

BOARD MEMBERS & SPONSOR UPDATE ~ JANUARY 2007

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Trends, Opportunities and Priorities (TOP) 2007

Driven by the increased emphasis on the link between workforce development and economic sustainability, TOP identifies and responds to labour force trends, opportunities and priorities for the Niagara Region. Labour market research and local intelligence clearly depict five key trends that are impacting local labour force development:

- ◆ Economic restructuring – Niagara is experiencing a transfer of jobs from manufacturing to the service sector;
- ◆ Increased age of the regional population – Niagara continues to experience a modest population growth and out-migration of youth;
- ◆ Low labour force participation among equity groups;
- ◆ Lower education attainment at the university level (as compared to Ontario) while employer demand for higher skills is increasing;
- ◆ Lack of inter-municipal transportation system is impacting negatively on job seeker mobility across municipalities.

The implications of these trends are visible in the workforce and workplace, including composition and skills of the workforce, the nature of work, workplace arrangement and workplace learning.

NTAB is a member of:



LINC Job Fair... Connecting Jobs and Job Seekers

This one-day conference will link together job ready Niagara citizens who are actively looking for work with employers who are experiencing labour shortages.

Prior to the event, potential job seeker participants will be invited to attend employment workshops that will provide them with enhanced skills to maximize their opportunities at the conference. Local employment service delivery providers will deliver these sessions.

Friday, March 23, 2007 @ The Quality Hotel, Ontario Street, St. Catharines

For more information please contact NTAB @ 905-641-0801 or ntab@ntab.org

...Niagara's Workforce Development Board

Partnership Deliverables...

Strengthening Community Capacity – Promoting Youth Leadership Partnership 1 of 7—Complete

Niagara Youth Speak Up! A copy is available on our website at www.ntab.org. This captures the essence of the feedback through evaluations and discussions which took place during the leadership symposium and will also support ongoing plans to enhance the learning opportunities such an event may offer in the future. This event is scheduled to run again in 2007 with partners including Region of Niagara – Children's Services, BEC and NTAB.

Skilled Trades Roundtable for Parents and Youth

Partnership 2 of 7— COMPLETE

A series of roundtables for parents and youth (targeting grades 8, 9 and 10) provided information on skilled trades, pathways, and apprenticeship supports available. Locations and dates identified included: October 24th – Niagara College, Niagara-on-the Lake, October 25th – Fort Erie Centennial Library, Fort Erie, November 7th – Carnegie Commons, Grimsby and November 8th – City Hall, Welland.

Career Pathway Symposium Camp

Partnership 3 of 7— COMPLETE

Camps were held the week of July 4-7, 2006 with 7 schools in the Niagara Catholic District School Board participating. A total of 59 students took part in the camp. A video is being produced to capture the essence of the week and will be used as a promotional tool to build on this camp for next year. NTAB also produced a Power Point presentation and a Summer Success Camp Planning Manual. Once completed, this manual will be shared with local boards across Ontario.

Developing Niagara's Talent Pool

Partnership 4 of 7— COMPLETE

NTAB, in partnership with Niagara College, conducted a senior level stakeholder focus group discussion utilizing an Internet-based technology to develop an integrated, regional workforce development plan that promotes a collaborative approach to community capacity building and leadership development. A summary report is being prepared and will be distributed to all participants.

Employment Support Agencies—E.D. Networking Breakfast Partnership 5 of 7— COMPLETE

This event was held on December 7, 2006. A total of 39 invitations were distributed and 26 confirmed attendance. A presentation was made by Sherree Mahood, Regional Director for Ontario West with MTCU. A presentation was made by Trudy Parsons, on the importance of information accuracy in inventory of programs and services. A committee of 5 was confirmed for the next phase in the development of a strategy to maximize data collection.

Transportation Linkages

Partnership 6 of 7— ONGOING

Building on the pilot project, Phase 2 places emphasis on articulating the process, partner roles and identification of lessons learned. A detailed evaluation component has been developed and will be included in a final report to be distributed to all political leaders in Niagara, Regional Council, as well as local board network distribution across Ontario. Anticipated release of the final report is January 2007. Convergys recently advised that they have hired and retained 55 employees as a direct result of the Job Bus. Retention rate is 81%.

Niagara Newcomer Employment Council

Partnership 7 of 7— ONGOING

NTAB continues to offer Secretariat services, website space for communication purposes, and to serve on the council as an active member in the development of the action plan to achieve outlined objectives.

NTAB has recently responded to a Call for Proposals through the Ministry of Citizenship and Immigration. Working in partnership with the Niagara Newcomer Employment Council, NTAB proposes to develop a region-wide/city-based service provision prototype for a seamless approach that responds to the needs of the newcomer and employers. A template to attract and help integrate new immigrants to small to mid-sized communities in Ontario will result.

Local Partnership Funding Projects...

Niagara Job Bus – Phase 3:

Building on the previous two phases, Phase 3 involves the utilization of an external data collections and analysis consultant to conduct the evaluation using the tools developed in Phase 2. Client profile will be generated and analysis completed to identify any common themes that may support employee success, gaps that have resulted in job loss or termination, and overall program statistics. Candidates are not obligated to provide any information but will be encouraged to participate fully to support ongoing development of this initiative.

Leadership Niagara:

This initiative will bring together representatives from the public, private, and non-profit or voluntary sectors. There is a distinct and currently unmet need to identify, nurture and grow system-thinking leaders within each of these sectors. The primary target audience for community leadership is current and rising leaders – those individuals with about 10 years experience and some community involvement as a volunteer. The program will include an opening retreat, 7 community-focused learning days, and a closing ceremony.

Women's Mentorship Program:

Small Business Club – Women in Niagara has taken the administrative and project coordination role for this initiative. Mentors have been identified and mentor training is completed. Mentees have been identified through the YWCA – Job Route Program. A networking event for participants to meet is scheduled for late November. The project will run until March, 2007.

Celebrating Literacy for a Health Economy

Funded through Ministry of Training, Colleges and Universities, Celebrating Literacy for a Healthy Economy targets local employers/unions through a promotion of the importance of literacy training for local economies. Strengthening the skills of the labour force supports recruitment and retention and has a direct impact on the bottom line. This initiative will provide unions/employers with information to raise awareness of the extent and impact of low literacy levels on workplace productivity, safety, retention and recruitment. Success stories from across Southwestern Ontario will be shared as well as information to help make the connection to the support services available right here in the Niagara area.

Training Excellence Recognition Awards of Niagara 2007

Through a partnership directed at recognizing employers/unions that 'make a difference' through training and development.

The Business Education Council of Niagara, Niagara Training & Adjustment Board (NTAB), The Ministry of Training, Colleges and Universities (MTCU) and Job Connect Niagara College, are seeking nominations of outstanding employers deserving of recognition in the following categories:

The 'Training Excellence' Recognition Awards of Niagara: recognizing employers/unions that have clearly demonstrated employee/member training and skills development in the workplace.

The Niagara 'Apprenticeship' (General and OYAP) Employer Recognition Awards: acknowledges employers that have clearly demonstrated training and skills development through the apprenticeship process as recognized by MTCU.

For complete award details and to submit an online nomination, log on to: www.ntab.org

Deadline for nominations: Friday, January 19, 2007 @ 4:00 p.m.

...Niagara's Workforce Development Board

Niagara Workforce Focus

The Southwestern Training Boards have partnered on this publication to have a scheduled release across all

board areas with the local focus documented for the following topical areas:

Oct. 2005	A Profile of the Niagara Region's Workforce ~ completed
Jan. 2006	Immigration Population ~ completed
May 2006	Manufacturing ~ completed
July 2006	Transportation ~ completed
Sep. 2006	Health ~ completed
Nov. 2006	Agriculture ~ completed
Jan. 2007	Retail/Sales/Service ~ completed
Mar. 2007	Youth

For copies of completed publications please visit www.ntab.org

Niagara Training & Adjustment Board is a proud sponsor.....



work4successconference

skills employment training education

Who's going to work for you
in the future?

March 21, 2007
Cambridge, ON

For more information or to register contact:
Waterloo Wellington Training & Adjustment Board
info@wwtab.com

Committees

- **Niagara Executive Human Resources Leadership Council**
- **Niagara Newcomer Employment Council**
- **Leadership Niagara Steering Committee**
- **Motive Power Advisory Committee**
- **Niagara Constructor Sector Council**
- **Educators and Trainers Steering Committee**
- **Apprenticeship Strategy Group**
- **School to Work Advisory Group**
- **ODSP– Labour Market Partner Group**
- **St. Catharines Interagency Group**
- **Niagara Falls Interagency Group**
- **Welland Interagency Group**
- **Niagara Transportation Committee**
- **Local Board IPS Task Group**
- **Progressive Employer/ Employee Relationships Campaign (PERC)**

The Niagara Training & Adjustment Board is funded by:



...Niagara's Workforce Development Board