

NIAGARA TRAINING & ADJUSTMENT BOARD ACTIVITIES & INITIATIVES

BOARD MEMBERS & SPONSORS UPDATE

Improving Information Dissemination

Welcome to this publication designed to provide an update to Board members and funding agencies (Service Canada and MTCU) on the activities and initiatives being led and/or supported through Niagara Training & Adjustment Board.

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NTAB ANNUAL GENERAL MEETING

Peninsula Lakes Golf Club

October 17, 2006

4:30 p.m. to 6:00 p.m.

Keynote: Valerie Kuhns, VP—Market & Sector
Development, NEDC

and

Trudy Parsons, Executive Director, NTAB

Presentation: Niagara Region Business and
Employment Outlook

Release of the Niagara Labour Market Review

R.S.V.P. by October 2, 2006 @ 905.641.0801

Leadership Niagara—Launch Breakfast

NTAB will be hosting guests at the upcoming breakfast for this event on Wednesday, October 4th. Board members are encouraged to attend. Please advise the NTAB office if you are available. Breakfast is from 8:00 – 9:30 am at Legends on the Niagara, 9561 Niagara Parkway, Niagara Falls.

Background: Community leadership programs 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 programs are broadly based and explicitly foster community knowledge for existing and emerging leaders.

...Niagara's Workforce Development Board

Upcoming Activities...**1. Skilled Trades Roundtable for Parents and Youth ~ Partnership 2 of 7.**

A series of roundtables for parents and youth (targeting grades 8, 9 & 10) to provide information on skilled trades, pathways and apprenticeship supports available. Locations and dates identified include: Oct. 24th ~ Niagara College, Niagara-on-the Lake, Oct. 25th ~ Fort Erie Library, Fort Erie, Nov. 7th ~ Carnegie Commons, Grimsby and Nov. 8th ~ City Hall, Welland.

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2. Developing Niagara's Talent Pool ~ Partnership 4 of 7

NTAB will be extending invitations to a senior level stakeholder group to help develop an integrated, regional workforce development plan that promotes a collaborative approach to community capacity building and leadership development. This plan will link to Niagara's economic growth strategy and will support the TOP consultation process. NTAB has partnered with Niagara College to increase our ability to increase participation—invitations will be issued jointly through NTAB Board of Directors and Dan Patterson, President of Niagara College. This is scheduled to take place through the use of "flip space technology" during the week of October 23-27, 2006.

3. Education-Business Forum 2006 ~ Partnership 5 of 7

The focus of this initiative is to promote and facilitate input from the business community that will assist the education community to better prepare students for the workplace. The question of the day is "How can education and business partner to develop the best possible candidate for employment in Niagara?"

4. Transportation Linkages ~ Partnership 6 of 7

Job Bus Rolls Through Niagara. The Niagara "Job Bus" has hit the road again for the second consecutive year starting in May 2006. This project provides direct, daily, roundtrip transportation for job seekers to Niagara employers' work sites. Currently the Job Bus is working with employers from both the Hospitality and Contact Centre sectors, with four bus routes picking up employees in Niagara Falls, Fort Erie, Welland and Port Colborne. Through a three-way partnership with employers, employees and community agencies over 100 individuals are currently utilizing the Job Bus.

5. Niagara Newcomer Employment Council ~ Partnership 7 of 7

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.

Ultimately the goal of this project is to develop a "Made in Niagara" Newcomer employment model that builds on existing Ontario models and recognizes a diverse labour force as an essential resource for enhancing a globally competitive economy within small to mid-sized communities in Ontario. The scheduled date for notification of successful applications is mid-November, 2006.

Succession Planning Conference—March 21, 2007

The Local Training Boards in South Western Ontario invite you to take part in a Succession Planning Conference to be held in Cambridge on Wednesday, March 21, 2007.

Proposed workshops include:

- Bias Free Hiring
- Workforce Diversification—the Globally inclusive workplace
- Retaining the Skills of Older Workers/ Accommodating Retirees

- Intergenerational Knowledge Transfer/ Understanding Between Older and Younger Workers
- Basic Succession Planning
- Success Planning for Small or Family Business

For more information or to register contact:

Waterloo Wellington Training

& Adjustment Board @

info@wwtab.com

519.622.7122



New Activities...

TOP - A valuable and proven local planning process

TOP (Trends, Opportunities & Priorities) is an annual process led by NTAB to research the conditions of the local labour market, facilitate community consultations to review/discuss research findings and establish local priorities for labour market development. The engagement of local partners in initiating solutions that respond to priorities of mutual interest is a key outcome of this consultation process. The TOP process culminates in the publication of an annual TOP report prepared by NTAB and distributed to all levels of government and community stakeholders.

This year's process will include the following outreach activities:

1. Labour Force Surveys ~ Sept. 18-29, 2006. Business/Labour Stakeholders; Community Stakeholders

2. Focus Group — “Flip Space Technology” Consultation ~ Oct. 23-27, 2006. NTAB Board of Directors and Niagara College's President, Dan Patterson will co-invite selected representatives throughout Niagara to participate in a technology-based focus group consultation process. Results will be aggregated and form the basis of an action plan that leads to solution implementation. This will be shared with community stakeholders during the Community Forum and will validate the priorities and commitment to move forward. Champions will be called upon to commit to a solution implementation.

3. Community Forum ~ Nov. 17, 2006. This forum will provide opportunity for stakeholder participation in the development of a Local Area Action Plan that will support

solution identification and implementation planning.

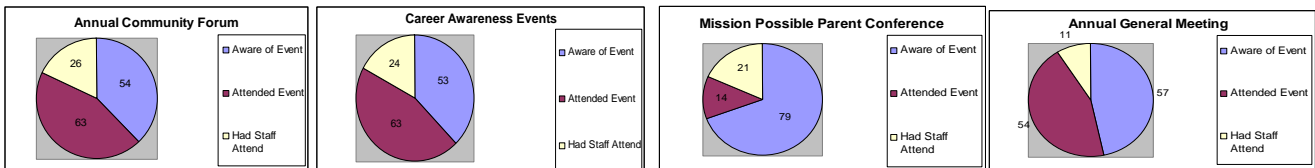
Skilled Trades Snapshot:

The Waterloo Wellington Training & Adjustment Board is conducting a short survey to help identify where the trades are at right now as far as ability/inability to meet demand, employment, under/unemployment etc. A short questionnaire has been sent out to unionized trades and results will be tabulated and shared. NTAB has provided WWTAB with a listing of all labour councils and unions in Niagara as well as our local construction associations. The SW Ontario boards are collectively supporting this research through the provision of contact information.

NTAB – Measuring our Performance....

The Niagara Training & Adjustment Board recently conducted a survey among its community stakeholders as part of its goal to achieve continuous improvement in our performance to maximize our ability to carry out our vision, mission and mandate. The following charts provide a snapshot of the results for each question presented. Out of the 230 people emailed, 43 people responded (20% response rate).

Participants were asked to indicate their involvement in various NTAB Community Events. Overall, respondents indicated a high percentage were either aware of or had attended the event.



Participation in community planning and labour force development events must be seen as valuable. The summaries below confirm the NTAB activities are rated as having a high level of value for the respondents.

Niagara Workforce Focus: 52% of respondents indicated this resource was highly useful. However 32% were not familiar with the publication. This may be a result of it being a relatively new publication but certainly creates opportunity for NTAB to extend its distribution to increase awareness.

Value of Participation in Community Forum: 53% of respondents indicated that they found a high level of value in participating in these types of forums.

Top Report/Update: A total of 76% of respondents indicated they found high value in the TOP Report. In addition, 12% indicated they were not familiar – again creating opportunities for increased promotion and distribution.

Local Board Partnership Database: A total of 48% of respondents indicated a high value for this database; 19% were not familiar with this resource.

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
Nov. 2006	Agriculture
Jan. 2007	Retail/Sales/Service
Mar. 2007	Youth

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

Premier's Award for Agri-Food Innovation Excellence

Innovation is a crucial ingredient in the success of Ontario's farmers. To recognize and foster innovation in the agri-food industry, the Government of Ontario has established the **Premier's Award for Agri-Food Innovation Excellence**. Over the next five years, \$2.5 million will be awarded to outstanding farm innovators. There will be up to 55 regional award winners annually, with a cash prize of \$5,000 each. From these winners, a Minister's Award of up to \$50,000 and a Premier's Award of up to \$100,000 will be selected.

Individuals and/or groups representing agri-food businesses and organizations can submit applications. To be eligible, at least one of the applicants must be a farmer (eligible to obtain an Ontario Farm Business Registration Number). The innovation must have been developed and used on an Ontario farm, must have the potential for use on a broader basis and for having a positive effect on the agriculture industry.

Four broad criteria will be used to identify the winning innovations: uniqueness and originality, stage of development, the impact or benefits of the innovation, and adoption and/or commercialization. Details of the process, as well as applications and guidelines are available at:

http://www.omafra.gov.on.ca/english/premier_award/index.html

premiersagrifoodinnovationaward@ontario.ca

1-877-424-1300

Committees

- **Niagara Executive Human Resources Leadership Council**
- **Niagara Newcomer Employment Council**
- **Leadership Niagara Funding 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