



WORKING TOGETHER, BUILDING TRUST AND SECURITY

BRIAN TAMBLYN & VENEISE SAMUELS CAAT PENSION PLAN, ONTARIO

The success of Canada's public sector pension plans is built on a strong joint governance between employers and employees. The CAAT Pension Plan provides pensions for the employees of Ontario's 24 public colleges. Brian Tamblin spent 30 years working in leadership roles at Georgian College in Barrie and is now retired. Veneise Samuels is at an earlier stage in her career at George Brown College in Toronto. Together Brian and Veneise co-chair the Sponsors Committee for CAAT representing employers and employees respectively, working together to provide secure, lifetime pensions.

DEVELOPING SKILLS, SUPPORTING STUDENTS

Ontario's 24 colleges are spread across the province with over 100 campuses providing a wide variety of programs to develop in-demand skills.¹ Over 500,000 people benefit from college programs of which 260,000 are full-time students of all ages are enrolled in Ontario's colleges in any year² developing specific skills and knowledge for jobs, often blending academic learning with hands-on work experience. These skills are in high demand with over 80% of graduates entering employment within six months, and working across a variety of sectors from healthcare, to manufacturing and construction, to high-tech start-ups.

Veneise has worked at George Brown College since 2008 and is the Operations Coordinator for the Centre for Construction and Engineering Technologies. She keeps the academic department running smoothly, coordinating academic operations for three schools, 4,500 students, and more than 200 faculty and staff members. Georgian College in Barrie has 13,000 students across seven campuses in the region and around 90 programs. Brian worked at Georgian College for 30 years serving as the Chief Human Resources Officer, then President and CEO for 13 years.

"From an employee and employer perspective, people value sustainability and security more than ever. A good pension helps employers recruit and retain the best talent in an increasingly competitive job market." **Brian Tamblin**

"Joint governance helps build trust and improve accountability. Everyone has an equal say in how the plan is governed which leads to long term stability and value for members and employers." **Veneise Samuels**

ATTRACTING TALENT AND PROVIDING PEACE OF MIND

Developing skilled graduates requires high quality learning environments. This includes the teaching, as well as the overall college experience, such as a wide range of student services, workplace integrated learning opportunities, and cutting-edge facilities. As the former head of a college Brian recognizes the need to recruit and retain the best talent to create that strong learning environment, talent like Veneise. In their roles as Co-Chairs of the Sponsorship Committee, Brian and Veneise work together with six other members to act in the interests of pension plan members and employers to provide secure, sustainable pensions. Their focus is on plan design, contribution rates, and eligibility. Working together helps build trust between employees and employers.

As with many public sector pension plans, the benefit for employers comes from joining together to form a larger entity serving all their interests. Rather than have 24 separate plans managed in-house by each college, there is one consolidated organization with some \$16 billion in assets investing on behalf of its members. Having a professional-run and secure pension plan is a major factor in talent being attracted into colleges and provides peace of mind.

LOCAL TALENT, ECONOMIC BENEFIT, PENSION ACCESS

Having a talented workforce delivering high-quality education in the province provides an economic uplift through the skills developed. Pensions help colleges attract the best talent to deliver that high-quality education. As those employees retire, they spend their money locally and provide broader benefits. In Ontario, 710,000 retired public servants receive a total of almost \$19 billion each year in pension payments. When they spend this money, they support 362,500 jobs, almost 40% of these jobs go to people under 35. There are 22,200 businesses supported, the majority having under ten employees, and paying over \$14 billion in wages.

Recognizing the importance of a stable pension to society as a whole, CAAT has also opened its doors to other companies and organizations to provide the option of a defined benefit pension plan. Their DBplus plan has welcomed organizations such as Sanofi Canada, Brinks Canada, Postmedia, and the Canadian Bar Insurance Association. This initiative is an important step in helping to extend pension coverage and the benefits it brings to the economy and society more widely.



362,500
jobs supported
across Ontario



\$14.4 billion
total wages
supported in
Ontario



22,200
mainly small
businesses supported
in Ontario



\$8.7 billion
in annual government
revenue across
Ontario

1 <https://www.ontariocolleges.ca/en/colleges/why-college>

2 <https://www.collegesontario.org/en/resources/2021-environmental-scan-student-and-graduate-profiles>



The CPPLC is a non-partisan group of senior public sector pension plan leaders from across Canada. Established in 2013, the CPPLC is dedicated to informing the evolving discussions about retirement income security for working Canadians. The CPPLC is composed of 13 public sector pension plans from across Canada representing over 1.6 million active and retired members.