

# Post-Pandemic Recovery Planning Report Summary: Business Supports and Workforce & Employment Services

Detailed findings and recommendations for local stakeholders reported in the Post-Pandemic Workforce & Economic Recovery in Sarnia Lambton are available at [www.slwdb.org/pandemic-recovery](http://www.slwdb.org/pandemic-recovery).



## Highlight on Local Impacts

- Most workforce and business support services shifted to virtual service delivery models in some capacity, allowing service providers to continue to work with clients without posing any health risks
  - lack of access to reliable internet and/or devices to gain access to these services remains a barrier for many
  - a likely solution moving into recovery is hybrid model of service delivery
- Public and private employment services experienced an overall decline in the number of persons accessing job seeker services and supports
  - demand for services are anticipated to rebound as the local economy moves into recovery and government financial supports expire
- A reported increased interest in entrepreneurship through the pandemic by local business support services could indicate a resurgence of small businesses and economic growth post-pandemic

## Highlights on Labour and Skills Shortages

- Employers will seek updated expertise to navigate the post-pandemic workforce, including:
  - how to adapt business operations to virtual models including e-commerce, managing a remote workforce, cybersecurity
  - best practices for talent recruitment and retention
  - contingency planning and risk mitigation for business continuity
- Expertise will be needed for job seekers looking for:
  - career guidance to assist with transition into new occupations
  - resources to reskill, upskill and understand how to identify and utilize translatable skills across a variety of occupations
- Increased access to childcare will be vital to the return of many parents the labour force, requiring an increase in early childhood educators and assistants

Job posting data source:



## Top in demand occupations

(June 1 2020 - March 1 2021)

Business development officers and marketing researchers and consultants (NOC 4163)

**27**

Professional occupations in business management consulting (NOC 4163)

**4**

Educational counsellors (NOC 4033)

**6**

Early childhood educators & assistants (NOC 4214)

**58**



## Recommendations for Strengthening our Local Workforce

- Increase communication between economic and business development organizations, including across levels of government, to best:
  - share resources, reduce incidence of service duplication
  - strength for lobbying effort targeting business-friendly policies
- Develop a Local Labour Market Council which will serve to:
  - promote continued collaborations and partnerships between workforce development and employment service providers, educational and training institutions, government agencies and leaders, industry representatives as well as local employers and entrepreneurs
  - share information regarding labour market research and data, local and regional workforce challenges to better address sector- and employer-specific concerns