



Middlesex Workforce Development Partnership 2021 - 2022 Strategic Plan



Workforce Planning &
Development Board
Elgin Middlesex Oxford



Middlesex Workforce Development Partnership

2021 - 2022 Strategic Plan

Strategic Priorities	1. Workforce Development Needs	2. Robust Workforce
Goals	Support local employers in meeting their workforce needs.	Facilitate the development and retention of a robust workforce.
Objectives	<p>1.1 Identify the workforce needs of local employers and barriers to employment in Middlesex County.</p> <p>1.2 Better match the skills held by the local workforce with those required for Middlesex jobs.</p> <p>1.3 Increase the capacity of local employers to understand and provide human resource functions, supports and succession strategies.</p> <p>1.4 Support employers in addressing and reducing barriers to engage the local workforce.</p>	<p>2.1 Attract a diverse workforce to live and work in Middlesex County.</p> <p>2.2 Increase the number of local residents connected to employment opportunities in Middlesex County.</p> <p>2.3 Promote skills adaptability and a work-life balance among the local labour force.</p> <p>2.4 Support the recovery and resiliency of the local workforce in response to the COVID-19 pandemic.</p>



Middlesex Workforce Development Partnership Implementation Plan

Strategic Priorities	Objectives	2021 Actions	Lead
1. Local Employer Workforce Needs Goal: <i>Support local employers in meeting their workforce needs.</i>	1.1 Identify the workforce needs of local employers and barriers to employment in Middlesex County.	1.1.1 Facilitate conversations and undertake research (Employer One; Business Retention and Expansion; Employer Roundtable/Forum) to identify the workforce needs of local employers and barriers to employment. 1.1.2 Participate in regional discussions concerning the needs of employers and barriers to employment.	WDB; Middlesex County; CEC
	1.2 Better match the skills held by the local workforce with those required for Middlesex jobs.	1.2.1 Help employers identify promote the skills they need with the labour force. 1.2.2 Create opportunities for connection between employers and training providers.	CFDC and CEC
	1.3 Support employers in addressing and reducing barriers to engage the local workforce.	1.3.1 Promote and inform Middlesex County based employers regarding transportation projects. 1.3.2 Encourage and advocate through partnerships for strong broadband infrastructure to support the needs of employers.	Middlesex County Middlesex County

Strategic Priorities	Objectives	2021 Actions	Lead
		1.3.3 Support employers in addressing the barriers caused and/or emphasized by COVID-19.	All Members
2. Robust Workforce Goal: <i>Facilitate the development and retention of a robust workforce.</i>	2.1 Attract a diverse workforce to live and work in Middlesex County.	2.1.1 Promote and support awareness of sector-based efforts to attract and retain a diverse workforce.	All Members
	2.2 Increase the number of local residents connected to employment opportunities in Middlesex County.	2.2.1 Promote the newly produced reverse job fair videos promoting pathways to diverse job opportunities in Middlesex County.	LDCSB; TVDSB; WDB; Middlesex County; CEC
		2.2.2 Participate in job fairs.	CEC/ WDB
		2.2.3 Host an event/initiative that promotes self-employment as a workforce option for Middlesex County youth	CFDC
		2.2.4 Maintain and update content and job listings for workinmiddlesex.ca	CEC
		2.2.5 Actively promote workinmiddlesex.ca to both employers and the available workforce	All Members
	2.3 Promote skills adaptability and a work-life balance among the local labour force.	2.3.1 Promote and support skills development programs and workshops that inform the local workforce	All Members
		2.3.2 Promote and support initiatives such as the	All Members

Strategic Priorities	Objectives	2021 Actions	Lead
		offering of soft-skills training, mental health supports, the Middlesex County Women's Caucus, International Women's Day	
	2.4 Support the recovery and long-term resiliency of the local workforce in response to the COVID-19 pandemic.	2.4.1 Support the action plan of the Middlesex Economic Resiliency Taskforce	Middlesex County

