



Niagara's Workforce Development Board



Niagara Training & Adjustment Board

..... *Niagara's Workforce Development Board*

Annual General Meeting 2006

Funded by:



NTAB is part of the:



Meeting Chairs

Bill Irwin, Business Co-Chair

John McCann, Labour Co-Chair

A faint, semi-transparent image of two hands shaking is visible in the background, centered behind the text. The hands are rendered in a light teal color, matching the background, and are positioned as if in a firm handshake.

AGM Format

- Welcome
- Special Thanks
- NTAB – Year in Review
- Keynote Presentation
- Annual General Meeting

NTAB Board of Directors 2005-06

Business

- **Bill Irwin** (Co-Chair),
Transition Resource Network
- **Leon Keith**, Retired
- **Siglinde Zimmermann**, VitiBec
Farms Ltd/King's Court Winery
- **Bunny Alexander**, Niagara Health
System
- **Paul Sutton**, Clarion President Hotel &
Suites

Labour

- **Bridget Krajnak** (Co-Chair)
OPSEU Local 211
- **John McCann**, Teamsters' Local
879
- **Sue Hotte**, St. Catharines & District
Labour Council
- **Ron Wing**, CUPE Local-1287
- **Mario Elrick**, Canadian Marine
Officers' Union
- **Dave Felice**, CAW Council

NTAB Board of Directors 2005-06

Community

Educators/Trainers

- **Bea Clark**, Niagara College

Women

- **Kim Penwarden**, Bethlehem Projects of Niagara

Francophones

- **Lucie Huot**, Club 2000

Visible Minorities

- **Troy Brooks**, Brock University

Persons with Disabilities

- **Donna Herrington**, The Herrington Group

Youth

- **Mathew Cutler**

NTAB Board of Directors 2005-06

Government – Ex –Officio Representation

Chris Williams (Local Office Service Canada)

Christine Pinto (Regional Office, Service Canada)

Kate Acs (MTCU)

Marisa McShannon and Lori Watson (Municipal)

Special Thanks

to our

Partners



Thank you.....

Youth Leadership Symposium:

- Business Education Council of Niagara (BEC)
- Region Municipality of Niagara ~ Children Services
- Sandra Summerhayes & Associates

Thank you.....

Student Success Camp ~ Explore the Possibilities

- BEC
- Marriott Niagara Falls Fallsview Resort & Spa
- Niagara Catholic District School Board
- Niagara College
- Niagara Parks Commission
- Regional Municipality of Niagara

Thank you.....

Francophone Career Fair

- Club 2000 Niagara Inc.
- Conseil scolaire de district du Centre-Sud-Quest
- Conseil scolaire du district catholique Centre-Sud
- Hamilton Training & Advisory Board
- Job Connect Niagara, Niagara College
- Local Unions
- Ministry of Training, Colleges & Universities ~
Apprenticeship St. Catharines

Thank you.....

Making Cent\$ of Apprenticeship ~ Accountants Breakfast

- Ministry of Finance
- Ministry of Training, Colleges & Universities

Thank you.....

Destination Success – Student Conferences

- BEC
- DSBN
- NCDSB
- Niagara College
- Niagara Tourism Human Resource Council
- Vintage Hotels
- White Oaks Conference Resort & Spa

Thank you.....

Newcomers Employment ~ Strategy Development & Implementation

Brock University

Folk Arts Council of St.
Catharines

Fort Erie Multicultural Centre
Information Niagara

Niagara College

Peace Bridge Newcomer
Centre

Regional Municipality of Niagara
Employment Help Centre of St.
Catharines

Welland Heritage Council and
Multicultural Centre

YMCA Niagara

Thank you.....

Mission Possible ~ Destination Success

- Brock University
- BEC
- DSBN
- NCDSB
- Niagara College

Thank you.....

Niagara Information Exchange/ Job & Career Fair

- BEC
- Canadian Forces Recruiting Centre
- John Howard Society Niagara, Job Gym
- Niagara Employment Help Centre
- Regional Municipality of Niagara
- The Lincoln and Welland Regiment

Thank you.....

Transportation ~ Initiatives in Action

- City of Port Colborne
- City of Welland
- Niagara 21st Group
- Niagara College
- Opportunities Niagara
- Port Cares
- Regional Municipality of Niagara

Thank you.....

Women's Mentorship Program Model Development:

- Brock University
- Women in Niagara
- YWCA

“Greater achievements are nurtured with the cooperation of many minds with a common vision working toward a common goal.”

Thank you.....

NTAB Staff

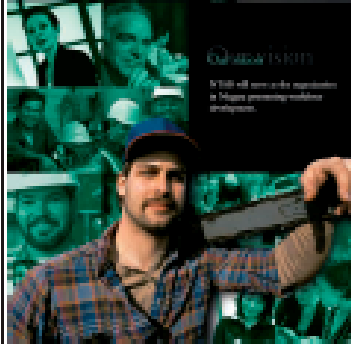
- **Administrative Assistant: Lisa McIntyre**
- **Project Coordinator: Tracey Meszaros**
- **Executive Director: Trudy Parsons**

LABOUR MARKET REVIEW 2006

A Publication of the Niagara Training & Adjustment Board
...Niagara's Workforce Development Board



Niagara's Workforce Development Board



LOCAL INPUT IS PRICELESS...

Grassroots input is absolutely essential in reaching a better understanding of local labour markets and responding effectively to our unique challenges. NTAB has devoted time and effort to building strong relationships with our community partners and demonstrating leadership through solution implementation. NTAB covers the area of the Niagara Region consisting of the communities of Grimsby, Lincoln, St. Catharines, Niagara-on-the-Lake, Niagara Falls, Port Erie, Thorold, Welland, Port Colborne, Pelham, Whitby, and West Lincoln.

NTAB...engaging community partners in the development and implementation of local labour market solutions

LOCAL BOARDS MAKE A DIFFERENCE

Local Boards have been champions of labour market solutions across Ontario for more than a decade. Today, they form a strong network of experienced, knowledgeable and well connected community leaders who play a key role in the improvement of their local labour market.

NTAB'S RECIPE FOR A HEALTHY LABOUR MARKET IN NIAGARA

- Identify key ingredients of current local labour market
- Mix in valuable input and contributions from local partners
- Sprinkle with innovative partnership ideas that add local flavour
- Serve up local solutions to TOP if off!

NTAB is part of



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The items appearing in this document do not necessarily reflect the Government of Canada or the Government of Ontario.

The Niagara Labour Market Review

**Get Success Camp
Information from your
PASS Teacher Today!**

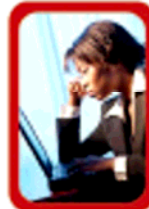
Your Future Begins NOW!!





Niagara Training and Adjustment Board
le Conseil de Formation et d'adaptation
de la main d'œuvre de Niagara

Recruitment & Retention...



MAXIMIZING RESULTS THROUGH ACTION

Released
November 2006

Niagara Region Business and Employment Outlook Survey 2005

NTAB ANNUAL GENERAL MEETING

OCTOBER 17, 2006

Peninsula Lakes Golf Course

Business and Employment Outlook Survey 2005

- Partnership: NEDC, NTAB, Service Canada (funding partner, formerly HRSDC) with support from the City of Niagara Falls, City of Welland and Town of Fort Erie and the Employment Help Centre.
- Survey conducted between January 2005 and January 2006
- Overall response rate 20%
- Most significant sectors to the Regional economy

Sectors included in the survey

- Transportation Equipment, Automotive and Related Industries
- Tourism and Wine
- Agriculture, Food and Beverage
- Business, Public & Transportation Distribution Services

Key Sections of the Survey

- Employment Profile
- Learning Opportunities
- Labour Requirements
- Business Retention and Expansion
- Export Profile

Employment Profile

Transportation Equipment, Automotive and related industries sector

- 98% of workforce are permanent, full-time employees
- predominately male workforce
- 68% of employees over the age of 45
- 31% companies expect 10-25% retirees in next 5 years

Employment Profile

- Others sectors more balanced male and female
- Majority of workers aged between 24 and 45
- In the Transportation and the Agricultural sector majority occupations classed industrial worker
- In Tourism and Business Services Sectors majority are service and clerical worker

Learning Opportunities

- All sectors offer formal and informal learning opportunities to employees
- Different skills important to each sector, although computer skills common to all
- Niagara College, Brock University and the District School Boards widely used for co-op and to discuss training
- Universities and colleges outside the region were also used including MacMaster University and Mohawk College.

Labour Requirements

Transportation Equipment, Automotive and Related Industries Sector

- 600 new hires projected over the next three years.
- New hires include significant numbers of welders, production workers, mechanical engineers and machine operators.
- One third will be permanent full time and another 30% will be temporary, plus part time positions and positions unspecified.

Transportation Equipment, Automotive and Related Industries Sector

- 57% difficulty sourcing qualified employees in the last two years.
- Greatest difficulty sourcing technical/trades workers.
- 47% reported workforce number static last 2 years.

Labour Requirements

Tourism and Wine Sector

- 2,978 projected new hires between 2005 and 2007.
- New hires include significant numbers of servers, hosts, cooks, seasonal front line workers
- Mainly temporary full time and part time positions
- Substantial seasonal rehires

Tourism and Wine Sector

- 55% had difficulty sourcing service/clerical workers.
- 34% had difficulty sourcing technical/trades workers.
- 44% experienced increase in employees in last 2 years.

Labour Requirements

Agriculture, Food and Beverage Sector

- 173 new hires in next 3 years
- Majority are horticultural workers with high school education
- 55% permanent full time positions
- 40% difficulty sourcing qualified supervisors
- 50% same employee numbers in past 2 years

Labour Requirements

Business, Public & Transportation Distribution Services Sector

- 600 new hires over next 3 years.
- Majority are sales positions.
- 48% full time positions.

Business, Public & Transportation Distribution Services Sector

- 40% permanent part time.
- Difficulty sourcing professional and technical workers.
- 43% companies have same employee numbers for 2 years.

Economic Development and Labour Market

Niagara's Economic Growth Strategy

- 6.0 Develop Niagara's Talent Pool
- 6.1 Expand the focus and capacity of Niagara's post secondary institutions with enhanced linkages to strategic economic sectors.
- 6.2 Maximize the skills of Niagara's existing labour force within a transitioning economy.

Niagara's Economic Growth Strategy

- 6.3 Encourage Niagara employers to proactively participate in building a learning culture.
- 6.4 Attract immigrants and actively integrate them into the Niagara community and economy.
- 6.5 Improve Niagara's overall educational attainment levels.

“an unavoidable demographic time bomb fuelled by **aging baby boomers** and **lower birth rates** will result in a significant shortage of workers. Couple this with a **widening gap** between the **skills demanded** of today’s jobs and the **readiness of people entering** the workforce, and the result is going to be the **labour markets’ ‘perfect storm’**”.

Richard Finnegan, chief client services officer, TalentKeepers

Thank you to our Departing Directors

- Donna Herrington
 - Troy Brooks
 - Paul Sutton

Service Canada – Chris Williams (local office)

Service Canada – Christine Pinto (regional office)

Ministry of Training, Colleges and Universities – Kate Acs

Thank you to our
RETIRING Directors
1997-2006

- Siglinde Zimmermann

Board Executive:

- Leon Keith - Treasurer
- Bridget Krajnak - Labor Co-Chair
- Bill Irwin Business Co-Chair

NTAB Board of Directors 2006-07

Representing Business

- Bunny Alexander (Co-Chair)
- Sto Tritchew
- Anita Caslin
- Heather Carter

NTAB Board of Directors 2006-07

Representing Labour

John McCann (Co-Chair)

- Sue Hotte
- Ron Wing
- Mario Elrick
- Dave Felice

NTAB Board of Directors 2006-07

Representing the Community:

- Bea Clark – Education and Training
- Lucie Huot, Francophone
- Carla Henoud, Persons with Disabilities
- Catharine Mindorff, Visible Minorities
- Kim Penwarden, Women
- Mathew Cutler, Youth

NTAB Board of Directors 2006-07

Government Ex-Officio Officers:

- Pat Sayles (Local Office Service Canada)
- Fran Storey (Regional Office, Service Canada)
- TBA (MTCU)
- Marisa McShannon and Lori Watson (Municipal)

Contact Information

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