The Mayor’s Blue Ribbon Task Force on Workforce Development
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

- **June 18, 2015**: Taskforce convenes initial meeting
- **September - November 2015**: Presentations from key labour market stakeholders
- **November 2015 - May 2016**: Employer roundtable discussions
- **May 2016 - October 2016**: Development and finalization of recommendations
- **February 13, 2017**: Hamilton City Council approval of BRTF recommendations
- **March 2017 - Ongoing**: Activities in support of recommendations and development of progress report
- **August 13, 2018**: Progress report on recommendation implementation
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

Leadership Summit for Women

change:camp

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.
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

IEC
INDUSTRY-EDUCATION COUNCIL
of Hamilton

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
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.
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