

From April 2016 through March 2017, Sarnia Lambton Workforce Development Board led **5** projects. Projects were formulated with community partners and through consultations conducted the previous year.

SLWDB is committed to continuous improvement performance measurements. We ask our partners (those that collaborated or assisted in the project) and participants (those who read the report or attended an event/workshop or presentation) to rate their satisfaction with our products and services. The overall satisfaction rating for each of the projects is listed beneath the project outcomes below.

## 1. Local Labour Market Plan Update

The purpose of this annual report is to provide local labour market information, identify issues, and outline strategies for action through community partnerships. The report is evidence-based and community-driven.

### Outcomes:

- consulted with local Employment Ontario network, businesses operating in retail trade and transportation, and owner-operated businesses, and other community stakeholders
- provided data for prescribed indicators, including: employers by industry, population and migration numbers, educational attainment, job distribution and income
- presented report to Lambton College management, Lambton College Community Employment Services staff, Kettle & Stony Point program managers, school principal and employment services staff, the Workplace Group staff, the Organization for Literacy in Lambton staff, and Lambton-Kent Literacy Program staff

86% Partner Satisfaction

91% Participant Satisfaction

## 2. EmployerOne Survey

The annual EmployerOne Survey is conducted to gain local demand side labour market information.

### Outcomes:

- completed surveys 20% more than in 2016 EmployerOne Survey (119 to 143)
- maintained 20 partners with signed Memorandums of Understanding
- distributed results through partner network, SLWDB subscriber list
- promoted results and report through social media

92% Partner Satisfaction

96% Participant Satisfaction

### 3. Health Care Sector: Workforce Needs & Opportunities

With an aging population and a new health and research facility planned for Lambton College it is expected that employment opportunities will be in demand in health related occupations. A forum of HR professionals from the healthcare sector can help to identify and plan for the current and future workforce needs. Job seekers can be informed in a separate forum as to the types of opportunities that are currently in demand and expected to be in demand in the future.

**Outcomes:**

- spoke with 20 managers or human resource managers from 15 health care organizations about recruitment, retention and future demand
- qualitative data from meetings with managers and quantitative data were used to write a Health Care Employment summary report and 46 job profiles (health care specific and other jobs in the health care industry)
- held event where 10 different employer representatives spoke to 60 job seekers about specific health care jobs



93% Partner Satisfaction



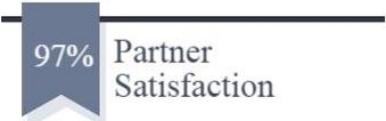
84% Participant Satisfaction

### 4. Soft Skills for Success in Today's Workplace

Based on information from employers (Employer One Survey) and employer consultations, it has been identified that job seekers and new hires would benefit from information outlining the soft skills and work habits that are most important for an employee to be successful on the job.

**Outcomes:**

- 2 hour public event was facilitated for 42 job seekers and/or new employees. The event included: 1<sup>st</sup> hand accounts from employers on which soft skills they consider most important, interactive discussions/activities where participants could gain an understanding of what soft skills are and how to identify their own soft skill strengths and areas of development, resources and an action plan development session.
- 1 hour presentations delivered to co-operative education classes at 4 different high schools (8 total presentations) and included a total of 147 participants. The presentation included: findings from consultations and surveys with employers to demonstrate the importance of soft skills in today's workplace and focused on specific soft skills: customer service, communication and work ethic.



97% Partner Satisfaction



89% Participant Satisfaction

## 5. Workshops for Job Seekers: Careers and Pathways

Multi-barriered youth and job seekers frequently identify to our local Employment Ontario (EO) service providers a lack of understanding of the job market and what expectations there will be for the types of jobs and career paths available to them. Youth participating in the Youth Job Connection (YJC) program (as well as job seekers from the EO network, Ontario Works, and other service agencies) can benefit from a supplemental workshop that outlines realistic job prospects and employment possibilities as well as defining the potential careers and pathways into those careers.

### Outcomes:

- Supplemental workshops were provided to YJC participants. Additional workshops were also provided as supplemental to some OW client and EO Service Provider workshops. Total workshops presented were 16 with 180 individuals reached. The presentation focus was to educate job seekers on what realistic job market prospects are available to them in order to increase opportunities for success in the local labour market today, tomorrow and beyond.

98% Partner Satisfaction

85% Participant Satisfaction



[www.slwdb.org](http://www.slwdb.org)



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The views expressed in this report do not necessarily reflect those of the province.