



ANNUAL REPORT

2016 - 2017

Executive Director's Message

A rear view worth taking...

Most may say looking in the rear view mirror is a waste of time. I say, it can be, only if you don't use its potential. The rear view mirror offers us a particularly helpful perspective. We have the ability to reflect on our path to this present place and the ability to draw on the wisdom we gained to learn from our hurdles and triumphs. This puts us in the incredible position to plan for even greater success in the future we are about to design.

Design Thinking is rooted in a solution focused and action oriented mindset. This concept describes our organization to the letter! Our mission - steeped in community collaboration, proactive pursuit of local solutions and the development of a skilled local workforce - forces us to be solution focused. Of course these solutions are only successful if we listen to our customers and deliver actions that address the issues head on.

Our Board of Directors takes this work seriously! By providing strong strategic direction, based on evidence gathered, we are able to garner support from educators, service providers and employers. This support goes a long way in the development of a strong and vibrant skilled workforce that meets the needs of our changing and dynamic economic ecosystem.

As we continue on our journey thanks to our many partners for joining us along the way.

Gemma Mendez-Smith, Executive Director

**“WHAT WE NEED TO BE SUCCESSFUL IN AN EVER CHANGING ECONOMY IS
RELENTLESS ADAPTABILITY”**

- Gemma Mendez-Smith

A Message from the Co-Chairs

A workforce with the skills that local employers need is critical to the success of our economy. In a competitive and persistently changing global market, there is no time to be complacent in planning. Success today, with the skills you have now, does not guarantee success tomorrow. As technology changes, so do jobs and the way we do business, which is why keeping skills relevant is so crucial.

The data we obtain allows us to form the stories about our local labour market. That is precisely why we are always on the hunt for new information that helps build the local picture. Over the past 20 years, the Four County Labour Market Planning Board has identified several new data sources; which combined with local knowledge and expertise, have been used to develop highly relevant reports that help our communities take action in support of a better today and tomorrow. This also supports our goal of continuous improvement that states, “You cannot control what you do not understand and you cannot understand what you do not measure”. At the Four County Labour Market Planning Board, we are a leader in our field. We offer timely, relevant research, workshops, and projects to local municipalities, educational institutes, and businesses. This assists them in developing their business plans and budgets to meet the competitive challenges of the ever-changing local and global marketplace.

We are proud of our organization’s accomplishments, and of the immense impact, we have had helping to build a strong and vibrant community over two decades of partnership. We look forward to continuing to contribute to the success of our region.

Savanna Myers, Co-Chair & Philip Maier, Co-Chair



Acknowledgments

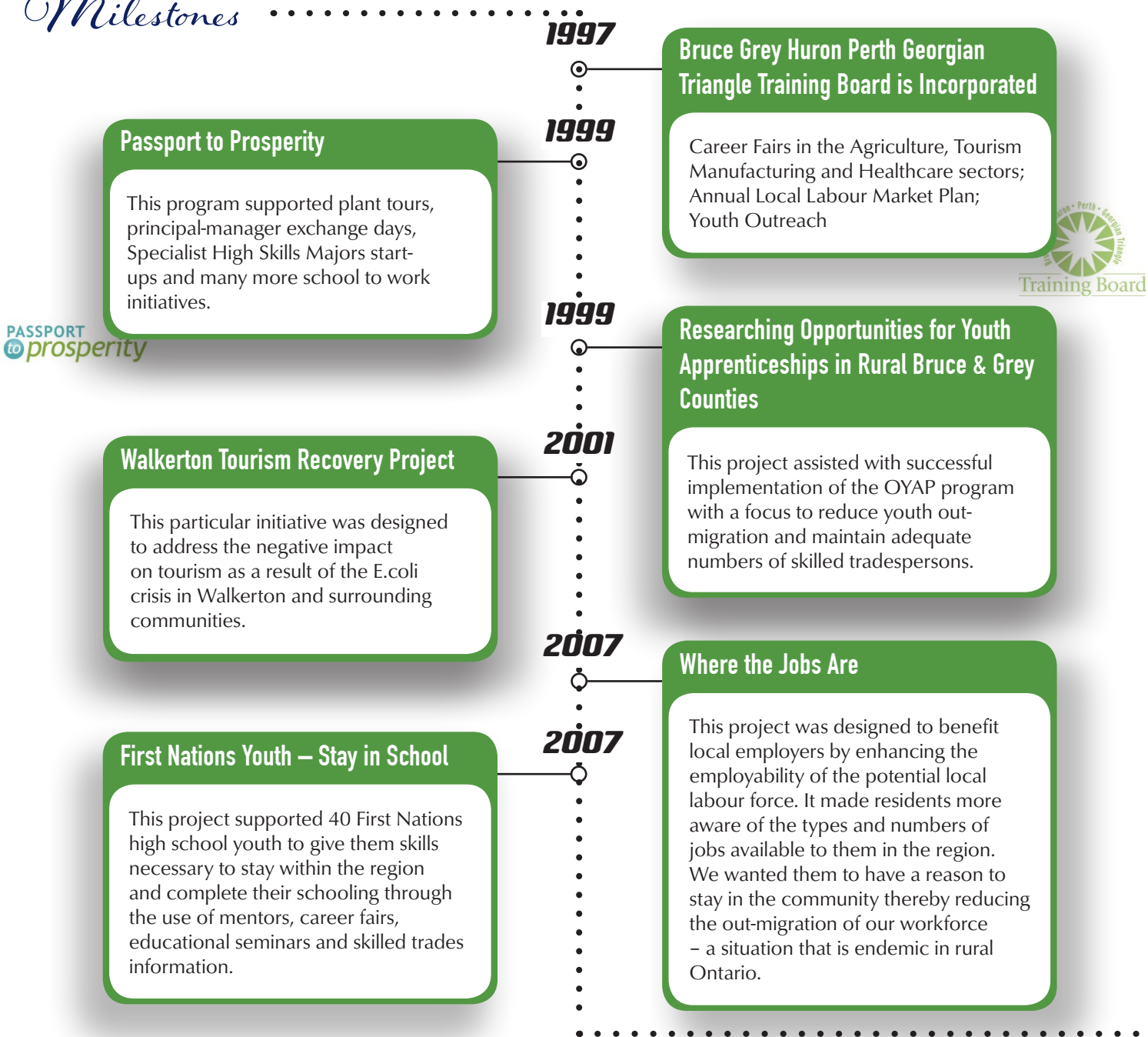
There is no us without you, our community partners, stakeholders, and supporters. The confidence you have placed in the work we do shows how much you support us. Your diligent commitment to the success of our community and economy is what makes our adventures worthwhile. You help us identify the most pressing needs and work together to address what seems to be insurmountable issues, but we ‘get ‘er done’ once we do it together. We have to thank the Ministry of Advanced Education and Skills Development for your funding that allows us to deliver value to our community in support of workforce development. We are deeply grateful for 20 years.

How We Serve You

Now in our twentieth year, the Four County Labour Market Planning Board (Planning Board) – covering Bruce, Grey, Huron and Perth counties – has a long history of planning and promoting local labour market strategies to meet the challenges of a changing economy. The Planning Board provides relevant information on industry and employment factors that adds value to economic and education planning at the grass roots. With this up-to-date information you can better budget for issues affecting the growth and development of your local company and economy.

Since 1997, the Planning Board has overseen over 200 projects in the counties of Bruce, Grey, Huron and Perth. Looking forward, we will continue to provide valuable labour market information and engage in activities that address highlighted challenges. Reflecting on the past, learning from our activities and staying current with the emerging trends all play a role in our success over 20 years.

Milestones



Four County Labour Market Planning Board

Boundaries changed and we updated our logo.

2009

2009

Skills Opportunity Showcase (SOS) Trailer

The mobile unit delivers timely and accurate labour market information to students and community members.



MedQUEST & MedLINCS

This was a one week health career exploration program which engaged grade 10 and 11 students in a curriculum. It also took a focus on Aboriginal youth engagement.

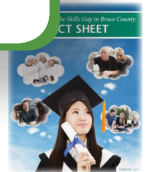
2009



2014

Skills Gap Study

This study helped us understand labour pool gaps by interviewing employees, employers and high school students.



Labour Market Intelligence Workshops

Workshops were delivered to both staff and job seekers at employment centres.

2015



2015

EmployerONE

This annual survey is an opportunity to gather valuable labour force information directly from employers in our area.



Migration Characteristics and Trends

This report gives a picture of the individuals who are moving in and out of the area.

2016

Ongoing: Youth Outreach: Planning board staff are continuously bringing local labour market information to high school students and job seekers who are looking for future employment opportunities in our region.

Annually: Local Labour Market Plan: This report highlights annual labour market changes in the local economy including number of businesses, employment and participation rates.

Over the years the planning board has hosted many events to highlight pressing topics of the time. These included Workforce Summits, Dr. David Foot-Boom, Bust & Echo, Generational Differences in the Workplace and Cultural Diversity in the Workplace. These topics and events helped to strengthen our community's resolve in times of economic challenges.

Board of Directors

Commitment to the mission and mandate of our organization is the brand of our Board of Directors. Ensuring we have a strong strategic direction and current action plan for delivering our work is what the members most value. Annually they review the key performance indicators to ensure our focus is achieving the results we anticipated. Measuring our activities for value and impact is a main emphasis for the board. Meet the individuals that committed their time to ensuring our success in 2016-17.

Andrew Coghlin	Business in Perth & Treasurer
Jim Diebel	Business in Grey
Deb Hotchkiss	Persons with Disabilities
Shirley Keaveney	Business in Grey
Gillian Keays	Aboriginal Peoples
Vince MacDonald	Education & Training Huron-Perth
Philip Maier	Business in Huron & Co-Chair
Roz McFarlane	Youth
Jamie McKinnon	Education & Training Bruce-Grey
Savanna Myers	Women & Co-Chair
Hazel Pratt-Paige	Labour Grey
Dave Trumble	Labour Bruce
Gail Walden	Business in Bruce
Richard Yun	Education & Training Bruce-Grey

Sadly we said goodbye to a director who, while serving a short time with our board, so touched our lives his presence will always be missed. Thank you Richard Yun for your quiet influence and persistent devotion in everything you did.

Jim Diebel and Gillian Keays shared their precious time to ensure we get the right job done. Thanks for your dedication to the Board.

TWENTY YEARS & \$3.8 million leveraged

over the life of the Planning Board

\$775,000

LABOUR MARKET RESEARCH

\$550,000+

CAREER FAIRS

\$900,000

EMPLOYER & YOUTH OUTREACH

Staff

The Four County Labour Market Planning Board is only as good as its team. So now you know why the past 20 years has been full of successes.

A heartfelt thanks to our steadfast team taking us into the new era:

Jason Adair	SkillsAdvance Ontario Employment Facilitator
Nathan Gilmour	SkillsAdvance Ontario Employment Facilitator
Alishia Baker	SkillsAdvance Ontario Administrative Assistant
Dayna Becker	Administrative Assistant
Karen Coutts	Administrative Assistant
Debbie Davidson	Project Coordinator
Sarah Pelton	Project Coordinator
Claire Tian	Project Coordinator

One of our long tenure employees took retirement in March 2017. While it was hard for us, Kay Uitvlugt, Project Coordinator, said goodbye to the organization after 13 years on the team. Thank you Kay for your devoted service to our organization and our community.

We look forward to serving the communities of Bruce, Grey, Huron and Perth in the years ahead. For more information about our projects, please go to: www.planningboard.ca

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