

WORKFORCE READINESS PLAN

ADDRESSING THE WORKFORCE CRISIS 2020

Workforce readiness is a driver of our economic wellbeing, our community wellbeing, and our individual wellbeing. Much effort has gone into undertaking workforce studies, needs assessments, and initiatives to better understand and address workforce challenges faced by businesses and residents of Oxford County. Today, we are faced with evolving economies and industries, and persistent workforce needs throughout Oxford.

A SYSTEMS-ORIENTED APPROACH

Addressing the workforce needs across economies and industries in Oxford is an essential component to improving the quality of life and wellbeing for all current and future generations as envisioned within the Future Oxford Community Sustainability Plan. Employment and income are key influencers to the living and working conditions that people experience every day. The Workforce Readiness Plan sets achievable goals that deliver on, and advance Future Oxford.

WHAT DOES WORKFORCE READINESS MEAN?

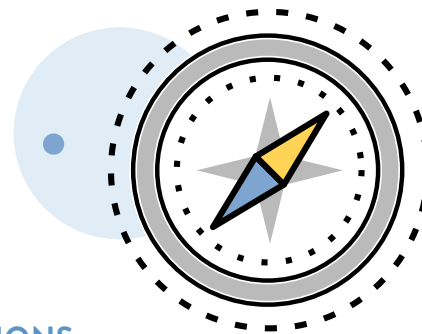
Workforce readiness means having systems in place to support employer needs. It means being anticipatory, having the appropriate number and skillsets as well as supports in place to respond to employer and workforce needs.

Workforce readiness requires a shared responsibility, with stakeholders reimagining their role in building a thriving, inclusive, and resilient economy by meeting the evolving needs of our workforce, our businesses, and our communities.

THE ROLE OF THE WORKFORCE READINESS PLAN

The creation of a Workforce Readiness Plan for Oxford forms the basis for advancing the goal of sustaining economic vibrancy that is respectful of workforce wellbeing and environmental sustainability. The Plan suggests doing this by meeting the evolving needs of our workforce, our businesses, and our communities.

In Oxford County, workforce readiness means increased collaboration, workforce alignment, attraction and retention, and reduced barriers.



WORKFORCE READINESS PLAN GOALS / OBJECTIVES / ACTIONS

INCREASED COLLABORATION

- Collaborative focus (objective): work to ensure collaborative initiatives stay the expected norm in terms of programming and service delivery (action)
- Community hub: enhance the profile and awareness of the Oxford Community Hub and the available integrated offering of support services
- Future Oxford collaboration: identify synergistic Future Oxford initiatives and define a structure for effective coordination, collaboration, and efficiencies, that support community wellbeing, economic vibrancy, and environmental leadership
- Stakeholder review: evaluate potential new stakeholders and reimagine roles
- Engagement plan: strengthen the value of and solidify the Workforce Readiness Plan with active and effective participation
- Communication plan: enhance awareness, ownership, support, and knowledge sharing
- Accurate data: facilitate decision-making and program responses based on accurate information and data
- Regulatory, funding, and program review; environmental scan: on-going review for areas of advocacy, influence, and opportunities
- Regional voice, networking, and active participation: inventory and evaluation; participation to enhance knowledge generation, opportunities, actions, and expanded impact for Oxford
- Employer-specific needs and initiatives: support employers through specific workforce needs with a holistic approach
- Employer Advisory Board: create an employer advisory board

WORKFORCE ALIGNMENT

- Informed career decisions: facilitate informed career decisions based on real-time labour market information and demands
- Training: develop an inventory, evaluate, and identify opportunities
- Experiential learning: facilitate hands-on experiential opportunities
- Frontline influencer awareness: engage frontline influencers

ATTRACTION AND RETENTION

- Marketing strategy: develop a co-ordinated and comprehensive Oxford Workforce Marketing Strategy focused on attracting and retaining a sustainable workforce
- Tools and programs: complete an inventory and analysis of existing tools and supports; enhance, revise, remove, and / or create new tools and supports; develop and execute a strategy to ensure awareness and access
- Employer-specific attraction and retention: support employers collaboratively, holistically

REDUCING BARRIERS

- Housing: support synergistic initiatives to address the housing crisis
- Transportation: support synergistic initiatives to advance intra- and inter-community transit service
- Poverty: support synergistic initiatives to address poverty in Oxford
- Employer liaison: provide support, guidance, and a feedback loop for employers
- Welcoming community: work with community champions to execute and encourage the creation of a welcoming community
- Co-ordinated wraparound strategy: offer collaborative and holistic approaches to removing barriers and supporting successful transitions to the world of work