

NTAB ACTIVITIES & INITIATIVES



September 2005

BOARD MEMBERS & SPONSORS UPDATE

Improving Information Dissemination

Welcome to the release of this monthly publication designed to provide an update to board members and funding agencies (HRSDC and MTCU) on the activities and initiatives being led and/or supported through Niagara Training & Adjustment Board. The focus of information will be specific to labour force development. This information will serve to increase the dissemination of information and to promote the creation of stronger linkages through partnerships and collaboration on similar or complimentary projects and initiatives.

Career Awareness

Youth Leadership Symposium

April 11, 2005

Over 50 students were treated to a day of leadership development, team building and an opportunity to take part in two keynote presentations that were delivered as part of the Leadership Expo held at the Four Points Sheraton April 11 & 12, 2005. Students were joined for lunch for a networking opportunity with local politicians including Regional Chair and municipal mayors. Students were selected as a result of their involvement in the Youth Advisory Councils within municipalities, school council participants or for those areas with no YAC, students attended to learn the benefits of such a council for their municipality. Partners in this initiative were BEC, Regional Niagara, Sandra Summerhayes & Associates and NTAB.

Partnership Deliverable 1 of 6—Complete

Student Success Camp Hospitality & Tourism

July 11—15, 2005

In partnership with Niagara Catholic District School Board, Niagara College and NTAB, 10 students participated in this week long camp that provided opportunities to explore workplace pathways. Hands on activities, workshops, tours and presentations gave the participants an increased awareness of areas of career development.

Partnership Deliverable 2 of 6—Complete



Student Career Awareness

December 6 & 7, 2005

- Targeting students in grades 10 to 13

Day 1: Focus on students at risk of leaving school early

Day 2: Focus on general student population

Francophone Career Awareness Fair

April 19, 2005

Over 300 francophone students from Hamilton and Niagara French Boards took part in a career focused event that highlighted non-traditional employment including culinary, hairstyling and skilled trades. Approximately 20 exhibitors took part in the day. NTAB, Hamilton Training Advisory Board and Club 2000 were partners in this initiative along with the French School Boards.

Partnership Deliverable 3 of 6—Complete

Transportation Linkages

NTAB Action: Facilitate dialogue and action plan development between employers, employment support agencies and transit systems.

- Project "Job Bus" launched June 6, 2005 from Port Cares to Embassy Suites in Niagara Falls. Additional job fairs scheduled in June for Welland. Approximately 20 people secured employment as a result of this initiative. A project update meeting is being scheduled to discuss status and next steps.
- Second project with Vintage Inns has resulted in employment offering but people had access to their own transportation. No bus will be running at this time.
- NTAB has formed a Transportation Committee of both board and community representatives. Presentations to the Regional Transportation Committee have been held with follow-up to be made Fall, 2005. **Partnership Deliverable 4 of 6—ongoing**

Employer Supports

Retention & Recruitment Study

NTAB is currently conducting an extensive retention and recruitment study that will:

- identify and examine retention and recruitment initiatives that have been implemented across organizations in Canada and the United States
- report on tested retention and recruitment practices that have demonstrated a positive result for the company and/or employee
- create a "self-evaluation" check list by which a company/organization can examine their own practices against those that have proven successful in other organizations within the same sector and/or different sectors
- identify strategies that have not worked and potential reasons why
- create a database that will allow for future data analysis by sector, cross-sector, urban/rural categories
- create an operational definition for "best practices" that is all inclusive and mutually exclusive
- result in information that will promote actions to support labour force development, retention and recruitment
- Anticipated completion: November, 2005

Partnership 5 of 6—Ongoing

Niagara Business Information System

NTAB has been successful in securing JCP funding for 5 participants through the Niagara HRSDC office to support the development of a Niagara Business Directory which will be available through yourniagara.ca.

- Date collection ongoing: Significant delay in obtaining the electronic version of the database from yourniagara.ca has resulted in less than favourable results to date.
- Scheduled completion—November 25, 2005 with 7650 records completed.
- NTAB will have ownership of an access database separate from the yourniagara.ca database at the end of this project.

Our Vision:
NTAB will serve as the organization in Niagara promoting workforce development through stakeholder collaboration and partnership development.

...Niagara's Workforce Development Board

Special Funded Projects:

Funding Source: HRSDC Summer Student Placement Program

Snapshot of Niagara's Employment Supports and Programs

This summer research project involved direct contact with all employment support agencies in Niagara to determine the following:

- what services/supports are available
- What is the specific criteria for the employment supports
- Who is the specific target audience to be served
- What are the specific client outcomes expected

This information is being compiled and will be released in the form of a report. Anticipated completion: late Fall, 2005.

Our Mission:

Our mission is to champion labour force development for the Niagara Region by facilitating action on identified trends, opportunities and priorities.

Funding Source: Local Partnership Fund ~ HRSDC/MTCU

Labour Market Utilization Study:

This research study will identify interventions that support maximizing underutilized labour force groups including youth, women, persons with disabilities, francophone and newcomers. Findings to be shared at the Niagara Training & Adjustment Board Annual General Meeting, November 1, 2005

Other Activities

TOP Update 2005

Survey development will be commencing shortly as will specific sector consultations. Any director who would be interested in leading a sector/constituency consultation is asked to please contact Trudy Parsons.

NTAB Annual Newsletter:

Collection of articles on relevant activities and initiatives related to labour force development. To be released at the AGM.

Niagara Workforce Focus:

This two page publication will provide insight into the labour market of the Niagara Region. Pertinent issues to community stakeholders are highlighted by statistical evidence, publication inserts, and communications with local participants. Topics will focus on demographic change, sector profiles, and interest group trends. Publication to be released Winter, Spring, Summer and Fall.

Social Economy Proposal:

Key stakeholders in the Region have come together to support a proposal submission in response to a CFP from FedNor/Industry Canada who have allocated \$4.165 million across thirty three urban centres in Southern Ontario for project applications or approved services to the social economy sector. The proposal was submitted through Opportunities Niagara ~ copy is available in paper format or electronically.

...Niagara's Workforce Development Board

BOARD MEMBERS & SPONSORS UPDATE

We're on the Web:

www.ntab.org

Newcomers

Niagara Newcomers Employment Council

On May 11, 2005 NTAB hosted a Niagara Newcomers Forum: Creating a Vision for Newcomers Success

The purpose of the forum was to create a vision for a made-in-Niagara strategy to develop a continuum of supports and services to meet the needs of the newcomer population from entry into the region to employment. A mind map has been created that identifies key pillars for consideration in the development of the model .

The Niagara Newcomers Employment Council continues to meet monthly.

- NTAB to host area on www.ntab.org to support information dissemination
- NTAB providing administration support for minute taking and distribution.

Partnership Deliverable 6 of 6— Ongoing

NTAB Actions Support Niagara Economic Growth Strategy

Niagara Economic Development Corporation—CEO Patrick Gedge presented the Niagara Economic Growth Strategy at the NTAB Community Forum 2005. Strategic directions identified the development of Niagara's Talent Pool—a key focus of the financial and human resources for NTAB. The Board is committed to establishing NTAB as a catalyst of labour force research that supports partnership initiatives that address short and long-term labour force development needs.

Annual General Meeting ~ November 1, 2005 @ 4:30 p.m.

Keynote:

Dr. David Livingstone

Canada Research Chair ~Lifelong Learning and Work at the University of Toronto,

Head ~ Centre for the Study of Education and Work at OISE/UT,

Professor ~ Department of Sociology and Equity Studies at OISE/UT

Director of the SSHRC ~ funded nations research network on "The Changing Nature of Work and Lifelong Learning"

Publications include:

"Working & Learning in the Information Age"



Official Release:

- Niagara Workforce Focus
- Employer Training Recognition Award 2006 Nomination Form
- Labour Force Utilization Study

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