

1. Build Hamilton's Local Workforce Capacity – Actions:

- Strengthen formal and informal engagement opportunities:
 - **Lead:** Industry Education Council, Mohawk College
 - **Outcomes:** Strong relationships, employer input into local programming, direct connections between employers and the future local labour force.
- Showcase Hamilton’s growing industries:
 - **Lead:** Workforce Planning Hamilton
 - **Outcomes:** Insight into existing misperceptions, information to influence career pathway choices, shared real experiences of people working in the sector.
- Strengthen awareness on the importance of direct work experience:
 - **Lead:** Industry Education Council
 - **Outcomes:** Promotes the value of work experience, student’s gain entry-level skills to be work ready, reduced time to on-board employees.
- Develop leadership and management skills through collaboration:
 - **Lead:** Mohawk College, McMaster University
 - **Outcomes:** Needed skill development for mid and senior level employees, future mentorship opportunities.
- Ensure awareness of organizational memory:
 - **Lead:** Workforce Planning Hamilton, Local Employment Planning Council
 - **Outcomes:** Minimized impact of retirees, increased potential for knowledge transfer to remaining staff.

- Address public transportation limitations:
 - **Lead:** City of Hamilton, HSR
 - **Outcomes:** Reduced impact on the mobility of job-seekers and workers.

2. Develop Initiatives to Create and Sustain Local Jobs – Actions:

- Share regular business expansion and retention (BR&E) survey information:
 - **Lead:** City of Hamilton – Economic Development
 - **Outcomes:** Increased support for employers, better access to programs and service.
- Increase business succession planning initiatives:
 - **Lead:** Local Employment Planning Council
 - **Outcomes:** Less impact when employees retire; increased potential for knowledge transfer to remaining staff.
- Support young professionals in Hamilton to start or advance their careers:
 - **Lead:** Hamilton Chamber of Commerce, Hamilton Hive, Global Hamilton
 - **Outcomes:** Strong young professionals’ network, retention of younger workers, support for individuals coming to the city.

3. Achieve Greater Alignment Between Employer Needs and Skills Development – Actions:

- Strengthen program alignment with anticipated employment and skill demands:
 - **Lead:** City of Hamilton – Economic Development, Industry Education Council, Mohawk College
 - **Outcomes:** Opportunities for corporate support for capital investment, access to technology and equipment, strengthened program curriculum.

- Hold a bi-annual forum to evaluate the skill and occupation needs of local employers:
 - **Lead:** Workforce Planning Hamilton
 - **Outcomes:** A neutral space for information-sharing and collaboration, increased awareness of ongoing services and initiatives.
- Encourage employers to develop co-op programs:
 - **Lead:** Industry Education Council
 - **Outcomes:** Provides entry level skills for young people, reduces on-boarding time for employers.
- Develop capability to strategically forecast and communicate labour force needs to employers:
 - **Lead:** Workforce Planning Hamilton
 - **Outcomes:** Employers have increased awareness of demographics, technological and economic trends to inform and align business decisions, useful information for job seekers, intermediary groups, government and educators.

4. Create a Local System to Connect Job-Seekers with Local Employers – Actions:

- Create a regional communication strategy:
 - **Lead:** City of Hamilton
 - **Outcomes:** Increased awareness among local businesses about resources, funding and training to assist with hiring new employees.
- Use an online platform to support employers in the recruitment and selection process:
 - **Lead:** Hamilton Chamber of Commerce
 - **Outcomes:** Direct employer connections to qualified candidates, reduced unemployment or underemployment of job-seekers.

5. Address Negative Perceptions about the City of Hamilton – Actions:

- Develop a communication plan & broaden distribution of the Economic Development newsletter:
 - **Lead:** City of Hamilton – Economic Development
 - **Outcomes:** Improved perception of Hamilton, information to support employer’s recruitment and retention activities.