

SkillsAdvance Ontario and LBS

October 22nd, 2:00 – 3:30 pm

About Pop Up PD for Literacy Educators



Pop Up PD for Literacy Educators

- free webinar series developed by Ontario's LBS Regional Networks & the Provincial Support Organizations for Literacy
- supports LBS practitioners with presentations on topics important to them
- English language webinars presented for LBS practitioners annually since 2015-2016; French language transcriptions coming soon!
- **all** webinar presentations, recording links & transcripts here:
[Pop Up PD Resources for LBS Educators](#)
- webinar topic ideas welcome at: e-channel@contactnorth.ca

SkillsAdvance Ontario

Why this
topic?



And why
now?

Content

1. Overview of SkillsAdvance Ontario objectives
2. Projects positioned for success
3. Essential elements of success:
 - Sector needs
 - Identified labour source/Partnership and employer commitment
 - Partnership development activities
 - Employer and worker service components
 - Budget



Objectives

SkillsAdvance Ontario is intended to help jobseekers and workers build sector-specific employability “soft skills” and essential/technical “hard skills” to obtain and advance in employment in participating sectors, while supporting employers in the same participating sectors recruit from a pool of job-ready, skilled workers.

SkillsAdvance Ontario is intended to be distinctly:



- Sector-focused in all aspects of delivery, including skills training, pre-employment, and employment
- Responsive to employer demand i.e. supporting the ability of employers to hire, onboard and retain employees and respond to employer skills requirements and the local economy
- Advancement-focused i.e. preparing jobseekers and workers to succeed and advance in employment

Positioned for Success

SkillsAdvance Ontario (SAO) projects best positioned to succeed in supporting sector focused workforce development projects will:

- Provide employers in specific sectors with access to job-ready, skilled workers that meet their workforce development needs.
- Provide jobseekers and workers with sector-focused employment and training services, including experiential development opportunities that help them obtain, succeed and advance in employment.

Project proposals must demonstrate that:

- It will provide good value for money to support job seekers, workers and business in Ontario
- It is based on appropriate partnerships that can be leveraged for the benefit of participants and employers to meet an identified workforce development need
- There is a project/work plan with the varying phases of the project clearly identified to support the projects success

Essential criteria required for projects to be considered for funding



The following are essential elements of a successful project and must be clearly demonstrated in a proposal for it to be considered for funding.:

- Specific sector(s) need with a plan to address skills gap and workforce development need
- Identified labour source and demand supported by local labour market intelligence that includes consultations with local employers and key community partners
- Partnerships with employers and key community stakeholders committed to the success of the project and
- Good value for money illustrated through a detailed budget.

Sector Needs

Comprehensive proposal will identify the following;

- Specific sector(s) with a skills gap or gaps and outlines a plan to address these gaps.
- Specific cause(s) of current labour force shortage.
- Specific and multiple employers in the sector and region in question.
- Profile of the employers (e.g. what they do and how many persons they employ).
- Existing and/or projected occupations/job openings related to the target industry sector for low-income workers, disadvantaged job seekers and incumbent workers have been identified in the proposal
- Entry-level occupations have been identified by employer(s) in the sector (including pay/benefit rates etc.).
- Duration of the employment opportunities (i.e. whether they are short-term or long-term) have been identified by employer(s) within the sector.

Identified Labour Source

Comprehensive proposal will identify the following;

- Demonstrated knowledge of local labour markets; community employers and sector workforce need.
- Description of the identified labour pool including job-seekers and/or incumbent workers interested in sector specific jobs in the relevant catchment area.
- Details of prospective participants (i.e. whether they are incumbent workers or jobseekers).



Partnership/Employer Commitment

- Letters of support by Employers.
- Letters of support by Training Delivery Partners.

Partnership Development Activities

Comprehensive proposals will identify the following;

- List and types of organizations represented as partners for the project (e.g. employers, employment and training providers, business development organizations).
- Roles and responsibilities of the various partners are identified.
- Previous and/or current experience(s) with proposed partners.
- Organizational capacity to provide or manage sector focused employment and training services.
- Previous or current partnership agreements and any established governance structure(s) identified.
- Description of a workplan including timelines for achieving each of the partnership roles and responsibilities provided.



Employer and Worker Service Components

Comprehensive proposals will identify the following;

- Intake, job placement and retention targets identified in the proposal.
- Clear plans with deliverables /activities, milestones and timelines for achieving each of the components and sub components are included in the proposal.
- Demonstrated capacity for service coordination including established knowledge of and (formalized) links to EO networks and community organizations that can offer services to job seekers and incumbent workers
- Processes / tools (e.g. ESOT, ESEE, CAMERA, etc.) to determine participant pre-assessment of essential and technical skills in consultation with sector partners and employers.



Budget



Comprehensive proposals will identify the following;

- Project represents good value for money.
- Proposed budget aligns with negotiating guiding principle document.
- Budget for partnership development component doesn't exceed 20% of total project budget.
- Administration costs do not exceed 15% of total budget.
- All relevant budget line items required to undertake project activities outlined in the project's proposed budget.



Questions?

Examples of LBS Involvement in SkillsAdvance Ontario Projects

Introducing Lisa Ambaye!

Earn As You Learn: PSW Certification



Tell us about the SAO you're involved with

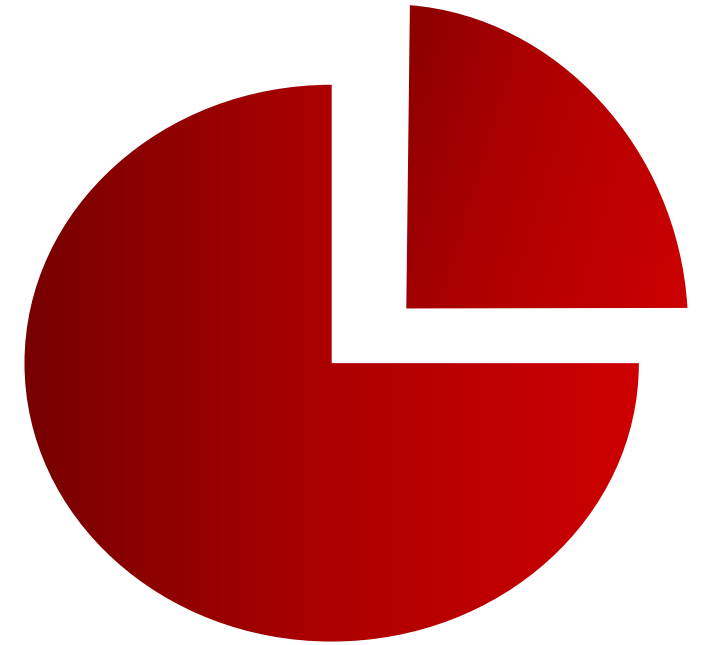


Together, with employers from both the long-term and community-based care sectors, Literacy and Basic Skills (LBS) and two private career colleges, Pinecrest Queensway Community Health Centre (PQCHC) has developed a Personal Support Worker (PSW) pathway with employability milestones which will expedite participant entry into the workforce.

This will support a growing and pressing demand for PSWs in the health care sector. This model represents an “earn as you learn” approach to PSW certification.

How did you become involved in your SAO?

- PQCHC partnered with ROVLN in 2018-19, on an Ontario Centre for Workforce Innovation (OCWI) project involving Landscape Ontario, the Local Employment Planning Council, and LBS service providers.
- ROVLN amplifies the LBS curricula to Employment Services with the hopes of partnering in training initiatives such as this
- Employers explained that a certification is required which prevented our curricula from being used and the project partners turned to the two college programs who can administer the requirements and exam



Partnerships

What is your role?



In this project, ROVLN will be responsible for helping to develop screening materials, assisting with participant intake, identifying literacy issues with participants, supporting participants with literacy as needed, and facilitating 25 hours of soft skills training for all participants. In addition, ROVLN has been an active participant in the design of the program.

How has the pandemic affected your SAO activities?

Due to COVID 19, a spotlight has been shone on the importance of improving working conditions and augmenting pay for PSWs. Shortages within the sector have been well documented and are continuing to increase exponentially the longer the pandemic continues. There is an immediate demand for workers in the sector and this project has identified ways to address the demand and to promote success and long-term employability while providing advocacy within the sector.

In response to COVID 19, the colleges have developed on-line training. This will ensure that participants are able to engage in training during the pandemic. All participants will be screened for their ability to participate in on-line, virtual training and supports for this will be provided as needed. Supports may include access to Chromebooks or internet supports provided through participant financial supports. Once COVID 19 restrictions are lifted, one college will continue to provide distance learning. This will help to increase accessibility for students with barriers to access such as childcare and transportation.



Introducing Courtney and Vanessa!



Tell us about the SAO you're involved with

Sectors

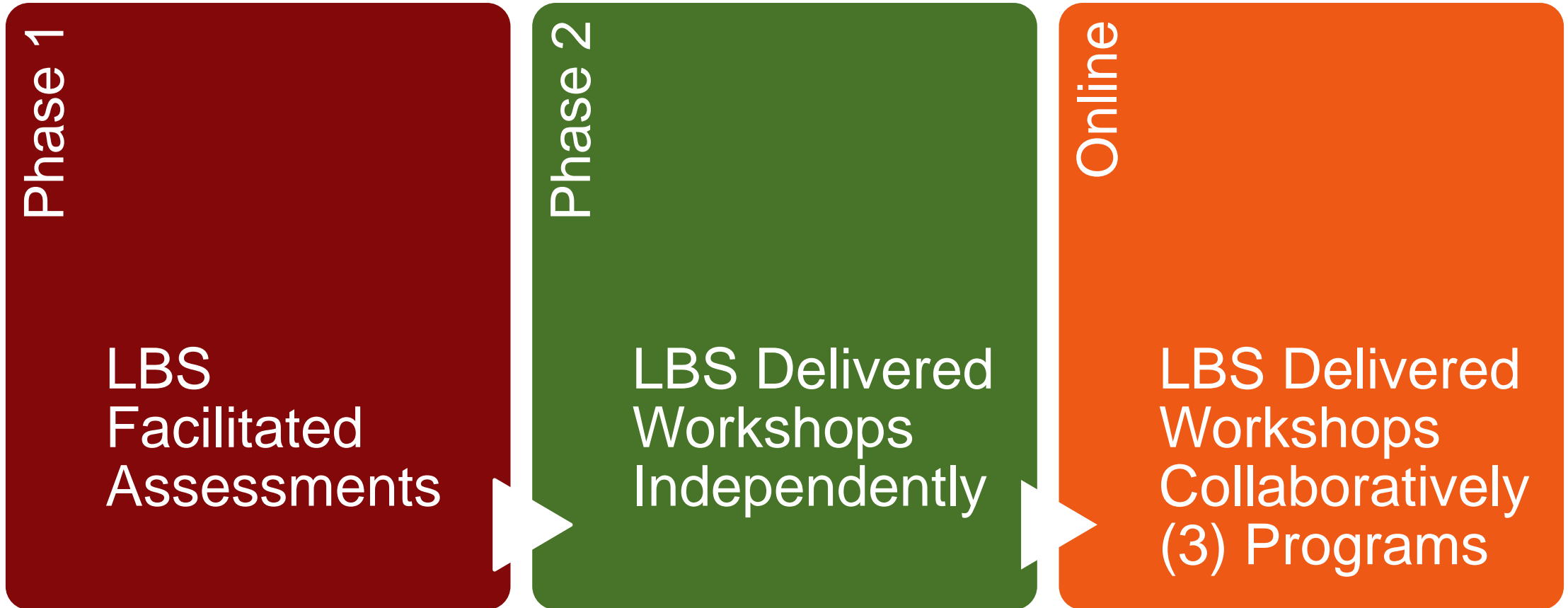
- Hospitality & Tourism
- Manufacturing



LBS Partners



How did you become involved in your SAO?



LBS Participation has evolved over time

What is your role?

Facilitate 4 workshops in the SAO schedule:

- Digital Skills
- Numeracy
- Reading/Writing
- Document Use

Curriculum was provided by SAO

LBS contributed additional resources for both in-person and online delivery models.



How has the pandemic affected your SAO activities?

- In-person -> online
- Smaller cohorts
- Technology introduced earlier
- More collaboration between LBS Providers
- Clear referral protocols





Introducing Paulette!

Tell us about the SAO you're involved with

Employer in the childcare sector

We propose to establish an Advisory Committee made of 5 francophone and 5 anglophone employers (including school Boards), 2 ES partners, 3 LBS partners and the Workforce Planning and Development Board that will determine the immediate needs of childcare sector employers through a Needs Assessment process to develop short term training (10 weeks) that will be provided to 90 Employment Ontario job seekers and 40 incumbent

workers in the sector. Job seeker training will be followed by a minimum 3-week work placement and employment in the sector.



How did you become involved in your SAO?

- Numerous labour market studies and reports have declared a recruitment and retention crisis in the childcare sector. City of London LMP.
- Knew of the crisis in the sector and objectives of the SAO program.

Reports indicate:

- A pool of job-ready, skilled workers that meet the workforce development needs of employers is vital.
- Job seekers and incumbent workers require childcare sector focused employment and training services.
- Because of the need and because we are an employer we got involved.



What is your role?

Lead:

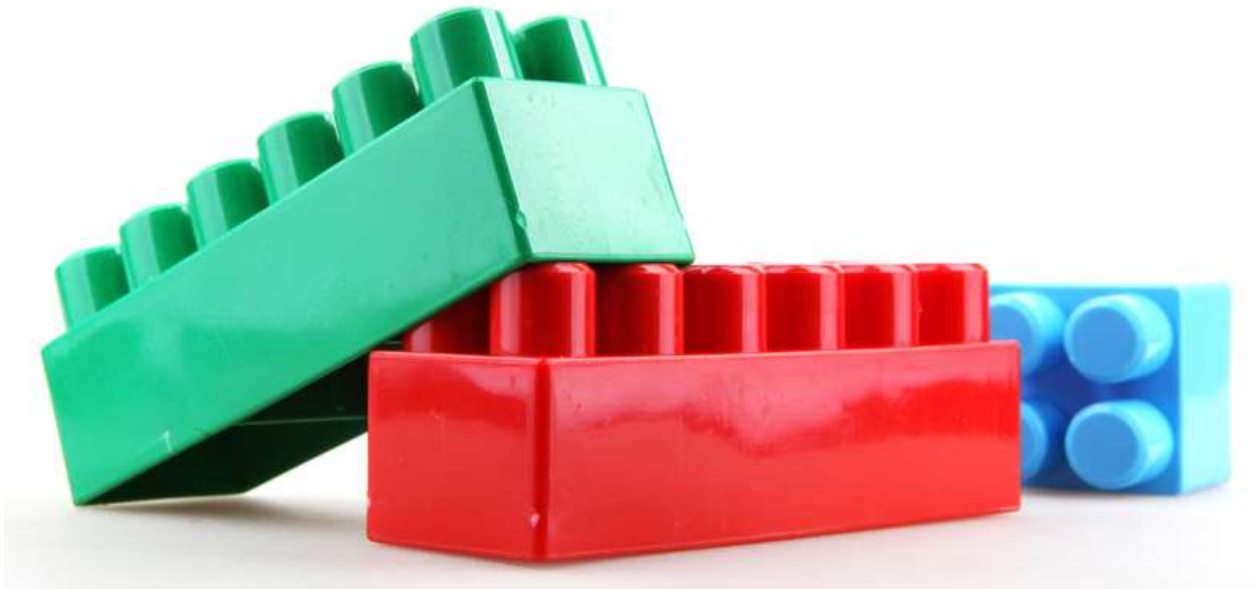
- Project oversight and agreement management
- Budget management and disbursement of funds to partners
- Accountability to the ministry on behalf of participating employers and training partners
- Providing oversight to partners in developing and delivering relevant project components
- Staff hiring, orientation and supervision
- CAMS data entry and report analysis
- MLTSD reporting as well as reporting to partners
- Coordinating, preparing for, and chairing of Executive and Advisory Committee meetings
- Reviewing Francophone curriculum
- Overseeing and carrying recruitment, screening, registration, orientation, and pre-employment services for participants
- Coordinating sector-focused employment services such as job matching and placements
- Providing post-employment services to participants to help them retain jobs and advance in their careers

Introducing Lindy!

Construct Your Career



Lessons learned



What have you learned from your participation in an SAO that you think other LBS programs could benefit from?

Where can LBS impact the success of an SAO?

What, in your opinion, are logical touch points for LBS before, during and after an SAO?



The role of partnerships



Why do you think it “takes a village” for an SAO to be successful?



Questions?



Thank you!

Webinar resources: [Pop Up PD Resources for LBS Educators](#)

Webinar evaluation: Survey link



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