

Fostering job creation is an examination of developing skills & talent

By: Sandra Dueck, Policy Analyst, Peterborough Chamber of Commerce

Another pillar of the business-focused platform, *Vote Prosperity*, is fostering job creation. In the 2017 Ontario Economic Report, industry reported a high perception of risk in the economy. This perception leads to reduced incentive to invest in their own or other businesses and encourages business to keep their assets liquid and flexible.

The creation of jobs is no easy task. There is the traditional supply and demand that requires a business to expand or contract leading to the creation or elimination of jobs. But the business regulatory environment also plays a significant part in this process.

- Of the 62 percent of Ontario businesses who attempted to recruit staff in the last six months of 2016, 82 percent experienced at least one challenge in doing so – usually, finding someone with the proper qualifications.
- 77 percent of businesses in Ontario note that access to talent has the largest impact on their competitiveness
- Of the new jobs created in the next decade, 40 percent are expected to be in the skilled trades, but only 26 percent of young people aged 13 to 24 are considering a career in these areas.

Recommendations in *Vote Prosperity* to encourage development of skills and talent include:



“As Ontario employers struggle to recruit properly qualified talent, the skills mismatch is becoming a serious challenge for businesses to remain competitive.”

VOTE PROSPERITY

1. Modernize the apprenticeship system.

The current platforms utilized throughout the apprenticeship application and training processes are onerous, outdated and fragmented. There is an opportunity to enhance support for apprentices by leveraging the Ontario College Application Service to provide candidates with an electronic, single-entry access to the apprenticeship application and registration process.

In addition, it is critical that the province revise the current journeyman-to-apprentice ratio.

Despite the recent decision to revise several ratios to start at 1:1, there needs to be greater flexibility within the Ontario apprenticeship framework, like other jurisdictions across Canada. In Nova Scotia, employers can apply for a ratio increase for the number of apprentices per journeyman on a per-project basis. The implementation of a similar process in Ontario could alleviate some of the challenges that employers experience with respect to recruiting sufficient

journeypersons to hire additional apprentices.

“We’re glad to see our work around apprenticeship ratios be recognized in this report,” says Stuart Harrison, President & CEO, Peterborough Chamber of Commerce. “Our members have been telling us that this is an area for improvement, so to have it part of the election dialogue is a good step forward.”

2. Redesign Employment Ontario services for both jobseekers and employers and evaluate the potential of an outcomes-based funding model.

Technology has facilitated unprecedented access to information through a variety of channels, creating greater efficiencies and matching clients to services like never before. Clients now expect interaction with providers to be convenient, flexible and personalized – and government services are not exempt from that expectation. Employment Ontario services should be client-centric, to ensure it is straightforward for individuals to find jobs and

employers to find employees.

Furthermore, we recommend that government evaluate the potential of an outcomes-based funding model for employment services.

3. Work with industry and post-secondary institutions to ensure that program offerings remain responsive to the changing labour market dynamics and the regional and sectoral needs of Ontario’s business community.

Ontario’s tourism, agriculture and mining sectors, to name just a few, are experiencing considerable labour shortages. To address this, we encourage more effective collaboration between government and industry and post-secondary associations, such as Colleges Ontario and the Council of Ontario Universities, to ensure that program offerings remain responsive to concerns of labour shortages in some of Ontario’s crucial sectors.

To learn more about the other three pillars of *Vote Prosperity* go to:

<http://bit.ly/ProvElxn2018>
peterboroughchamber.ca/blog

CME launches "Manufacturing Matters"

The Canadian Manufacturers & Exporters (CME) have launched a campaign called "Manufacturing Matters" to highlight the importance of manufacturing in Ontario communities. The campaign includes a look at manufacturing in the creation of skilled jobs and innovation. The campaign highlights that the manufacturing sector is directly and indirectly responsible for nearly 30 percent of all employment or 1 in 4 jobs.

The CME identifies that Ontario needs a manufacturing strategy that is strong, coordinated, and will bring sustained growth and prosperity for our businesses and our communities.

As such the CME has set the following goals:

1. Increase investment in manufacturing in Ontario
2. Increase the number of people working in manufacturing in Ontario
3. Increase the amount of products being created and made in Ontario

The following recommendations developed by the CME are designed to suggest a way forward for next Ontario government.

1. Create a competitive business environment that reduces the cost of doing business in Ontario to encourage growth

and production through tax and regulatory reform and lower electricity costs.

2. Introduce globally-competitive investment support programs to assist companies with plant expansion, technology adoption, and product innovation and commercialization.
3. Improve technical skills training of youth and increase support for industry-led training and skills-development initiatives.

To learn more about the campaign go to manufacturingmatters.ca

peterboroughchamber.ca/blog

Experience China 2018 October 12-22



merit travel
GREATER Peterborough Chamber of Commerce
More: peterboroughchamber.ca

Enchanting India 2018 November 5-14



47th Annual Golf Tournament
Kawartha Golf & Country Club | June 13th, 2018
This year's tournament is dedicated to the memory of Tony Smith. A true Chamber Champion.
Host Sponsor: Grant Thornton | An instinct for growth™
All golfers qualify to win one of 10 VIA Rail \$250 Travel Vouchers
Putting Contest proceeds will go to the local MS Society
peterboroughchamber.ca

PTBO CHAMBER MEMBER

Member Milestones

- Flying Colours Corp. announced a major expansion and investments of \$30,000,000 in its facility at Peterborough Airport, creating 60 new jobs over the next several years and helping to retain 250 existing jobs
- Gardens and Fields is celebrating its third anniversary at the Peterborough Airport during the month of May

- Juke Box Mania, an event for the Community Counselling and Resource Centre, set a record fundraising total of \$34,500 to support CCRC services

- Spotlight Home & Lifestyle of Bridgenorth has won "Best Of Customer Service" on Houzz®, the leading platform for home remodeling and design. They also received two Peterborough and the Kawarthas Home Builders Awards for "Renovator of the Year" and "Best Renovation Under \$200,000"

- Savage Arms will be hosting a charity tour of their Lakefield plant for the Peterborough Regional Health Centre Foundation on June 23rd

Featured Member Discount Program: Vehicle rentals with Hertz

Corporate Discount @ Hertz
We're here to get you there.
Save up to 10% off the base rate.*
Peterborough Location: 9975 Clonsilla Avenue, Peterborough (705) 748-9288
Click on this box to get the discount code and make your reservation.

Chamber members, send your Member Milestones to reception@peterboroughchamber.ca or call 705-748-9771 x0.

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STRENGTHENING BUSINESS
Supporting @CnrcCanoeMuseum never tasted so good!
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Event Calendar

PBX PETERBOROUGH BUSINESS EXCHANGE
TUESDAY, June 5th, 2018
Peterborough Public Library
345 Aylmer Street N Peterborough
4:00pm – 6:00pm
Details: PBX is a great opportunity for the business community, employers, consumers, and community agencies to make valuable connections.
Bring your business cards and get ready to get connected to the Peterborough business community.
Cost: Free, courtesy of Shorelines Slots at Kawartha Downs

CHAMBER AM
TUESDAY June 12th, 2018
The Truth About Finding Happiness for Entrepreneurs
The Carousel
116 Lansdowne Street East
Coffee's on at 7:00am
Speakers from 7:30-8:30am
Cost: Pay for your breakfast
Speaker: Michael Konapaski, Inclusive Advisory
Details: Michael's PhD is in Entrepreneurship and his research interests include the connection between happiness and entrepreneurship. Over the years, Michael has studied hundreds of entrepreneurs to find out how they build their business while simultaneously achieving happiness.
Note: Pre-registration encouraged

LUNCHBOX LEARNING
WEDNESDAY June 27th, 2018 (Chamber & WBN Members only)
Marijuana and the Workplace
Chamber Boardroom
175 George Street North
12:00pm - 1:00pm
Speaker: Chris Russell, LLF Lawyers and Matthew Savino, SHRP Ltd.
Details: Our speakers will discuss the roles and responsibilities of the employer under the marijuana legislation. Which policies should be updated? What are the liabilities?
Cost: Free (Bring your lunch)
Note: Pre-registration required
Full Events Calendar:
peterboroughchamber.ca/events

Chambers of Commerce Group Insurance Plan
FOR FIRMS WITH 1-50 EMPLOYEES
Insurance for small business that's anything but small
contact: Brian Bulger at 741-1400

Contact MicroAge Peterborough for all your business IT needs
sales@microageptbo.com or 705.876.1177
Celebrating 35 Years
Ever Dreamed of Having Your Own IT Dept for Your Business?
Your Trusted Business Technology Partner
Managed Solutions
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Cloud Solutions
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