Workforce Development in Toronto

Economic Development Committee
February 26, 2014
Overview

- Aligning City strategies
- Spotlighting success
- Capitalizing On Opportunities
Aligning City Strategies

Economic Growth Plan
Workforce Development Strategy
Strong Neighbourhoods 2020

Economic Prosperity
Healthy Labour Market
Vibrant Communities

An Approach That Works in Toronto

Supporting People  Connecting Businesses  Strengthening Communities
Working with Employers

Making it happen:
- City building initiatives
- City and ABCCs
- EDC and Invest Toronto connections

In 2012-13:
- more than 50 initiatives
- 300 employers
- 12 business sectors
- close to 100 community agencies
Working with Job Seekers

Making it happen:
- improving employment service planning with job seekers
- coordinating and simplifying system access
- customizing contracted services based on changing labour market demands and job seekers’ needs

Outcomes:
- over 28,000 OW recipients found work
- 68,000 residents served at City Employment Centres
- 7,000 people attended skills training or pre-employment programming through the Ontario Works purchase of Employment Services
- worked with 170,000 OW recipients to create individual employment service plans
BRINGING IT TOGETHER

The difference a year makes

In only its second year, Workforce Development Week in 2013 improved on the previous year in every way. There were more events, more job seekers, and more employers, community partners and City divisions, agencies, boards, commissions and corporations involved.

2012

19

Number of events

104

Job seekers attended

86

Employers

24

Community partners

1

City divisions, agencies, boards, commissions and corporations

2013

40+

Number of events

over 6,800

Job seekers attended

108

Employers

136

Community partners

37

City divisions, agencies, boards, commissions and corporations

5

Federal departments and provincial ministries

I went to the Mill Centre to motivate my brother-in-law, but when I met representatives of Local Carpenters 27, Dixon Hall and Regent Park Employment Services, I realized that there were so many opportunities and supports out there.

- Mill Centre Pre-Apprenticeship Carpentry Program graduate
Making Progress

- connecting more employers, in more sectors to meet their hiring needs in communities across Toronto
- connecting employers to more diverse job seekers (e.g., newcomers, youth and racialized communities)
- connecting more unemployed residents directly with employers
- coordinating the wide range of community based services to employers and job seekers
- increasing access to City jobs for low income Torontonians
Capitalizing on Opportunities

Increase employment opportunities in Toronto by:

- Ensuring equitable opportunities for all
  - Tailor TESS Purchase of Employment Services
  - Purpose driven partnerships with educators and unions

- Building leadership
  - Workforce Development Leadership Table
  -Joint approaches with EDC and SDFA to support City Economic Vitality strategic actions

- Ensuring that City strategies are integrated
  - Leveraging City purchasing (Social Procurement)
  - Develop joint strategies to address sector specific employment needs

- Focusing on outcomes and improving performance
  - Aligning key employment performance metrics
"As a partner, RBC has found the City of Toronto’s Workforce Development recruitment and job fairs to be an excellent source of talent, and great way to stay engaged with local communities across our city."

-Natasha Kassim, Head of Human Resources, Greater Toronto Region, RBC Royal Bank
Successful City Building Projects

City partnership through Imagination, Manufacturing, Innovation, Technology (IMIT) Incentive Program

- business services support provided by EDC
- employment plan developed with TESS

- 500+ residents participated in career information & networking events
- 35+ community partners engaged in candidate outreach and referrals
- 10% workforce recruitment through TESS
- focus on opportunities in construction trades and facility operations
- continued partnership for ongoing recruitment