



Workforce Solutions Summit


Partnering With Employers : Creating Workforce Development Solutions

Shalini da Cunha – Executive Director
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Who are we?

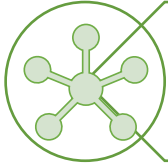
Peel Halton Workforce Development Group (PHWDG) is a community based, non-profit corporation. It is one of 25 local boards in the Province of Ontario, funded by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD).



What do we do?



Conducts research to gather information on labour market trends



Shares findings with community partners & stakeholders



Create a community plan of action in consultation with key stakeholders



Facilitate collaborative partnerships to address identified labour market issues.



Our Approach and Key Initiatives

Addressing the LMI Report Workforce Development Challenges



1. Small & Medium Size Employer Challenges

Challenge: Small and medium sized employers are often challenged to get affordable services and find the right talent.

- **Services on a Shoestring** : An event showcasing HR, marketing, funding, social media opportunities at no or low cost for employers to tap into;
- **Quality Webinars** : With input from employers, we bring webinars presented by industry leaders to empower SME's with the knowledge & tools to stay on top of the changing landscape; recent presenters included cybersecurity leaders; HR Employers; Mental Health etc.
- **Job Fairs** : With support from the employment services landscape, where necessary, organize a job fair

2. Service Coordination for Employers

Challenge: employers not familiar with the landscape of services that can support their HR needs

- 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. Working with local employment and training service providers, Ontario Works Employment Assistance (OW-EA) and Ontario Disability Supports Program – Employment Supports (ODSP-ES), to coordinate services to employers, such as job development and job placements.
- Seamless service co-ordination
- Referring employers to the right services for the need that they have

3. Working in Peel Social Platforms

Challenge: lack of current, reliable local market information & intelligence

- Current, local, reliable labour market information
- **Annual Employer Survey:** To keep informed of sector, competitor best practices & solutions to issues
- **Labour Market Insights Report :** A report created by using data collected from national, provincial and local job boards as well as local career pages. It highlights important information about job demand in the Regions, including job postings by month, municipality, skill type, skill level, and more.

4. Experiential Learning Peel Halton

Challenge: employers are unable to navigate and understand the role that young interns can play as a talent pipeline.

ELPH.ca - A website that exposes employers and other stakeholders to the vast opportunity to tap into youth interns/co-op as a way to test drive these youth for a potential future hire

Employers **BUILD** their talent pipelines

Employers instrumental in **building the workforce of tomorrow** by training youth on important roles within the workforce

5. World of Talent

Challenge: employers challenged in hiring new immigrants

- An event to showcase strategies that successful Small, Medium, and large employers used to hire & retain NIs
- Employers shared their strategies of the successful integration of new immigrants into their workforce and how it positively impacted their bottom line
- Showcasing community resources that support the hiring of new immigrants and connecting them to these services

6. Jumpstart to Success

Challenge: employers are unable to tap into entry-level workers in manufacturing and are turning away business

- **Employer Practice Lab** : We worked with employers to strengthen their recruitment, onboarding, training capabilities

Jumpstart to Success : created a talent pipeline for employers by engaging groups of workers that sit on the periphery (OW, ODSP, refugees, PWD's etc.) and training them to enter high demand roles as identified by Peel Halton employers

The project successfully bridged workers that faced challenges to enter the workforce and placed them with employers to meet their hiring needs

7. Apprenticeship Career Connection

Challenge: not enough youth entering trades, employers skilled trades need not being met.

- A one-day event showcasing more than 130 trades to youth, job seekers, and new immigrants.
- Over 90 exhibitors including 14 Ontario colleges; trade unions; employers
- Over 10 school boards participates with a total of 90 buses arriving so youth could interactively engage in many trades
- ACC effectively put the spotlight on the trades as a lucrative career path for youth & other groups

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THANK YOU!