

The Mayor's  
**Blue Ribbon  
Task Force**  
on Workforce  
Development



Hamilton

## Mayor's Blue Ribbon **Task Force**

### Background

Established in June 2015 in response to the interconnected and urgent issues of Hamilton's serious shortage of skilled trades and an aging workforce with limited succession plans.

The Task force includes 15 members, with representatives from the City of Hamilton, local post-secondary institutions, industry, labour, the Hamilton Chamber of Commerce and workforce specialists, who design and deliver training programs to improve individual and organizational performance.



## Blue Ribbon Task Force **Timeline**



## **RECOMMENDATION 1**

# Build Hamilton's local workforce capacity

Greater information-sharing and new ways to collaborate among organizations and businesses are priorities, as is ensuring that the skills needed by employers are supported by the training offered by educational institutions.



Building  
Hamilton's  
Workforce  
Capacity



**City School**

by

**MOHAWK**



Join a conversation on  
community, partnerships  
and collaboration.

## **RECOMMENDATION 2**

# Develop initiatives to create and sustain local jobs

To retain current Hamilton employers and attract new ones, local systems and supports must meet their needs, including the availability of local employees.



Develop  
Initiatives  
to Create  
and Sustain  
Local Jobs

  
**HAMILTON EMPLOYMENT CRAWL**

partnership that engaged over 200 students



over 100 international students

## **RECOMMENDATION 3**

# Achieve greater alignment between employer needs and skills development

Greater collaboration between educators and employers would ensure educational and training programs are meeting the skills, knowledge and abilities needs of local employers, as informed by labour projections, labour market information and employer growth strategies.



Achieve  
Greater Alignment  
Between Employer  
Needs and Skills  
Development

Over a dozen public/  
private partnerships  
between business  
and academia



23 ESTATE program grads



Completed study of skilled  
trades requirements for  
industrial, motive power  
and construction trades

## **RECOMMENDATION 4**

# Create a local system to connect job-seekers with local employers

A job-matching platform, developed collaboratively with community stakeholders, would facilitate connections between employers seeking new workers and job-seekers.

Create a Local  
System to Connect  
Job Seekers with  
Local Employers



ArcelorMittal  
DOFASCO | HAMILTON



MOHAWK



hamilton  
chamber of commerce  
your voice in business



Hamilton

## **RECOMMENDATION 5**

# Address negative perceptions about the City of Hamilton

Establishing Hamilton as a 'community of choice' for skilled workers, professionals and entrepreneurs requires effective promotion, coordination, and active planning.

An aerial night photograph of a city, likely Hamilton, showing a dense grid of streets. The image is dominated by long, horizontal light trails from traffic, creating a sense of motion and energy. The lights are primarily yellow and white, with some blue and red streaks. The city extends to the horizon under a dark, cloudy sky. A large, dark blue triangular graphic is overlaid on the left side of the image, containing white text.

# welcome to unstoppable

Address  
Negative  
Perceptions  
About the  
City of  
Hamilton

## Next **Steps**



**The Mayor's Blue Ribbon Task Force will continue fostering strong industry and community partnerships, leveraging education, and communicating with one voice the benefits of living and working in Hamilton.**

**Next meeting to be convened in January 2019**