

**PRESIDENT JAMES LEE'S REPORT
TO ANNUAL MEETING OF
CULTURAL CAREERS COUNCIL ONTARIO
Held at The National Ballet School, Toronto
Thursday, April 6, 2006**

On behalf of the Board and staff of CCCO I want to thank you for accepting our invitation to attend the 7th Annual meeting of Cultural Careers Council Ontario.

During the past year the activities of CCCO have included support for two internship programs; research with respect to skills needs and resources; a national inventory of cultural sector career development practices in the rest of Canada; and a review of 64 earlier CCCO funded capacity building and human resource projects. Details of these and other activities are in the report enclosed with the report.

A major initiative for the next three years will be our *WorkinCulture: HR Spotlight* program, which has been made possible by the support of the Ontario Trillium Foundation. This project aims to increase priority given to human resources in the cultural sector and provide the tools and knowledge needed to accomplish this.

Work in Culture: HR Spotlight will be informed by and will build on CCCO's previous research, community consultations, assessments of needs, and identified knowledge gaps.

Cultural workers make far-reaching contributions to communities, but inadequate HR practices, high staff turnover, and widespread burnout threaten Ontario's cultural sector. Sound HR practices benefit morale, job satisfaction, workplace fairness, and staff retention, but there is a lack of awareness and understanding of HR in the cultural community, and limited access to HR information for the sector.

Work in Culture: HR Spotlight will expand the content and reach of CCCO's HR programs and tools. New titles will be added to CCCO's well-regarded HR booklet series. Individuals will be identified to partner in a 'train the trainers' programs, to communicate HR knowledge through workshops across Ontario. The program will also develop new information tools, and expand CCCO's website content and interactivity with downloadable information and access to training resources.

As I indicated at last year's annual meeting we have increased our advocacy to achieve significant funding that is badly needed for in-career professional development for Ontario's artists and cultural workers – both employed and self-employed.

Increasingly we are looking to the Ministry of Training, Colleges and Universities as a logical source of support for meeting these needs for our community. We have found the Ministry to be receptive and it has already given funds from its Sector Initiatives Fund to allow us to complete the Training Needs and Resources Study that was begun, with Ministry of Culture support, over a year ago. We are pleased that Sandie Birkhead-Kirk, Director of Workplace Training, from whom you will hear shortly, is with us today.

For a number of years Ontario has been the only Canadian province where devolution from the Federal Government of certain training responsibilities had not taken place. This now appears finally about to happen. In

November Labour Market Development and Labour Market Partnership agreement were signed between Ottawa and Queens Park. The recent Ontario Budget confirms that these agreements will be implemented. These two agreements involve large multi-year financial commitments and present a great opportunity for providing the kind of support for career development that we all seek in arts and heritage.

During the recent Minister of Culture's Advisory Council's Roundtables on Status of the Artist we made representations about the unmet needs for training resources for our community. This included a strong recommendation for the establishment of a Cultural Sector Training Fund of \$20 million annually that could be accessed by organizations and individuals. We believe the Labour Market Development and Partnership agreement resources can provide a positive answer to this recommendation

Shortly you are going to hear about the changes we are about to make to our highly popular WorkinCulture website. This site which gets over 2.5 million hits a month was conceived and designed for us some eight years ago by Tony Tobias and Pangaea New Media. Tony has been an unrelenting supporter of CCCO and the author of our WorkinCulture brand and slogan. The redesigned site and its content builds on Tony's efforts and I hope you will join with me in thanking him for all he has done for CCCO.

As you will have noted during the Election of Directors this meeting sees nearly half our Directors stepping down, many of them having served for the maximum number of years permitted by our by-laws. Thankfully most of them have agreed to continue to support CCCO and its mandate, in several cases by being members of Board Committees in areas like advocacy. Those stepping down who have been tireless in devoting time and experience to CCCO are: Jenny Ginder, Garry Neil, Robert Ariganello, Audrey Churgin, and Melanie LaFlamme. From all of our community – our sincere thanks!

On behalf of our Board of Directors I also want to express our gratitude for the work of Karen Ennis, our Administrator; Susan Cohen, Program Manager; Helena Aalto, our Communications Advisor; and Bob Johnston, Executive Director

CCCO could not carry out its programs without support from its funders. These include: Human Resources and Skills Development Canada; the Canada Council for the Arts; the Ontario Ministry of Training, Colleges & Universities; the Ontario Ministry of Culture; the Ontario Arts Council; the Ontario Trillium Foundation; and the George Cedric Metcalf Charitable Foundation. Our heartfelt thanks to them all.

CCCO only succeeds because of the support of partners from our community, a number of whom are with us today. These organizations and individuals provide members for steering committees, invaluable advice and input for research, join us in workshops, pay wages to interns to supplement CCCO's share, and contribute in many other ways. To you and through you we extend thanks to our invaluable partners.

Thank you for being with us today as we move forward to meet the challenges and opportunities of another year.



ACTIVITIES AND PROGRAMS DURING 2004-2005

Income Managers Program: This program, supported by the Canada Council and Metcalf Foundation, develops skills for marketing and fund-raising in the cultural sector and also provides much-needed staff resources to cultural organizations. It consists of 7 weeks of instruction in a residential setting plus two 5 ½ month internships with mentor employers. 10 interns (“Income Managers”) graduated from the 2004-5 program in August, 2005 and have acquired ongoing employment.

The 2005-6 program commenced in July, 2005. 10 more income managers were enrolled in the program. In addition 15 other individuals registered for the 2005 three week-long Summer Institute of intensive instruction, given at the University of Waterloo. A number of these persons have acquired work in the cultural sector as a result.

Youth Wage Subsidy Program (2005): This HRSDC funded program gave work experience to persons aged 30 or less. Internships were 6 in duration and provided skills and experience that will improve chances of ongoing employment. 14 interns completed the program. 80% of the interns acquired continuing employment as a result of their experience.

Training Needs and Resources Study: In 2004, with support from the Ontario Ministry of Culture, CCCO carried out the first phase of research into skills needs and training resources for Ontario’s cultural sector. This phase dealt with three specific skills areas. The report on this research was completed in early 2005. Subsequently with support from the Ministry of Training, Colleges & Universities and HRSDC a second phase that supplements the earlier study was launched and is expected to be completed in May, 2006.

Human Resources Project: This HRSDC funded project supports the abovementioned Training Needs Study as well as initiatives to improve communication between CCCO and Ontario’s Cultural Sector. In addition 64 projects carried out earlier under our Career Initiatives in Culture and Human Resource Initiative Programs are being reviewed and assessed with the host organizations to identify supplemental actions that could be undertaken and to find ways to extend the reach and impact of these capacity building and HR projects.

National Training Inventory: The Ontario Ministry of Culture commissioned a study of training and career development practices and activities outside of Ontario in all other provinces and in the territories. The Report was completed in December, 2005.

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WorkinCulture Website: This leading Internet resource provides in-career development information for artists and other cultural workers in Ontario. The Job Board currently has over 100 postings. In addition the site provides information about career development events and announces CCCO programs. It continues to increase in use and traffic. Traffic has risen to over 2.5 million hits per month. With support from the Ontario Trillium Foundation and the Ontario Arts Council the content of the site is being updated and revised and will be delivered in a re-designed website expected to be in place by late April, 2006

Work in Culture: HR Spotlight: This 3 year project commenced in January, 2006 but bears mention in this summary since it will be the major focus of much of CCCO's activities from now through 2008. *Work in Culture: HR Spotlight* is a multi-faceted 3-year project (2006 to 2008), fully supported by the Trillium Foundation of Ontario, that will shift fundamental attitudes and increase human resources (HR) practises at all levels of the cultural sector, by:

- Building HR knowledge specific to culture in Ontario
- Developing and distributing practical and culture-specific human resources programs, materials, and tools to distribute that knowledge
- Promoting the value and importance of HR in Ontario's cultural sector

