



2002 Business and Education IdeaBook



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EDUCATION AND LEARNING



A Conference Board
of Canada publication
from the National Business
and Education Centre

Please Note

The descriptions are
provided in the language in
which they were submitted.

The sponsors believe that the organizations honoured through these Awards for business–education partnerships; workplace education and e-learning exemplify the corporate investments necessary to create a well-educated, skilled workforce that will ensure a strong Canadian economy and competitive position in the global marketplace.

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The Global Best Award trophy is the product of a partnership between the School of Industrial Design of Carleton University and National Research Council. Joanna Boothman, an industrial design student at Carleton, proposed the underlying concept for the award and the Advanced Manufacturing Technology Program completed the design and produced the trophy from Canadian aluminum.

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NRC-CMRC

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Introduction/ Judges

Introduction

Congratulations to the outstanding business and education award winners for 2002!

The Conference Board and sponsors of these awards are proud to honour employers, educators and a wide range of organizations that make a difference in their communities.

Knowledge is the currency of our economy and learning is a key to maintaining productivity, competitiveness and prosperity. By stimulating innovation in public education and learning systems, Canadians will become more highly skilled, creative and adaptable—qualities leading to an innovative society and a better workforce.

Twelve years ago, the Awards program focused on business and education partnerships, emphasizing proactive approaches to improving education and building skills through business–education partnerships in schools.

Today, we honour business–education partnerships with elementary and secondary schools, post-secondary education partnerships, multi-stakeholder community based programs, and recently awards that recognize schools in the K–12 system which use information and communications technology in innovative ways to improve learning.

In recent years, we have seen a need to go beyond school and community partnerships to the upgrading of skills in the workplace—from basic literacy skills to digital literacy through e-learning and learning technologies, as well as more traditional means.

The Conference Board thanks and applauds all leaders and practitioners for their commitment to the value of investing in a learning society and lifelong learners.

Michael R. Bloom
Director
Education and Learning
The Conference Board of Canada

To access our research publications and brochures, such as the Employability Skills 2000+, please visit our Web site at www.conferenceboard.ca/education

Introduction

Félicitations aux lauréats des Prix d'excellence affaires-enseignement de 2002!

Le Conference Board et les commanditaires de ces prix sont fiers de rendre hommage aux employeurs, aux enseignants et à la vaste gamme d'organisations qui jouent un rôle important dans leurs communautés.

Le savoir est la pierre angulaire de notre économie et l'éducation est la clé de la productivité, de la compétitivité et de la prospérité. En favorisant l'innovation dans les systèmes publics d'apprentissage et d'éducation, nous encourageons les Canadiens et les Canadiennes à développer leurs compétences, leur créativité et leur adaptabilité—des qualités produisant une société innovatrice et une meilleure main-d'œuvre.

Douze années plus tôt, le programme des Prix d'excellence était axé sur les partenariats affaires-enseignement, mettant l'accent sur des approches proactives pour améliorer l'éducation et développer des compétences au moyen de partenariats affaires-enseignement dans les écoles.

Aujourd'hui, nous honorons les partenariats affaires-enseignement intégrant des écoles primaires et secondaires, les partenariats d'enseignement postsecondaire, les programmes communautaires combinant plusieurs intervenants, et plus récemment les prix reconnaissant les écoles du système K-12 qui utilisent les technologies de l'information et des communications de façon novatrice pour améliorer l'acquisition du savoir.

Au cours des dernières années, nous avons assisté à un besoin de repousser les limites des partenariats scolaires et communautaires, pour s'orienter vers le perfectionnement des compétences dans le milieu du travail—évoluant à partir des capacités de lecture et d'écriture élémentaires vers la culture informatique, par le biais de l'apprentissage électronique et des technologies d'acquisition du savoir, de même que les méthodes plus traditionnelles.

Le Conference Board remercie et applaudit tous les dirigeants et les praticiens qui ont su reconnaître la valeur d'investir dans une société d'apprentissage et d'éducation permanente.

Michael R. Bloom
Directeur
Éducation et apprentissage permanent
Le Conference Board du Canada

Pour consulter nos brochures et nos publications de recherche, telles que Compétences relatives à l'employabilité 2000+, veuillez visiter notre site Web à l'adresse suivante :
www.conferenceboard.ca/education

Judges

The Conference Board and sponsors acknowledge with gratitude the contribution of the people who gave their time and talent to serve as judges.

Le Conference Board et les parrains du concours désirent exprimer leur reconnaissance aux personnes qui ont généreusement consacré leur temps et leur talent, et agi à titre de juges.

Mayor Will Bishop

Town of Rothesay, New Brunswick

Roger Conrod

Department Head, Technology Education
Lambrick Park Secondary School

Robert Despins

Manager, Marketing
Standard Aero Limited

Donavon Elliott

Co-ordinator, TechVoc Department
Carlton Comprehensive High School

Theresa Feener

NaitWorking Coordinator
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Barbara Goode

*Spécialiste en science de l'éducation
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Director, Skills Initiatives
Saskatchewan Institute of Applied Science and
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Educational Partnerships Facilitator
Community Career Centre

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Director, Workforce Development
Textiles Human Resources Council

Wili Liberman

Publisher
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Business Development
Customer Service and Distribution
Imperial Oil Limited

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R&D Scientist
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Executive Director
The WTN Foundation

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Sheila Simard

Independent Education Consultant
Sheila Simard and Associates

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RBC Royal Bank

Nora Spinks

President
Work-Life Harmony Enterprises

Arnie Wentland

Program Coordinator
The Kelowna Economic Recovery and
Employment
Development Association (KEREDA)



RBC Royal Bank Partners in Education Awards

Elementary and
Secondary School
Partnerships

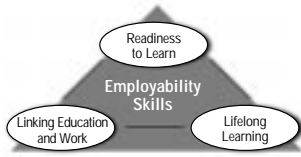
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RBC
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Elementary- Secondary

**NEWFOUNDLAND
WINNER**



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LOCATION

St. John's, Newfoundland

ESTABLISHED

1994

NUMBER OF PARTNERS

9

Overview

The Gonzaga Media Internship Program offers selected grades 11 and 12 students the opportunity to develop knowledgeable skills and attitudes needed in today's global society. Students earn 5 high school credits while interning at a variety of media establishments. The program has had an emphasis on television production and has expanded into a myriad of media outlets.

Objectives

- provide a structured pathway for students from the school system into the world of work
- assist students in their understanding of the media and its interrelationships with society
- provide opportunities to develop technical and creative skills in a growth industry in Canada

Program Activities

- students complete a prerequisite media literacy course (written and developed at Gonzaga)
- advisory board of industry professionals provide overall program direction
- expansion of program within first year and has fostered community partnerships

Achievements

- production of public service announcements; production of provincially-aired documentary; variety of television programs
- partnered with National Film Board, Crime Stoppers, and other film and video festivals

Innovations

- hands-on experience in television and other media outlets
- exposes students to technology-based learning
- ability of program to re-invent itself as new media comes on-line

Benefits

Education

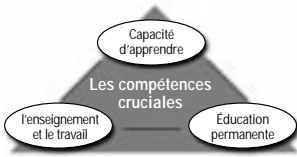
- students develop and enhance employability skills and increase self-confidence
- exposes students to opportunities not available within the present curriculum

Business

- supports a wide range of community initiatives
- creates a pool of talented employees and volunteers

Primaire et Secondaire

QUÉBEC
LAURÉAT



PERSONNES-RESSOURCES

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ENDROIT

Territoire québécois

ÉTABLI

1989

NOMBRES DE PARTENAIRES

30+

Sommaire

Corporation à but non lucratif visant l'implantation de micro-entreprises environnementales dans les écoles primaires du Québec. Le Réseau compte actuellement treize écoles membres et une dizaine d'autres sont en préparation.

Objectifs

- créer au moins une école micro-entreprise environnementale dans chacune des commissions scolaires du Québec dans un horizon de 5 ans
- développer des habiletés entrepreneuriales et environnementales chez les jeunes de l'école primaire en les plaçant dans des contextes signifiants d'apprentissage

Activités du programme

- mettre sur pied de vraies entreprises dans des écoles primaires
- développer et fournir des outils de démarrage

Réalisations

- mise sur pied de 13 écoles micro-entreprises et une dizaine d'autres sont en préparation
- matériel pédagogique adapté à la nouvelle pédagogie par projet et sous forme électronique
- site Internet avec traducteur en six langues

Caractère innovateur

- les plus jeunes entrepreneurs au Québec
- une micro-entreprise pleinement intégrée sur les heures régulières de classe
- concept développé par une école, pour une école

Avantages du partenariat

Milieu de l'éducation

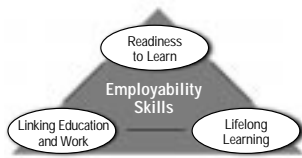
- favorise la réussite scolaire des jeunes et le développement de leur employabilité
- facilite l'intégration de la Réforme scolaire par la recherche de signification dans les apprentissages et une pédagogie par projet

Milieu des affaires

- développe des habiletés recherchées par le milieu des affaires
- garantie d'investir dans un projet pédagogiquement rentable qui a démontré son efficacité

Elementary-Secondary

**ONTARIO
WINNER**



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LOCATION

Municipality of Clarington,
Ontario

ESTABLISHED

1993

NUMBER OF PARTNERS

23

Overview

The successful partnership between Courtice Secondary School and Ontario Power Generation (OPG) has focused on enriching educational experiences and developing students' employability skills.

Objectives

- expand technological, engineering and mathematical skills, along with environmental science educational experiences
- promote science and technology courses to encourage greater student interest
- offer a variety of mentoring opportunities

Program Activities

- build robots and electrical vehicles for competition and showcase to elementary-aged students and the community
- shared environmental programs while developing wildlife corridor and Waterfront Trail

Achievements

- significant increase in students registering for technology courses
- awards at provincial and national competitions for robotics and electrical vehicles

Innovations

- combination of technology and science programs on OPG's wildlife corridor
- mentoring between secondary students and elementary-aged students

Benefits

Education

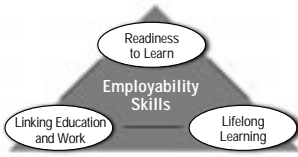
- students gain a sense of self worth and demonstrate leadership skills
- increased quality of education

Business

- recognition as an industry and community leader in technology, environmental stewardship and citizenship

Elementary- Secondary

**MANITOBA
WINNER**



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LOCATION

Winnipeg, Manitoba

ESTABLISHED

1997

NUMBER OF PARTNERS

265+

Overview

The S.T.E.P.S. program is a long-term school-to-work transition initiative with an established structured pathway. The dynamic partnerships have resulted in meaningful and relevant learning opportunities for the students.

Objectives

- facilitate viable, mutually beneficial relationships for all stakeholders
- provide a structured career pathway for students
- opportunity for students to be successful

Program Activities

- activities empower students to consider educational goals and career paths
- corporate scholarships provide incentives to improve
- diverse activities inspire students

Achievements

- high rate of success with “at risk” students
- students benefit from the “high profile” partnerships
- Sisler students enroll in post-secondary programs at nearly twice the provincial average

Innovations

- students engage in many “self-directed” learning activities
- school/community recognize the benefits and importance of life-long learning
- flexibility in that students can participate in programs all year long
- each placement unique in that goals and objectives are tailored to individual’s career needs

Benefits

Education

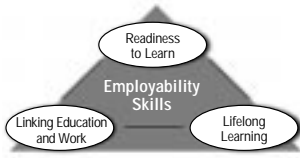
- students take responsibility for their own learning
- students acquire appropriate skills and knowledge

Business

- business community becomes active stakeholder in public education
- S.T.E.P.S. Advisory Council includes all members of the community

Elementary- Secondary

**BRITISH COLUMBIA
WINNER**



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LOCATION

Quesnel, British Columbia

ESTABLISHED

1999

NUMBER OF PARTNERS

41

Overview

School District 28 worked with the partners to form a ten year business plan that focussed on youth leading the charge in restructuring how Cottonwood House Historic Site was run and utilized.

Objectives

- create a 10 year business plan, led by students, for a focus on youth and family programming
- create 20 employment opportunities for youth and 200 work experience opportunities
- revitalize Cottonwood House Historic Site with partner capital

Program Activities

- educational programs and camps; school and career programs; special events
- youth education and employment programs offer a benchmark for other communities

Achievements

- revitalized the site and met outlined targets
- 2,000 youth and adults participating in program
- created work placements and employment positions
- increased tourist attendance

Innovations

- youth led and planned
- high levels of youth employment and work experience
- use of Web site technology for documenting aspects of site

Benefits

Education

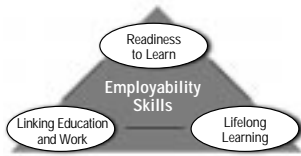
- post-secondary preparation and increased employment opportunities for youth
- applied learning setting

Business

- practical site for best practices
- skilled youth as potential employees

Elementary- Secondary

**ONTARIO
HONOURABLE MENTION**



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LOCATION

Toronto, Ontario

ESTABLISHED

1999

NUMBER OF PARTNERS

15+

Overview

The partnership yearly offers a 15 month program for grade 9 and 10 students and teachers from the Toronto District School Board and mentors from business and industry. Teachers and students engage in experiences that highlight and demonstrate authentic real-world applications of science, mathematics and technology (SMT).

Objectives

- enhance students' and teachers' knowledge of scientific principles and create a passion for SMT
- develop leadership and mentoring skills in teachers and students
- develop a long-term bond with the partners

Program Activities

- in-school work phase involving teams of students, teachers and mentors
- four week orientation for teachers
- three week summer program for students, teachers and mentors

Achievements

- allows students and teachers to gain access to expertise and facilities not otherwise available
- plans for 3rd year

Innovations

- allows students and teachers to be exposed to and engaged with business, industry and cutting edge research
- bridges formal and informal education sectors

Benefits

Education

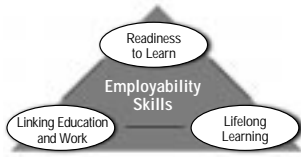
- students have meaningful and applicable learning experiences
- students and teachers see direct application of SMT related knowledge and skills

Business

- development of long term partnerships with educational institutions
- development opportunity for employees and potential future employees
- community involvement and appreciation

Elementary- Secondary

**ALBERTA
HONOURABLE MENTION**



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LOCATION

Airdrie, Alberta

ESTABLISHED

1999

NUMBER OF PARTNERS

2

Overview

Rocky View School Division and Cam Clark Ford formed a partnership to teach automotive mechanics in a shared facility. As a result, students from local schools have access to the latest automotive technology. Quality instruction is offered through the partnership with the school division and the business partner's journeyman technicians.

Objectives

- develop students' knowledge and skills in a fully cooperative automotive repair shop
- integrate classroom instruction with skilled labour
- expand vocational and technical training

Program Activities

- students are engaged in a fully operational automotive shop
- students learn the current diagnostic procedures required to repair late model automobiles
- students learn about the latest technology offered by Ford Canada

Achievements

- at year end, up to 4 students offered job opportunities with Cam Clark Ford
- sponsored by the business partner, successful students can continue their studies at S.A.I.T.
- annually, more than 80 students benefit

Innovations

- partnership also a joint site alternative program
- Cam Clark Ford supports two graduates in the Ford Asset Technician program at S.A.I.T.

Benefits

Education

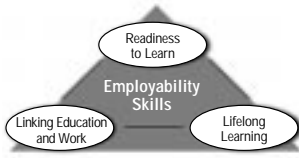
- one-on-one time for students with specially trained technicians
- students have access to state of the art automotive technology
- educators more sensitive to issues facing businesses; updated teaching practices must be maintained

Business

- businesses benefit from a new employee base
- business partner closely involved in educational sector

Elementary-Secondary

NEWFOUNDLAND



CONTACT

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LOCATION

Corner Brook, Newfoundland

ESTABLISHED

1999

NUMBER OF PARTNERS

9

Overview

Located in the City of Corner Brook, C.C. Loughlin is unique in that it consists of three schools: a french immersion school; an english single grade school and a multi-age school. It was believed that a School Yard Naturalization Project would be an effective way to bring about positive changes in the school culture.

Objectives

- provide opportunities for students to work together to solve issues and complete projects
- develop a common set of values and pride for school and community
- environment should be used as an extension of the classroom

Program Activities

- environmental workshops for students, teachers and parents
- committees must include students to complete working team
- school yard activities incorporated in cross-curricular learning

Achievements

- development of lesson plans in all subject areas for primary and elementary students
- construction of an outdoor classroom
- resource document shared with schools throughout district

Innovations

- unique project
- program encompasses three main areas: social; educational; environmental

Benefits

Education

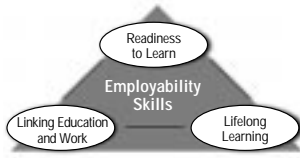
- opportunity for experience-based learning and hands-on cross-curricular tools
- create an active interest in the local environment

Business

- opportunity to play a role in the development and growth of school and community
- seen as a team player

Elementary- Secondary

NEWFOUNDLAND



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LOCATION

St. John's, Newfoundland

ESTABLISHED

1998

NUMBER OF PARTNERS

200+

Overview

Regional Economic Development and Schools (REDAS) assists youth in becoming aware of career opportunities in growth sectors of the local economy and helping students develop skills and knowledge related to these occupations.

Objectives

- create an awareness in youth of the career potential in their region
- develop in teachers, knowledge and skills related to economic development
- create a partnership and develop a process that partners educators and economists

Program Activities

- teachers meet and work with economic developers in the production of a Growth Sector Learning Module
- used with existing outcomes this module brings relevancy to the prescribed curriculum
- teachers receive professional development in regional economic development

Achievements

- partnership between teachers and economic boards
- teachers and community better understand potential work opportunities for students
- students see concrete examples of the economic potential in their region

Innovations

- REDAS has developed a model that brings together educators and economists
- teachers provided with professional development

Benefits

Education

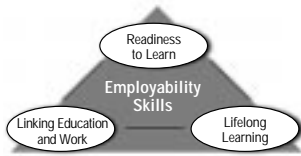
- opportunity to discover and learn from local economy
- enhanced employability skills for both students and teachers

Business

- opportunity to play a role in the development and growth of the workforce

Elementary- Secondary

NEW BRUNSWICK



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LOCATION

Saint John, New Brunswick

ESTABLISHED

1997

NUMBER OF PARTNERS

4

Overview

The Construction Trades Awareness Program combines theory and practical experience within a school setting and/or the workplace giving students the opportunity to explore and develop their skills within the construction trades.

Objectives

- improve the technical employability skills of youth for the construction industry
- meet the human resource needs of the construction trades industry for entry level employees
- provide a bridge between the secondary education system and the apprenticeship system

Program Activities

- involvement determines student aptitude to the trade
- students receive generic trades training such as safety, tools, job protocol, building code, etc.
- on-the-job training/job-shadowing with carpenters, millwrights, welders, pipefitters, etc.

Achievements

- opportunity for students to be trained in both union and non-union sites
- students benefit from the knowledge base of industry leaders

Innovations

- in-school courses are being accredited towards pre-apprenticeship hours
- program jointly planned and implemented by labour, management, education and government

Benefits

Education

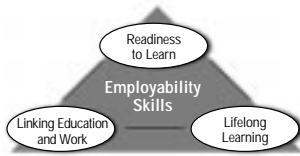
- enhanced curriculum relevancy
- direct school-to-work opportunities in the trades
- improved technical employability skills relative to construction industry

Business

- opportunity to play a role in the development and growth of the local workforce
- creating better prepared workers

Elementary- Secondary

NEW BRUNSWICK



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LOCATION

Greater Saint John Area,
New Brunswick

ESTABLISHED

1999

NUMBER OF PARTNERS

4

Overview

The Healthcare Careers Awareness Pathway combines theory and practical experience within a hospital and community setting giving students the opportunity to explore a wide variety of career options within the healthcare industry.

Objectives

- assist local healthcare providers in linking with local youth
- meet the human resource needs of a growing industry
- appropriately reflect the reality of the team approach to healthcare delivery

Program Activities

- school-to-work placements determine student aptitudes for this career
- job-shadowing serves to "test drive" career choices
- receive current admission criteria directly from professional healthcare association members

Achievements

- students benefit from the knowledge and clinical expertise of practicing with healthcare leaders

Innovations

- students exposed to healthcare careers, not normally visible to youth
- students gain valuable experience prior to post-secondary education

Benefits

Education

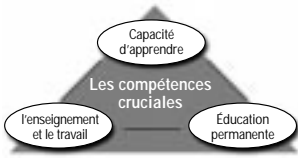
- enhanced curriculum relevancy for both sciences and social sciences
- direct school-to-work opportunities in the healthcare sector

Business

- provide a home grown strategy to link youth to careers with local industries
- opportunities for youth to return as productive healthcare providers to the local community

Primaire et Secondaire

QUÉBEC



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ENDROIT

Bellefeuille, Québec

ÉTABLI

1997

NOMBRES DE PARTENAIRES

40+

Sommaire

Les élèves et le personnel travaillent, avec de nombreux partenaires, à la construction et à la gestion du site de l'école et en font un laboratoire d'apprentissage. Ce partenariat procure des occasions de leadership, d'initiatives entrepreneuriales, de qualité de vie à l'école et dans le quartier.

Objectifs

- permettre aux enseignants et aux élèves de comprendre et d'apprécier les valeurs liées aux partenariats multiples
- offrir des possibilités accrues de formation et de leadership
- environnement d'apprentissage pour développer des compétences professionnelles et des techniques de recherche

Activités du programme

- divers projets communautaires naissent : projets culturels, environnementaux, activités physiques, technologiques, etc.
- l'école est recherchée pour la qualité de vie qui y règne et ses services

Réalisations

- projets environnementaux et échanges de services
- projets en activités physiques : danse créative
- projets de tous ordres tant pour les artistes que pour l'école

Caractère innovateur

- un partenariat évolutif à partir de la maternelle jusqu'à la sortie en 6e année
- création d'un environnement d'apprentissage unique à la fois créatif et stimulant
- entraide dans des dossiers communs : culture-éducation; réussite éducative, etc.

Avantages du partenariat

Milieu de l'éducation

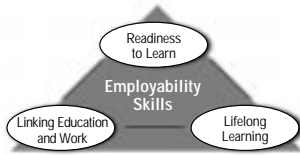
- offre un moyen puissant et intéressant d'acquérir de précieuses compétences personnelles, offre de l'employabilité pour des partenaires
- développe l'entrepreneuriat des enfants

Milieu des affaires

- permet d'ouvrir de nouveaux horizons avec l'aide des partenaires
- la participation aux projets aide les partenaires du milieu des affaires à promouvoir la valeur du travail

Elementary-Secondary

ONTARIO



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LOCATION

Lambton and Kent Counties,
Ontario

ESTABLISHED

1992

NUMBER OF PARTNERS

20

Overview

The Science Education Partnership program is devoted to supporting and enhancing "hands-on, mind-on" science experience for Kindergarten to grade 8 students in both school boards in Lambton and Kent Counties.

Objectives

- develop science kits that contain materials and resources to support achievement of the Ontario Science and Technology curriculum
- support implementation of hands-on science through in-service training for teachers
- foster the science literacy skills and technological competencies needed for the world of work

Program Activities

- develop, pilot and implement hands-on science resource material
- provide in-service training to teachers, and in-class support for students through the "Adopt-a-Scientist" program
- refurbish and circulate science kits through a centralized resource center

Achievements

- "Adopt-a-scientist" program since 1996; partnership expanded with amalgamation of school boards in 1998
- aligned previously produced kits with the new provincial curriculum; 720 kits for 50 titles developed and in circulation

Innovations

- science kits developed to meet local needs and are reviewed for equity, gender and cultural biases
- kit development program operated from two centralized resource centers

Benefits

Education

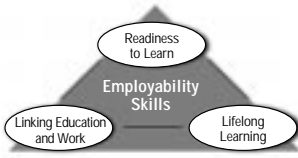
- increases awareness for science related career opportunities
- enhances professional development through integration of community knowledge, expertise and resources

Business

- promotes the competencies needed for an innovative, productive and competitive workforce
- employees develop a sense of pride and community through involvement
- supports a positive presence in the community

Elementary-Secondary

ONTARIO



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LOCATION

Mississauga, Ontario

ESTABLISHED

1994

NUMBER OF PARTNERS

8

Overview

The International Business and Technology Program (IBT) is a 2-year program commencing in grade 7. Students have a unique opportunity to incorporate entrepreneurial and business skills into their projects and assignments.

Objectives

- promote understanding of the importance of academic, personal management and teamwork skills
- create business-like circumstances in which students follow through with a real business venture
- integrate the use of technology to enhance learning

Program Activities

- students launch their own businesses using the venture creation model
- job shadowing opportunities
- collaborating on Web page design

Achievements

- regional magnet school for business and technology
- award winning student set-up and maintained Web site
- over 1,000 successful grade 8 graduates in 7 years

Innovations

- developing relevant attitudes and skills for success in life
- on-line learning
- middle school providing students with an opportunity to learn and develop life skills, business practices, technological competency

Benefits

Education

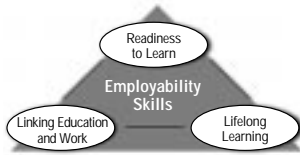
- students learn how to work with business community
- enhanced teacher training

Business

- positive role in community
- input into potential future employees

Elementary- Secondary

ONTARIO



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LOCATION

Toronto, Ontario

ESTABLISHED

1994

NUMBER OF PARTNERS

2

Overview

The partnership was formed to meet the long-term needs of the partners. Students required authentic technological experiences to broaden their experiences and expand their post-secondary opportunities. Apotex sought to create a pool of technologically aware, potential employees.

Objectives

- foster employability skills
- enhance the quality of learning
- foster technology skills for students

Program Activities

- Centre for CyberScience focuses on building science literacy
- Technology Showcase exposes students to current uses of technology in the pharmaceutical industry
- Mentorship Program establishes a one-on-one relationship between scientist, engineers and students

Achievements

- exemplary model of curriculum-based and community partnership
- 1999 Learning Partnership Award and Learning Consortium Award
- CyberScience lab provides for specialized board-wide program

Innovations

- school-wide involvement; science curriculum based
- state-of-the-art facility

Benefits

Education

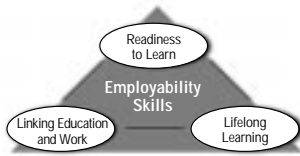
- provides opportunities not otherwise available to inner city schools
- encourages students to further their education in science and technology

Business

- corporate citizenship
- facilitates the development of technologically skilled potential employees

Elementary-Secondary

ONTARIO



CONTACT

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LOCATION

Fort Erie, Ontario

ESTABLISHED

1999

NUMBER OF PARTNERS

2

Overview

This is a senior manufacturing technology program that is enhanced by having an industry based classroom twice a week. Students have the opportunity to job shadow, perform actual production tasks and work on practical skills of their curriculum.

Objectives

- provide an on-site classroom at a precision manufacturers location (aerospace, defense and satellite industry)
- increase student interest in the area of precision manufacturing
- provide a link between school and the workplace

Program Activities

- senior curriculum delivered in a production setting
- job shadowing and job twinning with skilled tradesmen
- exposure and training on state of the art equipment

Achievements

- increased number of students taking manufacturing technology courses
- increased interest and awareness by students of technology as a career path
- setting an example in the community which has led to the creation of the Niagara Aerospace Partnership for Learning

Innovations

- senior class linked to an industry which becomes an actual classroom
- improved performance in skills, attitude and attendance of students

Benefits

Education

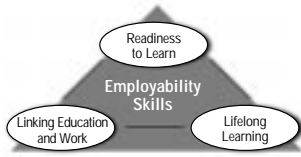
- students are exposed to exciting career opportunities and state of the art equipment
- increased interest in school curriculum relevant to workplace realities

Business

- exposure to larger pool of potential employees
- opportunity to encourage and inform young people about potential careers in an expanding technological area and provide hands on experience

Elementary- Secondary

ONTARIO



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LOCATION

York Region, Ontario

ESTABLISHED

1998

NUMBER OF PARTNERS

200+

Overview

Art2LIFE: The Canadian Century is an educational tool for students, educators, and lifelong learners interested in Canadian culture, art and history. Art2LIFE provides an in-depth look at 20th Century Canada through works of art and hundreds of original photographs, articles, video and audio clips, illustrating thirteen curriculum-based themes.

Objectives

- foster learning through art and its integration within a broader historical, social and political context
- provide teachers with a national resource and cross-disciplinary tool to enthuse students about history
- use Web technology's ability to deliver a unique, multi-dimensional experience to all Canadians

Program Activities

- Art2LIFE Web site (<http://www.art2life.ca>)
- database of over 2,300 assets
- educational resources and lesson ideas

Achievements

- content from over 200 national archives, galleries, multi-media outlets, etc.
- international recognition as an educational resource

Innovations

- ongoing process and commitment to developing a new generation of educational tools
- internet solution driven by the need to foster an appreciation for Canadian art and history meeting the interest and sophistication of the 21st century learner

Benefits

Education

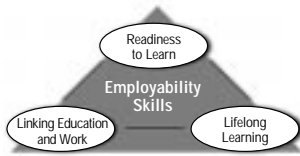
- greater access to cultural and historical resources
- content and lesson ideas that support provincial curriculum expectations across Canada

Business

- demonstrates how new media technology can bring together content from disparate sources and create an engaging education experience

Elementary-Secondary

ONTARIO



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LOCATION

Sauble Beach, Ontario

ESTABLISHED

1999

NUMBER OF PARTNERS

15

Overview

A one day competition brings students from across Ontario to an Electric Car Competition at a professional racetrack. Working in teams, students present their battery powered manned vehicles for evaluation to a number of professionals outside the field of education.

Objectives

- provide an opportunity for students to celebrate success in design, technology and manufacturing
- provide a culminating activity to display and evaluate a school project
- develop, sustain and expand partnerships within the community and beyond

Program Activities

- registration and explanation of rules and agenda of event
- display and inspection of projects by judges and spectators
- lap endurance competition

Achievements

- event compliments provincial design, tech and manufacturing curriculum
- increases and reinforces partnership agreements with large and small businesses, community and government
- recognizes the importance of developing partnerships

Innovations

- students work is evaluated by professionals in various trades
- students compete with peers in a professional setting
- inaugural event has evolved into an annual event

Benefits

Education

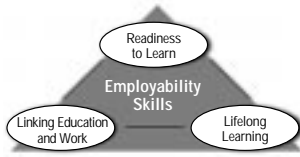
- students can apply first hand design and theories learned in class
- provides a yearly focus for students and teachers in Broad Based Technology programs

Business

- business sees direct results of developing partnerships
- provides a venue to advertise their product and be tested by the students

Elementary-Secondary

MANITOBA



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LOCATION

Winnipeg, Manitoba

ESTABLISHED

1999

NUMBER OF PARTNERS

5

Overview

By establishing the Commercial Pilot License at the high school level, the school division is providing students with the requirements to continue flight training at an advanced stage, thereby giving them a marked advantage in the market place.

Objectives

- provide commercial pilot training
- provide students with an eight-credit technical vocational ground school program
- opportunity to pursue BSC (Aviation) degrees

Program Activities

- ground school courses and flight training requiring high achievement
- students involved with staffing the pilot training and dispatch offices
- students demonstrate training on and off campus and at other public venues

Achievements

- 65% of all ground school and flight training in Manitoba
- superior training has resulted in several graduates winning awards
- partnership program recipient of the first Air Transportation Association of Canada Innovation Award

Innovations

- first in Canada linking school with a pilot training company and a university
- first in Canada with a Level III Training Device

Benefits

Education

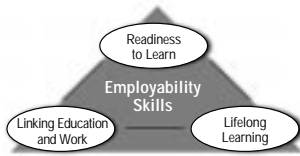
- program provides focused students with entry into a desirable industry
- students have access to university degree programs without the associated costs

Business

- industry can participate in all phases of the partnership
- opportunity to mentor students

Elementary-Secondary

MANITOBA



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LOCATION

Winnipeg, Manitoba

ESTABLISHED

1998

NUMBER OF PARTNERS

5

Overview

The major goal of Artwurx is to provide students from the inner city with the missing link to bridge the gap between school and the workforce. Participation in the program helps at-risk students find a new path and help them make a successful transition from school to the real world.

Objectives

- provide a unique, innovative training opportunity for youth who wish to pursue self-employment through entrepreneurship
- market and showcase the artistic talents of Fine Arts and Vocational Students
- anticipate that the "hands-on" live business environment will develop self-esteem and personal skills

Program Activities

- program operates in a downtown storefront location
- students market and sell own products
- profits from Artwurx support Aboriginal training initiatives and other youth programs

Achievements

- continued support of the downtown business community, educators and general public
- program now open to students outside of Winnipeg School Division No. 1
- store now accepts artwork from students anywhere in Manitoba

Innovations

- unique linkage of business and education
- exciting method for learning and gaining practical skills and experience

Benefits

Education

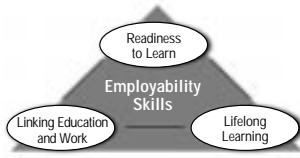
- students come away with enhanced personal skills, self-confidence and career objectives
- unique method for teachers to link theory with direct, practical and on-the-job application

Business

- additional exposure with increase of store traffic and popularity
- positive community involvement

Elementary-Secondary

MANITOBA



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LOCATION

Winnipeg, Manitoba

ESTABLISHED

1997

NUMBER OF PARTNERS

9

Overview

To help at-risk students increase employment opportunities St. John's High School Pre-Employment Program introduced "A License to the Future". Something as simple as a driver's license would not only boost self-confidence but increase employment opportunities as well. It was viewed that the road to obtaining a driver's license would encourage students to use academic skills to pass the exams.

Objectives

- have students receive their drivers' license to be more employable
- integration of all aspects of employability skills in earning license
- stem high dropout rate in the pre-employment program

Program Activities

- students required to pass academic exams needed to obtain license
- special graduation certificates and extra privileges

Achievements

- increased retention rate in work education
- improved involvement of parents and guardians
- gained employment as a result of success

Innovations

- first of its kind in Canada
- healthier attitude for at-risk youth

Benefits

Education

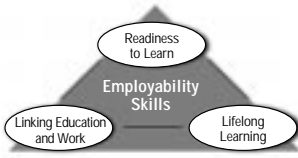
- more at-risk students graduate from program
- increased employment opportunities

Business

- enhanced visibility in the community

Elementary-Secondary

MANITOBA



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LOCATION

Winnipeg, Manitoba

ESTABLISHED

1988

NUMBER OF PARTNERS

100

Overview

By expanding partnerships beyond industry and education, a growth has occurred in apprenticeship training, national training standards and post-secondary education. Communication with various partners for the student's ultimate gain has allowed the program to forge unique articulation plans, encouraging the inter-relation of different levels of education and training.

Objectives

- provide students with the opportunity to develop knowledge and skills to ease the transition from school to work
- promote a broader exposure to careers in trades and technology
- offer programs that are linked to a post-secondary institution through certification or apprenticeship

Program Activities

- specific trades training through co-operative vocational education model
- up to 900 on-the-job training hours in addition to 300 trade specific classroom hours
- students can earn up to 10 high school credits towards graduation

Achievements

- since 1988, has continually maintained an 85% success rate in full time employment with many entering apprenticeship
- since its inception, business partners have grown from 12 to approximately 100
- only Transport Canada approved high school aviation-training program in Canada

Innovations

- all programs connected to provincial apprenticeship or post-secondary level certification
- work experience and classroom theory hours may be credited to apprenticeship program

Benefits

Education

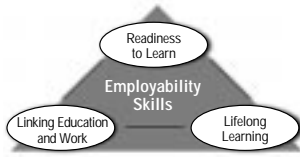
- cost effective means to access the resources of industry
- improved employability skills and sound career decisions

Business

- ability to demonstrate good corporate citizenship
- allows for input in training of future employees

Elementary- Secondary

SASKATCHEWAN



CONTACT

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LOCATION

Regina, Saskatchewan

ESTABLISHED

1993

NUMBER OF PARTNERS

2

Overview

Balfour Collegiate is a grade 9 to grade 12 high school whose 1,000 students enjoy not only mainstream educational programs but also have the opportunity to grow through the enhancement of seven special programs offered, such as: English as a Second Language; Fresh Start; Learning Disabilities Resource Program; and Special Tutorial Program, to name a few.

Objectives

- to build a better bridge of understanding between the educational system and the business world
- to provide students and teachers with a first hand look at the education, skills and abilities required to obtain meaningful jobs after high school
- to foster an appreciation by all stakeholders

Program Activities

- provide students with first hand experience in the work environment
- motivate students to pursue higher education and supply them with information regarding career options
- include business community

Achievements

- recognition of student achievements
- increased awareness of the strength of diversity
- renewed sense of shared responsibility
- improved appreciation for the value of developing and encouraging academic skills in trades and technology

Innovations

- ability for all partners to be extremely flexible
- changes can be made very quickly for the benefit of the students

Benefits

Education

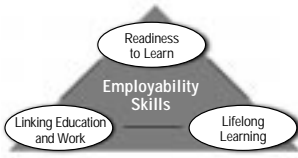
- sense of purpose perceived by students
- students motivated to pursue higher education

Business

- working with students creates a sense of pride for employees
- direct link to potential future employees

Elementary- Secondary

SASKATCHEWAN



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LOCATION

Regina, Saskatchewan

ESTABLISHED

1991

NUMBER OF PARTNERS

2

Overview

SaskTel mentors help students prepare for their vocational and/or academic training. Students are exposed to a work site that will afford them the opportunity to see a variety of employee roles, duties, behaviours and responsibilities.

Objectives

- to bridge the gap of understanding between education and business
- to provide students with opportunities for skill development, better knowledge of career options, and opportunities to associate with an adult role model
- to "make a difference" by providing students with a vision for the future

Program Activities

- mentorship programs
- job placements
- award programs

Achievements

- employees involved in education community
- annual scholarships awarded to graduating students have helped with their post-secondary education
- win-win situation for students and employees

Innovations

- partnership integrates both academic and cultural communities
- business partners provides work placement and summer jobs for students

Benefits

Education

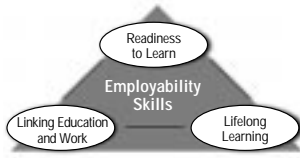
- financial support permits expansion of extra curricular activities
- students gain insight into career possibilities

Business

- interests expanded to include Aboriginal youth and Aboriginal community
- increased awareness of the importance of education

Elementary-Secondary

ALBERTA



CONTACT

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LOCATION

Throughout Alberta

ESTABLISHED

1999

NUMBER OF PARTNERS

4+

Overview

In an ongoing effort to bring the best of learning technology into the education field, Hewlett-Packard Canada developed the "One-to-One" learning program with several schools in Alberta's Livingston Range School District.

Objectives

- program has delivered a totally different approach to lesson planning and curriculum delivery
- provide technology connecting people to the internet
- raise the bar on education by making more technology and resource available on a day-to-day basis

Program Activities

- technology and training for teachers
- provide teachers with Internet learning resources and training
- laptops for students and IT training

Achievements

- ability to offer people access to the Internet and latest technology
- furthers educational pursuits in all disciplines and educates both students and teachers

Innovations

- cutting-edge technology in the classroom benefits students of all ages
- empowering teachers and students improves educational experience and accelerates learning

Benefits

Education

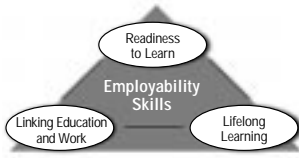
- improved morale for students and teachers increases effectiveness in the classroom
- ability for parents to become more effectively involved in child's education

Business

- serves to accomplish goal toward creating a more literate workforce
- philanthropic benefits and potential future business opportunities

Elementary-Secondary

ALBERTA



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LOCATION

Calgary, Alberta

ESTABLISHED

1992

NUMBER OF PARTNERS

2

Overview

The "Vision" of the Partnership has been to promote excellence in education by enhancing the quality of the educational process and include activities that go beyond the traditional classroom.

Objectives

- enriching academic curriculum in Math, Science, Humanities and Arts, Teacher Development
- enhancing employability skills through Career Pathways and Leadership Programs
- fostering social responsibility through community outreach

Program Activities

- many activities such as The Oil Game, Book Week, Math and Science Awards, Math and Science Olympics, Toastmasters
- elementary school reading programs and successful book festival
- teacher development programs

Achievements

- fostering an environment of mutual respect and community service
- increased number of math awards

Innovations

- focus on continuous improvement to keep students' academically interested
- business partner introduces students to the skills and education required for a successful career
- new teachers and employees means new ideas and energy

Benefits

Education

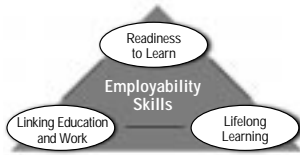
- students learn about the skills and attitudes required in the workplace
- students and teachers have enhanced opportunities for learning

Business

- opportunity to play a role in the development and growth of the workforce
- positive community image
- better understanding of the education system

Elementary-Secondary

ALBERTA



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LOCATION

Edmonton and
throughout Alberta

ESTABLISHED

1991

NUMBER OF PARTNERS

100+

Overview

In an effort to reduce the unacceptable number of workplace injuries and fatalities to Alberta's youth, the Job Safety Skills Society (JSSS) created an extensive school-based workplace safety education program. "JobSafe" is delivered in three parts, each requiring 25 hours of instruction.

Objectives

- program helps ensure workers have proper workplace safety knowledge before entering workforce
- students introduced to essential health and safety concepts

Program Activities

- Instructor Resource Manuals for all three "JobSafe" courses to be used by students and teachers
- Educator Resource Manuals for teachers to enhance delivery of the program
- interactive CDROM for individual student use

Achievements

- certified students has jumped from 19 the first year to 5,000 in the past year
- more and more Alberta businesses recognizing the JSSS credential

Innovations

- developed through a close partnership with educators, business, government and concerned citizens
- partners have strong commitment to ensure young workers stay safe on the job

Benefits

Education

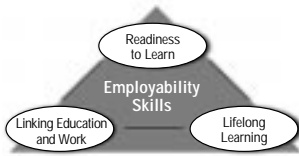
- provides a comprehensive understanding of workplace safety
- positive attitude toward workplace safety to be shared with others
- graduates have a competitive advantage when seeking employment

Business

- hire young workers with increased knowledge and understanding of workplace safety
- reduced human, economic and social costs

Elementary- Secondary

ALBERTA



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LOCATION

Calgary, Alberta

ESTABLISHED

1995

NUMBER OF PARTNERS

16+

Overview

Campus Calgary/Chevron Open Minds moves learning into the community as teachers move their classrooms to one of nine selected sites such as the Calgary Zoo, Glenbow Museum, or the Calgary Science Centre for an entire week.

Objectives

- to expand and deepen student learning within and beyond the classroom
- to provide teachers with hands-on professional development

Program Activities

- teacher-led week at one of nine community sites
- planning meetings, in-services and courses to support the teacher

Achievements

- 5,000 participants in 2001/2002
- partners working together to prepare young citizens
- concept has spread to Vancouver (BC), Edmonton (AB) and Lansing, Michigan

Innovations

- students get to spend extended periods of time in fascinating surroundings resulting in deep learning
- teachers have ownership of the experience and support from experts
- a unique model that has spread to other cities

Benefits

Education

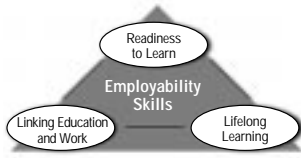
- connected learning in the real world
- hands-on teacher education
- increased community support

Business

- better understanding of education
- enhanced image in the community
- able to play a role in innovative teaching and learning

Elementary- Secondary

BRITISH COLUMBIA



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LOCATION

Rossland, British Columbia

ESTABLISHED

1996

NUMBER OF PARTNERS

6

Overview

As part of the Career and Personal Planning Curriculum, this partnership has initiated a financial awareness and career development program. Students learn to manage career plans and personal finances by participating in authentic projects. In addition, students have the opportunity to apply these skills in actual situations through a work experience program.

Objectives

- recognize the importance of education in career planning
- teach basic principles of financial planning
- link students and the community

Program Activities

- career development
- technology work experience contracts
- application of technology in the workplace

Achievements

- student, parent and community endorsed
- students sponsored to attend leadership camps
- scholarships for students wishing to pursue post-secondary education

Innovations

- program begins at the elementary level with work experience program reserved for secondary levels
- students and business partners remain connected

Benefits

Education

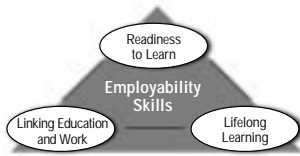
- students gain an awareness of career choices and the importance of education
- students recognize the importance of lifelong learning

Business

- promote the importance of financial planning
- enhanced community image

Elementary- Secondary

BRITISH COLUMBIA



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LOCATION

Abbotsford, British Columbia

ESTABLISHED

1996

NUMBER OF PARTNERS

6

Overview

Since its inception, W.J. Mouat has developed a unique community based Employment Assistance program for multicultural students and their families.

Objectives

- help students develop employability skills
- aid in developing career and job searches and cultural awareness knowledge to meet the needs of the business community
- provide work experience

Program Activities

- computer assisted employability programs, interactive job seminars
- language proficiency testing
- assist multicultural clients gain employment and/or work experiences

Achievements

- in the last four years, 275 clients from over 42 countries
- over 64% found work, 17% have taken additional training

Innovations

- first multicultural workplace program
- local ethnic business community plays a major role in providing support and expertise

Benefits

Education

- improved knowledge of the education system benefits family members
- through their work experience placements, mature students assist in schools

Business

- positive community image
- hire employees who are better prepared for a new work environment



Industry Canada— CanConnect Awards

**Developing
information and
communications
technology skills in
Canadian youth and
their communities**

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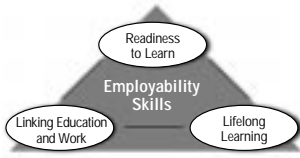


Industry
Canada

Industrie
Canada

CanConnect

**NEWFOUNDLAND
WINNER**



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LOCATION

New World Island,
Newfoundland

ESTABLISHED

1993

NUMBER OF PARTNERS

22

Overview

Coaker Academy's Collaborative E-link (CACE) places grade 12 students in real work settings during their senior year. For the past number of years, enrichment modules have promoted skill development in the IT and CT sectors. Students have created numerous Web sites, including a comprehensive region-wide site which highlights all that the scenic coastal area has to offer.

Objectives

- enhance the employability skills of students through on-the-job experiences
- enhance ICT skills through creation and maintenance of Web sites
- assist local small business community in building ICT skills/infrastructure

Program Activities

- co-op placements provide on-the-job training (once every 7 days)
- development of employability skills through in-class instruction
- considerable focus on designing and maintaining Web pages; e-commerce module

Achievements

- substantial growth since basic co-op program
- growth in job experiences, especially in ICT training
- currently maintaining Web site (www.coaker.k12.nf.ca/cace2001)

Innovations

- students exposed to e-commerce needs of local business
- program continues to grow and adapt to current technical needs

Benefits

Education

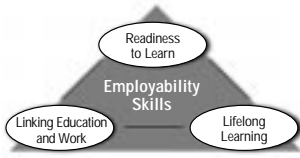
- students are introduced to Information Technology and e-commerce
- students enhance their own employability skills, resulting in better employment opportunities

Business

- foundation of ICT skills within local workforce
- advantage of e-commerce opportunities

CanConnect

**ONTARIO
WINNER**



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LOCATION

Ottawa, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

7

Overview

The Ottawa Carleton District School Board and Rideau Street Youth Enterprises provide paid employment and educational experiences for at-risk street-involved youth. The Digitization Partnership program enables these at-risk youth to learn Web development and literacy skills.

Objectives

- development of Web sites for Canada's Digital Collections <http://collections.ic.gc.ca>
- employment preparation for program participants

Program Activities

- develop Web sites containing information for at-risk youth
- develop Web content to assist literacy development and ESL learners

Achievements

- launch of five Web sites
- enhanced general literacy and technological literacy
- success in helping participants return to school/remain in school and/or employed

Innovations

- technological Web design employment and positive educational experiences for at-risk street youth
- programs offer literacy enhancement and technological skills development

Benefits

Education

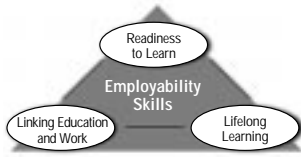
- educational opportunities for at-risk street-involved youth
- on-line materials and resources available to students

Business

- greater self-sufficiency means students are skilled employees
- enhanced community presence

CanConnect

**MANITOBA
WINNER**



CONTACT

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LOCATION

Winnipeg, Brandon and
Northern Manitoba

ESTABLISHED

1998

NUMBER OF PARTNERS

80+

Overview

Manitoba Network for Science and Technology (MindSet) seeks to be a catalyst to bring business, education, government and non-government organizations to help K–12 students experience and embrace science, technology, math and innovation. Not only does the program operate on the principles of partnership and mutual benefit, but it looks toward “results in real time”.

Objectives

- promote science and technological awareness, knowledge, ability and skills
- improve school-to-work transition in science and technology areas
- innovation in science and technology

Program Activities

- numerous activities focusing on enhancing student interest as well as creating public awareness
- science and technology related skills development for both students and teachers

Achievements

- approximately 8400 students, in over 325 schools, and 43 school divisions have participated in programs
- have reached over 30,000 additional stakeholders through its public awareness activities
- well respected, MindSet is frequently included in discussions toward the development of new partnerships

Innovations

- unique as program objectives tied to the high tech, economic goals of the province
- activities achieved through brokering a large number of partnerships
- brings educators to the cutting edge of technological change

Benefits

Education

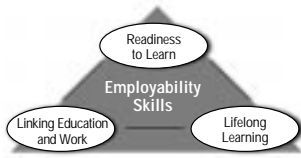
- students provided with skills, knowledge and experience that prepare them for further education, training and careers
- advanced learning opportunities for students and tools for teachers

Business

- increased labour pool
- opportunity to be involved in education

CanConnect

**ALBERTA
HONOURABLE MENTION**



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LOCATION

National

ESTABLISHED

1993

NUMBER OF PARTNERS

25+

Overview

The Canadian National Marsville (CNM) program is an internet-based simulation of the first colonization of the planet Mars. Student teams from grades 4 to 12 are assigned the task of creating a self-contained colony on the planet that will allow them to conduct scientific and engineering activities while on the planet.

Objectives

- to increase awareness of and interest in science and technology
- to provide opportunities for partnerships to be formed among host institutions
- to provide opportunities for students to use the internet and create relevant problem-solving activities that foster teamwork and collaboration

Program Activities

- internet-based activities to complete project
- student teams from grade 4 to 12
- teams design and construct working models of life-support systems

Achievements

- program has grown from 2 to 8 sites and includes First Nation communities
- offered in English and French
- 10th year of program with over 35,000 teachers, students and mentors

Innovations

- students work in teams in their classrooms and communicate via internet with counterparts in other parts of the country
- involvement of expert mentors

Benefits

Education

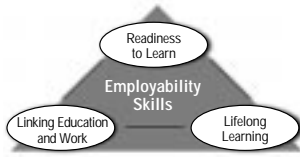
- integrated approach allows teachers to cover many curriculum topics
- students learn important science and technology skills

Business

- opportunity to share expertise with educational community
- fosters a community of learners interested in the high tech industry

CanConnect

ALBERTA



CONTACT

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LOCATION

Edmonton, Alberta

ESTABLISHED

1997

NUMBER OF PARTNERS

2

Overview

In 1997, J. Percy Page High School was ten years behind in the "technology race". Staff, students and parent council decided to make a serious commitment towards bringing the school into the new millennium with technology programs to support teaching and learning. To reach this objective a partnership was formed with Shaw Communications.

Objectives

- make J. Percy Page a leader in using technology to support teaching and learning by developing facilities and programs
- promote advanced technology and collaboration skills development for both teachers and students
- connect students and teachers to the best learning opportunities that the world has to offer

Program Activities

- special training and development opportunities for teachers
- "state of the art" computer labs used in day to day activities and for developing on-line curriculum projects
- TeleLearning-interactive videoconferencing; Global Classroom-broadband teleconferencing; LearnCanada-national professional development program

Achievements

- students and teachers benefit through the introduction of advanced technology and training
- school seen as a leader in the use of technology in the classroom and integration of technology in the curriculum

Innovations

- aggressive objectives achieved within a very short period
- program offers a world of learning opportunities
- the Global Classroom fosters the development of critical skills

Benefits

Education

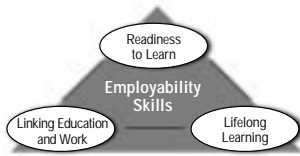
- connect students and teachers to the best learning opportunities
- leadership role

Business

- opportunity to play a role in the development and growth of the workforce
- positive community image

CanConnect

BRITISH COLUMBIA



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LOCATION

Chilliwack, British Columbia

ESTABLISHED

1994

NUMBER OF PARTNERS

100+

Overview

The purpose of the partnership is to enable students in Chilliwack to work at Stream International and receive work related credits while attending school full time.

Objectives

- provide employment related high school credits for students
- enhance the status of information technology trades through on-the-job training
- encourage students to stay in school

Program Activities

- ongoing training in software and hardware applications
- students can earn technology based certification
- teachers and employer work jointly to develop criteria for evaluating students

Achievements

- first graduates of Information Technology Journey person status in province
- esteemed as the most successful apprenticeship program in the province
- gained interest in Journey person status as a career option

Innovations

- partnership among public schools, First Nations, private schools and over 100 businesses
- students completing program will receive a Journey Person Certificate in Information Technology

Benefits

Education

- opportunity to develop and improve employability skills
- training for both university and non-university bound students

Business

- potential employees are well trained
- productive working relationship with students and school

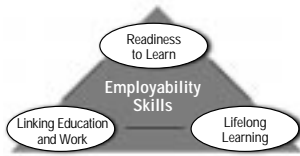


Partners in Education Awards

**Post-Secondary
School Partnerships**

Post-Secondary

**ALBERTA
WINNER**



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LOCATION

Calgary, Alberta

ESTABLISHED

1991

NUMBER OF PARTNERS

103

Overview

Engineering leaders and business people, from corporations of all sizes and from all sectors, come together with members of the Faculty and the University to build relationships and to advise on new developments and important aspects of engineering education and research. Engineering Associates Program (EAP) is the Faculty's senior industrial advisory council.

Objectives

- promote and enhance all aspects of engineering education and research
- attract and retain the best faculty members

Program Activities

- a forum for interaction between industry, the Faculty and the University
- participants for advisory committees, support of student awards, and funding for development

Achievements

- record number of 1st year student applications
- flourishing Engineering Internship Program
- new degrees, Research Chairs and scholarships

Innovations

- University boasts what may be North America's first post modern engineering school (Canadian Business—July 1995)

Benefits

Education

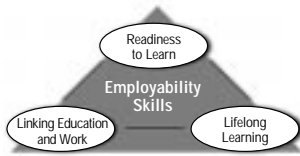
- enhanced multi-faceted relationships with business and industry
- improved quality of programs and graduates

Business

- access to better educated and trained employees
- direct impact on all aspects of engineering education, training and research

Post-Secondary

**NEW BRUNSWICK
HONOURABLE MENTION**



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LOCATION

Saint John, New Brunswick

ESTABLISHED

1996

NUMBER OF PARTNERS

4

Overview

This partnership was formed to address the growing demand for highly trained professionals in the information technology sector through the creation of a Business Information Technology Specialist (BITS) program.

Objectives

- to respond to the shortage of trained IT professionals within New Brunswick through training
- to maintain New Brunswick as an educational leader in the IT sector

Program Activities

- students entering BITS program enter technology-literate and graduate as technology professionals
- program contains many team activities and projects
- students required to set goals in work and personal life to cope with demands of course

Achievements

- 100% retention; 98% full time employment for its graduates
- all students assisted in securing a co-op work term

Innovations

- ability to adapt to the changing demands of the IT industry
- any of the four partners may provide input for change in the curriculum

Benefits

Education

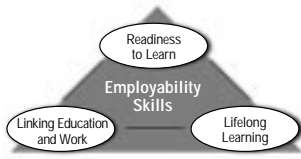
- tailor training directly to the needs of the industry
- program contributes to the role of college within the community

Business

- opportunity to influence the shape of training and to receive skilled employees
- existing personnel enriched by new ideas and strategies

Post-Secondary

ALBERTA HONOURABLE MENTION



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LOCATION

Calgary, Alberta

ESTABLISHED

1999

NUMBER OF PARTNERS

10

Overview

Held at four Calgary post-secondary institutions, Explore IT is a one day conference that is designed to introduce grade nine girls to careers in the Information and Communications Technology sector. In the past three years, this event has impacted over 600 girls providing them with hands-on technology sessions.

Objectives

- excite girls about fun and creative opportunities within the IT sector
- enthuse participants about the demand for IT professionals
- encourage young girls to take math and science courses through out high school

Program Activities

- one-day conference providing different areas of information and communication technology
- leading women in the IT sector act as role models through keynote presentations
- interaction with state-of-the-art technology

Achievements

- to date, opportunity for 600 girls to investigate careers in technology
- increased interest in math and science studies
- teachers and parents also gain an understanding of these careers

Innovations

- girls have access to sophisticated IT facilities such as multi-media; animation; geospatial, etc.
- students register and select their conference sessions through Web site

Benefits

Education

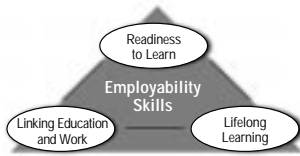
- more engaged and focused students
- expanded knowledge of opportunities

Business

- increased pool of qualified candidates
- more targeted group of contributing citizens

Post-Secondary

NEWFOUNDLAND



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LOCATION

Come By Chance,
Newfoundland

ESTABLISHED

1999

NUMBER OF PARTNERS

4

Overview

The partners in this project have developed a model for converting a significant section of the existing post training materials into effective units of distributed learning for refinery workers.

Objectives

- to develop, evaluate and assess a model of converting conventional training materials and methods to an effective, electronically distributed format
- to increase opportunities for workers to expand training and technology skills to increase employability

Program Activities

- coordinating the activities of the refinery, college and courseware development
- designing a uniform interface to be used for all modules at the refinery
- converting learning materials to an online environment

Achievements

- 8 CDROMs produced for training needs
- basic process course delivered to operators and workers at every post
- to date, 157 people have used training with positive results

Innovations

- partnership combines the efforts of different specialists
- partnership has created a model that can be replicated
- development process transferable

Benefits

Education

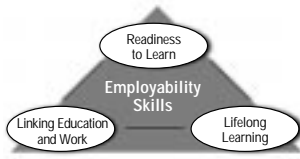
- mutual knowledge transfer among partners
- learner needs are met; motivated to learn

Business

- refinery has a more effective training program
- proven computer based training

Post-Secondary

ONTARIO



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LOCATION

Belleville and the Greater
Quinte Region, Ontario

ESTABLISHED

1999

NUMBER OF PARTNERS

20+

Overview

The Quinte Business Development Centre was established in 1999 as a one-stop center for area economic development and integrated business services. The Centre also provides customized training and development for the area's workforce.

Objectives

- identify specific training and development needs for local businesses
- design and deliver programs, seminars and workshops based on sector needs
- enhance employability options for local youth, unemployed and underemployed

Program Activities

- provide effective, timely and beneficial training programs
- provide access of programs to all manufacturers
- create an integrated and world class workforce development system

Achievements

- over 1,000 people trained over last 2 years
- over 100 youth internship jobs created and training completed
- since 1998, 114 small businesses have participated in training sessions

Innovations

- meets the local and national skills shortages
- strategic, long term, integrated plan

Benefits

Education

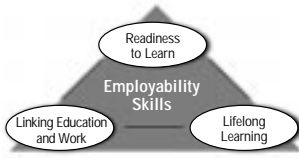
- increased self-esteem and job satisfaction
- improved job security
- better prepared for high performance work environment

Business

- ready trained pool of employees
- assists in economic development

Post-Secondary

ONTARIO



CONTACT

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LOCATION

Ottawa, Ontario

ESTABLISHED

1999

NUMBER OF PARTNERS

21

Overview

The Vitesse PHOTONICS LITE SERIES directly combines industry needs and academic expertise. The network of professors assembled to deliver the program represent the top university professors in Canada and the United States.

Objectives

- to develop a program with sufficient flexibility to enable strategic Photonics skills to be acquired with a minimum absence from the workplace
- to utilize existing academic resources in the delivery of the curriculum by collaborating with university faculty members and researchers

Program Activities

- develop a diverse type of university level program that permits timely delivery of Photonics re-skilling in a phased structure
- deliver customized curriculums in-house to larger companies
- deliver modular courses scheduled every two months on rotation

Achievements

- partners consist of 14 companies and 7 universities
- catalyst to achieve collaboration of professors, researchers and industry
- program uses regional resources and therefore helps build local capabilities

Innovations

- program created stimulus for academic collaboration
- unique course suits specific needs

Benefits

Education

- access to latest technologies and projects that participants are working on in their workplaces
- responding to industry needs

Business

- involvement creates image of "Good Corporate Citizens"
- permits highly qualified individuals to advance in an emerging sector

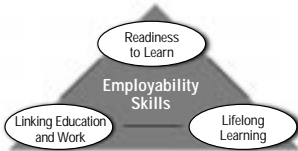


Broad Community Collaboration Awards

**Broad-based
Partnerships**

Broad Community Collaboration

**SASKATCHEWAN
WINNER**



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LOCATION

Regina and Saskatoon,
Saskatchewan

ESTABLISHED

1998

NUMBER OF PARTNERS

11

Overview

First Nation and Aboriginal participation in the construction industry is relatively low. The goal of the partnership is to develop skills and provide an opportunity for First Nation and Aboriginal participants to establish careers in the construction industry by providing links to employment and access to training and trade certification.

Objectives

- coordinate the availability of an unemployed/under-employed labour force for skilled construction workers
- link participants to certified training and trade certification (apprenticeship)
- promote interest in careers in the construction trade to the youth in the province

Program Activities

- assistance to youth looking for employment and career development in the construction trade
- job coaching, career planning, counseling
- apprenticeship indenturing, safety training

Achievements

- over 1200 employment positions have been secured for project participants
- over 100 participants indentured through the SIIT Joint Training Committee
- 2000 Award winners for "Promotion of Aboriginal Participation"

Innovations

- industry-specific curriculum has been developed and training delivered through the project
- partnership formalized through active consistent participation of partners

Benefits

Education

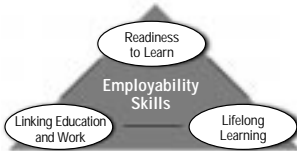
- development of an effective model that could be applied in other sectors
- gain experience in building effective partnerships between training institutions and business

Business

- contributes to First Nation and Aboriginal economic growth and development
- cross-cultural awareness through direct involvement

Broad Community Collaboration

**MANITOBA
HONOURABLE MENTION**



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LOCATION

Winnipeg, Manitoba

ESTABLISHED

1994

NUMBER OF PARTNERS

200+

Overview

The Career Internship Program (CIP) annually partners in creative and innovative ways with over 200 businesses in a unique school/business partnership environment. CIP has earned recognition as a pioneer in not only the volume of partners but the types of creative activities implemented.

Objectives

- to develop long term positive relationships that will create a diversity of innovative partnership experiences
- to build entrepreneurial skills in students
- to instill the value of lifelong learning

Program Activities

- adopted "School-Within-A-School" pedagogical format
- nine-week uninterrupted internship
- 25,000 volunteer hours with not-for-profit organizations

Achievements

- provincially approved logistics, entrepreneurship and employability skills curriculum
- Award winning program
- seven-year summer employment rate of over 85%

Innovations

- transition skills curricula created and implemented by grassroots constituents
- annually, volume of partners exceeds 200+

Benefits

Education

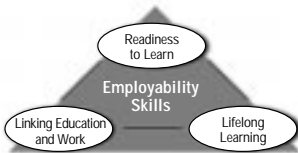
- integrated academic and employability skills focus
- unique curriculum design and facilitation includes community design and implementation

Business

- opportunities to develop the work ethic and employability skills of students
- a voice in education

Broad Community Collaboration

NEWFOUNDLAND



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LOCATION

Towns of Labrador City and
Wabush, Newfoundland

ESTABLISHED

1994

NUMBER OF PARTNERS

30+

Overview

The Labrador West Employment Corporation (LWEC) was formed in 1994 to fill a void in post high school service availability for young people with disabilities. The mandate is to support persons with disabilities as they pursue training options, employment opportunities and self-employment initiatives.

Objectives

- to assist youth with disabilities gain access to training and employment opportunities
- to help disabled youth become responsible productive employees
- to motivate business and industry to employ the disabled

Program Activities

- provision of supported employment to people with disabilities
- community college provides the training programs for the disabled
- business partners provide job placements

Achievements

- the concept of home, school and community working together is viewed as a major accomplishment
- program has grown from one client and one partner to over 30 partners and 50 participants
- community has experienced a paradigm shift with regard to the acceptance of people with disabilities

Innovations

- program stimulates new way of thinking toward people with disabilities
- growing realization and acceptance that all high school graduates, those with disabilities included, can contribute to society

Benefits

Education

- disabled benefit from participation in the program
- high school graduates have a positive future

Business

- making a meaningful contribution to the community
- more caring and inclusive community

Broad Community Collaboration

QUEBEC



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LOCATION

Deux-Montagnes, Québec

ESTABLISHED

1990

NUMBER OF PARTNERS

100+

Overview

The Alternative Career Education Program (ACE) provides opportunities for students to take co-ownership and responsibility of their learning through non-hierarchical student-teacher; teacher-student; and student-student interaction.

Objectives

- make a transition from school to work and/or to further education
- prepare students for placements in a variety of work-related settings
- provide students with the opportunity to develop employability skills and positive self-concept

Program Activities

- provide marketable skills and positive work habits for students
- help drop-outs and underemployed reintegrate into mainstream education

Achievements

- students successfully integrated into the workforce
- inclusion of media education and media technologies

Innovations

- a decade of success
- cross-curricular/level approaches in co-op programs
- students completing two years in program earn credits toward provincial testing

Benefits

Education

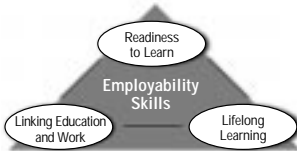
- help "at-risk" students remain in school
- youth become productive and privately secure

Business

- opportunity to evaluate and develop potential employees
- influence schooling to meet the needs of industry

Broad Community Collaboration

ALBERTA



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LOCATION

Calgary, Alberta

ESTABLISHED

1991

NUMBER OF PARTNERS

300+

Overview

The Calgary Education Partnership Foundation (CEPF) focuses on the interest of youth and believes business-education partnerships are essential for the future success of our youth. The CEPF has established a strong reputation, built a supportive network of businesses, and has secured the physical resources required to support its many projects.

Objectives

- enhance student learning opportunities
- facilitate dynamic partnerships among business, educators and school communities

Program Activities

- encourage students to stay in school
- activities that enhance the quality of learning
- foster acquisition of employability skills

Achievements

- introduction of Urban Aboriginal Youth program
- 12,000 grade 9 students participated in the 2001 Employability Skills Portfolio
- introduction of "e-mentoring" program with various business partners

Innovations

- unique operational model
- drive to capture the needs and aspirations of partner members and provide students with learning opportunities

Benefits

Education

- promote and support education in the community
- encourage dialogue and learning among stakeholders

Business

- provide school-to-work transition opportunities
- active role in providing resources for innovative programs within the school system



Awards for Excellence in Workplace Literacy

**Raising awareness of
the value of workplace
literacy to business,
employees and the
community**

Supported by

*National
Literacy
Secretariat*



*Le Secrétariat
national à
l'alphabétisation*

Small Business Literacy Initiatives

WINNER



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National Silicates

Overview

Established in 1931, National Silicates is a small chemical company—a subsidiary of the PQ Corporation in the United States.

In 1995, the company, along with four other industrial chemical companies, joined forces to upgrade the skills of its existing employees with the ultimate goal of making those skills transferable across the industry. First, employees were tested for literacy, numeracy and English as a Second Language (ESL) skills. Then a flexible self-paced and interactive training program was developed to address the deficiencies of Process Chemical Operators. The program is now a model that is being considered by other chemical companies and other industries wishing to develop in-house, self-regulated training programs.

As a result of this training, employees are better prepared for future career opportunities. More independent decision making results in higher productivity and an inclusion in corporate decision making.

Objectives

- upgrade the skill level of existing plant operators
- develop a workforce with the skills, knowledge and motivation to respond to changes in technology, legislation and other competitive issues

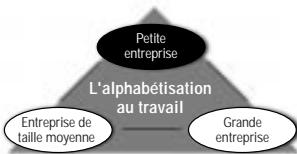
Innovation

- one of the first ever programs of its type for Canada
- curriculum developed by a myriad of players: employees, other companies, government and schools

Benefits

- business will have multi-skilled, highly motivated process operators who possess transferable skills
- employees can earn higher wages reflecting their higher skill level

Initiatives d'alphabétisation au sein d'une petite entreprise



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RégeNord Ltée

Sommaire

RégeNord Ltée fut fondée en 1989 par un jeune ingénieur forestier. À ses débuts, l'entreprise ne comptait qu'une dizaine d'employés; en 2002 elle en compte près de 100. La philosophie de RégeNord s'adapte très bien aux finissants sans expérience de travail. La compagnie mise beaucoup sur ses cadres qui doivent faire partie intégrante de l'entreprise. Puisque la philosophie est basée sur l'innovation, il est naturel que les employés désirent innover et tenter de nouvelles expériences.

Pour faire valoir cette philosophie, RégeNord fonda sa propre école, l'École de Formation du Restigouche (E.F.R.). Plusieurs de ses employés sont donc devenus enseignants selon leur spécialité respective. Tous ses cours sont offerts au public et aux employés, ce qui permet aux employés de se perfectionner et aux futurs employés de recevoir directement la formation nécessaire. Ainsi chaque employé améliore ses capacités d'apprentissage.

RégeNord a mis au point un programme de formation à l'échelle de l'entreprise qui est complété par une matrice individuelle pour chaque service. La firme n'hésite pas à former son personnel lorsque de nouvelles technologies sont disponibles mais encore peu connues.

Objectifs

- le but principal est d'innover et de grandir
- accès illimité à la formation continue

Caractère innovateur

- propre école fondée pour aider à atteindre ses objectifs
- chaque employé, responsable d'un secteur, afin de parfaire son leadership, doit préparer des sessions de formation et/ou d'information
- tous les employés sont invités à participer à ces sessions

Avantages

- être continuellement en contact avec la nouvelle technologie
- les employés améliorent leurs capacités d'apprentissage

Medium Business Literacy Initiatives

WINNER



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Royal Star Foods Limited

Overview

Royal Star Foods Limited, one of the largest and most modern state-of-the-art seafood processing plants in Eastern Canada, is now entering its fourth year in providing workplace literacy programs for employees and their families. Royal Star is one of the many Canadian companies that has realized that literacy programs are the foundation on which learning in the workplace is built. Royal Star has proven this by financially supporting the workplace programs and by building upon employees' literacy skills.

Objectives

- support employees pursuing individual academic and applied skills training opportunities
- facilitate the development of workplace literacy programs for employees who are also members of the parent company
- expand the confidence of employees to participate in educational and career advancement opportunities

Innovation

- literacy programs are open to employees and family members
- integrate learning into day-to-day activities
- company café transformed into a ten unit computer lab

Benefits

- increased confidence, "one person's achievement is everyone's success"
- company has now become a learning organization

Medium Business Literacy Initiatives



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Invar Manufacturing

Overview

Located in Batawa, Ontario, Invar Manufacturing is a job shop that performs precision manufacturing, on specialty parts, products, and systems. This facility, which employs 400 people, exhibits the internal departmental collaboration necessary to run a world class operation. Producing customized parts for several large companies and governmental departments, means the work specifications vary from day to day depending on customer orders. The operations must therefore be flexible to accommodate a variety of customer jobs.

In 1996, Invar formed a Joint Workplace Training Committee (JWTC) with a mandate to assess and evaluate the company's training needs. With the assistance of Loyalist College, the local community college, and government funding, training programs were established.

Objectives

- training culture nurtured by company
- achieve "Training Organization" status (employees skilled at teaching others)
- knowledgeable and licensed trades persons equals competitive advantage for the organization

Innovation

- in 2000, 300 of 400 employees enrolled in training
- in-house certified "experts" to deliver training

Benefits

- employees gain professional and personal skill development
- company better prepared to compete in Global market

Medium Business Literacy Initiatives



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J.D. Irving, Limited

Overview

J.D. Irving, Limited, a forest products company, is involved in various business endeavours—forestry, wholesale, retail, manufacturing and transportation. Administrative assistants at Head Office recognized that traditional secretarial skills did not match the information technology (IT) literacy requirements of contemporary business practices. To this end, these employees designed a program that would provide continuous in-house training in current IT and e-business skills. On completing the program, the employees would be recognized as Irving Administrative Professionals (IAPs), valuable team contributors to the organization.

Objectives

- to research and design a targeted program for administrative assistants for continuous training
- to implement the programs successfully
- to share the program with other affiliate Irving companies

Innovation

- employees researched, designed and organized customized program of information technology literacy training
- in-house training offered on company time
- increased mentorship, teamwork and networking

Benefits

- greater job satisfaction for IAP empowered employees
- dramatic cost saving for the business

Medium Business Literacy Initiatives



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Minas Basin Pulp & Power Company Limited

Overview

Minas Basin Pulp & Power Company Limited produces linerboard and coreboard from 100% recycled material. Minas Basin is ISO 9002 certified and was also the first mill in Nova Scotia, and one of the first in Canada, to be in total compliance with all Federal Pulp and Paper Effluent Regulations.

The company recognized that in order to evolve and compete in the global market they needed to raise the standard education level and improve basic literacy and work skills. In response to this need, the first GED/Upgrading program was started in October 1999 with ten participants. To date, over a quarter of the employees have participated in workplace education programs.

Objectives

- develop effective workplace education programs towards GED/Upgrading
- enhance computer literacy
- improved employability skills

Innovation

- overcome obstacles such as scheduling issues for shift workers
- peer mentoring and tutoring
- support of lifelong learning

Benefits

- increased confidence and self-esteem for employees
- strengthened trust between employee and employer

Large Business Literacy Initiatives

WINNER



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Palliser Furniture

Overview

Palliser Furniture is a 53-year old family-run business built through commitment and hard work. Over the years, Palliser has grown in its commitment to education in numerous areas, including Health and Safety, Quality, Preparing Diversity and Speechcraft, among others.

In 1994, through the aid of Workplace Education and the Manitoba Department of Adult Literacy and Continuing Education, Palliser began to offer literacy classes that focused on spelling and grammar. Classes have expanded, with ten basic skills classes currently running, seven of which are ESL and three of which are literacy. Palliser is committed to removing any barriers that may hinder employees from moving in to higher roles.

Palliser Furniture knows that basic skills training increases productivity, reduces errors, improves morale, lessens turnover, and taps potential within its own employees.

Objectives

- ensure leaders are prepared for the increase in literacy demands
- ensure plant employees have the opportunity to develop speaking, writing and reading skills
- plain language documents

Innovation

- in-house professional development for trainers
- in-house paid teachers' aids and volunteers
- on-site computer lab

Benefits

- reduced errors in production
- untapped potential in employees for advancement

Large Business Literacy Initiatives

WINNER



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Boeing Canada Technology— Winnipeg Division

Overview

Boeing Canada Technology, Winnipeg Division, is part of the Boeing Company and has been in operation in Winnipeg, Manitoba since 1971. The Winnipeg plant specializes in the manufacturing of composite parts, which it markets in competition with other Boeing operations worldwide. As a competitor in this market, the workforce's skill level and its ability to operate efficiently is a critical issue.

Boeing Winnipeg has made a commitment to its 1,300 employees to ensure that each one is given the opportunity to gain from Essential Skills courses in Mathematics, Oral Communication, Reading and Writing. Not only are the workers encouraged to enhance their skills beyond what is required on the floor, but this training is offered "on hours", meaning the employees are paid their regular salary for time spent in the classroom.

Objectives

- provide basic skills training which reflects the needs of diverse sub-cultures
- provide basic skills training which is relevant to the daily requirements of the plant floor—reading of technical specifications and precision calculations

Innovation

- creation of a work environment where sub-cultures are respected and diversity is valued
- "Essential Skills" training module designed for deaf employees
- "Reading Curriculum" provides employees with skills to understand technical and complex terms

Benefits

- allow the company to continue its practice of hiring diverse cultural sub-groups
- basic skills training is the foundation for other training and career advancement opportunities

Large Business Literacy Initiatives



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Canfor Corporation

Overview

Canfor Corporation is a leading Canadian integrated forest products company based in Vancouver, B.C., with its operations centre in Prince George, B.C. Since 1998, Canfor has been supporting an innovative workplace literacy program in three of its B.C. forestry mills. The program — Learning and Education Assisted by Peers (LEAP)—has been paid for by the company since 1999.

The LEAP program adheres to the philosophy of worker-centered learning, with individual learners setting their own goals and working towards them at their own pace. LEAP builds on the experience and prior learning that adult learners bring with them. Tutor training and support is provided by Capilano College. The unions are also key stakeholders, providing LEAP information sessions, promoting student recruitment and coordination on-site program logistics.

Objectives

- facilitate access to basic education and skills upgrading
- provide a friendly, non-threatening learning environment
- provide a framework for a joint union-employer approach to basic education in the workplace

Innovation

- collaborative approach, with union and management working together
- delivered at the workplace, on work time, and by trained tutors
- 100% employer sponsored

Benefits

- creating a more skilled, adaptable workforce
- developing natural leaders in the workplace
- improved teamwork, loyalty and safety in the workplace
- enhanced ability to help children with homework, improved family life, and increased community connections

Large Business Literacy Initiatives



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SaskTel

Overview

SaskTel recognizes the value of raising the skill levels of their employees. By ensuring that the most valuable asset, the employees, are familiar with and able to fully utilize new technologies, SaskTel launched three major corporate learning initiatives: e-learning, a home computer purchase program, and Internet Concession. E-learning opportunities are available to all employees regardless of their location, including rural and remote communities. Employees can access 549 on-line courses from work or home. The SaskTel Home Computer Purchase Program offers employees an interest free loan to purchase new computer equipment or upgrade existing hardware for home and family use. SaskTel also provides Internet Concession, a 40% (tax free) discount off the monthly fee for SaskTel High Speed Internet service or Dial-up Internet access.

Objectives

- enhance learning and create more learning opportunities regardless of location
- foster an enthusiastic e-culture within SaskTel
- accommodate the changing work and living patterns
- reduce overhead costs

Innovation

- online discussion forum available to all employees
- employees have the option to train at home through e-learning
- all employees have access regardless of location

Benefits

- employees empowered to take ownership of their skill development needs
- has broken down the traditional geographical barriers to learning
- increased intellectual capacity of the organization

Large Business Literacy Initiatives



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Dofasco Inc.

Overview

Dofasco Inc. is one of Canada's largest steel producers serving customers throughout North America with high quality flat rolled and tubular steel from operations in both Canada and the USA. The company believes in and operates from its slogan: "Our Product is Steel, Our Strength is People".

To maintain and increase the company's ability to remain competitive in the global market, Dofasco Inc. launched the Essential Skills Program in 1997. One of the program's goals was to create and maintain a globally competitive industry by ensuring core competencies beginning with a basic skills level. Workplace Teams, dedicated to specific work areas, own, design, implement and evaluate the program within the framework of the accepted corporate process.

Objectives

- provide the opportunity for employees to learn the essential skills needed to make the best contribution
- raise the knowledge and skills of employees to meet present and future challenges
- foster a lifelong learning environment

Innovation

- Advisory Committee monitors and keeps the program within the framework of the corporate process
- continuous feedback and improvement model

Benefits

- increased ability of employees to deal with daily literacy challenges
- relationship building between co-workers, instructors, team members and volunteers
- development of transferable skills

Large Business Literacy Initiatives



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BHP Billiton Diamonds Inc.

Overview

BHP Billiton Diamonds Inc. is the first Canadian diamond mine and the Ekati™ site is located in the Northwest Territories, 320 km northeast of Yellowknife. Because of limited employment opportunities in the region, the company chose not to screen for education for entry-level positions. As a result, low literacy is prevalent amongst its workforce.

The research phase began in August of 1999 with investigation and learning about implementing a workplace literacy program. Early work included the Essential Skills Profiles for the four entry-level positions and the Test of Workplace Essentials Skills (TOWES) and Pre-Assessment TOWES. A formal Essential Skills Needs Assessment conducted by Skilltest™ in 2000 helped identify potential program components. BHP hired two Adult Educators in January 2001 to begin developing a customized curriculum and to deliver the program.

Objectives

- provide the literacy skills necessary to ensure a safe workplace
- committed to building a sustainable Aboriginal and Northern workforce
- ensure program accommodates shift work

Innovation

- customized program content for individual learner
- join workplace learning, Aboriginal content, and community interest
- full-time Adult Educators

Benefits

- increased employability skills and increased self-esteem
- safer work environment and improved worker productivity

Large Business Literacy Initiatives



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Loewen Windows

Overview

Loewen Windows began as a family-owned sawmill in 1905. Over the years it has grown into Canada's largest premium wood window and door manufacturer employing close to 1,000 people at its Steinbach, Manitoba location. To help sustain the company's growth over the next five years, a strategic plan was presented to employees in 2001. The plan highlighted five key elements: people, performance, growth, design and profitability.

In line with the strategic plan is Loewen's commitment to literacy for its employees and the community. The Loewen ESL/Literacy programs began after the organization recognized the widespread need for improved literacy. In 1999, a GED program was added for employees interested in pursuing higher education.

Objectives

- facilitate access to basic education and skills upgrading
- ensure workplace safety by helping all employees understand safety instructions and procedures
- help immigrant employees and their families successfully integrate into a new community

Innovation

- organization and employee needs met through curriculum development
- program has grown from basic ESL to include GED certificate and computer literacy
- recruit skilled labour from other countries

Benefits

- access to skilled immigrant labour force, thereby building the local labour pool and economy
- increased employee retention

Large Business Literacy Initiatives



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City of Vancouver

Overview

In September of 1989, City of Vancouver staff experienced a series of communication barriers when it was realized that some employees could not communicate successfully in English. In response to this, through its Equal Employment Opportunity Office, the City undertook to build a program sufficiently flexible to meet the different needs amongst the diverse 9,000 plus employee population. The program, Vancouver Municipal Workplace Language Program (VMWLP), developed alongside several other City initiatives, addressed issues of employment access, promotion, racism, and sexism in the workplace. It also looked to improve and change workplace conditions for women, visible minorities, Aboriginal peoples, and people with disabilities. Defining language as a human right, the VMWLP program focuses on learning and behavioural outcomes that support a primary objective of all City training, that is to develop the full potential of employees.

Objectives

- to create an inclusive workplace that values and welcomes diversity
- to provide everyone with an equal chance to develop their personal and professional potential

Innovation

- program is learner focused, supporting voluntary enrollment and self-identification of language needs
- employer/employee/union commitment
- flexible instructional hours and locations

Benefits

- individuals can now seek jobs that were once thought to be beyond their reach
- improved communication skills at work and at home

Large Business Literacy Initiatives



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City of Moncton

Overview

The Canadian Association of Municipal Administrators encourages municipalities across Canada to become involved in workplace education as a way to reinvest in municipal workforces. The City of Moncton became one of five pilot projects across Canada to encourage literacy in the workplace. In 1997, the City of Moncton partnered with the New Brunswick Community College and NB Literacy Inc. for expertise and funding in adult education.

The unions involved saw the positive impact that training opportunities would have on their members. While confidentiality regarding enrollment is paramount, employees from various departments as well as their spouses and adult children participate. Training in areas such as Basic Math, Basic Income Tax Preparation, Basic English Grammar, and Word and Excel Programs, are achieved through one-on-one tutoring or in small classrooms within the workplace environment.

Objectives

- provide workplace education including basic reading and writing programs such as writing for work, basic computers and oral communications
- assist employees and their families to acquire self-esteem and abilities to further their involvement in the community

Innovation

- unions participate on the Workforce Education Committee and support the program
- in-kind and educational support from New Brunswick Community College

Benefits

- more knowledgeable workforce is better able to adapt to change
- employees have an increased confidence in their abilities
- satisfaction of taking part in good corporate citizenship practices



National Awards for Learning Technologies in the Workplace

Honouring achieve-
ment in employee
learning through
learning technologies

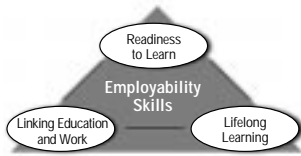
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Bureau des technologies d'apprentissage

Learning Technologies

**QUEBEC
WINNER**



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Hafner Inc.

Overview

Hafner Inc. employs approximately 500 and is Canada's premier manufacturer of innovative, high quality textiles for home furnishing and apparel markets in North America and Europe. Hafner considers human resources development a method of ensuring a competitive advantage in the industry. It is therefore committed to utilizing technology to enhance learning in the workplace.

Since Hafner recognized the continuing need to raise employee skill levels in the fast-paced and high-tech textile industry, access to this knowledge is considered an asset to employees in their work and, in turn, benefits the company. Training also improves productivity and product quality and improves the skill levels and employability of its workforce.

In response to this, Hafner created an in-house program to address this need on the basis that a solid understanding of the entire textile manufacturing process should be an integral part of the overall training program for all employees.

Objectives

- develop a multi-media computer-based training program
- flexibility in training methods allows employees to take training anytime and anywhere
- accommodate production schedules and shift work; and allow employees to learn at their own pace

Innovation

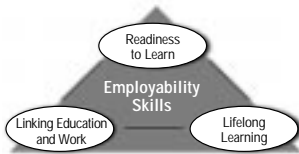
- partnered with Textiles Human Resources Council to transform class-room curriculum to bilingual CD-ROM delivery method
- technology permits immediate training for new employees
- structure is modularized (i.e. "bite-sized" curriculum and highly visual)
- program adopted across Canada and worldwide

Benefits

- medium has raised skill levels for employees and has improved the employability of Hafner's workforce
- cost-effective and flexible alternative to other methods of training

Learning Technologies

**ONTARIO
WINNER**



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Cisco Systems Canada Co.

Overview

Cisco Systems, Inc. is a worldwide leader in networking for the Internet. Cisco's Internet Protocol-based (IP) networking solutions are the foundation of the Internet and most corporate, education and government networks around the world.

As a company, Cisco operates on core values of customer focus and corporate citizenship. Its philanthropic efforts are committed to helping communities prosper while also encouraging Cisco employees to learn about the needs of the communities in which the company operates. To help bolster education around the world, it has founded Cisco Networking Academies in 128 countries dedicated to teaching students to design, build and maintain computer networks.

The rapid pace of change being driven by the Internet economy demands that Cisco keep today's workforce agile. By employing its own e-learning solutions, Cisco has been able to develop and deploy training quickly and effectively to employees and partners around the world, on an "anytime, anywhere" basis.

Objectives

- reengineer training strategies to reflect same business efficiencies
- find a solution to match the pace of learning with the speed of its product releases and changes

Innovation

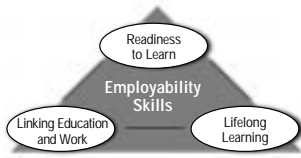
- wide variety of delivery forms through e-learning connection
- live broadcast training has potential of reaching large groups (up to 3,000 people) in one session
- electronic access to e-mentors
- on-line virtual lab program enables learners to connect to hands-on remote lab

Benefits

- streamlined operation enables employees and customers to take care of simple tasks in a more efficient way
- e-learning is quick and cost-effective

Learning Technologies

**SASKATCHEWAN
WINNER**



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SaskTel

Overview

SaskTel employs over 4,000 who work a variety of shifts in over 50 communities throughout the Province of Saskatchewan. With this diverse employee base and the rapidly changing environment of the telecommunications industry, keeping employees' skills and knowledge up-to-date has become increasingly challenging. SaskTel recognized the opportunity to leverage the corporate intranet to provide online training and ensure that its employees were able to fully utilize new technologies.

In response to this, three major corporate learning initiatives were created: e-learning; a home computer purchase program and Internet Concession.

Objectives

- to enhance learning and create more learning opportunities regardless of location
- to raise employee skill levels and enhance employee prospects
- to improve the learning facility and foster an enthusiastic e-culture within the company

Innovation

- employees can access over 440 online courses either from work or home
- computer purchase program offers an interest free loan to purchase new computer equipment and computer upgrades for home and family use
- e-learning opportunities available to all employees regardless of location, including rural and remote communities

Benefits

- e-learning has empowered employees to take ownership of their skill development needs
- added value to traditional methods of learning
- secures intellectual capacity of the organization



Global Best Award for Corporate Leadership

**Honouring achieve-
ment in employee and
community investment
programs that address
the needs of children
and foster readiness
to learn**

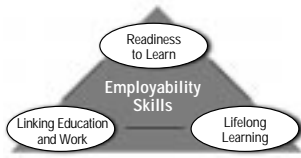
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SOUTH AFRICA
WINNER



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INDUSTRY

Mining

LOCATION

South Africa

ESTABLISHED

1977

Richards Bay Minerals

Overview

Richards Bay Minerals started a Community Education Enhancement Program to improve the quality of education in neighbouring rural schools in 1977. Schools were overcrowded, inaccessible and ill equipped. Many teachers had inferior training as a legacy of apartheid. Absenteeism was high because of ill health and poor nutrition, and living conditions. It was essential for business to lead in redressing imbalances of the past through community uplift programs.

Program Activities

- providing educational facilities: one technical high school built and equipped; 5 new schools built; 411 classrooms built or renovated
- improving health and safety of pupils: 5 RBM-built clinics offer primary health care and health education; AIDS awareness; teaching food production, nutrition
- teacher training in learning areas such as science, math, English, entrepreneurship and sports
- innovative school management training provided for principals of 855 schools serving 400,000 children
- promoting technical education to meet dire need for technical skills

Key Results

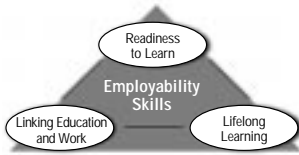
- annual educational programs benefit 29,000 local pupils
- school attendance, health, wellbeing of pupils dramatically improved
- matriculation (school leaving) results continue to improve each year
- pupils better prepared for work or tertiary education
- teachers and principals empowered to enhance skills and manage resources more effectively
- education quality dramatically enhanced in rural areas where need and backlog is greater than in urban areas; many area schools models of excellence
- direct benefits to many RBM staff living in rural areas

Core Principles

- "it's a journey—there are no short cuts"
- ensure long-term sustainability of initiatives

Global Best

CANADA
HONOURABLE MENTION



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INDUSTRY

Telecommunications

EMPLOYEES

4,254

LOCATION

Saskatchewan

ESTABLISHED

Various dates

SaskTel

Overview

SaskTel is a Saskatchewan-owned and regulated communications company. Employees live and work in communities across the province, providing basic and innovative services to 450,000 businesses and residences. The SaskTel Dream Network identifies the children's programs supported in the community. In June 2001, the name was launched to highlight the social cause in the prevention of child abuse.

Program Activities

- through the Community Investment Program, both the organization and its employees contribute to enrich the lives of Saskatchewan people
- community outreach includes scholarships, social programs, involvement in the community
- Child Abuse Prevention selected as SaskTel's corporate social cause
- partnering with Saskatchewan Institute on Prevention of Handicaps for Healthy Parenting Home Study Program
- partnering with Pipestone Health District for Early Childhood Development Program

Key Results

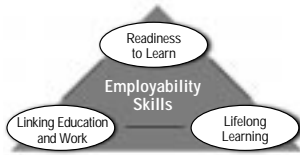
- innovation, technological leadership and high quality service to customers
- the SaskTel Dream Network and education programs have touched the lives of many
- mentoring, sponsorships and awards help to create positive change

Core Principles

- invest in education and learning for current and future employees
- corporate social responsibility - contribute to community, make life better for residents
- socially progressive corporate culture
- diverse, equitable workplace

Global Best

UNITED KINGDOM



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INDUSTRY

Life Insurance

LOCATION

Scotland

ESTABLISHED

1999

Standard Life

Overview

Standard Life introduced its cv2K initiative to address three issues identified by senior management: 1) high employment in Edinburgh made it difficult to recruit high quality applicants for its School Leaver Recruitment Programme; 2) many young people had difficulty making the transition from school to work, including poor CVs and applications, poor job interview performance, and difficulty coping with their first real job; 3) new opportunities needed for Standard Life staff to develop core skills and competencies.

Program Activities

- cv2K uses lively and engaging material to introduce young people in their last two years in school to producing a CV, going for interviews, and transition to working life
- 100 Standard Life staff have taken 1-day facilitator training
- these trained staff lead 1-hour workshops in 47 secondary schools for 6,000 students
- moving to extend cv2K to schools with deaf, blind, at-risk students, and rural areas with long-term unemployed young people
- articulates with Standard Life's other education initiatives
- Standard Life systematically assesses impact on key business drivers

Key Results

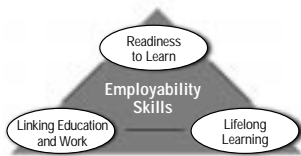
- recruitment—company will meet targets to recruit several hundred school leavers, more than ever before
- retention—participating staff have increased pride in the company, are developing new skills and a higher than expected number have been promoted within Standard Life
- promotion—increased brand awareness of Standard Life

Core Principles

- invest in lifelong learning of current and future workforce
- make a positive impact in communities in which employees live and work
- show policy holders that the company takes corporate social responsibilities very seriously

Global Best

UNITED KINGDOM



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INDUSTRY

Telecommunications

LOCATION

England

ESTABLISHED

About 1992

BTextact Technologies

Overview

BTextact Technologies, an international company, is part of the Suffolk local community. Working closely with the Suffolk Education Business Partnership, BTextact supports local schools by sponsoring initiatives that enhance the teaching and learning of science, engineering, technology and mathematics. The company provides similar support at the regional and national levels.

Program Activities

- network groups for high school ICT coordinators for networking, liaising, mutual support, problem solving, project development
- Annual School's Lecture presented by BTextact's youngest graduates (22nd year)
- local Young Engineers Clubs
- BTextact employees working as Number Partners to foster numeracy in primary schools
- employees encouraged to be mentors and school governors

Key Results

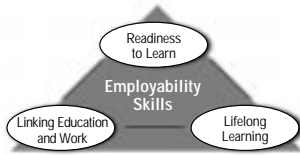
- wide variety of activities foster a range of employability skills in the young people that form Suffolk's future workforce
- helping to meet local employer needs in science and technology
- personal and professional development of BTextact staff in team building, problem solving, project management and social skills benefits BTextact
- nature of support facilitates involvement of other companies in EBP initiatives

Core Principles

- invest in local communities and facilitate involvement of BTextact employees
- work in partnerships
- invest in science, technology and mathematics education of future workforce

Global Best

CANADA



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INDUSTRY

Educational technology

LOCATION

Canada and Worldwide

ESTABLISHED

1997

Smart Technologies Inc.

Overview

SMART Technologies founded the SMARTer Kids™ Foundation to serve as a focal point for its corporate giving activities. The Foundation's commitment to education and learning is substantial and growing, providing opportunities for students and teachers to learn new skills and grow in self-confidence by placing technology at their service.

Program Activities

- grants to help K–12, higher education facilities and technical institutions acquire SMART interactive technology
- recognize and reward teachers by giving them leading-edge technology to reach their teaching goals
- support for practical research on educational technology
- connections and collaborative projects among grade 5 and 6 students provide unique learning and cultural experiences to disadvantaged children across North America
- direct product donations to educational institutions

Key Results

- helped thousands of schools and educators bring technology into the classroom effectively
- hundreds of teacher-training facilities worldwide have integrated SMART technology into programs that develop teaching skills
- 700 children have participated in (Connections) exchange program using technology
- SMART grants help leverage grants from other sources to fund acquisition of technology in schools
- inspiration for SMART employees who witness first-hand the impact of technology on students and teachers

Core Principles

- focus corporate giving on enhancing learning experiences in the educational community in Canada and worldwide
- link charitable focus to core business

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