

Planning for Employment and Economic Prosperity for Niagara
A Vision in Action

Welcome

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Niagara Workforce
Planning Board
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**Niagara Integrated Local
Labour Market Planning...**

A timely and relevant approach

Brian Hutchings, LMPC Chair

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Defining ILLMP

ILLMP is....

a process that identifies, assesses and prioritizes the skills and knowledge needs of the community, employers and individual participants/learners in the local labour market.

5 Principles of ILLMP

Leadership based, engaging leaders known to the community to champion and drive change

Integrated, encompassing the widest possible scope of customer needs and including programs and services of MTCU/MCSS and other partner ministries and levels of government.

Information-based, built on solid, relevant analysis of current and future trends that affect supply and demand

Comprehensive, expansive and inclusive; extensive outreach and consultation will inform and influence the local labour market plan; **it will only be as strong as the community engagement strategy.**

Accountable, achieving successful outcomes through a results-based planning process

ILLMP ... at a mature state

A rolling 3-5 year strategic ‘evidenced-based’ plan that respects & reflects local/area labour market challenges and opportunities.

A local plan developed, endorsed and supported by community & business leaders, MTCU and other provincial, federal and municipal governments – within a culture of co-ordination and shared accountability for results.

Promotes a collaborative approach to strategic implementation

A local labour market plan that informs program & service decisions; contributes to setting of budget priorities; and identifies new program development and design needs.

ILLMP Governance

Local Board - “secretariat” role to new ‘Labour Market Planning Committee” (LMPC).

LMPC – Lead/approve local labour market plan process and report, and building community capacity for planning.

Niagara Intergovernmental Committee – inform on government/ministry priorities

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Niagara Labour Market Planning Committee

Bunny Alexander
Michael Bronzi
Patrick Gedge
John McCann
John Stainsby

Mark Basciano
Steve Butz
Brian Hutchings, Chair
Dan Patterson
Mike Trojan

Jean-Luc Bernard
Diane Dubois
Jack N. Lightstone
Walter Sendzik
Craig Warden

Capturing Community Input

Public Community Consultations - Fall, 2008

English facilitated sessions:

Fort Erie, Niagara Falls,
St. Catharines/Thorold,
Jordon,
Welland,

French facilitated session:

Welland

Total participation: 176

Capturing Employer Input

Niagara Industrial Association

Niagara Home Builders Association

Niagara Hospitality/Tourism HR Professionals Group

Niagara Health Sector/agencies - pending

Total participation: 110

Capturing Agency Input

Employment Support Agencies – December, 2008

Total participation: 30

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Setting the Context

Trudy Parsons

Executive Director, NTAB

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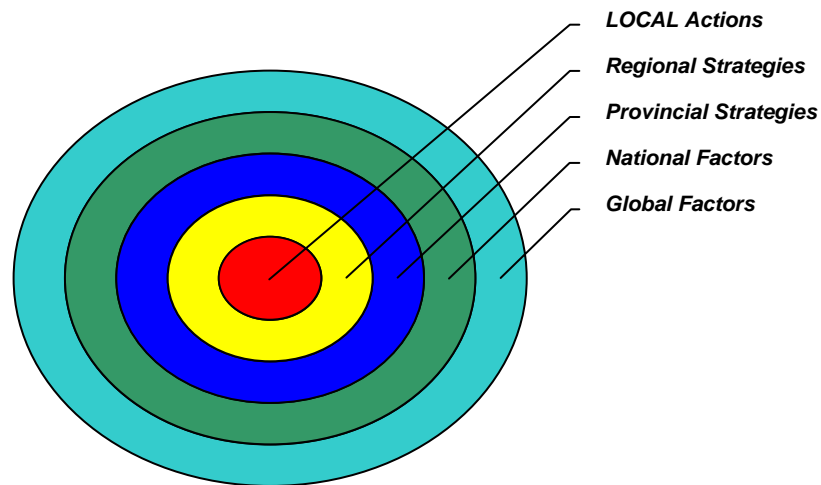


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Communities **cannot** control external factors which affect the labour market (e.g. price of electricity, the value of the \$, immigration levels, provincial economic development strategies, etc.);



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The Landscape

Niagara region has the **highest proportion of seniors** in the province. Its **retirement rate** in the current decade is **higher** than that of Ontario in every occupational group except management.

Niagara has an **older workforce** than Ontario in all occupational groups except sales, service and primary industry. Niagara's **oldest workforce is in healthcare**.

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The Landscape

	<u>Niagara</u>	<u>Ontario</u>
Population growth between 2001 and 2006	4.4%	6.6%
Immigrants as a % of population	18%	28%
Recent immigrants (those landing from 2001-2006) as a % of population	1.0%	4.8%

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Employers creating jobs requiring post secondary qualifications

Net Jobs Created in Ontario between 1998 and 2007: **1,140,500**

Net Jobs Created in Ontario for Persons with
a Post Secondary Certificate, Diploma or Degree over
this time period: **1,166,900**

Net Jobs Created for Persons with
less than Post Secondary Credentials over this time
period: **(26,400)**

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Insatiable demand for labour force renewal

Between 1999 and 2004,
**for every 100 jobs created in Ontario,
74 jobs disappeared.**

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Employers by # employees	1999-2007	2003-2007
1-4	876 -	816 -
5-9	768 +	616 +
10-19	200 +	20 +
20-49	4913 +	78 -
50-99	199 +	13 +
100-199	8 +	14 -
200-499	30 +	1 +
500+	5 -	2 -
Owner Operated	5,131 +	145 +

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Change in the Number of Persons in the Labour Force by Occupation

Sales and Service Occupations contributed to Niagara's labour force increase between 2001 and 2006 by more than 7,000 workers.

The next greatest increase was in Business, Finance and Administration Occupations increasing by 3,530 workers.

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Niagara's Economic Growth Strategy 2009 – 2012

- 6.1 Encourage collaboration between, secondary and post-secondary institutions to create the most highly qualified individuals in order to provide the labour force for the future economic growth of Niagara in all sectors of the economy.**
- 6.2 Maximize the skills of Niagara's existing labour force within a transitioning economy.**
- 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.**

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**Transitioning a Workforce in a
Changing Economy**

Ron Painter, CEO

**Three Rivers Workforce Investment Board,
Pittsburg**

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Round Table Discussions

12:45 – 1:45 p.m.



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Capturing YOUR Perspective

Within the context of developing a labour market plan for Niagara,

- 1. Identify at least two (2) approaches that are working well NOW.**
- 2. Identify at least two (2) changes that need to occur to better position Niagara in the changing economy.**

(Optional Question)

- 3. What are the key challenges that prevent us from making positive change?**

Response Framework

Consider your responses from the perspective of labour market supply, demand, and roles and responsibilities of business, industry, unions, educators, community, and government

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Next Steps

- NLMPC informs strategic actions, priorities... Feb/March 2009
- Draft plan is presented to community..... April 7, 2009
- Plan is vetted to community for final validation.....May, 2009
- Plan is endorsed and submitted to MTCU..... June, 2009
- Plan is released to Niagara – final version..... Sept. 2009
- NLMPC – determination of continuing role.....June, 2009

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Evaluation of today

Please take a few minutes to complete

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CONTACT INFO

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