

# **WORKFORCE PLANNING FOR SUDBURY & MANITOULIN**

## **Business plan submission 2022-2023**

### **#1 IMPACT OF NEW TECHNOLOGIES – MINING WORKFORCE**

This partnership will include surveying the mining and mining supply and services sectors to understand what new skills will be required as mining and supply operations continue to advance and modernize with new innovations and technologies. Part of this research will include exploring what new technologies are being advanced, what current and more traditional mining jobs will be impacted, where job losses may be expected, what new skills will be required and if there are opportunities to up-skill or re-skill the current workforce. A report with recommendations will be drafted to address some of these issues and shared with key stakeholders who may be interested in exploring training opportunities for new skill requirements identified by this sector.

### **#2 CONSTRUCTION INDUSTRY – WORKFORCE SURVEY**

This partnership will include a survey of construction employers and a report will be prepared highlighting the results. Various organizations and local employment services have identified some of the current challenges being faced by construction employers who are unable to find enough suitable employees to fill labour demand. The report will provide an overview of hiring challenges, recruitment practices, hard to fill occupations, skills employers are looking for and training that is needed. The survey will also explore interest and readiness to hire international talent to fill occupation gaps.

### **#3 SUDBURY-MANITOULIN TRAINING AND EVENT CALENDAR**

This partnership will focus on the development and implementation of a training and event calendar on the WPSM website – job board (Jobs in Sudbury-Manitoulin). The purpose will be to provide job-seekers and those looking to upgrade their skills and employability with an up-to-date one-stop resource that highlights and links to local training opportunities, job fairs and workforce development related events. This will also provide an opportunity for bona fide organizations, agencies and others hosting these activities to post on this calendar. Each posting will be vetted by WPSM, but will allow everyone to see the details (date, time, cost, length) of each training activity and event underway and who the target audience is. It is expected that this will also help minimize duplication of efforts. The opportunity to include micro-credential training will also be explored. The WPSM office will also embark on a marketing campaign to solicit agency participation and posting of workforce-development training and activities and support exploration by job-seekers, those looking to enhance their skills and others.

### **#4 NETWORKING WORKFORCE DEVELOPMENT STAKEHOLDERS**

The focus of this partnership is to develop a network of organizations, agencies, educational institutions and others in Greater Sudbury to share information on local workforce development activities, emerging demand areas and consider the development of a more coordinated approach on specific workforce-related issues. Not only would this allow for an increased understanding of what each does, mandated requirements, and local perspectives, but provide opportunities for collaboration, coordination and identification of emerging issues and priorities over the next 3-5 years.