

Workplace Initiatives Training

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Workplace Initiatives



Workplace Education Initiative (WEI)

- **Purpose:** Increase the essential, core skills of business owners and their workforce to ensure productive, adaptable and competitive businesses.
- Organizational needs assessment determines training
- Every program is customized to meet business needs
- Nimble and evolving to help businesses prepare for supply chain opportunities
- Imbedded safety and diversity into curriculum

Workplace Innovation and Productivity Skills Incentive (WIPSI)

- **Purpose:** To increase productivity and innovation in the workplace through incremental skills training.
- Preference given to certification training that will help our businesses become more competitive in the global marketplace.
- Many businesses have taken advantage of process improvement training, training in new technology, etc.
- Open to all sectors except wholesale, retail, and accommodations and food services.

One Journey Work and Learn

- **Purpose:** to address specific industry and business labour shortages through a combination of essentials skills and occupation-specific training 'boot camps'
- Program Delivery Model:
 - Business/Industry identifies shortage
 - Gov't, industry, trainers come together to form project team
 - People are recruited into program; 2 weeks of employability skills training
 - Interviews take place, job offers are made
 - Successful candidates continue through essentials skills and customized training, along with on-the-job placements, with guaranteed job at the end

Welcoming Workplaces

- **Purpose:** To help businesses recruit and retain a diverse workforce and negate skilled labour shortages.
- WW is a *system* of online and in-person resources and supports to help businesses identify and implement best practices in building inclusive and welcoming workplaces to help solve skills shortages.
- Based on four pillars for building diverse and inclusive work environments:
 - Commitment
 - Hiring Practices
 - Employees
 - Partnerships

Sector Council Program

- **Purpose:** To work with sector councils and industry associations to foster healthy and innovative workplaces through positive HR practices within key growth sectors.
- Three priority areas:
 - HR Planning
 - Attraction and Retention
 - Training
- Key activities include youth and employer engagement, workforce and business skills training, and promoting positive HR practices within their industry.

SkillsonlineNS

- **Purpose:** To incent future learning practices in the workplace by demonstrating, free of charge, how efficient, accessible, and impactful online learning can be.
- Uses the CoursePark platform; looks and feels like a social networking site.
- Creates efficiencies for businesses, who create learning networks, 'invite' staff to participate in courses and track progress.
- The Province has created custom courseware in HR, Social Media, and Supply Chain basics.

START

- **Purpose:** To incent businesses in growth sectors to hire unemployed Nova Scotians through the provision of financial supports.
- Encourages the hiring of youth and under-represented groups.
- Funding is flexible and can be applied to anything related to the integration of new staff into the workplace – training, computers, wages, etc.
- Employers in growth sectors are eligible for more funding.

Special Initiatives

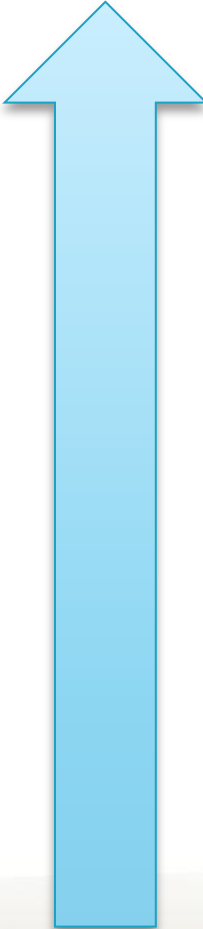
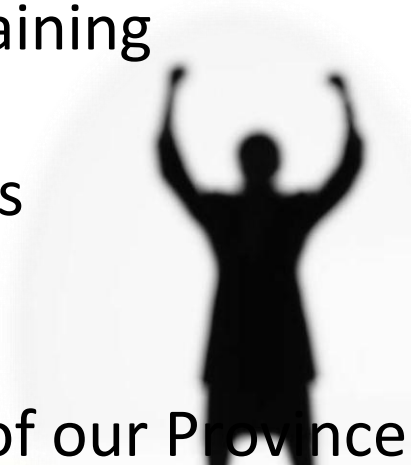
Industry Workforce Response Team

- Cross-departmental team that is called upon to respond to labour market needs as a result of business/industry growth and expansion.
- Led by LAE, with reps from NSBI, ERDT, MIPO and NSCC.

100 Businesses Initiative

- Outreach to 100 key NS businesses to strengthen relationships and help position business and industry for growth and expansion.

Intended Impacts

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- Increase in learning practices of employers and employees
 - Increased capacity of businesses in areas of HR Planning, Recruitment and Retention, Training
 - Increased health and safety of employees
 - Increased productivity, innovation, and competitiveness of our companies, and of our Province
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Thank You!
Questions?