

**2020 Skills Ontario  
Board of Directors Recruitment and Application Process  
Treasurer and Leader in Accounting and Finance**

**The Opportunity: Recruiting, Refreshing and Renewing Long-Term Leadership**

The Skills Ontario Board of Directors is recruiting a new Treasurer and proven leader to provide accounting and finance expertise to our organization. As part of its commitment to increase leadership roles for women in Skills Ontario and more broadly, qualified women are encouraged to apply for the Treasurer role.

This an important role as Skills Ontario continues to strengthen and renew its governance and board leadership. The Treasurer role is in addition to the recruitment of seven new Board members that has taken place in 2020.

Skilled trades and technology education and career development is a huge opportunity to engage the next generation of young Canadians. Highly rewarding careers and good paying jobs can be a dream come true.

Skills Ontario is Canada's largest and most successful organization that promotes skilled trades and technologies to young people in elementary school, secondary school and post-secondary. Skills Ontario is entering its 31st year (our fourth decade) of successful delivery of in-school programs and competitions, and is also continuing and expanding new initiatives focused on women and indigenous people's participation in skilled trades and technologies. We are also increasing outreach to parents and businesses.

**A Vision for the Skills Ontario Board of Directors**

Skills Ontario engages a diverse set of expert leaders with significant experience related to skilled trades and technologies. The Board Directors are intended to bring value that includes diversity from sectoral, regional, gender, and skill set perspectives. Directors are expected to offer past experience serving on relevant community and/or private sector boards. Collectively, Directors are to set the strategic direction and maintain oversight and accountability for organizational results.

Most importantly, all Directors are to demonstrate the culture and mind-set that will support the success of our employees, student participants, teachers and educators, partners, mentors and volunteers related to skilled trades and technologies.

In order to position Skills Ontario for the future, our goal is that 50% or four of the eight potential Director positions in 2020 will be filled by women. Going forward, Skills Ontario will continue to take steps to encourage greater leadership by women through membership on the Board and other opportunities for partnership.

The Director positions are volunteer with no remuneration.

Skills Ontario has the flexibility for Directors to serve up to three sequential terms of two years each for a total of six years. With the renewal of new members on the Board, Skills Ontario will assess the

optimal term lengths for new Directors with the goal to manage membership and succession for the Board over the long-term. However, we are reviewing our by-laws Vis a Vis term limits.

The addition of new Directors in 2020 from sectors such as those described above will complement the long-term leadership on the Board from current Directors as described below:

<b>Director Name</b>	<b>Sector</b>	<b>Year Joined Board</b>	<b>Term Expiry</b>
Cheryl Manuel	Business/Accounting	2014	Dec. 2020
Jim Madder	Education	2014	Dec. 2020
Louie Leombruni	Industrial	2014	Dec. 2020
William Chan	Business	2014	Dec. 2020
Chris Whitaker	Education	2015	2021
Karen Creditor	Technology	2015	2021
Paul Armstrong	Education	2016	2022
Darryl Spector	Business/Alumni	2016	2022
David Morley	Infrastructure	2016	2022
David Abbott	Business/Energy	2018	2024
Cathy Sprague	Business/Energy	2018	2024
Andrew Pariser	Construction	2020	2026
Jody Lundrigan	Communications	2020	2026
Michael G. Sherrard	Law	2020	2026
Alex Hocevar	Technology	Dec. 2020	2026
Bryan Arnold	Construction	Dec. 2020	2026
Clarice Ward	Construction	Dec. 2020	2026
Mary Fuke	Education	Dec. 2020	2026
Ian Howcroft	CEO Skills Ontario	2018	n/a

## **The Director Selection Process**

As part of general modernization of Skills Ontario commitment to good governance, the 2020 recruitment process will be collaborative.

The process will be led by a three-person sub-committee of the Board of Directors. The process will be supported and administered by the CEO of Skills Ontario. The Skills Ontario Board will confirm the new Director based on the recommendations of the sub- committee.

All elements of the process will be confidential.

The application for a Director position will be done in a timely and efficient manner based on three steps:

**Step 1** – A two page expression of interest letter and resume from the applicant. The application period will start on August 3, 2020 and close on September 11. The review of the applications will take place before the end of October 2020.

**Step 2** – For the applicants who are short-listed, a 60 minute interview with the selection committee. The interviews will take place by November 2020.

**Step 3** – Confirmation of the successful applicant will be confirmed by December 4, 2020. It is anticipated that the new Director will join at the AGM December 8, 2020.

The recruitment of new Director will be promoted on the Skills Ontario web site, social media platforms, through existing partners and volunteer networks, and through other third-party organizations that have expertise in recruiting Board members to organizations.

## **Application Requirements**

**Please provide your resume and a two page (maximum) letter of application that addresses key topics and questions as outlined below:**

1. What motivates you about Skills Ontario and attracts you to want to serve as a Board Director?
2. How have you been involved with Skills Ontario?
3. What other leadership positions, including roles on private sector and/or not-for-profit boards, have you held that are relevant to Skills Ontario?
4. What specific competencies/skills would you bring to the Board of Directors?
5. What do you think is the potential for Skills Ontario in the next 3-5 years?
6. What is one new idea, opportunity or recommendation that you would like to discuss as a Board member of Skills Ontario?

As a supplement to your letter, please provide two references for your application including name, title, email and phone contact information.

Please submit your application information to: [boardapplications@skillsontario.com](mailto:boardapplications@skillsontario.com)

### **Background on Skills Ontario Strategic Directions, Priorities and Results**

Skills Ontario just celebrated its 30<sup>th</sup> anniversary. Its purpose continues: to promote skilled trades and technology careers to young people. We are committed to preparing Ontario's youth for the highly skilled economy of tomorrow. We therefore partner with school boards, colleges, small and large businesses, labour groups, governments and others to provide opportunities for youth to explore and develop skills for successful careers. Skills Ontario is a province-wide organization with a grassroots connection into the communities we serve.

Skills Ontario delivers a series of programs in promoting skilled trades and technology careers. We enable and empower all youth, including women and indigenous youth, to consider a career in the skilled trades and technologies. Engagement with students, teachers, parents, volunteers, businesses, labour and mentors ensure our programs connect education, experience and employment.

We deliver: in-school presentations; Canada's largest skills competition and largest Young Women's Conference; Qualifying Competitions; Cardboard Boat Races; Indigenous Programs; Young Women's Initiatives; Summer Camps and other events to engage businesses and the youth workforce. We are focused on all sectors including construction and infrastructure, technology and innovation, manufacturing, motive power and services. More info can be found at our website: [www.skillsontario.com](http://www.skillsontario.com)

Skills Ontario has a governance board that provides oversight and sets the strategic direction of the organization. Key goals and strategies include quantifying and demonstrating the ROI to stakeholders; growing stakeholder engagement, with a focus on expanded business outreach and participation; Greater policy role in connecting government and business to address skills challenges. Our goal is to build on successful past and increase our reach and impact. Below is information regarding Skills Ontario's reach and impact in a 'normal' year. With the pandemic we had to cancel all in-person programming and pivot to online and remote delivery. The Ministry of Labour Training and Skills Development has just announced additional and enhanced support for Skills Ontario which will allow us to increase our outreach and impact.

### **Background: Skills Ontario Reach and Impact**

#### Skills Ontario Competition 2019:

- 40,000 attendees (students grades 7-12, parents, educators and general public)

- 2,400+ competitors (students grades 4-12, post-secondary students)
- 70% of competitors are planning to attend college or pursue an apprenticeship

Diversity and Inclusion Programs:

- 4,000 participants in Young Women's Initiatives
- 91% of Young Women's participants say after attending they are more likely to investigate a career in the skills trades and technologies.
- 2,000 participants in our First Nations, Métis & Inuit Initiatives.

In-School Presentations:

- 100,000+ student participants (Grades 7-12)
- 92% of student participants say they are more aware of options available through apprenticeship and college after the Skills Ontario Presentation

For more details on Skills Ontario Programs and offerings, please go to the website: [www.skillsontario.com](http://www.skillsontario.com)