



Serving Bruce Grey Huron Perth

2022 Annual Report

This report shares accomplishments of the Four County Labour Market Planning Board's and delivery of its Strategic Plan.

Co-Chair/s Message

Collaboration and resilience are two admirable and necessary components of success and sustainability. If it was pre-planned, 2022 could not have provided a better time in which to demonstrate this. Four County, in very short order, had to evolve very quickly back to its core business functions while populating an executive committee, two new executive directors and various board positions.

This level of work for a volunteer board could easily be a study in collaboration and resilience. Equally, and likely more so, the work, foresight and experience of Dana Soucie as interim ED and future ED is defined by professionalism, a gracious yet thorough manner and the classical definition of working a plan to a goal.

Four County is proud to be the provider of choice for labour market data for the four county region. We strive to improve our data collecting methods and support the counties of Grey, Bruce, Huron and Perth in these challenging times of labour shortages.

Many thanks to our staff, both present and past, and our volunteer directors and ministry support. Without all of you working diligently together, we would not be where we are today.

Dave Trumble and *Karen Galbraith*

Interim Executive Director's Message

The past year has brought many challenges and opportunities to the Four County Labour Market Planning Board and Operational Staff as we continue to navigate the local landscape post Covid-19. Both past and present board members and staff have worked tirelessly to meet local workforce needs.

We said farewell to our long standing Executive Director, Gemma Mendez-Smith in April of 2022 and wrapped up our 5 year SAO Pilot Project; connect2SKILLS on June 3, 2022. Gemma supported the team and the delivery of both connect2SKILLS and core projects during her term as Executive Director for over 20 years. We are beyond thankful for the knowledge and experience she brought to this organization.

As a team; we learned a lot and overcame many challenges. While we are not yet out of the woods in regards to the current state of our workforce; we do have a strong understanding of the current crisis situation and will use the data collected and analyzed to build strong action plans with the help of our partners. We look forward to the growth and opportunities ahead as we deliver on our 2022-23 projects and plan for the 2023-24 Project year.

Both personally and professionally it has been a year of growth and learning as I took on the Interim Executive director role following the vacancy of the Executive Director position in May of this year. I look forward to utilizing my background, knowledge and skills to support the sustainability of the workforce in the Stratford-Bruce peninsula region and carry the Four County Labour Market Planning Board forward.

I feel we have become stronger as a collective network and as a team at Four County Labour Market Planning Board. I would like to thank everyone involved for your passion, dedication and support as we continue to pivot, and transform to create a resilient and sustainable workforce.

Dana Soucie, Interim Executive Director

How we serve you

Working together with our clients we act as the agent in utilizing the labour market data to better understand the challenges and opportunities facing our local workforce. We continue to serve our region by taking a leadership role in providing relevant local labour market information and research. Our partnerships and projects provide support for stakeholders, employers and job seekers to achieve success. Over the last 25 years, the Planning Board has supported and participated in hundreds of projects and leveraged millions of dollars to engage with employers, stakeholders, and community partners.

2021-22 Planning Board Major Projects:

- Local Labour Market Plan
- Precarious Living Series
- Covid 19 Impact on Women
- Business Counts Report
- Understanding Supply and Demand (connect2jobs)
- Connect2SKILLS SAO Programs

As a SkillsAdvance Ontario Pilot Project funded by the Ministry of Labour, Immigration, Training and Skills Development; over the past 5 years the connect2SKILLS training programs met with many successes despite the challenges presented by the Covid-19 pandemic.

Working with local employers, employment and social service agencies connect2SKILLS supported 1000's of individuals to gain valuable skills to participate in the labour market in the following Industry Sectors:

- Manufacturing (2017-2022)
- Hospitality & Tourism (2018-2022)
- Construction (2021-2022)

We thank all of our supporters who participated in the program from inception to the final wrap up of the Pilot program in June of 2022. We are extremely grateful to the Ministry of Labour, Immigration, Training and Skills Development for the funding we received to deliver these projects.

Four County Labour Market Planning Board Staff

With this year's changes; some of our staff have now moved on to other opportunities. No matter the length they spent in their roles they always demonstrated their passion and dedication for supporting others, and brought great value to both the connect2SKILLS and core projects.

Thank you to all past and present staff, consultants, and MLITSD Employment Training Consultants who have and continue to support us in achieving successful projects.

As we have now wrapped up our SAO program delivery; our focus has returned to our core projects. By providing relevant and timely labour market information to our stakeholders, employers and partners; together we will successfully navigate through the current labour market crisis.

Board of Directors

Many thanks goes to The Four County Planning Board Members who continue to volunteer and dedicate their time and expertise; through adversity and challenges they continue to focus on the opportunities ahead.

Our Board of Directors are committed to the mission and mandate of our organization. Ensuring a strong strategic direction and current action plan for delivering quality services for the Stratford-Bruce Peninsula region.

We would like to thank our current members and bid farewell to our outgoing directors. We are grateful for your time, dedication and expertise which allowed us to accomplish so much.

FCLMPB 2022 Annual Report

Our labour force is in unprecedented times. Innovative practices and new ways of doing business will be discussed as meet with our clients and dive deeper into the issues our local workforce is facing. We look forward to releasing our 2022-23 projects and working towards action plans that will support our communities for a vibrant future workforce.

As Ontario's employment services begins its transformation we look forward to supporting the local Service System Master (SSM) as a member of the Advisory committee.

2022-23 Planning Board Major Projects:

- Local Labour Market Plan
- Re-engaging Retreated Workers Survey
- Impacts of Low Unemployment
- EmployerOne Survey 2023
- EO Resource Manual
- SSM Advisory Committee Member

For more information about the Four County Labour Market Planning Board, our Board of Director positions, current projects, or how we can help you with your labour market needs; please call us at 519-881-2725 or visit our website www.planningboard.ca