

PARTNERSHIP ACTIVITIES

Western Local Board Areas



**EMPLOYMENT
ONTARIO**

2010 - 11

LOCAL BOARDS NETWORK... CHAMPIONS OF ONTARIO LABOUR MARKET SOLUTIONS

Western Local Board Areas

Local Boards continue to collaborate and share ideas, strategies and strive to maximize resources. Our projects and partnerships are great examples of our local capacity to bring people together to identify, plan, and implement results-based labour market solutions. This publication showcases the activities of the eight Local Board areas in the western region including Niagara, Hamilton, Grand Erie, London, Kitchener-Waterloo, Sarnia-Lambton, Grey Bruce and Windsor-Essex-Kent.

We lead our communities by:

- interpreting local data
- providing on-the-ground intelligence and connections
- strengthening relationships in our community
- leveraging community strengths to address common issues, among and across geographic boundaries
- demonstrating our neutrality
- bringing community stakeholders together to discuss, examine and build solutions to address local labour market challenges
- knowing how business is done in our communities
- connecting people to strengthen outcomes
- understanding our communities, knowing the demographics, creating labour market planning approaches that work for our areas

Local Boards of Ontario, as a cross-provincial network, have collectively delivered over 1000 partnerships since 1997.

Check us out at www.localboards.on.ca.



This Employment Ontario project is funded by the Ontario government.

The views expressed in this document do not necessarily reflect those of Employment Ontario.

PARTNERSHIP ACTIVITIES 2010 – 11

ELGIN, MIDDLESEX, OXFORD LOCAL TRAINING BOARD

Workforce Focus

Workforce Focus is a bi-monthly insight into the labour market of 13 Local Board areas. Pertinent issues to community stakeholders are highlighted by statistical evidence, publication excerpts, and communications with local participants. Topics have included demographic change, sector profiles, and interest group trends.

Employability Skills Curricula

Develop and share curricula to support learning of fundamental employability skills to prepare students finishing high school, college or university to present themselves as viable job candidates.

Workplace Essential Skills Project

Develop a workplace literacy pilot program that will work closely with a local employer to include Essential Skills in existing training programs. The results of the pilot will be shared with employers in the Elgin, Middlesex Oxford area and across the province.

Oxford Labour Force Strategy

The strategy will be based on the sectors identified by the economic development offices in Oxford County. It will include a process and a commitment from the partners for updating the strategy as a living document.

EMO Labour Market

Develop a coordinated plan to collect and distribute labour market information among key stakeholders. This could include the use of a common set of questions related to workforce issues and employer needs to be asked of employers and a variety of vehicles for sharing labour market information.

Requirements for Employers Compliance to Legislation

Research and create an online guide for employers highlighting, or linking to, requirements for employers to comply with legislation. The guide would identify requirements that change based on number of employees.

Local Talent Pools

The focus will be on candidates with qualifications for those positions in which employers report difficulty recruiting: engineering, graphic design, technicians & technologists, metal fabricators, chefs & cooks, commercial drivers, management skills.

Oxford Invitational Youth Robotics Challenge

This annual robotics challenge is for teams of students from secondary school that results in the Oxford Invitational event to showcase the teams' achievements.

Passport to Prosperity

This is the Business-Education Partnership component of the EMOLTB funded by the Ministry of Education in cooperation with the Ministry of Training, Colleges, and Universities. Employers are encouraged to offer learning beyond the classroom (Specialist High Skills Majors, co-operative education, work experience, and school-to-work transition programs) to high school student. This includes: ***Employer Registry.ca***



The Elgin, Middlesex, Oxford
Local Training Board

Commission locale de
formation pour les comtés
d'Elgin, de Middlesex et d'Oxford

Debra Mountenay, Executive Director
519-672-3499
dm@localboard.on.ca
www.localboard.on.ca

Waves of Opportunities - Careers in Water

Host a Career Fair for Bruce and Grey High Schools. This one day event will be held in Walkerton and will heighten awareness of local careers in water opportunities and the employer needs in both educational and skill requirements.

Customer Service Excellence

A growing industry in the Local Board region was in the Tourism sector with many employers highlighting the need for Customer Service Excellence training. This partnership with the Community Futures Development Corporations will offer training to employees in Customer Service Excellence.

First-Time Full-Time Huron Perth

This all day conference will be piloted in Huron Perth and is geared to high school students directly entering the workforce. They are given the opportunity to take training in areas such as: Safe Food Handling, WHMIS, First Aid, Landscaping, Fork Lift Operation, Global Positioning Systems (GPS) and Customer Service. These courses give the students additional qualifications to show a prospective employer.

Skills Gap Study Phase One

This study will focus on one decline and one growth sector. This phase will focus on the forming of a committee, identifying the appropriate steps for the study and submitting application (s) for additional funding. It is estimated that phase two of this project will cost approximately \$100,000 and therefore appropriate identification, project plan and feasibility for this study will be determined in phase one of the project with identified next steps.

Industry Profiles for four key industries identified in 2010 LMI Analysis

Local industry profiles will be developed for four key industries identified in the 2010 Labour Market Indicators Analysis. This will be provided to community stakeholders for reference in employment and training counseling situations.

Creative Class in Huron County

A recent study identified that the Creative Class exists in Huron County. This notion will be explored more thoroughly through the use of the OMAFRA newly developed tool. This information will be used to develop profiles to be used for economic development initiatives in the County.

Generational Difference in the workplace for employers

In a recent BR&E study employers identified that they needed to know more about the generational differences that exist in their workplace. A Lunch and Learn event featuring a keynote speaker will highlight the differences and offer strategies for engaging all generations in the workplace.



Gemma Mendez-Smith, Executive
Director
519-881-2725
executivedirector@planningboard.ca
www.planningboard.ca

PARTNERSHIP ACTIVITIES 2010 – 11

HAMILTON TRAINING ADVISORY BOARD

The Hamilton Training Advisory Board has established strategic priorities for 2010-11 fiscal year, these include: employer engagement, labour market information, and strengthening HTAB's role as a community catalyst. Projects that will assist HTAB execute these strategic priorities include:

Face to Face Training and Employment Fair

HTAB, pending funding approval, will deliver its 5th Job Fair event. This year's event proposes to attract 87 exhibitors including: 50 employers with a minimum of three vacancies, 21 employment service providers, and 16 training providers.

LostMyJob

Following the successful development of the LostMyJob information kit for laid off workers, and the creation of www.lostmymjob.ca, this communications and outreach campaign will focus on reaching laid off workers who are not connected with EO services or Action centres with information to help them through the emotional, financial, and social impacts of job loss. This project is a partnership with the Workforce Planning Board of Grand Erie.

WINHamilton.ca

Launched in October 2009, this on-line community website offers service providers up-to-date information on programs and services in Hamilton. HTAB continues to market this resource to service providers and continues to add subscribers to the list.

EnAbling Change Funding Application

This project will educate, promote awareness and the adoption of the Customer Service Standards as well as creating awareness and readiness for the other accessibility standards currently under development. HTAB's focus will be on small businesses from the Retail Trade and Hospitality Tourism sectors.

Healthy Communities Fund Application

The goal of Healthy Workplaces for Hamilton (HWH) is to promote a healthy community by promoting healthy workplace environment and practices. This employer focused initiative will promote mental health, physical activity, and healthy eating.

Green Jobs in Grand Erie, Hamilton & Niagara Economic Region

Building on the work of the central boards, HTAB, NWPB and WPBGE will partner together to complete a comprehensive analysis of and develop occupational profiles for green jobs in within each local board geographic area.

Monthly Labour Force Survey

This employer survey provides valuable information to the community on occupations in demand and in decline, by industry, and with month to month comparisons in the Hamilton area.

Skilled Trades Employer Forum

HTAB will host a forum for up to 150 skilled trades employers from all trades subsectors in late November 2010 that provides employer participants with up-to-date apprenticeship and skilled trades information.

Winning Strategies for Immigrant Entrepreneurship: An Examination of Five Communities

Building on existing knowledge, primary research into services and supports that work well, and interviews with immigrant entrepreneurs themselves, the proposed project will identify key ingredients to successful business supports in southwestern Ontario and share them with key stakeholders in five second tier communities: Hamilton, Kitchener, Waterloo, London, Niagara and Windsor.

Judy Travis, Executive Director
905-521-5777
judy@htab.ca
www.htab.ca



Hamilton Training Advisory Board
Commission consultative sur la formation à Hamilton

PARTNERSHIP ACTIVITIES 2010 – 11

NIAGARA WORKFORCE PLANNING BOARD

Shared Co-Op and Workplace Employer Outreach

Discussion with local educators to create a shared co-op and workplace employer outreach strategy.

Green Jobs in Grand Erie, Hamilton & Niagara Economic Region

Research and profile occupations across prevalent sectors within each local board geographic area.

Local Boards Occupational Profile Framework

Development of a common template for occupational profiles across local board areas will be explored, including creation of a comprehensive inventory of existing profiles, and information collected.

SME – Available Supports & Documented Gaps – Phase II

Labour market development needs of SME's will be compared to existing supports and gaps identified.

Profiling Niagara's Dynamics, Diversity and Density

A series of information briefs highlighting research findings from a 2010 study examining Niagara's profile from a human capital development model perspective will be released.

Feasibility Study for Local Labour Market Information (LMI)

A sustainable, integrated local LMI system that enables job seekers, employers, educators, and economic and support organizations to access and utilize current LMI to inform decisions will be investigated.

Take Care of Your Future (Career Awareness and Resource Exploration)

High school students get experience in the healthcare sector through a one week March Break camp.

CareersNiagara.com

NWPB will launch a career web portal that will promote executive management level jobs in Niagara.

Youth Strategy Coordinator

NWPB will work with local municipalities and youth serving agencies to develop, implement and evaluate a region wide youth strategy to promote youth engagement and retention.

Niagara Immigrant Connections Initiative (NICI)

In its pilot year NICI will coordinate both a mentorship and connections program for immigrants.

Local Immigrant Partnership Strategy (LIPS)

NWPB is working to provide the implementation and integration of resources to support immigrants.

Executive Director Networking Breakfast

Meeting of executives from Niagara's employment support and service providers provides opportunity for dialogue and information sharing; held bi-annually.

APPRENTICESHIP: IT WORKS!

In partnership with the Canadian Apprenticeship Forum- Forum canadien sur l'apprentissage (CAF-FCA), host a half day event for Niagara employers to share information on programs and supports/services.

Local Boards of Ontario Occupational Framework

A provincial approach to documenting and sharing occupational profiles and local labour market information will be developed.



**Niagara Workforce
Planning Board**
Our Vision is Working

Trudy Parsons, Executive Director
905-641-0801
tparsons@niagaraworkforceboard.ca
www.niagaraworkforceboard.ca

SARNIA LAMBTON WORKFORCE DEVELOPMENT BOARD

Labour Market Partnership Project

The goal of this 24 month research project was aimed to identify the current and anticipated critical training and talent gaps in Sarnia Lambton, and then develop a locally-driven, forward-thinking workforce development strategy to address those gaps.

NextGen Green Paper: Living and working in Sarnia Lambton

As part of Workforce 2020: Fuelling tomorrow's talent, SLWDB hosted an informal focus group among 20 and 30-somethings in Sarnia Lambton to find out what they think about living and working in Sarnia Lambton. The green paper is meant to be a springboard for future discussion with current leadership about the priorities of our younger community members.

Occupational Profiles

The SLWDB has created occupational profiles with information specific to our area and are being matched with programs at Lambton College.

Talent Advantage Profile

The 'Talent Advantage' profile of Sarnia Lambton's skilled trades workforce is intended to be used as a marketing tool to expand national and international awareness of Sarnia Lambton's specialized training and education resources.

Profile – Life in Sarnia Lambton

A fourth edition, comprehensive community profile outlining 49 indicators of community health. Issues range from public safety and arts and culture, to recycling and business growth.

Lambton Kent Youth Directory

Updated on an annual basis, this comprehensive guide provides youth with the necessary information to make important decisions as they transition into the workforce.

Directory for Persons with Disabilities

Updated on an annual basis, this directory provides persons with disabilities information on training and education, income and employment programs, health services, equipment, housing, transportation, support services and volunteer opportunities. One of SLWDB's most requested publications.

Global Talent: An Employer's guide to hiring immigrants

This guide was developed for employers to learn how hiring newcomer and immigrant talent can benefit their company's bottom line. Interviews were conducted with a number of leading Sarnia Lambton employers such as the Best Western Guildwood Inn and TD Canada Trust.

"Skills Work!@" Camp

In partnership with Lambton College and Skills Canada Ontario, a summer skills camp will be held for students going into Grades 7 or 8. Students will be introduced to carpentry, horticulture, welding and cooking through hands-on workshops.

Passport to Prosperity

SLWDB partners with the local school boards to take the lead on projects that benefit students going from school to work, provide opportunities for educators to meet with employers and assist in finding employers willing to participate in career talks or co-op opportunities for students.



Vicky Ducharme, Executive Director
519-332-0000
vicky.ducharme@slwwdb.org
www.slwwdb.org

PARTNERSHIP ACTIVITIES 2010 – 11

WORKFORCE PLANNING BOARD OF GRAND ERIE

GREEN DAY ONTARIO (Proposal Stage)

GREEN DAY ONTARIO will focus on the impact of the green economy on four areas of employment: job additions, job substitutions, job transition and job elimination.

Agri-Business Labour Market Analysis for Brant, Norfolk, Elgin, Oxford, Middlesex

This five county labour market analysis will examine labour force conditions of farm operators, agricultural service providers, and commodity processors in the sand plain (tobacco) region. The study will examine industry and occupational changes, labour force characteristics, as well as identifying value-added opportunities for economic and business development.

Grand Erie Immigrant Employment Cooperative

Commencing in July 2010, this two year project will assist new Canadians by building community relations between services, employers, and newcomers.

Education – A Community Responsibility

A community taskforce comprised of political and community leaders, workforce service providers, literacy, school boards, and employers will develop a strategic plan that addresses secondary school completion rates, access to continuing education, literacy levels, and culture of learning.

LostMyJob

The 3rd phase of the LostMyJob strategy will start in September 2010. Following the successful development of the LostMyJob information kit for laid off workers, and the creation of www.lostmyjob.ca, this communications and outreach campaign will focus on reaching laid off workers who are not connected with EO services or Action centres with information to help them through the emotional, financial, and social impacts of job loss.

Manufacturing Training Analysis

Employer interviews will be conducted in 3 key manufacturing sectors (Plastics & Rubber Manufacturing, Machinery Manufacturing, and Fabricated Metals) to identify resources available for training current employees, how training dollars are used, promoted, and distributed amongst their workforce.

Occupational Profile Project

Working in partnership with NWPB and HTAB, the WPBGE will develop occupational profiles for the following industry sectors: manufacturing, professional, scientific and technical occupations, food service and drinking places, truck transportation.

Passport to Prosperity

Projects include: Employer Registry campaign, Males in Human Services Conference, Way to Work for students entering the world of work, Yes You Can – Women in Technology and Trades, Connections – linking Professional, Scientific and Technical employers to local students entering studies into related careers.



Jill Halyk, Executive Director
519-756-1116
jhalyk@workforceplanningboard.org
www.workforceplanningboard.org

WORKFORCE PLANNING BOARD OF WATERLOO WELLINGTON DUFFERIN

Establishment of Dufferin Training Program Advisory Committee – Plastics

This industry is a key focus in Dufferin’s economic development strategy. WPB will facilitate a dialogue between industry and educators/trainers to identify local training needs and assist in the establishment of a Program Advisory Committee to support the development of local training initiatives.

Agriculture Training and Education Forum

This one-day forum will bring together educators/trainers, employers and industry experts to discuss the rapidly changing training requirements within the primary agriculture sector. A facilitated session will identify possible new training opportunities which can be developed in Waterloo Wellington and Dufferin.

Research: Creative Class Workers

This project consists of the development of an in-depth research and analysis report on Creative Class Workers in Waterloo Region. The project will utilize the new creative class worker tool developed by OMAFRA and occupational and industry data to be provided by WPB and will provide a template and “how-to” reference to other members of the provincial Local Board Network for use in their own communities.

Rural Career/Job Fair

A one day event to highlight local employment and training opportunities as well as key local industries to youth in rural communities.

Development of Agricultural Employment/Careers Marketing Committee

WPB will facilitate and support the development of a committee whose role will be to identify local opportunities to market employment and career opportunities in the Agriculture sector.

ZOOM: Health Care Career Day

WPB will provide links to employers in the health care sector and extend the existing event to provide opportunities for members of the general public to learn about employment opportunities in the health care sector. WPB will market the extension of the event to the unemployed, adjustment centres, Waterloo Region Immigrant Employment Network, Job Connect and others who serve adults looking for work or to change their career path.

Career profiles in the People-driven sector

This project will develop career profiles on people-driven occupations and will provide information on job descriptions, essential skills, education and training, salaries/wages, and affiliated associations.

Monthly Labour Force Survey

This employer survey provides valuable information to the community on occupations in demand and in decline, by industry, and with month to month comparisons in Waterloo Wellington and Dufferin Counties. This survey is also being conducted by members of the provincial Local Board Network who are located in the Ministry of Training Colleges and Universities’ Western region enabling us to develop both local and regional reports.



Workforce Planning Board
of Waterloo Wellington Dufferin

Carol Simpson, Executive Director
519-622-7122
carol@workforceplanningboard.com
www.workforceplanningboard.com

PARTNERSHIP ACTIVITIES 2010 – 11

WORKFORCE WINDSOR ESSEX

Windsor Essex Parkway Project – Addressing Workforce Requirements

Scheduled to launch in 2011, this project is the most significant single highway investment made in Ontario history and will lead to an estimated 12,000 project-related jobs in Ontario. The collaboration with several community partners has resulted in the posting of a survey on workforce requirements in the dataroom of the Parkway website – an area of the website available only to the three internationally-based proponents qualified to bid on the project. Workforce WindsorEssex will provide an update on the Parkway including workforce requirements, occupation and education information in July 2010.

Online database of Career and Education Opportunities in Wind and Solar Energy

To assist employers and the Windsor Essex community to plan for the human resource needs of “green” industries, Workforce WindsorEssex is finalizing a web-based directory of business opportunities, employment requirements, required skill sets and training and education programs available within Wind and Solar energy sectors.

Information on Emerging Occupations to Youth

As a result of over 100 interviews with youth, age 12 to 18, Workforce WindsorEssex will develop a plan recommending actions that will result in better coordination of existing services and facilitate communication with school boards including the integration of local labour market information into Grade 10 careers classes.

Industry-Specific Research

At the request of City and County Council additional research on the workforce requirements of the Hospitality/Tourism sector and Agri-Business has been conducted. This research is being used to inform the Tourism Windsor Essex Pelee Island strategic plan as well as discussions now underway between St. Clair College leadership and the Town of Leamington in how the college can meet the training needs of the agri-business sector.

Skill Inventory Database

In partnership with the Labour Adjustment Committees in Windsor Essex, WWE is developing a skill database searchable by keyword and populated with both the resumes of the available workforce and NOC occupational descriptions. The database will form a baseline skill inventory for training product development, identifying skill transferability across occupations and as an inventory of talent that can be marketed by the Windsor Essex Economic Development Corporation.

Peer-to-Peer HR Facilitation for SME's

Workforce WindsorEssex will facilitate a Peer-to-Peer group for small to medium-sized business within the Information and Communication Technology (ICT) sector. Objectives include the identification of skill requirements and resolution of common Human Resource challenges.

Local Immigration Partnership (LIP) – Stage Two

Workforce WindsorEssex is contributing to a working group establishing service specialties among seven organizations working with immigrants in WindsorEssex.



Diane Soucie, Executive Director
519-250-3959
dsoucie@workforcewindoressex.com
www.workforcewindoressex.com

WESTERN LOCAL BOARD AREAS

ELGIN, MIDDLESEX, OXFORD LOCAL TRAINING BOARD

Debra Mountenay, Executive Director
519-672-3499
dm@localboard.on.ca
www.localboard.on.ca

FOUR COUNTY LABOUR MARKET PLANNING BOARD

Gemma Mendez-Smith, Executive Director
519-881-2725
executivedirector@planningboard.ca
www.planningboard.ca

HAMILTON TRAINING ADVISORY BOARD

Judy Travis, Executive Director
905-521-5777
judy@htab.ca
www.htab.ca

NIAGARA WORKFORCE PLANNING BOARD

Trudy Parsons, Executive Director
905-641-0801
tparsons@niagaraworkforceboard.ca
www.niagaraworkforceboard.ca

SARNIA LAMBTON WORKFORCE DEVELOPMENT BOARD

Vicky Ducharme, Executive Director
519-332-0000
vicky.ducharme@slwwdb.org
www.slwdb.org

WORKFORCE PLANNING BOARD OF GRAND ERIE

Jill Halyk, Executive Director
519-756-1116
jhalyk@workforceplanningboard.org
www.workforceplanningboard.org

WORKFORCE PLANNING BOARD OF WATERLOO WELLINGTON DUFFERIN

Carol Simpson, Executive Director
519-622-7122
carol@workforceplanningboard.com
www.workforceplanningboard.com

WORKFORCE WINDSOR ESSEX

Diane Soucie, Executive Director
519-250-3959
dsoucie@workforcewindsor.essex.com
www.workforcewindsor.essex.com



Champions of Ontario Labour Market Solutions

www.localboards.on.ca