

Help Wanted—Confronting Labour and Skills Shortages in Toronto A Consultation on the Findings and Recommendations of the Toronto Labour Force Readiness Plan

Thursday, March 25, 2004, 8:30 a.m. – 2:00 p.m.
Metro Hall, 55 John Street (at King), 3rd Floor, Room 308

Summary of Responses

1. Speakers:

(1=Strongly Disagree -----5=Strongly Agree)

2001 Census Data: What's New in Toronto (Harvey Low)	Response Average	Total Number of Responses
The speaker provided us with new and important information that was interesting and insightful.	4.0	29
The information provided will be useful in the work that I do.	3.9	29
Overview of the Labour Force Readiness Plan (Susan Brown)		
The speaker provided us with new and important information that was interesting and insightful.	3.9	29
The information provided will be useful in the work that I do.	3.9	29

2. Panelists:

(1=Strongly Disagree -----5=Strongly Agree)

	Response Average	Total Number of Responses
The panelists provided us with new and important information that was interesting and insightful.	3.9	29

3. Facilitated Discussion:

(1=Strongly Disagree -----5=Strongly Agree)

	Response Average	Total Number of Responses
The facilitated discussion was useful and insightful.	3.6	25

4. General:

(1=Strongly Disagree -----5=Strongly Agree)

	Response Average	Total Number of Responses
Overall, the forum was useful to the work that I do.	4.0	27
Overall, the forum was well organized.	4.2	26
The meeting facilities were comfortable and conducive to learning.	3.9	26

Summary of Selected Comments

Comments and suggestions about the speakers:

- Harvey Low: Excellent presentation
- Susan Brown: Very clear summary and review
- Very pertinent information – helpful with our planning
- The background and contextual information was helpful for the remainder of the morning – thank you for this
- Statistics on demographics very useful. As a Labour Market Manager, information like this helps as it identifies labour market trends. This aids us in our work where we aim to find clients opportunities to help them achieve independence from social assistance
- Ms Brown: appears to know her area well and is a very eloquent speaker – very easy to follow
- Both speakers were very knowledgeable and brought forth very critical data that will help guide government and industry in the future
- Harvey's presentation was very interesting

Comments and suggestions about the panelists:

- Perhaps a bit more specific detail or recommendations on how to integrate/further develop the target groups (youth, newcomers) into the labour market
- Lionel was excellent – lively and attention grabbing.
- Interesting to hear examples of Nancy's programme – examples make it real
- Peter – very useful and enjoyable. Would have been more useful to have information on the programs, e.g., "Career Bridge"
- All panel presentations were very informative – this was the highlight of the day
- Particularly enjoyed the content of Lionel Laroche's presentation
- Lionel was great – the other two were somewhat less dynamic
- A good variety of presentation styles
- Good variety of topics (and good linkages between topics) as similar issues being looked at in youth, immigrants and business sector
- Interesting cross-section of views – especially interesting to hear "business" perspective that should have had more time
- Some of the suggestions brought forth regarding supporting youth and their transition to employment were thought provoking. The idea of giving the private sector more control over apprenticeship was one that was particularly intriguing
- Great information

Comments and suggestions about the facilitated discussion:

- I think breaking the group up into four working groups to work through each of the four priorities would have yielded a better result
- Good discussion – could have benefited from longer time for discussion – opportunity to discuss more recommendations worked better than discussions at previous network meetings
- Have used the process before and it works well
- Some of the discussion was very good, but somewhat disjointed
- Perhaps too rushed and very late in the presentation/event, so audience was smaller and a little drained
- Too rushed at the end of a long sitting down session – maybe better to have a break out session
- Good facilitator and good opportunity to address panel
- Good ideas and discussion with recommendations
- This was very interesting – the questions asked were challenging and the presenters responded with insightful responses – added to my overall learning
- Great questions. Creative solutions!! Hope to see some implemented.

General comments and suggestions:

- Very few people knew where to find breakfast in Room 305
- Longer networking break
- I would have preferred round tables to sit around, and more discussion and brainstorming. I felt I was being lectured to for three hours
- Have a display on ICE with all committees shown/illustrated
- Great venue
- I felt there was good representation from business, service and government
- Balance panel with representation from all the main recommendation topics
- Very informative and energetic group and topics. Important to keep up the momentum and get into action
- Excellent speakers, topics and presentations. Lots of valuable information was presented
- Good cross section of information and discussion
- The session was great but may have been too long
- This forum highlights the impact immigrants are having on the employment market. The chairs don't make for comfortable seating for long periods of time.

Comments on what would have made the forum more useful:

- More depth, less breadth – do less so the pieces you present have more time and can go down a layer or two
- More time for Q&A
- Government representation (provincial and federal) among presenters
- More discussion, more brainstorming – it would have been helpful to have the recommendations ahead of time to have read them ahead of time and then be able to provide more input
- Make it a full day with more time to outline details of facts and statements. Interviews in pairs would have allowed time and opportunity for meeting people
- More interactive
- The facilitated discussion and recommended suggestions was cut short due to time constraints
- Smaller working groups
- Submitting prioritization of recommendations (prior to session) prework could have been done
- It would have been more effective to have this session held over one day as the exercise was conducted over the lunch hour and most of the audience was lost

Suggestions for future ICE forums and roundtables:

- I think we could/should have an ICE Forum on “Youth”
- Expanding opportunity to training programs are now so targeted/focussed that there are huge portions of the population who don't qualify for anything yet need training to get, keep and hold on to jobs and advance. Why can't people in Ontario go to community college to get their Grade 12; why can't people who've got Grade 12 but are lacking say math go back to ILC or college or adult school to fill that gap?
- Tripartite forum – government, employers, labour
- Continue to keep up to date topical subjects
- Changing trends in the job market, such as, part-time, casual jobs and role of employment agencies as employers contract out their human resource functions
- More discussion – spend more time listening to the attendees
- Focus on business, HR, employers
- I liked Peter's suggestion to involve business people in talks. Discussions could be held on how we can help our clients get jobs in the business world