



REPORT TO THE COMMUNITY

2015 - 2016

2015 - 2016 CO-CHAIRS' REPORT

2015-2016 has been a year of accomplishment and anticipation for the Peel Halton Workforce Development Group. Guided by the priorities identified by the Local Labour Market Planning Consultations held in 2014, PHWDG worked with community partners to complete four key projects.

- 2015 Peel Halton Employer Survey
- Understanding CaMS
- Peel Halton's First Virtual Job Fair
- Employer Incentives (Hire for Less)

These accomplishments contributed to workforce development in Halton and Peel. The community continued to benefit from access to current labour market information through PHWDG's web portal (www.workinginpeelhalton.com). Investment in the professional development of Newcomer Organizations Network (NCON) members also continued to be a priority.

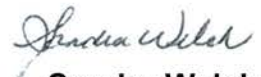
PHWDG is excited by its enhanced ability to develop the workforce in Peel & Halton after being awarded, in the latter part of 2015, the Local Employment Planning Council (LEPC) pilot for these two regions. This pilot is one of eight awarded in the province to operate over an 18-month period with an aim to improve workforce planning and labour market conditions in Peel and Halton Regions.

We close the year with recognition of the contributions of many people. We thank Shalini da Cunha, Executive Director, for her leadership and her collaborative work with labour market partners. We also thank the members of the PHWDG Board of Directors for their participation and contributions as, without them, the work of PHWDG would not be possible. With the Board, we thank the staff for their commitments & contributions throughout the year. We appreciate the support of the Ministry of Training, Colleges and Universities staff as PHWDG, with community stakeholders, addressed labour market issues.

We look forward to 2016-17 as PHWDG focuses on strengthening the local labour market through initiatives of the Local Employment Planning Council pilot.



Charlie Courneyea
Co-Chair



Sandra Welch
Co-Chair

EXECUTIVE DIRECTOR'S REPORT

I am pleased to deliver to you this annual report which documents another outstanding year for the Peel Halton Workforce Development Group. This past year has been a procession of initiatives, activities and partnerships designed to create the local solutions that our local workforce challenges need.

As displayed here, PHWDG has been busy. We responded to the key priorities in workforce development identified by our stakeholders and worked collaboratively with numerous partners to ensure the greatest degree of improvement in that development.

We deeply appreciate the support of Employment Ontario for our core funding. Its vital support allows us to make a difference in workforce development every year. We are also very happy to report that the PHWDG was awarded the contract to pilot the Local Employment Planning Council (LEPC) for the regions of Peel & Halton in December, 2015. One of eight pilots across Ontario, this pilot will run until May 2017 with the purpose to support the improvement of labour market conditions in our local communities through:

- Labour Market Information & Intelligence
- Integrated Planning
- Service Coordination for Employers
- Research & Innovation and
- Sharing Best Practices and Innovation

I am also thankful to the Ontario Trillium Foundation, as their three year funding continues to support the Working in Peel Halton web portal (www.workinginpeelhalton.com). This funding allows us to provide to our stakeholders Labour Market Information that is current, relevant & local, empowering them to better support their clients and their organizations.

It has been my privilege to work with our Board of Directors. I acknowledge that they are the backbone for a lot of our work and that the support they have provided to me has been outstanding. I am grateful also to our partner organizations whose commitment and enthusiasm to participate in PHWDG initiatives has been instrumental to the success of those initiatives.

I invite you to look through this report to see the many activates the PHWDG undertakes for our Peel & Halton communities. As we look forward to 2016-2017, we will continue to build upon our successes, and invest in partnerships to achieve a stronger, more robust workforce!



Shalini da Cunha
Executive Director

LOCAL LABOUR MARKET PLANNING (LLMP) REPORT

The Peel Halton Workforce Development Group (PHWDG) issues an annual report summarizing its views on labour market trends in the local area. This report is based on analysis of labour market data, information from employers and consultations with key stakeholders.

The data analysis relied on Statistics Canada Business Patterns data for December 2008 to June 2012 and tax filer data for 2006 to 2011. Information from employers included the results of an extensive employer survey enquiring into hiring practices and workforce concerns of employers. Stakeholder consultations gathered participants' views on labour market priorities and appropriate initiatives the PHWDG and its partners should pursue in the following year.

Some findings from this report are:

- That businesses are by far made of small establishments with eighty-eight to eighty-nine percent of firms in both Peel and Halton having four employees or less (around two-thirds have no employees and really are self-employed entrepreneurs and professionals). These proportions are very similar to the provincial average.
- The three largest sectors by number of businesses for Peel are:
Transportation/Warehousing (19%); Professional Scientific Technical (15%) and Real Estate (13%). For Halton the three largest sectors are: Professional Scientific Technical (20%); Real Estate (14%) and Construction (8%).

To read the complete survey report please visit:
[Local Labour Market Plan Update 2015](#)

“Concerns regarding soft skills score twice as highly as concerns regarding technical skills”



*Local Labour Market Plan Update 2015,
PHWDG*

2015-2016 PARTNERSHIPS: A YEAR IN REVIEW

Peel Halton Employer Survey 2015

This was PHWDG's 5th annual survey of local employers. As before, it was conducted electronically with employers invited to complete the survey online. Over 700 employers visited the survey site where 484 of them answered each of the 20 questions. This number continued the trend in a growing number of employers participating in this survey. The respondents represented a good cross-section of employers, by geography, industry and size of organization. The data gathered continues to inform local stakeholders on employer perspectives about trends, challenges and opportunities.

The two top factors that drove employer's business decisions were:

- Ensuring customer satisfaction & good customer service (91% of respondents cited this); and
- Keeping costs under control (87% of respondents cited this)

Whereas the two lowest ranking business drivers were:

- Promoting innovation and/or research (23% of respondents cited this); and
- Feeding our talent pipeline for the future (41% of respondents cited this)

To read the complete survey report please visit: [2015 Peel Halton Employer Survey](#)

Virtual Job Fair

The first Virtual Job Fair in Peel Halton was organized and conducted by the Peel Halton Workforce Development Group on October 21-22 of 2015. Ninety-six employers entered the fair seeking to hire and 1800 job seekers sought to be hired. Fifteen EO ES partners also participated.

Early statistics within the first week of the job fair suggested that among EO ES partners, 33% of their employers hired clients and 22% of their job seekers clients received offers of employment. Job seekers, employers and community partners overwhelmingly supported this platform for future hiring events, based on post job fair surveys.

Understanding CaMS

In collaboration with the Employment Ontario Employment Services (EO ES) partners in Peel Halton the PHWDG led this project to discuss and analyze the options going forward to improve the data made available from MTCU in support of the LLMP. In acknowledging the promise of a strong, evidence-based LLMP process the EO ES partners worked together to explore and come to agreement on the 'ideal' EO data elements going forward for local labour market planning.

The *Unlocking the Planning Potential* report presents the opportunities that lie within the data collected that can positively impact planning in the Peel & Halton communities.

Hire for Less: Wage & Training Subsidies for Employers in Peel Halton

Consolidating the scattered information on financial incentives available to help employers meet their hiring needs was the purpose of this project.

A four-page, information-dense document was produced. It lists the six categories in which financial incentives are available, an outline of each incentive and contact information for all of the service providers in Peel and Halton who can guide employers in obtaining those incentives.

To read more please visit: [*Hire for Less*](#)

OTHER PHWDG ACTIVITIES

Working in Peel Halton [www.workinginpeelhalton.com]



A website that is dedicated to providing current, relevant, local, labour market information (LMI) empowering Peel Halton stakeholders with the knowledge to understand the pulse of the labour market. The website also focuses on educating visitors on how to interpret and decipher labour market intelligence using tip sheets; social media and newsletters.

Daily updates are shared across social media platforms with a newsletter *The LMI Roundup*, a weekly review of labour market information in and around Peel Halton. A second, bi-weekly, newsletter *Peel Halton Insights* analyzes key labour market information and presents it in an easy-to-understand style. To read these newsletters please visit: Peel Halton Insights.



NCON Quarterly Meetings

The Peel Halton Workforce Development Group continues to lead the planning and presentation of these meetings for NewComer Organization Network (NCON) members. The high attendance among those who work in newcomer serving organizations attests to the value they place on these gatherings. NCON meetings have proven consistently popular as both networking platforms and opportunities to share information about new initiatives, new ideas and changes to existing programs. PHWDG and the NCON committee organize these meetings for the NCON members.

To read more about this dynamic network, please visit: [NCON](#).

2016-2017: A YEAR TO LOOK FORWARD TO...

The PHWDG is proud to announce that we were awarded the opportunity to pilot the Local Employment Planning Council (LEPC) initiative for Peel Halton. One of eight pilots across Ontario, the pilot will aim to fulfill the following strategic priorities over the next year:

STRATEGIC PRIORITIES:



The purpose of the LEPC project is to strategically address local labour market needs by facilitating connections among employers, employment & training service providers, government and other stakeholders. The task of building stronger connections among Peel and Halton stakeholders will involve the following four activities:

- The synthesis and dissemination of research-based labour market information (LMI);
- The improved coordination of local employment and training services;
- The creation of a hub that will provide employers with simpler pathways to employment and training services;
- The encouragement of service planning that will anticipate changes, and ensure inclusiveness, in the labour market.

OUR KEY PARTNERS

ACCES Employment
 ACI Brands Inc
 Advantage Mississauga
 Afghan Women's Organization
 Brampton Board of Trade
 Brampton Economic Development
 Burlington Chamber of Commerce
 Burlington Economic Development
 Caledon Chamber of Commerce
 Caledon Community Services
 Caledon Economic Development
 Canadian Supply Chain Sector Council
 Centre For Education & Training
 City of Mississauga
 Coalition for Persons with Disabilities
 College Boreal
 COSTI Immigrant Services
 CPA Ontario
 Dixie Bloor Neighbourhood Centre
 Dufferin-Peel Catholic District School Board
 Employment Halton
 Family Services of Peel
 Goodwill Career Centre
 Halton Hills Chamber of Commerce
 Halton Hills Economic Development
 Halton Multicultural Council
 Halton Region Employment
 Human Resources Professional Association-Peel
 Humber College
 Humber Community Employment Services
 Job Skills
 John Howard Society

Milton Chamber of Commerce
 Milton Economic Development
 Mississauga Board of Trade
 Mississauga Economic Development
 Oakville Chamber of Commerce
 Oakville Economic Development
 Ontario March of Dimes
 Ontario Trucking Association
 Peel Career Assessment Services
 Peel District School Board
 Peel Halton Workforce Development Group
 Peel-Halton-Dufferin Adult Learning Network
 Polycultural Immigrant & Community Services
 Region of Peel
 Rogers
 Service Canada
 Sheridan College
 Skills for Change
 TDSB-Next Steps Employment Centre
 The Centre for Skills Development & Training
 The Employers' Choice
 Toronto District School Board
 Toronto Region Immigrant Employment Council (TRIEC)
 triOS College
 vpi, Georgetown
 vpi, Mississauga
 YMCA Burlington
 YMCA of Greater Toronto
 YMCA of Hamilton/Burlington/Brantford
 YMCA – Mississauga
 YMCA Peel

BOARD OF DIRECTORS

Co-Chairs

Charlie Courneyea Sandra Welch

Directors

Qaiser Maroof Nancy Parkhill
Wally Syme Jim Thornton

STAFF

Shalini Da Cunha, Executive Director
Janet Alphonso, Administrative Assistant

OUR MISSION

Creating local solutions to our local workforce development needs.

OUR VISION

A vibrant community that enables all members to partner in achieving unparalleled prosperity and fulfillment.

OUR MANDATE

The Peel Halton Workforce Development Group is mandated to carry out several key activities:

- ✓ To collect information on labour market information on an ongoing basis
- ✓ Analyze trends in labour and training and consult with community partners on the best ways to address these trends
- ✓ Develop a plan to address key issues in collaboration with community stakeholders
- ✓ Encourage and promote life-long learning as a means to keep abreast of changes
- ✓ Promote equitable and accessible training and adjustment programs
- ✓ Create and encourage partnerships and work as a catalyst to develop ways to address local issues

Collaborating & Partnering is what we believe in.
We welcome you to partner with us to resolve labour market
challenges!

Please contact us at:

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