



TOP Actions Update

Develop a community planning (web) site

- 2 potential sites are being considered

Hold a series of roundtables on labour market issues

- Planning discussions were held and two sectors were identified:
 - Ambulatory Health Care
 - Construction/Renovations

A series of sector specific interviews with local employers from key areas to identify the reasons behind the growth or decline of that sector

- Ambulatory Health Care - published
<http://www.localboard.on.ca/localboard/english/newsPubs/EMO%20Publications/Focus%20on%20Ambulatory%20Health%20Care-Sept2009.pdf>

Pilot a 2-way communication link between business and service providers

- Workforce Link has been created and is distributed monthly:
<http://www.links2work.on.ca/Employers/WorkforceLinks/tabid/469/Default.aspx>

Elgin Labour Force Strategy

- Project on schedule
- Strategy to be released to the community in January 2010

Host meetings to form Middlesex County and Oxford County Workforce Development Committees

- Oxford meeting held April 28
- Proceeding with planning for developing an Oxford Labour Force Strategy
- Proposal for funding has been submitted

Create & distribute a package for employers to encourage employee training & development

- A Mentorship/Training Manual has been developed
- Ontario Skills Passport now has an employer's tool for creating training plan:
<http://skills.edu.gov.on.ca/OSPWeb/jsp/en/planOptions.jsp>



Employer Registry

- Changes and updates made to website: www.employerregistry.ca
- Local site has been launched: www.EmployerRegistry.ca/ElginMiddlesexOxford
- Arranged for access for London speakers bureau project staff to search Employer Registry
- Employer Registry cards distributed at various employer events
- 73 employers have registered since April 1, 2009
- 10 employer champions have been identified

Marketing literacy & essential skills

- Business card created for distribution at Human Resource Professionals of London & District conference April 22
- Ontario Literacy & Essential Skills funding approved for Literacy Link South Central – project underway
- Employer survey was conducted – over 7,000 employers were invited to participate – to determine employer awareness of literacy and Essential Skills assessment tools.
- Final report on survey results is being developed.

Build stronger linkages between employment agencies and literacy providers

- Consultant hired to begin project
- To date, one community Roundtable has been completed, information and referral protocols are under development, and joint community planning is underway to best determine how to serve individuals with both employment and literacy goals.

Integration of new immigrants in the workplace

- Launch of London-Middlesex Immigrant Employment Council web site www.lmiec.ca

Proposed Community Action 6

LMIEC Employer Leaders will engage the broader business community in the integration of new immigrants into the workforce, by sharing their companies' learned practices in tapping into the hidden labour market by leveraging regional workforce resources.

Update on Expected Outcomes of Action 6

Expected Outcome #1:

Growing pool of regional employer leaders will pro-actively share success strategies in recruiting, hiring and retaining immigrant talent with other employers in their institutions, networks and sectors by marketing the business case, marketing recruitment and retention resources and marketing regional labour market opportunities.

Update #1

- **88 Employers** are engaged and working with the LMIEC to *bridge business to a world of local* talent through its Employer Leadership Strategy.
- **20 Employer Leaders** have shared their business case for hiring immigrants and tips for leveraging workforce resources with the broader business community through events, presentations and media opportunities.



- LMIEC Employer Leaders and project staff have directly reached over **440 employer attendees** through events and speaking engagements.
- A web-based toolkit of information is available for employers (www.lmiec.ca) centralizing information on the business case for hiring immigrants, workforce resources available to recruit and retain internationally trained individuals and successful Employer Leader strategies.
- LMIEC has developed quarterly updates for a newcomer audience, hosted on the local immigration web portal (www.welcome.london.ca). These updates guide newcomers already settled in this region or intending newcomers looking for a destination of primary settlement to regional **labour market information**.

Expected Outcome #2

Regional employers will better leverage the immigrant workforce for the benefit of their institutions and regional economy in order to meet current and projected labour market demand.

Update #2

- LMIEC Employer Leaders/Participants are reporting their company's **increased awareness of the immigrant employment issue** as a result of the Strategy; **better recognition of immigrant credentials and qualifications; more inclusive hiring practices and strategies; more immigrant friendly workplaces** and **more strategic recruitment of immigrants**.

Expected Outcome #3

The broader business community will increasingly incorporate these successful strategies into their institutions.

Update #3

- LMIEC Employer Leaders are more actively leveraging regional recruitment and retention resources. This includes becoming **mentors** through the newly-launched Mentorship for Newcomer Success Program, hosting work experience **placements, evaluating international credentials** with the assistance of the Access Centre for Regulated Employment, using the web-based **Skills International** as a pro-active recruiting tool and engaging existing staff/prospective staff in **language training**.

Expected Outcome #4

Internationally trained individuals will connect with employment directly in their field/related field at a level commensurate with their expectations and skill sets.

Update #4

- **65 internationally trained individuals have obtained employment** in their field or a related field as a result of the LMIEC's Employer Leadership Strategy.

