



# Opportunities to Connect

Skills and Learning Branch,  
Department of Labour and Advanced Education

September 8<sup>th</sup>, 2017

# Overview

- Overview of Skills and Learning Branch – How we connect
- Mechanisms that help us to achieve impact
  - Business Workforce Consultants
  - Nova Scotia Works / Employer Engagement Specialists
  - Regional Workforce Committees
- Shared Priorities and Moving Ahead together

# Skills & Learning Branch

## How we connect

- Help businesses and industries and their employees become more productive through skills training, strategic HR services, and industry/sector partnerships.
- Help unemployed Nova Scotians prepare for and secure work through:
  - skills training
  - employment assistance
  - self-employment services
  - work experience opportunities

# Skills and Learning - Programs

## Participation

NSSAL  
ALP – Adult Learning  
Skills Development  
Family Literacy  
Apprenticeship  
Fast Forward  
Nova Scotia Works

## Attachment

One Journey  
Co-op/GTO  
Summer Skills  
Self Employment  
Works for You  
Recognition of Prior Learning/  
International Qualification Recognition  
START  
Job Creation Partnership  
Targeted Initiative for Older Workers

## Productivity

WIPSI  
Skills Online  
Workplace Education Initiative

Nova Scotia Works, Welcoming Workplaces, Sector Support, Regional Workforce Committees

# Business Workforce Consultant Support

- Regional Workforce Development and Industry Transition
- Sector Workforce Growth and Expansion
- Small Business Workforce Development with a focus on Business Diversity
- Provide support in the areas of HR Planning, Attraction and Retention, and Training

# Nova Scotia Works



**Nova Scotia Works Employment Services Centres** help to advance Nova Scotians along a workforce continuum while ensuring a current and future labour supply for NS employers through:

- **Client-focused service delivery** – new focus on **employers** and youth, better services for specialized populations
- **Service excellence** – Centre for Employment Innovation
- **Maximum reach and access** – Virtual service delivery

# NEW! Employer Engagement Specialists

## Working with Employers to:

Enable employers to connect to multiple resources according to needs

Job Matching

Promote awareness of government programs that support human resource and business development

Coordinate efforts within employer engagement networks to increase the effectiveness of employer relationships

Collect and share local labour market information and human resource development needs

Promote offerings available through Nova Scotia Works Centres



# Regional Workforce Committees

- Creating and implement strategic and coordinated regional workforce development solutions
- Engage in collective planning, information sharing
- Supporting investment attraction, industry expansion and industry transition



# LMI Dashboards

## Regional Labour Market Dashboard: Western Region (Digby & Yarmouth Counties)

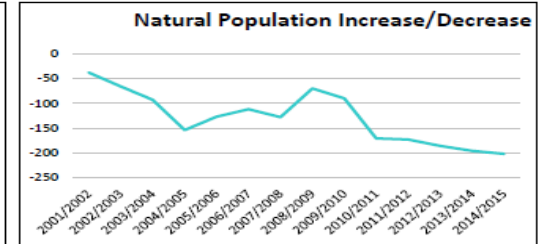
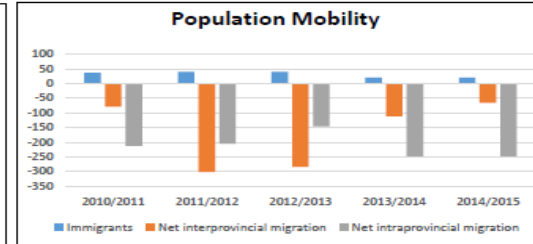
Information based on best available data. Questions and concerns to: [enemeth@westernren.ca](mailto:enemeth@westernren.ca)

Q2 of Fiscal Year 2016-2017 (Updated November 2016)

### POPULATION TRENDS:

The Western Region includes Digby & Yarmouth counties. The Neighbouring Counties to the Western Region are Annapolis and Shelburne counties.

	Western Region			Neighbouring Counties			Nova Scotia		
	2015	1 Year % Change	5 Year % Change	2015	1 Year % Change	5 Year % Change	2015	1 Year % Change	5 Year % Change
	Total	41,846	-1.1%	-5.9%	35,162	0.4%	-2.8%	943,002	0.0%
Under 20	7,904	-2.0%	-13.0%	6,472	4.0%	-6.4%	185,745	-0.6%	-6.9%
20-44	10,392	-2.3%	-16.6%	8,305	5.4%	6.2%	293,631	-0.7%	-2.9%
45-64	13,799	-1.4%	-3.5%	11,701	-1.4%	-17.5%	285,460	-0.6%	-1.7%
65+	9,751	1.4%	13.2%	8,684	-2.2%	-13.4%	178,166	3.1%	19.0%

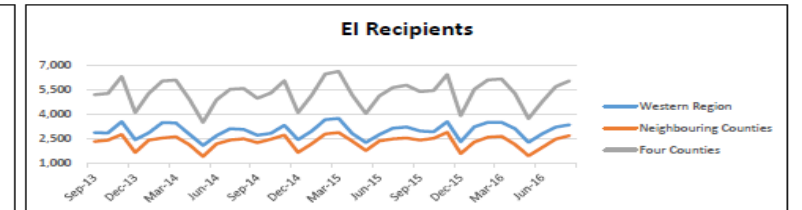
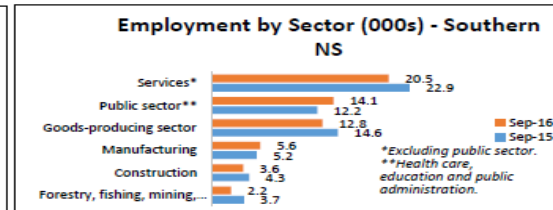


### LABOUR MARKET SNAPSHOT:

The Southern NS region includes Digby, Yarmouth, Shelburne, Lunenburg and Queens counties. Four Counties includes Digby, Yarmouth, Annapolis and Shelburne Counties.

	Southern NS		Nova Scotia	
	Sep-16	Sep-15	Sep-16	Sep-15
Unemployment rate (%)	13	11.7	7.9	8
Employment rate (%)	48.4	50.6	57.7	58.6
Total employment (000s)	47.3	49.7	455.3	460.9

\*3-month moving average.



### WORKFORCE PIPELINE:

Includes the Western Region and Neighbouring Counties.

	Post-Secondary / High School Enrollments		
	2016-17	2015-16	Change
Université Sainte-Anne	440	452	-2.65%
NSCC Burridge	522	476	9.66%
NSCC Shelburne	226	183	23.50%
NSCC Annapolis Valley	338	356	-5.06%
CSAP High Schools	596	620	-3.87%
TCRSB High Schools	2,196	2,217	-0.95%

Local Programs with Highest Enrolment	
Plumbing	Social Services
Welding	Continuing Care
Carpentry	Practical Nursing
Surveying	Library and IT
Business Administration	
Geographic Sciences	

	Workers' Comp Beneficiaries		
	2015	2014	Change
Digby	352	316	11.39%
Yarmouth	391	382	2.36%
Shelburne	222	234	-5.13%
Annapolis	258	260	-0.77%
Western Region	743	698	6.45%
Four Counties	1,223	1,192	2.60%

	EI Recipients by County		
	Aug-16	Aug-15	Change
Digby	1,440	1,330	8%
Yarmouth	1,900	1,880	1%
Shelburne	2,070	1,950	6%
Annapolis	610	590	3%
Western Region	3,340	3,210	4%
Four Counties	6,020	5,750	5%

### MARKET INSIGHTS:

MARKET INSIGHTS	
* Université Sainte-Anne now a member of Springboard, a research commercialization and industry liaison network	
* Ridership on Yarmouth-Portland Ferry 35,551. Tourism visitations on Digby-Saint John Ferry up 14%	
* Initial reports for lobster season suggest high demand and high quality	
* Strong US-Canada exchange rates continue to bolster exports and tourism	
* Demand for workers in the seafood processing sector. Wages exceed minimum wage, most include bonus structures	
* Perennia has begun partnering with the seafood sector on R&D products. Value add, food safety, nutrient identification	

Income Amounts and Sources (2013 Tax Year)				
	Total Income	Employment Income	Pension Income	Self-Employment Income
Nova Scotia	\$29.5 Billion	65.87%	36.10%	8.05%
Western Region	\$1,164,184,000	62.06%	40.04%	10.17%
Neighbouring	\$942,589,000	57.96%	42.85%	11.98%
Four Counties	\$2,106,773,000	60.21%	41.31%	10.98%

### MAJOR EMPLOYERS:

Public Sector	# of Employees	Considerations
Nova Scotia Health Authority	1058	Dr Recruiting team negotiating w/ Weymouth Clinic.
Tri-County Regional School Board	800	Newly elected boards.
Conseil scolaire acadien provincial	300	Newly elected boards.
Université Sainte-Anne	235	Laboratory for Innovation in Science and Industry.
Digby Pines	153	Province received 4 bids for the property.
Tideview Terrace	150	
Acadia First Nations	120	
NSCC Burridge	112	9.7% increase in enrollment in 2016-17

Private Sector	# of Employees	Considerations
Comeau Seafoods Ltd.	500	Added dedicated HR manager to their organization
Web.com	290	Recently expanded presence in Nova Scotia
Riverside Lobster Intl.	280	Introduced value added to their operations
340 Coop	180	Extended a price correction for services rendered
AF Theriault & Son	160	
Scotia Garden Seafoods	133	
O'Neil Fisheries	115	Continue to seek & develop talent in the workforce
Tusket Sales & Service Ltd.	85	

### EMPLOYER ENGAGEMENT:

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* Employer engagement specialists are in place at Nova Scotia Works Centres	
* L&AE and DFA have released videos to highlight growth, and career opportunities in the Seafood Processing Industry	
* Seven firms are participating in the year long continuous improvement project	

Western Region Job Postings		Source: Nova Scotia Works, Job Bank ( <a href="http://www.jobbank.gc.ca">www.jobbank.gc.ca</a> )
	Sep-16	In-demand Jobs
Digby	40	Automotive Technicians, Fish Plant Labourers, Registered Nurses
Clare	14	Carpentry Labourers, Fish Plant Labourers
Yarmouth	64	Carpentry Labourers, Fish Plant Labourers, Registered Nurses
Argyle	23	Carpentry Labourers, Fish Plant Labourers

# Shared Priorities

- Retention and expansion of local businesses
- Increased access to Government services
- Understanding current regional perspectives and needs in order to develop appropriate priorities, policies, programs and approaches
- Working with and investing in emerging sectors
- Improving regional outcomes; e.g. employment, competitiveness of businesses

# Moving Ahead

Let's generate greater collaboration and change attitudes together!

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