

Job Developer Network

Status Report, As of March 2010

Workforce Planning Board



2010

Table of Contents

Project Overview3

 Project Description..... 3

 TOP/Priority Issue 3

 Project Objectives 3

Participants4

 Committee Participation..... 4

 Project Partners 4

Evaluation: Goals & Outcomes5

 Participant Goals..... 5

 Outcomes..... 5

 Connections Goals..... 5

 Outcomes..... 5

 Education Goals 6

 Outcomes..... 6

Output Measures7

 Hours, Meetings & Training 7

Key Learning's.....8

Summary9

 Recommendation..... 9

Project Overview

Project Description:

Committee members will meet monthly until goals/objectives are clearly defined. Then a quarterly meeting schedule will be established; to review and supplement ideas and recommendations coming from community steering group, to assist in the communications strategies and to finally to review outcomes and evaluate progress.

TOP/Priority Issue:

A disconnection between employers and under-represented populations in Grand Erie causes a loss of skills, knowledge and abilities in our workforce and results in unemployment or under-employment.

Project Objectives:

- A comprehensive list of job development activities will be coordinated for planning, networking and referral purposes.
- Initial meetings to be held monthly until goals/objectives clearly defined. (Then a quarterly meeting schedule will be established.) The objective is to build connections between services, share resources, and to collaborate on placement options for clients and employers.
- Bring together under-represented populations in the labour force. Immigrants, youth, aboriginals and persons with disabilities continue to experience higher levels of unemployment and lower employment rates than the population as a whole.
- Host a Professional Development ½ day workshop focused on job development strategies.

Participants

Committee Participation:

Abilities First (Paula Hall)
ApprenticeSearch.com (Judy Rakoczi-Chair)
Brant Jobs (Gil Martino)
Community Resource Services (Sharon Rodobolski)
Employment Assessment Center (Nancy Huffman)
Fanshawe Job Connect (Lisa Savoy)
GREAT-Grand River Employment and Training (Ed Hannigan & Roger Anderson)
Haldimand Norfolk Social Services (Patti Buccilli)
Job Links, Norfolk Association for Community Living (Carol Oliver)
L. Tara Hooper & Associates (Vicki Schweyer)
Mississauga New Credit Ontario Works (Veronica King-Jamieson)
Six Nations Ontario Works (Faye Johnson)
Six Nations-OW Employment Component (Carolyn Martin)
St. Leonard's Dunnville Employment Center (Gary Beemer)
St. Leonard's Community Services – Youth Employment Center (Katy Grummett & Mikki Basha)
YMCA, Y Immigrant Settlement Services (Shawna Marlay)
Workforce Planning Board (Jill Halyk & Jaymie Stallman)

Project Partners

ApprenticeSearch.com – Job Developer Network Chair
Workforce Planning Board- Lead Organizer

Need for Ning social networking site administrator.

Evaluation: Goals & Outcomes

Participation Goals:

Bring together under-represented populations in the labour force. Immigrants, youth, aboriginals and persons with disabilities continue to experience higher levels of unemployment and lower employment rates than the population as a whole.

Outcomes:

We have had 20 committee members from various organizations from across all of Grand Erie (Brantford, Haldimand, Norfolk and Brant) attend the (5) Job Developer monthly meetings.

The meetings have rotated through each region, as to evenly distribute travel costs for the participating organizations.

Representation:

The Job Developer Network has brought together under represented populations in the labour force including;

Immigrants –YMCA Immigrant Settlement Services

Youth – St. Leonard’s Employment Services

Aboriginals – Six Nations Ontario Works, Missisaugas of the New Credit First Nation Ontario Works & GREAT (Grand River Employment and Training)

Persons with disabilities – Abilities First & LT Hooper and Associates

Rural – St. Leonard’s Employment Services Dunnville & HN Ontario Works

Connections Goals:

Create a Job Developer Network providing existing job developers with an ongoing opportunity to develop a coordinated employer outreach strategy, enhance client services and inter-agency referrals, and access relevant professional development.

Outcomes:

The Job Developer Network meetings have effectively created a venue to share inter-agency referrals, access relevant professional development information, enhance client services and develop a coordinated employer outreach strategy.

Some of the strategies include;

- Monthly meetings, which will be shifting to a quarterly schedule shortly (as the network is now established.)
- Ning social networking site, a private (invitation only) website which is used for internal referrals, references, and information sharing.

There are currently there are 21 members registered on the site [http://jobdevelopeprnetwork.ning.com/]. This site has proven to be an excellent tool with many network members sharing training information, placement opportunities and more.

- Internal reference document (posted on the Ning site), used for a guide for network members. The document details participating organizations, services provided and eligibility requirements.

Education Goals:

A disconnection between employers and under-represented populations in Grand Erie causes a loss of skills, knowledge and abilities in our workforce and results in unemployment or under-employment. To address this, the network plans on hosting professional development session and share information across organizations to increase effectiveness.

Outcomes:

A half day 'Professional Development' training session was hosted by the Workforce Planning Board at the Brantford and District Labour Center; with Bill Santos from Employment Professionals.

A copy of the training material is posted online, on the private Job Developer site for those who were unable to attend the training.

Participating network members continue to post learning materials, labour market reports and other relevant job developer information.

Output Measures

Measurements including tabulations, calculations, or recording of activity or effort put forth for this event expressed in numbers.

Hours:

Approximate number of hours spent to date by the Workforce Planning Board staff: 95+

Meetings:

Number of Meetings Held: 5

Training:

Professional Development Days: 1

Key Learning's

- Starting the committee with monthly meetings was an excellent way to start the network. This effectively gave network members, a venue to share their resources and referrals.
- The Ning site is good tool to encourage information sharing. There are some things that need to be improved upon – such as the reminder message when items are posted (this function does not seem to be working)
- When starting a network that with a goal of self sustainability it is important to emphasize in the planning stages, strategies that will continue to work past your involvement.
- The diversity of the network has proven to be an asset, providing a wide range of professional development information, inter-agency referrals, and opportunities to increase client service through shared resources.
- One of the challenges with the Ning site, is people are apprehensive to commit to becoming the administrator (which is the responsibility I currently fulfill.)

Summary

The Job Developer has attained a strong level of interest from community partners since it originated. Committee partners have stepped forward to ensure its success and self sustainability. Outcomes that have added value to the network include its diverse membership, referral document, social networking site, outreach strategy and professional development focus.

The Workforce Planning Board plans to reduce its involvement gradually as the network continues to grow.

Recommendation:

The next Job Developer meeting will focus will be on how the network will continue to operate, once the Workforce Planning Board reduces its involvement. My recommendation is going to be adapting a strategy that has done well at the 'Agency Meetings' in Brantford.

A schedule is created once a year, each meeting a location (hosted by a different network member.) The meeting is held on the same date and time (ex. The second Tuesday of every month at 1:00 pm) and those who attend the meeting take their own minutes. This format is easy to maintain and would only require a network chair, and ning site administrator.