

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

## **Executive Directors Breakfast/Consultation**

***Welcome***

# Planning for Employment and Economic Prosperity for Niagara

# A Vision in Action

## Agenda

- 8:30 am**                      **Breakfast & Networking**
- 9:00 am**                      **Welcome**
- 9:05 am**                      **Integrated Local Labour Market  
Plan (ILLMP) Update**
- 9:15 am**                      **Presentation & Validation of Results  
of Agency Survey**
- 10:20 am**                     **What is working/not working**
- 10:50 am**                     **Agency Update**
- Happy Holidays!**

# Planning for Employment and Economic Prosperity for Niagara

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### ILLMP - Update

- 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
- NLMPC Meetings: July, August, Sept, January, February, April, June

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### Local Governance Structure

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

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

Niagara Intergovernmental Committee – inform on government/ministry priorities

Local Planning Team – Support to Secretariat and NLMPC; connection to MTCU and other ministries to build planning capacity

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### How are consultations different?

- Increased community consultations – 6 (5 English, 1 French)
  - Extensive advertising – local papers, request for personal invitations to be extended by local leaders, email distribution to NWPB database,
- Scheduled meetings with all mayors (12), Economic Development Representatives, Chambers of Commerce, Municipal Planners
- Scheduled Employer association consultations
- Knowledge Experts convened to identify linkage between ILLMP and other local planning/research activities

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### How are consultations different?

- Presentation at Regional Council Committee
- Employment Agency Consultation (ED level)
- Employment Agency Survey
- Link to MCSS Pilot Project
- Forum of mayors, Ec. Dev., business, NIC, LMPC, NWPB, Knowledge Experts Committee, (keynote invited)

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## Intergovernmental Committee

Chaired by MTCU

Citizenship and Immigration Canada

Ministry of Agriculture, Food and Rural Affairs

Ministry of Children & Youth Services

Ministry of Citizenship and Immigration

Ministry of Community and Social Services

Ministry of Economic Development and Trade

Ministry of Small Business and Entrepreneurship

Ministry of Tourism

Municipal and First Nations Services

Regional Municipality of Niagara

Service Canada

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### Creating a Niagara Vision

*What is the vision for Niagara's local labour market?*

*What is the long term outcome(s) being sought?*

*How will the system appear at the end of the time horizon articulated for the plan?*

*How will it appear when the end vision is achieved?*

*What mix of programs/services and related service channels/ streams will support improved service delivery in the local labour market?*

*What information and services will typically be provided and how will customers access services?*

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## A Vision in Action: Capturing Employment Agency Input Survey

Distribution of Survey:

Nov 19 – emailed to Employment Agencies through Niagara Employment News

Nov 19 – emailed to ED listing through NWPB

Nov 24 – emailed to ED listing and NEN

Nov 28 – survey closed

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**Question #1: Please rank what you feel are the top 3 to 5 common employment challenges facing job seekers in this labour market.**

### **Lack of or access to appropriate employment opportunities**

This issue deals with the Job Seekers ability to locate appropriate Employment opportunities. This inability maybe the result of the economic downturn limiting employment opportunities, the lack job search skills or lack of current labour market information. Appropriate usually means Employment Opportunities that provide a living wage and a chance for professional and personal growth linked to position.

### **Lack of appropriate skill sets**

If Job Seekers are able to locate appropriate Employment Opportunities, they (the Job Seekers) may lack some or all of the skills required to effectively compete for the Employment Opportunity. In this category lack of experience or lack of Canadian experience should be considered.

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**Question #1: Please rank what you feel are the top 3 to 5 common employment challenges facing job seekers in this labour market.**

### **Education level**

If the Job Seekers have some or all of the necessary skills to complete the skill set required for the Employment Opportunity, their education level or credentials may not be acceptable for the Employment Opportunity and may not be at a level that would allow for completion of training for the necessary skills to complete the skill set as required.

### **Transportation**

If the Job Seekers are able to locate an appropriate Employment Opportunity and have the required skill set or has the ability to acquire the skills needed and has attained the appropriate education level to suit the Employment Opportunity or can undertake the training necessary to meet the requirements of the Employment Opportunity, the Job Seekers may not be able to physically get to the worksite due the lack of transportation.

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**Question #2: Please rank what you feel are the top 3 to 5 recruitment challenges being identified by the employers you work with.**

### **Acceptable employment opportunities**

Employers inability to provide "acceptable" employment opportunities to Job Seekers. "Acceptable" usually means a living wage and an opportunity to for professional and personal growth during employment

### **Identifying potential employees**

Finding and matching the Job Seekers with the appropriate skill sets to the available employment opportunity. This includes verifying and accepting credentials, education levels and work experience from other countries as suitable for the Canadian workplace.

### **Education**

The education levels of Job Seekers do not match the requirements of the employment opportunities.

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**Question #2: Please rank what you feel are the top 3 to 5 recruitment challenges being identified by the employers you work with.**

### **Job search skills**

Job Seekers are lacking in Job search skills, for example Resume writing, interview skills, having some knowledge of company that has the Employment Opportunity and the ability to discuss their skills as transferable skills as they relate to the Employment Opportunity.

### **Workforce issues and problems**

Not enough applicants for Employment Opportunities, reliability of new hires is an issue, work ethics, training costs, language barrier for newcomers as new hires and newcomers adapting to the Canadian workplace culture.

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**Question #3: What approach or methods do you find the most effective in assisting job seekers to secure employment \*(number of responses in this category)**

- a) **Establish relationship / work one-on-one with client (8)**
- b) **Prepare an individual job search plan / educate on job search tools (5)**
- c) **Connect job seeker to other agencies / resources (5)**
- d) **Assistance with: Resume / Cover Letter / Interview Skills / Job Search Skills (4)**
- e) **Connect job seeker to employer / employer research (4)**
- f) **Utilize wage subsidy initiatives (3)**
- g) **Identify job seeker skills (3)**
- h) **Address / Identify barriers to employment (2)**
- i) **Other / General (2)**

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**Question #4: What resources do job seekers use most often to transition effectively to employment? \*(number of responses in this category)**

- a) Job Counseling / Employment Support Services (11)
- b) Technology Aids / Internet Job Search (6)
- c) Training & Skills Development / Training Programs (5)
- d) Job Finding Clubs (3)
- e) Job Bank (3)
- f) Social Services Support (2)
- g) Other / General (5)

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**What's Working? What Needs to Change?**

What needs to change

on a **REGIONAL** level

to address these labour market challenges?

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## Agency Update

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*Happy Holidays!*

**EMPLOYMENT  
ONTARIO**

**Niagara Region**  
*Building Community. Building Lives.*

 **Niagara Workforce  
Planning Board**  
*Our Vision is Working*  
A Division of Niagara Training  
& Adjustment Board