



CAREER
COLLEGES
ONTARIO

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2021 ANNUAL REPORT

Career Colleges Ontario

Strong Support | Strong Voice | Quality Education | Student Success

Facilitation:

Virtual Meeting via Zoom

4 PM, May 26, 2021

FIRSTLY, THANK YOU CCO MEMBERS

Thank you for supporting Career Colleges Ontario (CCO) throughout the 2019-2020 membership year. It has been our pleasure to serve you and your students by continuing to advance your interests to key decision makers and providing services to enhance your career college operations.

The staff of CCO and your Board of Directors look forward to working with you in 2021-2022 to expand on the success we have achieved together over this past year.

It has no doubt been a checkered year for many of our members. This year is characterized by the disruption of a global pandemic. It has led all of us to alter our priorities to accommodate new, dynamic realities. As an association representing the career college sector, we pivoted to support our members through these difficult periods. At the onset of the crisis, we adopted a supportive role, developing a COVID-19 resource page and guiding material to prevent and contain the spread of the virus on campus. To ensure students continued to receive their financial aid on time, we promptly outfitted our office to continue their work remotely. As a result, we processed more than 3,000 applications this September alone — the most monthly applications CCO has processed in its 49 years of operation.

As you will see in this report, we continue to see a positive trend moving forward, both in operations, as well as advocacy and key issues such as OSAP for online learning, micro-credentials, and support for PSW students. The progress we have made on these files are due to the exceptional training and services of our members.

Thank you.

The CCO Team
Career Colleges Ontario

careercollegesontario.ca

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AGENDA

2021 Annual General Meeting
4 PM - May 26, 2021

AGENDA

4:00 CALL TO ORDER

- CONFIRMATION OF QUORUM
- APPROVAL OF AGENDA
- ADOPTION OF THE 2020 AGM MINUTES

4:20 FINANCIAL REPORT

- AUDITED FINANCIAL STATEMENTS
- BUDGET FOR 2020 -2021

4:40 ELECTION OF DIRECTORS

5:00 ANNUAL REPORT

5:15 RATIFICATION OF ACTIONS

5:20 ADJOURNMENT

A VOICE | FOR CHANGE

ADVOCACY & OPERATIONS REPORT

CCO has worked in close consultation with the Ministry of Colleges and Universities, providing a clear and united voice advocating for the issues of importance to members, including:

OSAP FOR ONLINE STUDENTS



Successfully advocated for permanent OSAP funding for online programs.

PSW CHALLENGE FUND



CCO and member advocacy lead to the development of the PSW Challenge Fund, a \$53 million investment for PSW career college students.

MICRO-CREDENTIALS FUND



CCO and its members are working closely with the province to develop and expand the micro-credentials program, including a \$15 million Micro-Credentials Fund.

OUR MISSION

To promote an environment where quality career colleges in Ontario and their students succeed by helping governments, key decision-makers and the public understand the critical role they play in supporting Ontario's post-secondary education system and improving the province's economic well-being.

A VOICE FOR CHANGE

Advocacy

The collective voice of Ontario's career college sector. Advocating for real change that has the greatest impact on our member colleges.

BY ADRIAN SHARMA, CHAIR

RESILIENCE THROUGH ADVERSITY

Thank you to the Board of Directors and its volunteers who dedicated their time to making this year's progress possible. We've made major leaps in our advocacy in just the past few months alone. And their efforts, which have remained a constant even as they face the various challenges of running their own institutions during this time, have progressed our issues and led to significant victories that we have been working towards for several years.

OSAP FUNDING FOR ONLINE PROGRAMS

As we have recently announced to members, the province has approved OSAP funding for online programs. This has been a longstanding ask for the association, and a major step in achieving equitable treatment for our students. Now, colleges will be able to provide high-quality training to more Ontarians



outside of their immediate community. To support this policy change, the province will be implementing "a single program application and approval process that facilitates all methods of delivery – in person, combined and virtual learning – on a permanent basis." This streamlined approval process will also alleviate some of our members concerns about approval periods.

\$53 MILLION IN FUNDING FOR PCC PSW PROGRAMS: PSW CHALLENGE FUND

On April 28, the province also announced \$53 million in funding for career colleges through its PSW Challenge Fund. This fund will benefit at least 80 career colleges providing PSW training across Ontario. This announcement followed a similar announcement that provided funding exclusively to public colleges, leaving our sector at a severe disadvantage. We also recognize that many colleges, including my own, are not eligible for the PSW Challenge Fund due to their non-OSAP status.

Immediately following the PSW funding announcement, we raised our concerns with this decision and requested the province provide rationale that may be

provided to our members:

The government made the decision to use OSAP tools and resources to administer the PSW Challenge Fund so that the program could be launched quickly while helping ensure program accountability, integrity, and efficiency. Ontario is leveraging the OSAP system to:

- Issue grants in the form of electronic payments to schools on students' behalf for tuition and other mandatory fees.
- Issue stipends in the form of electronic payments to schools. Schools will pay practicum/placement hosts once the students have started their placements in long-term care homes.
- Confirm student identities, enrolment and undertake other fraud prevention measures.

We understand our members' concerns that this decision excludes many well-established PSW trainers, and we will continue advocating for colleges left out of the funding model.

FUNDING FOR MICRO-CREDENTIALS

I would also like to draw the membership's attention to the \$15 million Micro-Credentials Fund. CCO and its board have been collaborating with the province as it works to respond to regional labour market needs and increase collaboration between the private and public sectors through formal partnerships among postsecondary institutions, training providers and employers.

For those unfamiliar with the term, micro-credentials are rapid training

programs offered by colleges, universities and Indigenous Institutes across the province that can help you get the skills that employers need. They help people retrain and upgrade their skills to find new employment.

The fund will accelerate the development of micro-credentials and expand program offerings to Ontarians. This fund is part of the province's \$59.5 million commitment to support micro-credentials over the next three years. Ontario's investment will help:

- create an online portal to access micro-credential training opportunities
- create new micro-credentials in response to regional labour market needs
- strengthen partnerships between postsecondary institutions, training providers and employers
- launch a public awareness campaign to promote micro-credentials among learners and employers
- support students with financial need to pay for education geared to in-demand jobs, through the Ontario Student Assistance Program (OSAP)
- develop a virtual passport that tracks a person's learning experience

Naturally, career colleges are well suited for this program. Those interested in applying for funding must submit a proposal by June 25, 2021, 11:59 p.m. EST.

Find more information about the fund, eligibility and how to submit a proposal at:

<https://www.ontario.ca/page/micro-credentials-ontarios-postsecondary-schools>.

A VOICE FOR CHANGE

Operations

Delivering exceptional service and resources to members so they can succeed in training Ontario's highly skilled workforce.

BY ADRIAN SHARMA, CHAIR

CCO HEAD OFFICE OPERATIONS

During the 2020 annual general meeting in October, Career Colleges Ontario outlined the steps it has taken to ensure the safety of its staff and the continued operations of its administrative and financial aid offices. CCO's goal in meeting these objectives were and remains to provide consistent, timely service and support to its member institutions and students as they waded through the turbulent waters of COVID-19.

Since October, the association has continued with its updated processes that allow it to operate at full efficiency in a remote capacity. Internal systems that are critical to enabling staff to serve members have been modernized, printer and fax functions have been brought into a digital space, and teams have been provided the tools needed to set up secure and accessible remote workspaces.



While the modern outfitting of CCO's office has dramatically improved efficiency, member relations, and financial aid operations, it should be viewed exclusively as a testament to the skilled and knowledgeable staff who have adapted to this new technology and refined it to best serve Ontario's career colleges.

To highlight the work of the CCO staff:

FINANCIAL AID OFFICE

Despite the pandemic and its impact on the sector, CCO again saw the largest volume of applications flow through its FAO. The FAO staff, under the leadership of FAO Manager Jodie Cole processed 26,642 applications over the last 12 months. This represents a 6.5% increase in application from the previous period.

Over the past year, our team has transitioned to a completely remote and paperless workspace to maintain our high level of service and fast turn-around times of 48 hours.

CCO is extremely proud of the work and unrivaled expertise of the Financial Aid Office team.

TRANSCRIPT STORAGE (S.T.E.P.S)

Our S.T.E.P.S (Student Transcript Electronic Protection System) continues to flourish. After more than a decade of storing college transcripts, CCO has increased our capacity for service by allowing students to easily request their transcript through our website. CCO also continues to improve the transcript database and upload process with our provider. The strides we have made in our STEPS services are thanks to our Project Coordinator Brianna Cantlon, who discerningly oversee this crucial program for the province's career colleges.

MEMBERSHIP

It is with great enthusiasm that I report the association's membership has grown from 240 to 256 career college campuses since October. I would like to once again welcome our new members and thank them for their support and engagement of the association and the broader career college sector.

In February, CCO launched its new online members application process to replace its paper forms. Thanks to this new process, the association is able to better review the needs of our new members, their operations, and expectations of the association, which ultimately allows us to serve them better.

We have also launched an online fee calculator accessible on our Become a Member page of the website, which allows prospective members to review the cost of membership before they apply.

Our membership program is studiously managed by our Accounts/Membership Officer, Dena Stuart.

SEARCH FOR A NEW CEO

On April 22, the association announced that it has accepted the resignation of its Chief Executive Officer, Christopher Conway.

Chris played a critical role in the association's success since joining the organization in December, 2018. His leadership in government relations, committee work, and staff administration have guided the association to better identify and meet the expectations of CCO members.

Because of his deep-rooted commitment to the career college sector and its members, CCO finds itself in a stronger position to fulfil its mission to advocate for the equitable treatment of career colleges and their students.

To begin its search for a new chief executive officer, the association is engaging a third-party recruitment firm, which will be supported by an external task force consisting of career college professionals and led by former Executive Director Paul Kitchin. The third-party firm and task force will guarantee a transparent and independent candidate selection process.

CCO's board of directors will then interview the candidates that the task force presents. Following these interviews, the board will elect a successful candidate for the position.



QUICK STATISTICS



**OSAP APPLICATIONS
PROCESSED**

CCO's Financial Aid Office has processed more than 26,000 applications this year. This includes more than 3,000 applications in September, alone — the greatest volume of monthly applications processed in CCO's 48-year history.



MEMBER CAMPUSES

Career Colleges Ontario proudly supports a membership of 251 campuses across the province, and growing!



**ONTARIO
COMMUNITIES**

Career colleges are a vital component to Ontario's higher education system, and an invaluable partner to local employers. Career colleges are ready solution to addressing the province's skills shortage.

DEDICATED TO ACHIEVING RESULTS



STAFF WORKING
AS A TEAM



YEARS OF SECTOR
SERVICE



MEETINGS WITH
GOVERNMENT/
MPPS

BOARD & COMMITTEES

CAREER COLLEGES ONTARIO

BOARD & COMMITTEES

With our sincerest appreciation, thank you to all of our board and committee members for their work and dedication.

BOARD & COMMITTEES

Thank you for your work!

2020-21 BOARD OF DIRECTORS

- Adrian Sharma (Chair)
- Carmen Valero (Vice Chair)
- Luisa Tanzi (Treasurer)
- Frank Gerencser
- Peter Guerretta
- George Hood
- Craig McDonald
- Greg Nichol
- Rose Elia
- Ehsan Safdari
- Ed Stavnitzky
- Jill Desjardins
- Mark O'Shaughnessy
- Don Thibert
- Carlos Carvalho

External Advisors

- Edmund Leong
- Dr. Terry Miosi
- Ann Robinson

NOMINATIONS COMMITTEE

- E. Stavnitzky
- E. Safdari
- L. Tanzi

BUDGET COMMITTEE

- L. Tanzi
- D. Thibert
- C. Conway

GOVERNANCE COMMITTEE

- A. Sharma
- C. Valero
- C. McDonald
- G. Nichol

GOVERNMENT RELATIONS

- Adrian Sharma
- F. Gerencser
- E. Stavnitzky
- J. Rice
- C. McDonald
- C. Valero

CONFERENCE COMMITTEE

- L. Tanzi
- G. Nichol
- L. Mills
- B. Cantlon
- D. Wells

LEGISLATIVE COMMITTEE

- G. Hood
- A. Robinson
- F. Gerencser
- E. Stavnitzky
- C. McDonald
- C. Valero



2020 AGM MINUTES

Minutes of the Oct. 21, 2020 Annual General Meeting
Via Zoom Webinar

Minutes of Career Colleges Ontario Annual General Meeting Held Via Zoom Webinar October 21, 2020

Call to Order

Adrian Sharma, Board Chair called the CCO Annual General Meeting to order at 4:15 pm and welcomed the delegates and board members to the CCO 47th Annual General Meeting. Adrian provided direction to the delegates on how the meeting will progress.

Confirmation of Quorum

Quorum was confirmed with 50 voting delegates in attendance.

Approval of Agenda

Adrian asked the delegates if there were any additions to the agenda as presented. None were declared.

MOTION: (C. MacDonald/E. Safdari) to approve the agenda. CARRIED

Present:

Helene Adams	Elegance College of Healthcare & Cosmetology
Debbie Archer	National Association of Career Colleges
Pina Baldassi	Pina B's Academy of Aesthetics Inc.
Stuart Bentley	triOS College Business Technology Healthcare
Aoife Berkery	Greystone College of Business & Technology
Junaid Bhatti	Canadian College of Healthcare and Pharmaceuticals
Carol Bruni	Regulatory Matters
Ramona Buda	Willis College Business, Technology, Healthcare
Kadene Campbell	CLI College of Business, Health & Technology
Brianna Cantlon	Career Colleges Ontario
Alex Carberry	National Association of Career Colleges
Carlos Carvalho	CTS Canadian Career College/Modern College of Hairstyling & Esthetic
Amanda Carvalho Harris	CTS Canadian Career College/Modern College of Hairstyling & Esthetic
Sally Casey	Sally J Casey, CPA
Jodie Cole	Career Colleges Ontario
Rawinder Singh Raul	Empire College Canada of Health & Business
Christopher Conway	Career Colleges Ontario
Adriana Costenaro	Bryan College of Applied Health & Business Sciences Inc.
Dean Croft	Automotive Training Centre
Percy Dastur	Academy of Learning Career College – Kingston, Owen Sound

Jill Desjardins
Rachel D'Souza
Rodney D'Souza
Peter Dykstra

Rose Elia
Sheni Fazal
Clinton Friesen
Frank Gerencser
Josefa Geronimo
Chris Gignac
Julia Gu
Evan Harris
George Hood
Annie John
Ash Kamboj
Anil Kapoor
Delores Lawrence
Kathy Lee
Edmund Leong
Kevin Lin
Ian Marshall
Craig McDonald
Holly McKnight
Lorna Mills
Terry Miosi
Mark Miziolek
Phill Murphy
Greg Nichol
Daisy Nicolas
Chamara Perera
Jason Portugues
Chitrlekha Potnis
Cady Rice
Ann Robinson
JP Roszell
Cheryl Russell
Denis Sabourin
Ehsan Safdari
Ranjodh Saggu
Adrian Sharma
Sterling Simpson
Des Soye
Muraly Srinarayanathas

CJ Health Care College
Academy of Learning College – Hamilton
CDI College of Business, Technology & Healthcare
Career College Group – Medix College of Healthcare & North American Trade School
Anderson College of Health, Business & Technology
Academy of Learning College
Willis College of Business, Technology, Healthcare
triOS College Business Technology Healthcare
Hamilton Institute for Health Personnel
Academy of Learning Franchise Support Centre
Evergreen College
CTS Canadian Career College
Herzing College
Toronto Film School
Windsor Career College
Windsor Career College
NHI Nursing & Home Health Care
Pharma-Medical Science College of Canada
Tator, Rose & Leong
Pharma-Medical Science College of Canada
International Academy of Applied Health Inc.
Metalworks Institute Inc.
National Association of Career Colleges
Career Colleges Ontario
Career Colleges Ontario Board Advisor
Southern Ontario Dental College
Weldtech Training
Toronto Film School/Yorkville University
Best Care Academy
Academy of Learning Career College – Bay and Queen
CTS Canadian Career College
Peel College of Professional Studies
CTS Canadian Career College
ARC Advantage Limited
Anderson College of Health, Business & Technology
Hands on Practical Solutions
National Association of Career Colleges
Toronto School of Management
A1 Global College of Health, Business & Technology
Cestar College of Business, Health & Technology
Enrollment Resources
Algonquin Careers Academy
Computek College of Business, Healthcare & Technology

Ed Stavnitzky	Edge Academy
Larry Stewart	Native Education and Training College
Cynthia Sunny	Toronto International Business College
Luisa Tanzi	Trebas Institute
Don Thibert	Westervelt College
Mark O'Shaughnessy	Institute of Technical Trades
Dean Tremain	Canadian Business College
Carmen Valero	Canadian College of Educators
Meenakshi Vyas	Academy of Learning – Brampton, Mississauga
Sunita Vyas	Academy of Learning College – Brampton, Mississauga
Charles Wang	Canadian SciTech College
Janet Williamson	Stanford International College of Business & Technology
Xia Xia	Canadian All Care College
Heather Yang	Anderson College of Health, Business & Technology
Gary Zhen	Metro College of Technology

Adoption of Minutes

Adrian Sharma, Board Chair directed the delegates to the Minutes of the CCO AGM, 2019 and asked if there were any omissions or errors. There were none.

MOTION: (E. Safdari/R. Elia) to adopt the Minutes of the CCO May 29, 2019 AGM. CARRIED

Financial Report

Audited Statements at March 31, 2020

Luisa Tanzi, Treasurer reported on the audited financial statements for the period ending March 31, 2020.

MOTION: (F. Gerencser/C. Freisen) to accept the audited statements at March 31, 2020. CARRIED.

Proposed Budgets for 2020 – 2021

Luisa Tanzi, Treasurer presented the proposed budgets for 2020 – 2021 noting any changes from previous years.

MOTION: (F. Gerencser/C. McDonald) moved to approve the proposed budgets for 2020 – 2021. CARRIED.

Appointment of Auditor for 2020 – 2021

MOTION: (E. Safdari/R. Elia) to appoint Salley Casey as auditor for the 2020 – 2021 fiscal year. CARRIED

Election of Directors

Proposal to Extend all current Board Members Terms for one year. A vote was held with 96% of the delegates in favour of the proposal. The proposal was approved.

Election

Adrian Sharma, Board Chair reported that there are 3 vacant positions on the board and 6 candidates seeking to fill the vacancies: Carlos Carvalho, CTS College; Dean Tremain, Canadian Business College; Don Thibert, Westervelt College; Mark O'Shaughnessy, Institute of Technical Trades; Muraly

Srinarayanathas, Computek College and Percy Dastur, Academy of Learning College. All candidates were provided 2 minutes to speak.

Adrian then asked if there were any nominations from the floor 3 times with no one nominated.

Following an election for directors, Don Thibert, Mark O'Shaughnessy and Carlos Carvalho were elected to fill the 3 vacant positions on the board.

Annual Report

Chris Conway, CEO reported on the highlights from the Annual Report noting that although it has been an exceptional year the sector appears to be rebounding from the COVID 19 Pandemic. Chris reported examples of this include the increase in OSAP application processing and online training being extended to July 31, 2021. Chris reported that all CCO staff are working successfully from home.

Chris reported that CCO had more than 60 political meetings, many of which were with senior officials to advocate on Post Graduate Work Permit, Delegated Authority, Review of the PCC Act 2005, level playing field for the Second Career program and inclusion in the apprenticeship training program.

Adrian thanked Chris for his presentation and welcomed the 3 new board members. Adrian also thanked Des Soye and Paul Kitchin for their service to the CCO Board who are both stepping down following the AGM.

Adjournment

MOTION: (E. Safdari/G. Nichol) to adjourn the CCO 47th Annual General Meeting.

| STRONG REPRESENTATION

... AND MEMBER SUCCESS

CAREER COLLEGES ONTARIO

Advocating for the equitable treatment of career college students
and a level playing field for our member institutions.

