

Building the Foundation
Niagara Integrated Local Labour Market Planning

Community Forum Results

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Niagara Workforce
Planning Board

Our Vision is Working

One St. Paul Street, Suite 605

St. Catharines, ON L2R 7L2

Phone: 905-641-0801

Fax: 905-641-0308

Email: tparsons@niagaraworkforceboard.ca

Web: www.niagaraworkforceboard.ca

Note: The following information was collected and transcribed from written notes. Every effort has been made to ensure accuracy in representing this feedback.

Top 3 Priority Tactics

The top three Priority Tactics for each of the following four Challenge Areas is identified by its corresponding number (as per chart distributed at the Forum).

The number to its right identifies the number of groups that chose this Tactic, e.g. #14 (8) indicates that 8 groups chose Priority Tactic #14 in their top three.

CHALLENGE AREA:

Skills Mismatch

PRIORITY TACTIC # 14 (8)

Promote collaboration among education institutions and Niagara employers to increase co-op and work placements among Niagara employers.

If we implement this tactic who will be impacted (job seeker, employers, etc)?

- employers
- job seekers
- Students
- educational institutions
- community – more qualified people in the region
- economic development (dollars in region)
- Youth Job Seekers

What outcomes may result (example: employer vacancy rates are reduced)?

- better prepared and experienced labour force; new entrants because of co-op/apprenticeship
- college and universities and apprenticeship offices need to be well-staffed – poor selection of coop jobs – coaching students to create their own placement
- create a sense of vibrancy in the workplace – bringing young blood in keeps the veterans young – generations working together
- Mentoring opportunities
- Over longer forecast, population increase will benefit all
- Youth will be able to keep family roots
- Full time employment opportunity leads to people staying in Niagara
- Need to adapt programming to bridge gap
- Broadens intergenerational work force/ work place
- Promote students in entering educational institutions as there are ties to employment
- Enhanced recruitment
- No longer “hidden” job market: jobs are known to the seeker
- Employer
 - o opportunity to screen potential employees
 - o good reputation for participating within the community
 - o productivity
 - o tax incentives (monetary)
 - o easier recruitment
- Job Seeker
 - o Hands on learning
 - o Establish a good match for the job seeker
 - o Good training and opportunity to understand the nature of the business

Who MUST be involved to move the tactic forward?

- school boards (French and English)
- parent councils of schools
- school guidance counselors need to be properly trained
- employers - must have incentives to hire co-ops/ placements
- post secondary institutions (French and English)
- funders (provincial, federal and municipal)
- Employers
- parents (family)
- Region – must deal with transportation issue
- Job seekers: to determine types of skills they require.
- create a collective entity to manage co-op placement between school and employer
- A broker/mediator to bring employer and schools together
- Apprenticeship

How might your organization contribute?

Francophone Community

- identify opportunities for co-op/apprenticeship
- work at teaching institutions to ensure proper skill levels (language)
- to provide evaluation services for newcomers and French speaking candidates
- hiring co-op students
- difficult for non profit to hire (funding issues)
- Guest speakers – no costs added if we use each other’s resources to deliver value added services

- Chamber(s) – communication
- Ministry services – communication
- Facilitator for co-ops – social service agency
- Government – provide funding and increase incentives

What’s happening RIGHT NOW to address this Challenge?

- Community Forums
- Niagara has implemented a move to Action model – unique in Ontario
- Buy in by all levels and sectors of the community
- partnering with school (new programs being offered)
- paid co-ops (funding if not approved one year – go after it the following year)
- Co-ops are being provided by Niagara College and Brock University
- Co-op programs are increasing

CHALLENGE AREA: Skills Mismatch

PRIORITY TACTIC # 13 (7)

Recognize and build upon the strength of current educational infrastructure, promoting flexibility, short term intensive skills training programs and other innovative forms of education and skills training in Niagara.

If we implement this tactic who will be impacted (job seeker, employers, etc)?

- job seekers
- employers
- educational institutions
- displaced worker (youth and adult displaced workers)
- Second Career Program – cross training opportunity
- Unions & Colleges
- MTCU apprenticeship
- Local workforce – use local labour for local projects
- Laid off workers. (Don't have a lot of required certification to re-enter the workforce).
- Community based/ local access learners.
- Service providers
- Transportation industry

What outcomes may result (example: employer vacancy rates are reduced)?

- culture of 'growing your own in Niagara' – transferable skills, seeing past the current problem
- movement throughout the employment continuum – continuous lifelong learning
- skill efficiencies to move into different roles
- increased awareness among youth on the importance of education – helps set the culture for education – justification process
- Retention of older workers
- Better skilled, more versatile, more employable workforce
- New facilities designed, e.g. wind power, solar power
- Invest in youth
- Additional certificates
- Creation of jobs
- Assist laid off workers with a lower educational level back into the workforce with required education e.g. grade 12, technical papers.
- Offer satellite training opportunities. e.g. satellite campuses to ensure access to learning opportunities.

Who MUST be involved to move the tactic forward?

- who is involved changes; process should be fluid enough to deal with current labour trends i.e. short term training for health care aids would involve a different group of people than computer programming

- employers – need to be more aware of investment in their employees through learning/teaching
- Focus groups of those unemployed
- Employee needs to identify what they
- MTCU
- Training Centres
- Industry champions
- Business community
- Unions
- Agencies who assist laid off workers
- Funders to allow access to learning opportunity.
- Educational institutions
- SME's - to provide individual learning opportunities.
- Government to provide money to employers to involve staff/ students in flex learning opportunities.
- Region - use a common voice to speak for all
- Service providers
- Community leader/committee to be in charge of implementation - critical

How might your organization contribute?

- employer participation in the educational system – offer training programs through partnership
- Opportunity to offer training courses (computer, etc.) – understand what employee needs are – no quick fixes. Proper assessments at the beginning.
- Pre-screener – employment agencies have a better understanding of who the client is
- Vacancies in building – offer training at no cost in off hours or not being used
- Be a voice for the underemployed and unemployed – the link between job seekers and education or program delivers
- Small business owners start mentor programs
- Provide pool of people for skills training
- Offer community based/ local access to learning opportunities.
- Curriculum development and program delivery at community level: qualified instructors come from the community not necessarily the schools.
- Assist to streamline the process/ qualification factors to access training programs.
- Federal gov't – fund newcomers (settlement and training)
- Provincial gov't – MTCU – funding for employment related services for participants, service providers and educational institutions
- Private industry – participate in sessions, provide and pay for training for employees

What's happening RIGHT NOW to address this Challenge?

- a lot of promotion of apprenticeship programs
- substantial amount of federal and provincial dollars for second careers, action centres, and Ontario skills development – people in the field are becoming more aware as well as employers (EI top up,) – more knowledge needs to be filtered out to employers, institution
- information needs to go to broader community
- new programs are continually being offered – but is all of Niagara being informed?

- too many paths for Adult students – needs to be streamlined
- require common intake assessment
- Mindset change for training
- Help for succession planning
- Laid off workers can take the time to address barriers
- No government funding occurring at this time unless you are unemployed. i.e.: Second Careers.
- Not enough

CHALLENGE AREA: Skills Mismatch

PRIORITY TACTIC # 23 (5)

Create a central database for employment opportunities for Niagara.

If we implement this tactic who will be impacted (job seeker, employers, etc)?

- job seeker and the agencies serving those job seekers
 - o will assist in identifying gaps in education/training needs; If things are not advertised, as we heard today they are not always, then it is difficult for the employer to fill, difficult to monitor labour market and beyond difficult for the typical job seeker to apply.
- employers
- small business
- person who might not want to be sole entrepreneur but would work in small business as co-leader or second in command

What outcomes may result (example: employer vacancy rates are reduced)?

- Needs cooperation from all community stakeholders
- Employers do not always see what they need to be successful
- Keep people here
- Employers utilize the people in Niagara – recruit Brock and Niagara College graduates
- internships at mentor / management level
- small / medium business – would have service to contact when looking for management staff
- owners would have ability to expand business with second in command gained

Who MUST be involved to move the tactic forward?

- Local businesses; provides one stop shop for employer
- Chamber(s)
- Employers committed to use the site.
- Employment services providers
- Appropriate government agencies
- Any organization that provides job listings

How might your organization contribute?

- Supply and demand of job seekers
- Home Page for all computers in resource area
- Provide other “tid-bits” and helpful hints – Facts area or something like that
- Provide clients and staffing for focus groups – host at our site (during and after regular business hours)
- NILLMP – do analysis – How does Niagara match up with international cities on success results
- DSBN – start young with programs to build confidence and management of the future

What’s happening RIGHT NOW to address this Challenge?

- Second Career Program (without management focus currently)

CHALLENGE AREA:	SME Support
PRIORITY TACTIC # 8 (4)	Promote collaboration among the private and public sector to increase awareness and access to programs that support SME's
If we implement this tactic who will be impacted (job seeker, employers, etc)?	<ul style="list-style-type: none">- Job seekers- Local business- Local community- Students- Employers- Employees
What outcomes may result (example: employer vacancy rates are reduced)?	<ul style="list-style-type: none">- Increased awareness of opportunities- Number of job seekers will be reduced- Number of EI and SA recipients will be reduced- Local economy will improve- Local community will improve- promote collaboration – private and public – to increase transportation- stronger sense of community
Who MUST be involved to move the tactic forward?	<ul style="list-style-type: none">- Employment Service Providers- Local government- Chambers of Commerce- Business Development Organizations
How might your organization contribute?	<ul style="list-style-type: none">- Support for transportation.- Get municipal leaders together- Regional council needs to direct municipalities to work together
What's happening RIGHT NOW to address this Challenge?	<ul style="list-style-type: none">- right now fractured – transit issues exists

CHALLENGE AREA:	SME Support
PRIORITY TACTIC # 9 (3) Increase awareness of grants and funding opportunities to support business development	
If we implement this tactic who will be impacted (job seeker, employers, etc)? <ul style="list-style-type: none">- Job seekers- Local business- Local community- small and medium businesses - gain information and ideas	
What outcomes may result (example: employer vacancy rates are reduced)? <ul style="list-style-type: none">- Number of job seekers will be reduced- Number of EI and SA recipients will be reduced- Local economy will improve- Local community will improve- Mentorship opportunities- Networking opportunities	
Who MUST be involved to move the tactic forward? <ul style="list-style-type: none">- Employment Service Providers- Local government- Local business- Chambers of Commerce- Business Development Organizations- Mentors (needs to go beyond Niagara)	
How might your organization contribute? <ul style="list-style-type: none">- Through our employment services and housing services can support research as well as provide information to job seekers about opportunities as well as provide feedback concerning identified needs and emerging trends- Banks – could provide information pack to loan applicants- Local Businesses – DSBN – Junior Achievement – even elementary students having programs that build confidence and exposure to role models/different careers	
What's happening RIGHT NOW to address this Challenge? <ul style="list-style-type: none">- Ventures program- Angels Investors- Niagara Enterprise – Banks	

CHALLENGE AREA:	SME Support
PRIORITY TACTIC # 5 (5)	
Develop a process to transition post secondary graduates with entrepreneurial ideas into start-up businesses	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> - Job seekers - Local community - Employers - Residents - Municipalities - Entrepreneur - Communities – creative energy - Post-secondary sector 	
What outcomes may result (example: employer vacancy rates are reduced)?	
<ul style="list-style-type: none"> - Number of job seekers will be reduced - Number of EI and SA recipients will be reduced - Local economy will improve - Local community will improve - Increase natural population - Maintain quality of life profile - Increase in start-ups or expansion of SME's (successful SME's) 	
Who MUST be involved to move the tactic forward?	
<ul style="list-style-type: none"> - Potential entrepreneurs - Business development organizations - Educational institutions - Small Business supports - HRPAO - NEDC - Regional government - Chambers - Investors 	
How might your organization contribute?	
<ul style="list-style-type: none"> - Chamber(s) – networking, outreach to investors 	
What's happening RIGHT NOW to address this Challenge?	
<ul style="list-style-type: none"> - Niagara recognizes the strength of small business and supports are being increased through providers eg. Venture Niagara – initiatives & incentives are leaving the Region 	

CHALLENGE AREA:	Aging Workforce
PRIORITY TACTIC # 24 (5)	Strengthen programs and services to better support the adaptability and transition of older workers in Niagara's economy
If we implement this tactic who will be impacted (job seeker, employers, etc)?	<ul style="list-style-type: none">- Job seekers- Local business- Local community- Employers
What outcomes may result (example: employer vacancy rates are reduced)?	<ul style="list-style-type: none">- Number of job seekers will be reduced- Number of EI and SA recipients will be reduced- Local economy will improve- Local community will improve- Employer vacancy rates will be reduced
Who MUST be involved to move the tactic forward?	<ul style="list-style-type: none">- Employment Service Providers- Employers Job seekers- Someone to support small business.
How might your organization contribute?	<ul style="list-style-type: none">- Through our employment services and housing services can support research as well as provide information to job seekers about opportunities as well as provide feedback concerning identified needs and emerging trends
What's happening RIGHT NOW to address this Challenge?	<ul style="list-style-type: none">- Large organizations seem to be aware of the need for succession planning and have plans in place.

CHALLENGE AREA: Aging Workforce
PRIORITY TACTIC # 25 (4) Develop the tools that support succession planning
If we implement this tactic who will be impacted (job seeker, employers, etc)? <ul style="list-style-type: none">- Job seekers- Local business- Local community- Employers
What outcomes may result (example: employer vacancy rates are reduced)? <ul style="list-style-type: none">- Number of job seekers will be reduced- Number of EI and SA recipients will be reduced- Local economy will improve- Local community will improve- Employer vacancy rates will be reduced
Who MUST be involved to move the tactic forward? <ul style="list-style-type: none">- Employment Service Providers- Employers- Job seekers
How might your organization contribute? <ul style="list-style-type: none">- No response
What's happening RIGHT NOW to address this Challenge? <ul style="list-style-type: none">- No response

CHALLENGE AREA: Aging Workforce
PRIORITY TACTIC # 26 (5) Foster a learning culture among employers that enhances adaptability of the workforce
If we implement this tactic who will be impacted (job seeker, employers, etc)? <ul style="list-style-type: none">- Job seekers- Local business- Local community- Employers- Employees- Customers

What outcomes may result (example: employer vacancy rates are reduced)?

- Number of job seekers will be reduced
- Number of EI and SA recipients will be reduced
- Local economy will improve
- Local community will improve
- Employer vacancy rates will be reduced
- Workplace cultures will change to promoting development of the workforce
- Validation for worker, sense of purpose/ importance = happier employees
- Market that is open to new developments because of increased skills
- Trainees who can identify needs
- Increased output/ quality of product: older workers enhance their experience with new skills
- Increased loyalty
- Improved reputation and increased interest in new recruits
- Increased awareness of programs
- Increased awareness by employers of the value of the older worker

Who MUST be involved to move the tactic forward?

- Employees
- Job seekers
- Employers
- Economic development

How might your organization contribute?

- Through our employment services and housing services can support research as well as provide information to job seekers about opportunities as well as provide feedback concerning identified needs and emerging trends
- Training across the board
- Training should be relevant to individual needs and styles
- Embrace the culture by stating it: values and mission statements
- Government: open our doors so that others can participate in training that already occurs
- Mentorships

What's happening RIGHT NOW to address this Challenge?

- Economy is forcing this to happen for "long-tenured workers"
- Legislation to eliminate mandatory retirement
- Research
- 40+ groups, EHC: 73% of participants are less the 50 years old
- lack of appropriate supports for group of individuals that are laid off time and time again due to manufacturing decline

Additional Notes:

What is Missing?

- must focus on generation Y
- more training dollars and access to training for OW recipients

CHALLENGE AREA:	Education & Skills
PRIORITY TACTIC # 3 (8)	Support the development of applied degrees that meet the needs of the local economy.
If we implement this tactic, who will be impacted (job seeker, employers, etc)?	<ul style="list-style-type: none">- Employer- Job seeker- Local residents
What outcomes may result (example: employer vacancy rates are reduced)?	<ul style="list-style-type: none">- a better match for the employer- better retention rates- Ability to be flexible in the market place- Thriving community – better prepared to compete in the global market
Who MUST be involved to move the tactic forward?	<ul style="list-style-type: none">- all- trade unions (running their own programs)- Employers- educational institutions- government
How might your organization contribute?	<ul style="list-style-type: none">- Employment Ontario can put bring people to the classrooms- possible space – possible facilities to do the training in- Brock: Would provide resources and credentials- Work with high schools to support co-ops (City of Port Colborne)- OYAP programs
What's happening RIGHT NOW to address this Challenge?	<ul style="list-style-type: none">- college needs to rethink how they deliver their programs (college programs are designed for the high school student not the mature adult)- some training takes place off of campus, e.g. – manufacturing organizations- Partnerships already exist between Post Secondary and employers- Improve education on choices at earlier age (high school)

CHALLENGE AREA: Education & Skills
PRIORITY TACTIC # 1 (7) Foster stronger links between local employers and Niagara’s educational institutions to improve educational attainment levels
If we implement this tactic who will be impacted (job seeker, employers, etc)? <ul style="list-style-type: none">- Job seekers,- Employers- Employment service providers- Educational institutions
What outcomes may result (example: employer vacancy rates are reduced)? <ul style="list-style-type: none">- Reduced number of individuals in need of Employment Insurance or Social Assistance- Improved community poverty rates- Lower employer vacancy rates- Larger skilled work force- Benefits to local business – increased productivity- Benefits to local economy – more disposable income- Thriving community – better prepared to compete in the global market
Who MUST be involved to move the tactic forward? <ul style="list-style-type: none">- Local employers- Job seekers- Employment service providers- Educational institutions
How might your organization contribute? <ul style="list-style-type: none">- No response
What’s happening RIGHT NOW to address this Challenge? <ul style="list-style-type: none">- Collaboration between employers and post secondary educational institutions to develop skilled trades programs

CHALLENGE AREA:	Education & Skills
PRIORITY TACTIC # 4 (5)	Strengthen Niagara's competitive advantage by retaining the skilled labour force that holds trade, college and diploma certificates
If we implement this tactic who will be impacted (job seeker, employers, etc)?	<ul style="list-style-type: none">- Job seekers- Employers- Educational institutions- Local economy in its entirety
What outcomes may result (example: employer vacancy rates are reduced)?	<ul style="list-style-type: none">- Employer vacancy rates will be reduced- Number of job seekers will be reduced- Number of EI and SA recipients will be reduced- Local economy will improve- Local community will improve- Youth will bring innovative ideas to keep a competitive edge
Who MUST be involved to move the tactic forward?	<ul style="list-style-type: none">- Educators- Employers- Local government- NEDC- Municipalities
How might your organization contribute?	<ul style="list-style-type: none">- Through our employment services and housing services can support research as well as provide information to job seekers about opportunities as well as provide feedback to educational institutions and employers concerning identified needs and emerging trends
What's happening RIGHT NOW to address this Challenge?	<ul style="list-style-type: none">- Work is being done – need to keep to the same page – information sessions such as this

Blended Tactics

The following is a collection of two or more Priority Tactics that were identified by single groups as being closely aligned, and hence were grouped together as one “Blended Tactic” for discussion purposes.

CHALLENGE AREA:	Skills Mismatch
BLENDING TACTICS # 13, 14	
<ul style="list-style-type: none"> ○ Recognize and build upon the strength of current educational infrastructure, promoting flexibility, short term intensive skills training programs and other innovative forms of education and skills training in Niagara. ○ Promote collaboration among education institutions and Niagara employers to increase co-op and work placements among Niagara employers. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Everybody, all stakeholders 	
What outcomes may result (example: employer vacancy rates are reduced)?	
<ul style="list-style-type: none"> ○ Contemporary skills that meet present skills ○ Employees getting skills needed ○ Reach a wider audience – short term, flexible ○ Where are the gaps – target sectors that need it, i.e. Second Career disconnect between new training and no jobs 	
Who MUST be involved to move the tactic forward?	
<ul style="list-style-type: none"> ○ Apprenticeship ○ Employers ○ Education ○ Regulatory bodies ○ Government ○ Region – transportation ○ Co-op database ○ More support ○ Specific to employer – detailed to workforce 	
How might your organization contribute?	
<ul style="list-style-type: none"> ○ Space ○ Facilitation of progress, facilitation ○ Pre-education ○ Advertising ○ Ensure flexibility ○ Pool training money so all people can access training i.e. must receive OW to access spots 	
What's happening RIGHT NOW to address this Challenge?	
<ul style="list-style-type: none"> ○ Research ○ Talk, talk, talk ○ No action 	

CHALLENGE AREA: Skills Mismatch
BLENDING TACTICS # 10, 13, 14, 16 <ul style="list-style-type: none">○ Encourage Niagara employers to pro-actively participate in building a learning culture.○ Recognize and build upon the strength of current educational infrastructure, promoting flexibility, short term intensive skills training programs and other innovative forms of education and skills training in Niagara.○ 14. Promote collaboration among education institutions and Niagara employers to increase co-op and work placements among Niagara employers.○ Offer training incentives to support all labour market groups
If we implement this tactic who will be impacted (job seeker, employers, etc)? <ul style="list-style-type: none">○ Employee○ Employers○ Students○ Colleges○ Universities○ Underemployed○ SME's
What outcomes may result (example: employer vacancy rates are reduced)? <ul style="list-style-type: none">○ One stop shopping○ Integrated education development for future and current employers○ Customize training to Niagara demand○ Employers and educator collaborate○ Transferable skills○ Responsiveness of education needs to be quicker – responsive vs. reactive○ E-commerce – need more opportunities for co-op e.g. incentives for employers
Who MUST be involved to move the tactic forward? <ul style="list-style-type: none">○ Education sector○ Region○ Ontario and federal government
How might your organization contribute? <ul style="list-style-type: none">○ Chamber – communication○ Ministry services - communication
What's happening RIGHT NOW to address this Challenge? NO RESPONSE

CHALLENGE AREA:	Skills Mismatch
BLENDED TACTICS # 20, 22, 23	
<ul style="list-style-type: none"> ○ Develop an effective local labour market information framework to inform a skills strategy and planning process for the local economy and labour force. ○ Make labour market information available and accessible through internet, print, and in-person. ○ Create a central database for employment opportunities for Niagara. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Job seeker ○ Employers ○ Service providers ○ Intermediaries ○ Education sector 	
What outcomes may result (example: employer vacancy rates are reduced)?	
<ul style="list-style-type: none"> ○ Management of database will be the problem; must be accessible and current ○ Use of local television and newspapers 	
Who MUST be involved to move the tactic forward?	
<ul style="list-style-type: none"> ○ Network: <ul style="list-style-type: none"> ○ employment help centres ○ Region ○ Chambers 	
How might your organization contribute?	
<ul style="list-style-type: none"> ○ Chamber – 1100 business on contact list 	
What's happening RIGHT NOW to address this Challenge?	
<ul style="list-style-type: none"> ○ Chamber has resource/education centre 	

CHALLENGE AREA:	Skills Mismatch
BLENDED TACTICS # 23, 24	
<ul style="list-style-type: none"> ○ Create a central database for employment opportunities for Niagara. ○ Strengthen programs and services to better support the adaptability and transition of older workers in Niagara's economy. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Employers and job seekers 	

<p>What outcomes may result (example: employer vacancy rates are reduced)?</p> <ul style="list-style-type: none">○ Quicker more efficient match for the employer and job seeker which affects bottom line○ This is the key component – ideally “one-stop-shop”
<p>Who MUST be involved to move the tactic forward?</p> <ul style="list-style-type: none">○ Service providers○ Government○ NEDC
<p>How might your organization contribute?</p> <p>NO RESPONSE</p>
<p>What’s happening RIGHT NOW to address this Challenge?</p> <ul style="list-style-type: none">○ Talk has revolved around this issue for some time and improves chances of move to action

CHALLENGE AREA:	Education & Skills
BLENDED TACTICS # 1, 3	
<ul style="list-style-type: none"> ○ Foster stronger links between local employers and Niagara’s educational institutions to improve educational attainment levels. ○ Support the development of applied degrees that meet the needs of the local economy. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Education institutions ○ students/job seekers ○ employers ○ Gov’t (MTCU) 	
What outcomes may result (example: employer vacancy rates are reduced)?	
<ul style="list-style-type: none"> ○ Higher education for Niagara (increase residents with college/university education) ○ Support the needs of local labour needs 	
Who MUST be involved to move the tactic forward?	
<ul style="list-style-type: none"> ○ Employers and Educational institutions – work together and communicate local trends to produce experienced learners who are equipped to fill labour gaps 	
How might your organization contribute?	
NO RESPONSE	
What’s happening RIGHT NOW to address this Challenge?	
NO RESPONSE	

CHALLENGE AREA:	Education & Skills
BLENDED TACTICS # 1, 3, 4	
<ul style="list-style-type: none"> ○ Foster stronger links between local employers and Niagara’s educational institutions to improve educational attainment levels. ○ Support the development of applied degrees that meet the needs of the local economy. ○ 4. Strengthen Niagara’s competitive advantage by retaining the skilled labour force that holds trade, college and diploma certificates. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Current and future generations 	

<p>What outcomes may result (example: employer vacancy rates are reduced)?</p> <ul style="list-style-type: none"> o graduates better prepared for employment in Niagara
<p>Who MUST be involved to move the tactic forward?</p> <ul style="list-style-type: none"> o Colleges and Universities that surround Ontario – take advantage of programs, i.e. Guelph, McMaster o create centres of excellence linked to local labour market –linkages to current programs o How to attract people to Niagara
<p>How might your organization contribute?</p> <ul style="list-style-type: none"> o Community based committees to develop currently happening curriculum/programs (i.e.) Niagara College, YWCA
<p>What’s happening RIGHT NOW to address this Challenge?</p> <ul style="list-style-type: none"> o College and University have responded with new programming, i.e. Health System

<p>CHALLENGE AREA: Education & Skills</p>
<p>BLENDED TACTICS # 1, 2</p> <ul style="list-style-type: none"> o Foster stronger links between local employers and Niagara’s educational institutions to improve educational attainment levels. o Develop a communication strategy between and among all education institutions in Niagara.
<p>If we implement this tactic who will be impacted (job seeker, employers, etc)?</p> <ul style="list-style-type: none"> o Job seeker o Employers o Educational institutions
<p>What outcomes may result (example: employer vacancy rates are reduced)?</p> <ul style="list-style-type: none"> o Current system encourages students in post secondary to achieve highest grade averages when they may not necessarily be the best candidate in chosen field o Better direction of high school students to trades or post secondary, not based upon grade averages rather all factors combined, best fit o Change of method would allow the system to keep students interested in education beyond high school as currently they may be discouraged by grade point average to continue education o Strengthen that although grade point average may not be top of class, post secondary education combined with trade will allow for better entrepreneurship to include all aspects of business for sustainability to remain in region
<p>Who MUST be involved to move the tactic forward?</p> <ul style="list-style-type: none"> o Educational institutions

How might your organization contribute?

NO RESPONSE

What's happening RIGHT NOW to address this Challenge?

- Presently, the ratio for trade to post secondary is 50/50. Government is moving towards a target of 30/70

CHALLENGE AREA:	SME Support
BLENDED TACTICS # 6, 7	
<ul style="list-style-type: none"> ○ Support the revamping of apprenticeship incentives and qualifications to make them more effective. ○ Foster employer commitment to staff training and lifelong learning and highlight Niagara-based “best practices”. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Employer ○ Employee ○ Established SME’s 	
What outcomes may result (example: employer vacancy rates are reduced)?	
<ul style="list-style-type: none"> ○ Increased success ○ Increased Retention ○ Increased qualifications of current staff ○ Increased employee satisfaction 	
Who MUST be involved to move the tactic forward?	
<ul style="list-style-type: none"> ○ Employers ○ Education institutions 	
How might your organization contribute?	
NO RESPONSE	
What’s happening RIGHT NOW to address this Challenge?	
NO RESPONSE	

CHALLENGE AREA:	SME Support
BLENDED TACTICS # 8, 9	
<ul style="list-style-type: none"> ○ Promote collaboration among the private and public sector to increase awareness and access to programs that support SME's. ○ Increase awareness of grants and funding opportunities to support business development. 	
If we implement this tactic who will be impacted (job seeker, employers, etc)?	
<ul style="list-style-type: none"> ○ Recent graduates ○ Local economy ○ Government employees 	

- Construction sector
- Public building process
- Business associations
- Chambers
- Brock
- Port Dalhousie
- SME's
- Underemployed
- Contract workers

What outcomes may result (example: employer vacancy rates are reduced)?

- Un and under employed would be encouraged to venture
- Maintain quality of life campaign through smaller yet competitive business in global marketplace
- Focused database
- More awareness of who offers what
- One stop shopping – Niagara Workforce Planning Board; all resources available
- Increase in older workers – job sharing, shorter work week

Who MUST be involved to move the tactic forward?

- NEDC
- NWPB
- Educational Institutions
- Service Providers
- Employers
- Regional Government
- Chambers
- Service Providers

How might your organization contribute?

- Build Niagara Business Centre
- Partner with Ministry of Small Business for industry
- Idea Share Niagara – present business case
- Chamber – communication and advertising
- Modern Landfill – communicate with customers

What's happening RIGHT NOW to address this Challenge?

- ILLMP
- Pathways to Prosperity
- Niagara helps grow business
- Events all come together e.g. Small business conference in October
- Events are happening in the south e.g. . Welland, Wainfleet, Fort Erie
- Government is trying to inform employers and not-for-profits
- Information sessions