

Notes from Breakout Sessions

Experiential Learning Opportunities

- Can increase experiential learning opportunities during COVID through webinar-based experiences with industry members
- Many businesses require marketing supports, would be beneficial to have college student placements in this field to serve both the students need to learn and the business' operational needs
- Important that businesses have access to timely information about funding resources for student placements
 - Also need to ensure that businesses understand the different placement options (and payment requirements) for high school, college, and university students
- OYAP students have seen most success with integration into the workplace, may need to have a training standard for other placement options to ensure that students are not burdens on staff but are still learning
- A matchmaker system may be useful for connecting students with employers willing to host, ensuring that it can support students at all education levels
- Experiential learning is a great opportunity for employers to address skill shortages, needs to be a higher uptake of employer participation to ensure overall sector success

Supporting Mature Jobseekers and Career Changers

- Increasing need for computer literacy, for those of all ages
- Increase promotion of free training opportunities through additional community organizations (ie. Life After 50)
- Targeted supports for older jobseekers looking for employment or aging out of WSIB supports
- Increase short-term training opportunities for those with time- and life-commitments
- Information and training sessions should be held colleges, libraries, and EO service providers, and other community organizations

Occupation-Specific Language Training

- More focus needed on pre-employment training for newcomers to improve retention once employed
- There should be additional funding for low-level English speakers
- SPOs should offer training at the employer's location (rather than SPO office), and that a third party should be the bridge that connects them.
- The employers (or industry experts) should contribute to the content of the training
- More focus needed on pre-employment training for newcomers to improve retention once employed

Recruitment and Retention Strategies

- Federal wage subsidy to assist businesses where minimum wage increase affects bottom line
- Micro credentials will help to fill short-term immediate gaps in employee recruitment
- There are multiple generations in the workplace with different expectations, for example, Post-retirement benefits attract people usually coming in later in their career
- There needs to be a 'culture review' to understand and address the drivers to start attracting and retaining employees
- To retain people, employers need to figure out what motivates each person, and be flexible and adaptable in policies.
- Offer coaching on soft skills communication
- There is still more messaging that needs to happen around training opportunities available as many businesses are still not aware
 - Having flexibility and finding ways to incentivize different employment – comes down to educating employers and looking for options