships.ca)
- Ontario Student Assistance Program (OSAP)/Canada-Ontario Integrated Student Loans (http://osap.gov.on.ca - Many grants and bursaries, in addition to loans are administered through the Ontario Student Assistance Program)

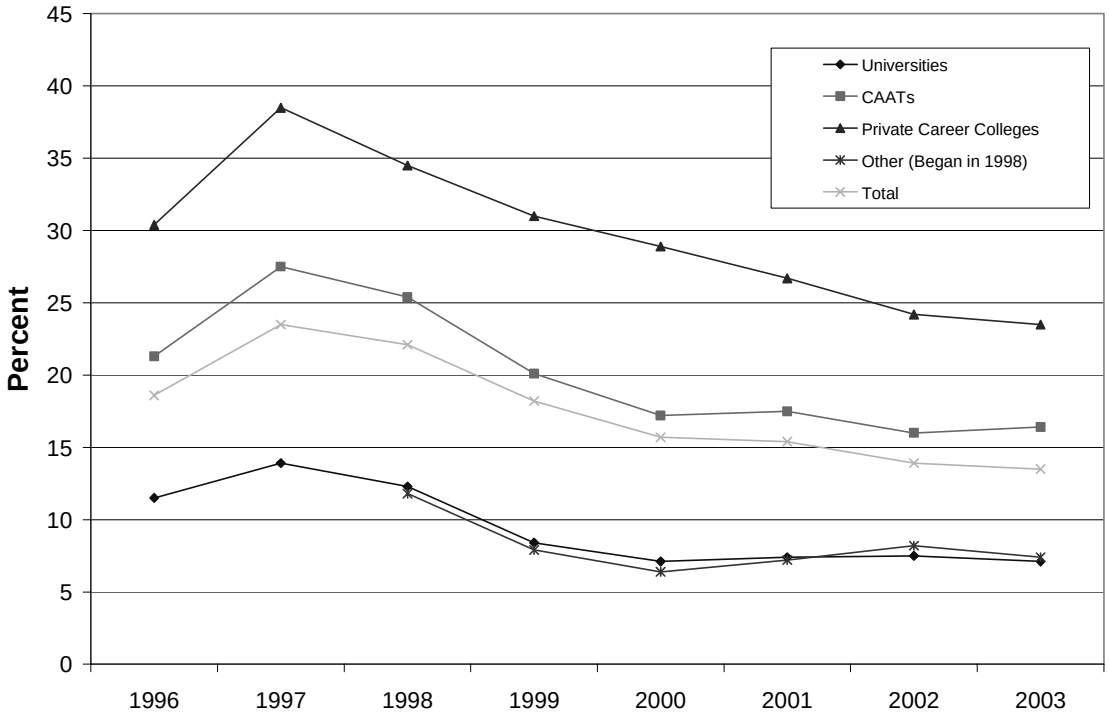
Canada-Ontario Integrated Student Loan: is funded by both the Government of Canada and the Government of Ontario. There is also a loan for part-time students, funded solely by the Government of Canada. In addition, each level of government has other student financial assistance programs in the form of grants, scholarships, and/or bursaries. The college system specifically sets aside 30 per cent of all tuition increases for financial aid each year.

Ontario Student Assistance Program (OSAP): administers student financial assistance programs on behalf of the Government of Canada and the Government of Ontario. OSAP works in partnership with the financial aid offices at Ontario colleges.

OSAP Facts:

- College default rate for 2003 – 16.4 per cent, an increase of 0.4 per cent over 2002
- University default rate for 2003 – 7.1 per cent, a decrease of 0.4 per cent over 2002
- Private college default rate for 2003 – 23.5 per cent, a decrease of 0.7 per cent over 2002
- Other private and public institutions default rate for 2003 – 7.4 per cent, a decrease of 0.8 per cent over 2002
- Maximum student loan amount: $500 per week of academic program (This is a maximum. The actual amount depends on many factors, including parental support, living expenses, etc).

Figure 11: OSAP Loan Default Rates



Although the total default rate (for all universities, colleges, and private institutions) has been declining in recent years, it is still high. The Ministry of Training, Colleges and Universities has set a target total default rate of less than 10 per cent.[3]

Table 4: Levels of Student Assistance and Number of Recipients

Year	Canada Student Loan (Current $)	Ontario Student Loan (Current $)	No. Of College OSAP Recipients	Total Full-Time Postsecondary Enrolment*	Per cent of Total
1995-96	215,629,393	185,478,505	73,096	134,127	54%
1996-97	260,511,404	241,772,883	72,329	134,409	54%
1997-98	267,928,680	246,830,445	71,885	135,831	53%
1998-99	253,665,820	210,114,562	68,539	136,170	50%
1999-00**	236,765,028	195,673,536	63,767	137,342	46%
2000-01**	208,400,244	175,446,527	55,648	135,136	41%
2001-02**	191,759,052	161,653,012	51,042	138,103	37%
2002-03**	195,144,941	162,868,898	52,055	147,391	35%
2003-04**	209,840,409	165,630,631	54,133	152,446	36%

Source: MTCU – Student Support Branch

Notes:

* Excludes other, sponsored and international students.
** As of July 8, 2000, for 1999-00 data
As of July 7, 2001, for 2000-01 data
As of July 7, 2002, for 2001-02 data
As of July 5, 2003, for 2002-03 data
As of July 4, 2004, for 2003/04 data

Table 5: Number of Awards by Student Group

Student Group	1997-98	1998-99	1999-00*	2000-01*	2001-02*	2002-03*	2003-04*
Dependent at Home	13,505	13,133	12,981	11,283	10,400	11,443	12,362
Dependent Away	18,123	18,479	17,884	15,541	14,249	14,773	15,364
Independent**	24,677	21,147	18,131	15,668	14,442	14,045	14,821
Married	6,916	6,993	6,646	5,998	5,566	5,777	5,883
Sole Support	8,573	8,690	8,036	7,087	6,375	6,011	5,703
Other	91	97	89	71	10	6	0
Total	71,885	68,539	63,767	55,648	51,042	52,055	54,133

Source: MTCU – Student Support Branch

Notes:

* As of July 8, 2000, for 1999/00 data
As of July 7, 2001, for 2000/01 data
As of July 7, 2002, for 2001/02 data
As of July 5, 2003, for 2002/03 data
As at July 4, 2004, for 2003/04 data

**Includes students who qualify as independent students under the Canada Student Loans Program and dependent students under the Ontario Student Loans Program.

Table 6: Average Loan Entitlement by Student Group***

Student Group	1997-98	1998-99	1999-00**	2000-01**	2001-02**	2002-03**	2003-04**
Dependent at Home	3,124	3,051	3,167	3,146	3,336	3,467	3,676
Dependent Away	6,072	5,802	5,896	6,089	6,016	6,160	6,360
Independent***	6,485	6,218	6,222	6,384	6,381	6,363	6,512
Married	10,489	9,740	9,833	9,719	9,732	9,938	10,117
Sole Support	15,083	13,371	13,335	13,400	13,575	13,395	13,375
Other	6,949	7,084	6,410	6,358	12,647	6,988	0
Total	7,161	6,767	6,782	6,898	6,924	6,878	6,936

Source: MTCU – Student Support Branch

Notes:

* Canada Student Loan and Ontario Student Loan entitlement divided by number of awards. Entitlement includes Canada Millennium Bursary.
Students may receive an Ontario Student Opportunity Grant (OSOG) for the portion of the loan that exceeds $7000.
Commencing in 1999-00, Millennium Bursary recipents may receive enhanced OSOG for the portion of the loan that exceeds $6,500.

** As of July 8, 2000 for 1999/00 data
As of July 7, 2001 for 2000/01 data
As of July 7, 2002 for 2001/02 data
As of July 5, 2003 for 2002/03 data
As of July 4, 2004 for 2003/04 data

*** Includes students who qualify as independent students under the Canada Student Loans Program and dependent students under the Ontario Student Loans Program.

Table 7: Distribution of Loan Recipients by Student Group and Sector*

	Married/Sole Support		Independent**		Dependent	
	#	%	#	%	#	%
Colleges of Applied Art and Technology	11,586	21.4 %	14,821	27.4 %	27,726	51.2 %
Universities	8,319	9.2 %	25,008	27.7 %	56,969	63.1 %
Private Career Colleges (Formerly PVSs)	3,900	45.0 %	2,796	32.2 5	1,980	22.8 %

Source: MTCU – Student Support Branch

Notes:

* As of July 4, 2004. Ontario institutions only.

**Includes students who qualify as independent students under the Canada Student Loans Program and dependent students under the Ontario Student Loans Program.

5.1 Results of the Canadian College Student Survey

This section contains data from the recent Canadian College Student Survey, which was administered to 25 colleges across Canada in the Spring of 2004, with approximately 9,400 respondents.[4]

Sources of Financial Support
Students were asked about their sources of financial support for the current year of studies:

- The vast majority of respondents will depend on personal sources (86 per cent). The single most common source of financial support comes from working (summer or current job) (68 per cent).
- Only 52 per cent have personal savings; and 36 per cent have under $2,000 saved.
- Only 52 per cent will receive money from parents; and only 32 per cent will receive more than $1,000.
- 49 per cent receive money from a government program; most commonly a student loan (30 per cent).
- 13 per cent of students receive money from a grant or scholarship; 80 per cent of which is less than $2,000.
- Indian and Northern Affairs (five per cent), Training grants (four per cent), social/income assistance (three per cent), and Government disability benefits (three per cent) comprise other sources of financial support.

Table 8: Major Sources of Financial Support for Canadian College Students

	Percentage of respondents who say they use this as source of financial support	**Of which, the percentage say this source contributes ≤ $2000**
Personal (86%)		
Work income	68%	38%
Personal Savings	52%	69%
Line of Credit/ bank Loan	15%	30%
Academic Scholarship	14%	80%
Family (60%)		
Money from parents	52%	58%
Money from other family members	14%	86%
Money from spouse	9%	44%
Government (49%)		
Government student loan	30%	84%
Government grant/bursary	22%	40%
Employment Insurance	9%	40%
Note: Number of respondents = 9364		

How to read this table: 68 per cent of the 9,364 respondents (6,368 people) said they used work income as a source of financial support. Of the 6,368 people, 38 per cent (2,420) said that this source of support contributed $2,000 or less.

Source: 2004 Canadian College Student Survey.

Student Debt

- Twenty-one per cent of college students reported either discontinuing or reducing their course load due to lack of money.
- Forty per cent anticipate no debt; of those anticipating debt, 53 per cent expect it to be more than $10,000.
- Seventy-two per cent are at least mildly concerned about having enough funding to finish their education; this includes 32 per cent who are very concerned.
- Forty-four per cent are moderately or very concerned about their ability to repay debt within a reasonable time frame.

6.0 APPENDICES

Appendices at the end of this section provide more detail on Revenues and Expenditures as follows:

Appendix #	Table Description
1	Total College Revenue by Source ($ Millions), 1995/96 through 2001/02 from the College Financial Information System
2	Operating Grant and Fee revenue per FTE for 1986/87 through 2003/04
3	Indexed (to 1987/88) Operating Expenditures for Colleges and Four other Public Sectors (Constant 2001/02 dollars)
4	College System Gross Expenditures by Operational Function 1985/86 Through 2002/03
5	Expenditures per FTE in Constant 1992 Dollars
6	Definitions of Operational Expenditures

Appendix 1: Total College Revenue by Source ($ Millions)

REVENUE SOURCE	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
GPOG	691.7	597.6	591.7	616.6	630.0	646.5	664.1	683.6
SPOG	110.5	87.1	81.0	82.2	81.8	84.0	96.6	114.5
Adult Training	362.6	262.3	229.3	177.4	177.2	168.0	178.0	182.5
Capital Grants	84.1	29.0	46.2	6.2	14.3	13.4	20.6	15.5
Tuition Fees	275.2	309.3	347.6	387.4	444.6	424.0	460.0	505.2
Ancillary Income	132.6	124.1	133.4	145.6	168.2	229.4	256.0	282.9
Other Income	76.5	80.0	105.9	212.7	213.1	237.4	248.5	292.6
Total College System Revenue*	**1,733.2**	**1,489.4**	**1,535.1**	**1,628.0**	**1,729.0**	**1,801.0**	**1,924.0**	**2,076.8**

*Total may not equal sum of revenue sources due to rounding. Source: CFIS

APPENDIX 2: Operating Grant and Fee Revenue per FTE for 1986-87 Through 2003-04

Academic Year	Total Operating Grants[1] ($Millions)	FTE[5]	Total Operating Grants[1] per FTE	Ontario CPI[6] (Constant 1992 Dollars)	Total Operating Grants[1] per FTE - *CONSTANT 1992 Dollars*[6]	Tuition Fee Revenue per FTE[2]	Tuition Fee Revenue per FTE[2] - CONSTANT 1992 Dollars[6]	Tuition Set-Aside per FTE[3]	Net Tuition Fee Revenue per FTE[2]	Net Tuition Fee Revenue per FTE[2] CONSTANT 1992 Dollars[6]	Net Tuition and Fee Revenue per FTE - *CONSTANT 1992 Dollars*[6]	Total Operating Grants[1] plus Net Tuition Fees per FTE	Total Operating Grants[1] plus Net Tuition Fees per FTE - *CONSTANT 1992 Dollars*[6]
1986-87	$598.3	118,251	$5,059.58	77.5	$6,528.49	$595	$768	$0.00	$595.0	$767.7	$767.74	$5,654.58	$7,296.23
1987-88	$625.6	119,363	$5,241.16	81.4	$6,438.77	$620	$762	$0.00	$620.0	$761.7	$761.67	$5,861.16	$7,200.44
1988-89	$661.7	119,634	$5,531.04	85.3	$6,484.22	$650	$762	$0.00	$650.0	$762.0	$762.02	$6,181.04	$7,246.23
1989-90	$700.4	121,230	$5,777.45	90.2	$6,405.15	$685	$759	$0.00	$685.0	$759.4	$759.42	$6,462.45	$7,164.58
1990-91	$771.5	132,689	$5,814.35	94.6	$6,146.25	$740	$782	$0.00	$740.0	$782.2	$782.24	$6,554.35	$6,928.49
1991-92	$826.9	149,227	$5,541.22	99.0	$5,597.19	$800	$808	$0.00	$800.0	$808.1	$808.08	$6,341.22	$6,405.28
1992-93	$868.4	158,332	$5,484.68	100.0	$5,484.68	$856	$856	$0.00	$856.0	$856.0	$856.00	$6,340.68	$6,340.68
1993-94	$808.2	161,576	$5,001.98	101.8	$4,913.54	$916	$900	$0.00	$916.0	$899.8	$899.80	$5,917.98	$5,813.34
1994-95	$807.9	163,807	$4,932.02	101.8	$4,844.82	$1,008	$990	$0.00	$1,008.0	$990.2	$990.18	$5,940.02	$5,834.99
1995-96	$809.2	168,364	$4,806.25	104.3	$4,608.10	$1,109	$1,063	$0.00	$1,109.0	$1,063.3	$1,063.28	$5,915.25	$5,671.38
1996-97	$688.8	166,080	$4,147.40	105.9	$3,916.34	$1,275	$1,204	$16.60	$1,258.4	$1,188.3	$1,188.29	$5,405.80	$5,104.63
1997-98	$686.5	168,396	$4,076.70	107.9	$3,778.22	$1,403	$1,300	$55.00	$1,348.0	$1,249.3	$1,249.30	$5,424.70	$5,027.53
1998-99	$698.9	169,352	$4,126.91	108.9	$3,789.63	$1,543	$1,417	$97.00	$1,446.0	$1,327.8	$1,327.82	$5,572.91	$5,117.45
1999-00	$709.1	169,001	$4,195.83	111.0	$3,780.03	$1,684	$1,517	$139.30	$1,544.7	$1,391.6	$1,391.62	$5,740.53	$5,171.65
2000-01	$722.2	167,035	$4,323.70	114.2	$3,786.08	$1,718	$1,504	$149.50	$1,568.5	$1,373.5	$1,373.47	$5,892.20	$5,159.55
2001-02	$745.8	168,784	$4,418.67	117.7	$3,754.18	$1,752	$1,489	$159.70	$1,592.3	$1,352.8	$1,352.85	$6,010.97	$5,107.02
2002-03	$767.6	177,659	$4,320.47	118.9	$3,633.70	$1,786	$1,502	$169.90	$1,616.1	$1,359.2	$1,359.21	$5,936.57	$4,992.91
2003-04	$868.6	181,835	$4,776.86	123.3	$3,872.83	$1,820	$1,476	$180.10	$1,639.9	$1,329.5	$1,329.55	$6,416.76	$5,202.38
Change over the 10 years from 1993-94 to 2004-04	**7.47%**	**12.54%**	**-4.50%**		**-21.18%**	**98.69%**	**63.99%**		**79.03%**	**47.76%**	**47.76%**	**8.43%**	**-10.51%**
Change over the 15 years from 1988-89 to 2003-04	**31.27%**	**51.99%**	**-13.64%**		**-40.27%**	**180.00%**	**93.64%**		**152.29%**	**74.48%**	**74.48%**	**3.81%**	**-28.21%**

Please see notes below.

Assumptions and Notes:

1 Total operating grants (SPOG, GPOG & Perf. Funding) + ATOP Funding + Nursing Diploma Final Intake + Quality Assurance Fund (only occurred in 03/04) (All from Budget Announcement) (Excludes CERP)
2 Tuition includes actual regulated tuition level for the given year.

3 Tuition set aside was introduced in 1996-97. Ten per cent of the tuition increase was required to be set aside for financial aid. In 1997-98, that 10 per cent was still required along with 30 per cent of the increase over 1996-97 levels. This cummulative process continues today at 30 per cent, effectively reducing college operating dollars by the amount shown in this category.

4 Includes all funded postsecondary and post diploma full-time students (excludes international and HRDC), Source: OCAS Enrolment Cube.

5 Includes full-time postsecondary, tuition short, and part-time fully funded. 2003-04 FTE figure is an MTCU estimate.

6 CPI for 2002-03 updated with Bank of Canada data, 2003-04 CPI growth of 2.3 per cent from http://www.2ontario.com/facts/fact01_fact_sheet.asp
Sources: MTCU, CFIS, OCAS, Bank of Canada.

APPENDIX 3: Indexed (to 1987-88) Operating Expenditures for Colleges and Four Other Public Sectors (Constant 1999 dollars)

	Elementary and Secondary Schools			Colleges of App. Arts and Tech.			Health Care			Adult Offenders			Universities		
Year Ending	Actual $[1]	Constant 2001-02 $	Index	Actual $[2]	Constant 2001-02 $	Index	Actual $[3]	Constant 2001-02 $	Index	Actual $[4]	Constant 2001-02 $	Index	Actual $[5]	Constant 2001-02 $	Index
1987-88	5111	7246	100	6493	9204	100	1311	1858	100	115.1	163.2	100	8467	12004	100
1988-89	5570	7584	104.7	6958	9474	102.9	1419	1932	108.2	109.1	148.6	91.0	8699	11845	98.7
1989-90	6156	7957	109.8	7265	9390	102.0	1535	1984	117.1	105.3	136.0	83.4	9192	11881	99.0
1990-91	6618	8141	112.4	7430	9139	99.3	1632	2007	124.5	118.7	146.0	89.5	9772	12020	100.1
1991-92	7136	8441	116.5	7110	8410	91.4	1792	2120	136.7	121.1	143.2	87.8	10228	12098	100.8
1992-93	7087	8242	113.7	7290	8477	92.1	1849	2150	141	124.3	144.5	88.6	10400	12094	100.7
1993-94	7363	8453	116.7	6858	7873	85.5	1811	2079	138.1	128.4	147.4	90.4	10294	11818	98.4
1994-95	7019	8011	110.6	6910	7886	85.7	1792	2045	136.7	121	138.1	84.6	10505	11990	99.9
1995-96	7077	7915	109.2	6872	7686	83.5	1763	1972	134.5	116.5	130.3	79.8	10707	11975	99.8
1996-97	7249	7963	109.9	6531	7174	77.9	1757	1930	134.1	123.3	135.4	83.0	10606	11650	97.0
1997-98	7082	7686	106.1	6771	7348	79.8	1763	1913	134.5	126.8	137.6	84.3	10854	11779	98.1
1998-99	6921	7436	102.6	6980	7498	81.5	1881	2021	143.5	128	137.6	84.3	11726	12598	104.9
1999-00	6947	7303	100.8	7419	7799	84.7	1956	2056	149.2	139.9	147.0	90.1	12380	13013	108.4
2000-01	7078	7232	99.8	7992	8166	88.7	2124	2170	162.0	138.8	141.8	86.9	12719	12997	108.3
2001-02	7095	7095	97.9	8387	8387	91.1	2206	2206	168.3				12665	12665	105.5

Notes

[1]Elem/Sec Schools — Total school costs per pupil. Excludes debt financing charges from 1997-98 on.

[2]Colleges — Operating revenue per provincially funded FTE student.

[3]Healthcare — Total public sector health expenditures (less capital) per capita.
[Per capita was used because Statistics Canada estimates that 97.4 per cent of Ontarians accessed health care at least once in 2001].

[4]Adult Offenders — Expenditures per inmate-day.

5Universities — Operating expenses per FTE student. Some of the increase from 1998-99 on is due to an accounting change.

Indices are based on constant 2001-02 constant dollars

Sources

Elem/Sec. Schools — Ministry of Education

Healthcare — Canadian Institute for Health Information; Statistics Canada: Access to Health Services in Canada, 2001 Table A2 (http://www.statcan.ca/english/freepub/82-575-XIE/82-575-XIE2002001.pdf)

CAATs — Ministry of Training, Colleges and Universities

Adult Offenders — Ministry of Correctional Services

Universities — COFU-UO, Financial Report of Ontario Universities

APPENDIX 4: College System Gross Expenditures by Operational Function

Academic Year	Academic	Administration	Plant and Property	Fixed Assets[1]	Ancillary	Student Services	Education Resources[5]	Sub-Total	Supplementary Exp.[4]	FTE[2]
1985-86	583,618,726	103,244,298	85,882,493	31,526,362	52,627,999	62,250,387	32,678,277	951,828,542	n/a	
1986-87	650,115,780	145,000,759	94,925,144	35,728,438	58,431,000	67,732,818	35,396,018	1,087,329,957	n/a	118,251
1987-88	712,573,353	95,902,654	98,335,908	51,642,728	72,238,548	70,966,711	37,910,609	1,139,570,511	74,337,533	119,363
1988-89	765,898,902	98,275,502	102,250,391	63,903,124	77,062,849	77,497,133	36,675,611	1,221,563,512	92,494,087	119,634
1989-90	768,082,668	104,296,527	109,947,229	56,830,581	81,232,138	79,825,407	37,544,953	1,237,759,503	72,559,535	121,230
1990-91	880,349,434	117,117,223	124,147,637	84,084,596	92,707,233	122,565,942	n/a	1,420,972,065	89,639,596	132,689
1991-92	974,822,801	119,342,213	135,349,666	95,309,255	102,072,694	131,068,011	n/a	1,557,964,640	92,374,714	149,227
1992-93	1,010,104,443	127,786,123	136,652,662	94,389,814	109,849,845	132,099,633	n/a	1,610,882,520	88,933,567	158,332
1993-94	998,472,014	128,498,911	132,007,256	89,799,549	111,452,402	133,288,184	n/a	1,593,518,316	97,462,398	161,576
1994-95	998,193,279	129,324,639	132,073,749	75,545,898	115,186,503	134,846,474	n/a	1,585,170,542	105,817,076	163,807
1995-96	998,593,138	131,513,725	136,647,446	120,574,673	117,744,993	142,432,107	n/a	1,647,506,082	104,473,765	168,364
1996-97	887,559,822	121,894,361	122,137,182	85,851,499	106,321,167	125,407,243	n/a	1,449,171,274	63,352,134	166,080
1997-98	885,513,701	132,715,940	128,296,200	70,639,863	110,930,833	142,062,417	n/a	1,470,158,954	37,241,571	168,396
1998-99	888,090,605	148,093,709	127,152,130	69,124,917	125,804,361	152,441,987	n/a	1,510,707,709	49,323,133	169,352
1999-00	959,482,799	170,768,678	134,125,842	74,638,197	142,139,664	167,324,926	n/a	1,648,480,106	46,319,450	169,001
2000-01*	994,248,226	188,085,671	209,775,267	n/a	146,214,340	179,228,580	n/a	1,717,552,084	48,487,710	167,035
2001-02	1,064,725,331	199,690,794	221,281,739	n/a	157,486,648	193,572,354	n/a	1,836,756,866	43,164,609	168,784
2002-03	1,158,870,103	213,701,280	237,383,508	n/a	172,694,441	212,256,652	n/a	1,994,905,984	39,256,686	176,991
Change over the 10 years from 1992-93 to 2002-03	**14.73%**	**67.23%**	**73.71%**	**n/a**	**57.21%**	**60.68%**	**n/a**	**23.84%**	**-55.86%**	**11.78%**
Change over the 15 years from 1987-88 to 2002-03	**62.63%**	**122.83%**	**141.40%**	**n/a**	**139.06%**	**199.09%**	**n/a**	**75.06%**	**-47.19%**	**48.28%**

Please see notes after appendix 5.

APPENDIX 5: Expenditures per Full Time Equivalent Enrolment in Constant 1992 Dollars

Academic Year	Ontario CPI[3] (Constant 1992 Dollars)	Academic Expenses per FTE (Constant 1992 Dollars)	Admin Expenses per FTE (Constant 1992 Dollars)	Plant and Prop. Expenses per FTE (Constant 1992 Dollars)	Fixed Assets per FTE (Constant 1992 Dollars)	Ancillary Expenses per FTE (Constant 1992 Dollars)	Student Services Expenses per FTE (Constant 1992 Dollars)	Education Resources per FTE (Constant 1992 Dollars)	Total Expenditures per FTE (Constant 1992 Dollars)	Supplementary Exp. Per FTE
1986-87	78	7,094	1,582	1,036	390	638	739	386	11,865	n/a
1987-88	81	7,334	987	1,012	532	743	730	390	11,729	765
1988-89	85	7,505	963	759	626	755	759	359	11,971	906
1989-90	90	7,024	954	1,005	520	743	730	343	11,319	664
1990-91	95	7,013	933	989	670	739	976	n/a	11,320	714
1991-92	99	6,598	808	916	645	691	887	n/a	10,546	625
1992-93	100	6,380	807	863	596	694	834	n/a	10,174	562
1993-94	102	6,070	781	803	546	678	810	n/a	9,688	593
1994-95	102	5,986	776	792	453	691	809	n/a	9,506	635
1995-96	104	5,687	749	778	687	671	811	n/a	9,382	595
1996-97	106	5,046	693	694	488	605	713	n/a	8,240	360
1997-98	108	4,874	730	706	389	611	782	n/a	8,091	205
1998-99	109	4,815	803	689	375	682	827	n/a	8,191	267
1999-00	111	5,115	910	715	398	758	892	n/a	8,788	247
2000-01*	114	5,212	986	1,100	n/a	767	940	n/a	9,004	254
2001-02	118	5,360	1,005	1,114	n/a	974	217	n/a	9,246	217
2002-03	120	5,452	1,005	1,117	n/a	999	185	n/a	9,385	185
Change over the 10 years from 1992-93 to 2002-03	**20.10%**	**-14.54%**	**24.57%**	**29.39%**	**n/a**	**43.93%**	**-77.86%**	**n/a**	**-7.76%**	**-67.12%**
Change over the 15 years from 1987-88 to 2002-03	**47.54%**	**-25.66%**	**1.85%**	**10.34%**	**n/a**	**34.31%**	**-74.72%**	**n/a**	**-19.98%**	**-75.86%**

Please see notes on the following page.

Assumptions and Notes:

***Fixed Assets category removed from CFIS reports in this year, most fixed assets now reported under Plant and Property**
1 Fixed Assets: discontinued in 2000-01. Some colleges report expenditures on fixed assets under each operational function proportionally to the assets use, others report the asset under plant and property. In general expenditures that were formerly included in Fixed Assets now fall under Plant and Property. Colleges now capitalize Fixed asset purchases and amortize them according to CICA Section 4400, effective April 1, 1997.
2 FTE = Full Time Equivalent as reported by MTCU

3 CPI data from Statistics Canada

4 Supplementary Expenditures: started in 1987-88, this includes expenditures that are made by the college on behalf of another organization and for which the college is reimbursed

5 Educational Resources: discontinued in 1990-91, this includes expenditures for all activities undertaken to provide services that directly support primary academic thrust of the college, excluding development of future programs (ie. Retraining, preserving and displaying education materials, media and technology, including computer support for academic functions, computer labs, etc.).

Sources: MTCU, CFIS, OCAS, Bank of Canada

Appendix 6: Definitions of Operational Expenditures

Expenditure Category	Definition of Expenditure
Academic Services	Departments whose primary purpose is to develop, deliver and review educational/training related services provided to students/clients in an instructional setting (i.e. a lab, classroom, self-directed, alternative delivery, etc.).
Administrative Services	Departments whose primary purpose is to provide administrative support services required to support the educational and training related functions of the college.
Plant and Property	Departments whose primary purpose is to provide and maintain the physical facilities required for the educational and training related functions of the colleges. This operational function includes depreciation/amortization expenses.
Ancillary Operations	Departments whose primary purpose is to provide services that are subordinate to or subsidiary to the educational and training related functions of the college. Examples include: bookstores, parking, athletic centres, conference centres, food services, computer related activities and residences.
Student Services	Departments whose primary purpose is to assist in the provision of educational training related services to students/clients outside an instructional setting. Examples include: library, financial aid office, registrar's office.
Supplementary Expenses	Expenditures that are made by the college on behalf of another organization and for which the college is fully reimbursed. An example is stipends and allowances paid to students by MTCU.

7.0 ENDNOTES

[1] College Financial Information System User Manual, 2002-03

[2] www.edu.gov.on.ca/eng/general/postsec/costs.html

[3] http://osap.gov.on.ca/eng/not_secure/default.htm

[4] The Canadian Millennium Scholarship Foundation, the Canadian College Student Consortium, and Prairie Research Associates Inc. *Institutional Report: 2004 Canadian College Student Survey. Kwantlen University College*. June, 2004.

LABOUR

Section Five

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LABOUR

1.0 HIGHLIGHTS

Canada

- **Employment growth** is expected to have decreased to 1.8 per cent in 2004 from 2.6 per cent in 2003. Growth in 2005 is forecast around 1.7 per cent in 2005 (please see Table 1 for more information).

- **The unemployment rate** is forecast to be 7.1 per cent in 2005 and seven per cent in 2006.

- **Entrepreneurs**: There has been a 30 per cent growth (140,000 firms) in the number of small firms run by entrepreneurs aged 55 years and over in Canada and just over 20 per cent in Ontario. More than 30 per cent of the 55+ workforce are "seniorpreneurs" and these persons account for one in four self-employed persons in Canada.

- **Self-employment:** In July 2004, there were just under 2.5 million self-employed persons in Canada, up 200,000 since early 2002, a growth rate of almost nine percent. This growth rate is considerably larger than that of private sector salaried employees and, unlike in the 1990s, occurred during a strong labour market environment.

- **Immigrants**: Immigrants represented almost 70 per cent of the total growth in the labour force over the decade 1991-2001. A large proportion of recent immigrants were still in low-skilled jobs in 2001, although this proportion had declined for 25-44 years olds to 43 per cent from 51 per cent a decade earlier.

- **Aging Workforce**: It is forecast that one in three Canadians will be 55 and over by 2021, compared with one in five in 2001. In 2001, there were 2.7 people aged 20 to 34 in the labour force for every participant aged 55 and over, down from 3.7 in 1981.

- **The median age of retirement** in 2003 for both sexes reversed direction, rising significantly for men (from 61.4 to 63.3 years) and marginally for women (from 60.1 to 60.4 years).

Ontario

- **Job forecast**: Employment in Ontario is forecast to grow 1.7 per cent in 2005. The unemployment rate is forecast to be 6.7 per cent in 2005.

- **Job numbers:** The number of jobs in Ontario increased by 160,000 in 2003, up 2.6 per cent from 2002. The employment rate consequently rose to 63.7 per cent—its highest point since 1990. The employment rate in Ontario has remained consistently above the national average over the past three decades.

2.0 LABOUR FORECAST: 2005 AND BEYOND

Various factors impact the labour market.

Economic and fiscal factors: Employment growth is expected to have decreased to 1.8 per cent in 2004 from 2.6 per cent in 2003. Growth in 2005 is forecast around 1.7 per cent in 2005 Unemployment in Canada is forecast to be 7.1 per cent in 2005 and seven per cent in 2006.[1] More detailed information is available in Chapter 6.0, 'Economy'.

Demographic factors: The labour force is expected to grow strongly until 2010, due to increasing participation rates, especially by women over the age of 50, and by strong source population growth. However, participation rates will fall dramatically after 2010 as the baby boomers start to retire.[2,3] Please see Section Two, "Demographics," for more information.

Regulatory factors: Examples of potential regulatory factors include**:**

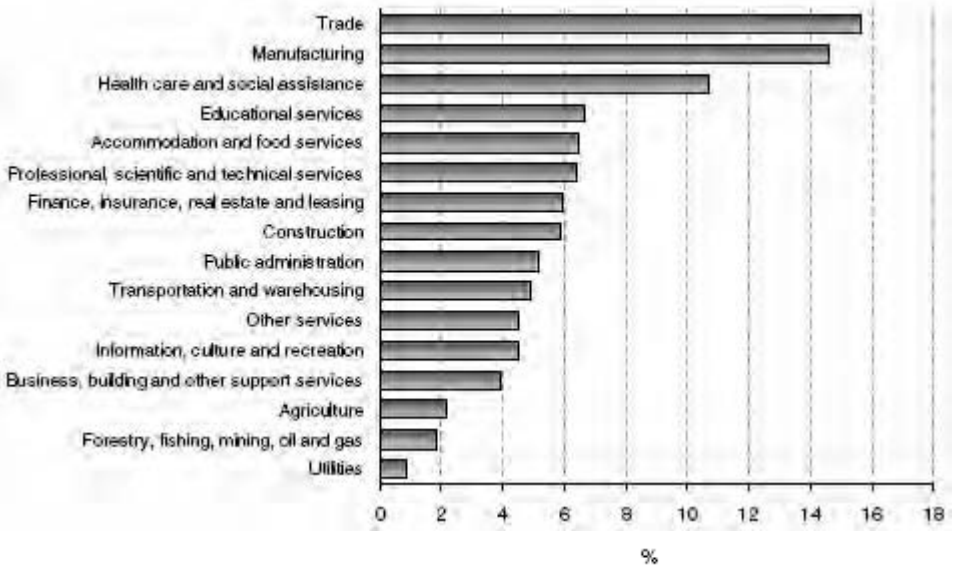
- **Elimination of mandatory retirement**. In August 2004, the Ontario Ministry of Labour issued a paper, *Providing Choice: A Consultation Paper on Ending Mandatory Retirement.* The government indicated its intention to eliminate mandatory retirement and has been seeking input on the best way to implement this change in Ontario.
- **Implementation of the Kyoto Protocol,** which will increase the need for workers with skills in environment-related fields, including technicians and analysts.

Technological factors: Demand for skilled workers who can adapt quickly to new technologies will remain strong, as will development and application-related services such as software development and multi-media. The shift to higher-skilled positions demanding higher levels of education is expected to continue, reflecting the growing international drive to improve competitiveness.[4]

For information regarding the current and future prospects of various occupations in the labour force, please see the Government of Canada's website: http://jobfutures.ca

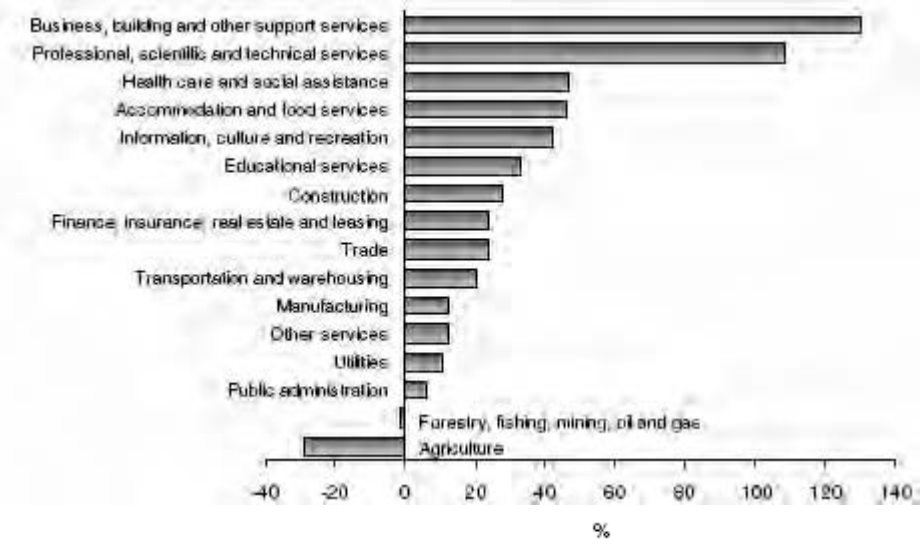
3.0 LABOUR IN THE VARIOUS SECTORS OF THE ECONOMY

Figure 1: Distribution of employment, by industry, 2003



Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance 2003," November 2004, p.37

Figure 2: Changes in employment, by industry, from 1987 to 2003



Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance 2003,", November 2004, p.38

3.1 Canadian Sectors

- **Overall:** Close to 60 per cent of Canada's employment growth from 2001 to 2003 was in health care and social assistance, trade, construction, and educational services. [5]

- **Retail and wholesale trade** is the largest sector in the country, employing more than 2.5 million people in 2003, of which approximately three-quarters work in retail trade. Since 1997, the number of jobs in retail and wholesale trade has grown quickly, at an average 2.6 per cent per year, with many of these jobs being held by youth and adult women.[6]

- **Manufacturing** now ranks second to trade as Canada's largest employer. After gaining 32,100 jobs in 2002, manufacturing lost 28,100 jobs in 2003. The loss resulted in part from the higher Canadian dollar and through weakness in the export market.[7]

- Three in 10 workers are presently employed in trade or manufacturing. However, manufacturing is presently the largest in terms of number of hours worked. In 2003, factory workers put in an average of 84 million hours per week (or 36.4 hours per worker), compared with 77 million in retail and wholesale trade (31.4 hours per worker). Wages were also significantly higher in manufacturing: the average hourly wage for a factory job was $18.92, compared with $13.73 in trade. [8]

  The largest segment of manufacturing is the **food and beverage industry,** with about 294,000 employees or 14 per cent of all manufacturing workers in 2003. **Transportation equipment factories** have the second largest number of workers in manufacturing, 239,000 employees in 2003, with approximately 161,000 of these transportation equipment employees in Ontario. Sixty per cent of employees in this industry manufacture **motor vehicle parts or vehicles.** Since 1991, the number of employees in the motor vehicle parts industry has been on an upward trend, while employment in motor vehicle manufacturing has declined. [9]

- **Real estate**: The boom in homebuilding, home renovations and home resale activity has strongly contributed to Canada's job creation in the last few years. The broad construction sector experienced large job growth (16 per cent or 91,000 positions) since 2001. With its large multiplier effect, the housing sector also drove job increases (34,400 workers) in credit intermediation, real estate services and legal services.[10]

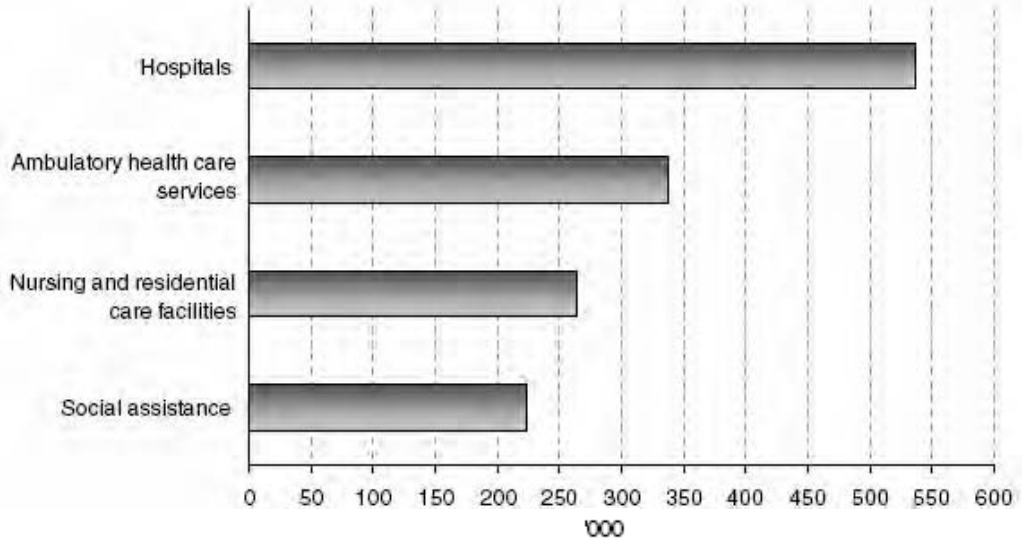
- **Health care and social assistance** ranked as the third largest employer in 2003, a ranking it has maintained since 1976. The share of total employment for this sector was 11 per cent in 2003, compared with about 8 per cent in 1976. Although employment in this sector leveled off in the mid 1990's, job growth in health care and social assistance has been continuous in the past few years. In 2003, 1.7 million people were employed in this sector. [11]

    - **Hospitals** account for 39 per cent of the employees in health care and social assistance and continue to be the largest employer in this sector. Employment in hospitals declined each year in the 1990s but, since 2000, employment in this sub-sector changed direction and has grown in each subsequent year. There was a 2.3 per cent increase in 2003 to 537,000 employees, leaving employment levels in hospitals 6.3 per cent lower than in 1991.[12]

- **The ambulatory health care services sector is the** second largest employer in health care and social assistance and includes services such as those offered in the offices of physicians, dentists and other health practitioners. In 2003, ambulatory health care services accounted for one of every four health care and social assistance employees, up from one of every five in 1991.[13]

- Employment in both **nursing and residential care facilities and social assistance** increased by 4.1 per cent from 2002 to 2003. Although it is smaller, social assistance has shown the largest increase since 1991, with an additional 97,000 employees (a 77 per cent increase).[14]

Figure 3: Employees in health care and social assistance, 2003



Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance 2003," November 2004, p.41

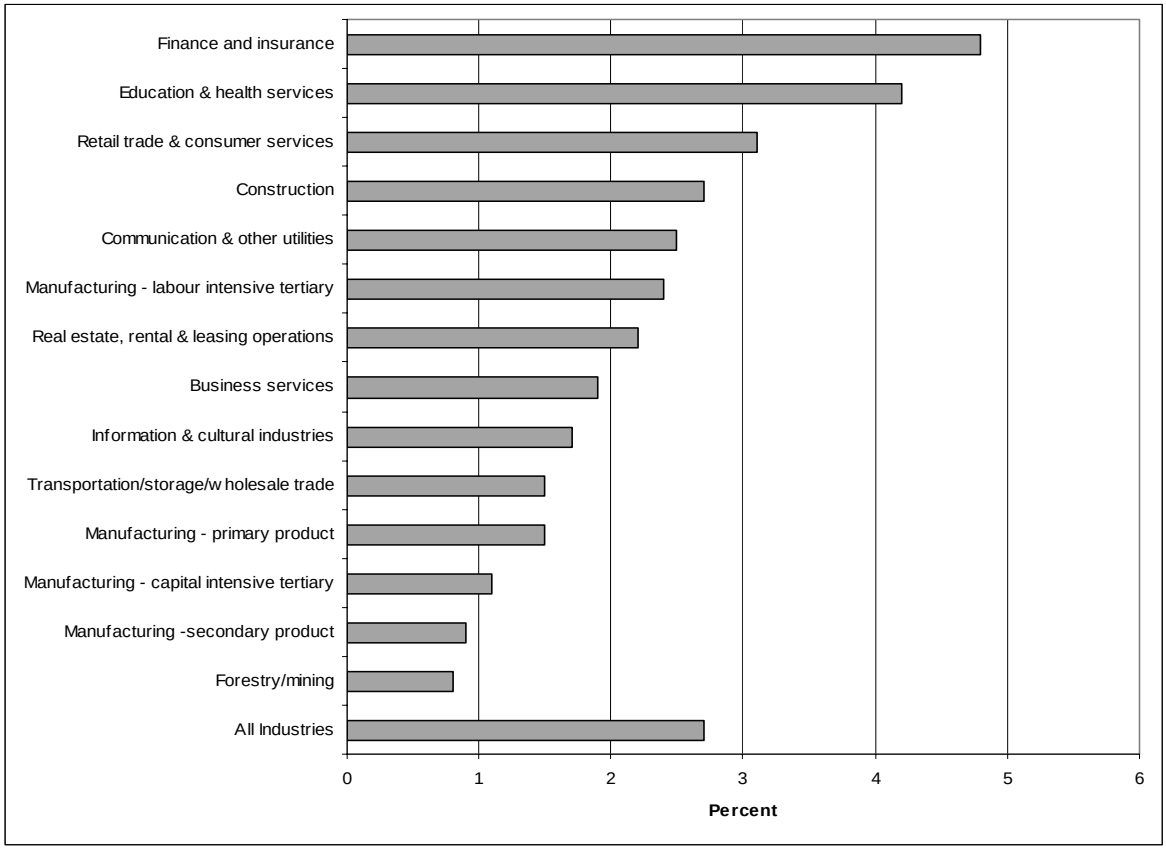
Table 4: Occupations in Ontario with Largest Job Growth 1991-2001

		Employment		Change			
NOC	Occupation	1991	2001	Absolute	Per cent	Quartile Rank By Average Employment Income[1]	Education and Training Requirements
6670	Attendants in amusement, recreation and sport	5,575	14,200	8,625	154.7 %	III	Less than Secondary
9517	Other products machine operators	2,700	10,275	7,575	280.6 %	III	Secondary
1453	Customer service, information and related clerks	24,500	64,455	39,955	163.1 %	IV	Secondary
6482	Estheticians, electrologists and related occupations	3,430	8,120	4,690	136.7 %	IV	Secondary
9492	Furniture and fixture assemblers and inspectors	5,835	12,665	6,830	117.1 %	IV	Secondary
9226	Supervisors, other mechanical and metal products manufacturing	1,600	4,255	2,655	165.9 %	I	College
1223	Personnel and recruitment officers	2,865	8,085	5,220	182.2 %	II	College
2252	Industrial designers	1,555	4,355	2,800	180.1 %	II	College
1213	Supervisors, library, correspondence and related information clerks	2,545	5,560	3,015	118.5 %	II	College
9227	Supervisors, other products manufacturing and assembly	1,265	2,710	1,445	114.2 %	II	College
1226	Conference and event planners	2,070	5,455	3,385	163.5 %	III	College
5227	Support and assisting occupations in motion pictures, broadcasting and the performing arts	1,005	2,405	1,400	139.3 %	III	College
2225	Landscape and horticultural technicians and specialists	1,945	4,320	2,375	122.1 %	III	College
5252	Coaches	1,515	3,310	1,795	118.5 %	III	College
4216	Other instructors	2,535	9,130	6,595	260.2 %	IV	College
3235	Other technical occupations in therapy and assessment	1,830	5,825	3,995	218.3 %	IV	College
3213	Animal health technologists	1,315	3,430	2,115	160.8 %	IV	College
3232	Midwives and practitioners of natural healing	1,010	2,225	1,215	120.3 %	IV	College
13	Senior managers - Financial, communications carriers and other business services	11,195	24,380	13,185	117.8 %	I	Management
1112	Financial and investment analysts	7,210	20,705	13,495	187.2 %	I	University
2170	Computer and information systems occupations	84,275	193,580	109,305	129.7 %	I	University
4162	Economists and economic policy researchers and analysts	2,245	5,080	2,835	126.3 %	I	University
1114	Other financial officers	9,625	21,720	12,095	125.7%t	I	University
3132	Dietitians and nutritionists	1,370	3,195	1,825	133.2 %	III	University
5135	Actors	1,485	3,495	2,010	135.4 %	IV	University

Source: Reproduced from MTCU, Ontario Labour Market Report, Current Labour Market, October 2004, based on Statistics Canada Census of Population.

Note: 1 The rankings were based on quartiles, using one-fourth of all occupations to define each quartile. The rankings of average employment income are presented in the following categories:: I=very high ($54,093), II=high ($43,238 to $54,010), III= low ($34,909 to $43,172), and IV=very low ($34,780 or less).

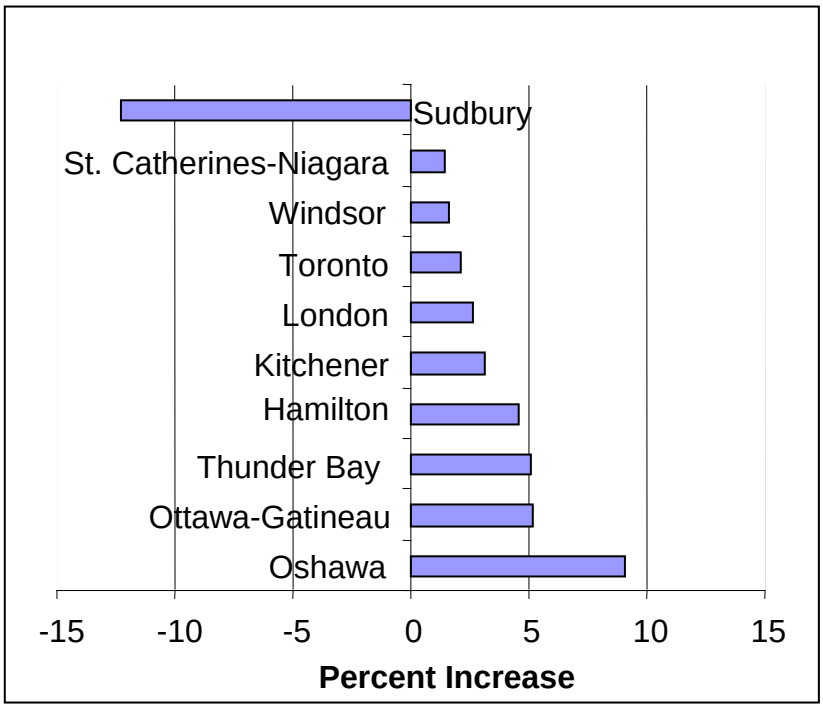
Figure 12: Job Vacancy Rates in Ontario by Industry, 2001



Note: Data for some industry categories may have a high coefficient of variation.

Reproduced from MTCU, Ontario Labour Market Report, Current Labour Market, March 2004, based on Statistics Canada, Workplace and Employee Survey.

Figure 5: Average Employment Growth Rate by CMA in Ontario, 2003 over 2002



Source: MTCU, "Ontario Labour Market Report," February 2004

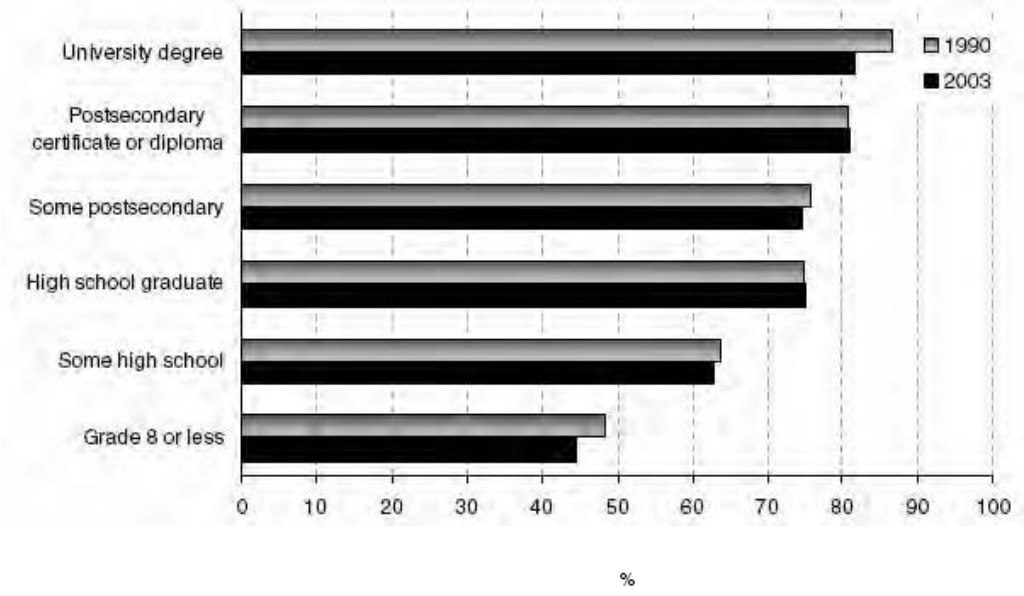
4.0 IMPACT OF EDUCATION ON EMPLOYMENT

- **Completion of qualifications**: Persons obtaining some postsecondary education without having completed a program leading to a degree, certificate or diploma find their education provides little advantage over high school graduation. This is in part because employers generally reward credentials earned through education, as opposed to partial completion of a particular program.[15]

- **Employment rates**: The employment rate for university graduates aged 25 to 64 years dropped from 86.7 per cent in 1990 to 81.6 per cent in 2003 and is now closely approaching the rate of those with postsecondary certificates or diplomas (81.1 per cent). While employment increased for both postsecondary and university graduates during this period, the increase in the university graduate population outweighed their employment gains, causing the drop in their employment rate.[16]

  Figure 6: shows that those with a postsecondary qualification have a higher employment rate.

Figure 6: Employment Rates of 25- to 64-year-olds, by Educational Attainment, 1990 and 2003



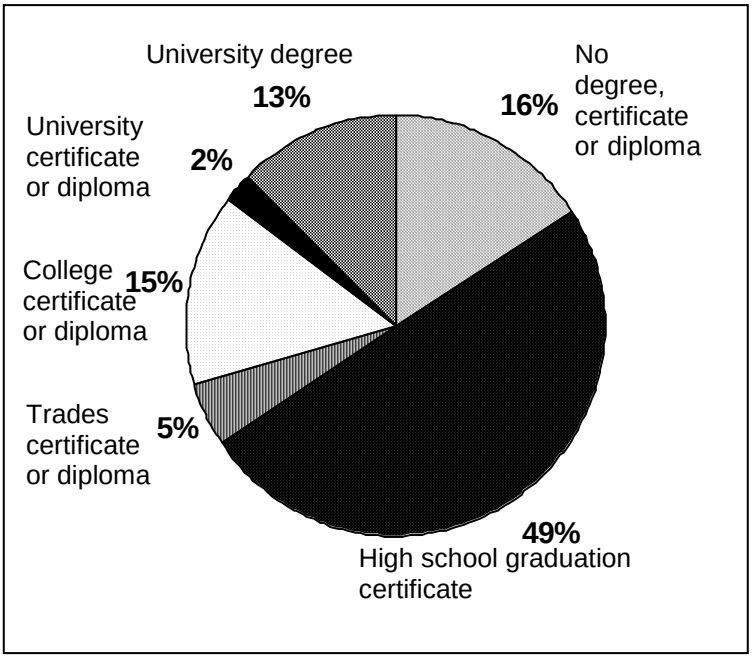
Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance 2003," November 2004, p.47

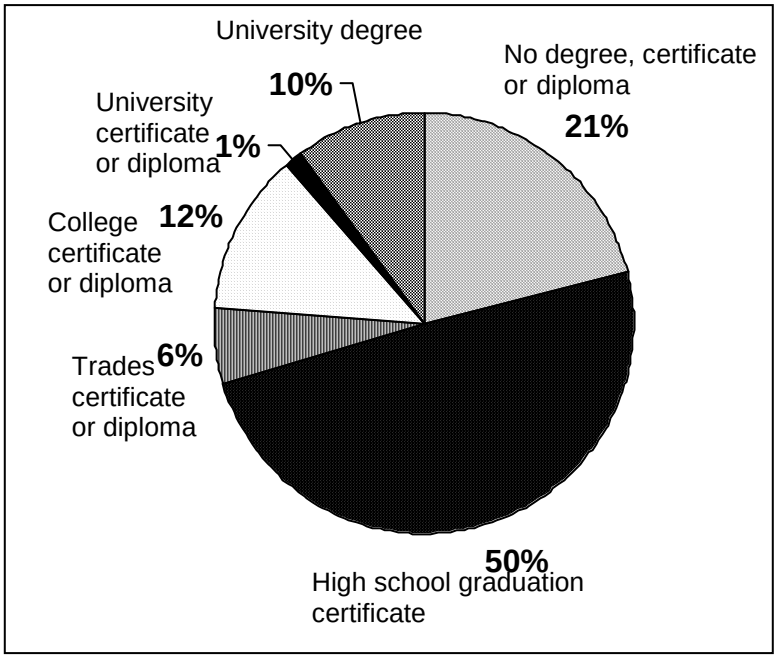
Figure 7: 2001 Labour Force by Age and Highest Education Level Achieved

ONTARIO 2001

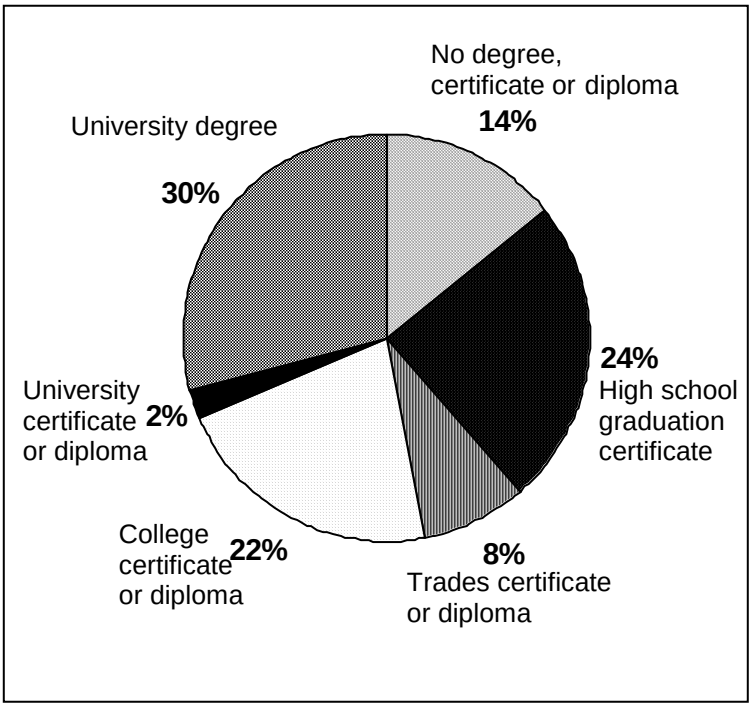
ONTARIO 1991

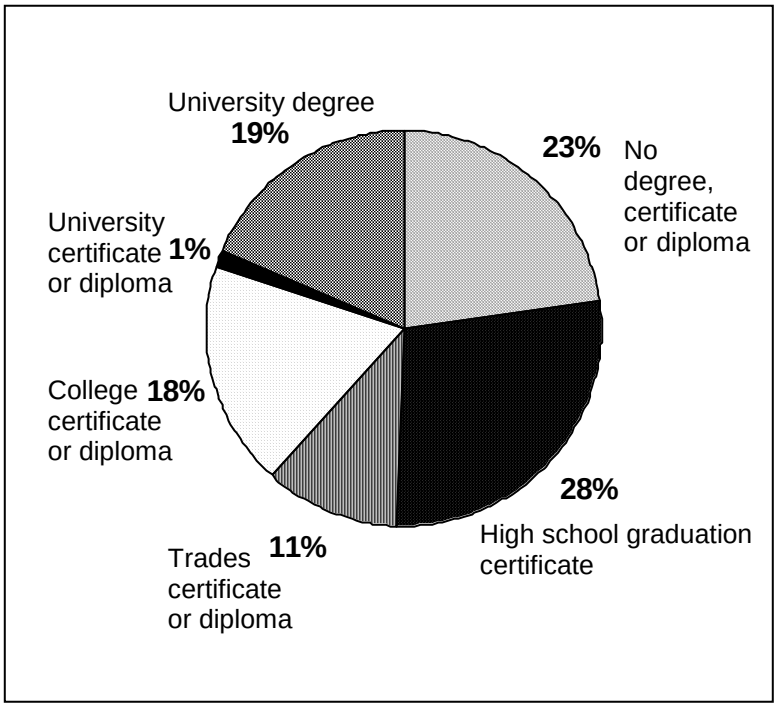
20 – 24 yr olds





25 – 34 yr olds





Source: Statistics Canada – Cat. No. 970017XCB01001

5.0 SELF EMPLOYMENT VERSUS EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTORS

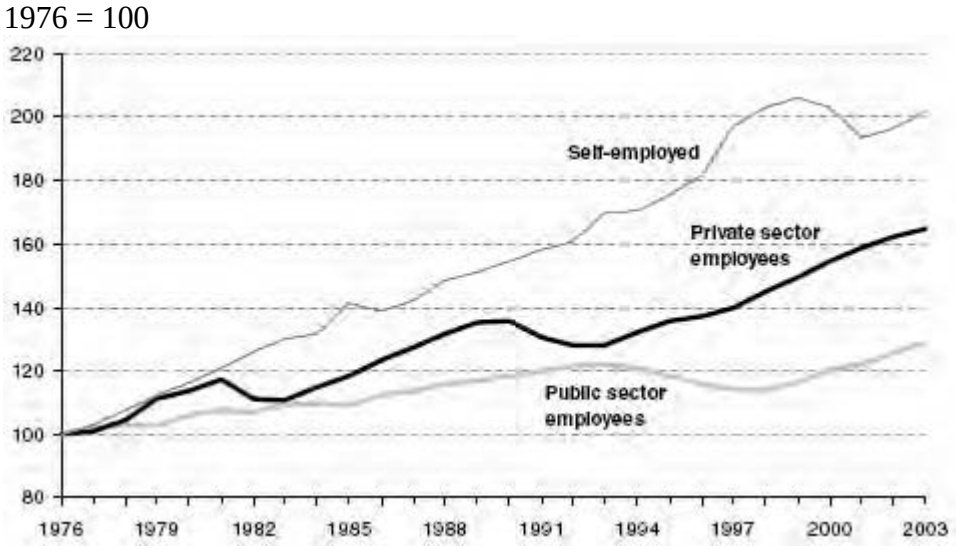
5.1 General Trends

Number of self employed: In July 2004, there were just under 2.5 million self-employed people in Canada,[17] representing approximately 15 per cent of all workers.[18] Self-employment growth was ongoing and strong from the mid-1970s to the end of the 1990s, even during economic downturns. Over the long term, the rate of growth of self-employment growth has exceeded that of private - and public-sector employees. However, self-employment levels did fall in 2000 and 2001, mainly due to a decline in farm employment. [19]

Employment in private businesses: In 2003, two in three employed Canadians worked for a private business or firm, accounting for 10.3 million employees. There was a significant decline in the number of private-sector employees during the 1990–91 recession, reflecting the fact that these workers are often affected more severely by economic cycles. However, since 1994, hiring in the private sector has been strong, with average annual gains of 2.8 per cent, the longest period of private-sector employee job growth in the last three decades. [20]

Employment in the public sector: In 2003, 3.0 million people, equal to one in five Canadians, were employed in the public sector, down from one in four in 1976. As a result of cutbacks in the number of civil servants at all levels of government, the ranks of the public sector shrank from 1993 to 1998. Education, health care and social assistance have accounted for most of the growth in public sector employment since 1988.[21]

Figure 8: Growth in Self-Employed, Private-Sector Employment and Public-Sector employment, Indexed to 1976



Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance, 2003," November 2004, p.42

5.2 A Review of Self-Employment

5.2.1 Self-Employment in Canada

- **Self-employment has expanded** across a growing number of industry sectors. Future growth areas are anticipated to be health care, business services and housing.[22] As North America's economy expands, self-employment is expected to benefit and expand along with it.[23]

- **Entrepreneurs and "Seniorpreneurs"**: There has been a 30 per cent growth (140,000 firms) in the number of small firms run by entrepreneurs aged 55 years and over in Canada and just over 20 per cent in Ontario. More than 30 per cent of the 55+ workforce are "seniorpreneurs" and these persons account for one in four self-employed persons in Canada.[24] As figure 9 in this chapter shows, self-employed persons tend to retire later. The growth in seniorpreneurs will ensure that the skills of this labour pool will be around longer when skills shortages hit various industry sectors this decade. [25]

- **Women** represent a third of the self-employed, compared to their 45 per cent share of the total work force. [26]

5.2.2 Self-employment in Ontario

In 2003, about 909,100 people were self-employed in Ontario, representing 14.6 per cent of all employed individuals in Ontario and up 3.3 per cent over 2002 levels. This growth in 2003 followed two consecutive years of declining levels of self-employment. [27]

Self-employment accounted for 18 per cent of the total growth in employment in Ontario in 2003.[28]

In Ontario, the recent growth in self-employment earlier has been driven by professional/technical services, finance and real estate, and the housing boom. In fact, Ontario has the largest concentration, of all the provinces, of self-employment in professional/technical services and finance and real estate, 17 per cent and seven per cent respectively.[29]

While the number of self-employed in Ontario's large manufacturing sector is almost unchanged from a decade ago, self-employment in the province's broad hospitality industry and its information, culture and recreation services continues to grow. [30]

6.0 PART-TIME EMPLOYMENT

- The number of people working part time—less than 30 hours a week—has increased sharply over the last three decades. Three million Canadian workers, or one in five, worked part time at their main jobs in 2003, in contrast with only 1 in 10 in 1976.[31]
- In 2002, part-time employment returned to its long-term annual growth rate of 6 per cent after growth had slowed from 1994 to 2001. Growth continued more slowly in 2003, at 2.8 per cent.
- As a share of total employment, increases in part-time jobs kept pace with increases in full-time employment over the 1990s, leaving the part-time rate at a stable 18 per cent to 19 per cent since 1991. Unlike the steady growth of part-time workers since 1976, full-time workers saw their numbers decline during the recessionary years of the early 1980s and early 1990s. During most of the boom period of the mid- to late 1990s, full-time employment grew at a faster pace than part-time, averaging three per cent annually. From 2002 to 2003, full-time employment grew by two per cent to 12.8 million workers. [32]
- The strong long-term growth in part-time employment is not unique to Canada. With the exception of the United States, all the G7 countries, as well as Sweden, Australia and the Netherlands, saw their share of part-time employment rise from 1987 to 2002. Moreover, the Netherlands, Australia, Japan and the United Kingdom had higher part-time employment rates in 2002 than Canada.[33]

7.0 FUTURE TRENDS IN THE CANADIAN LABOUR FORCE

7.1 Aging Workforce – Canada

7.1.1 General Trends

Several factors are contributing to the increasing predominance of an aging population.

- the relatively large baby boom generation (born from 1946 to 1966), which is fast approaching retirement age. [This is the largest factor.]
- the long-term decrease in the total fertility rate. In 2000, this reached an all-time low of an average of 1.49 children in a woman's lifetime.
- longer life expectancy. Life expectancy reached 82.1 and 77.2 years, respectively, for women and men born in 2002.[34]

It is forecast that one in three Canadians will be 55 and over by 2021, compared with one in five in 2001. In 2001, there were 2.7 people aged 20 to 34 in the labour force for every participant aged 55 and over, down from 3.7 in 1981. [35]

Please see Section Two, "Demographics," for more information on Canada's aging population.

7.1.2 Impact of Aging on Specific Sectors and Professions in Canada

Generally:

- Occupations with the youngest labour forces include information-technology, engineers, occupational therapists and physiotherapists.
- Many services that cater to an aging population, including health care, financial planning and leisure activities, could experience above-average growth.[36]
- Companies will have to adapt their services to an aging population, which will mean changes in the products and services they provide, as well as the delivery channels and marketing of these products.

Utilities: It can be seen from Table 1 that the utilities industry has a very high proportion of older workers and a low proportion of young workers. It will probably be hit hard as its older workers start to retire.

Health care (general): The low proportion of young employees in health care may result in this sector seriously feeling the impact of shortages when combined with the aging population's demand for more health care services.

Nursing: The average age in the nursing profession has increased rapidly, due to relatively few new entrants. In 1991, there were almost five nurses aged 20 to 34 for every nurse aged 55 and over. By 2001, there were fewer than two young nurses for every nurse 55 and over.[37] With more RNs approaching the traditional retirement age, the Canadian Institute of Health Information (CIHI) projects that by 2006, Canada could lose up to 13 per cent of its 2001 RN workforce. A similar situation faces licensed nurse practitioners – assuming a retirement age of 55, over half could be eligible to retire by 2012.[38] Estimates from the Canadian Nurses Association indicate that there will be a shortage of more than 100,000 nurses by 2011.[39]

Education: With a relatively large proportion of educators in older age groups, shortages of workers in this area are anticipated. This shortage is expected to occur just as the knowledge economy is demanding workers with higher levels of education. [40]

Postsecondary Education: Professors at university and college are already older, on average, than the overall labour force. In 2001, almost 29 per cent of university professors were aged 55 and over, compared with only 19 per cent a decade earlier. In 2001, more than 17 per cent of college professors were aged 55 and over, compared to less than 11 per cent in 1991.[41]

Construction: This sector has a relatively large share of older workers and may face shortages in the future. In 2001, there was only one worker aged 20-34 years for every one aged 55 and over in the pipefitting and carpentry groups. Electricians, bricklayers and plumbers also have a shortage of younger workers.[42]

Service Sector: Workers in this sector tend to be younger, with the average age in these occupations changing very little over the last 10 years. [43]

Table 2: Composition of Canadian Workforce By Age and Industry

	Percentage of Workforce:					
Industry Sector	**Age 15-24 Years**	**Age is 45+ Years**	**Age is 55+ Years**	**Median Retirement Age 1991-1995**	**Median Retirement Age 1996-2000**	**Change In Median Retirement Age (Years)**
	per cent	**per cent**	**per cent**			
Goods-producing sector						
Agriculture	36	48	27	65.8	68.8	3.0
Utilities	3	40	6	59.1	56.6	-2.5
Forestry, Fishing, Mining, Oil & Gas (Primary)	11	35	9	64.6	65.3	0.7
Construction	16	35	12	64.7	63.3	-1.4
Manufacturing	12	35	10	61.9	61.6	-0.3
Services-producing sector						
Educational Services	8	44	13	60.7	57.4	-3.3
Public Administration	7	43	9	59.6	58.4	-1.2
Transportation & Warehousing	9	40	13	60.3	61.6	1.3
Health Care & Social Assistance	9	39	11	62.3	60.3	-2.0
Finance, Insurance, Real Estate & Leasing	11	38	12	62.4	60.1	-2.3
Professional, Scientific & Technical Services	12	33	12	65.1	64.8	-0.3
Management of Companies & Administrative	24	31	13	65.3	64.6	-0.7
Trade	30	27	10	64.4	62.6	-1.8
Information, Culture & Recreation	25	27	8	60.7	59.6	-1.1
Accommodation & Food Services	46	22	7	64.9	64.0	-0.9
Other Services	17	36	14	64.8	63.6	-1.2
All Industries	17	34	11	62.2	61.0	-1.2

Source: The Alliance of Sector Councils, "The Aging Workforce and Human Resources Development Implications for Sector Councils," February 2003

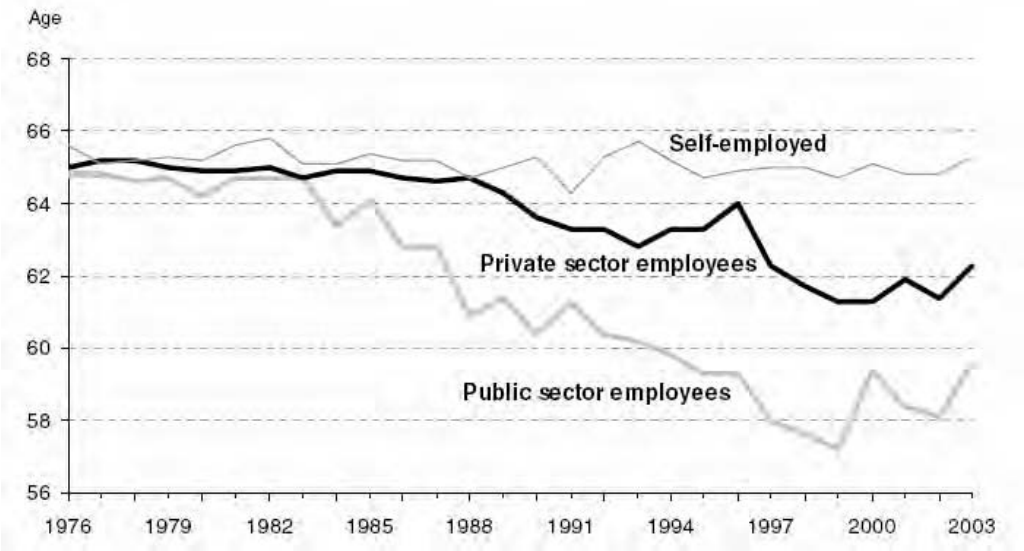
7.1.3 Retirement Trends

- **The median age of retirement** in 2003 for both sexes reversed direction, rising significantly for men (from 61.4 to 63.3 years) and marginally for women (from 60.1 to 60.4 years). The median age at retirement for men was close to that for women until the mid-1990s. After that, the median age declined more for women than for men.[44]

- **The proportion of workers nearing retirement** grew steadily from 1997 to 2002, increasing three percentage points to a high of 20 per cent. This trend reversed after 2002, when the proportion of workers nearing retirement dropped slightly to 19 per cent. This represented the first decline in more than a decade and reflected an increase in the median age at retirement, mostly among men. Approximately 2.9 million workers were nearing retirement in 2003. [45]

- **The proportion of workers nearing retirement** is higher than ever before. From 1976 to 1986, the median age at retirement remained around 65 years. However, between 1986 and 1997, the retirement age fell from 64.6 years to 60.6 years. At the same time, the proportion of workers within 10 years of the median retirement age, the near-retirement rate, increased by seven percent to 17 per cent. [46]

Figure 9: Median age at retirement, by class of worker



Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance 2003," November 2004, p.81

Table 3: Selected Skilled Trades In Ontario with Above-Average Projected Retirement Rates

	Average Retirement Rate 2001-2015
Tailors, dressmakers, furriers & milliners	57.7
Commercial divers	46.5
Shoe Repairers & shoemakers	44.0
Upholsterers	42.3
Jewellers, watch repairers & related occupations	40.1
Stationary engineers & auxillary equip't operators	39.2
Contractors & supervisors, pipefitting trades	38.6
Boilermakers	37.8
Crane operators	36.7
Railway carmen	36.3
Other trades & related occupations	36.2
Contractors & supervisors, heavy constr. Equipt. Crews	35.8
Supervisors, motor transport & other ground transit operators	35.6
Contractors & supervisors, mechanic trades	35.5
Machine fitters	35.4
Supervisors, machinists & related occupations	35.3
Elevator constructors & mechanics	35.2
Contractors & supervisors, electrical trades & telecomm. Occ.	35.1
Railway & yard locomotive engineers	34.9
Blacksmiths & die setters	34.8
Textile machinery mechanics & repairers	34.3
Supervisors, printing & related occupations	34.1
Construction, millwrights & industrial mechanics (except textile)	33.9
Structural metal & platework fabricators & fitters	33.8
Electric appliance servicers & repairers	33.8
Electrical mechanics	33.7
Steamfitters, pipefitters & sprinkler systems installers	33.7
Contractors & supervisors, metal form, shap. & erect. trades	33.5
Contractors & supervisors, carpentry trades	33.2
Water well drillers	32.1
Industrial electricians	32.1
Bricklayers	31.9
Power system electricians	31.8
Painters and decorators	31.4
Plumbers	30.9
Cabinetmakers	30.8
Railway conductors & brakemen	30.6
Sheet metal workers	30.5
Supervisors, railway transport operators	30.3
Average retirement rate for all occupations	**29.8**

Source: MTCU, "Ontario Labour Market Report," Volume 3, Issue 10, October 2003

Table 4: Selected Large Occupations[1.] in Ontario that Require Postsecondary Education and Which Have Above-Average Projected Retirement Rates Between 2001-15

Occupation	Average Retirement Rate 2001-15 (%)
Farmers and farm managers	58.9
Real estate agents and sales persons	57.3
Sr. mgrs - Goods production, utilities, transportation and construction	47.4
Bookkeepers	44.1
Secretaries (except medical and legal)	43.8
College and other vocational instructors	43.2
Sr. mgrs - Financial communications & other biz services	42.6
Registered nurses	40.6
Insurance agents and brokers	38.0
Secondary school teachers	37.5
Construction managers	37.4
Elementary & kindergarten teachers	37.4
Facility Operation & maintenance managers	36.1
Manufacturing managers	35.6
Administrative officers	35.1
Lawyers	34.9
Retail trade managers	34.9
Professional occ. in biz services to mgt.	34.3
Constr. Millwrights & Ind. Mechanics (except textile)	33.9
Financial auditors and accountants	33.7
Financial managers	33.4
Other financial officers	31.3
Average retirement rate for all occupations	**29.8**

[1.] Occupations that employ at least 20,000 workers in 2001

Source: MTCU, "Ontario Labour Market Report," Volume 3, Issue 10, October 2003

7.2 Skills Shortages

Due to the much larger number of retirements than entrances into the workforce, Canada can expect to experience a skills shortage starting around 2010.

Expected Impacts of Skills Shortages on Labour Force Practices[47]

- **Increased workforce planning** at the national, provincial, industrial and company levels.
- **Revised recruitment and training methods** to competitively attract workers in both Canada and abroad.
- **Retention of older workers** by increasing the flexibility of the hours worked through flex time, part-time work, contract assignments, telecommuting, etc.
- **Increased health, safety and ergonomic strategies** to address the physical challenges experienced by older workers.
- **Training strategies** to accommodate different learning patterns and experiences of older and younger workers.
- **Changes in youth deployment,** i.e, encouraging younger workers to enter sectors traditionally seen by them in a negative light.
- **Pressure to increase contributions from younger workers to government pension plans** as the ratio of retirees to contributors grows from 6:3 in 1995 to 6:1 in 2050.[48]
- **Introduction of new technologies** to substitute for human capital in areas where there are skills shortages.

7.3 Immigration

Please see Chapter 2 "Demographics" for information on demographic trends re immigrants.

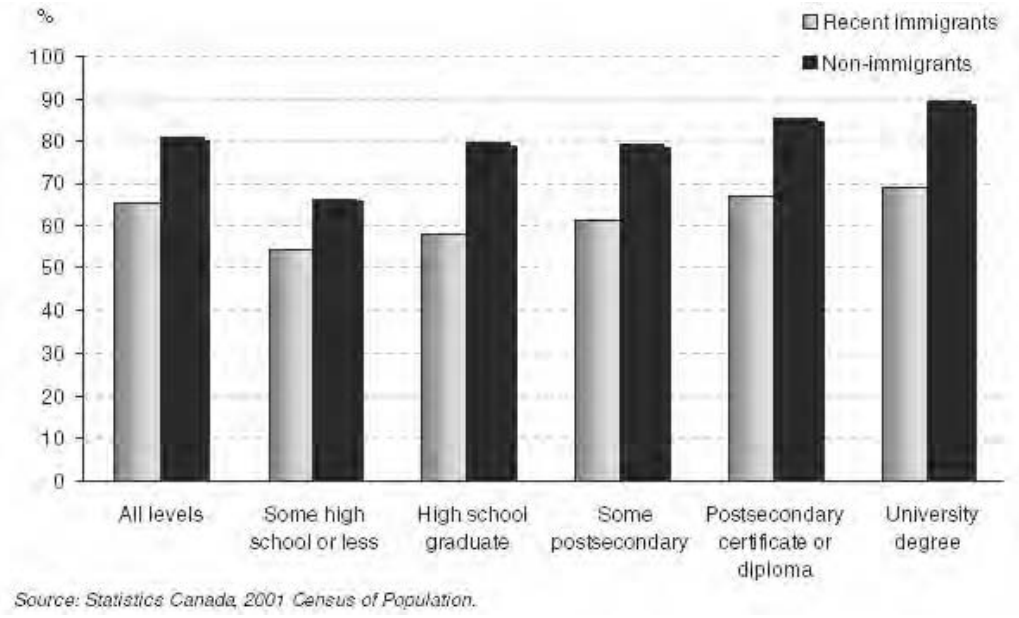
Skill levels: The education level of immigrants to Canada has generally been rising over the past several decades. Just over 50% per cent of immigrants aged 25 to 44 who arrived from 1996 to 2001 held at least a bachelor's degree, compared with only 23 per cent of those who arrived from 1986 to 1990.[49, 50] Please see also Table 2 in Chapter 2 "Demographics" for information on the education levels of immigrants to Ontario.

Employment rates: The employment rate among recent immigrants aged 25 to 54 years generally rises with education level, as it does for the Canadian population. In 2001, the employment rate was 54.6 per cent among recent immigrants with less than a high school diploma, compared with 69.4 per cent for those with a university degree. However, the employment rate gap between recent immigrants and native-born Canadians continued to be sizeable (ranging from 12 percentage points for those with some high school or less, to 22 points among those with a high school diploma but no postsecondary). [51]

Areas of employment: A major influx of skilled immigrants in recent years has resulted in a larger proportion of newcomers being employed in 'professional' jobs. In 2001, nearly one recent immigrant in five held such jobs, compared with just over one in 10 in 1991. Of the five largest Census

Metropolitan Areas, it was in Ottawa– Gatineau that recent immigrants were the most likely to obtain a professional job, in both 1991 and 2001. A high proportion of this Census Metropolitan Area's workforce is employed in professional occupations, reflecting the preponderance of government and high-tech jobs, as well as other jobs requiring postsecondary education. [52] However, despite this progress, a large proportion of recent immigrants were employed in low-skilled jobs. In 2001, 43 per cent of those aged 25-44 were in low-skilled jobs, down from 51 per cent a decade earlier. [53]

Figure 10: Employment Rates of 25- to 54-Year-Olds, by Educational Attainment and Immigrant Status, 2001



Source: Statistics Canada, 2001 Census of Population.

Source: Statistics Canada Labour Statistics Division, "The Canadian Labour Market at a Glance, 2003," November 2004, p.86

Integrating Immigrants: As the Conference Board of Canada notes, "Recent immigration patterns have sharply internationalized our [Canada's] labour force." Visible minorities represented approximately 13.4 per cent of Canada's total population (four million people) and this number is expected to grow to 20 per cent by the close of 2016. [54]

The Conference Board further states, "In this context, valuing diversity takes on a new urgency. Diversity must move beyond being a purely intellectual exercise to becoming an inherent component of organizational values."[55]

The Maytree Foundation released a document in October 2003, *Integrating Immigrant Skills into the Ontario Economy*, which presents 10 ideas for the

Government of Ontario. The 10 ideas are as follows:

1. Create an Ontario Internet portal to information for skilled immigrants.
2. Improve collaboration on the assessment of academic credentials to increase employer confidence.
3. Provide incentives for educational institutions and licensing bodies to develop competency-based assessment tools.
4. Review postsecondary funding formulas and the statutory framework so educational institutions are encouraged to provide bridging programs as part of their "mainstream" services.
5. Work with the federal government to expand student loan programs.
6. Fund labour-market language training to be delivered by employers and educational institutions.
7. Provide incentives to employers, employer associations, and labour to become more active in the integration of immigrant skills.
8. Sustain the collaborative efforts of Ontario self-regulated professions to improve access for international candidates.
9. Support local initiatives to integrate immigrant skills.
10. Initiate multilateral discussions to create five-party agreements on the labour-market integration of immigrants.

7.4 Aboriginal Population

Note: The text below refers to "Aboriginal identity population". These are persons who identify themselves as Aboriginal, members of a First Nation, or as Treaty Indian or Registered Indian (under the Indian Act).[56]

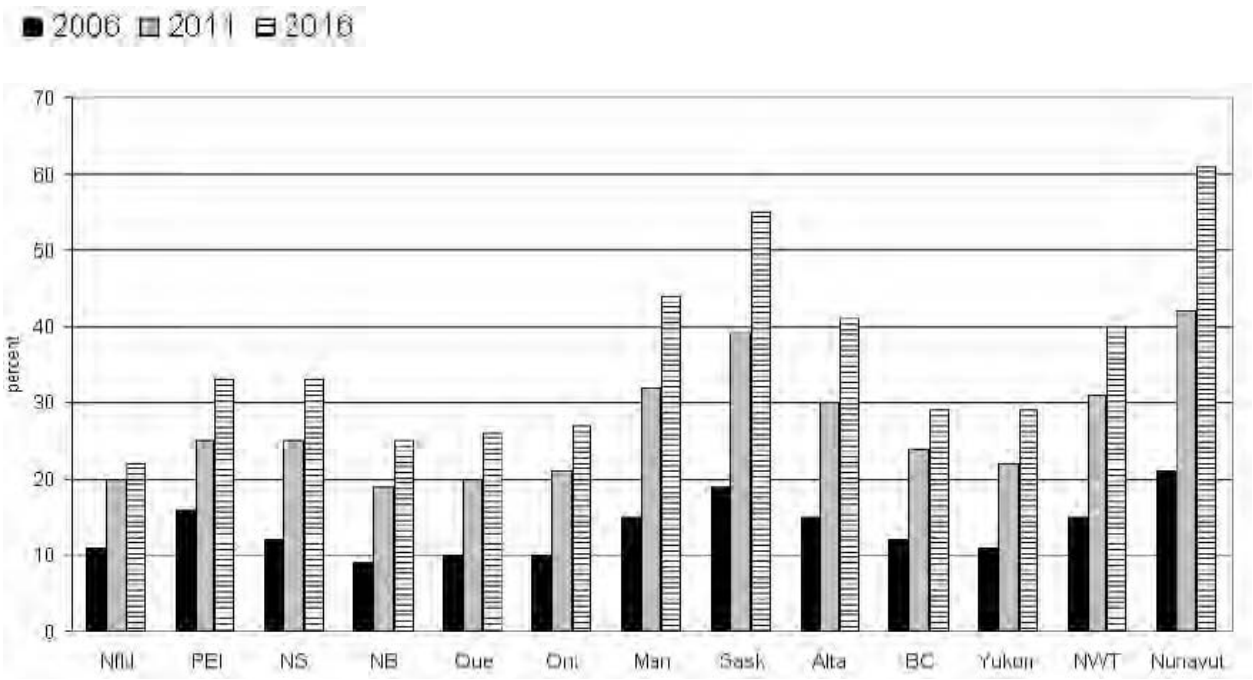
7.4.1 Increase in Aboriginal Labour Force

Growing population: According to the 2001 Census, 976,000 people identified themselves as Aboriginal, representing 3.3 per cent of the nation's total population, up from 2.8 per cent five years earlier. The growth of the Aboriginal population is due to both demographic factors (higher fertility rates, for example) and non-demographic factors (such as better census coverage and an increasing tendency for Aboriginal people to self identify). [57]

Youth: The Aboriginal population is young; half were less than 25 years of age in 2001, compared with about one-third of the non-Aboriginal population. The median age of the Aboriginal population was 24.7 years, compared with an all-time high of 37.7 years for the non-Aboriginal population. This growing, younger Aboriginal population will be an important source of labour force growth. [58]

Aboriginals represented 1.4 per cent of Ontario's labour force in 2001 (note this is based on those persons who identified themselves as Aboriginals).[59] Due to both the young age profile and the increasing tendency Aboriginal people to self identify, the Aboriginal labour force in Canada (and Ontario) will continue to grow.

Figure 11: Cumulative Aboriginal Workforce Increase from 2001-2016, By Province



Source: M. Mendelson, Caledon Institute of Social Policy, "Aboriginal People in Canada's Labour Market: Work and Unemployment, Today and Tomorrow", March 2004, p. 36

7.4.2 Aboriginal Participation in the Labour Force

The Aboriginal participation rate in the Ontario labour force was 65 per cent in 2001 below the 67 per cent level for the non-Aboriginal population. The unemployment rate for Aboriginal people was 14.7 per cent in 2001, considerably above the 6.0 per cent rate for non-Aboriginals.[60]

The Caledon Institute of Social Policy found that people of Aboriginal identity, despite the high unemployment rates, are trying to get jobs as almost the same rate as the total Canadian population.[61]

9.0 WEBSITES OF INTEREST

Organization	Web Address
Statistics Canada	http://www.statcan.ca
HRDC	http://www.hrdc.drhc.gc.ca
Job Futures (part of HRDC-DRHC)	http://www.jobfutures.ca
Canadian Manufacturers and Exporters	http://www.cme-mec.ca/index_flash.html
Conference Board of Canada	http://www.conferenceboard.ca
The Alliance of Sector Councils	http://www.councils.org
Canadian Policy Research Network	http://www.cprn.org
Local Boards	http://www.localboards.on.ca
Industry Canada	http://www. www.ic.gc.ca
Ministry of Training, Colleges and Universities and the Ministry of Education	http://www.edu.gov.on.ca/
Maytree Foundation	http://www.maytree.com
Canadian Federation of Independent Business	http://www.cfib.ca
Canadian Institute for Health Information	http://www.cihi.ca
Youth Opportunities Ontario	http://www.youthjobs.gov.on.ca
Jobs For the Future	http://www.jff.org
Footwork Consulting – Links to Demographic Resources on the Web	http://www.footwork.com/links.html
Ontario Government – Links to Ontario websites with stats on the province, its workforce, education in Ontario etc.	http://www.2ontario.com
Forum of Labour Market Ministers – links to various sites on labour	http://www.flmm.lmi
Caledon Institute of Social Policy	http://www.caledoninst.org
Canadian Labour and Business Centre	http://www.clbc.ca
Canadian Centre for Occupational Health and Safety	http://www.ccohs.ca
National Advisory Council on Aging	http://www.hc-sc.gc.ca/seniors-aines/index_pages/naca_e.htm
Canadian Alliance of Education and Training Organizations	http://www. http://www.caeto.ca
United Nations	http://www.un.org

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ECONOMY

Section Six

CONTENTS OF SECTION SIX: ECONOMY

SECTION SIX: ECONOMY

1.0 HIGHLIGHTS

Ontario

- **Real GDP** grew at an estimated 2.7 per cent in 2004, approximately twice the poor 1.3 per cent growth in 2003 following the SARS crisis and August power outage. Growth in 2005 is forecast at 3.4 per cent.
- **The unemployment rate** in Ontario decreased by 0.1 per cent to 6.9 per cent, as a result of strong employment in an environment of fairly steady labour force growth.
- **Export-oriented business** and the manufacturing sector continued to adjust to the higher Canadian dollar, **while tourism** began to improve after the SARS scare.
- **Investment in machinery and equipment** increased as the higher Canadian dollar allowed companies to make these capital purchases from the U.S. at considerably cheaper levels. This trend will continue in 2005.
- **Employment growth** is expected to have decreased to 1.8 per cent in 2004 from 2.6 per cent in 2003. Growth in 2005 is forecast around 1.7 per cent in 2005 (please see Table 1 for more information).

Canada

- **The overall economy** in Canada is very solid and this will continue in 2005, supported by low interest rate levels, low inflation and high commodity prices. Corporate balance sheets are also strong. Strong growth in the USA economy will support global demand for Canadian goods.
- **Real GDP is expected to grow** approximately 3.4 per cent in 2005. While bank forecasts may differ slightly for both countries, all agree that GDP growth in Canada will be lower than that in the US which is forecast to grow approximately 3.6 per cent.
- **The higher Canadian dollar** meant changes for many companies in 2004, especially in the manufacturing sector. This trend will continue in 2005.
- **Job growth** was up 1.4 per cent (+228,000 jobs) in 2004. Growth in 2004 was mainly in full-time jobs, in contrast to 2003, where growth was greater in part-time jobs. Total number of hours worked rose by 2.2 per cent.
- **Consumer spending is** expected to be strong in 2005, due to continuing low interest rate levels and the strong Canadian dollar.

USA

- **The general outlook** for the US is one of strong growth with real GDP forecast to grow approximately 3.6 per cent. The US will experience low interest rates, low exchange rates and an improving trade position. The risk of inflation due to higher oil prices will be controlled, although at least one bank does not see any decrease in US energy consumption.
- **The US dollar** is expected to further decline against other major world currencies in order to keep the current account from widening further. The cheaper US dollar will continue to drive exports.

2.0 ECONOMIES: 2004 REVIEWS AND 2005 FORECASTS

2.1 Ontario Economy

2.1.1 Ontario Economy: 2004 Review

- **In 2004, the Ontario economy** gradually recovered from the negative impacts of SARS, the strong Canadian dollar, the August blackout and a weaker US demand for Ontario's exports.[1] This recovery was due in part to improved business spending and a hot housing market.[2]
- **Real GDP** grew at an estimated 2.7 per cent in 2004, approximately twice the poor 1.3 per cent growth in 2003 following the SARS crisis and August power outage.
- **The unemployment rate** in Ontario decreased 0.1 per cent to 6.9 per cent in 2004, as a result of strong employment in an environment of fairly steady labour force growth.[3]
- **Export-oriented business** and the manufacturing sector continued to adjust to the higher Canadian dollar. [4,5]
- **Tourism** began to improve after the SARS scare receded.[6] However, tourism-related sectors have still not yet returned to the pre-SARS and pre-September 11 levels.[7]
- **Retail sales** growth in the first eight months of 2004 was 2 per cent, less than half, and as fast as in the rest of Canada, indicating little real growth after factoring in rising prices (particularly gasoline).[8]
- **Investment in machinery and equipment** increased as the higher Canadian dollar allowed companies to make these capital purchases from the US at considerably cheaper levels. Companies made these investments to improve their productivity, although the impacts on productivity may not be felt for least two to three years. [9,10,11]

2.1.2 Ontario: 2005 Economic Forecast

- **Real GDP growth** is forecast to be around 3.4 per cent in 2005.
- **The high Canadian dollar** will have very different regional impacts. Western Canada will tend to see growth above the national average while Ontario, which is export–oriented, will see growth at (or below) the national average.[12]
- **Employment growth** is expected to have decreased to 1.8 per cent in 2004 from 2.6 per cent in 2003. Growth in 2005 is forecast around 1.7 per cent in 2005 (please see Table 1 for more information).
- **Investment in machinery and equipment** is expected to continue in 2005 as the Canadian dollar is expected to remain at high levels, making such purchases cheaper for Ontario companies. [13]
- **The housing market** is expected to cool in 2005, due to slightly higher mortgage rates and a narrowing gap between demand and supply.[14, 15]
- **Auto makers**, facing strong competition from foreign automakers, have decreased vehicle production at Ontario assembly plants and it will continue to decrease in order to reduce bloated inventories.[16 ,17] Government incentive funds aim to encourage investment in this industry, with millions intended for major plant upgrades.[18]

- **The new provincial health care levy** ($2.4 billion) and the elimination of an electricity subsidy are already having a dampening effect on consumer spending.[19] Some forecast that strong performances in the service and manufacturing sectors in 2005 will boost employment and mitigate any downturns in consumer spending. [20]

2.2 Canadian Economy

2.2.1 Canada: 2004 Review

- **The higher Canadian dollar** meant that many export companies continued to have to make adjustments in order to strengthen their productivity.
- **Job growth** was up 1.4 per cent (+228,000 jobs) in 2004.[21] Growth in 2004 was mainly in full-time jobs, in contrast with 2003, where growth was greater in part-time jobs.[22] Total number of hours worked rose by 2.2 per cent.[23]
- **Retail sales** were driven by a healthy job market, with 228,000 more jobs than a year earlier.[24, 25]
- **The manufacturing sector** regained the jobs lost in 2003 during the first half of 2004, but was hard hit in the second half, leaving employment down 1.2 per cent for the year.[26,27] This sector was hit by the higher Canadian dollar and large increases in crude oil prices, as well as other raw material inputs.[28]
- **High commodity prices** saw Canada's resource sectors do well.
- **Foreign-controlled firms** accounted for 21.7 per cent of the $4.35 trillion corporate assets in 2002 (latest data available).[29]

2.2.2 Canada: 2005 Economic Forecast

- **The overall economy** in Canada is very solid and this will continue in 2005 supported by low interest rate levels, low inflation and high commodity prices. Corporate balance sheets are also strong. Strong growth in the US economy will support global demand for Canadian goods.[30]
- **Real GDP is expected to grow** approximately 3.4 per cent in 2005. While bank forecasts may differ slightly for both countries, all agree that GDP growth in Canada will be lower than that in the US, which is forecast to grow at about 3.6 per cent.[31]
- **The higher Canadian dollar** meant changes for many companies in 2004. In 2005, companies will therefore be more ready for this environment, although some banks economists believe the full extent of the impact of this currency appreciation on Canada's economic performance has not yet been seen. Past impacts may have been covered by hedging arrangements, fixed medium and long-term contracts that manufacturers had in place with their customers, and profits on commodities. However, impacts may be seen if commodity prices cool slightly as expected due to slower growth in China (7 per cent down from 9 per cent growth) and if manufacturers' new contracts are be influenced by currency exchange.[32]
- **Forecasts for the Canadian dollar** range between a low of US$75 to a high of $90/C$.[33]
- **Interest rates:** Forecasts for interest rates vary between slight increases to slight decreases but all agree that any movement will be quite small either way.

- **Low borrowing rates** should continue to provide support for business investment and household spending. [34]
- **Exports will be slowed** by the high Canadian dollar. However, like 2004, the overall growth in the U.S.A. economy is expected to mitigate this impact.[35]
- **Productivity** in Canada is expected to begin to match that in the US by 2005 after lagging since 2000. This will in part reflect firms meeting demand by increasing labour productivity rather than by hiring more workers. [36]
- **Companies will rely on the domestic economy** for growth due to the appreciation of the Canadian dollar continuing to negatively impact exports. [37]
- **Downside risks to forecasts of the Canadian economy** would include weaker growth in the US than expected, and a further marked appreciation of the Canadian dollar.[38]
- **Investment in machinery and equipment** is expected to continue in 2005 as the Canadian dollar is forecast to remain at the high levels.[39]
- **Housing market** is expected to moderate.[40]
- **Consumer spending is** expected to be strong in 2005 due to continuing low interest rate levels and the strong Canadian dollar. [41]

Table 1: Key Statistics for Canada and the Provinces

Employment Growth (Yr/Yr per cent Change)											
	Historical		3-Bank Average			Bank of Montreal		Royal Bank		CIBC	
	1990-01	2002	2003	2004	2005	2004	2005	2004	2005	2004	2005
Nfld. Labrador	0.2	1.3	1.8	1.7	0.9	1.8	0.3	1.5	1.2	1.9	1.3
P.E.I.	1.5	1.8	2.5	0.5	1.0	0.3	0.8	0.2	1.1	0.9	1.2
Nova Scotia	0.9	1.2	1.6	1.9	1.3	2.4	1.0	1.3	1.3	2.1	1.6
New Brunswick	1.0	3.4	-0.2	2.1	1.7	2.4	1.2	1.8	2.2	2.0	1.8
Quebec	0.9	3.4	1.6	1.6	1.6	1.7	1.3	1.5	2.1	1.6	1.5
Ontario	**1.2**	**1.8**	**2.6**	**1.8**	**1.7**	**1.7**	**1.3**	**1.7**	**2.5**	**1.9**	**1.4**
Manitoba	0.7	1.6	0.3	0.8	1.3	1.1	0.8	0.2	1.7	1.2	1.5
Saskatchewan	0.3	2.0	1.0	0.5	1.1	0.4	0.5	0.2	1.5	1.0	1.3
Alberta	2.2	2.5	2.9	2.0	1.9	2.0	1.8	2.0	2.0	1.9	1.9
B.C.	2.1	1.6	2.5	2.0	1.9	2.0	1.6	2.1	2.4	2.0	1.8
Canada	**1.3**	**2.2**	**2.2**	**1.8**	**1.7**	**1.7**	**1.3**	**1.8**	**2.2**	**1.8**	**1.5**
Unemployment Rate per cent Change (Year Over Year)											
Nfld. Labrador	19.3	16.9	16.7	16.1	16.0	16.3	16.5	16.3	16.4	15.7	15.2
P.E.I.	15.0	12.1	11.1	11.7	11.6	11.6	11.6	11.9	11.9	11.6	11.2
Nova Scotia	11.6	9.7	9.3	8.9	8.7	8.9	8.8	9.1	8.9	8.8	8.5
New Brunswick	11.8	10.4	10.6	10.1	10.0	10.2	10.0	10.2	10.0	10.0	9.9
Quebec	11.0	8.6	9.1	8.4	8.2	8.3	8.1	8.5	8.2	8.4	8.3
Ontario	**8.1**	**7.1**	**7.0**	**6.9**	**6.7**	**6.9**	**6.7**	**6.9**	**6.5**	**6.9**	**6.8**
Manitoba	7.1	5.2	5.0	5.3	5.2	5.2	5.1	5.4	5.4	5.4	5.2
Saskatchewan	6.6	5.7	5.6	5.4	5.4	5.5	5.4	5.5	5.6	5.3	5.2
Alberta	6.9	5.3	5.1	4.8	4.7	4.7	4.7	4.8	4.7	4.8	4.7
B.C.	8.7	8.5	8.1	7.6	7.5	7.7	7.5	7.7	7.6	7.5	7.3
Canada	**9.1**	**7.6**	**7.6**	**7.3**	**7.1**	**7.3**	**7.1**	**7.3**	**7.0**	**7.3**	**7.1**
Real GDP per cent Change (Year Over Year)											
Nfld. Labrador	1.7	13.4	6.5	1.9	1.5	1.7	1.2	2.5	2.2	1.6	1.0
P.E.I.	2.6	5.6	1.9	1.8	2.3	1.5	2.0	2.0	2.4	1.8	2.5
Nova Scotia	1.8	3.8	0.9	2.1	2.8	2.1	3.0	2.3	2.6	2.0	2.9
New Brunswick	1.9	3.3	2.6	2.8	3.0	3.0	3.0	2.6	3.0	2.9	3.0
Quebec	2.1	4.3	1.6	2.8	3.4	2.7	3.5	2.8	3.4	2.8	3.2
Ontario	**2.4**	**3.9**	**1.3**	**2.7**	**3.4**	**2.6**	**3.5**	**2.9**	**3.6**	**2.7**	**3.1**
Manitoba	1.8	2.4	1.4	3.0	3.1	3.0	3.0	3.1	3.5	3.0	2.8
Saskatchewan	2.3	-1.4	4.5	3.1	2.5	3.0	2.5	2.9	2.9	3.5	2.2
Alberta	3.6	1.7	2.2	4.0	4.0	4.0	4.0	3.9	4.1	4.1	3.9
B.C.	2.3	1.8	2.2	3.3	3.7	3.1	3.5	3.6	4.0	3.1	3.5
Canada	**1.9**	**3.3**	**2.0**	**3.0**	**3.4**	**2.9**	**3.5**	**3.1**	**3.6**	**2.9**	**3.1**
CPI per cent Change (Year Over Year)											
Nfld. Labrador		2.2	2.9	1.7	1.7	1.9	1.4	1.2	1.2	1.9	2.4
P.E.I.		2.7	3.6	2.0	1.5	2.0	1.2	2.2	1.4	1.9	2.0
Nova Scotia		3.0	3.4	1.5	1.7	1.8	1.3	0.8	1.7	1.8	2.2
New Brunswick		3.4	3.4	1.3	1.9	1.4	1.1	1.1	2.4	1.5	2.1
Quebec		2.0	2.5	1.8	1.8	1.7	1.3	1.7	2.3	1.9	1.9
Ontario		**2.0**	**2.7**	**1.9**	**2.0**	**1.8**	**1.3**	**2.0**	**2.9**	**1.9**	**1.8**
Manitoba		1.5	1.8	2.0	1.8	2.0	1.4	2.2	2.0	1.9	2.0
Saskatchewan		2.8	2.3	2.1	1.8	2.1	1.3	2.0	1.8	2.2	2.2
Alberta		3.4	4.4	1.5	1.8	1.5	1.8	1.4	2.0	1.5	1.7
B.C.		2.3	2.1	2.1	2.2	2.1	1.7	2.2	3.0	2.1	2.0
Canada		**2.2**	**2.8**	**1.9**	**2.0**	**1.8**	**1.4**	**2.1**	**2.6**	**1.9**	**1.9**

Source: BMO Financial Group, Economics Department, "Outlook 2005", October 2004, Royal Bank Financial Group, Economics Dept. "Provincial Outlook" October 2004, CIBC World Markets, "Provincial Forecast", September 1, 2004

2.3 U.S.A.: 2005 Economic Forecast

- **The general outlook** for the U.S.A. is one of strong growth with real GDP forecast to grow around 3.6 per cent (See Table 2 below). The USA will experience low interest rates, low exchange rates and an improving trade position. The risk of inflation via oil will be controlled although at least one bank does not see any decrease in USA energy consumption.[42]
- **U.S. dollar** is expected to further decline against other major world currencies in order to keep the current account from widening further.[43] The cheaper U.S. dollar will continue to drive exports.[44]
- **GDP** in 2004 is expected to have averaged around 4.4 per cent, the best performance sine 1999. In 2005 growth will be dampened by rising bond yields, a surplus of inventory in the housing market and diminishing monetary and fiscal stimulus. Growth is therefore expected to be in the 3.6 per cent range in 2005 and to drop further in 2006.[45]
- **Employment** is forecast to increase by 1.7 per cent in 2005 up from 1.0 per cent in 2004. [46]
- **Unemployment rate** will average 5.4 per cent down very slightly from a forecasted 5.5 per cent in 2004. [47]
- **USA deficit:** Although President Bush has vowed to cut the federal budget deficit by 50 per cent during his second term, other pledges by the Bush government, including the introduction of social security savings accounts and the intention of making the 2001/03 tax cuts permanent, will put further pressure on the government finances in the near term. [48]
- **The USA current account deficit** reached close to 6.6 per cent of GDP in the second quarter of 2004 reflecting inadequate savings in the economy especially by USA households and the federal government. This will put pressure on the government in 2005 to live within the spending limits it has set itself. [49]
- **Corporate balance sheets** are strong due to corporate profits haven risen at double-digit rates in both 2004 and 2003. These profits will provide funding for continued investment in machinery and equipment.[50]
- **Consumer spending** is expected to slow in 2005 mainly as a result of three factors: 2001/03 tax cuts are now past, rising interest rates will make carrying mortgages more costly, and equity markets will probably be delivering only single-digit returns. [51]

Table 2: Key Statistics for the U.S.A.

	2003	2004	2005	2006[1]
Real GDP - per cent Change (Yr/Yr)	3.0	4.3	3.6	3.4
CPI - per cent Change (Yr/Yr)	2.3	2.7	2.4	2.0
Unemployment Rate	6.0	5.5	5.3	5.2

Source: Based on the average of three banks' forecasts: TD Bank Financial Group, "TD Quarterly Economic Forecast", December 16, 2004, RBC Financial Group, "Forecast Detail Tables", Autumn 2004, BMO Financial Group, "North American Outlook", December 2004

1. Figures are a two-bank average (TD Bank & Bank of Montreal)

3.0 FORECASTS FOR VARIOUS INDUSTRIES IN CANADA

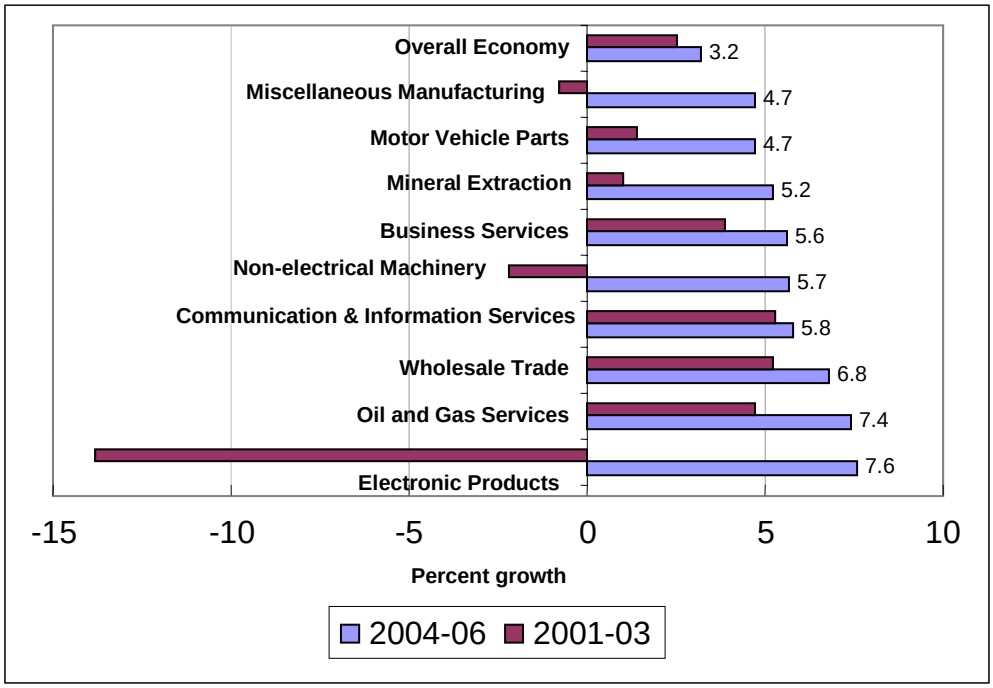
Table 3: Growth Forecasts for Each Industry Sector for 2005 and 2006

	Average Growth		Forecasts			Comments Where Available
	1998-00	2001-03	2004	2005	2006	
Primary Sectors	**1.7**	**1.1**	4.2	3.6	3.4	
Agricullture	4.4	0.3	3.1	3.6	3.0	
Forestry	3.9	-1.3	-2.6	2.6	2.3	
Fishing, Hinting & Trapping	-0.5	3.5	5.4	0.3	1.4	
Oil & Gas Extraction	-1.4	1.8	4.3	3.3	3.5	
Oil & Gas Services	2.4	4.7	8.5	7.1	6.7	Strong growth. Growth expected via the outsourcing of many non-core processes by extraction companies (whose bolstered cash flows are forecast to drive increased maintenance and provided funding for new projects).
Mineral Extraction	2.8	1.0	8.7	3.5	3.4	Forecast to do well. Industry will be bolstered by high commodity prices and new projects
Manufacturing Sectors	**8.1**	**-0.5**	**2.6**	**3.8**	**3.8**	
Food & Beverages	3.4	2.0	2.3	3.3	3.1	
Tobacco	-3.3	-6.4	-4.4	-1.0	-0.5	
Rubber Products	1.1	0.6	2.9	2.5	2.8	
Plastic Products	12.0	6.5	5.1	3.4	4.3	Sector should see strong growth supported by trends like the use of light weight plastic products in lieu of metals in automobiles and wood products in construction.
Textiles, Clothing & Leather	5.4	-6.3	-7.5	1.0	1.6	
Wood	7.4	3.5	2.7	3.3	3.3	
Paper	3.4	-0.8	-0.7	3.0	2.4	
Furniture	14.6	-1.1	0.6	4.2	3.3	
Printing	5.2	-2.2	4.9	2.5	2.1	
Primary Metals	6.5	1.2	2.5	3.0	3.4	
Fabricated Metals	12.7	0.2	3.0	3.5	3.7	
Non-electrical Machinery	5.6	-2.2	2.1	7.0	8.0	Forecast to do well. Industry will be bolstered by high commodity prices and new projects
Electronic Products	28.3	-13.8	8.9	7.5	6.5	Industry is sensitive to business cycles. Sector will rebound in 2005.
Electrical Equipment & Appliances	12.9	-6.8	2.9	2.2	1.8	
Aerospace Products	8.3	-1.2	-6.3	2.5	3.8	Conditions will be challenging for the next few years due to excess global capacity, ongoing terrorist concerns and high fuel costs.
Motor Vehicles	12.2	-2.8	2.8	2.9	3.5	
Motor Vehicle Parts	5.2	1.4	5.2	4.5	4.5	
Other Transport Equipment	1.6	3.7	6.5	4.4	4.3	
Non-metallic Mineral Products	7.6	5.3	6.1	3.0	2.5	
Refined Petroleum & Coal Products	-0.3	3.8	0.5	2.8	2.6	
Chemical Products	5.1	4.1	3.9	4.2	3.5	
Miscellaneous Manufacturing	7.8	-0.8	5.6	4.5	4.0	Manufacturers of building materials will do well although there will be some cooling as housing starts decline.
Service Sectors	**4.6**	**3.3**	**2.8**	**3.5**	**3.2**	
Construction	4.1	4.1	4.8	-0.2	1.6	
Transport, Warehousing, Postal	4.4	3.4	3.1	3.8	3.3	
Pipelines	2.6	1.2	3.6	2.5	3.0	
Utilities	-0.3	-0.8	-1.0	1.5	1.0	

	Average Growth		Forecasts			Comments Where Available
	1998-00	2001-03	2004	2005	2006	
Primary Sectors	**1.7**	**1.1**	4.2	3.6	3.4	
Wholesale Trade	7.1	5.2	6.9	7.3	6.2	Forecast to do well. Industry will be bolstered by high commodity prices and new projects
Retail Trade	6.2	4.2	3.1	3.7	3.3	
Communication & Information Services	8.9	5.3	3.5	7.4	6.6	Restructuring in the telecommunications industry is now expected to bring positive results.
Cultural Services	9.3	4.4	-2.5	5.1	5.1	
Finance and Insurance	4.4	3.2	4.9	3.9	3.3	
Real Estate (excl. owner occupied)	4.3	3.7	2.1	1.4	1.8	
Real Estate (owner occupied)	4.3	3.7	2.2	2.1	1.9	
Rental & Leasing	14.2	3.3	0.6	4.8	6.0	
Business Services	9.4	3.9	3.4	7.3	6.3	Forecast to do well. Industry will be bolstered by high commodity prices and new projects
Education Services	1.5	1.0	0.3	1.3	1.0	
Health & Social Assistance	2.2	3.2	0.9	3.0	2.2	
Accommodation & Food Services	4.7	0.1	2.6	3.4	2.8	
Art, Entertainment & Recreation	4.6	4.0	1.3	3.5	4.1	
Personal Services	4.6	2.9	1.2	2.4	3.5	
Public Administration	2.5	2.8	1.9	2.0	1.4	
Total of all Sectors	**5.0**	**2.5**	**2.8**	**3.5**	**3.3**	

Source: BMO Financial Group, "Sectoral Outlook – Prospects for Canada's Industries: 2004 – 2006", August 2004

Figure 1: Forecast of the Fastest Growing Industries Between 2004-2006



Source: BMO Financial Group, "Sectoral Outlook - Prospects for Canada's Industries: 2004-2006", August 2004

4.0 IMPACT OF OIL ON THE ECONOMY IN 2005

General

- High oil prices reflect both the market's concern about geopolitical risks to the available supply of oil (terrorist strikes against oil infrastructure, political unrest in Venezuela and Nigeria, the Yukos affair in Russia and the possible overthrow of the Saudi Arabia government by strongly anti-west factions), and OPEC's reduced margin of excess capacity after it increased production to better meet demand. The risk premium in oil prices is expected to decrease somewhat over the next couple of years.[52]
- The impact of an increase in oil prices is felt more keenly in a weak economy than a strong one. The impact is also worse if the price increase comes at a time when oil prices are already high.

Canada and Ontario

- Oil prices are expected to decrease from current levels but remain fairly high at $US33-38/barrel in 2005 and between US $28-33 per barrel in 2006. However this is expected to have only a minimal impact on Canadian growth overall.
- Canada is a net exporter of oil (albeit a small one) so it has been argued that in fact Canada would benefit overall from higher increases. There would however be very different impacts on the oil producing provinces (e.g. Alberta and Saskatchewan) and the oil consuming provinces (especially Ontario and Quebec)[53]
- Canada's overall economy will be solid in 2005 but GDP growth in Ontario will be dampened as manufacturing, (which in 2004 accounted for 20 per cent of Ontario's economic activity GDP)[54] continues to be challenged by high input costs
- Increases in oil prices in 1999 ($10) and 2002 had a minimal impact on GDP growth as they corrected for previous drops in prices. The economic impact of the $10 increase in oil prices between February and August 2004 was four times greater than the 1999 increase and twice the impact of that in 2002. [55]

5.0 CANADIAN PRODUCTIVITY

5.1 Canada's Productivity Growth

TD Bank Financial Group forecasts that the overall labour productivity growth will average roughly 1.7 per cent per annum through 2010 and then rise to about 1.9 per cent through to 2030, assuming that the quality of labour and multifactor productivity continue to in similar ways to that experienced now.[56]

5.2 Canada-USA Productivity Gap

The productivity gap between Canada and the USA is increasing. Productivity levels are now at 84 per cent of USA levels, translating into an income gap of $6,078 per Canadian.[57]

The Conference Board of Canada released in 2004 the results of a major, joint study on productivity that it conducted with the Centre for the Study of Living Standards (a non-profit organization whose mandate includes research on trends in and determinants of productivity).

The study found that the average level of productivity in the Canadian business sector was 82 per cent of that in the United States in 2001. That year, of the 29 industries that make up the business sector, the labour productivity levels of 19 were less than the levels of their U.S. counterparts (please see Table 4 below) while 10 were above the U.S. level. More importantly, the 19 industries whose productivities were below their U.S. counterparts account for 73 per cent of Canada's GDP in the business sector, while those 10 sectors that were above account for only 27 per cent.[58]

Please see Chapter 2 in the Conference Board of Canada's report, "Performance and Potential 2004-05", for more information on this study.

Table 4: Canadian Industries Whose Performance is Below That of Counterpart Sector in USA

Industry	Productivity Level as per cent of the USA Level
Food, Beverage and Tobacco	99 %
Mining	98 %
Other Services	90 %
Business Services	86 %
Agriculture	84 %
Retail Trade	82 %
Plastic & Rubber Products	77 %
Utilities	75 %
Furniture & Related Products	73 %
Wholesale Trade	69 %
Machinery	68 %
Textile & Clothing	62 %
Petroleum and Coal Products	61 %
Information & Cultural Industries	60 %
Electrical Equipment	56 %
Miscellaneous Manufacturing	56 %
Finance, Insurance and Real Estate	55 %
Fabricated Metal Products	52 %
Computer & Electronics	47 %

5.3 Reasons for the Productivity Gap

Much research has been done on the reasons for the productivity gap and only a very small sample of highlights is included here. Further information and studies can be obtained from the Conference Board of Canada (www.conferenceboard.ca) the OECD (www.oecd.org/home), the World Economic Forum (www.weforum.org/), and the Task Force on Competitiveness, Productivity and Economic Progress (www.competeprosper.ca).

Some possible reasons for the productivity gap between Canada and the U.S.A. are:

- Differences in industrial structure. These differences account for a significant part of the productivity gap, i.e. Canada has large involvement in the primary industries which, as mentioned earlier, tend to have lower productivity due to their reliance on early-stage natural resource industries.
- The OECD found that Canada has very low barriers to entrepreneurship and a relatively liberal environment in which to do business, but that it is one of the "most restrictive in the OECD when it comes to regulatory barriers to trade and investment."[59]
- Canadian companies have historically tended to compete on the basis of a low Canadian dollar and slower growth in labor costs rather than on the basis of new products, skills and processes.[60] This has started to change with the appreciation of

the Canadian dollar which has allowed Canadian firms to purchase productivity-enhancing capital equipment at lower prices.

- Lack of comparability between the statistics collected.[61] This problem will lessen now that USA and Canada use identical classifications of industries to compare output and productivity estimates (North American Industrial Classification System).

6.0 FAST FACTS ON CHINA

- **GDP growth** has averaged 9.3 per cent for the last 24 years. It now has the sixth largest economy in the world. GDP annual growth is expected to average close to 7 per cent over the next decade, approximately double that of the USA and over three and a half times that of Canada. [62,63]
- **Exporting and importing:** China is the world's fourth largest exporter and third largest importer. [64]
- **Manufacturing**: China accounts for 30 per cent of the world manufacturing output. [65]
- **Per capita income** stood at only $5,187 US on a purchasing power parity basis. Although low, it has been increasing recently at over 9 per cent per year, and is now over 150 per cent above levels a decade ago. [66]As the income levels have risen so has demand for consumer goods an opportunity for Canadian exporters.
- **Wages levels** presently stand at about one-twentieth of those levels in the USA.
- **Autos:** Some projections show sales of light vehicles increasing five-fold by 2010 to over 10 million units. [67]
- **Foreign direct investment (FDI)** was close to $53 billion US in 2002. In 2003, even beleaguered by SARS, FDI reached $53.5 billion, 69 per cent of which was in the manufacturing sector. [68] In the first eight months of 2004, FDI had already risen 39 per cent over 2003 levels.[69]
- **Foreign portfolio investment** was 75 per cent higher in early 2004 than a year earlier. Since 2000, returns on Chinese equities have been in excess of 200 per cent. However this equity market is still in its early stages and has experienced some significant volatility. [70]

6.0 WEBSITES OF INTEREST

ORGANIZATION	WEBSITE
Statistics Canada	http://www.statcan.ca
Bank of Montreal - Economics Dept.	http://www.bmo.com/economics
Royal Bank – Economics Dept	http://www.rbc.com/economics/index.html
TD Bank – Economics Dept	http://www.td.com/economics/index.html
Scotiabank – Economics Dept	http://www.scotiabank.com/cda/content/0,1608,CID6083_LIDen,00.html
CIBC World Markets	http://research.cibcwm.com/res/index.html
Conference Board of Canada	http:// www.conferenceboard.ca
Centre for the Study of Living Standards	http://www.csls.ca/
Government of Canada – Stats on Canadian Economy	http://www.canadianeconomy.gc.ca
Department of Finance Canada	http://www.fin.gc.ca
Industry Canada – Economic Analysis and Statistics	http://strategis.ic.gc.ca/sc_ecnmy
Ontario Government - Economic Indicators	http://www.2ontario.com/welcome/bc_000.asp
Ontario Government Budget Papers	http://www.gov.on.ca/FIN/bud04e/pdf/papers_all.pdf
Ontario Ministry of Finance – Economic Indicators	http://www.gov.on.ca/fin/english/oecoeng.htm
Bank of Canada	http://www.bankofcanada.ca/en/index.htm
Task Force on Competitiveness, Productivity and Economic Progress	http://www.competeprosper.ca
Organisation for Economic Co-operation and Development (OECD)	http://www.oecd.org/home/
Canadian Federation of Independent Business	http://www.cfib.ca
Canadian Manufacturers & Exporters	http://www.cme-mec.ca
Job Futures Website	http://www.jobfutures.ca

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PUBLIC POLICY

Section Seven

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SECTION SEVEN: PUBLIC POLICY

1.0 HIGHLIGHTS

Ontario's Priorities

- Over the next year, the Ontario Government's policy directions will affect colleges in the following areas: postsecondary education policy and funding decision in response to the Rae Review recommendations, apprenticeship expansion, adult education, the relationship between the province and private career colleges, and the integration of internationally-trained individuals into the labour market. Planning for continued health care reform may also impact the delivery of college programs in health occupations.

- Implementation of annual accountability and funding agreements with postsecondary institutions beginning in 2005-06. These agreements will include multi-year funding and enrolment targets and will link funding to government objectives.

National Priorities

- The minority government situation will cause little, if any, near-term impact on the performance of the Canadian economy. With virtually no consequences for the stance of monetary or fiscal policy, and with the exchange rate largely unaffected, the election results provide little basis for altering the outlook for economic growth over the next 18 months.

- The Federal Government intends to help bolster the language skills of immigrants by tripling to $15 million the amount of money to be spent in the coming fiscal year for language-training pilot projects.

- Funding to the provinces for postsecondary education and social programs was forecast to increase by 1.6 per cent in 2004-05 and one per cent in 2005-06. Other student-aid reforms announced in the budget will begin in 2005-06.

- A series of new programs and funding allocations will be made: establishment of a learning bond savings vehicle to provide up to $2,000 for children; doubling to $50 million support for the Urban Aboriginal Strategy; providing 20,000 low-income students with first-year study grants worth up to $3,000, to be folded into the Canada Study Grants program; increasing the federal student loan ceiling from $165 to $210 a week; reducing the expected parental contribution toward their child's education; awarding annual grants of up to $2,000 to eligible students with disabilities.

PUBLIC POLICY

Public policy is not always easy to discern. Government action can occur without apparent reference to official policy. Policies can be announced but result in no action. Where does one go to find out what a government's policy is on a particular issue? How does one know when a point of view becomes policy? What makes it *public* policy?

Consistent with the 2004 Environmental Scan, public policy is defined in this section of this report as a statement of principal or course of action that has been approved by a cabinet or a minister.

The following public policies dominated the postsecondary landscape during 2004 and provide some signals on what to expect in the coming year.

2.0 THE ONTARIO SCENE

2.1 Year Two of a Liberal Provincial Government

2.1.1 Follow-up on Electoral Promises

The election of a Liberal government in late 2003 created the possibility that the Liberal Party's 13 electoral promises affecting postsecondary education would result in action. The subsequent throne speech (Nov. 2003) and the May 2004 Budget highlighted the new government's priorities.

The following presents the government's progress on its electoral commitments over the last year. Some of these directions will be more completely developed as part of the Government's response to the recommendations coming from the Rae Review Panel.

- A Labour Force Development Agreement with the federal government. Currently, Ontario is the only province without such an agreement.
  Action: Limited progress to date

- Creation of a Rapid Re-employment and Training Project to help workers hit by lay-offs and plant closures to quickly re-train and find new employment.
  Action: No available information.

- Establishment of an apprenticeship training tax credit to help businesses invest in upgrading worker skills.
  Action: Legislation has been introduced.

- Expansion of postsecondary capacity by at least 10 per cent over five years, making room for 50,000 new students.

Action: Ongoing expansion of enrolments at both colleges and universities through Enrolment Target Agreements.

- Creation of a Faculty Recruitment Fund to help colleges and universities attract up to 800 of the world's best teachers.
  Action: No action to date.

- A freeze on college and university tuition for at least two years.
  Action: Freeze implemented for 2004-05 and 2005-06. Funding was provided to the colleges to offset loss of revenues in both years of the freeze.

- Expansion of Ontario Student Assistance Plan eligibility and increased loan amounts to increase access to financial help.
  Action: Budget announcement of eligibility reforms and a $20.9 million enhancement to the Ontario Student Assistance Program (OSAP) to:

    - reduce the required parental contribution amount;
    - revise the definition of independent single student;
    - introduce an Ontario Debt Reduction in Repayment Program;
    - extend eligibility to protected persons, such as Convention refugees; and
    - eliminate the provincial 12-month residency requirement

- Application of tuition waivers for Ontario's neediest 10 per cent of students.
  Action: No information available.

- Establishment of a Pre-paid Tuition Program to parents.
  Action: No information available.

- A lowering of barriers that prevent foreign-trained professionals and skilled workers from reaching their potential.
  Action: See section 2.3

- Co-operation with colleges, the private sector and unions to promote the trades in schools and create more learning opportunities for high-demand skills.
  Action: See section 2.2.1.

- Doubling the number of apprentices over five years.
  Action: Several initiatives to promote apprenticeship. See section 2.2.1.

2.1.2 Provincial Budget for 2004

Among the Finance Minister's announcements were:

- the province will negotiate a second-generation labour market agreement with the federal government to allow the integration of federal and provincial labour market and training programs.

- Capital funding increases to create 21,000 new spaces at four colleges and nine universities.
- $25 million in 2004-05 in one-time funding to stabilize colleges, particularly colleges experiencing financial difficulty and to assist in the transition process to a new postsecondary funding framework.
- Implementation of annual accountability and funding agreements with postsecondary institution beginning in 2005-06. These agreements will include multi-year funding and enrolment targets and will link funding to government objectives.

Finally, the Budget announced that former Ontario Premier Bob Rae would lead a comprehensive review of funding and design of Ontario's postsecondary education system. The review's final report was completed in January 2005. See 2.2.1 for more detail.

2.1.3 Amendments to the Auditor General Act

During 2004, amendments were made to the Auditor General Act to provide the Auditor General with explicit powers to conduct special audits of provincial grant-receiving organizations in the broader public sector including school boards, universities and colleges.

2.2 Ontario Government Policy Directions

The Government's policy directions reflect several themes that may affect colleges over the next year, including:

- the review and modification of Ontario's adult education and training systems including apprenticeship;
- the integration of internationally trained individuals into the labour market;
- planning for continued health care reform; and
- learning to 18 – initiatives aimed towards ensuring that youth up to the age of 18 remain in a learning environment.

2.2.1 The Review and Modification of Education and Training Systems

a) Bob Rae Review of Postsecondary Education in Ontario

On February 7, 2005 The Honourable Bob Roe, Advisor to the Premier and Minister of Training, Colleges and Universities, released his report, "Ontario A Leader In Learning" outlining his recommendations for postsecondary education system in Ontario. The report followed a considerable research and consultation process between June – December 2004. Please note this report can be accessed on the following website: www.raereview.on.ca

The report outlines seven strategies and twenty-eight recommended actions to implement these strategies. The recommendations are shown below in Table 1.

The majority of Rae's recommendations for action agree with those proposed by the colleges in their submission to the Rae Panel (this submission is available on the ACAATO website at acaato.on.ca). The report recognized the need to increase postsecondary access and, to this end, saw stronger roles for colleges in apprenticeship and the capture of the 50% of high school students who are presently not going on to postsecondary education.

The report recognized the dire financial straits of the postsecondary sector and called on the provincial government to bring revenue levels up to that of other provinces and to make important investments in quality and accessibility by increasing grant funding to the sector by $1.3 billion by 2007-08. Rae also recommended that, starting in 2005-05, the government make available up to $200 million per year for facility renewal and up to $300 million per year for facilities and equipment related to increased enrolment. A further $40 million was recommended for investment in college instructional equipment starting in 2005-06.

Table 1: Summary of the Rae Recommendations

No.	Subject	Details of the Recommendation
1	**A New Legislative Framework**	Legislate a mission for Ontario as a Leader in Learning, founded on: access for all qualified students to higher education, excellence and demonstrable quality in teaching and research, institutional autonomy within a public system, and the mutual responsibility of government, institutions and students. The legislation would set out the parameters of the student assistance program, the frameworks for revenue – including tuition – and accountability, and mandated public reporting of performance and results.
2	**Differentiation and Collaboration**	Encourage the distinct evolution of each institution and promote differentiation through the tuition framework, accountability arrangements and the design of the province's funding formula. At the same time, require that colleges and universities recognize each other's related programming to create clear and efficient pathways for students.
3	**Francophone Education**	In recognition of the francophone institutions' unique mission in Ontario society, establish an advisory committee to the Minister of Training, Colleges and Universities on francophone postsecondary education and provide incremental funding to institutions to better support this mission.
4	**College Mandate**	Reaffirm the mandate of colleges to focus on occupational education and labour market needs, while continuing to allow applied degrees and institutional evolution. Mandate colleges to reach out to the 50% of high school students not going on to further studies and to lead the formation of K-16 Councils to promote learning and facilitate the transition to higher education.
5	**Apprenticeship**	Recognize apprenticeship as a postsecondary destination, and treat the apprenticeship programming delivered by colleges as a core business. Assign to colleges the government's role in administration and outreach to employers (for those apprenticeship programs in which colleges deliver in-

		school training). Union training centres will continue to play their vital role.
6	**NEW COUNCIL**	Establish a Council on Higher Education, reporting to the Minister of Training, Colleges and Universities, to: advise government on how to achieve its learning mission, set targets and measures for improvement, monitor and report on performance and outcomes, co-ordinate research on higher education, and encourage best practices.
7	**ACADEMIC RENEWAL**	Direct new investments towards teaching excellence and educational innovation so that students have increased opportunities for meaningful contact with faculty, and better facilities and equipment. A single Ontario digital library should be developed.
8	**QUALITY ASSURANCE**	In co-operation with the institutions and the students, establish quality standards and measures to ensure improvements are made at the sector, institution, program and student level. Improvements in the student experience would include the area of student services.
9	**EXPERIENCE ABROAD**	In co-operation with the institutions and with the support of the private sector, establish an Ontario International Study Program to increase the opportunities for Ontario students to complete a portion of their studies abroad.
10	**INTERNATIONAL STUDENTS**	Pursue marketing efforts, jointly with the sector and the federal government, to ensure that Ontario remains an important "educational destination" for international students. Encourage the federal government to allow international students in Ontario to obtain off-campus work permits.
11	**BETTER INFORMATION**	Set up and maintain a consumer-friendly web portal for domestic and international students and their families as a source of current information on the labour market, postsecondary institutions and programs, admissions and student aid.
12	**PARTICIPATION TARGETS**	Set medium- and long-term targets for growth in participation in higher education, including the participation of students from underrepresented groups.
13	**ABORIGINAL STUDENTS**	Enhance the Aboriginal Education and Training Strategy, target growth in the professions and skilled trades and extend support to Aboriginal Institutes for recognized postsecondary programming. To ensure the success of these initiatives, establish an advisory committee to the Minister of Training, Colleges and Universities on Aboriginal postsecondary education, comprised of representatives from the provincial and federal governments, First Nations governments, Aboriginal communities, schools and postsecondary institutions.

14	**"FIRST GENERATION" STRATEGY**	Assist students who are the first in their family to participate in higher education through: early outreach to such families with children in elementary and secondary schools to stimulate interest in and planning for higher education, and through ongoing supports for first generation students enrolled in a postsecondary program.
15	**STUDENTS WITH DISABILITIES**	Require institutions to reach out to students with disabilities at their schools and in their communities to ease the transition to postsecondary education. Provide funding for enhanced academic and career counselling on campus. Allow for the evolution of centres of research and service excellence and distribute funding to institutions for supports and services on the basis of the size of a given institution's population of students with disabilities.
16	**PROMOTE SAVING**	Finance an Ontario Learning Bond program to encourage saving for higher education by low-income families so that parents can prepare for and contribute financially to their children's future college or university education.
17	**UP-FRONT GRANTS**	Remove barriers facing low-income students and their families by: • introducing a provincial grant for low-income students to cover tuition and compulsory ancillary fees for the first four years of study to a maximum of $6,000 per year. Institutions that set higher fees will be required to provide grants to cover any additional amounts for students in need; • calling on the federal government to recognize living costs fully and introduce a substantial program of federal grants towards living expenses for low-income students, high-need students and students with dependents; • providing support to Ontario Works recipients to enrol in postsecondary programs.

18	**ENHANCED ACCESS TO LOANS**	Reduce financial barriers facing students by: • increasing the total loan amount available to students to better recognize living and education costs; • increasing provincial student loan limits to cover the first $6,000 of tuition and compulsory ancillary fees for students who have financial need but are not eligible for the new provincial grants, and requiring institutions that charge more to provide grants to students who do not have the financial resources to cover the additional costs; • reducing the contribution parents are expected to make towards their children's education when determining eligibility for Canada and Ontario Student Loans; • extending supplemental loans to help parents meet their expected contributions, up to the full amount of tuition and compulsory ancillary fees; in cases where parents refuse to provide the required assistance, the loan may be transferred to the students upon appeal.
19	**HELP WITH LOAN REPAYMENT**	Make repayment easier by: • increasing help for students in repaying their loans and forgiving more debt for those students whose income does not allow them to repay their full loan; • calling on the federal government to reduce the interest rate on Canada Student Loans from prime plus 2.5% to prime plus 1%; • working with the federal government and other provinces to make it possible for students to pay for their education after graduation through a payment option that is geared to income and administered through payroll deductions.
20	**BETTER SERVICE**	Bring together the myriad of student assistance programs. Encourage registrar, student aid and disability offices in institutions to work more closely together so that all students receive a comprehensive admissions and aid package.
21	**PHILANTHROPY**	Re-establish OSOTF (Ontario Student Opportunity Trust Fund) as a permanent program for all institutions to provide bursaries to students in need. The match provided by government to institutions whose OSOTF endowment is less than $1,000 per student should be enhanced for a two-year period.
22	**INVEST IN STUDENT ASSISTANCE**	Invest $300 million a year to support the recommended program changes and enhancements that make higher education affordable for students.
23	**GRADUATE EDUCATION**	Expand graduate enrolment at those institutions that can demonstrate quality and a capacity to provide the necessary supports to students to ensure the successful and timely completion of their studies.
24	**CAPITAL NEEDS**	Over a 10-year period, make available to institutions up to $200 million per year for facility renewal and up to $300 million per year for new facilities and equipment for increased enrolment.
25	**RESEARCH PRIORITIES**	Establish a Council, reporting to the Premier, to advise on and co-ordinate research priorities, and allocate provincial funding in line with these priorities and in partnership, where appropriate, with federal funding

		agencies.
26	**REVENUE FRAMEWORK**	Establish a new framework that provides sustainable revenues for institutions, in which the key funding partners – the provincial and federal governments, institutions, students – each contribute in a responsible and predictable manner. Obtain a commitment from the federal government to become a full funding partner in supporting base operations and priorities for labour market training and immigration, apprenticeship, research and graduate education in a predictable and sustained way. Invest a total of at least $1.3 billion in new provincial base funding to institutions by 2007-08. This investment would focus on quality improvements and results, fund enrolment growth and ensure that all eligible students are properly funded. It should include funding to institutions that covers: higher costs incurred by institutions serving significant numbers of students that require additional services, the high cost of providing clinical education and the base adjustment for revenues lost as a result of the tuition freeze. Allocate provincial funding through a new transparent formula comprised of core funding for basic operations and strategic investment envelopes tied to results and applied to both colleges and universities. By 2007-08, the per-student revenue base of Ontario's colleges and universities should be at least comparable to other provinces. This would require at least $1.5 billion in new revenues to institutions. The "stretch target" over the long term should be to bring the per-student revenue base up to the level of public institutions in peer North American jurisdictions. This would require approximately $2.2 billion more in revenues to the institutions than they receive today.
27	**TUITION REGULATION**	Establish a regulatory framework enshrined in legislation to guide institutions in making decisions about tuition levels, to ensure that future increases are predictable, transparent and affordable for students. As noted above, the institutions would be responsible for supporting low-income students and students in need to cover fees in excess of $6,000 per year.
28	**MULTI-YEAR PLANS**	Set out the provincial funding commitments to the institutions on a multi-year basis. The institutions need to prepare multi-year plans that set out: • the mission and program focus of the institution; • enrolment targets, commitments to access, and tuition guarantees; • planned improvements in quality of programming and the student experience; • transferability of credits and areas of collaboration with other institutions; • revenue requirements and how they will be met through provincial

		transfers, tuition and other sources; • the results and measures that will be used to demonstrate progress against the multi-year commitments. These plans should be informed by the work of the Council on Higher Education. A Standing Committee of the Legislature should conduct periodic reviews of individual institutions' multi-year plans and performance.

b) Ontario Adult Education Review

During the spring and summer of 2004, The Ministry of Training, Colleges and Universities (MTCU) announced that a review of Ontario adult education would be led by the Parliamentary Assistant to the Minister. The review is focused on program areas that address accessibility issues such as ESL, literacy, numeracy, English and French as a Second Language, adult credit and non-credit programs, continuing education, correspondence/self study and distance delivery, adult Native language programs, citizenship preparation and academic upgrading. It will not directly include postsecondary education or apprenticeship training programs.

The programs examined in this review relate to adults who must re-enter or "bridge" into the workforce, upgrade their skills to remain employed, and want to integrate into Ontario society. It is anticipated that the report will be released in the first quarter of 2005.

c) Apprenticeship

The need to increase the number of apprenticeship entrants is a policy priority in order to achieve the goals set out by the Liberals during the election. New funds of $11.7 million annually will be allocated by 2006-07 to support apprenticeship classroom teaching and increase entrants by 7,000 to reach 26,000 annually by 2007-08.

The province will create a One-Stop Training and Employment system to better serve apprentices, immigrants, unemployed individuals and youth in transition from school to work. The One-Stop system is intended to streamline and improve access to programs and responsiveness to employers. One-Stop local planning and delivery services will be established to address labour market needs and help young people make the transition to work. New academic upgrading and training options for high school leavers, with a focus on apprenticeship, will be offered to youth through increased funding from the Ministry of $2 million in 2004-05 growing to $15 million in 2007-08.

In August 2004, MTCU announced a new 25 per cent refundable Apprenticeship Training Tax Credit on salaries and wages, with an increase to 30 per cent in the rate for businesses with payrolls up to $400,000, in order to encourage employers to hire apprentices in designated industrial, construction, motive power trades and certain service trades. Legislation is required.

In addition, 1,500 scholarships of $1,000 each will be made available annually for individuals who return to complete high school and who enter apprenticeships. Funding for this initiative is $3 million in 2004-05, growing to $4.5 million annually by 2005-06. This includes $2,000 signing bonuses to employers for each apprentice.

For programs commencing in Sep. 2004, up to $6 million was allocated to create new Co-op Diploma Apprenticeship Programs to enable students to train as apprentices in a specific trade while obtaining an associated college diploma. Programs include Cook, General Machinist, Machine Tool Builder and Integrator, Mould Maker, Tool Maker, and Tool and Die Maker.

d) Review of Private Career Colleges Act

A review of the Private Career Colleges Act was launched in March 2004 to examine the extent to which the private career college sector should be regulated by government and what public purpose registration should serve. It will also consider: whether the government should set standards for quality, accountability and organizational viability in the private career college sector; what the government's role should be in ensuring adequate student protection; and what enforcement and compliance mechanisms should be in place. The governments' decision in response to the review is anticipated in early 2005.

2.2.2 Mandatory Retirement

The Ontario Government has announced its intention to end mandatory retirement. This action will require changes to legislation and the Ontario Human Rights Code. In Aug. 2004 a public consultation was initiated on the implications of mandatory retirement for Ontario's economy, labour market, employment benefits systems and social structure.

2.2.3 Infrastructure Renewal

In Oct. 2003, the Ministry of Public Infrastructure Renewal (MPIR) was established with a mandate to develop a 10-year public infrastructure plan to identify long-term priorities for growth and public infrastructure investments in key sectors, including postsecondary education.

In July 2004 the MPIR released *Building a Better Tomorrow: An Infrastructure Planning, Financing and Procurement Framework for Ontario's Public Sector* and in Nov. 2004 it announced that in the Spring 2005, the government will unveil the first five years of Ontario's strategic infrastructure plan. This plan will address immediate and future public infrastructure needs. It will also be the basis of consultations with stakeholders to guide the development of the 10-year plan for release later next year. To date, no specific plans with respect to postsecondary education have been announced.

2.2.4 Ontarians with Disabilities Act (2001)

Under the Ontarians with Disabilities Act (2001) (OOA), public organizations, including colleges, are required to develop annual accessibility plans to make their goods, products and services more accessible by identifying, removing and preventing barriers to people with disabilities. Organizations are expected to undertake these activities using existing financial resources. However, the act has not been as effective as anticipated and government consultations were conducted in 2004 to determine how to increase accessibility.

In March 2004, ACAATO made written representations to the Ministry of Citizenship and Immigration (MCI) on behalf of Ontario's colleges. ACAATO said that if the ODA is strengthened to include more stringent timelines and higher standards, and if there is no new funding provided to implement the strengthened ODA, the problem of the serious under-funding of the college system will only be exacerbated.

A new Accessibility for Ontarians with Disabilities Act was introduced and received a second reading in Dec. 2004 instead of amending the existing legislation. The proposed legislation provides for the setting of mandatory accessibility standards in both the public and private sectors and addresses the full range of disabilities – including physical, sensory, hearing, mental health, developmental and learning disabilities. Standards could deal with such matters as pedestrian routes into buildings, lower counter heights at cash registers, large print menus, staff training in serving customers with learning disabilities, and adaptive technology in the workplace. Colleges will be subject to the new legislation which continues to contemplate that all organizations will finance compliance with the new accessibility standards out of existing resources. The government expects that the standards and results would be achieved in stages of five years or less, on the way to a more accessible society within 20 years.

2.3 The Expansion of Education and Training to Newcomers

The Ministry of Training, Colleges and Universities (MTCU) has embarked on several initiatives to improve the labour market integration of newcomers. The 2004 Budget announced $9.5 million (to increase to $12 million in 2005-06) to improve access to jobs that internationally-trained workers were trained to perform. These include:

a) Negotiation of a Canada-Ontario Immigration Agreement

The Ontario Ministry of Citizenship and Immigration began negotiations with Citizenship and Immigration Canada to achieve a new Canada-Ontario Immigration Agreement. These negotiations include the development of a package of labour market information and information on requirements for access to regulated professions and trades, which individuals in other countries would receive when they first inquire at Canada's immigration offices about relocating to Ontario.

b) Expansion of Programs and Services

Several existing programs and services are being expanded to improve education and training programs and services to newcomers including:

- development of higher level language training programs;
- development of a set of principles to guide regulatory bodies in their assessment of newcomers' skills and experience;
- expansion of bridge training programs;
- funding of "Career Bridge", an employment internship program for skilled immigrants;
- upcoming recommendations on college-based projects to eliminate systemic barriers to newcomer integration

2.4 Planning for Training in Response to Health Care Reform

A Health Human Resource Development Strategy

The Ministry of Training, Colleges and Universities (MTCU) has acknowledged that Ontario is facing a shortage of professional health-care workers. Over the next year, MTCU will work with the Ministry of Health and Long-Term Care to implement a health human resource development strategy designed to increase the supply of highly-trained health-care professionals. Included in this strategy will be a doubling of the number of clinical education positions for nurse practitioners from (75 to 150) within three years. In addition, the Ministry of Health and Long-Term Care will support experienced nurses to mentor nurse trainees completing their clinical practice requirements.

ACAATO has advised the Ministry of Health and Long-Term Care of the need for colleges to be directly involved in planning for human resource development in several health-care occupations as a result of health-care reform.

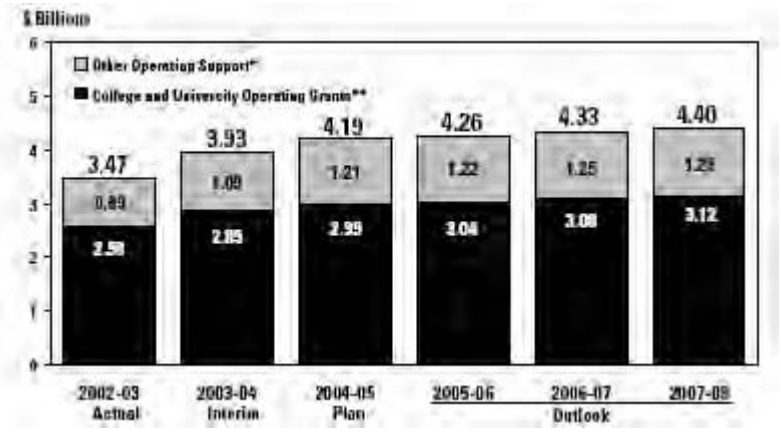
2.5 Ontario Expenditure Patterns

Operating Expenditure Projections

Ontario's projected expenditures on education and training for the 2004-05 fiscal year, is $14 billion, the second largest category next to health care ($29.7 billion). About $4.2 billion is for training, colleges and universities. Education (K to 12) is projected to rise to $11.7 billion from $10.6 billion over the next two fiscal years. Training, colleges, and universities are expected to remain stable at $4.3 billion representing five per cent of the province's total operating expenditures. Education and training received 22 per cent of the total operating budget and health care received 44 percent.

All indicators suggest that spending on health care will continue to be the dominant fiscal preoccupation of government in the short and medium term.

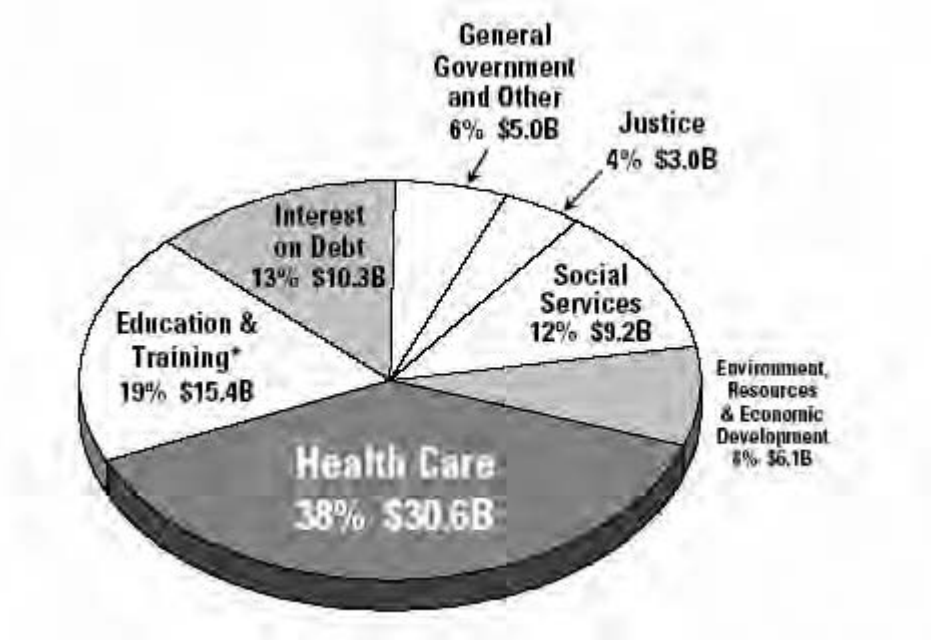
Figure 1: Ontario Government Operating Spending on Training, Colleges and Universities



* Includes other operating grants to colleges and universities; student support; and apprenticeship and training programs.
** Includes tuition freeze compensation and one-time funding for college sector stabilization
Note: Numbers may not add due to rounding.

Source: Ontario Budget Papers 2004, Paper A, p.78 http://www.gov.on.ca/FIN/bud04e/pdf/papers_all.pdf

Figure 2: Composition of the Ontario Government's Total Expenses 2004-05



*Includes Teachers' Pension Plan.
Note: Totals may not add due to rounding.

Source: Ontario Budget Papers 2004, Paper A, p.78 http://www.gov.on.ca/FIN/bud04e/pdf/papers_all.pdf

3.0 The National Scene

3.1 Impact of a Minority Government

According to Bank of Montreal Financial Group, the federal budget will likely remain in a small surplus position and all fiscal room above the contingency reserve will be allocated to program spending. In light of the backlash against the Ontario Liberal government following the introduction of a health premium, the federal Liberals are unlikely to agree to any tax increases. Bank of Canada policy goals will remain unchanged with the Bank remaining committed to a two per cent inflation target.

The uncertainty regarding economic policy may weigh on the Canadian dollar, but the impact should be modest. With greater compromise required to pass legislation, there will be more uncertainty regarding the future direction of economic policy than there would be under majority rule. To date, whatever impact from the consequent policy uncertainty there has been on the Canadian dollar, it has been quite modest. The potential negative impact on the loonie of a minority government has likely been tempered by the fact that Canada's fiscal position is the strongest within the G8.

3.2 Canada's Innovation Strategy

As part of Canada's 2003 Innovation Strategy, the federal government announced the establishment of the Canadian Council on Learning (CCL), a new national body established to support and promote evidence-based decision-making at all levels of learning. Its mission is to develop a national learning indicator framework and to encourage the exchange of practical and relevant knowledge to improve the lifelong learning process and outcomes in Canada.

The council will establish several learning centres across Canada, each with a particular learning focus (e.g. adult learning, aboriginal learning) and will conduct research and act as a repository for information on all forms of learning. The council is conducting consultations across the country in its deliberations on where to establish its learning centres.

3.3 Federal Speech from the Throne

The federal Speech from the Throne in Oct. 2004 enunciated a five-point strategy towards building a globally competitive and sustainable economy. Within this strategy, the Government of Canada intends to:

- Develop a new Workplace Skills Strategy, including enhancements to apprenticeship systems, and boosting literacy and other essential job skills. This will be complemented by up-to-date training facilities and labour market agreements.

- Re-double government efforts to help integrate newcomers into the Canadian workforce.
- Introduce a Learning Bond, a savings vehicle that will help low-income families provide for their children's postsecondary education.

3.4 Federal Budget 2004: Health Care, Learning, and Communities

3.4.1 Access to Education

The federal budget for 2004 announced measures to increase access to postsecondary education by:

- Proposing the Learning Bond savings vehicle announced in the Speech from the Throne. The bond will provide up to $2,000 for children born after 2003 in families receiving the national child benefit supplement.
- Investing $125 million over five years for the Aboriginal Human Resources Development Strategy.
- Doubling to $50 million support for the Urban Aboriginal Strategy.
- Enhancing the Canada Education Savings Grant (CESG) matching rates for low- and middle-income families.
- Providing 20,000 low-income students with first-year study grants worth up to $3,000, to be folded into the Canada Study Grants program.
- Increasing the federal student loan ceiling from $165 to $210 a week. Ottawa will cover the interest costs on the loans while students are enrolled in school.
- Reducing the expected parental contributions in student loan programs.
- Awarding annual grants of up to $2,000 to eligible students with disabilities.

Further information on the federal budget is available on the government's website at: http://www.fin.gc.ca/budtoce/2004/budliste.htm

3.4.2 Tax Breaks for Training

The federal government will expand the education tax credit in 2005-06 to workers pursuing career-related studies. The credit amounts to $400 a month for full-time students and $120 a month for part-time students - write-offs previously denied workers who were taking courses. The expanded break will cost $5 million in the fiscal year beginning April 1 and $10 million in subsequent years. The budget also signaled a commitment to encourage on-the-job training, earmarking modest amounts of money to encourage employers to provide opportunities for their workers.

3.4.3 Newcomer Training and Recognition

The federal government announced its intention to help bolster the language skills of immigrants as part of an effort to integrate them into the economy. It has tripled to $15 million the amount of money to be spent in the coming fiscal year for language-training pilot projects.

The budget also sets aside $5 million each year, beginning in fiscal 2005-06, to help finance work by sector councils on how to recognize the credentials of internationally-trained workers, many of whom are barred from jobs in their field in Canada because they are seen as not meeting Canadian requirements.

3.4.4 Strengthening Research and Innovation

The 2004 budget built on earlier allocations under the previous federal government by adding an additional $90 million per year to Canada's three federal granting councils. As well it allocated $100 million to improve the commercialization of research conducted at universities, hospitals and other research facilities.

4.0 WEBSITES OF INTEREST

Organization/Item	Web Address
Ontario Government's Nov. 2004 Throne Speech	http://www.premier.gov.on.ca/english/Library/ThroneSpeech112003_ts.asp
Ontario Ministry of Finance	http://www.gov.on.ca/fin/
Canada's Innovation Strategy	http://www.innovationstrategy.gc.ca/
Conference Board of Canada	http://www.conferenceboard.ca
Federal Government's 2004 Budget	http://www.fin.gc.ca/budtoce/2004/budliste.htm
Rae Postsecondary Review	http://www.acaato.on.ca/home/postsecondary.html
Ontario Colleges of Applied Arts and Technology Act, 2002	http://www.e-laws.gov.on.ca/DBLaws/Source/Statutes/English/2002/S02008_e-SchedF.htm

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ACAATO 2005 ENVIRONMENTAL SCAN

FEEDBACK FORM

The 2005 Environmental Scan has been revised to incorporate a number of suggestions that were received last year. We continue to need your feedback to ensure that the document meets the needs of the college system. Please forward your thoughts and comments to Bill Summers, Senior Director at:

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M5G 2K4
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1. How have you used the scan in your own work?

2. What did you find to be the most useful components of the scan?

3. What additional information or format change would have been helpful to you?

4. Other Comments:

Name: _____

College/Organization: _____

Department: Telephone: _____