

COMMUNITY FORUM - DISCUSSION RESULTS

ISSUE	ACTIONS – new for 2005-06	PRIORITY
<p>Labour Force Utilization</p>	<p>Proposed Action #1: Starting a Business</p> <ul style="list-style-type: none"> ➤ more information needed ➤ Native Centre has programs for \$ ➤ others offer training but no # so need to know ➤ how to get \$ ➤ look to focus on the 40+ crowd as an under-serviced group to target for Business Startups <p>Lead Partner: ?</p> <p>Community Partners: Native Centre; Ontario Works; ODSP; Educational inst.</p> <p>Timeline: 1 year</p> <p>Proposed Action #2: Labour Market Study</p> <ul style="list-style-type: none"> ➤ Survey employers to find out actual needs – in-depth local profiles ➤ share information with community partners ➤ Current database need - of who is looking for work with names/numbers ➤ Newcomers – skills requirements - ???? <p>Lead Partner: NTAB</p> <p>Community Partners: Form working group of community partners NEDC</p> <p>Timeline: 1 year</p> <p>Proposed Action #3: Best Practices–Retention Rates Study</p> <ul style="list-style-type: none"> ➤ how to do strategies on retention ➤ How do we get companies to keep people – do they need longer incentives? ➤ Study on retention strategies Agencies doing <p>Lead Partner: NTAB</p> <p>Community partners: -Placement – not for profit -Agencies- EHC, Job Gym, OW, School Boards, WCAAT, etc.</p> <p>Timeline: 1 year</p>	<p align="center">1</p>

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Health Care Skills Shortage	<p>Proposed Action #1 Identify best practices across the province e.g. Hamilton, Michener Institute</p> <p>Lead Partner: NTAB</p>	2
	<p>Community Partners: BEC, NHS, EHC (St. Catharines) College of Nurses, Brock University, Community Agencies that work with foreign trained professionals</p> <p>Proposed Action #2: Identify and communicate what’s happening already in Niagara across the entire health care sector. (Maybe a symposium is one way to communicate) Increase the focus on Niagara’s students – even at very early levels to encourage health care as a career (parent information, career fairs) Encourage others besides NHS to become involved.</p> <p>Lead Partner: Not identified</p> <p>Community Partners: Public Health, Region, Doctor Recruitment, NHS, BEC, Community agencies, educational institutions (all levels), health care employers</p>	

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<p>Demand for Higher Skills/ Education</p>	<p>Proposed Action: The creation and communication of pathways and structure, resources and partnerships to develop pathways to occupations (sustainable) employment involving community supports, employers and governments. Included in this are supports for Newcomers (settlement) increased ESL resources and marketing of skills to create a fertile labour market.</p> <p>Lead Partner: NTAB</p> <p>Community Partners: Education, Federal and Provincial Governments, Community supports as required by users, employers</p> <p>Timeline: 6 months</p> <p>Expected Outcomes:</p> <ul style="list-style-type: none"> ➤ A documented process “How Do I Get There from Here” ➤ new employment/labour market expansion ➤ better prepare diverse groups of people for skill development including: early school leavers, those re-entering workforce, newcomers) ➤ flexible options to meet needs of all groups. 	<p>3</p>

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Skills and Knowledge Transfer	<p>Proposed Action: Survey of employers</p> <ul style="list-style-type: none"> ➤ To follow thru with the proposed action stated in the handout – a survey of employers and businesses in the Niagara region to educate and create awareness. This could be accomplished by hiring a marketing professional. ➤ need to develop an e-based system of keep educators, parents, employers and businesses informed in a constant and continuous basis. ➤ This initiative should also include cultural awareness to address the issues of Newcomers. ➤ Recognition should be given employers who participate in co-op placements to show them how valuable their services are. ➤ Track co-op students/placement and inform the employer how they affected their future and where the student ended up. <p>Lead Partner: NTAB</p> <p>Community Partners: School Boards, Employment Agencies, Job Finders Clubs, Job Developers, Multi-cultural Centres, Employers</p> <p>Timeline: 1 year</p>	<p>4</p>

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Training & Labour Market Needs of Women	<p><i>New Issue: Qualified women need support breaking into and retaining employment in the non-traditional fields.</i></p> <p>Proposed Action #1: Research and develop a mentorship program for women for the non-traditional fields (will address – harassment at the workplace and awareness)</p> <p>Lead Partner: Not identified</p> <p>Community Partners: NTAB –Women’s Group and Community Network</p> <p>Proposed Action #2: Develop an employer presentation that addresses employer resistance to hire</p> <p>Lead Partner: Not identified</p> <p>Community Partners: Prof. Organizations , NTAB ,</p>	<p>5</p>

ISSUE	ACTIONS – new for 2005-06	PRIORITY
Labour Force/ Market Adjustment	<p>Proposed Action #1</p> <ul style="list-style-type: none"> ➤ grow our business form the inside out ➤ Look at successes – use them as a template ➤ concentrate on local transportation (intra and inter municipality) ➤ support entrepreneurship teams of experienced newcomers/displaced workers by providing education, support and shoestring financing as well as know how to approach employers/clients <p>Lead Partner: Not identified</p> <p>Community Partners: Adult Learning & Resource Centres Niagara West YMCA of St. Catharines; Niagara College; Brock University</p> <p>Proposed Action #2</p> <ul style="list-style-type: none"> ➤ create incentives for businesses to come to Niagara for manufacturing ➤ create high paying IT/communications positions in the area ➤ transportation infrastructure is needed ➤ create an entrepreneurship group funded by fed. & prov. Gov'ts ➤ need investors to come into the area <p>Lead Partner: Not identified</p> <p>Community Partners: Not identified</p> <p>Timeline: Not identified</p>	<p>6</p>

