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*Inventor of Programs and Services*

<http://www.211Ontario.ca>  
*Online resource to help you find services in Ontario*

## Contact Us

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## Trends, Opportunities and Priorities 2006-2007

### What is the TOPs Process and Report?

- Identifies local trends and issues of significance to workforce development
- A community plan of action for 2006/07
- A list of community partner activities that address labour market issues

### Who is involved in the TOPs process?

- Local Boards across Ontario
- Locally facilitated by St. Lawrence and Algonquin Colleges
- Community Partners Involved in Labour Force Development

### When is the TOPs process?

- Continuous process
- Written update twice per year

### Why?

- To identify local trends and issues of significance to workforce development
- To develop a unified community plan of action, maximizing community funding and avoiding activity duplication

### How is the TOPs process developed?

- The result of a highly interactive consultation process, involving the colleges and community stakeholders
- Process may include the following steps; research and discussion paper, a brief survey and a series of meetings, key-person interviews and conference calls.
- Outcomes of the community consultation process resulted in the compilation of the Trends, Opportunities and Priorities document for June 2005

## Key Findings from the June 2005 T.O.P.s Report

Five significant trends were identified during the T.O.P.s process. These trends can be expected to have an impact on the needs and opportunities for workforce development in the region.

They are:

1. An aging population
2. Lack of Jobs for New Labour Force Entrants
3. Continued Low Literacy and Soft Skills
4. Inadequate Job Opportunities in Rural Communities
5. Skill shortages and an Unskilled Workforce

Each of these trends is fully detailed in the TOPs report along with supporting documentation from Statistics Canada and relevant local and regional reports and studies.

The consultation process also determined that our community's

ability to respond to these trends with sound workforce development strategies will be contingent upon addressing the five major issues. While none of these is a new issue for this community, each issue was considered to be a high priority for workforce development in the region. The community working groups are currently identifying opportunities for action in 2006—2007.



For a copy of the report contact us or visit our website.

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## Community Profile Pamphlet

We have just recently completed a community profile pamphlet for the area. Included in the pamphlet is information on the largest employers in the area, education of the workforce, top ten job categories, population facts, skill shortages and the top 5 labour market trends.

Printed copies are available by contacting our offices or an electronic version will be available on our website.



The Inventory of Programs and Services (IPS) is an invaluable tool to assist job seekers, employment service providers, community agencies, and the public to locate employment related assistance that meets their needs.

Work has been completed to integrate the IPS with 211 Ontario and it is the portal for employment programs and services. As part of the **211Ontario.ca** project, the IPS now uses the same community information centre's standardized data that provides access to all of Ontario's human and social services.

The IPS is a province-wide initiative spearheaded and marketed by the Local Training Boards in Ontario.

The **IPS** can now be accessed either through <http://www.ips.iwin.ca> or <http://www.211Ontario.ca>

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## College Graduates Essential in Today's Global Economy

The next 20 years will be critical for the labour force in Canada; we face a failing birth rate, an aging population, and a large Baby Boom cohort about to retire. This will result in a critical shortage of skilled workers in key sectors of our economy – health care, natural

resources, transportation, manufacturing, construction and more.

**This is not speculation; it is a demographic fact.**

To boost productivity and strengthen Canada's competitive advantage, we must produce greater numbers of highly skilled workers. Greater numbers of young people must be encouraged to pursue higher education and training, and more must be done to promote retraining for people already in the workforce.

**Contribution to the economy**

- Diploma and certificate holders made up the largest proportion of Ontario's workforce in 2004, totaling two million workers (32%), up from 24% of the workforce in 1990
- Of Ontario's 20 industries, diploma and certificate holders make up between 17% and 47% of all employees. Almost half of workers in health care and social assistance are diploma or certificate holders, in 2001, almost 290,000 workers in the manufacturing industry were diploma or certificate holders.
- Colleges play a significant role in the continuing education of the workforce-they are the contract trainers of choice for more than 1,000 major employers each year.
- By partnering with industry, college also play a significant role in applied R&D and workplace innovation.

**Employer Satisfaction**

- 88% of graduates have jobs within 6 months of graduation
- 93% of employers were satisfied or very satisfied with the graduates quality of education
- 91% of employer were satisfied or very satisfied with the graduates productivity

(source: Ministry of Training, Colleges and Universities)

For Further information contact: The Association of Colleges of Applied Arts & Technology of Ontario Tel: 416-596-0744

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## Province Announces One-Stop Training and Employment System

Implementation of the provincial government's One-Stop Training and Employment System has been initiated in the form of six pilot locations across the province at Cornwall, Mississauga, London, North Bay, Kitchener and Waterloo. The new process is anticipated to improve the way the ministry delivers training and employment programs, with more effective and efficient services and better results. To the general public, this will mean that any One-Stop delivery location will be able to inform customers on all Ministry sponsored employment-related programs and services. Staff at the site will be able to assess the customer needs and refer the person to the service that best suites their need. The six pilot sites will be used to coordinate and test service and referral methods and with community input, format best-practice models. Province-wide implementation of the "No Wrong Door" approach is scheduled to begin in 2006-2007.

For more information on the One-Stop – NO Wrong Door initiative see the ministry web-site at <http://www.edu.gov.on.ca>

## Canada and Ontario Sign Labour Market Agreements

The federal and provincial governments recently signed both a Labour Market Development Agreement and a Labour Market Partnership Agreement. The intent of the agreements is to ensure that all Ontario workers have access to effective employment programs and services and those Ontario employers have the skilled workers required to sustain and enhance economic growth and prosperity for Ontarians.

The Labour Market Development Agreement (LMDA) transfers the responsibility to the Government of Ontario, for the design and delivery of EI-funded programs and services, which are designed to help unemployed workers get the skills, work experience and employment assistance they need to find and keeps jobs. All other provinces and territories have either a transfer or a co-managed LMDA.

The Labour Market Partnership Agreement (LMPA) will fill key gaps in labour market programming by assisting individuals who are not eligible for EI programming.

The LMPA will support action in six areas;

1. expansion and enhancement of apprenticeship
2. labour market integration of recent immigrants
3. literacy and essential skills
4. workplace skills development (i.e., incentives to upgrade skills of existing workers)
5. assistance for Aboriginal Canadians; and
6. assistance for people facing labour market barriers (such as older workers, displaced workers and persons with disabilities).



### Lanark and Renfrew Counties Labour Market Working Group

#### Renfrew County

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<http://www.algonquincollege.com/RenfrewLanarkWorkforce>