



**Minutes of Meeting
Mayor's Blue Ribbon Task Force on Workforce Development**

Date: Monday, February 22, 2016
3:00 p.m.
Location: i131 Bert Hares Boardroom
Mohawk College, Fennell Campus

Present:	Mayor Fred Eisenberger (MF) <input checked="" type="checkbox"/>	Councillor Terry Whitehead (TW) <input checked="" type="checkbox"/>	Councillor Judi Partridge (JP) <input checked="" type="checkbox"/>	Ron McKerlie (RM) <input checked="" type="checkbox"/>	Nick Markettos (NM) <input checked="" type="checkbox"/>
	Bronko Jazvac (BJ) <input checked="" type="checkbox"/>	Maria Clark (MC) <input checked="" type="checkbox"/>	Zoltan Tanacs (ZT) <input checked="" type="checkbox"/>	Richard Sexton (RS) <input checked="" type="checkbox"/>	Terry Kotwa (TK) <input checked="" type="checkbox"/>
	Judy Travis (JT) <input checked="" type="checkbox"/>	Cesare DiDonato (CD) <input checked="" type="checkbox"/>	Keanin Loomis (KL) <input checked="" type="checkbox"/>	Darren Green (DG) <input checked="" type="checkbox"/>	Neil Everson (NE) (City Staff) <input checked="" type="checkbox"/>
	Norm Schleeahn (NS) (City Staff) <input checked="" type="checkbox"/>	Paul Vaccarello (PV) <input checked="" type="checkbox"/>	Laura Farr (LF) (Mayor's Office Staff) <input checked="" type="checkbox"/>	Hillary Dawson (HD) (Mohawk Staff) <input checked="" type="checkbox"/>	Hazaifa Saeed (HS) (Chamber of Commerce) <input checked="" type="checkbox"/>
	Mark Patterson (Magnet/Ryerson University) <input checked="" type="checkbox"/>	Greg Crone (GC) (Mayor's Office Staff) <input checked="" type="checkbox"/>			

= Present = Regrets

		Notes
1.	Welcome & Introduction	<p>Ron McKerlie, Chair, called the meeting to order and welcomed those in attendance. Recognized tighter timeline of meetings.</p> <p>April 20, 2016 – Report to GIC. 5 proposed recommendations.</p> <p>Next meeting April 4th – Premier has panel chaired by Sean Conway. He will be in attendance to discuss as they are very interested in what we are doing.</p>
2.	Approval of January 11, 2016 Minutes	Approval moved by MF/BJ. Carried.
3.	Report from the Information and Data Sub-Committee	Judy Travis reported on the Employer One Survey Results, Sector Analysis, and Preliminary Roundtable Feedback. They are preparing to dive into the data. Successfully held Information/Technology roundtable at MIP with 12-14 organizations present – feedback around needing information around quality of life in Hamilton. They are competing with Google/Silicon Valley and have challenges recruiting. Tools to sell

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	<p>Hamilton to prospective employees. Surprising finding was this group was not concerned about retirements, but Work/Life balance and family leave. Very different than manufacturing responses. Take away they are ready to contribute. Very engaged. RM – We heard much about bussing from manufacturing – not so much with this group. Parking. Polar opposites in terms of transportation needs. JT – March 15 – Transportation sector is upcoming. Another in Life Sciences after that. NS – That will cover all the sectors. JT- Good responses from manufacturing and retail, transportation only one response. 75% are located in “old” boundary city of Hamilton. 25% businesses established in last 5 years. Interesting to see split between growing and staying the same is the same as previous years. Sector analysis in handout. (<i>Appendix A to minutes.</i>) -A lot of growth in professional scientific field, education services, healthcare/social assistance about the same. -Most employers find recruitment challenging, see that a moderate increase in skills requirement, 82% have hired in last year. Work ethic, dedication, dependability “soft skills” are top competencies. -Hard to fill welders, engineers, labour, millwrights, project and communications managers due to not enough applicants or unqualified. -Word of mouth/informal networks still number one way of hiring, now followed by social media. -Worker quality improving over years previous. -Most responders do not have a succession plan in place. -Next piece around training etc. TK – How many people are recruiting outside of Hamilton? JT – Most are recruiting within Hamilton, and can send that out. Also did an analysis of the main sectors in the community, really drilling down, what is the size of the sector, what are the trends. (<i>Appendix B to minutes</i>) -Largest sector is retail/trade. We didn't profile - younger more transitional workforce. Healthcare is 2nd largest – biggest challenge is registered nurses. Manufacturing is 3rd and older than average workforce in this sector. 2015 showed an increase in this sector. Professional, Scientific and Technical Services is fastest growing sector. We need to recognize that each sector has particular needs, and making the match between employer and applicant is the key issue. Skills requirements are increasing and we have a pool of workers that are not skilled enough to meet the requirements. Commonality of soft skills, and what skills workers need.</p>

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		<p>-Surveys have been conducted for 16 years, and JT says there are a lot of people in the manufacturing sector that aren't connecting to the new jobs or getting them moving. We have the whole working poor and under-skilled workers issue, and they're moving from one low-skilled job to another, and not being a productive worker in the job market. That comes back to the matching thing, and Magnet. The knowledge sectors are moving ahead nicely, but we aren't mobilizing those lower skilled workers.</p> <p>Most recent unemployment rate was 6.8%, uptick in January.</p>
4.	Presentation to Council – April 20 th	<p>Proposed Recommendations (<i>Appendix C to minutes</i>) RM – HSR recommendation tied to manufacturing sector having issues getting workers to the industrial parks.</p> <p>Economic Development and Council hears from manufacturers in the Business parks that transportation there is a big issue in attracting employees, where minimal or no transit exists, or workers have to walk along unpaved road shoulders. New business park to open in Flamborough. BRTF discussed whether HSR could be asked about this piece directly, and it was decided that the Mayor would ask for HSR staff to come back with this information. APPROVED AS AMENDED.</p> <p>RM –Second recommendation is the Quality of Place through Economic Development. Number one request of small faster growth companies. NE/NS –Can update some of the things Economic Development has. BRTF discussed utilizing some of the Information/Technology companies as resources to continue engaging them as they were very excited and engaged. APPROVED.</p> <p>RM – Recommendation three. Lots of Hamilton ex-pats in other provinces and we could have job fairs to promote what is available here. Do we want to work with key employers and do that?</p> <p>It was noted that many people who had moved to other provinces are moving back, and that house prices are one of the competitive advantages, and that the jobs are here. APPROVED.</p> <p>RM - Number Four – the feasibility of utilizing Magnet through the Chamber to complete the job matching study and report back.</p> <p>BRTF had questions surrounding the funding of this, KL said ultimately asking City or city partners to fund and Chamber will administer, which is significant undertaking. Cost depends on how big. Could be \$3-5k, to 10-15k. Something in the 3-5k range for decent data points. An upper limit budget would need to be agreed on, and KL said original proposal scope for a first year quick start program, and that 10-15k would be the right</p>

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		<p>amount.</p> <p>Group discussed need for facts around what it is, why it is useful to be presented to Council. Group agreed this could be included in April 20 presentation to GIC. APPROVED AS AMENDED.</p> <p>RM – Fifth recommendation – we could deliver this as an update item along with recommendation 1. APPROVED.</p>
5.	April 4 th Meeting	<p>HD - Sean Conway Discussion - Chair on the Premier's Highly Skilled Workforce Strategy. (<i>Appendix D to minutes</i>)</p> <p>-Struggle in getting wholesome set of data across the Province. Mr. Conway is very enthusiastic to learn about the work being done in Hamilton, and what our committees can learn about each other. The strength in our regional data will likely help them with different ideas of what they need. He thinks Hamilton is way ahead of the game, in terms of foresight, and that we can give them advice.</p> <p>-Personal interest in connectivity between education and jobs of the future. He would be interested in hearing about the roundtables.</p> <p>BRTF agreed to also invite Stoney Creek and Flamborough Chambers. HD to circulate presentation ideas beforehand to group.</p>
6.	Idea Generation	<p>RM – What are we missing? What do we need to focus on?</p> <p>MF – Met with Building Trades Council, and a lot of unemployed Electricians. Think we are missing the Building Trades, and they do interconnect. Think we missed it when we first structured. Not every union, but the Director should be invited. LF to send invitation letter? CARRIED.</p> <p>JT said that maybe phase 2 is further diversity around table with more sectors represented. Recommendations for additions are welcome. CARRIED.</p> <p>BRTF discussed that April 20th is interim report to GIC, but HD and GC to work on bringing a communications work plan back to group. CARRIED.</p>
7.	New Business	<p>JP – Program “Health Communities, Healthy Youth” – coming up with programs to get youth engaged in community. Workshops called “What’s your path?”. 200-300 people Grades 7-12 and parents. Bringing in 5 different people every session with a facilitator. Last hour is open for questions. Very engaged and students really into it. It could be done with different partners, different ways. A lot of talk about skilled trades and entrepreneurs.</p>
8.	Adjournment	<p>RM/MF adjourned at 4: 56pm.</p> <p>Next meeting April 4th at Stoney Creek Campus, 3-5pm.</p>

Minutes record by:
Laura Farr, Administrative Assistant to
Mayor Fred Eisenberger