WORKFORCE BOARDS:
YOUR LABOUR MARKET PARTNER

PRESENTATION
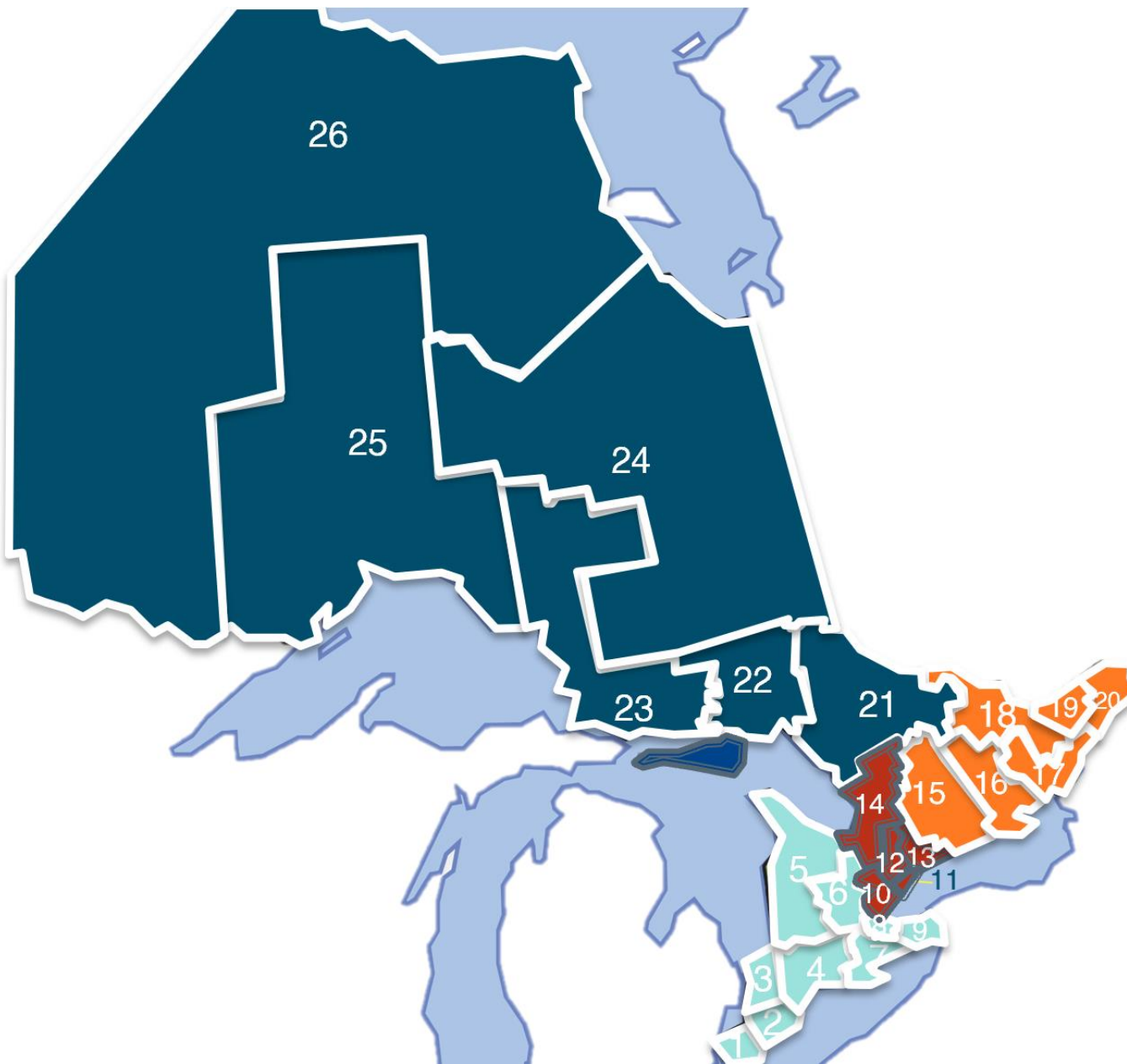
Workforce Planning
Ontario

www.workforceplanningontario.ca

ABOUT WORKFORCE BOARDS

- Founded in 1997, Workforce Planning Boards have been an integral part of their communities across Ontario for nearly 25 years.

- Workforce Planning Boards help improve the understanding of labour market indicators and to coordinate community responses at the local and regional level to improve employment levels and skills matching with available jobs.

- As a source for place-based labour market data, research, planning, and development initiatives for identifying the skills gaps and labour shortages across all sectors.

WESTERN REGION:
1. Windsor-Essex
2. Chatham-Kent
3. Sarnia-Lambton
4. Elgin-Middlesex-Oxford-London
5. Bruce, Grey, Huron & Perth
6. Waterloo-Wellington-Dufferin
7. Brant-Brantford-Haldimand-Norfolk
8. Hamilton
9. Niagara Region

CENTRAL REGION
10. Peel-Halton
11. Toronto
12. York Region
13. Durham Region
14. Simcoe-Muskoka

EASTERN REGION
15. Peterborough-Northumberland-Kawartha Lakes-Haliburton
16. Hastings-Prince Edward-Lennox-Addington
17. 1000 Islands
18. Lanark-Renfrew
19. Ottawa
20. Eastern Ontario

NORTHERN REGION
21. Nipissing-Parry Sound
22. Sudbury-Manitoulin
23. Sault Ste. Marie
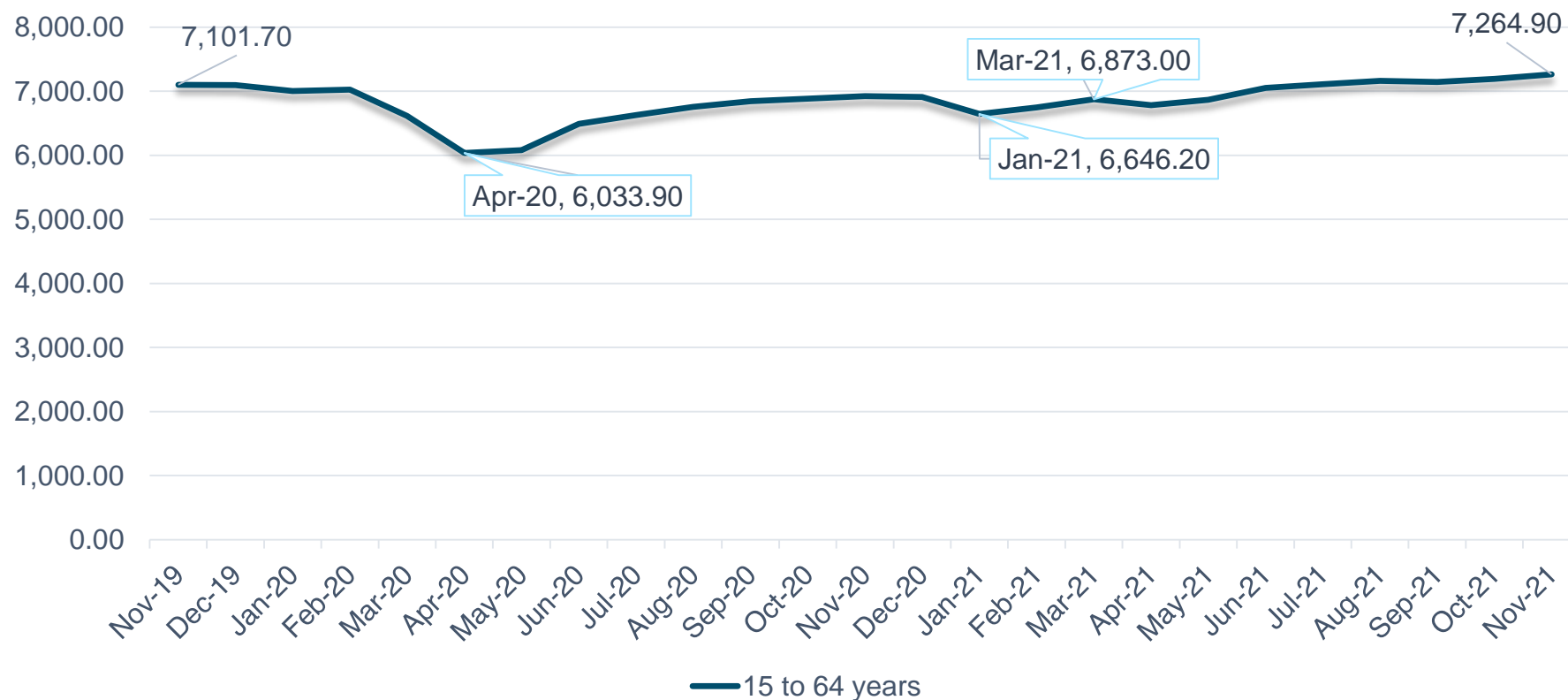24. Far Northeast
25. North Superior
26. Northwest

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WORKFORCE BOARDS IN ONTARIO

Is our economy recovering? Can people find jobs?

Let's look at employment figures.

How can **Educators** and **Workforce Boards** help learners make pre-employment plans?

Show them how to find the facts about careers & the labour market.

WE DATA TOOLS

Workforce WindsorEssex started developing digital labour market tools for our own community beginning in April 2016.

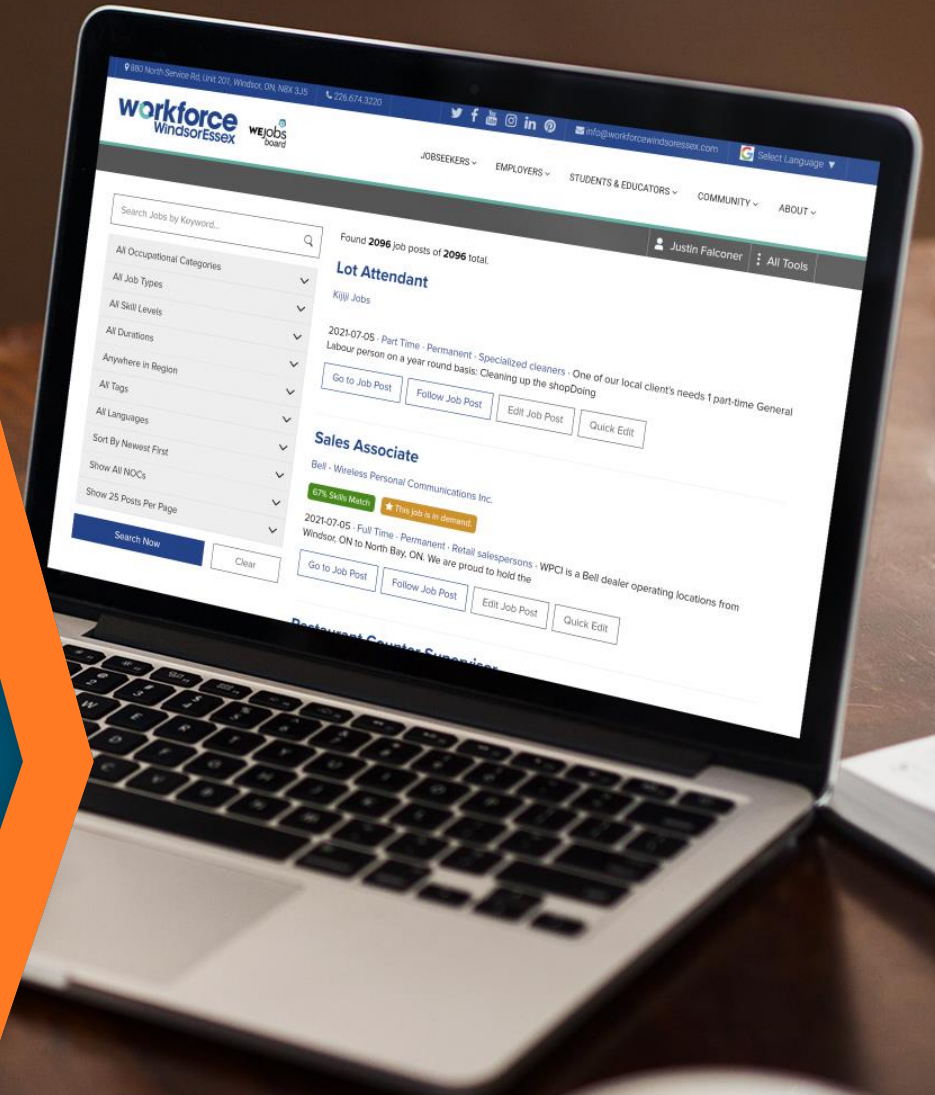Our first tool was a career path tool called WEexplore careers. Since then, we have launched a dozen other innovative data tools and reports that disseminate and collect labour market information in real-time.

Although some regions are still in the setup phase, 24 of 26 Workforce Boards in Ontario will be operating the same job data platform. Toronto and the Far North East do not use the platform yet.

JOB BOARD

- Workforce Boards operate the largest job board in your area because it is an aggregated job board that includes national, provincial, and local job boards.

- Job board adds new job postings as often as every hour & closes inactive job postings daily.

- Job board de-duplicates job postings to avoid duplicate postings from appearing in your system.

- Search using Boolean expressions or sort by Skill Type, Skill Level, Job Type, Job Language, Job Duration, and Job Location.

- Filter can show apprenticeship jobs, remote working jobs, etc.

JOB MAP

- Helps jobseekers search job postings visually by location on a map.

- Displays key services that are relevant to jobseekers, such as child care, transit, employment services, education, apprenticeship training sites, etc.

- Helps users plan their commute by car, transit, and/or walking to any job posting or service.

- Job postings show as large clusters when zoomed out and begin mapping to their exact location as you zoom in.

JOB DEMAND REPORT

- Job posting data collected from 35+ major job boards, including Indeed, Canada's Job Bank, Workopolis, Charity Village, Jobillico, Adzuna, Wowjobs, Simplyhired, Kijiji, etc.

- Job posting data collected from 200+ local job boards throughout Ontario as well.

- Uses Google Data Studio reports to display a 6 to 20 page monthly job demand report that is printer-friendly and interactive.

- Report details job demand by geography, sector, and common characteristics (such as skill type, skill level, and job type).

JOB SEARCH REPORT

- Job search data collected from users who search for jobs on platform.

- Displays number of people who used the tools as well as how many interactions/clicks each tool garnered.

- Allows you to analyze how job search differs by age and gender.

- Indicates top employers and top occupations associated with job postings that were clicked.

- Uses Google Data Studio reports to display job search reports.

CAREER EXPLORER

- A career path tool for students, educators, jobseekers, and employment counsellors.

- About half of the workforce board regions offer this tool on their website.

- Browse in-demand jobs in your region, along with jobs that lead into and out of those in-demand jobs by following the career path lines.

- Resize circles to reflect salary or active job postings in the system.

- Filter by sector, get wage/salary information, skills, and access career profiles by following the link to the relevant Career Library tool to learn more.

CAREER LIBRARY

- A searchable career research tool displaying active job postings and hiring companies by 1-digit, 2-digit, 3-digit, and 4-digit National Occupation Classification (NOC) codes.

- Tool features custom geographic Statistics Canada and platform generated data, such as job postings, companies that hire, career paths, expected salaries, and more.

- View top 10 in-demand NOCs according to your job board, as well as view historically in-demand jobs in list format.
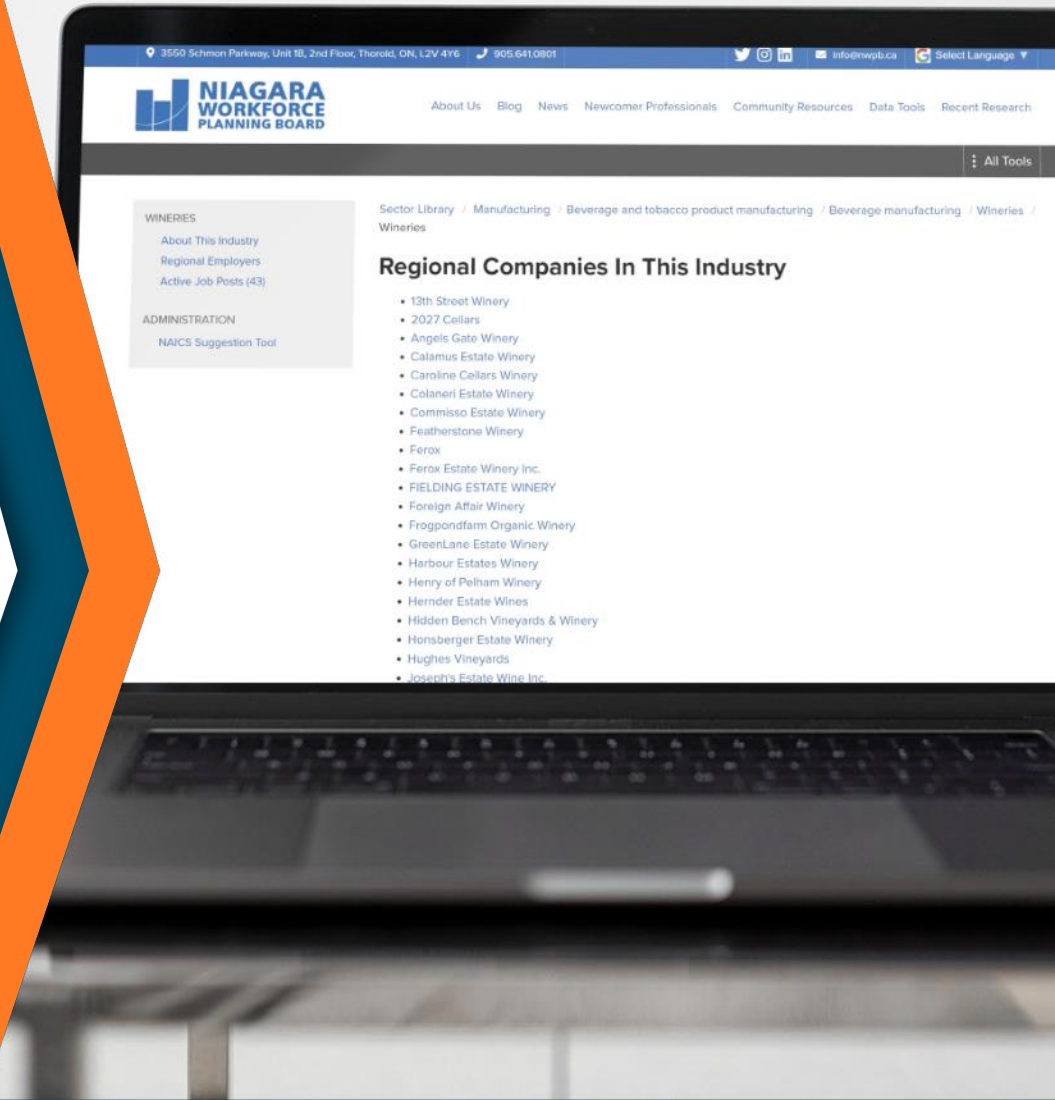
SECTOR MAP

- Displays job posting concentration and publicly available company data on a map.

- Users can toggle between heatmap (historical job posting concentration) and company view, which connects users to the respective company profile on your site.

- Users can filter by up to 6-digit industry code, up to 4-digit NOC code, and using a time period.

- Allow users to find what companies hire which occupations and where they are located.

SECTOR LIBRARY

- A searchable sector/industry research tool displaying active job postings and hiring companies by 2-digit, 3-digit, 4-digit, 5-digit, and 6-digit NAICS code.

- Tool features platform data, such as job postings and companies that hire.

TALENT MAP

- An online mapping tool that assists local employers, recruiting firms, and communities in geo-targeting talent attraction campaigns for hard-to-fill occupations.

- Displays occupational data at Census Division level for eight countries including Canada, USA, UK, Ireland, Australia, Lativa, Sweden, and South Africa.

- Uses publicly available occupational data reported by national statistics bodies and classifies it against the International Standard for Classifying Occupations (ISCO).

- Workers tend to be located near businesses that employ them. If they want to stay local, how prevalent is the worker concentration of their preferred career in their local area? The greater the concentration, the greater the chance of starting a career and laddering in that region.

SKILL DEMAND REPORT

- This interactive report can summarize the absolute or relative use of more than 29,000+ unique knowledge, skills, and tools/technology (KST) terms found in local job postings.

- Users can customize the report by adjusting the time period, region, occupation, and sector to identify the exact knowledge, skills, and tools/technology that is being demanded by local employers in a region.

- For example, search by occupation to find the key words that you should be using in your resume.

- Results appear in graph and table format.

CAREER CALCULATOR

- Our newest tool!

- The career calculator helps people understand the return on investment, payback period, and lifetime earning potential for entering a specific career or going back to school to pursue a second career.

- It also shares real-time labour market information about the demand for workers in the target occupation by displaying active job postings, companies that hire the occupation, and historical hiring demand.

- The tool is expected to help the current and future workforce make informed career decisions that will lessen the skills gap locally, improve employment outcomes of local post-secondary graduates, and increase the number of qualified jobseekers gaining meaningful employment.

BOARD	JOB TOOL WEBSITES

WESTERN REGION:
1. Windsor-Essex
2. Chatham-Kent
3. Sarnia-Lambton
4. Elgin-Middlesex-Oxford-London
5. Bruce, Grey, Huron & Perth
6. Waterloo-Wellington-Dufferin
7. Brant-Brantford-Haldimand-Norfolk
8. Hamilton
9. Niagara Region

WESTERN REGION
1. www.workforcewindsoressex.com
2. www.chathamkentjobs.com
3. www.slwdb.org
4. www.workforcedevelopment.ca
5. www.connect2jobs.ca
6. www.findyourjobs.ca
7. www.workforceplanningboard.org

8. Launching in January 2022 on http://workforceplanninghamilton.ca/
9. www.nwpb.ca

CENTRAL REGION
10. Peel-Halton
11. Toronto
12. York Region
13. Durham Region
14. Simcoe-Muskoka

CENTRAL REGION
10. www.peelhaltonworkforce.com/hub
11. Not yet operating the platform
12. www.wpboard.ca
13. www.durhamworkforceauthority.ca
14. Simcoe – www.workinsimcoecounty.ca
Muskoka – www.wdb.ca

EASTERN REGION
15. Peterborough-Northumberland-Kawartha Lakes-Haliburton
16. Hastings-Prince Edward-Lennox-Addington
17. 1000 Islands
18. Lanark-Renfrew
19. Ottawa
20. Eastern Ontario

EASTERN REGION
15. www.wdb.ca

16. Launching soon on www.cfwd.ca!

17. https://www.workforcedev.ca/jobs/
18. https://jobs.labourmarketgroup.ca/
19. https://jobs.ottawaemploymenthub.ca/
20. https://yournextjob.ca/

NORTHERN REGION
21. Nipissing-Parry Sound
22. Sudbury-Manitoulin
23. Sault Ste. Marie
24. Far Northeast
25. North Superior
26. Northwest

NORTHERN REGION
21. www.readysethired.ca
22. www.planningourworkforce.ca
23. www.awic.ca
24. Not operating the platform
25. www.nswpb.ca
26. www.ntab.on.ca

WORKFORCE BOARDS IN ONTARIO

REAL-TIME LMI TOOLS FOR COMMUNITY-USE

Justin Falconer | All Tools

JOB FINDING TOOLS

Job Board
Search dozens of job boards at once with the largest job board in the region.

Job Map
Find jobs, employment services, child care, transportation options and more near you.

Resume Builder
Create a professional quality resume quickly and easily.

CAREER DEVELOPMENT TOOLS

Career Explorer
Find career paths and jobs related to your current experience.

Career Library
Learn more about different occupations, including regional demand and salary expectations.

Training Board
Find locally available training opportunities.

Career Calculator
Measure the return on investment of upgrading your skills.

WORKFORCE DEVELOPMENT TOOLS

Census Map
Explore census data geographically. Compare metrics or view aggregated data for regions in absolute terms or relative to other regions.

Sector Map
An online mapping tool that displays job posting concentration and a database of companies.

Talent Map
A mapping tool that assists in geo-targeting talent attraction campaigns for hard to fill occupations.

Sector Library
Learn more about different industries, and identify regional industry participants.

REPORTS & ANALYTICS

Job Demand Report
Who is hiring in the region and what occupations are being recruited?

Job Search Report
Who are the people looking for work, and what are they searching for?

Skill Demand Report
What skills, knowledge, tools and technology are local employers recruiting for in job postings?
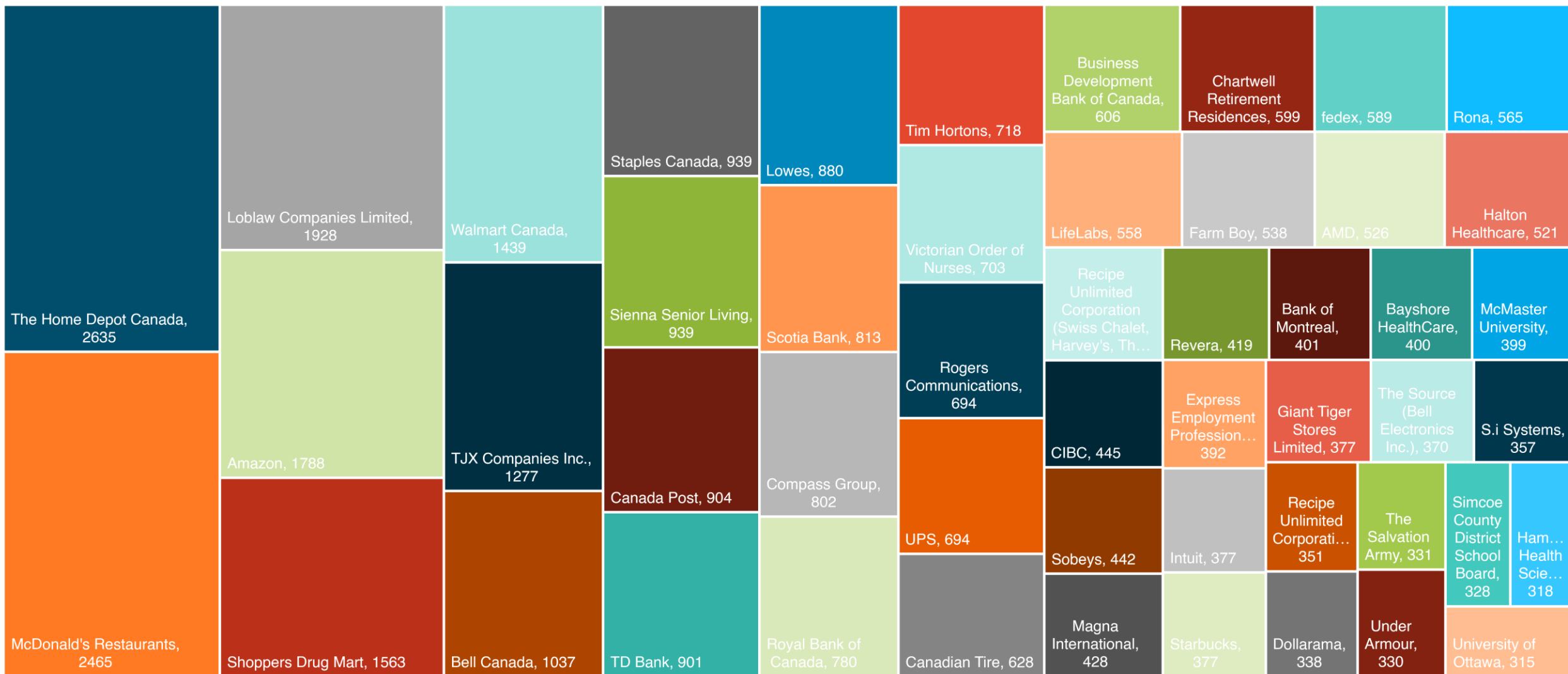
Career Calculator

What careers are in-demand?

Let's look at job posting data.

TOP 50 HIRING EMPLOYERS IN NOVEMBER 2021

TOP 50 OCCUPATIONS IN NOVEMBER 2021

MONTH OVER MONTH CHANGE IN DEMAND

	OCCUPATION	Active Job Postings October 2021	Active Job Postings November 2021	Change	% Change
1	Retail salesperson	12,608	**11,955**	-653	-5.2%
2	Material handlers	15,330	**10,893**	-4,437	-29%
3	Other customer and information service representatives	6,154	**6,120**	-34	-0.6%
4	Food counter attendants, kitchen helpers and related support occupations	5,272	**5,206**	-66	-1.3%
5	Cooks	4,457	**4,447**	-10	-0.2%
6	Home support workers, housekeepers and related occupations	4,410	**4,421**	+11	+0.3%
7	Transport truck drivers	3,820	**3,919**	+99	+2.6%
8	Retail and wholesale trade managers	4,049	**3,889**	-160	-4%
9	Administrative assistants	3,578	**3,528**	-50	-1.4%
10	Delivery and courier service drivers	3,413	**3,323**	-90	-2.6%

THANK YOU

Questions?

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