

Labour Market Partnerships: The benefits, complexities and challenges

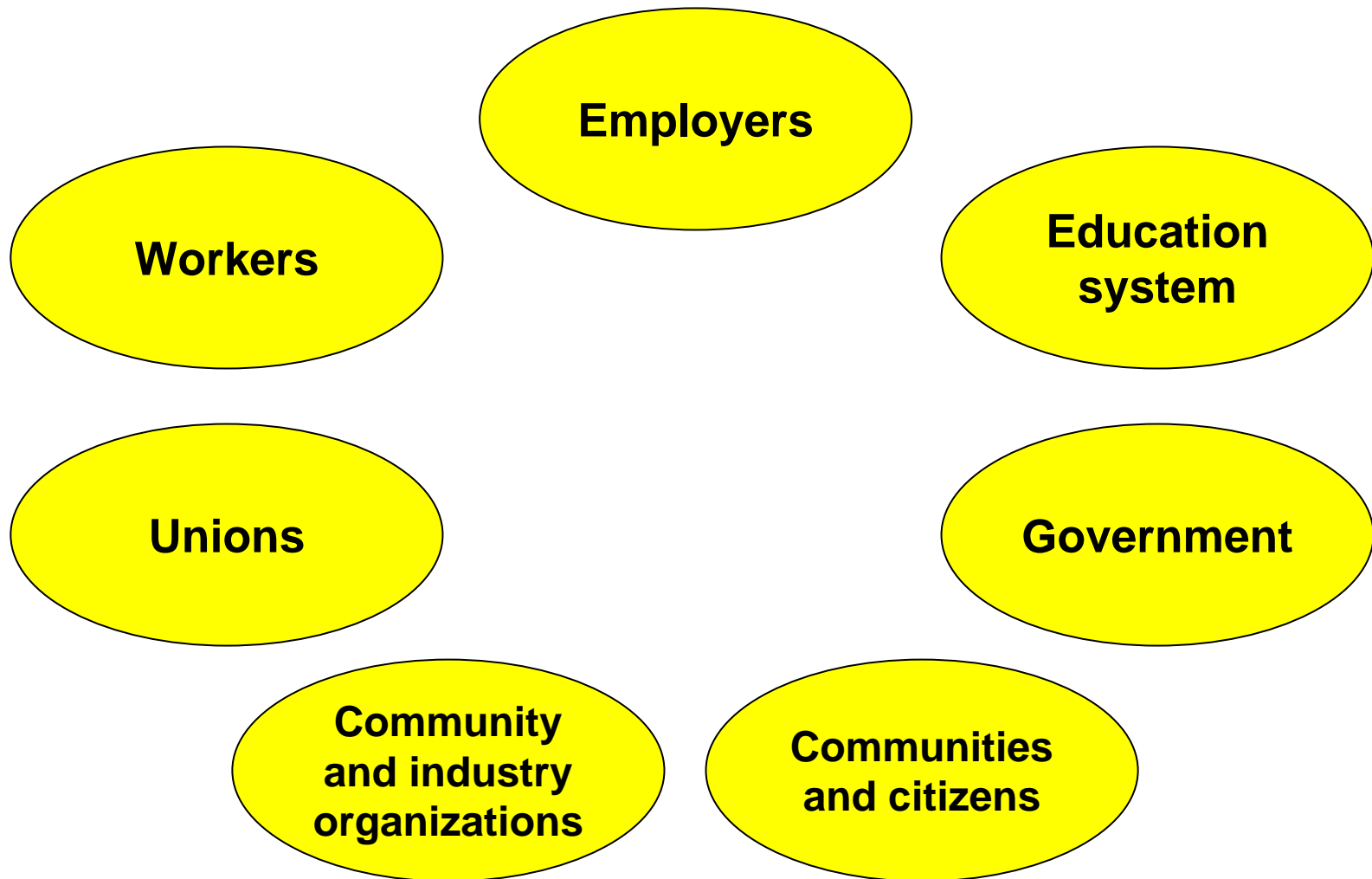
Building Healthy Labour Markets in
Newfoundland and Labrador

October 29-31, 2006



- **Who are the players?**
- **Why are partnerships important?**
- **When do we need partnerships?**
- **What does it really take for partnerships to be effective?**
- **What do we get out of partnerships?**

Who are the players?



Why should the players partner?

- To meet the needs of employers and workers
- To match skills with jobs
- To enhance inclusiveness of marginalized groups
- To identify and address gaps in programs and services
- To maximize outcomes by sharing scarce resources

PS Alberta needs partnerships as much as Newfoundland and Labrador

Benefits of partnerships

- **Bridges labour market gaps**
- **Increases ownership and responsibility**
- **Encourages collaboration and linkages**
- **Improves program and service design, accessibility and efficiency**

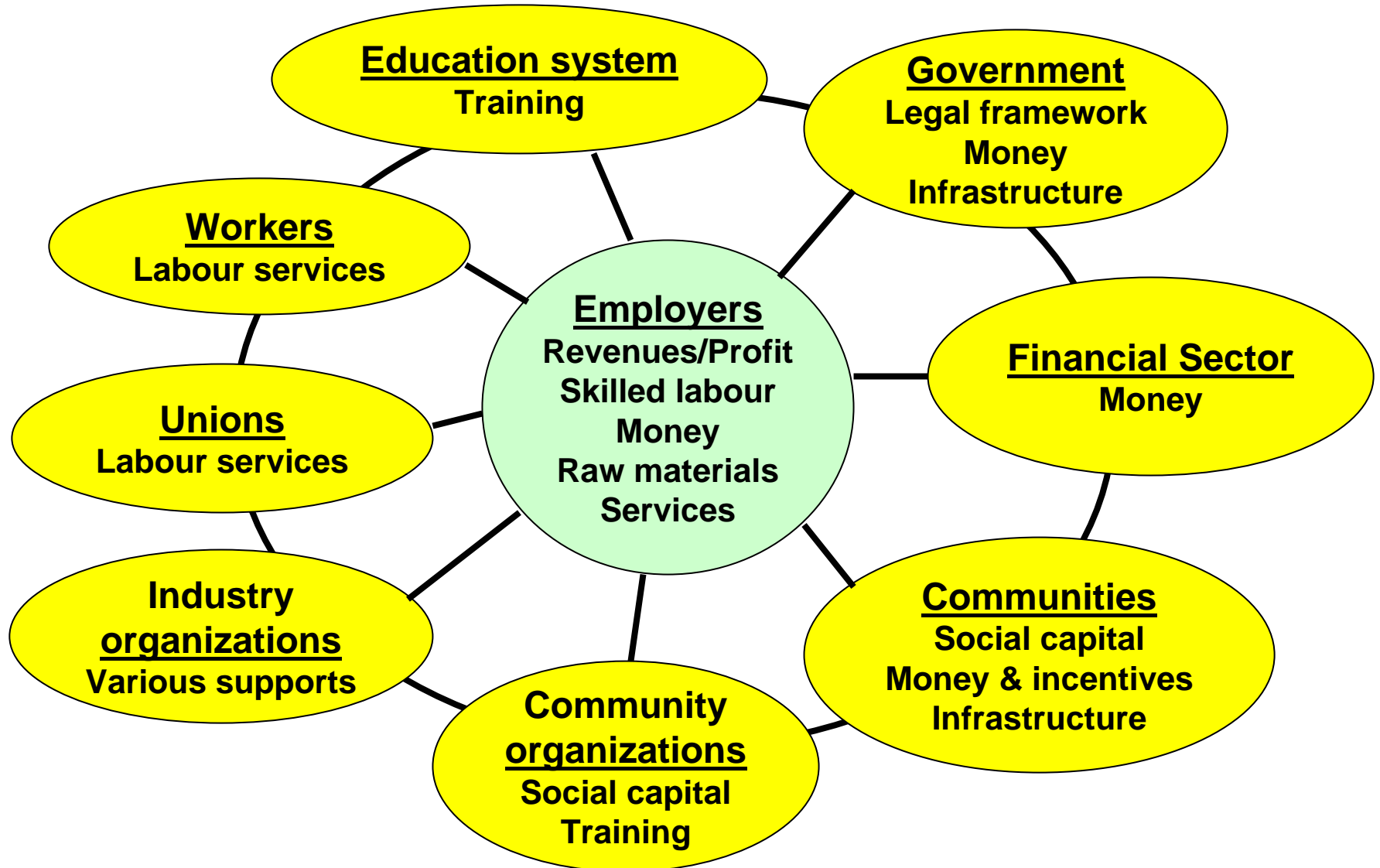
Trends in labour market partnerships

- **Partnership approaches to address labour shortages**
- **Moving beyond the usual suspects**
- **Partnerships are increasingly more structured and institutionalized**

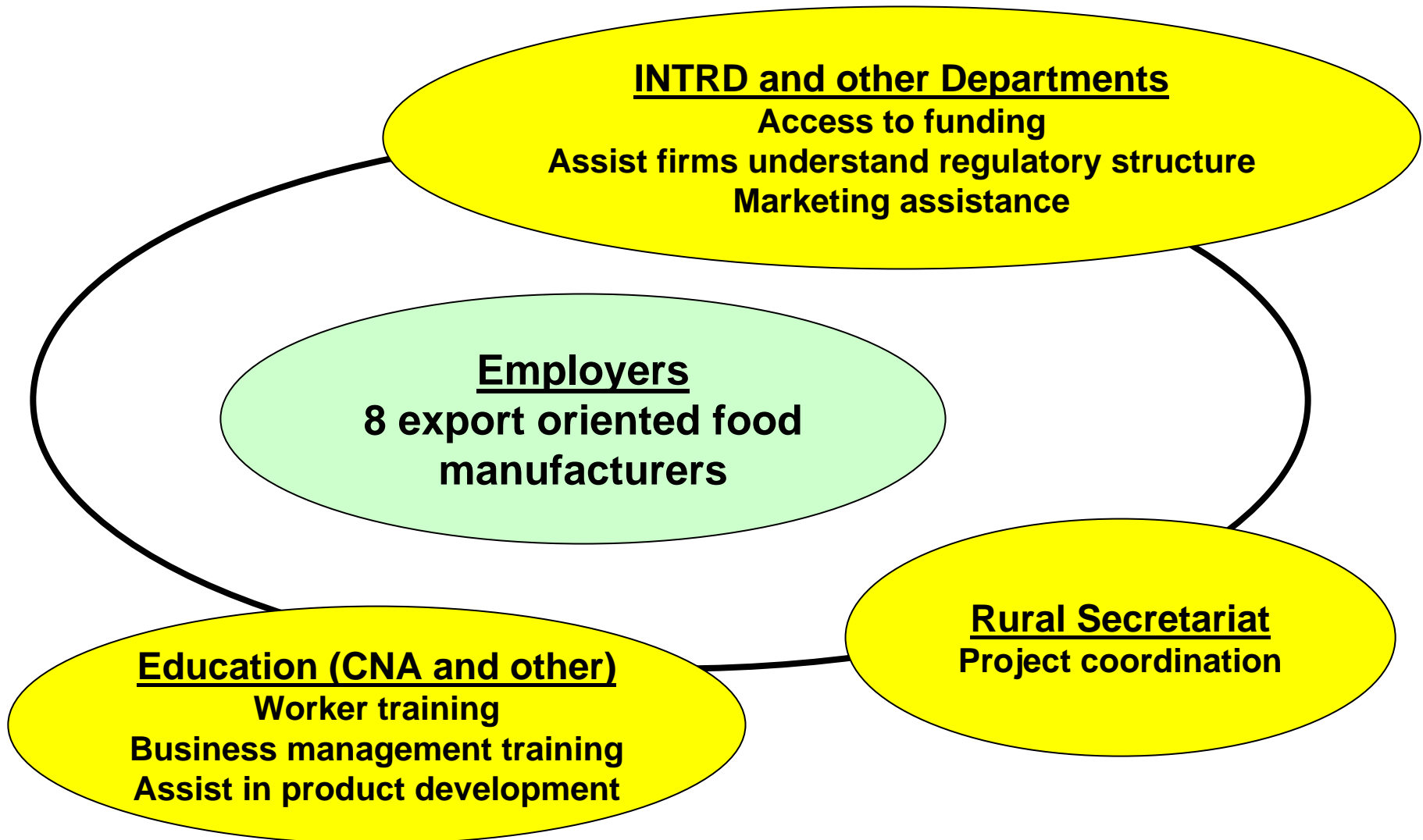
Examples of labour market partnerships

- **Contracted training programs**
- **Third party delivery of public programs and services**
- **Shared management, delivery of services**
- **Partnerships that provide one-stop shopping to clients**

Generic Partnership Model



Developing a Business Network: Agrifoods Model



Developing a Business Network: Agrifoods Model

- **Approach**

- Network/cluster based approach to regional development
- Brings firms together to discuss common interests and potential benefits
- Builds opportunities in rural areas

- **Types of support**

- Labour market services – training, information
- Understanding the regulatory environment
- Financing and targeting investments
- Marketing and export assistance

Maximizing partnerships

- **Develop a clear vision of what the partnership is to achieve**
- **Focus on the employer**
- **Plan, develop and maintain effective relationships**
- **Celebrate success**

Thank you!