

2016-17 LEPC HIGHLIGHTS

HISTORY OF LEPC

In December 2015, Workforce WindsorEssex was selected by the Ministry of Advanced Education and Skills Development to be the Local Employment Planning Council (LEPC) pilot for the Windsor-Essex area. The objective of the Local Employment Planning Council pilot is “aimed at improving conditions in the local communities through improved collection and dissemination of local labour market information, and community engagement to drive local approaches in the planning and delivery of employment and training services.”

The activities of the LEPC are governed by a Central Planning Table that is comprised of stakeholders in Windsor-Essex from a variety of sectors. In addition, there are three working groups: Employer Engagement, Service Provision and Intergovernmental Partnerships. We engage all of our existing partners within this structure while exploring and forming new partnerships.



This project is funded in part by the Government of Canada and the Government of Ontario.

PRIORITY AREAS



LABOUR MARKET INFORMATION & INTELLIGENCE

Expanding current understanding of local labour market issues and improving access to LMI resources.



INTEGRATED PLANNING

Serving as central point of contact and key facilitator for linking employers, service providers, other ministries and levels of government and other community groups to identify and respond to labour market and workforce development challenges and opportunities, and gaps in employment and training and human and social services, through collaborative planning.



SERVICE COORDINATION FOR EMPLOYERS

Acting as a hub for connecting employers, industry associations, sector groups and other employer groups with appropriate employment and training services to address their workforce development needs.



RESEARCH AND INNOVATION

Collaborating with community stakeholders to develop projects related to the research and piloting of innovative approaches to addressing local labour market issues or opportunities.



BEST PRACTICES & PROMISING APPROACHES

Working with provincial and community organizations, including other LEPCs, to identify and share local best practices that could inform action in other areas.

STAY CONNECTED

Keep up to date on the work of Workforce WindsorEssex by visiting www.workforcewindsoressex.com and following us on social media.



Ph 226-674-3220 Fax 226-674-3221
info@workforcewindsoressex.com
880 North Service Rd, Unit 201, Windsor, ON N8X 3J5



workforce
WindsorEssex
YOUR LOCAL EMPLOYMENT PLANNING COUNCIL



SERVICE PROVISION

The Service Provision Working group is responsible for providing feedback and input and making recommendations to help ensure the success of integrated planning and service coordination outcomes. Members include both public and private employment service providers and educational representatives.



BARRIERS FOR JOBSEEKERS

To identify what barriers are faced by job seekers in our area, Workforce WindsorEssex conducted focus groups with 78 job seekers and had 178 survey participants. Barriers were identified for four target populations: recipients of Ontario Works, newcomers to Canada, recent post-secondary graduates, and persons who are underemployed. In response to this research the *Your Job Search* toolkit was created. This toolkit is a compilation of population specific advice for overcoming barriers, a job fair guide for jobseekers, a guide to using labour market information, and success stories from those who have used a local employment service provider.



MANUFACTURING DAY

Manufacturing Day was held on October 7th, 2016. 750 students from 13 schools and 4 school boards toured local manufacturing companies to gain a better understanding of our local manufacturing industry. 23 employers opened their doors for students to participate in this event. Students were able to interact with staff and ask questions throughout their tours, as well as participate in interactive activities on the shop floors. During lunch students gathered to hear presentations from local employers and educational representatives. After going on tours, 93% of students agreed or strongly agreed that on Manufacturing Day they learned something they didn't already know about manufacturing and the type of jobs it includes.



BUILD A DREAM

Build A Dream was held on November 10th, 2016. This event included a daytime symposium for 122 partners and employers to learn more about the opportunity for women in industries where they are typically underrepresented. In the evening, 626 young women and their parents were able to interact with 48 employers and 50 local female mentors to learn more about these industries and potential career pathways. A panel of five women in underrepresented industries was featured, in addition to a keynote speaker and employer and educational institution exhibits. Prizes were awarded to some of the attendees, including multiple scholarships to local post-secondary institutions.



EMPLOYMENT SUPPORTS REVIEW

Workforce WindsorEssex conducted an employment supports review to learn more about our local employment services, with the hopes of better understanding how these services contribute to helping job seekers in our community. Tours and consultations were held with 25 local employment service providers, both public and private, to identify the services they provide to their clients. To view these organizations from the perspective of the jobseekers and employers that use them, focus groups were held with 84 jobseekers and employers. These discussions allowed the Service Provision staff to identify local services, best practices amongst those services, gaps and duplications in services, challenges for service providers and recommendations drawn from these findings. This information has been developed into the *Learning about Local Employment Support Services in Windsor-Essex* report.

EMPLOYER ENGAGEMENT

The Employer Engagement Working Group provides the employer perspective to the work and activities carried out by the LEPC. Members support projects by providing qualitative information on industry trends as well as connections to other local employers.



QUARTERLY BULLETINS

Quarterly surveys were completed by local employers, engaging 149 unique employers with a total of 219 responses over the course of the three 2016 surveys. The surveys were made up of questions regarding the companies' recent separations, anticipated hires, hard-to-fill positions, succession plans, and challenges to growth. The final survey was done in partnership with local economic development organizations and asked additional questions regarding business retention and expansion. Survey results were developed into quarterly bulletins which visually outlined the responses to each survey, as well as sector bulletins which highlighted the responses based on the sector. A year-view bulletin has been developed to highlight responses from the past 12 months.



GORDIE HOWE INTERNATIONAL BRIDGE OCCUPATIONS

To prepare the local workforce for the upcoming Gordie Howe International Bridge project, Workforce WindsorEssex identified occupations that are expected to be in demand. The occupations were divided into six categories, including professional, engineering, skilled trades, construction, management and other. The soft, technical, and foundational skills needed for each occupation were identified, as well as the corresponding local training opportunities. *Help Bridge Your City* can be used to promote occupations, and the required skills and training, to current job seekers who are looking to work on the project in the future.



SKILLS MATRIX

The 50 top in-demand jobs were identified from a compilation of job postings, employer consultations, and employer respondents to the quarterly surveys. Foundational, soft, and technical skills were identified for each of the occupations as well as local training opportunities through consultations with local employers. Identifying which training programs are available for in-demand occupations and which are not highlights further training opportunities needed in the community.



TRANSPORTATION AND MAPPING

To identify opportunities for improved transportation in our region, Workforce WindsorEssex identified best practices of rural and regional transportation projects within our region and from other regions comparable to Windsor-Essex. Local job postings were mapped for our region to identify areas with high employment demand and local bus routes were layered on to view if the current transportation infrastructure is adequate for accessing employment in these areas. The mapping project highlighted the further need for expansion of current transportation infrastructure throughout the region to better serve employers and employees. An interactive map to visualize the content of this project is now available at our website below.



CROSS-BORDER EMPLOYMENT

To improve understanding of the impact cross-border employment has on the Windsor-Essex region, consultations were held with employers in Southeastern Michigan who employ residents of Windsor-Essex. Commuter data shows that the Windsor-Detroit border has the highest rate of cross-border employment between Canada and the USA with 6,120 people in Windsor-Essex working outside of Canada. The most common sectors in Southeastern Michigan that employ Canadians were identified as well as opportunities for cross-border collaboration. Findings were compiled into the report *Cross-Border Employment in the Windsor-Essex and Southeastern Michigan Corridor*.

INTERGOVERNMENTAL PARTNERSHIPS

The Intergovernmental Working Group seeks to improve coordination and access to intergovernmental supports for job seekers and employers by providing input and advice to the LEPC's projects. Members represent key government partners, business and economic development organizations, as well as experienced government relations professionals from key industry sectors.

WEsearch

Workforce WindsorEssex has launched a new online tool called WEsearch that makes the process of researching business funding opportunities, as well as employment services and upgrading programs, easier than ever. The tool allows users to answer a few, basic questions about what they're looking for and provides them with multiple options of organizations and services that fit their needs. WEsearch can be accessed not only from Workforce WindsorEssex's website but from other local organization's websites as well to simplify and improve the user's experience. If you would like to host the tool on your site, contact Workforce WindsorEssex. You can find the tool at:

WORKFORCEWINDSORESSEX.COM/TOOL
FR.WORKFORCEWINDSORESSEX.COM/OUTIL

SUMMIT

The Workforce Summit, a collective impact initiative, was held on May 12th, 2017 at Caesars Windsor. In attendance were local employers, employment service providers, educators, trainers, and government representatives. Attendees were brought together to tackle the issue of people without jobs and jobs without people. The morning consisted of best practice speakers highlighting how they are innovating in the delivery of their training programs. The afternoon featured breakout sessions by sector (agriculture/agri-food, construction, information and technology, manufacturing, transportation and logistics, and retail), with discussions focused on existing and missing training pathways for in-demand occupations.

EXTERNAL RESEARCH PROJECTS

External research projects were funded by Workforce WindsorEssex to identify workforce issues in the community and develop local initiatives to improve the employment outcomes of those in Windsor-Essex.

CUSTOMER SERVICE TRAINING

A research opportunity was awarded to a partnership between the Leamington Chamber of Commerce, Insight Advantage, and Ghanam Consulting Inc. This research opportunity was to address the need for customer service training for current employees of Chamber member employers and job seekers in the Leamington area. Training sessions were held in partnership with employers to improve the customer service skills of their employees. Job seekers were also provided the opportunity to attend training sessions to improve their skills, including customer service and employability and essential skills. Training and certifications available to the participants included first aid, Smart Serve, food safety, and OTEC with certificates provided from the Chamber.

COLLECTIVE IMPACT APPROACH

The United Way Centraide Windsor-Essex County conducted research focusing on the identified skills gap in Windsor Essex. Methods included researching the issue in our local context and developing, with input from local employers, educators, government representatives, and community members, how to best improve the skill level of our local workforce. This research has been applied using a collective impact approach to address the benefit of upskilling in the community related to improving labour market outcomes to reduce poverty in the region.

BEST PRACTICES & PROMISING APPROACHES

The LEPC team had many opportunities to share best practices and our findings with other LEPCs in the province. At the Cannexus Conference in Ottawa and the EDCO Conference in Toronto, the provincial LEPC Executive Directors shared their projects and findings through collective presentations. Workforce WindsorEssex's Executive Director presented on the LEPC model in Dallas at the NASCO Continental Reunion to highlight best practices from the pilot project. The Executive Director also presented to the Minister of Advanced Education and Skills Development to identify LEPC projects that align with their priority areas of Building the Workforce of Tomorrow. Various members of the LEPC team met with Ontario Centre for Workforce Innovation representatives on four occasions to share findings and learn more about each of the projects from both organizations. Workforce WindsorEssex has met with the London LEPC team on two separate occasions to share information about their developed projects in the early stages of the LEPC pilot and findings from those projects in the final stages of the initial pilot stage. Workforce WindsorEssex also met with the Workforce Intelligence Network of Southeast Michigan to discuss possible partnerships in the future.

FOR MORE INFORMATION VISIT
WORKFORCEWINDSORESSEX.COM

