

GOAL #1: LABOUR MARKET PLANNING IN THE FNETB AREA IS INNOVATIVE, FLEXIBLE AND RESPONSIVE TO CHANGES IN THE LOCAL LABOUR MARKET.

STRATEGIES:

- 1.1 Continue to build local capacity for integrated local labour market planning by enhancing the availability of, and access to, relevant and user-friendly labour market information.
- 1.2 Enhance local labour market information and data communication systems.

PROPOSED ACTION #1:

Produce two documents – Local Labour Market Indicators and Local Occupational Supply and Demand Forecast 2010-2020

STATUS:

Local Labour Market Indicators Report: that report is currently being prepared. All CFDC's provided a copy of the profile of their respective regions which will serve as the basis for this report. Some custom data will be purchased from Statistics Canada in order to complete the report.

Local Occupational Supply and Demand Forecast 2010-2020: A consultant was hired to work with the FNETB and the local CFDC's to produce this report. The FNETB and local CFDCs will meet with the consultant on February 5th to discuss the process for gathering local information. Each CFDC was asked to contribute \$1200 towards the Local Occupational Supply and Demand Forecast 2010-2020. Although the project got underway later than anticipated, we expect to release the report in the fall.

CO-LEADS:

FNETB and local CFDC's (NordAski Regional Development Corporation, North Claybelt Regional Development Corporation, Timmins Venture Centre, South Timiskaming Regional Development Corporation, Kirkland Lake District Community Development Corporation, Superior East Regional Development Corporation and Wakenagun Regional Development Corporation)

PARTNERS:

Local employers

TIMELINES		2009	-2010			2010	-2011			2011-	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #2:

Develop and host six labour market information workshops

STATUS:

The intent is to hold a workshop in each of the CFDC regions. Three of the workshops will be held in this fiscal year (before March 31st) and the others will be held next year. Workshops will be held in Kirkland Lake, Timiskaming Shores and Timmins, on March 2, 3 and 4, 2010. Statistics Canada will provide a three hour presentation which consists of a general overview of the data that they provide and how it could be used. The FNETB will follow with a workshop that will focus on local labour market indicators, more specifically how to use them the context of a planning process. Another partner for this initiative is Service Canada. Mary Toffanello, LMIA at Service Canada in Timmins will assist with the development of the local content.

CO-LEADS:

FNETB and Local CFDC's **PROPOSED PARTNERS**: Statistics Canada, Samias Canada

Statistics Canada, Service Canada

TIMELINES		2009	-2010			2010	-2011			2011	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #3:

Develop and launch a locally supported web-based labour market and workforce information network/portal for the region

STATUS:

A proposal was submitted to FedNor for a Youth Intern to work as a Research Assistant. The proposal was approved in December 2009. A Youth Intern will be hired to work on this initiative, and to assist with the two initiatives mentioned above.

<u>CO-LEAD</u>:

FNETB and Local CFDC's **PARTNERS**:

FedNor

TIMELINES		2009	-2010			2010	-2011			2011	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

GOAL #2: THE EDUCATION AND TRAINING OF THE CURRENT AND FUTURE WORKFORCE IN THE FNETB AREA IS ALIGNED WITH LABOUR MARKET REQUIREMENTS.

STRATEGIES:

- 2.1 Promote the advantages of training and re-training to encourage greater participation of employed and unemployed individuals.
- 2.2 Assist workplaces by promoting and providing accessible quality training and workforce development services and programs.

PROPOSED ACTION #1:

Develop an inventory of essential and life skills required by local employers

STATUS:

Literacy Network Northeast will take the lead on this initiative. As a first step, a full day working meeting with Literacy Network Northeast and its member agencies will be held on January 21st, 2010 to evaluate the resources that exist already, to elaborate a more detailed plan for this initiative and for the development of a local marketing campaign as per the action item below.

Since the FNETB will be updating *Working Together: A Local Labour Market Plan for the FNETB Region* in March 2010, this full day meeting will also provide an opportunity to have a discussion with local providers of literacy and basic skills programs in preparation for this update, more specifically to discuss how to integrate some components of the local literacy service planning in the updated version of the local labour market plan.

LEAD:

Literacy Network Northeast

PARTNERS:

Local Literacy and Basic Skills service providers, FNETB

TIMELINES		2009	-2010			2010	-2011			2011	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #2:

More aggressive promotion of existing literacy and basic skills programs

<u>STATUS</u>: See above

<u>CO-LEAD</u>: Literacy Network Northeast and FNETB **<u>PARTNERS</u>**:

Local Literacy and Basic Skills service providers

TIMELINES		2009	-2010			2010	-2011			2011	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

GOAL #3: THE FNETB AREA HAS A SUFFICIENT NUMBER OF PROFESSIONALS AND SKILLED WORKERS TO MEET THE NEEDS OF THE LOCAL LABOUR MARKET.

STRATEGIES:

- 3.1 Improve the FNETB area's self-sufficiency by increasing the local capacity to train more skilled workers and professionals.
- 3.2 Improve the retention and recruitment of skilled workers and professionals to meet the region's local labour market needs.
- 3.3 Increase the number of employers in the FNETB area who provide opportunities for students and graduates.

PROPOSED ACTION #1:

Develop a directory of best practice re: Succession Planning

STATUS:

Instead of developing a directory, 'e-newsletters' are being developed and distributed on a quarterly basis to local businesses via the local business associations. The first e-newsletter «Multi-generational Workforce » was issued at the end in December 2009. The second «Succession Planning » will be released in March 2010. The topics for the other two will be 'Labour Market Information for Employers' and 'Employee Recruitment'.

LEAD:

FNETB

PARTNERS:

Local business associations

TIMELINES		2009	-2010			2010	-2011			2011-	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #2:

Develop and implement a local/regional retention and attraction strategy

STATUS:

Plans are underway to investigate the possibilities of developing a Northern Pride campaign that will highlight and profile the quality of post secondary education in the region.

LEAD: TBD PARTNERS: TBD

TIMELINES		2009	-2010			2010	-2011			2011-	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #3:

Organize a regional workforce development conference

STATUS:

A Steering Committee was formed for this event which will be held in Timmins on March 30 & 31st, 2010. Employers and HR managers are the target audience for this conference which will include presentations, panel discussions and networking opportunities. The objective of the conference is to provide a forum for local employers, leaders and experts from across the region to hear about the impact of the demographic changes, and to exchange on common realities and practices related to workforce succession planning and to managing a multi-generational workforce. The conference will end with a 'speed networking' event during which local employers will network with upcoming post secondary graduates.

<u>CO-LEADS</u>:

FNETB, Timmins Venture Centre, Timmins Economic Development Corporation, Northern College, Collège Boréal

PARTNERS:

Timmins Chamber of Commerce, Timmins Young Professionals Group, local employers and business associations

TIMELINES		2009	-2010			2010	-2011			2011-	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #4:

Develop an employer recruitment strategy for school-to-work transition programs

STATUS:

Recruitment will take place during local employers' events. Several events will occur in the coming months: on January 13th, the FNETB will co-sponsor an Employer Recognition luncheon in partnership with the local school boards. On March 30 & 31st, the Workforce Development Conference will also provide an opportunity to expose employers to the variety of ways that exist for them to provide work experiences for students. The conference will also provide employers with an opportunity meet and recruit graduating post secondary students during a speed networking activity. In May 2010 a full day event will be held with francophone employers, high school teachers, students and parents.

CO-LEAD:

FNETB, Conseil scolaire catholique de District des Grandes Rivières and Conseil Public du Nord-est, District School Board Ontario Northeast and Northeastern Catholic District School Board

PARTNERS:

Local high schools, local business organizations

TIMELINES		2009	-2010			2010	-2011			2011-	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #5:

Organize a local trades and apprenticeship awareness week

STATUS:

The Apprenticeship Committee is proposing to develop and distribute promotional material with a special focus on women, youth and Aboriginals in the trades.

LEAD:

Apprenticeship Committee

PARTNERS:

Northern College/Job Connect, Collège Boréal/Connexion emploi, local school boards, local business organizations

TIMELINES		2009	-2010			2010	-2011			2011	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

<u>GOAL #4</u>: THE FNETB REGION HAS A WORKFORCE THAT IS MORE REPRESENTATIVE AND INCLUSIVE.

STRATEGIES:

- 4.1 Enhance access and opportunities for under-represented groups to acquire the skills and work experience necessary to fully participate in the local labour market.
- 4.2 Develop strategies to address barriers to employment for under-represented groups.

PROPOSED ACTION #1:

Develop an action plan to align the supply and demand sides of the labour market equation in the James Bay Coast area

STATUS:

This project is currently on hold pending funding availability to move forward.

LEAD:

Workforce Transition Steering Committee

PARTNERS:

First Nation Bands, Mushkegowuk Employment and Training Services (METS), James Bay Education and Training Board (JBET), Education Authorities, Housing Authorities, Northern College, FNETB

TIMELINES		2009	-2010			2010	-2011			2011	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #2:

Investigate the possibility of implementing a social planning council in the FNETB Region

STATUS:

The Sudbury Social Planning Council received funding from Trillium to investigate the possibilities of developing Social Planning Councils/pilot projects in other Northern Ontario regions. A first meeting to discuss the initiative further will be held in Sudbury on January 28 & 29, 2010.

LEAD:

Sudbury Social Planning Council

PARTNERS:

City of Timmins, Venture Centre, FNETB, Cochrane DSSAB

TIMELINES		2009	-2010			2010	-2011			2011-	-2012	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

PROPOSED ACTION #3:

Develop a profile of the Francophone population in the FNETB Region

STATUS:

A Request for Proposal was issue in December 2009. A first discussion with the consultant was held on January 22nd to map out the scope of the project.

LEAD:

Réseau de développement économique et d'employabilité (RDÉE), Collège Boréal PARTNERS: FNETB

TIMELINES	2009-2010				2010-2011				2011-2012			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												