

Landscape Horticulture Industry Introduction Agenda

- Introduce Landscape Horticulture Industry
- Landscape Ontario
- Women In Landscape Horticulture Trade
- Horticulture Apprenticeship Program
- Q&A



Landscape Horticulture is one of Canada's fastest growing industries

Landscape Industry Professionals design, build and maintain healthy and aesthetically pleasing indoor and outdoor spaces. We enhance the health and well being of society.



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- Is a provincial Association with over 2400 Member firms with over 10,000 employees
- Largest Horticultural Trades association in North America
- We strive to be a leader in **representing, promoting, and fostering a favourable climate for the advancement of the horticulture industry in Ontario.**
- Our vision is to be professional, ethical, and recognized for the health, environmental, and societal benefits that landscapes & green infrastructure provides to every community.

Industry Facts

Contributes over \$14 billion to the Canadian Economy

We employ more than General Motors across Canada!

Ontario represents over 50% of the Canadian Industry

130,000 employed today

Industry Facts

Is expected to double in size by 2021

50% of the industry is expected to retire in the next 5-10 years,.

Is a growing industry!

There are Many Careers to Consider:



Nursery Grower / Propagator



Hardscape Installation and Softscape Installation



Landscape Construction



Commercial / Residential



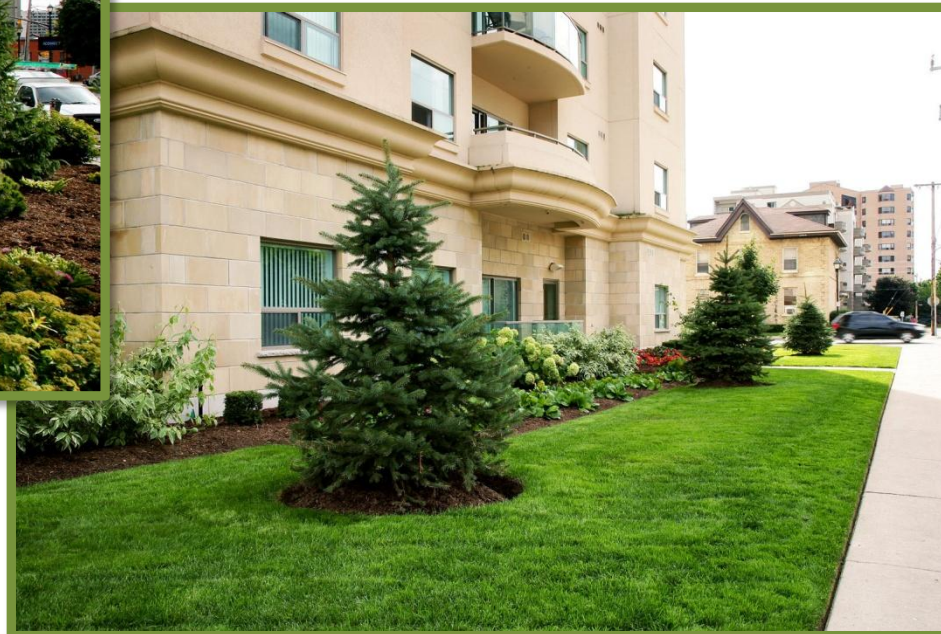
Landscape Maintenance



Retail Garden Centre



Grounds Management



Snow Removal



Snow removal
is a 24-7 on call
Essential Service.

Irrigation Installation and Maintenance



Lighting Installation and Maintenance



Intiorscape Installation and Maintenance



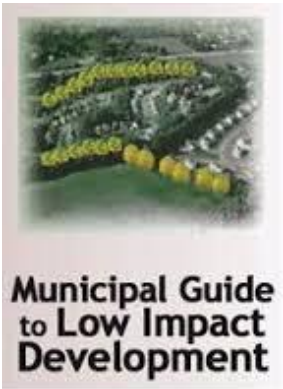
Creating healthy indoor spaces

Green Roof and Living Walls



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 Green for Life!



Low Impact Landscapes



Green Infrastructure – New Trend

Urban Agriculture-Farm Fresh

DESIGN
THE
PLANTS
& FOOD
OF THE
FUTURE

Around the world people are **GROWING** FOOD IN CITIES.
LEARN, NETWORK, TRAIN, TOUR



URBAN AGRICULTURE
SUMMIT
AUGUST 15 - 18 2012 / TORONTO, CANADA
urbanagsummit.org

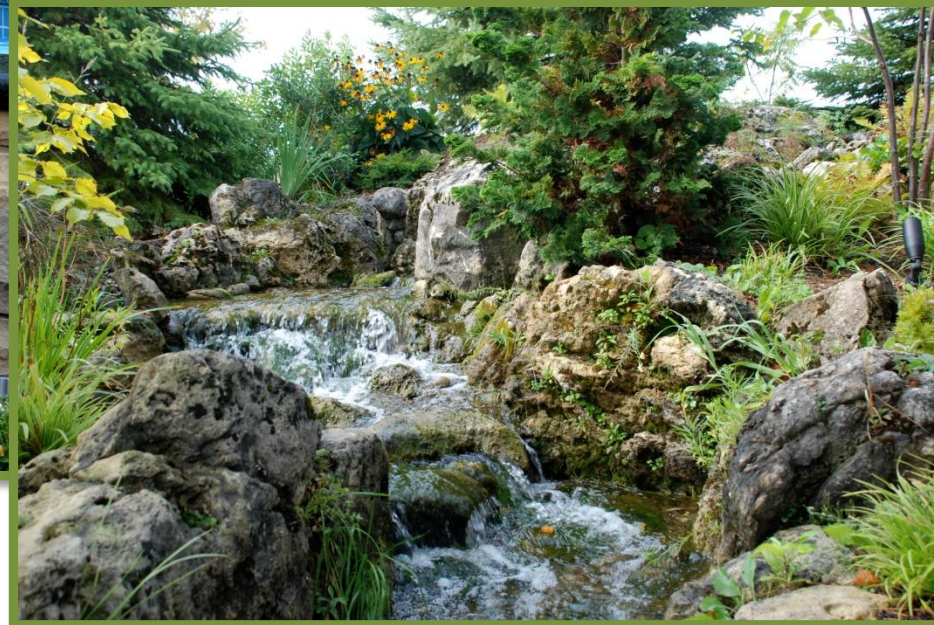
The image block contains a green header with white text, a logo featuring a stylized city skyline and a leaf, and four photographs showing people engaged in urban agriculture: a man working in a greenhouse, people in a field, a woman holding carrots, and people in a garden.



**Feeding Diversity:
Bringing World Crops to Market**

The image shows a close-up of various vegetables including purple eggplants, a white eggplant, and green okra on a burlap background.

Water Features



Horticulture Therapy



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 Green for Life!

Jim Mumford

TED^x

Youth@SanDiego

x = independently organized TED event



My Journey



The Landscape Industry

Is an opportunity for **anyone** with:

- Passion for plants and people
- Love of outdoors
- Desire to learn
- Basic Essential Skills
- Strong Work Ethic
- Good Work Habits
- Environmental responsibility



Attributes of successful Industry leaders!

- Work Safely
- Teamwork
- Reliable & mature
- Organized
- Shows Initiative
- Self-advocacy
- Independent worker
- Problem Solver
- Decision Maker
- Networker
- Creative
- Professional
- Physically Fit
- Continuous Learning & Improvements



Safety

- Commitment to personal and public safety is critical and required by law!
- Unsafe workers put Employers at risk and therefore will not stay employed long
- Young & New Worker heightened Enforcement Focus



Post-Secondary Pathways

Workplace

Landscape
Industry
Certifications

Apprenticeship

College
/University

Opportunities for Advancement

- Technician
- Skilled Worker Stone Mason, Horticulturist, Carpenter, Electrician etc...
- Foreperson
- Supervisor
- Management
- Design
- Sales
- Entrepreneurship
- Horticulture Therapy



Horticulture Industry provides: . . . According to George Morris Report

- Benefits to society from economic, environmental, health & well being and lifestyle, to community pride, tourism, aesthetics and recreation.
- The horticulture industry provides solutions to 21st century challenges: pollution, climate change, the urban heat island effect, sun exposure, nature deficit in our children and health...
- **The industry enhances lives!**



Little Known Facts About the Landscape Industry ...

- Not many other industries that provide as many diverse benefits to the society!
- Landscape Horticulture Industry presently has more jobs than skilled workers. We gain only 400 post secondary graduates into the industry annually.



- We are potentially expecting a short fall of over 100,000 skilled workers up to 2025

Landscape Horticulture Apprenticeship Program

Hands-on training program where Landscape/Horticulture skills are learned

- in the workplace approx. 5400 hours (recommended)
- in class technical training 2- 12 week blocks over 2 years.
- Completion can take anywhere from 2 – 5 years to complete





Landscape Horticulturists...

- Survey and assess landscape, draw sketches and interpret plans.
- Construct and maintain gardens, parks, golf courses and other landscape environments.
- Advise clients on issues related to horticulture and landscape construction.
- Propagate, cultivate and study plants, and treat injured and diseased trees and plants.
- Are employed by landscape designers, architects and contractors, lawn service and tree care establishments, recreation facilities, golf courses, parks, nurseries, greenhouses, and municipal, provincial and federal governments.



Landscape Horticulturists...

- Work with machinery and equipment ranging from simple hand tools to heavy equipment.
- Some may be responsible the routine maintenance of tools and equipment.
- Some specialize in areas such as landscape design, construction and maintenance, and greenhouse, sod and nursery production.
- Some work independently or with other professionals such as architects, engineers, and municipal planners.
- Require good communication skills to coordinate and facilitate work with clients, co-workers and other trades.
- Require strong analytical, decision making and organizational abilities.



Landscape Horticulturists...

- Can be seasonal with long hours.
- The majority of the work is performed outdoors in all types of weather.
- Indoor work may involve greenhouse production, interior landscaping, and the sale of plants, landscape materials and supplies.
- Work may be strenuous and may involve activities such as lifting, climbing, carrying and bending.
- With experience and proven competence, landscape horticulturists may advance to supervisory positions or become business owners.
-

Essential Skills for Landscape Horticulture Worker

- Reading
- Document Use
- Writing
- Oral Communication
- Numeracy
- Thinking Skills
- Digital Technology
- Working With Others
- Continuous Learning



Apprentice Eligibility

An Apprentice must :

- 16 years of age
- Registered
- Have Grade 12 (OSD) or equivalent
- A resident of Ontario
- Have an employer that sponsors training

Horticulture Technician Apprenticeship

- Hands-on training program
- Skills are learned in the workplace approx. 5400 hours
- Theory learned in classroom (**12-34 weeks**) at approved training delivery agency Level 1 & 12 weeks another winter: Level 2
- Takes 2 – 5 +years to complete entire process
- Choice for more than 35,000 employers,
- 120, 000 apprentices and 300,000 journeypersons in Ontario

Horticultural Technician Pre-Apprenticeship Program



L.O. Role in Pre-Apprenticeship Program

- Screening /Interview /Physical Demands testing with Humber & Microskills team
- Workplace orientation & safety
- Employer connection
- Co-op Work term support - Microskills, employers, students

Level 1 Course Content

- Plant ID
- Pest Control
- Turf Management
- Plant Science
- Landscape Construction 1
- Equipment Maintenance
- Workplace Safety
- Plant Materials 1
- Trade Calculations
- Workplace Communications
- Career planning/ Job readiness etc...

Upon completion of Pre-Apprenticeship Classroom Training – Year 1

- Paid Co-op placements from April – June 2015
- You are expected to work throughout the seasons, to complete portions of the Training Standard Document of on the job training
- June – Sept you transfer Apprenticeship registration to new employer
- OCOT Registration
- On the Job Training Standard: Training supervisor checks off skills competencies



Classroom Training – Year 2

- 2nd year of training starts every January (Humber)- This time for 3 months
- As an employed Apprentice you may be entitled to apply for Employment Insurance during your 2nd year of in class training
- Class mates consist of other 2nd year Apprentices from the industry



Level 2 Course Content – completed in future after work experience

- Irrigation
- Landscape Construction 2
- Plant ID 2
- Plant Materials 2
- Turf Management 2
- Plant Propagation
- Plant production
- Site Layout & Grading
- Plan Reading & QTO

Upon Completion of Classroom Training – Year 2

- Receive a Certificate of Apprenticeship
- Continue to work towards completing the On the Job Training Standard document
- Work toward becoming eligible to challenge the final exam: **Certificate of Qualification Exam**

Completion

- Complete training – 5400 hours +/-
- Confirm signatures in the training standard once competencies achieved
- Notify MTCU that training is completed
- MTCU verifies completion of classroom training
- MTCU notifies eligibility to challenge the final exam to achieve Certificate of Qualification/Journeyperson Exam
- \$150.00 exam fee/attempt – 3 challenges allowed (70% =Pass)



Pre-Apprenticeship Program Process

Summary

- Apply for Microskills Pre-Apprenticeship Program
- Complete application steps- get seat offer...
- Complete In-Class level 1
- Employer: Co-op and Sponsor: On the Job Training
- MTCU Registration: Application for Apprenticeship Training (No cost)
- Member of College of Trades: **COMPULSORY FOR APPRENTICE (\$60.00 per year)**
- Complete In-Class level 2 (\$600.00-\$650.00)
- Complete on the Job Training/Training Standard
- Complete Journeyperson exam(\$150.00 & 125 Q's))
- 70% + on Exam = Cash in on Completion Grant!
- Career of a lifetime!
- Recognized across Canada!

<http://www.horttrades.com/lo-apprenticeship>

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Apprentice Incentives

- Employment Insurance Income Benefits are available for those who qualify during in-class training periods(Not for Pre-Apprentices)
- Support for non-eligible EI recipients
- Loans for Tools program
- The Tradespersons Tool Deduction
- Apprenticeship Incentive Grant (Each year after class)
- Tuition Tax Credits
- Apprenticeship Loans
- Apprenticeship Completion Grant
- Apprenticeship Scholarships
- <http://www.horttrades.com/employees>



Scholarships for Apprentices

- MTCU Apprenticeship Scholarship:
http://www.tcu.gov.on.ca/eng/apprentices/app_schol.html
- 7 Landscape Ontario Apprenticeship scholarships:
http://www.landscapeontario.com/attach/1390484815.Foundation_Scholarship_Brochure-06-2013.pdf



Advantages to the Employer

- Produces skilled employees = competitive and profitable business
- CAF: employers receive an average benefit of \$1.47 for every \$1 invested in apprenticeship training
- Produces confident & knowledgeable new workers
- Apprentices have a higher understanding of safety
- Promotes loyalty and competency building in staff

More Information

Employment Ontario Hotline

- Toll free: 1-800-387-5656

MTCU:

<http://www.tcu.gov.on.ca/eng/employmentontario/training/>

Ontario College of Trades:

<http://www.collegeoftrades.ca/>

Landscape Ontario: sharvey@landscapeontario.com

- 1-800-265-5656 ext. 315
- <http://www.horttrades.com/apprenticeship>

Cross that Bridge...Join an Amazing Industry!



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