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## Workforce Planning Board of Grand Erie (WPBGE)

- Established in 1999
- There are 25 Workforce Planning Boards (WPB) in Ontario that are funded by the Ministry of Labour, Immigration, Training and Skills Development and each of them have their own jurisdiction that they serve and report on through the development of a LLMP.
- The communities considered to be part of the Grand Erie area are Six Nations, The Credit, Brant, Haldimand and Norfolk Counties and the City of Brantford.



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# Workforce Planning Board of Grand Erie Team

Danette Dalton **Executive Director**

Kelly Duck **Executive Assistant**

Bob Seguin **Advisor**

Wynona Mendes **Research Lead**

Sophie Auger **Project Lead**

Mark Skeffington **Communications Lead**

Mason Braga **Marketing Assistant**

Marta Marques **Project Assistant**

[www.workforceplanningboard.org](http://www.workforceplanningboard.org)



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# Our Work



Home About Our Work Grand Erie Jobs Workforce Resources News Contact Us

## Labour Markets Projects



Grand Erie labour market projects to guide and inform workforce development

- Labour Market Information
- EmployerOne
- Demographic Profiles of Grand Erie
- Job Seeker & Employee Survey
- In-Demand Skilled Trades
- Work-Life Balance Survey
- Remote Work Study
- Skills2Advance
- COVID-19
- Projects From Previous Years

## Community Projects



Community programs, services and partnerships

- Workforce Skills & Training Survey
- Quality of Work Study
- Grand Erie Skilled Trades Alliance
- Manufacturing Month
- Epic Jobs
- Ag Education
- Education Works
- Virtual Job Fair
- Journey to Apprenticeship
- Webinars

## Workforce Synergy



Hire us to leverage our resources and ideas for your project goals

HIRE US!



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# Workforce Synergy



**WORKFORCE SYNERGY**

**Does your Organization or Business Need Help?**

Would you benefit from a positive organizational or business change?



**Research, Collaboration, and Project Advising and Management Services FOR HIRE!**

Please use the Workforce Synergy Inquiry Form below to connect with us!

Name (required) \_\_\_\_\_  
 Title \_\_\_\_\_ Last \_\_\_\_\_



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# Grand River Council on Aging: Volunteer Recruitment Strategy



**Promoting the Voice of Lived Experience**

**DONATE NOW**

Home About Us Events Volunteer Planning Info Hub Discount Directory Contact Us



**We Rely On Your Support**

The Grand River Council on Aging is a registered charitable non-profit organization which relies on generous donations from the community.

**DONATE NOW!**



**Volunteers Needed!**


Volunteers are the heart of the Grand River Council on Aging. We need volunteers with lived experience to share their voice for positive change in our community. Join our team, everyone is welcome!

**APPLY NOW!**

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# Skills2Advance


@ x f in



Log In

Home Try A Trade Employers Contact Us Job Openings

## FREE JOB TRAINING




**Future Student?**

LEARN MORE

**Explore new skills.  
Launch your career!**

Skills2Advance offers free skills training for high-paying, in demand jobs.



**Employer Partner?**

LEARN MORE

**GET TRAINED. GET EMPLOYED.**

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# Community Projects: Epic Jobs



**Looking for Exhibitors and Sponsors!**

[CLICK HERE](#)





**Job Board**

Find jobs using Grand Erie's largest job board



**JOBTALKS**

May 22, 2024

Bethel Park Chapel


[brantfordbrantochamber.com/events](http://brantfordbrantochamber.com/events)

with Dr. Jon Callegher

Register now!

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# Grand Erie Jobs Job Seeker Tools



Tools to find jobs, explore careers and research employers in Brantford, Brant, Haldimand, Norfolk, Six Nations and Mississaugas of the Credit

### Job Board

Find local jobs using Grand Erie's largest job board

[Click Here](#) [Watch Video](#)

### Job Map

Discover jobs, training, grants & community services in Grand Erie

[Click Here](#) [Watch Video](#)

### Occupation Finder

Find info on occupations, in-demand jobs, wages & more in Grand Erie

[Click Here](#) [Watch Video](#)

### Career Explorer

Explore career paths, jobs & skill requirements for occupations in Grand Erie

[Click Here](#) [Watch Video](#)

### Industry Search

Search for info on specific industries & businesses in Grand Erie

[Click Here](#) [Watch Video](#)

### Workforce Gateway

Find work & business related resources using information guide

[Click Here](#)

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# Grand Erie Jobs Employer Tools



Home About Our Work Grand Erie Jobs Workforce Resources News Contact Us



Tools to research Grand Erie's labour market, find local data and help develop HR recruitment strategies

**WE CAN HELP!**

### Census Data

Access Grand Erie census data & demographic information

[Click Here](#) [Watch Video](#)

### Workforce Gateway

Find work & business related resources using information guide

[Click Here](#)

### Sector Locator

Find where companies & jobs are concentrated in Grand Erie by business type

[Click Here](#) [Watch Video](#)

### Talent Finder

Find where in Canada & internationally to recruit for hard-to-fill jobs

[Click Here](#) [Watch Video](#)

[CLICK HERE](#) if you have specific data requests about Grand Erie's labour market

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# Employment Service Providers

Logos for various employment service providers:

- COMMUNITY RESOURCE SERVICE
- A GRAND ERIE SERVICE CAREERLINK EMPLOYMENT CENTRE
- EMPLOYMENT ONTARIO  
Your job is out there. We'll help you find it.
- COMMUNITY LIVING Brant
- FANSHAWE  
Community Career and Employment Services
- Brant Skills Centre
- SOAR  
Community Services
- Small logo with three curved lines (green, blue, orange)

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2023-2024 Local Labour Market Plan

## Moving Beyond Disruption: Managing Expectations for Tomorrow's Workforce

Available at:  
[https://workforceplanningboard.org/  
local-labour-market-information/](https://workforceplanningboard.org/local-labour-market-information/)

Workforce Planning Board of Grand Erie  
Commission de planification de la main-d'œuvre de Grand Erie

Ontario  
Canada

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## Local Labour Market Plan (LLMP) Employment Planning Advisory Committee (EPAC)

- ❑ The LLMP is a report that is published each year in March after much community consultation to provide an update on the labour force in Grand Erie.

### **The Employment Planning Advisory Committee is YOU!**

- ❑ All the representatives of local agencies, organizations, institutions and businesses that attend the Local Labour Market Planning Consultative meetings and provide feedback are considered to be part of EPAC. All are welcome



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## What We Need From You

- Your participation
  - Your expertise
- Your feedback (before, during or after meetings)
  - Your partnership/collaboration

**Feel free to contact us at anytime, for help, support, collaboration with your projects/work.**



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# Workforce Trends

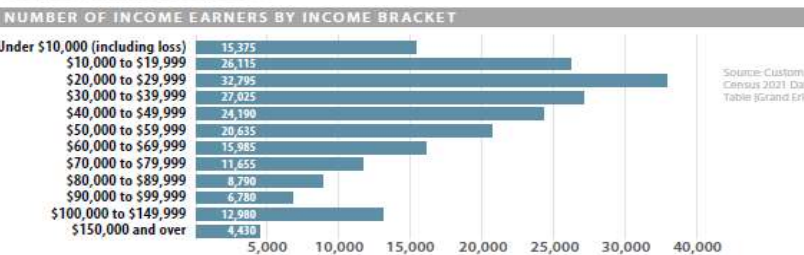
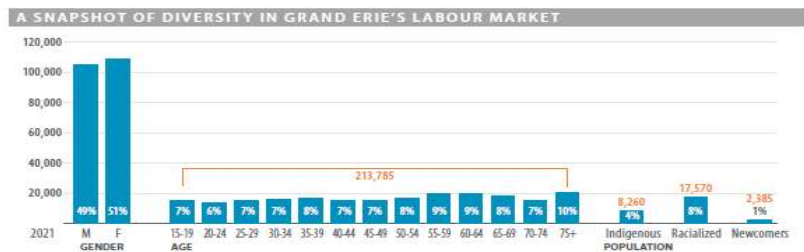
- Shifts in educational attainment and employment
- Decreases in workforce participation
- Growth in self-employment
- Shifts in employment within goods-producing and service-providing businesses
- Growth in residents earning under the living wage



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# About Grand Erie's Labour Force

- Population Growth
- Diversity
- Immigration
- Income Distribution



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# Education, Skills and Training

- Labour Force Status by Educational Attainment
- 5-year Shifts in Labour Force Status by Educational Attainment
- Employment Ontario Programs

LABOUR FORCE STATUS BY EDUCATIONAL ATTAINMENT

Educational Attainment	2019	2020	2021	2022
No certificate, diploma or degree	5,855	5,775	2,370	25,620
High (secondary) school diploma or equivalency certificate	19,955	13,780	5,210	26,680
Apprenticeship or trades certificate or diploma	5,560	2,890	1,065	5,875
College, CEGEP or other non-university certificate or diploma	21,750	12,025	3,375	15,850
University certificate or diploma below bachelor level	1,195	590	165	1,245
Bachelor's degree	10,365	4,900	1,150	6,220
University certificate or diploma above bachelor level	985	330	50	705
Degree in medicine, dentistry, veterinary medicine or optometry	285	190	20	150
Master's degree	2,490	930	215	1,420
Earned doctorate	300	115	45	140

■ Employed Full-time  
 ■ Employed Part-time  
 ■ Unemployed  
 ■ Not in the labour force

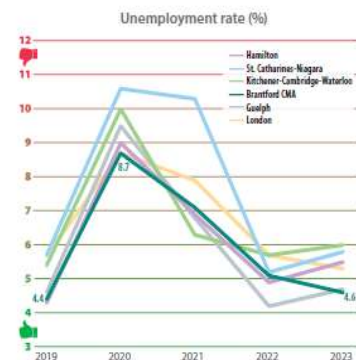
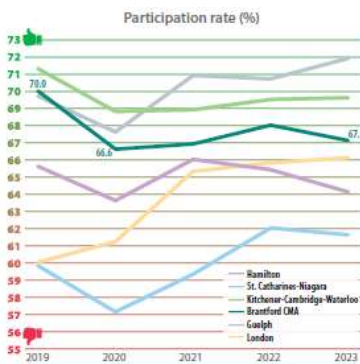
Source: Custom Census 2021 Data Table (Grand Erie)



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# Labour Demand

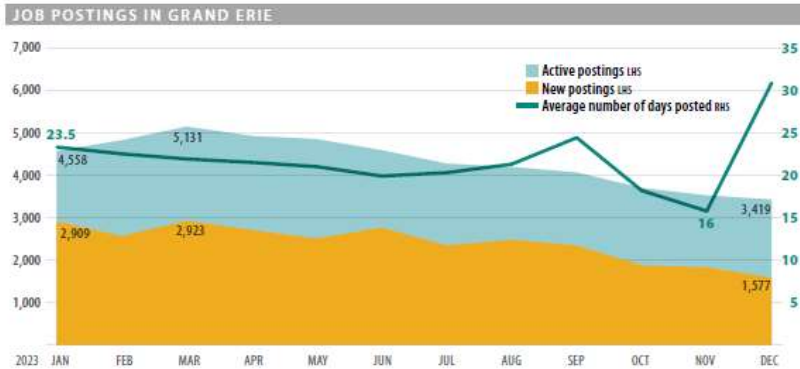
- 5-year Shifts in Labour Force Survey Rates
- 2023 Labour Force Survey Rates
- Demographic Shifts in the Labour Force
- Job Vacancy Rate



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# Employment Trends

- General Business Counts Trends
- General Employment Trends
- General Job Demand Trends



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# Industry Spotlights

- Shifts in Number of Businesses
- Number of Businesses by Size
- Number of Employees
- Job Demand
- Top Job Postings by Skill Level
- Number of Jobs
- Job Changes by Occupation

**SPOTLIGHT ON MANUFACTURING:**

The manufacturing sector continues to be impacted by labour shortages and technological changes across the globe, but employers in this sector are rising to the challenge. Many are investing in automation and digital technologies, and as a result, the skill composition of manufacturing is changing. This shift has been supplemented by Canada's focus on setting up the province as a hub for electric vehicles, skilled workers (as indicated by those responses to these emerging opportunities), and while this benefits residents in many ways, it does affect the availability of some workers too.

The job gaps is particularly pronounced amongst skilled trade workers according to Grand Erie's data, the fact that workers have not kept pace with Canada's overall economic growth - the gap is closed by growth in relevant and related workforce participation amongst youth. While the province has seen immigration rise significantly in recent years, the share of immigrants in the manufacturing industry remains unchanged.

In Grand Erie, the manufacturing sector saw growth in the number of businesses, but at a much slower pace compared to the year prior. Some small businesses grew to over 100 employees, and one medium food manufacturing business grew to 200 employees.

**SPOTLIGHT ON AGRICULTURE**

**SPOTLIGHT ON ACCOMMODATION AND FOOD SERVICES**

**SPOTLIGHT ON EDUCATIONAL SERVICES**

**SPOTLIGHT ON CONSTRUCTION**

**SPOTLIGHT ON HEALTHCARE AND SOCIAL ASSISTANCE**

**SPOTLIGHT ON WHOLESALE AND RETAIL TRADE**

**Top Manufacturing Sub-sectors by Business Count:**

1. Machine shops - 28 businesses
2. All other miscellaneous manufacturing - 20 businesses
3. All other miscellaneous fabricated metal product manufacturing - 20 businesses
4. Metal industry cabinet and counter top manufacturing - 20 businesses
5. Other printing - 20 businesses

The number of positions in Grand Erie's manufacturing business climbed significantly in 2023, but this growth was concentrated in the early months of the year. Following a wave of hiring from January to March, the sector slowed down considerably, bringing the total number of Grand Erie residents working in manufacturing businesses - within Grand Erie and beyond - down by 1,400 over the course of the year. While this dip in employment may be partially attributable to seasonal slowdowns, it is worth noting that the number of jobs climbed considerably despite the drop in number of employees, suggesting that some employees turned to sectors outside of Grand Erie to fill some of their roles.

**NUMBER OF BUSINESSES:**

**NUMBER OF BUSINESSES BY SIZE:**

**NUMBER OF EMPLOYEES IN MANUFACTURING IN GRAND ERIE:**

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## Occupational Spotlights

- 5-Year Shifts in Employment by Occupation
- Jobs and Job Postings by Skill Level
- Employment Trends by Skill Level
- Employment by Key Occupational Groups
  - Sales and Services
  - Trades Transport and Equipment Operators
  - Businesses, Finance and Administration
  - Manufacturing and Utilities
  - Educational, Law and Social, Community and Government Services
  - Management Occupations
  - Health Occupations
  - Natural and Applied Sciences
- Occupations in Growth and Decline

### Top occupations in growth:

1. Food and Beverage servers: +125 employees (up 12%)
2. Food counter attendants, kitchen helpers and related support occupations: +97 employees (up 3%)
3. Cooks: +63 employees (up 5%)
4. Nurse aides, orderlies and patient service associates: +54 employees (up 3%)
5. Motor vehicle assemblers, inspectors and testers: +54 employees (up 5%)

### Top occupations in decline:

1. Store shelf stockers, clerks and order fillers: -23 (down 1%)
2. Process control and machine operators, food and beverage processing: -23 (down 2%)
3. Procurement and purchasing agents and officers: -13 (down 4%)
4. Administrative assistants: -13 (down 1%)
5. Receptionists: -12 (down 1%)

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# THANK YOU



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