

2024-25 PARTNERSHIP SUMMARY

#1 International Student Supports

While Greater Sudbury post secondary institutions have a robust international student population (n=5,000+) and support international students while they are in school, there are few supports available for those who are looking for work. Local employment services are not allowed to provide direct client services, however international students are allowed to use their resource centres. Unfortunately, international students are not well informed about hiring practices and regulations in Canada or how to find an employer who will hire them. At the same time, labour shortages in a number of industries continue and employers do not know how to hire international students who could potentially fill these labour gaps. This partnership will focus on bringing all three postsecondary institutions and other stakeholders together to share ideas, explore strategies and collaborate on actions to help these students during and beyond education. This may include, targeted job fairs, connecting employers to students, and developing information and job search resources and tools relevant to international students.

#2 Workforce Development in the Film & Television Industry

Currently, the local film & television industry is a bit of a mystery. There is a lot of local interest in working in this industry, but there is no direct point of entry or coordination between industry stakeholders regarding labour attraction, recruitment, and retention. This partnership is focused on connecting with the different industry stakeholders and conducting a survey of producers regarding their recruitment strategies, hiring needs and challenges, occupations in demand and opportunities for growth with a view to developing a career pathway resource. The following will be invited to participate on this project: northern Ontario film and television producers, local unions (IATSE), CION (Cultural Industries Ontario North), and City of Greater Sudbury's Economic Development lead for this industry.

#3 Service Spotlight Summit

This partnership will build on the success of last year's Service Spotlight Summit which was led by WPSM and a small planning committee. This event included close to 150 participants, 30 booths from local social service agencies that support aspects of employment and five presentations by key experts in the field on food insecurity, addictions and mental, as well as youth, legal and employment services. This was a service provider event only. Evaluation results showed that most participants felt this was a much-needed event to connect stakeholders and want to see it as an annual summit. Planning committee members are committed to hosting an expanded summit this fiscal with a larger venue and additional service providers. This includes local employment services, and others such as health, mental health, immigration, housing, transportation, childcare, legal, literacy, education/training and other local services.

#4 Hiring Challenges – Community and Social Services

Even before the pandemic, community and social service agencies were expressing concern about attraction, recruitment, and retention challenges. Most of these agencies are non-profit, so outreach, training, staffing, and agency services are limited to what funding is available. Currently, several post secondary institutions provide a pipeline of workers from their social work and community services programs to the industry, however persistently low wages, outdated funding models and difficulty with retention has impacted on services that an agency can provide. This partnership will build on some of the contacts and knowledge gained from the Service Spotlight Summit that WPSM hosted last year and use this information to survey key industry leaders about hiring challenges and strategies to increase awareness about jobs in local community and social service agencies. This may also offer opportunities to explore other supports, shared training, and collaborative approaches that could better support the social and community services industry.