

EMPLOYMENT ONTARIO

**Employment and Training Division
Ministry of Training, Colleges and Universities**

INTEGRATED LOCAL LABOUR MARKET PLANNING

July 2008

ILLMP ‘Integrated Local Labour Market Planning’ OVERVIEW

Today's Discussion

- **Context for Integrated Local Labour Market Planning – WHAT and WHY**
- **Current Status:**
 - “Integrated Local Labour Market Planning” (ILLMP) Framework**
 - Demonstration Pilot sites**
 - Planning Zones**
 - Local Labour Market Information – Capacity Investments**
- **2008-09 Next Steps**

Why ILLMP Now?

- LMDA Fed transfer of programs and funding - doubled MTCU size/scope
- Contributes to EO promise
- Consistent with Government “Skills & Knowledge Agenda”
- Responsive to Ontario Budget direction

Why ILLMP Now?

- Links with Service Delivery Integration model
- Supports MTCU Region flexibility & community responsiveness
- Builds on enterprise-wide objective – enhanced inter-ministerial coordination

ILLMP – WHAT Expected Outcomes

At mature state:

- A rolling 3-5 year strategic ‘evidenced-based’ plan that respects & reflects local/area labour market challenges and opportunities;
- A 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;
- A local labour market plan that informs program & service decisions; contributes to setting of budget priorities; and identifies new program development and design needs.
- *“Integrated Local Labour Market Plans will drive our service delivery planning and support EO’s role at the local, regional and provincial level with other partner ministries and levels of government. (ADM – 2008)”*

CURRENT STATUS

- **Accomplishments to date:**
 - **Approved ILLMP framework**
 - **Seven (7) ILLMP Demonstration Pilot sites**
 - **Use of 25 ILLMP local planning zones until completion of the Demonstration Pilot Projects**
 - **Development of Local Labour Market Indicator (LLMI) base profile (tool) & user guide**
 - **Scope the role of Local Board areas within ILLMP framework**
 - **Establishment of ILLMP implementation teams – MTCU regional staff from each of 7 demo sites**

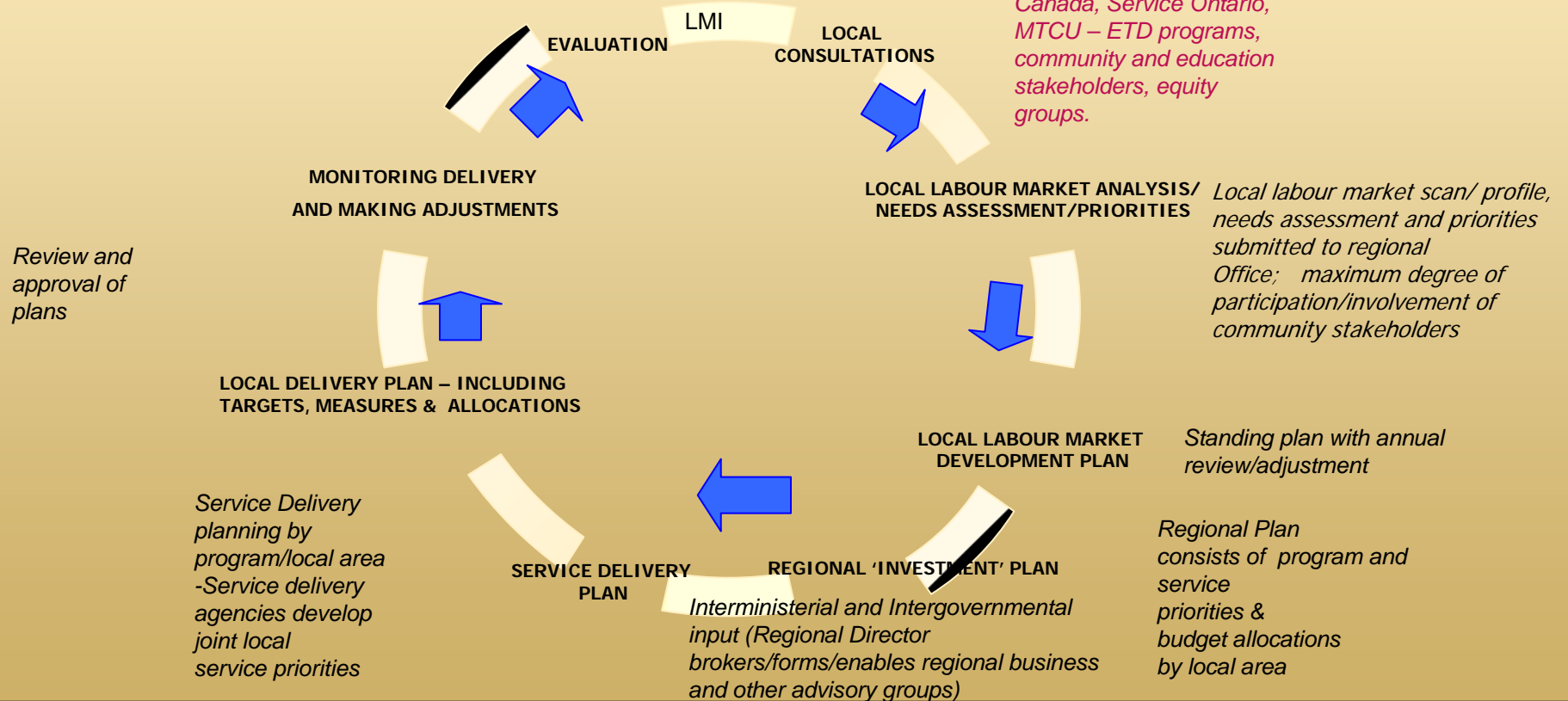
FRAMEWORK – Integrated Local Labour Market Plan

- A ‘blended’ framework - recognizes that government is responsible for its programs and budgets but responds to new government direction by extending/elaborating to include region/local planning responsibility =
 - shared - accountability
 - building local capacity/capability
 - improved service delivery *co-ordination*
 - more responsive...more flexible
- Consistent with Transformation directions: customer-centric, outcomes-based, strong accountability framework.
- Long-term goal: assess and build a strong capacity for local planning that will drive/influence improved service to customers.

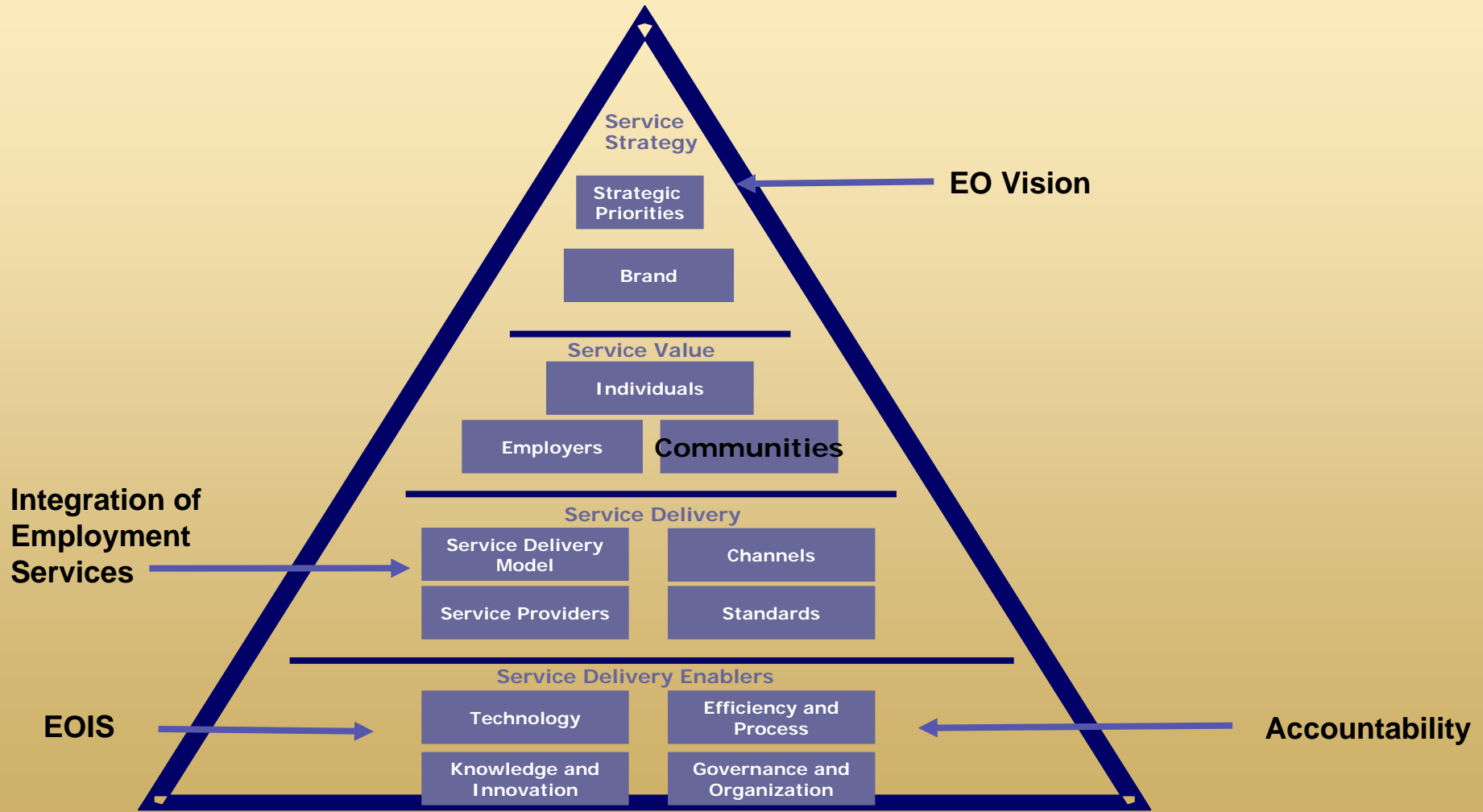
Integrated Local Planning Framework

Community planning begins here – LMI, local intelligence, trends, issues, opportunities, prior year's results

Key stakeholders include Munic. Gov't., business, labour, educators and trainers, service delivery agencies, Service Canada, Service Ontario, MTCU – ETD programs, community and education stakeholders, equity groups.



ILLMP as part of Service Delivery Framework –Draft Recommendation by Deloitte



ILLMP Organizational Supports:

Based on consultations - recommend Local Boards assume “secretariat” role to new “Labour Market Planning Committee” (LMPC). All Ontario covered by:

- 21 Local Boards in Ontario**
- 4 areas without Local Boards in which a “secretariat” role/function will be established as required**

LMPC Mandate

- o Lead/approve local labour market plan process and report, and build community capacity for planning**
- o Work collaboratively with local community and Ministry of Training, Colleges and Universities to present an integrated local labour market plan**

LMPC Composition

- **Example – Peterborough**
- **Types of Members Sought Beyond Local Board Members:**
 - typically individuals with demonstrated leadership, expertise and experience in labour market issues
 - be regional leaders/visionaries who have a vested interest in the performance of the labour market and in ensuring a balance between the supply and demand
 - understand labour market dynamics and their impact on communities, employers and employed/unemployed individuals
 - understand the economic and social challenges and opportunities of the local community
 - bring unbiased knowledge/expertise and local credibility and recognition
 - Not represent any one organization

Working Draft 'Secretariat' Role:

- **Coordination – LMPC local plan development activities;**
- **Administration - organizing meetings, minutes and preparing reports;**
- **Network building - liaising across agencies, programs & employers;**
- **Analysis and research - initiate research, analysis and information;**
- **Facilitating consultations - via meetings, surveys, focus groups and other channels;**
- **Report writing - drafting planning and other support documents;**
- **Tracking - monitoring and reporting outcomes;**
- **Inter-ministry/government liaison – build/expand new ILLMP relationships;**
- **Working collaboratively with MTCU to present a local labour market plan**

Secretariat Role

The demonstration pilot process will provide an opportunity to:

- Assess and/or further define the secretariat role from lessons learned;
- Prepare the ground work for roll out of the secretariat model to all areas in 09/10;

ILLMP Demonstration Pilot Sites

- Seven (7) demonstration sites over 2008-09:

- **Durham (Central Region)**
- **Ottawa (East Region)**
- **Peterborough (East Region)**
- **Windsor (West Region)**
- **Niagara (West Region)**
- **Thunder Bay (North Region)**
- **Timmins (North Region)**

Lessons learned shape revisions

Selection criteria included:

- Minimum of 1 per EO Region
- Rural vs. Urban mix
- Francophone community
- Areas where no Local Board currently exists

ILLMP – Planning Zones

- Initial 25 Planning Zones – number to be reviewed after completion of the Demonstration Pilots.
- **Considerations included:**
 - Employment Ontario regional alignment
 - Population
 - Patterns of economic activity
 - Travel to work patterns
 - Existing community networks & relationships

ILLMP INVESTMENTS/SUPPORT

Labour Marketing Information 2008-09 Investments

Labour market information & intelligence key to effective planning.

New investment to improve local capacity:

- **2006 custom census data purchase – for each of 25 local planning areas and MTCU Region use**
- **4 labour market expertise/resources – to provide technical support and assistance in each EO Region – contracted through Local Boards**
- **Development of core/common local labour market ‘indicator’ (LLMI) tool/template and user guide – completed**
- **Testing, training and evaluation of LLMI tool re contribution to enhancing local planning**

ILLMP Next Steps

- Establish individual budgets for demonstration pilots;
- Develop 'Implementation Guide' – with demonstration pilot teams
- Implement ILLMP demonstration pilots;
- Develop/Implement 'Capacity/Readiness Check' to assess capacity for local planning at the broader community & local board levels – all planning zones.
- Assess/Recommend changes in advance of Ontario roll-out;
- Test, train & assess use of local labour market indicators in local planning processes.

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