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Ontario Association of Career Colleges

Students First



**OACC Recommendations
for Amendments to the 2005 PCC Act**

**Submission to the Ministry of Training,
Colleges and Universities**

May 2013

In February 2013, the Canadian Chamber of Commerce released a report that identified the growing skills crisis as the greatest impediment to the success of Canadian business. In his 2012 discussion paper, the Minister of Training, Colleges and Universities, Glen Murray, put forward a platform outlining the need to lower rates of spending growth for publicly-funded universities within the context of an increased labour market demand for greater levels of knowledge and skills, combined with burgeoning enrolment rates.

Sometimes great opportunities come from insoluble problems.

The review of the Private Career Colleges Act presents such an opportunity. Career Colleges are an essential component of the solution. Estimated to save Ontario taxpayers over \$1 billion annually* through the provision of state-of-the-art skills training and upgrading to over 67,000 students each year, the Career College sector and the people of Ontario deserve an Act that provides a strategic framework for the future and that enables innovative, creative growth to propel this province's postsecondary education (PSE) system, and that of Canada, towards global competitiveness.

The recommendations in this Report are written on the premise that the government of Ontario strives for excellence in education and the economic growth that it can bring; and further, that it recognizes the value, strength and potential of the Career College sector to help realize those goals.

****Impact Study (Appendix B)***

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Our Vision

As the government continues to engage higher education in social and economic change, any new vision to transform postsecondary education will affect individuals, communities, institutions and society. It will take the collaborative effort of all education stakeholders, public and private, to succeed.

How do we create an Act that will give Ontario the postsecondary education system it deserves? One that is part of the greater vision; that gives the government enough flexibility to leverage the resources of the sector; that gives the sector enough flexibility to innovate, grow and flourish, both nationally and globally; and that serves the students and employers of this province. Any revisions to the current Act must reflect the principles of greatest benefit to students, and our recommendations have been made with students uppermost in mind – protection, equal access to opportunities, and mobility - not only in Ontario’s PSE system, but nationally and globally. This will be achieved by ensuring that only quality Career Colleges are operating, that the programs those institutions are offering deliver the best learning outcomes, that Career College students have the same access to funding as others in the postsecondary education system, that students are financially protected, and that the Career Colleges themselves are allowed to innovate in the global community to the economic and social benefit of Ontario. The changes we propose in this document reflect and reaffirm these principles.

For the individual, PSE represents an opportunity to equalize economic and social outcomes and provide real private returns with social spillover effects. For the public, our economic competitiveness hinges on our post-secondary sector.

The Drummond Report, 2012

The province ignores the contributions and potential of the Career College sector at its peril. Publicly-funded PSE institutions alone do not have the resources to meet the current enrolment demands for skills training and upgrading. This is especially true given the broad diversity of students who are seeking that training. Nor do they have the infrastructure to deliver urgently needed skills at the pace of technological change. Career Colleges are alleviating the strain that this creates on public system resources insofar as the current Act allows; but this Act was written years before the recent recession and the resulting economic consequences that we now face. The Career College sector in Ontario offers more than 5,000 programs at over 600 campuses in 70 communities. It employs 12,000 staff, and educates more than 67,000 students annually at a minimal cost to taxpayers. By choosing to study at Career Colleges, graduates actually save taxpayers more than \$1 billion per annum. At the same time, the Career College sector also generates more than \$94 million in business and payroll taxes. The sector is efficient, productive, nimble, flexible, innovative and accountable. With appropriate legislation it will be able to better shape and expand its programming in response to market forces.

Each year, more than 67,000 new students choose to enrol and study at Career Colleges, and like all postsecondary students must be assured of continued access to high quality programs of excellence, postsecondary mobility through credit transfers, credential recognition, equal access to funding opportunities, flexibility in learning modalities, and meaningful performance measures. Thus, government policies and programs should be inclusive and embrace all individuals who are pursuing their dreams through postsecondary education, in whatever manner is best suited to their circumstances. That is how a fair society moves forward. Rather than excluding students who have chosen to attend a Career College, we should be looking for ways to strengthen the sector to benefit those students.

We fully support the Drummond Report’s recommendation that the province of Ontario should establish program standards for the Career College sector that are consistent with Colleges and Universities. In this way, lifelong learning takes on a new meaning. It removes barriers to motivated students, and gives them the opportunity to advance and succeed through credit transfer and student mobility. In keeping with this, we demand representation of the sector, alongside the other PSE institutions in all stakeholder discussions concerning program standards. Performance indicators are an important student tool to enable them to make good decisions about what is right for them. The adoption of KPI’s by the Career College sector is a step towards greater accountability for quality education and standards. We welcome the introduction of KPIs to our sector, and urge the government to ensure that these are consistent with the public sector – that they are exactly the same indicators, gathered and published in the same manner.

The government should work with private Career Colleges to collect and publish the same performance indicators as public colleges and universities. This can be done through regulation on the part of the Ontario government or through a Delegated Administrative Authority (DAA) vehicle by enlisting an association such as the Ontario Association of Career Colleges or some other comparable body to provide oversight and ensure accountability.

The Drummond Report, 2012

The mobility of credentials (and credits) is an important economic building block.

Strengthening Ontario’s Centres of Creativity, Innovation and Knowledge, MTCU, 2012

The Ministry must stand by its promise to phase in the Ontario Qualifications Framework at Career Colleges to establish guidelines for learning outcomes, pathways, assessment and accreditation of qualifications, allowing students to move in a straightforward manner between levels of study and institutions. Some of the most successful PSE systems in the world, Australia for example, focus on learning outcomes, and have developed a taxonomy that ensures private Career Colleges are held to the same standards as public Community Colleges in terms of institutional and program standards. The Drummond Report went on to say that this would not add administrative burden to the Ministry, but could be regulated “through a Delegated Administrative Authority (DAA) vehicle by enlisting an association such as the Ontario Association of Career Colleges or some other comparable body to provide oversight and ensure accountability.”

No country can afford a weak private sector. Now is not the time to further segregate a successful Career College sector that contributes more than \$1 billion annually to the provincial economy. Now is the time to innovate, to think creatively and strategically, and to make the adjustments necessary for even greater success. Working in partnership, we have an opportunity to shape an Act that facilitates necessary and meaningful change to position the sector and the province to take full advantage of the changing landscape of postsecondary education.

Executive Summary

A fundamental component of the province's postsecondary education system, Career Colleges comprise over 600 campuses and educate more than 67,000 students annually. The sector is poised to contribute solutions to the challenges associated with a shortage of skilled workers, a provincial budget that needs to be balanced by 2017/2018, and with equal opportunity for all Ontarians to access post-secondary education. Career Colleges reduce reliance on welfare and social services by getting people back to work quickly through skills training and retraining that matches the pace of technological innovation. Not only do they save on operating and capital grants, they generate additional tax revenues for the government. Already, taxpayers save more than \$1 billion annually as a result of training programs provided by Career Colleges.

There is currently a bias in government policy that disadvantages Career College students who will contribute to the economic recovery. Recent high school graduates entering Community Colleges and Universities receive financial assistance through a variety of programs that are not available to all Ontario students. The average age of a Career College student is 28; roughly 30% are over the age of 35; and 40% previously attended a University or Community College. The Career College student population includes laid-off workers, sole-support parents, recent high school graduates, injured workers, aboriginal people, newcomers to Ontario and persons with disabilities. Graduation rates are over 80% and the post-graduation employment rate is over 83%. Of particular note is the high rate of employment among those who were previously unemployed or out of the labour market; there is a difference of 30 percentage points in the pre- and post-study employment rates of Career College graduates. It is obvious that for a great many students, Career College is the optimal choice.

If the potential contributions of the Career College sector to postsecondary education are embraced within an efficient and collaborative partnership, Ontario's vision to "put students first by providing the best possible learning experience for all qualified learners in an affordable and financially sustainable way" will become a reality. Accomplishing this requires change. The Ontario Association of Career Colleges strongly recommends that the province should carefully consider and adopt our proposed amendments to the current PCC Act.

Highlights of OACC recommendations include:-

A) Putting Students First

1. Students, with changing needs that demand more flexibility in program delivery, must be the foremost consideration. We are strongly recommending Continuing Education as a means to meet those needs.
2. In keeping with its global counterparts and current trends, Ontario should de-emphasize the public/private distinction and embrace a cohesive, comprehensive and fluid vision of PSE. The new Act should be named the "Career Colleges Act";
3. The government must end its discriminatory practices towards students who choose to attend a Career College as their best option for postsecondary education. Current fiscal policies that treat Career College students inequitably serve as a barrier to access, and should be revised to reflect equality of opportunity;

B) Ensuring Quality Institutions

4. Better screening of the financial viability of new entrants to the Career College sector and stronger deterrents to prevent non-compliance by existing Career Colleges can achieve a significant reduction in potential risk across the entire sector. To help accomplish this, we are proposing that the minimum financial security posted by new applicants, by Career Colleges that have been in operation for less than 3 years, and by Career Colleges experiencing compliance difficulties, should be considerably increased;
5. OACC would like to see the implementation of pre-registration Training Workshops, which we believe will provide a strong framework for sound practice, identification of potential issues and reduction of risk, thus protecting students, the public and the Ministry.
6. Clarity will be achieved by the introduction of precise definitions for a number of terms used in the current Act;

C) Creating Efficient Processes

7. Career Colleges that have reached a stage in their development whereby past performance, processes, records of compliance, accountability, delivery of learning outcomes and accreditation have consistently proven to be of high quality, should be afforded greater independence. Thus we are recommending the introduction of a new category of “Accredited” Career Colleges. These institutions will have met rigid and stringent Ministry criteria for standards of excellence.
8. We are recommending an overhaul of the Program Approval process. This is one area where the Career College sector could add real value, ensure quality outcomes, and significantly reduce Ministry workload.
9. Expanded program standards and learning outcomes for Career Colleges must be consistent with those of Community Colleges, Universities and Apprenticeship Programs. This will facilitate a seamless pathway for all Ontario postsecondary students.
10. The role of the Training Completion Assurance Fund Board should be transitioned from advisory to governing; a logical and timely move that would considerably reduce the administrative burden on the Ministry.
11. The Career College sector must be efficient and nimble to keep pace with rapidly changing skills and labour needs. We are, therefore, recommending the introduction of MTCU standards of service to enable us to shape and expand programming to quickly adjust to market forces.

ACT Part I: Interpretation

Name of the Act

Career Colleges are an integral component in the quality continuum of the province’s postsecondary education system (PSE). If Ontario is to keep pace globally, we must develop strategic policies and legislation that support the Career College sector’s potential to contribute to the province’s social and economic well-being. To that end, it is important that any definition of a Career College should remain broad enough to allow the sector to continually innovate and evolve to meet the needs of students and employers. All pillars of PSE are working towards and contributing to the same end. It is, therefore, appropriate to de-emphasize the public/private sector gaps and begin to embrace a vision of the Ontario postsecondary education system that is cohesive, comprehensive and fluid.

Recommendation I.1 (Schedule L; 414/06; 415/06)

The Private Career Colleges Act 2005 be renamed the Career Colleges Act.

Recommendation I.2 (Schedule L; 414/06; 415/06)

Throughout the Act and Regulations, the word private is removed from all references to “private Career Colleges”.

Definitions

More clarity of interpretation can be achieved through precise definitions of a number of terms that are used throughout the current Act, as well as some new concepts that have been introduced into our suggested revisions. Recommendations I.3 to I.5 clarify existing notions; Recommendations I.6 and I.7 introduce new terms that are described further in the document. The sector itself recognizes that some organizations are operating without regard for regulations and would like to see those institutions distinguished from the ones that are compliant.

Recommendation I.3 (Schedule L, 1(1) (f))

Proposed Addition: “Unregistered Vocational Training Institution” means an entity that is offering vocational programs without having been approved for registration as a Career College by the Superintendent.

Recommendation I.4 (Schedule L, 1(1) (g))

Proposed Addition: Throughout the legislation, all reference to ‘days’ indicates ‘calendar days’.

Recommendation I.5 (Schedule L, 1(1)(j))

Proposed Addition: Throughout the legislation, all references to the “Registry” shall refer to the Province of Ontario online listing of registered Career Colleges and approved vocational programs offered by those Career Colleges.

Recommendation I.6 (Schedule L, 1(1)(h))

Proposed Addition: All Registered Career Colleges shall be designated by the Superintendent as either “accredited” Sched. L, 14(5), or “regular”.

Recommendation I.7 (Schedule L, 1(1)(i))

Current: “vocational program” means instruction in the skills and knowledge required in order to obtain employment in a prescribed vocation. (“programme de formation professionnelle”) 2005, c. 28, Sched. L, s. 1 (1); 2009, c. 33, Sched. 25, s. 5 (1).

Proposed Additions: *To introduce TCAF protection for a student enrolled in only one vocational course.*

- a) Full-time Vocational Program (FTVP) is a vocational program offered by a Career College comprising a minimum of 20 hours per week of class time with continuous delivery.
- b) Part-time Vocational Program (PTVP) is a vocational program offered by a Career College comprising fewer than 20 hours per week of class time with continuous delivery.
- c) Continuing Education refers to sequential enrolment in individual vocational courses that are part of an approved vocational program and that may or may not lead to a credential.
- d) A Vocational Course is a single module of a vocational program

Act Part II: Administration and Financial Matters

Training Completion Assurance Fund (TCAF)

Any revisions to the current Act must reflect the principle of greatest benefit to and protection for students, not only in the quality of the programs, but also the financial protection of their investment in education. Fortunately, we can have a much different discussion today around student protection, due to the establishment of the Training Completion Assurance Fund (TCAF), the creation of which was originally proposed by the Ontario Association of Career Colleges.

The Ontario government currently delivers a number of regulatory programs directly..... In a time of fiscal constraint, there is a risk of service erosion as regulatory ministries seek to reduce costs. It is important to explore different forms of service delivery through arm's-length bodies.

The Drummond Report, 2012

Much of the Ministry’s activity has little to no impact on the quality of education but is spent on time-consuming management and administration relating to TCAF. The financial protection to students afforded by this \$12 million fund now enables the Superintendent to step back from his/her involvement in the business side of the sector to focus on the real purview of MTCU, which is the assurance of quality learning outcomes. We believe this to be a valid policy discussion, since the creation of TCAF has changed the landscape of the Career College sector. One of the major recommendations of the Report is to create a Governing Board for TCAF; a logical and timely move that would considerably reduce the administrative burden on the Ministry.

It is OACC’s position that there needs to be better screening of the financial viability of new entrants to the Career College sector and stronger deterrents to prevent non-compliance by existing Career Colleges. We also believe that this could be partially achieved by significantly increasing the minimum financial security to be posted by new applicants, by Career Colleges that have been in operation for less than 5 years, and by Career Colleges experiencing compliance difficulties. These changes would result in significantly reducing any potential risk across the entire sector.

Recommendation II.1 (Schedule L, 3(1)) – Training Completion Assurance Fund

That the current wording, “A fund to be known as the Training Completion Assurance Fund in English and Fonds d’assurance pour l’achèvement de la formation in French shall be established in accordance with the regulations. 2005, c. 28, Sched. L, s. 3 (1)”, be either removed or revised to reflect that the TCAF fund is established.

Recommendation II.2 (Schedule L, 3(2)) – Purpose of Fund

Current: The purpose of the Fund is to ensure that in the event a private career college ceases to provide a vocational program in which students are enrolled, the students

- (a) will be given the opportunity to complete the vocational program as provided by another private career college or by another institution, agency or entity; or
- (b) will receive a refund of that portion of the fees they paid in relation to the program for which they did not receive any instruction or other benefit. 2005, c. 28, Sched. L, s3(2)

Proposed: The purpose of the Fund is to ensure that in the event a Registered Career College ceases to operate and discontinues the provision of registered vocational programs in which students are enrolled, the students

- (a) will be given the opportunity to complete the vocational program as provided by another private Career College or by another institution, agency or entity; or
- (b) will receive a refund of that portion of the fees they paid in relation to the program for which they did not receive any instruction or other benefit. 2005, c. 28, Sched. L, s3(2)

Recommendation II.3 (414/06 Part II (2): Establishment of Board

Current: For the purposes of section 4 of the Act, an advisory board is hereby established to be known in English as the Training Completion Assurance Fund Advisory Board and in French as Conseil consultatif du Fonds d’assurance pour l’achèvement de la formation. O. Reg. 414/06, s2.

Proposed: For the purposes of section 4 of the Act, a Governing Board is hereby established to be known in English as the Training Completion Assurance Fund Governing Board and in French as Conseil d’administration du Fonds d’assurance pour l’achèvement de la formation O Reg 414/06, s.2.

Recommendation II.4 (414-06 Part II, 3) – Composition of Board

Current: 3. (1) The Board shall be composed of,

- (a) the Superintendent, who is a member by virtue of his or her office; and
- (b) five to nine members who shall be appointed by the Minister. O. Reg. 414/06, s. 3 (1).

Proposed: 3. (1) The TCAF Governing Board shall comprise:-

- (a) 1 Government representative appointed by the Superintendent;
- (b) Seven members who shall be appointed by the Minister. O. Reg. 414/06, s. 3
 - (i) 5 Career Colleges that are OACC member institutions;
 - (ii) 2 Career Colleges that are non-OACC member institutions;
- (c) 2 non-sector representatives (ideally from the legal and financial sectors); and,
- (d) Executive Director of the Ontario Association of Career Colleges (OACC) or his/her designate.

Recommendation II.5 (Schedule L 18(2)) – Registration

Current: Subject to section 19, the Superintendent may refuse to renew a registration or may suspend or revoke a registration...

Proposed: The Superintendent shall in all instances where there is a potential impact on the TCAF Fund, consult with the TCAF Governing Board prior to refusing to renew or to suspend or revoke a registration.

Recommendation II.6 (414/06, 9) Board Functions

Proposed: 9. The TCAF Governing Board shall perform the following functions:-

1. Make decisions with respect to the administration of the Fund, including the amount of premiums, surcharges and levies to be paid into the Fund by Career Colleges and the frequency of the payments.
2. Make decisions governing situations where a Career College ceases to provide a vocational program and, in particular, the provision and administration of training completion and the payment of training completion costs and refunds under Part VI in such situations.
3. Make decisions with respect to the measures to be taken in the event a particular Career College ceases to operate.
4. Make decisions on the suitability of any person, Career College or organization that may be approved under section 40 to provide training completion to the former students of a Career College that ceases to operate.
5. Develop strategies to promote public awareness of the Fund.
6. Engage persons to provide professional, technical or other assistance to the TCAF Governing Board under section 19.
7. Make recommendations to the Superintendent prior to the suspension, revocation or refusal of renewal of a Career College.

Recommendation II.7 (TCAF 414/06, 17(1)) Administration of the Fund

Current: 17(1) The Superintendent is responsible for the administration and management of the Fund. O. Reg. 414/06, s 17 (1)

Proposed: The TCAF Governing Board is responsible for the administration and management of the Fund. O.Reg.414/06,s 17(1)

Recommendation II.8 (TCAF 414/06 18(3)) Payments Out of Fund

Proposed Addition: 6. To pay the amount of individual premium refunds to individual Career Colleges as per Section 26, Subsection (6).

Recommendation II.9 (TCAF 414/06, 21(3)) – Premiums and Levies, Collection of Information

Proposed Additions:

- (3) The Superintendent shall request the submission of audited financial statements from a Career College as required in subsection (2) only if the Career College has total annual revenue from its vocational programs exceeding \$5 million in the Province of Ontario.
- (4) A Career College with total annual revenue from its vocational programs that is less than \$5 million in the Province of Ontario must submit an audited prepaid unearned revenue schedule.
- (5) Career Colleges that submit audited financial statements are not required to submit audited prepaid unearned revenue schedules.

Recommendation II.10 (TCAF 414/06, 26(6-8)) – Premiums and Levies, Subsequent Annual Premiums

Proposed Additions:

- (6) Despite subsection (2), if, at the end of one of the Fund's fiscal years, the value of the Fund is greater than 110% of an actuarially-determined target value percentage of the total gross revenues from vocational programs of all Career Colleges in Ontario for the Fund's previous fiscal year, the TCAF Governing Board shall, during the Fund's next fiscal year, give notice of and issue a premium refund to all Career Colleges still in operation, based on the proportion of the total that they contributed to TCAF since the inception of the fund. Career Colleges no longer in operation would not be eligible to receive any surplus premium refund. In the event of a surplus, annual TCAF fees for that year are paid as usual. Segregated Career Colleges would qualify for a surplus refund if they had contributed into the fund at any point since its inception. No Career College shall receive more in total premium refunds than the total amount they have contributed.
- (7) The TCAF Governing Board shall calculate the premium refund owing as per subsection (6) according to the formula $A*B/C$, where:
- A is the amount by which the fund exceeds the target value based on an actuarially-determined percentage of total vocational program revenue;
 - B is the total amount of TCAF premiums paid by a Career College eligible for a refund under subsection (6) above since January 1, 2007 and prior to December 31 of the most recent TCAF year-end; and
 - C is the total amount of premiums paid to TCAF by all Career Colleges eligible for a premium refund under subsection (6) between January 1, 2007 and December 31 of the most recent TCAF year end.
- (8) The TCAF Governing Board shall make all premium refund payments within 60 days of December 31 of the year in which the fund had exceeded 110% of the actuarially-determined target value percentage of total vocational program revenue.

Recommendation II.11 (TCAF 414/06, 32(7) Security, Amount of Security

Current: 32(7) An applicant for registration, or for renewal of a registration, under section 14 of the Act is not required to provide security under this section if the applicant is a registered charity as defined in subsection 248 (1) of the Income Tax Act (Canada) and has a charity registration number issued by the Canada Revenue Agency. O. Reg. 414/06, s. 32 (7).

Proposed: That this be deleted from the Act.

Recommendation II.12 (TCAF 414/06, 33(1-3 and 6)) Security, Amount of Security

Current Minimum Amount: \$10,000
Proposed Minimum Amount: \$50,000

33(1) Subject to subsections (4), (6) and (7), the amount of the security shall be,

- (a) in the case of a new applicant for registration or for renewal of registration for the two consecutive years following initial registration under the Act, the greater of,
 - (i) \$50,000, and
 - (ii) the amount determined under subsection (2);
- (b) in the case of a registrant at the time this Act comes into force, for renewal of registration, the greater of,
 - (i) \$10,000, and
 - (ii) the amount determined under subsection (3);

33(2) For the purposes of clause (1)(a), the amount shall be equal to the greater of

- (i) \$50,000; or
- (ii) 10 per cent of the Career College's gross annual revenue from fees that will be paid by students in respect of vocational programs during the Career College's first 12 months of operation, as indicated in the applicant's pro forma financial statements.

33(3) For the purposes of sub-clause (1)(b)(i), the amount shall be equal to the greater of

- (i) \$10,000; or
- (ii) 25 per cent of the Career College's highest monthly prepaid unearned revenue account balance from fees paid by students in respect of vocational programs during the college's last fiscal year that ended before the application for renewal is made, as set out in the college's financial statements for that fiscal year.

Recommendation II.13 (TCAF 414/06, 33(6)) Security, Amount of Security

Current: The Superintendent may,

- (a) subject to subsection (4), increase the amount of the security to be provided by an applicant under this section if the applicant opens a campus or offers a vocational program at a campus that did not previously offer the program, or in any other circumstance in which the Superintendent is satisfied that the increased amount is necessary to provide appropriate protection for the students of a career college; or,
- (b) decrease the amount of the security to be provided by an applicant under this section if the Superintendent is satisfied that the decreased amount will provide appropriate protection for the students of the Career College. O. Reg. 414/06, s. 33(6)

Proposed: The Superintendent or his/her designate shall,

- (a) subject to subsection (4), determine any increase or decrease in security solely on the basis of a prescribed formula determined by actuarial review, that is consistently applied to all Career Colleges;
- (b) provide a Career College with 60 days advance written notice of any change to the prescribed formula as determined by actuarial review;
- (c) Post the prescribed formula on the Ministry website.

Any new financial security to be posted by a Career College for TCAF purposes as a result of revisions to the prescribed formula will take effect at the time of re-registration.

Refunds

Recommendation II.14 (415/06; 25 (3)) Full Refunds

Current: (3) A refund is not payable under paragraphs 1 to 6 of subsection (1) unless the student gives the private career college a written demand for the refund. O. Reg. 415/06, s. 25 (3).

Proposed: (3) A refund is not payable under paragraphs 1 to 6 of subsection (1) unless the student gives the Career College a written demand for the refund within 30 days of the student's last date of attendance at the institution. O.Reg. 415/06, s.25(3)

Recommendation II.15 (415/06; 27 (4)(5)) - Partial refunds: withdrawals and expulsions after program commenced

Current: (4) If the student withdraws or is expelled from a vocational program within the first half of a period referred to in subsection (3), the amount of the refund that the private career college shall pay the student shall be equal to the full amount of the fees paid in respect of the program less,

(a) an amount that is equal to the lesser of 20 per cent of the full amount of the fees in respect of the program and \$500; and

(b) the portion of the fees in respect of the portion of the period that had elapsed at the time of the withdrawal or expulsion. O. Reg. 415/06, s. 27 (4).

(5) If the student withdraws or is expelled from a vocational program during the second half of a period referred to in subsection (3), the private career college is not required to pay the student any refund in respect of that period. O. Reg. 415/06, s. 27 (5).

Proposed Addition:

(7) Notwithstanding subsections 4 and 5 of Section 27, in the case where the total tuition fees collected by the Career College from the student is less than the amount that the Career College has earned based on the calculation in those subsections, the Career College shall be permitted to collect the excess amount from the student.

Recommendation II.16 (415/06; 36 (1)(a)) – Student Complaint Procedure

Current: 36. (1) The student complaint procedure required under section 31 of the Act shall include, (a) a requirement that a complaint be made in writing;

Proposed: 36. (1) The student complaint procedure required under section 31 of the Act shall include, (a) a requirement that a complaint be made in writing within 30 days of the student's last date of attendance at the institution;

ACT Part IV: Registration

Quality Assurance

All Career Colleges must meet the threshold of Ministry standards in order to be registered. In principle, we believe that the registration of new Career Colleges should remain the responsibility of MTCU. A lot more can be done, however, to ensure quality in the Career College sector. More training and guidance for new registrants at the front end of the process has been shown to reduce compliance problems at the back end. British Columbia, for example, has developed a pre-registration training Workshop on legislative and regulatory compliance requirements that is mandatory for all new institutions, and we would like to see a similar training program implemented in Ontario. It would provide a strong framework for identifying potential issues and reducing risk, thus protecting students, the public and the Ministry.

These Workshops would help to ensure that new registrants are familiar with provincial standards and regulations, that they have developed the policies, processes and forms needed prior to registration, and that they understand their responsibilities and ongoing reporting requirements. It is a good litmus test for potential institutions to decide whether they can or should continue to registration.

There are currently more than 600 Career Colleges in Ontario, all at varying levels of size and stage of maturity. Not only is it unfair to paint them with the same brush, it is administratively unsustainable. Career Colleges that have reached a stage in their development whereby past performance, processes, records of compliance, accountability, delivery of learning outcomes and accreditation reflect an established standard of quality, should be afforded greater independence. Thus, we have proposed a category of ‘Accredited’ Career College, referring to those institutions that have met rigid and stringent Ministry criteria for standards of excellence.

Recommendation IV.1 (Regulations 5(2)) – Conditions of Registration: Insurance

Current: Every person who operates a Private Career College shall ensure that the college is insured and that the insurance coverage is sufficient to,

Proposed: Every person who operates a Career College shall ensure that the college is insured and that the general liability insurance coverage is valued at a minimum of \$2 million and is sufficient to,

Recommendation IV.2 (Regulations 10(1)) – Application for Approval (Regulations 10(2); Schedule L (25(1) - Credentials

Current: 10 (1): In addition to any information that may be required by the Superintendent under subsection 23 (2) of the Act or section 43, an application for approval of a vocational program shall include the following information: 3. Two copies, in blank, of the credential that the college proposes to issue to students who successfully complete the program. Copies of the credential need not be provided in cases where there is no change to the Career Colleges credential.

Proposed: For the purpose of the approval of a new, first-time program, or in the case where a credential changes, two copies, in blank, of the credential that the college proposes to issue to students who successfully complete the program.

Current: 25. (1) Upon approving the provision of a specified vocational program by a private Career College, the Superintendent shall also approve the credential that the college may grant a student who successfully completes the program, in accordance with the policy directives issued by the Superintendent. 2005, c. 28, Sched. L, s. 25.

Proposed: 25(1) Upon approving the provision of a specified vocational program by a Career College, the Superintendent or his/her designate through a 3rd party service provider shall also approve the credential of the program, which will be valid until either i) the Career College makes any change to the credential; or, b) a policy directive is issued to formally change the prescribed content.

Recommendation IV.3 (Regulations 19(8)) – Admission Requirements

Proposed Addition: (8) Despite subsection (2), a student who has met all admission requirements except the submission of required medical reports or police reports before the program commences, may be enrolled and may commence the program, as long as the student agrees to submit the required medical reports within 30 days of the commencement of the program.

Recommendation IV.4 (Schedule L 14.(1)) – Registration and (Regulations (3)(1)) – Registration, Content of Application

Current: 14(1) The Superintendent shall register an applicant to operate a private career college and shall renew an applicant’s registration if the Superintendent is satisfied that,

Proposed Addition: For all new registrants, that they have successfully completed a Superintendent-approved Training Workshop on legislative and regulatory compliance requirements.

Current: 3(1) In addition to the information that may be required by the Superintendent under section 13 of the Act, a person applying for registration with respect to a Career College shall include the following information in the application:

Proposed Addition: 18) Evidence that the applicant has successfully completed the Superintendent-approved Training Workshop on legislative and regulatory compliance requirements.

Recommendation IV.5 (Schedule L: 14(1)) – Registration

Current: 14(1) The Superintendent shall register an applicant to operate a private Career College and shall renew an applicant’s registration if the Superintendent is satisfied that,

Proposed Addition:

- (e) the past conduct of the applicant or, if the applicant is a corporation, of its officers and directors, provides grounds for the belief that the Career College will be operated in accordance with the law and with integrity and honesty; and
 - (i) The Superintendent shall render a decision to operate a new Career College within 90 days of receipt of a complete application;
 - (ii) The Superintendent shall render a decision on renewal of registration of a Career College within 45 days of receipt of a complete application.

Failure to provide notification within the prescribed time period will result in the application fee being refunded, regardless of the outcome of the application.

Recommendation IV.6 (Schedule L 14(2)) – Criteria for Public Interest

Current: 14(2) In determining whether it is in the public interest to register a person or renew a registration under subsection (1), the Superintendent shall consider the prescribed criteria. 2005,c.28, Sched. L, s14 (2).

Proposed: In determining whether it is in the public interest to register a person or renew a registration under subsection (1), the Superintendent shall consider the prescribed criteria, and at the time of registration or renewal of registration, shall refer to and identify whether the Career College is ‘Regular’ or ‘Accredited’.

Recommendation IV.7 (Schedule L 14(3)) – Several Locations

Current: 14(3) If an applicant intends to provide a vocational program at more than one location, the Superintendent may register the applicant to operate one Career College at the several locations. 2005, c. 28, Sched. L, s. 14 (3).

Proposed Addition:

- (i) The Superintendent shall register any new campus locations of said Career College in the same category as the pre-existing campuses ('Regular' or 'Accredited')
- (ii) The Superintendent shall render a decision within 90 days of receipt of such applications.

Recommendation IV.8 (Regulations 34(1)(5)) – Student Transcripts

Current: A private Career College shall inform the Superintendent of any of the following changes at least five days prior to the change.

Proposed Addition: And the Superintendent shall issue an acknowledgement to the Career College in writing, confirming receipt of such notice within five days of receiving the notice from the Career College.

Recommendation IV.9 (Schedule L 14(4)) – Certificate of Registration

Current: 14(4) Upon registering a person to operate a private Career College, the Superintendent shall issue a certificate of registration to the person. 2005, c. 28, Sched. L, s. 14 (4).

Proposed: Upon registering or renewing a person's registration to operate a Career College, the Superintendent shall

- (i) issue a signed certificate of registration to the person within 10 days, including information denoting whether the Career College is regular or accredited;
- (ii) post confirmation of the registration and/or renewal on the Registry within 10 days, which shall serve as proof of the Career College's registration.

Recommendation IV.10 (Schedule L 14(5)(6)) – Registration

Proposed Addition: New Heading "Accredited Career Colleges"

- (5) In accordance with the prescribed Regulations, the Superintendent shall designate a Career College to be Accredited if it:
 - a) has been a Registered Ontario Career College for the past 5 consecutive years;
 - b) is institutionally accredited by an agency that is sanctioned by the Province of Ontario at either,
 - (i) all campus locations; or,
 - (ii) a minimum of 50% of its campus locations, and the remaining campus locations are all currently in the process of undergoing accreditation;
- (6) Accredited Career Colleges shall be eligible to:-
 - (a) Receive expedited Program Approval by the Superintendent or his/her designate through a 3rd party service provider;
 - (b) Approve their own programs provided that the institutional approval process has been sanctioned by the Superintendent or his/her designate through a 3rd party service provider;
 - (c) Offer any or all of its approved programs at multiple branch campuses that are covered by its institutional registration;
 - (d) Be automatically included on the Ministry's list of designated institutions for International Students.

Recommendation IV.11 (Regulations 415/06 (3. (1)) – Registration

Proposed Addition: All applicants for registration as Career Colleges must undergo a Superintendent-approved Training Workshop on legislative and regulatory compliance requirements. The training would be at the applicants' expense.

Recommendation IV.12 (Regulations 415/06 (3. (6)(7)) Registration - Content of Application

Current: (6) If a private Career College fails to apply for renewal of its registration within the time period referred to in subsection (5), the college shall pay, in addition to the renewal fee payable under subsection (7), a penalty in an amount that is 50 per cent of the renewal fee unless the Superintendent is satisfied that there were reasonable grounds for the failure to apply in time.

(7) An application for registration or for renewal of registration shall be accompanied by the fees required by the Minister under section 7 of the Ministry of Training, Colleges and Universities Act.

Proposed: (6) If a Career College fails to apply for renewal of its registration within the time period referred to in subsection (5), the college shall pay, in addition to the renewal fee payable under subsection (7), by electronic or credit card payment, a penalty in an amount that is 50 per cent of the renewal fee unless the Superintendent is satisfied that there were reasonable grounds for the failure to apply in time.

(7) An application for registration or for renewal of registration shall be accompanied by the fees required by the Minister under section 7 of the Ministry of Training, Colleges and Universities Act, payable by electronic or credit card payment.

Recommendation IV.13 (Schedule L 23) Approval required to provide vocational programs

Current: 23(1) It is a condition of every registration that the private Career College only provide those vocational programs for which it has received the approval of the Superintendent under this section. 2005, c. 28, Sched. L, s. 23 (1).

Proposed: It is a condition of every registration that the Career College only provide those vocational programs or any combination of courses within those programs for which it has either:

- (i) Received the approval of the Superintendent or his/her designate through a 3rd party service provider under this section. 2005, c. 28, Sched. L, s. 23 (1); or
- (ii) Is registered as an Accredited Career College.

ACT Part V: Approval of Vocational Programs

One remaining area of concern relates to the Ombudsman's recommendation that the Ministry address delays in processing of registrations and approvals for private Career Colleges. The Ombudsman continues to receive complaints that the Ministry takes too long to approve programs.

Ombudsman Ontario, 2010-11 Annual Report

Program approval delays are slowing down the pace of innovation and the speed at which Career Colleges are able to respond to market forces through skills training. This is one area where the sector could add real value to the process, ensure quality outcomes, and significantly reduce Ministry workload. As in the case of performance indicators, there needs to be common program standards and learning outcomes for Career Colleges that are consistent with Community Colleges, Universities and Apprenticeship Programs to create a seamless pathway for all Ontario postsecondary students. Enabling credit transfer and credential recognition for all qualified students is the only way to facilitate student mobility nationally and globally, which is a key to our global competitiveness. The Pennsylvania model, for example, uses outcome-focused standards; the Australian model lists competencies associated with diplomas, allowing greater credit transferability and student mobility. In this way, future employers can be assured that the skills and abilities of graduates can be consistently relied upon. Needless to say, representatives from the sector must be part of discussions that determine those standards.

Technological innovation, methods of delivery, experiential learning, and other similar mechanisms are not in themselves a guarantee of quality education, nor of meeting industry standards, nor of ensuring specific learning outcomes. To ensure quality, the sector needs to set benchmarks in many areas, including course content, key performance indicators, student assessments and administrative practices. The expansion of program standards and learning outcomes across the sector would be a step towards credit transferability, and enable qualified students to participate in lifelong learning throughout the PSE system. In many cases, these standards already exist, and it is simply a matter of reaching out to regulatory bodies to take advantage of accepted industry standards. In the interest of efficiency and productivity, it does not make sense to duplicate what someone else has already done well.

Recommendation V.1 (Schedule L 8(1)) - Prohibitions:

Current: 8(1) No person shall offer or provide a vocational program for a fee unless the person is registered and the provision of the vocational program has been approved by the Superintendent. 2005, c. 28, Sched. L, s. 8 (1).

Proposed: No person shall offer or provide a vocational program for a fee unless the person is registered and the provision of the vocational program has been approved by the Superintendent or his/her designate through a 3rd party service provider. 2005, c. 28, Sched. L, s. 8 (1).

Proposed Addition: The Superintendent or his/her designate through a 3rd party service provider shall offer a voluntary 'program pre-screening' service to identify to new programs as vocation or non-vocational, and shall respond to these requests within 15 days of receipt.

Recommendation V.2 (Schedule L 23(4)) – Conditions

Current: 23(4) The Superintendent may approve the provision of a specified vocational program by a private Career College subject to such conditions as the Superintendent may specify and may, as a condition of the approval, specify performance indicators for the vocational program and standards and performance objectives that the vocational program must meet in addition to the performance indicators, standards and performance objectives set out in the Superintendent’s policy directives. 2005, c. 28, Sched. L, s. 23 (4).

Proposed: The Superintendent or his/her designate through a 3rd party service provider may approve the provision of a specified vocational program by a Career College subject to such conditions as the Superintendent or his/her designate through a 3rd party service provider may specify and may, as a condition of the approval, specify performance indicators for the vocational program and standards and performance objectives that the vocational program must meet in addition to the performance indicators, standards and performance objectives set out in the Superintendent’s policy directives. 2005, c. 28, Sched. L, s. 23 (4).

Proposed Addition: a) The Superintendent or his/her designate through a 3rd party service provider, shall render a decision on applications and notify the applicants within 30 days of receipt to provide new vocational programs; b) The Superintendent or his/her designate through a 3rd party service provider, shall notify the applicant within 30 days of receipt of the application if further information is required; c) Failure to provide notification within the prescribed time period will result in the application fee being refunded, regardless of the outcome of the application process.

Recommendation V.3 (Schedule L 23) – Conditions

Proposed Addition:

- (8) A Career College may follow one of two paths for program approval. A Career College that is ‘Accredited’ may apply to the Superintendent or his/her designate through a 3rd party service provider, to have its program approval process authorized. All other Career Colleges (Regular) will follow proposed legislation Sched. L, s. 23 (4);
- (9) A Career College with a Superintendent-authorized program approval process will be exempt from Subsections (1) to (7), and will not be required to submit individual vocational programs to the Superintendent for approval;
- (10) A Career College that has a Superintendent-authorized approved program approval process, as defined in 23(8) shall be required to submit its vocational programs to the Superintendent for inclusion on the Registry prior to offering the program to students;
- (11) The Superintendent shall add all vocational programs per Subsection (10) to the Registry within 5 days of their submission;
- (12) The Superintendent shall notify the Career College of the inclusion of vocational programs on the Registry as set out in Subsection (11) within five days;
- (13) A Career College shall be permitted to offer a vocational program in its entirety or in part, immediately after receiving confirmation that the program has been added to the Registry;
- (14) An Accredited Career College (Sched. L 14(5)(6) with an authorized program approval process as defined in 23(8), shall be permitted to offer any or all of its programs that are posted on the Registry, in their entirety or in part, at any or all of the branch campuses that are covered by its institutional registration;
- (15) A Career College may apply to the Superintendent or his/her designate through a 3rd party service provider for approval to offer any or all of its programs in their entirety or in part, which are included on the Registry at any or all of the branch campuses that are covered by its institutional registration;

Recommendation V.4 (Act 23(6) – Changes to Vocational Programs

Current: (6) A private career college shall not make a substantial change to a vocational program that it has been approved to provide without the further approval of the Superintendent. 2005, c. 28, Sched. L, s. 23 (6).

Proposed Addition: A substantial change is defined as greater than 20%, and requires a new program approval application.

Recommendation V.5 (New) See also I.6 (Definitions)

Proposed Addition:

- a) Career Colleges may offer any individual course that is part of an approved program.
- b) Career Colleges must report tuition revenue derived from students enrolled in a single course of an approved vocational program as vocational revenue;
- c) Any student who is enrolled in a minimum of one vocational course is protected by the TCAF Fund.
- d) Any course or combination of courses taken by a student within the previous 12-month period that exceeds \$1,000 or 40 hours is deemed to be vocational in nature; and, in the event that the student enrolls in a subsequent vocational course, then Career Colleges must enter into a vocational contract with the student, informing him/her of his/her rights and responsibilities and disclosing all future courses needed to complete the credential;
- e) Continuing Education courses may only be offered for an approved vocational program;
- f) Continuing Education programs must be completed within a time period not to exceed 3 times the length required for the Full-time Vocational Program equivalent and may be completed in less time.

Recommendation V.6 (New) 415-06 – Condition of Duration and Approval

Current: (2) For the purposes of subsection 23(5) of the Act, the period during which an approval of a vocational program granted by the Superintendent is valid is a period of five years or such lesser period as may be specified by the Superintendent in the approval. O. Reg. 415/06, s.12 (2).

Proposed: (2) For the purposes of subsection 23(5) of the Act, the period during which an approval of a vocational program granted by the Superintendent is valid is a period of ten years or such lesser period as may be specified by the Superintendent in the approval. O. Reg. 415/06, s. 12 (2).

Part VI: Operation of Career Colleges

Ministry Standards of Service

Diminished resources are creating a gap between the level of quality assurance guaranteed by the Act, and the Ministry's capacity to effectively and efficiently administer the Career College sector. It is strongly believed that the Act, which rightfully places expectations on Career Colleges to meet deadlines, should also place expectations on the Superintendent to require a minimum standard of service comparable to those used in other Ministries. The types of service standards envisioned might include deadlines for the issuance of acknowledgement to Career Colleges by the Ministry of having received documentation/notices from applicants and registrants; deadlines for processing applications received from applicants and registrants.

Initiatives currently underway, such as institutional designation for International Student Study and Work Permits, an approval framework for distance education, and the implementation of KPIs in the sector will only add to the administrative burden of the Ministry. It is our view that the Career College sector, through the recommendations outlined in this document, can do much to alleviate the administrative workload, while freeing up Ministry resources to focus on Regulatory and Compliance issues, which are at the heart of student protection.

I want to challenge the government and its administrators to embrace openness and transparency not just as generic policy, but as their creed and their greatest contribution.

*Ombudsman Ontario, 2010/11
Annual Report*

Recommendation VI.1 (Regulations 43(3)) – Itemized List of Fees

Current: 43. (1) Upon application for approval of a vocational program, a private Career college shall provide the Superintendent with an itemized list of all fees that will be charged by the college to a prospective student or a student who enrolls in the program, including tuition fees, cost of books, and any administrative charges and other compulsory or optional fees, whether or not such fees are charged in relation to the vocational program. O. Reg. 415/06, s 43 (1); O. Reg. 377/08, s C

Proposed Addition: (3) Optional fees for the purpose of Subsections (1) and (2) include, but are not limited to: i) A fee charged to a student to cover the service charge incurred by the Career College as a result of an NSF payment by the student; ii) A fee charged to a student for writing a second certification exam; iii) a fee for completing a Prior Learning Assessment for students seeking advanced standing iv) Graduation event fees; v) A fee for providing a second copy of a credential document; vi) A fee for providing a second copy of a transcript; vii) A fee for providing a second copy of a T2202A; viii) A fee for retaking a failed course; ix) A fee for re-writing an exam; x) A fee for printing and photocopying; xi) Fees for optional events; xii) Fees for parking.

Recommendation VI.2 (Schedule L34 (1,2); Regulations 34(2)(b)) – Same

Proposed Addition: And the Superintendent shall issue an acknowledgement to the registrant in writing confirming receipt of such notice within five days of receiving the notice from the registrant.

Recommendation VI.3 (Schedule L34 (1,2); Regulations 47(2)) – Notice re: Change of Ownership

Proposed Addition: And the Superintendent shall issue an acknowledgement in writing to the Career College confirming receipt of such notice within five days of receiving the notice from the Career College.

Recommendation VI.4 (Regulations 48(1,2,3)) – Notice of Other Changes

Proposed Addition: And the Superintendent shall issue an acknowledgement in writing to the Career College confirming receipt of such notice within five days of receiving the notice from the Career College.

Recommendation VI.5 (Regulations 40(3)) – Qualifications of Instructional Staff

Current: Despite subsection (1), a private Career College may employ a person who does not meet the requirements of subsection (1) as an instructor in a vocational program if the person is approved by the Superintendent for the purposes of providing instruction at the college. O. Reg. 415/06, s. 41 (3).

Proposed: Despite subsection (1), a Career College may employ a person who does not meet the requirements of subsection (1) as an instructor in a vocational program if the person has a minimum of 3 years relevant instructional experience at any of the following: i) a Canadian Community College; ii) a Canadian University; iii) a registered Canadian Career College; iv) the Canadian Military; or is approved by the Superintendent for the purposes of providing instruction at the college. O. Reg. 415/06, s. 41 (3).

ACT Part VII: Enforcement

OACC has concerns regarding some points under the current enforcement legislation and we would like to have the opportunity to address these during further discussions with the Ministry.

ACT Part VIII: General

Set up monitoring and audit systems to catch problems, but do not waste everyone's time by drawing them away from important policy and service delivery objectives to attend to minute details of reporting and compliance.

Ombudsman Ontario, 2012 Annual Report

Recommendation VIII.1 (Section L53(5)) – Policy Directives, Consultation:

Current: 53(5) A policy directive issued under this section is not a regulation within the meaning of Part III (Regulations) of the Legislation Act, 2006. 2005, c. 28, Sched. L, s. 53 (5); 2006, c. 21, Sched. F, s. 141 (3).

Proposed Addition: New Heading “Consultation”; and,

- (6) The Superintendent shall in all cases only issue a policy directive that falls within the scope of his/her prescribed authority;
- (7) Fact Sheets do not have the force of law, and Policy Directives shall not refer to Fact Sheets;
- (8) The Superintendent shall consult with the Ontario Association of Career Colleges (OACC) and share with them the final drafts of Policy Directives in advance of them being posted; (10) The Ministry shall have a dedicated location on its website for the posting of all Policy Directives;
- (9) Policy Directives do not become effective until they are posted on the Ministry Website; and must be posted for public viewing at least 6 months prior to becoming effective unless:-
 - 1. The policy directive introduces a new standard related to public health or public safety.
 - 2. The policy directive revoking the approval relates to a vocational program that is regulated by a third party and,
 - i) the third party changes the entry requirements necessary to practise the vocation, and,
 - ii) the changes are such that unless the private Career College adopts the requirements prescribed by the third party, graduates from the program would not meet the entry requirements to practise the vocation. 2010, c. 12, s. 21.
- (10) All new and revised Policy Directives and Fact Sheets shall be sent to every operating, registered Career College, and to OACC;
- (11) If a Policy Directive is issued in its final form and a revision is required, the revised Policy Directive must undergo the same level of consultation and display as the original.

Recommendation VIII.2 (Regulations 17(1) 4) - Advertisements

Current: If the advertisement contains a testimonial, endorsement or representation of opinion, a separate text of the testimonial, endorsement or representation of opinion signed by the person making it.

Proposed: If the advertisement contains a testimonial, endorsement or representation of opinion, a separate text of the testimonial, endorsement or representation of opinion signed by the person making it, except in the case where the individuals have themselves appeared in the delivery of the testimonial or endorsement.

Conclusions

We agree wholeheartedly with the Ministry's sentiments expressed in the following quote from the recent White Paper. Career Colleges are part of the postsecondary system and it is time to recognize both existing contributions and potential significance.

The Career College sector is part of the solution.

The vision and goals outlined in the MTCU White paper can only be accomplished through the collaborative efforts of all the partners working on a level playing field. The sector wants to be held to the same quality standards and outcomes as its Community College and University partners; it wants its students to have access to the same opportunities as their counterparts in the Province; it wants to show that Ontario Career Colleges rank amongst the best in the world. This can only be accomplished if we have an Act that is visionary rather than oppressive, and an environment that reflects trust rather than suspicion. If the sector is to be part of the economic recovery of Ontario, then it needs an Act that guarantees accountability and quality without stifling innovation.

Increased innovation in the PSE sector will improve student learning options, meet the needs of lifelong learners, enhance quality, and ensure the long-term financial sustainability of the sector.

Strengthening Ontario's Centres of Creativity, Innovation and Knowledge, MTCU, 2012

Acknowledgements

The Ontario Association of Career Colleges would like to thank and acknowledge the participation and contributions of its member institutions. Consultation meetings were held across the province to provide the opportunity for broad input into the development of this Report.

Appendix A

Backgrounder on Career Colleges and Their Students



Background on Career Colleges and Their Students

Fall 2012

Ontario citizens seeking to acquire basic job skills, or upgrade their existing skills, or learn new skills required for a career change, are increasingly choosing to attend private post-secondary institutions that are members of the Ontario Association of Career Colleges (OACC).

Founded in 1973, OACC is a non-profit organization whose membership consists of a network of more than 280 career colleges that have an exemplary track record in specialized career training.

Career Colleges have existed in Ontario for more than 144 years and are regulated under the Private Career Colleges Act by the Ministry of Training, Colleges and Universities.

Since the inception of the first career college campus in Belleville in 1868, the Career College sector has grown steadily and today remains a fundamental component of Ontario's post-secondary resource, training more than 67,000 individuals annually.

Career Colleges offer a wide range of diploma and certificate programs in a variety of career disciplines including: Automotive, Broadcasting, Business, Computer, Culinary, Design, Electronics, Healthcare, Information Technology, Legal, Personal Care, Travel and Welding.

While some students enter a Career College directly out of high school - the average age is approximately 27; roughly 30 percent are over the age of 35; and 40 percent having previously attended a university or community college.

Students use a variety of sources to finance their studies including personal funds, Employment Insurance funds, Second Career funding, WSIB sponsorship, or government sponsored student loans.

With no direct operational or capital funding from any level of Government to fall back on, career colleges must rely heavily on satisfied graduates, satisfied employers, and their local community reputation to generate referrals of future students.

Career colleges make a major contribution to the Ontario economy. Career colleges employ 12,000 staff, and annually save the taxpayers of Ontario more than \$1 billion, while generating over \$94 million in business and payroll taxes.

Career colleges provide a major share of the trained specialists in Canada at low cost to the taxpayer. The cost to taxpayers to produce a career college graduate is 18% of the cost of producing a community college graduate.

Appendix B

The Impact of Ontario Career Colleges