

Niagara Integrated Local Labour Market Planning

Niagara Industrial Association Meeting

St. Catharines, Ontario - November 20, 2008

Question #1: What are the top major human resources issues facing your sector?

Major Themes of Comments

1. Skilled trades shortages, e.g. mechanical skills, electricians
2. Employers require knowledge on how to attract qualified applicants e.g. human resource support
3. Youth are not staying in the region for various reasons: they are highly mobile and willing to live other places, they shift careers, they believe Niagara does not have good opportunities
4. Apprenticeship programs difficult to manoeuvre
5. Retention – employees don't see manufacturing base as sustainable in Niagara; some leave for higher paying jobs elsewhere
6. Workforce is unqualified – entry level employees have low skills level, poor attitudes and work ethics
7. Opportunities and supports to train current staff e.g. part-time training supports

Question #2: What supports/systems do you see as necessary to address these issues?

Major Themes of Comments

1. Increased communication and collaboration with secondary and post-secondary institutions
2. Apprenticeship programs require revision by government – see European systems for examples
3. Centralized job posting service – possibly on NIA website
4. Encourage technical programs at secondary schools e.g. more co-op opportunities
5. Increased, flexible training supports and funding for employers

Question #3: What Labour Market Information/tools can help you plan for your workforce?

Major Themes of Comments

1. Information on why youth are leaving the area
2. Information on average wages
3. Consolidated information/statistics on available training, education programs, and apprenticeships
4. Centralized site for employment support

Question #4: How do you see yourself contributing?

Major Themes of Comments

1. Participation in co-op and apprenticeship programs
2. Sharing of information related to workforce and business growth
3. Assisting employees with continuous learning, i.e. coaching and mentoring