

Middlesex Workforce Development Partnership 2023 - 2025 Strategic Plan (updated December 2024)



Middlesex Workforce Development Partnership 2023 – 2025 Strategic Plan

Strategic Priorities	1. Workforce Development	2. Sustainable Workforce
Goals	Support local employers in meeting their workforce needs.	Facilitate the development and retention of a sustainable workforce.
Objectives	<ol style="list-style-type: none"> 1.1 Identify the workforce needs of local employers. 1.2 Support employers in attracting and retaining local workforce. 1.3 Increase the capacity of local employers to understand and provide human resource functions, supports and succession strategies. 	<ol style="list-style-type: none"> 2.1 Attract a diverse and inclusive workforce to Middlesex County. 2.2 Increase awareness among local residents of employment opportunities in Middlesex County. 2.3 Promote opportunities for skills development among the local labour force. 2.4 Promote Middlesex County as a great place to start and grow a career and business.



Middlesex Workforce Development Partnership Implementation Plan

Strategic Priorities	Objectives	2023 - 2025 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.	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.	WDB; Middlesex County; CEC; CFDC; LRES
		1.1.2 Participate in regional discussions concerning the needs of employers (transportation, funding, training, etc.)	
	1.2 Support employers in attracting and retaining local workforce.	1.2.2 Support initiatives that help employers understand and meet the needs of the labour market.	WDB; Middlesex County; CEC; LRES
	1.3 Increase the capacity of local employers to understand and provide human resource functions, supports and succession strategies.	1.3.2 Promote training and resources that improve employer knowledge of labour force trends and human resource practices to support development.	All Members
		1.3.2 Support initiatives designed to foster business succession/transition for retention of employers in Middlesex County	Middlesex County; CFDC

Strategic Priorities	Objectives	2023 - 2025 Actions	Lead
2. Sustainable Workforce Goal: <i>Facilitate the development and retention of a sustainable workforce.</i>	2.1 Attract a diverse workforce to Middlesex County.	2.1.1 Promote and support awareness of sector-based efforts to attract and retain a diverse workforce. (LMLIP, co-op, hybrid/remote work, etc.)	All Members
	2.2 Increase awareness among local residents of employment opportunities in Middlesex County.	2.2.1 Support and promote initiatives that provide workforce options to underrepresented Middlesex County residents. (e.g. Job fairs)	All members
		2.2.2 Maintain and update content and job listings for workinmiddlesex.ca	CEC
		2.2.3 Actively promote stakeholder services and workinmiddlesex.ca to local employers and the workforce	All Members
	2.3 Promote opportunities for skills development 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 offering of soft-skills training, mental health supports.	All Members
	2.4 Promote Middlesex County as a great place to start and grow a career.	2.4.1 Support the implementation of marketing initiatives from Middlesex County's 2021 – 2025 Strategic Plan.	Middlesex County

