



# **Local Labour Market Plan Update**

# **2013 - 2014**

**EMPLOYMENT  
ONTARIO**



### ACKNOWLEDGEMENTS

We would like to recognize and thank everyone who contributed their time, ideas and expertise to our *Local Labour Market Plan Update*. We now have a better understanding of what needs to be achieved over the short and long term to position Windsor-Essex for success in an ever-changing and increasingly competitive global economy.

Workforce WindsorEssex would also like to thank Heather Gregg, Katie Facecchia and Tanya Antoniwi for their work in developing and authoring this report.

Thanks are due also to Ministry of Training, College and Universities and Paul Knaflec for their support.

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### How did we do?

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Workforce WindsorEssex is committed to ongoing research to enhance local labour market planning in the Windsor-Essex region.

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## Executive Summary

This Local Labour Market Plan Update provides labour market information for the Windsor-Essex region. Since issuing the *2013-2014 Local Labour Market Plan and Community Action Plan* some key indicators (i.e. Educational Attainment and Canadian Business Patterns, etc.) have been updated. These indicators provide context for workforce development in the Windsor-Essex region.

In addition to these updated indicators, Workforce WindsorEssex received aggregated information from the Employment Ontario services in the region including Employment Services, Literacy and Basic Skills, Second Career and Apprenticeships. This information offers demographic, education and occupation indicators of a sample of the workforce supply in our region. Through receiving this information, Workforce WindsorEssex facilitated two consultations with local Employment Ontario Service Providers to verify the information and gain feedback and further explanation on the data received.

The document includes previously released analysis on age and population. Updated educational and labour force data is discussed followed by a brief analysis of the businesses and industries located in Windsor-Essex. Using this as background context, select data from the Employment Ontario Service Providers is discussed with context provided by additional secondary data. Finally, a brief update on select items from the Action Plan is included at the end of the document.

Workforce WindsorEssex would like to acknowledge the ongoing dedication of our partners throughout the community to building a strong local economy and robust future.



## Introduction

Workforce WindsorEssex continues to build on the six priorities established through community consultation through partnership activities, research projects and community outreach activities. The six priorities that have been adopted by the Board are:

1. To ensure that the workforce of Windsor-Essex has the knowledge and skills required to meet the needs of the changing local economy
2. Ensuring access to relevant and timely labour market information
3. The importance of Attitude, Skills and Knowledge (ASK) in the workplace
4. Support of entrepreneurship, research & development, and the growth of small and medium sized-businesses
5. Integrating immigrants into the Windsor-Essex labour force leveraging their knowledge, skills and experience.
6. Maximize the opportunity for youth to engage in the local labour force.

The Ministry of Training Colleges and Universities (MTCU) provides funding to Workforce WindsorEssex to create an annual Local Labour Market Plan and Community Action Plan. This year, MTCU has provided support to release a Local Labour Market Plan Update that contains updated statistics on our labour force as well as aggregate Employment Ontario data for comparison purposes.

The purpose of the plan is to provide an update to labour market supply and demand indicators in Windsor-Essex, as well as progress in addressing workforce development priorities. This report will examine what has changed in the last year by looking at statistics on the workforce and employers within the region.

## Overview of the Consultation Process

For this *2013-2014 Local Labour Market Plan Update*, Workforce WindsorEssex held two consultations with the Employment Ontario Network including the Literacy and Basic Skills service providers to present the updated statistical information as well as select aggregate Employment Ontario data. The discussion and information collected through these consultations has been incorporated into the discussion of the Employment Ontario data in this report.

## Labour Market Supply

Through the consultations and discussions with local employers, the key theme of workforce development in Windsor-Essex continues to be addressing a skills mismatch. There are hundreds of jobs available in Windsor-Essex, yet the region continues to have one of the highest unemployment rates in Canada.

Some of the discussion with the Employment Ontario network centered on engaging the designated populations (i.e. aboriginals, newcomers, older workers, persons with disabilities, and youth) in the local labour force. The discussion reinforced that these designated populations may face additional barriers in securing employment and skills development. The framework of this discussion will be highlighted in the Employment Ontario data section of this report.

## Our Population

As reported in the previous Local Labour Market Planning Report, the 2011 Census showed that the population of Windsor-Essex is 388,782, a decrease of 1.2 percent from 2006.<sup>1</sup> The information released in the 2011 Census also shows our population is aging. Age categories from 45 years of age and over experienced an increase from 2006 to 2011. Of particular note, there has been an increase of 29.9% from 2006 to 2011 in people 60 to 64 years of age.<sup>2</sup> The aging of the population will have serious consequences for the workforce in Windsor-Essex as well as for the health sciences sector.

## Educational Attainment

Updated educational attainment information was released through the 2011 National Household Survey. As highlighted below, there was an increase in the proportion of Windsor-Essex residents that have attained a post-secondary education. Those who have a university level education increased by 1.6% and those with a college-level education increased by 5.3%. As Windsor-Essex is moving into a knowledge-based economy, it will continue to be important that the workforce has the skills and education required to fill these occupations. In addition, the proportion of residents without a certificate or degree has decreased 3.7%.

Overall, from 2006 to 2011 Windsor-Essex has moved closer to the provincial average of educational attainment and has surpassed the provincial average in the proportion of residents with a college-level education and apprenticeships and trade certificates. Through the consultation process, it was noted that programs that bridge education between college and university should be encouraged as it combines various technical and theoretical aspects and encourages further skill development.

**Table 1 – Educational Attainment in Windsor-Essex Age 15-65**

Level Of Educational Attainment	% of Windsor-Essex Residents (2006)	% of Windsor-Essex Residents (2011)	% of Ontario Residents (2011)
University Certificate, Diploma or Degree	19.4%	21.0%	23.4%
College Diploma/Non-University Certificate/Diploma	18.1%	23.4%	19.8%
Apprenticeship or Trade Certificate	8.3%	7.9%	7.3%
High School Certificate or Diploma	30%	30.6%	26.6%
No Certificate or Degree	24.2%	20.5%	18.9%

Source: Statistics Canada, National Household Survey, 2011

## Labour Force Activity and Unemployment Rate

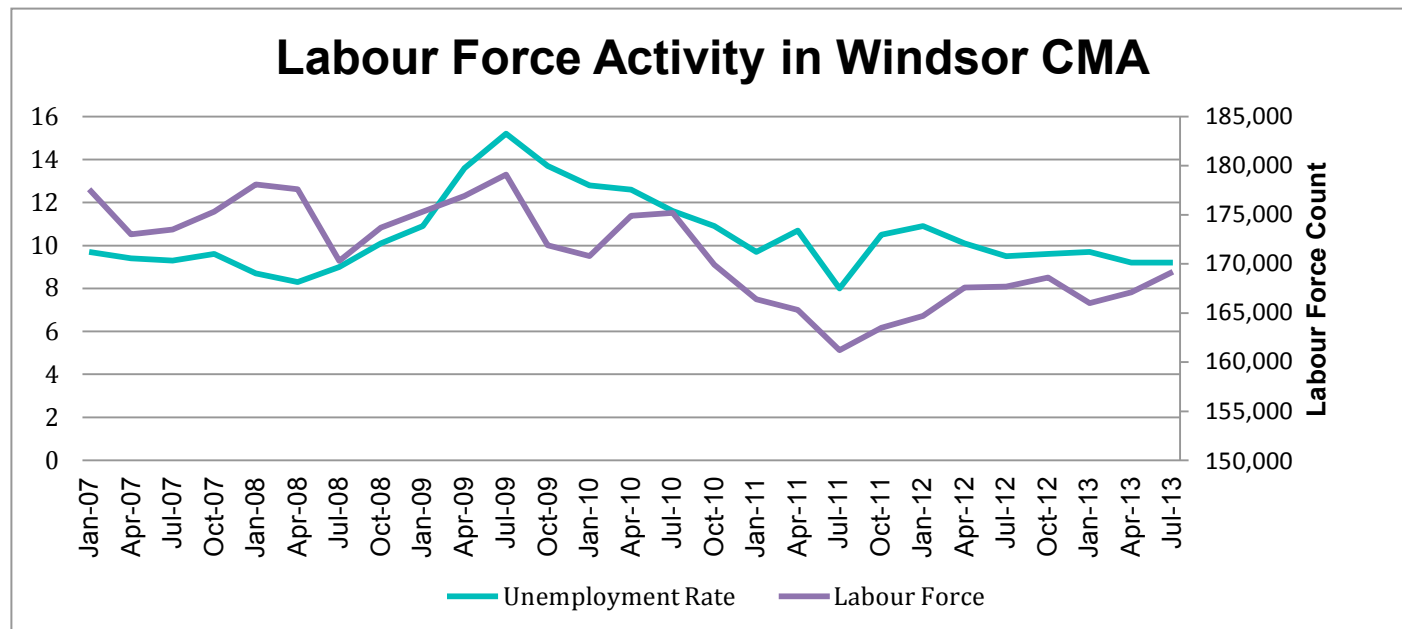
Figure 1 demonstrates the labour force activity in Windsor CMA (Windsor, Tecumseh, Lakeshore, Lasalle and Amherstburg) from January 2007 until July 2013. This time period was selected to identify the trends within the last 6 years including the recession in 2008-2010. The labour force in the Windsor CMA has fluctuated over time and although there has been an overall decrease in labour force from January 2007

<sup>1</sup> Statistics Canada. 2012. Essex, Ontario (Code 3537) and Ontario (Code 35) (table). Census Profile. 2011 Census. Statistics Canada Catalogue no. 98-316-XWE. Ottawa. Released February 8, 2012. <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/index.cfm?Lang=E> (accessed February 16, 2012).

<sup>2</sup> Statistics Canada. 2012. Essex, Ontario (Code 3537) and Ontario (Code 35) (table). Census Profile. 2011 Census. Statistics Canada Catalogue no. 98-316-XWE. Ottawa. Released February 8, 2012. <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/index.cfm?Lang=E> (accessed December 1, 2012).

to July 2013, there has been a significant increase of 8,000 individuals in the labour force since the lowest point in 2011. In addition, the unemployment rate has decreased 6.0% from the peak experienced in July 2009.

Figure 1 – Labour Force Activity and Unemployment Rate



Source: Statistics Canada, Labour Force Survey

## Labour Market Indicators

From June 2012 to June 2013, Windsor-Essex experienced a net increase of 1,457 employers in our region, an increase of 7.17%. The total number of businesses in Windsor-Essex as of June 2013 is 21,786.<sup>3</sup> All employee size categories experienced an increase in the number of business except for the category of 500+ employees. The decrease in this category does not necessarily mean that the business has closed, it may have restructured and now falls into a different size category. Through the consultation process, it was confirmed with Employment Ontario Service Providers (EOSP) that Employment Service programs are actively being accessed by small and medium sized businesses, as 98.7% of businesses in Windsor-Essex are small and medium sized businesses.

**Table 2 – Number of Businesses in Windsor-Essex by Employee Size Range**

Employee Size Range	Number of Employers 2008	Number of Employers 2012	Number of Employers 2013	Absolute Change 2012 to 2013	Percent Change (%) 2012 to 2013	Percent Change (%) 2008 to 2013
0	10,542	10,162	11,164	1,002	9.86	5.90
1 - 4	4,960	4,883	5,170	287	5.88	4.23
5 - 9	2,327	2,161	2,246	85	3.93	-3.48
10 - 19	1,460	1,487	1,524	37	2.49	4.38
20-49	1,038	1,035	1,070	35	3.38	3.08
50-99	330	327	336	9	2.75	1.82
100-199	156	157	160	3	1.91	2.56
200-499	78	85	88	3	3.53	12.82
500+	31	32	28	-4	-12.50	-9.68
<b>Total</b>	<b>20,922</b>	<b>20,329</b>	<b>21,786</b>	<b>1,457</b>	<b>7.17</b>	<b>4.13</b>

Source: Statistics Canada, Canadian Business Patterns

## Number of Businesses in Industry Sector

Table 3 below highlights the number of businesses within the industries in Windsor-Essex. Several industries have experienced an increase in the number of businesses from 2012 to 2013 such as retail trade; construction; real estate, rental and leasing; professional, scientific and technical services and transportation and warehousing. When compared over a longer period of time, there are several sectors that have increased from 2008 to 2013. These industries include health care and social assistance, information and cultural industries and real estate, rental and leasing.

<sup>3</sup> Statistics Canada, Canadian Business Patterns, June 2013

**Table 3 – Number of Employers by Industry in Windsor-Essex**

Industry	T.B.E. 2008	T.B.E. 2010	T.B.E. 2012	T.B.E. 2013	% Change from 2012 to 2013	% Change from 2008 to 2013
Accommodation & Food Services	1,032	1,010	949	1,024	7.9	-0.8
Administrative and Support and Waste Management and Remediation Services	878	869	816	817	0.1	-6.9
Agriculture, Forestry, Fishing and Hunting	1,096	1,221	1,134	1,245	9.8	13.6
Arts, Entertainment & Recreation	280	266	268	279	4.1	-0.3
Construction	2,407	2,337	2,305	2,380	3.3	-1.1
Education Services	178	173	171	168	-1.8	-5.6
Finance and Insurance	1,296	1,303	1,269	1,356	6.9	4.6
Health Care and social Assistance	1,156	1,275	1,365	1,535	12.5	32.8
Information & Cultural Industries	123	123	129	163	26.3	32.5
Management of Companies & Enterprises	968	938	817	794	-2.8	-18.0
Manufacturing	1,068	1,011	930	1,012	8.8	-5.2
Mining, Oil and Gas Extraction	17	19	17	19	11.8	11.8
Other Services	1,631	1,669	1,588	1,685	6.1	3.3
Professional, Scientific and Technical Services	1,974	2,006	1,956	2,093	7.0	6.0
Public Administration	17	21	21	19	-9.5	11.8
Real Estate, Rental & Leasing	1,986	1,927	2,066	2,335	13.0	17.6
Retail Trade	2,400	2,338	2,260	2,382	5.4	-0.8
Transportation & Warehousing	1,534	1,531	1,464	1,716	17.2	11.9
Utilities	15	18	23	27	17.4	80.0
Wholesale	866	863	781	737	-5.6	-14.9
<b>TOTAL</b>	<b>20,922</b>	<b>20,918</b>	<b>20,329</b>	<b>21,786</b>	<b>7.2</b>	<b>4.1</b>

*Source: Statistics Canada, Canadian Business Data*

*T.B.E. = Total Business Establishments*

## Employment Ontario Data

The Employment Ontario Data provided by the Ministry of Training, Colleges and Universities provides a framework for discussion surrounding Employment Ontario services in Windsor-Essex. The data demonstrates that designated groups are accessing employment and literacy and basic skills services and supports. It also serves as a basis for general comparison purposes to further understand the supply of workforce in the Windsor-Essex region. The Employment Ontario discussed in the following section represents the 2012-2013 fiscal year closed cases.

The following analysis includes analysis of the Employment Services Data. In 2012-2013, the Windsor-Essex Employment Ontario Employment Service Network served over 7,200 clients.

### Demographic Breakdown

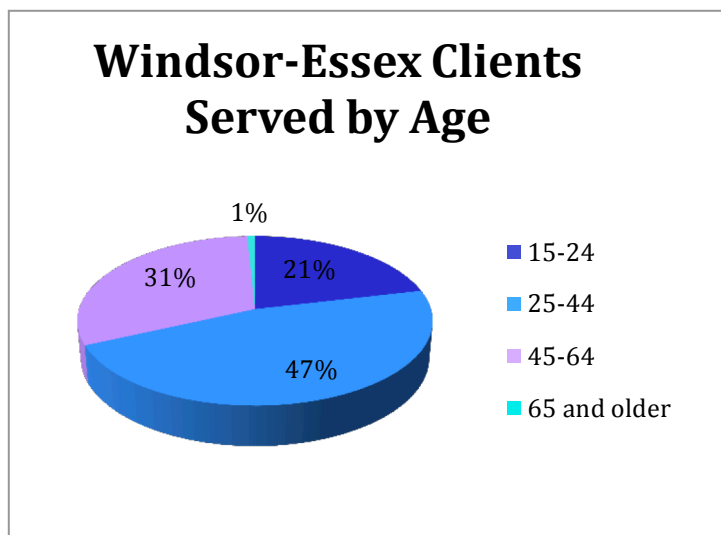
**Table 4 – Unemployment Rates by Age and Gender in Windsor CMA (2012)**

Age Group	Male	Female
<b>15 years and over</b>	9.8%	9.6%
<b>15 to 24 years</b>	27.6%	21.5%
<b>25 to 54 years</b>	7.7%	8.2%

Source: Statistics Canada, Labour Force Survey, 2012.

Table 4 provides information on the unemployment rate by age and gender in 2012 for the Windsor CMA. Overall, the general unemployment rate for males and females was very similar. However, males between the ages of 15 and 24 experienced a higher unemployment rate than their female counterparts. For the age groups of 25 to 54 years of age, the unemployment rates for males and females was similar.

**Figure 2 – Employment Services Ontario Clients Served by Age in CMA (2012)**



Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012 – 2013 Western Region, July 31, 2013.

Figure 2 shows the age breakdown of clients that accessed Employment Services through the Employment Ontario network. 47% of clients were between the ages of 25 and 44 years. This is expected as these ages reflect the prime working ages. This group incorporates several different age ranges including those who have just entered the workforce after completing their education and those who may have been laid off or displaced.

The other two groups that accessed the Employment Services include the older workers that are included in the 45 to 64 years of age group as well as the youth.

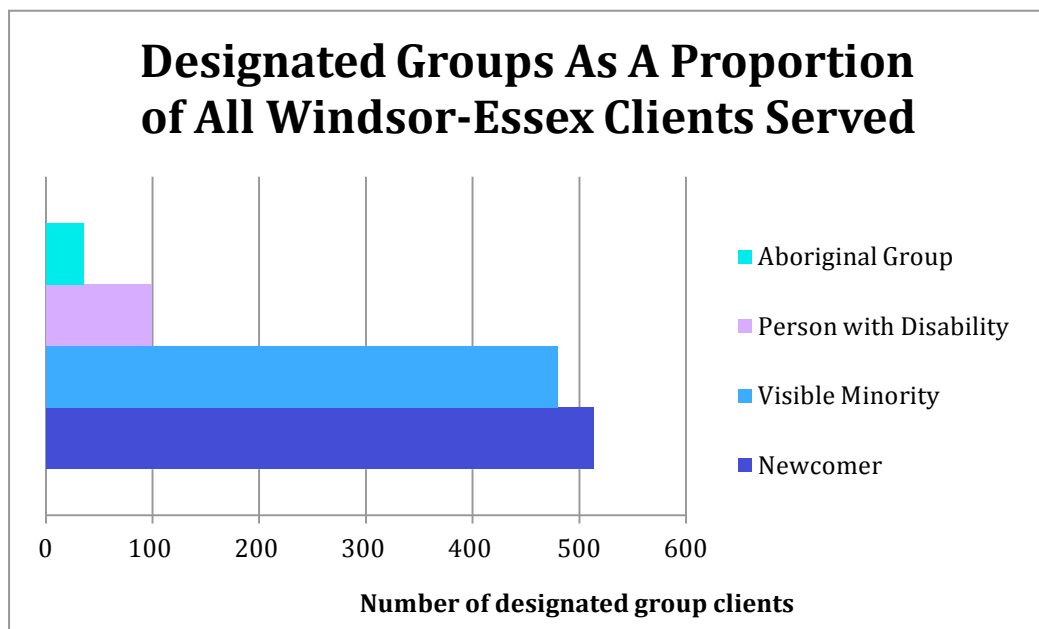
This information demonstrates that various age groups are accessing the Employment Services in Windsor-Essex.

## Designated Groups

Figure 3 demonstrates the number of individuals identified as being members of a designated group accessing Employment Services through the Employment Ontario network. Through the consultation process, it was confirmed that these groups may have additional barriers or challenges to gaining and maintaining employment.

For example, in 2011, in the Windsor Census Metropolitan Area (Windsor, Tecumseh, Lakeshore, Lasalle and Amherstburg), the unemployment rate for newcomers was 12.8% compared to the unemployment rate of the general population at 10.4%.<sup>4</sup> Recent immigrants (those who have arrived in Canada 5 years or less) may have additional barriers to employment which is reflected in the unemployment rate of 22.7%. The barriers to employment may include language, lack of Canadian education and/or experience, accreditation, etc.

**Figure 3 – Designated Groups served in Windsor CMA**



*Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013*

Unemployment rates for Aboriginal persons were also released through the National Household Survey released in 2013. The unemployment rate for the Aboriginal population in the Windsor CMA was 16.3% compared to the general population unemployment rate at 10.4%.

The Employment Ontario data on designated groups served is re-enforced with the recently released National Household Survey data. Several organizations in Windsor-Essex have implemented innovative practices and initiatives to help support these designated groups finding employment or education and training.

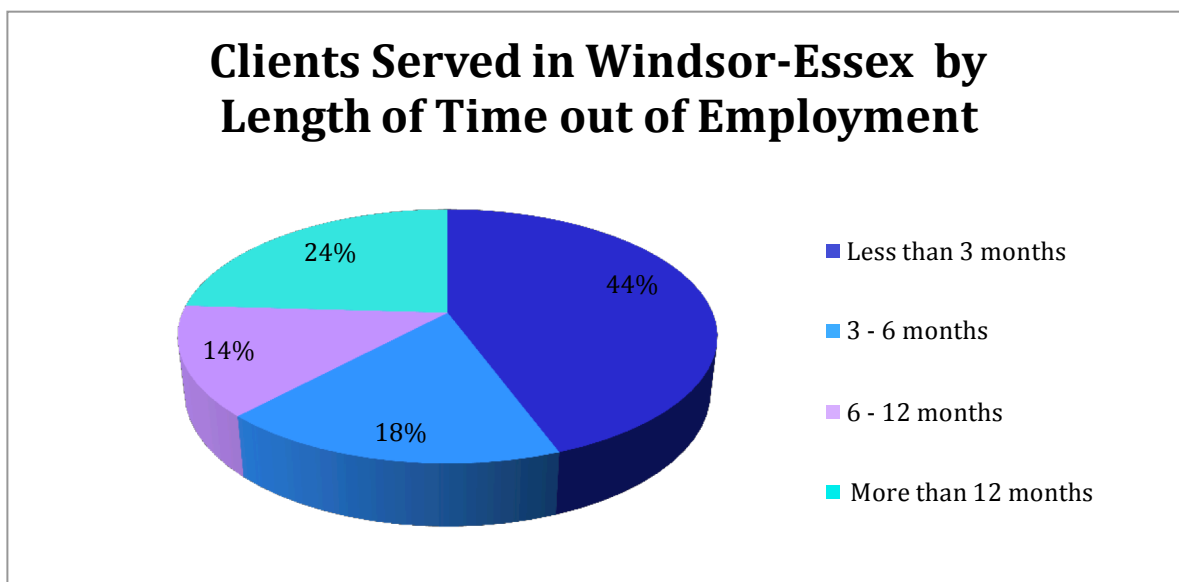
<sup>4</sup>Statistics Canada, National Household Survey, 2011

## Length of Time Out of Employment

Figure 5 depicts the proportion of clients of Employment Ontario Services with specific ranges of unemployment. 44% of clients were unemployed for less than three months before connecting to their outcomes.

Over 62% Employment Services of clients were unemployment for less than 6 months. Through the consultation process, this was identified to be a positive indicator as those accessing programs and services are provided with the support and the tools needed to connect or re-connect to the labour market.

**Figure 4 – Length of Unemployment for Employment Ontario Services Clients**



*Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013*

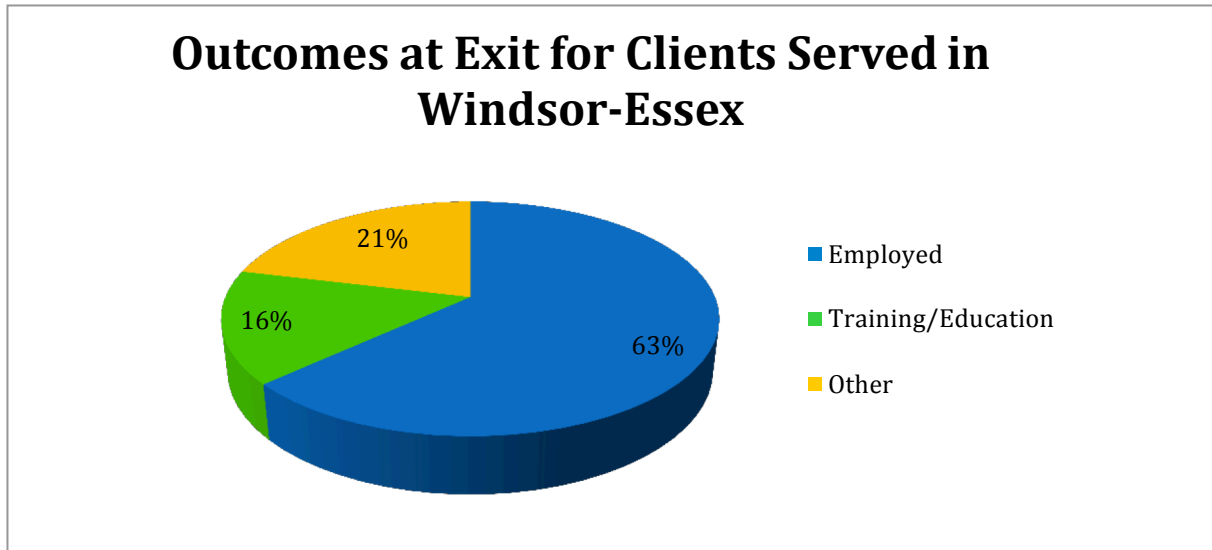


## Client Outcomes at Exit

The majority of clients (63%) served through the Employment Services in 2012-2013 achieved employment as an outcome.

16% of the clients connected with training and education opportunities to further develop their skills and knowledge. Through the consultation process, the discussion regarding education and training included the success of the Second Career program in Windsor-Essex as well as this being a part of the larger trend of the increasing educational attainment of residents in Windsor-Essex.

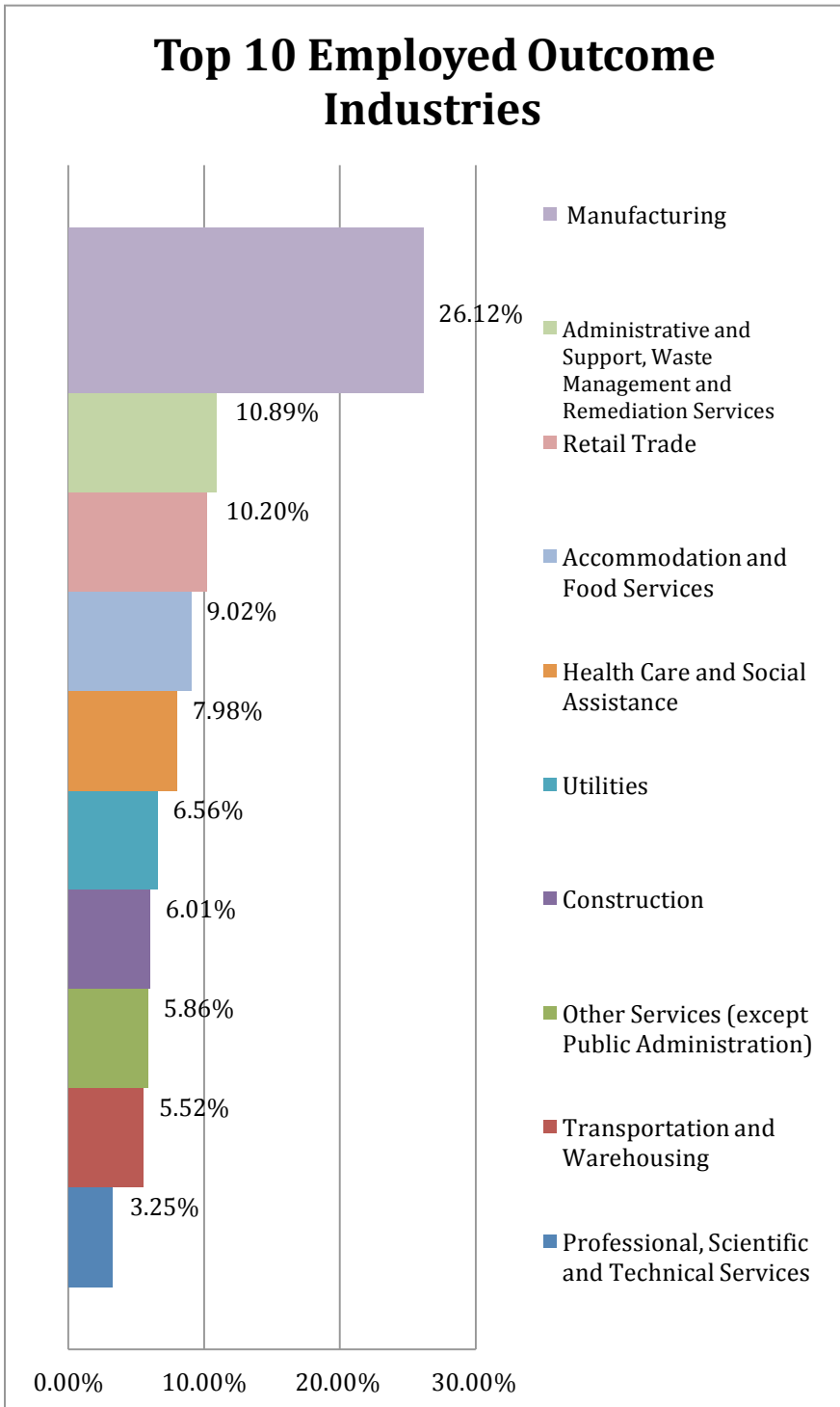
**Figure 5 – Outcomes at Exit for the Employment Ontario Services Clients**



*Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013.*

## Employed Outcome Industry

Figure 6 – Top 10 Employed Outcome Industries for Employment Ontario Services Clients



This information includes the top industries and occupations clients became employed in. Several of the identified industries are similar to the industries with the largest number of individuals employed in Windsor-Essex.

For example, manufacturing is the largest employing industry in the Windsor CMA with approximately 31,700 people employed in 2012 (approximately 21% of the employed labour force). Health Care and Social Assistance as well as Accommodation and Food Services are also in the top five employing industries in Windsor CMA, employing 18,700 and 10,900 people respectively.

The three industries have experienced an increase in the number of individuals employed from 2009 to 2012. The number of individuals employed in manufacturing has increased 4%; number of individuals employed in Health Care and Social Assistance has increased 2% and employment in Accommodation and Food Services has increased 4.8%.<sup>5</sup> These industries are also represented in the chart as some of the top industries where Employment Services' clients have gained employment.

Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013

<sup>5</sup> Statistics Canada, Labour Force Survey, 2012.

**Table 5 – Top 10 Employed Outcome Occupations for Employment Ontario Services Clients**

<b>Top 10 Employed Outcome Occupations</b>
<b>Retail Salesperson</b>
<b>Other Labourers in Processing, Manufacturing and Utilities</b>
<b>Cashiers</b>
<b>Construction Trades Helpers and Labourers</b>
<b>Food Counter Attendants, Kitchen Helpers and Related Support Occupations</b>
<b>Food and Beverage Servers</b>
<b>Light Duty Cleaners</b>
<b>Cooks</b>
<b>General Office Support Workers</b>
<b>Other Customer and Information Services Representatives</b>

The top ten occupations as outcomes verify the industries previously identified. Overall, the occupations listed are in the entry to mid-entry level positions. These positions have the opportunity for individuals to gain experience within a specific occupation and industry and to further develop their skills and experience to progress in their careers.

*Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013*

## Apprenticeship Information

The information presented below provides some information on apprenticeships in Windsor-Essex.

There were 1,986 new registrations in the apprenticeship program in Windsor-Essex in 2012-2013.

Table 5 lists the top ten trades of new registrations for apprenticeships. Overall, the trades listed reflect the economy in Windsor-Essex. For example, Windsor-Essex has several businesses that employ both the Contact Centre Customer Service Agent and Contact Centre Technical Support Agent. In addition, there has been an effort by stakeholders to promote the skilled trades and encourage people to enroll in an apprenticeship in the skilled trades.

Table 6 depicts general apprenticeship information for the Windsor-Essex region. Through the consultation process it was identified that apprenticeships can be very important to workforce and succession planning for businesses as through apprenticeships companies are developing and filling their talent pipeline so as demand increases and older workers retire, local companies will have the necessary skills and employees to grow their business.

**Table 6 – Top 10 New Registrations in Trades**

Top 10 New Registrations in Trades	
Information Technology - Contact Centre Customer Service Agent	
General Machinist	
Hairstylist	
Automotive Service Technician	
Cook	
Industrial Electrician	
Mould Maker	
Information Technology - Contact Centre Technical Support Agent	
Child Development Practitioner	
Electrician - Construction and Maintenance	

**Table 7 – Apprenticeship Information 2012 – 2013**

Apprenticeships	
Number of Certificate of Qualifications Issued	318
Average Age of Apprentices at Registration	26
Number of New Registrations	1,986
Number of Active Apprentices	5,657
Number of Active Journeypersons	18,050

*Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013*

## Literacy and Basic Skills

Figure 7 – Literacy and Basic Skills in Windsor-Essex

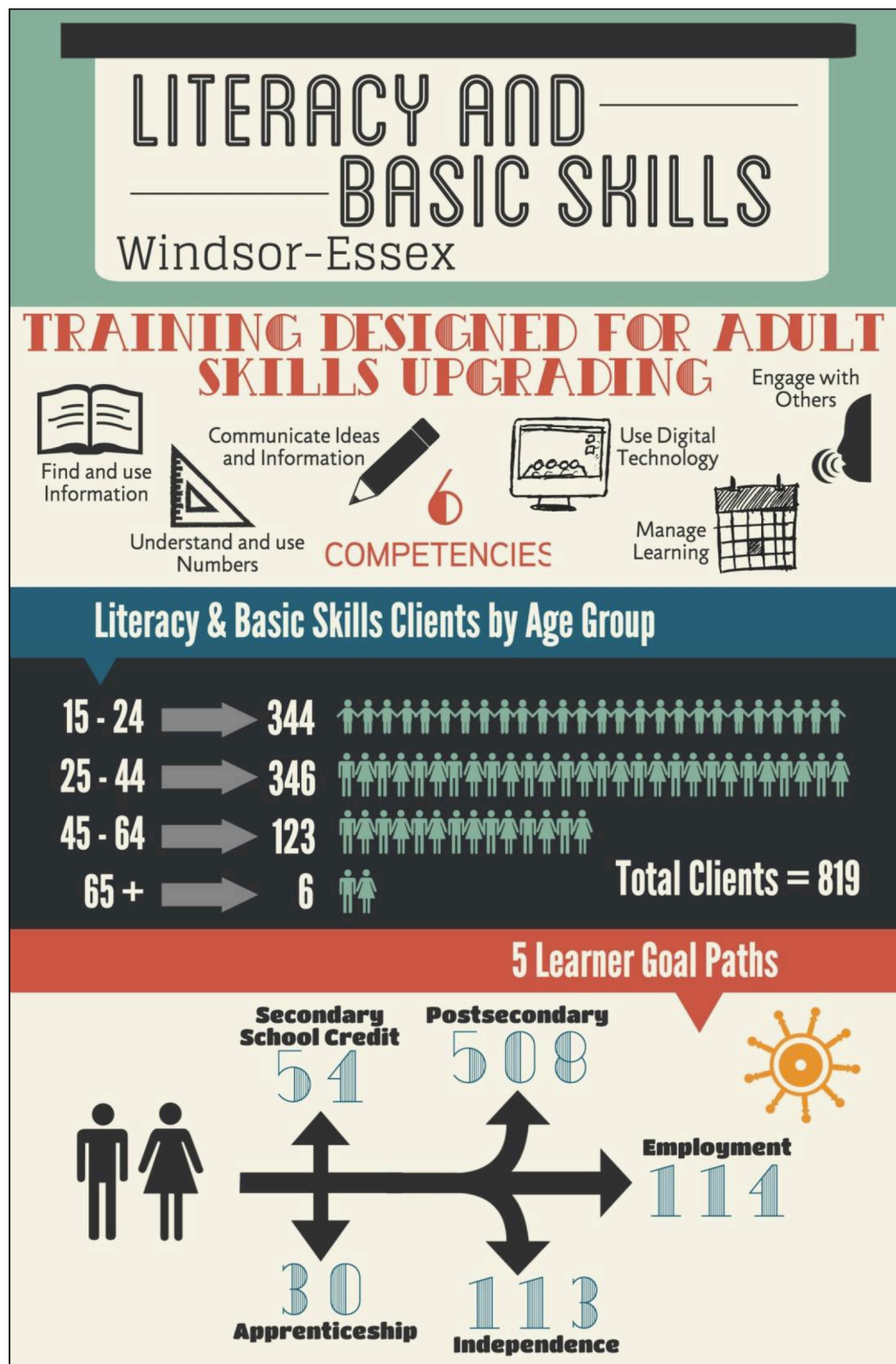


Figure 8 provides a general overview of clients who accessed Literacy and Basic Skills Services in Windsor-Essex in 2012-2013.

There were 819 clients served through Literacy and Basic Skills in Windsor-Essex in 2012-2013. Of these clients, 42% of the clients were aged 25 to 44 years. This age group is considered to be of prime working age and might be accessing these services to upgrade their skills.

42% of the clients were aged 15 to 24. Through the consultation process it was identified that in general, these youth are gaining necessary skills to aid them in their pursuit of post-secondary education or entering into the workforce.

The Learners' Goal Path speaks to the desired outcomes for the clients. The majority of clients who accessed Literacy and Basic Skills indicated postsecondary education to be their goal path.

## Second Career

Figure 8 – Second Career in Windsor-Essex

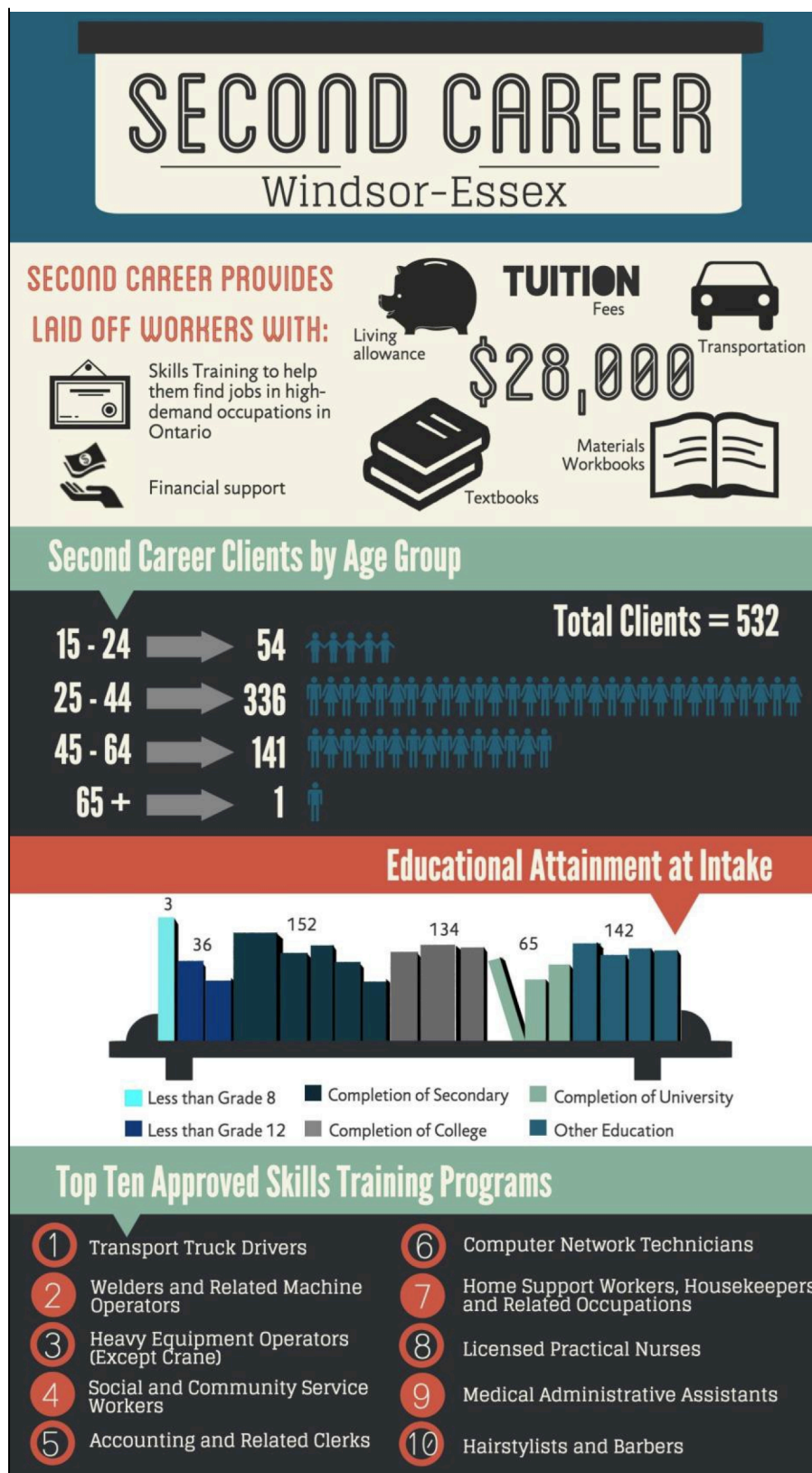


Figure 9 outlines Second Career client activity in Windsor-Essex. There were 532 clients who participated in the Second Career program in 2012-2013.

Through the consultation process, Employment Ontario Service Providers confirmed that to be eligible for Second Career, clients must have experienced a recent layoff; therefore the general age groups accessing this program are 25 to 44 and 45 to 64 years of age. 63% of clients fell between the ages of 25-44.

Several of the Top Approved Skills Training Programs in Windsor-Essex align with the promising sectors including construction, manufacturing, creative industries, health care and professional services.

Source: Ministry of Training, Colleges and Universities, Local Board Report Fiscal Year 2012-2013 Western Region, July 31, 2013



## Action Plan Update 2013-2014

As an update to our Community Action Plan released in March 2013, select projects supported through various funding programs are described below with any update or further information provided.

### Strategic Priority #1: Ensure the workforce has the knowledge and skills required to support the changing economy.

DESCRIPTION & ACTION	PARTNERS	STATUS	PROGRESS METRICS: OUTCOMES/PRODUCTS
<b>STRATEGIC ACTIONS 2013-2014</b>			
Manufacturing Day Windsor-Essex: Partner with local educational institutions and employers to showcase the facilities, technology and employment opportunities in the sector to youth and parents	MTCU GECDSB WECDSB Employers SWOIEC CSV CSDECSO	Event held on October 4, 2013	Over 200 students (elementary through university) participated in tours at 6 local manufacturing facilities.
Breaking the Barriers: Women in the Trades Event- A minimum of two community events will be held showcasing the employment opportunities for women within the trades	MTCU EOSP Employers	November 2013- The first event is being planned in partnership with other community events	Minimum of two events are held (one in the City of Windsor and one in the County of Essex) to discuss opportunities for women to enter into the trades. These sessions will provide information on local employers, expectations and supports for women interested in pursuing careers in this sector.
Promote and Grow the <i>WEskills Database</i> of resumes to: (1) quantify the skills of the available workforce; (2) create a skill baseline for future training development	MTCU C of W WEEDC EOSP	Ongoing	<i>WEskills Database</i> contains over 3,000 resumes from all spectra of the economy. The database serves as a valuable tool for driving economic growth and prosperity for the region.

## Strategic Priority #2: Ensure the availability of relevant and current labour market information.

DESCRIPTION & ACTION	PARTNERS	STATUS	PROGRESS METRICS: OUTCOMES/PRODUCTS
STRATEGIC ACTIONS 2013-2014			
Promising Sectors and Occupations Blog: A regularly updated blog will feature career exploration and preparation information with relevant local links based on <i>Promising Sectors and Occupations 2012-2015 Windsor-Essex</i> .	MTCU GECDSB WECDSB CSV CSDECSO Employers EOSP SWOIEC	April 2013- March 2014	Minimum of 10 blogs to be posted on Workforce WindsorEssex's website that highlight the employment and training opportunities within the ten promising sectors in Windsor-Essex. The blog will also build off of the Working In Canada site providing education and employment service providers with information on local career pathways and employers.

## Strategic Priority #3: Emphasize the importance of Attitude, Skills and Knowledge in the workplace.

DESCRIPTION & ACTION	PARTNERS	STATUS	PROGRESS METRICS: OUTCOMES/PRODUCTS
STRATEGIC ACTIONS 2013-2014			
Work Ready Certification	Employers EOSP GECDSB WECDSB CSV CSDECSO SWOIEC NB	Winter 2014	Develop a soft skills certification program building on the Innovative Workforce Toolkit developed by WFWE. The certification would be recognized by local employers.
Employer Expectation Sessions	SWOIEC Employers	Ongoing	SWOIEC will be leading the Employer Expectations Sessions in classrooms in Essex County. Employers will speak to students about workplace expectations and culture.



**Strategic Priority #4: Support entrepreneurship, research and development and the growth of small and medium-sized business.**

DESCRIPTION & ACTION	PARTNERS	STATUS	PROGRESS METRICS: OUTCOMES/PRODUCTS
STRATEGIC ACTIONS 2013-2014			
Catalogue and communicate programs and services that support business.	Government Organizations	Ongoing Last updated Matrix was released in August 2013	More than 66 government services and programs listed in 21-page matrix.
Maintain a Human Resources (HR) Directory for local area businesses.	WESBC HRPBW	Ongoing	Connecting SME owners to HR consultants in Windsor-Essex.

**Strategic Priority #5: Integrating immigrants into the Windsor-Essex labour force leveraging knowledge, skills and experience.**

DESCRIPTION & ACTION	PARTNERS	STATUS	PROGRESS METRICS: OUTCOMES/PRODUCTS
STRATEGIC ACTIONS IN 2012 to 2013			
WFWE has been contracted to provide facilitation services to the LIP	LIP members C of W	May 2012 and ongoing	The Community Connector works with council members to achieve the deliverables outlined in the LIP Action Plan.
Participate in and support the 2013-2014 Work Plan of the Local Immigration Partnership Council	LIP	2013-2014	Participate in the LIP's Work Plan and support the completion of stated objectives and deliverables.

**Strategic Priority #6: Maximize opportunities for youth to engage in the local workforce.**

DESCRIPTION & ACTION	PARTNERS	STATUS	PROGRESS METRICS: OUTCOMES/PRODUCTS
<b>STRATEGIC ACTIONS 2013-2014</b>			
Career Mash Event	WEtech ICTAT SCC CB U of W	2013-2014 Initial planning of the event has begun	Host minimum of one networking event to connect high school students with local ICT employers. The event would be based on working in small groups to solve a problem posed by industry.
Organize and implement the <i>Human Library</i> component for the 2014 POP Conference.	MTCU UofW	Sept 2013 to February 2014	Employers are “the books” and students are “the readers.” Students will choose which book to “read” enhancing their knowledge about specific careers.
Support the successful integration of youth into the workforce through the New Beginnings program.	NB	Ongoing	Provide the New Beginnings Summer Jobs for Youth program with a presentation at their pre and post-employment training sessions. Employ one participant at WFWE
Continue to reach out to educational partners to present information about promising sectors and occupations to educators, parents and students.	WECD SB GECD SB CSV CSDEC SO	Ongoing	Present to at least 3 local area high schools and educators on labour market information about promising sectors and occupations. From April 2013 to October 2013, 21 presentations have been carried out.
WENav	WECD SB GECD SB CSV CSDEC SO NB	Fall 2013	Develop and implement an intensive career counseling program that supports youth in exploring their career paths. Over 13 youth have participated in the pilot program of WENav.
WE Succeed: Setting the Stage for Girls and Young Women to Succeed	WEST	2013-2014	Create and facilitate a Community Advisory Committee to give mentorship to girls and young women, support research of barriers and current resources through youth focus groups and help facilitate a youth-led Community Action Plan.

## **Action Plan 2012-2013**

### **Glossary of Acronyms**

CB	Collège Boréal
C of W	City of Windsor
CSDECSO	Conseil scolaire de district des écoles catholiques du Sud-Ouest
CSV	Conseil scolaire Viamonde
EOSP	Employment Ontario Service Providers
GECDSB	Greater Essex County District School Board
HRPAW	Human Resources Professional Association Windsor District
ICTAT	Information and Communications Technology Advisory Table
LEDO	Leamington Economic Development Office
LIPC	Local Immigration Partnership Council
MTCU	Ministry of Training, Colleges and Universities (Ontario)
NB	New Beginnings
SCC	St. Clair College of Applied Arts and Technology
SWOIEC	South Western Ontario Industry Education Council
UofW	University of Windsor
WECDSB	Windsor Essex Catholic District School Board
WEEDC	WindsorEssex Economic Development Corporation
WESBC	WindsorEssex Small Business Centre
WEST	Women's Enterprise Skills Training of Windsor Inc.
WEtech	WindsorEssex Technology Alliance

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