

# Niagara Integrated Local Labour Market Planning

Niagara Home Builders Association Meeting

St. Catharines, Ontario - October 14, 2008

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

### Major Themes of Comments

1. Lack of available labour market with general construction/skilled trades experience
2. Employees lack adequate skills and/or education to perform jobs or advance into other positions
3. Issues with employee work ethic
4. Construction/skilled trades not a 'preferred' career choice, particularly for youth
5. Inability to retain skilled trades workforce in Niagara

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

### Major Themes of Comments

1. More/better training and education opportunities in skilled trades
2. Improved government services/programs/supports e.g. funding for training, encouraging immigrants with skilled trades
3. Better wages, benefits, incentives

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

### Major Themes of Comments

1. Sector specific data related to future graduates in trades training programs
2. Data on average age and actual numbers working in each trade
3. More communication and involvement with schools to increase employer knowledge of existing training and education, and services and programs that support skilled trades
4. Statistics on competitive wages

## **Question #4: How do you see yourself contributing?**

### Major Themes of Comments

1. Provide employer perspective feedback to educators and trainers e.g. how to meet employer needs
2. Provide on-the-job training through apprenticeship and co-op opportunities
3. Homebuilders could design a shared skilled trades database to address employment needs on a flexible basis
4. Share knowledge through internal and external mentoring programs
5. Conduct seminars and presentations at schools to promote career opportunities in construction