

## Integrated Planning

Serving as a 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.

## Labour Market Information and Intelligence

Expanding current understanding of local labour market issues and needs and improving access to labour market information resources. For example one of the deliverables for LEPCs would be delivering information sessions to build local capacity to analyze and interpret local labour market information for effective 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. Working with local employment and training service providers, including those outside the Employment Ontario network such as OW-EA and ODSP-ES, to coordinate services to employers, such as job development and job placements.



# Your Local Employment Planning Council (LEPC) 2016 CURRENT STATE ANALYSIS & LEPC RESPONSE

### CURRENT STATE ANALYSIS

*Research shows a need for increased local understanding of career pathways, mentorship programs and funding models, and highlights specific local solutions to promote and leverage.*

### CURRENT STATE ANALYSIS

*Community consultations point to both data gaps and information overload with service providers and employers reporting being inundated with data, not being able to find what they need, and not knowing how best to use what they do find.*

### CURRENT STATE ANALYSIS

*Employers report that it is difficult to navigate the programs and funding available and would like a “one stop shop” to connect to job seekers and students, as well as more coordinated employer engagement activities leveraged to broaden access.*

### STRATEGIC PRIORITIES

1. Establish a common set of career ‘building blocks’ to enhance student success on the various pathways from school to work
2. Facilitate access for students, job seekers and employers to a broad range of mentorship programs in Ottawa
3. Create a shared understanding of funded programs and services driving workforce development at all levels of government
4. Support and leverage the Refugee 613 Employment Task Force established to provide support to Syrian (and other) refugees

### STRATEGIC PRIORITIES

5. Collaborate as a community to identify and access key data sources as inputs to quantitative and qualitative data analysis
6. Customize and share LMI to meet the needs of multiple audiences to expand the community's understanding of LMI
7. Prepare an annual Community Labour Market Planning Report with stakeholder input informing LEPC's activities

### STRATEGIC PRIORITIES

8. Begin establishing the LEPC as Ottawa's central referral hub for connecting employers to service providers
9. Coordinate and promote employer engagement with the community around workforce development
10. Establish a central portal or hub for connecting students/job seekers to learning and work opportunities

## Sharing Best Practices & Promising Approaches

**CURRENT STATE ANALYSIS** - *Success of past events has pointed to an appetite for learning in the community and consultations have pointed to specific areas on which to educate both service providers and employers. There is a desire to increase sharing of best practices, promising approaches and lessons learned. Ongoing learning events are an excellent way to build local capacity and the LEPC brand.*

### STRATEGIC PRIORITIES

11. Increase sharing of best practices, promising approaches and lessons learned locally
12. Increase sharing of best practices, promising approaches and lessons learned regionally and provincially

# STRATEGIC PRIORITIES

# 2016-17 STRATEGIC DELIVERABLES



## 2016 LEPC ACTION PLAN

### OPERATIONAL ACTIVITIES

Integrated Planning

1. Establish a common set of career 'building blocks' to enhance student success on the various pathways from school to work

1. A career pathway tool, showing pathways from school to work, and how best to develop/capture transferable skills along the way **(Partner)**

2. Facilitate access for students, job seekers and employers to a broad range of mentorship programs in Ottawa

2. Online inventory of Ottawa mentorship programs to share with employers and service providers working with students and job seekers **(Lead)**

3. Create a shared understanding of funded programs and services driving workforce development at all levels of government

3. A report on funding mechanisms of employment programs/services in Ottawa to inform coordinated local program development **(Lead)**

4. Support and leverage the Refugee 613 Employment Task Force established to provide support to Syrian (and other) refugees

4. Fund the enhancement of an existing program/initiative or pilot of a new program to address an identified mentorship program gap **(Fund)**

5. Collaborate as a community to identify and access key data sources as inputs to quantitative and qualitative data analysis

5. A report detailing recommended framework for community engagement around a workforce development initiative to best serve refugees **(Partner)**

6. Customize and share LMI to meet the needs of multiple audiences to expand the community's understanding of LMI

6. An LMI training strategy to build local capacity around finding, understanding and using LMI, for service providers and employers **(Partner)**

7. Prepare an annual Community Labour Market Planning Report with stakeholder input informing LEPC's activities

7. Report on innovative ways to share LMI with a wide range of audiences, based on extensive research, that will inform the LMI training strategy **(Lead)**

8. Begin establishing the LEPC as Ottawa's central referral hub for connecting employers to service providers

8. Create an inventory of existing employer/industry events, shared online, leveraged to help connect service providers with employers **(Partner)**

9. Coordinate and promote employer engagement with the community around workforce development

10. Pilot a networking event for barriered youth that facilitates connections with employers for career development **(Partner)**

10. Establish a central portal or hub for connecting students/job seekers to learning and work opportunities

9. Maintain a secure, centralized online database where service providers can share up-to-date job postings **(Lead)**

11. Increase sharing of best practices, promising approaches and lessons learned locally

12. Quarterly LEPC learning and networking events for employers and service providers to share information and best practices **(Lead)**

12. Increase sharing of best practices, promising approaches and lessons learned regionally and provincially

11. A common job board/matching structure to connect Ottawa employers with job seekers and students **(Fund)**

LM Information and Intelligence

Service Coordination for Employers

Sharing Best Practices & Promising Approaches

1. Be an active member of the Task Force; leverage LEPC resources and expertise to coordinate working group activities **(Partner)**

2. An inventory of all available data on supply and demand, and at what geography level, to allow for informed decisions on data acquisition. **(Partner)**

3. Update existing tools and increase portal functionality so that users can easily navigate based on need **(Lead)**

4. Publish a report that consolidates inputs from a diverse group of stakeholders and share it back broadly to inform community planning **(Lead)**

5. Create a menu of funding options/programs to drive employer investment in their human capital **(Lead)**

6. Update and share community engagement opportunities on employer portal and coordinate/facilitate activities as appropriate **(Lead)**

7. Share success stories and knowledge online and face-to-face **(Partner)**

8. Actively seek/accept regional and provincial speaking engagements **(Lead)**