

Appendix I: ESCLM Year-End Results Summary



Summary for City of London Prosperity Funding Employment Network Support Project Employment Sector Council London-Middlesex (ESCLM) Job Developers Network July 1, 2013 – June 30, 2014

Project Coordination:

Employment Sector Council London-Middlesex (ESCLM) is a network of over 40 organizations serving clients in the employment and training sector in the City of London and Middlesex County. Our members include non-profit and public employment service delivery agencies, employers, trainers, educators and representatives from all three levels of government. For more than 2 decades, ESCLM members have worked together to provide strategic solutions for job seekers, employers, and our community.

How it works:

City of London Prosperity Funding has allowed ESCLM to establish a Job Developers Network (JDN) to provide additional coordinated service delivery across employment agencies, in order **to better connect London area employers with local job seekers**. Job Developers are specialized employment agency staff who directly work with employers to match them with the best employees for their needs (i.e., from among their agency's job seeker clients). Before ESCLM's JDN, these Job Developers, and their job seeker and employer clients would frequently work in isolation and/or in competition.

Today however, our new JDN represents a unique and valuable resource for London – it provides a forum for Job Developers at an array of agencies to share information about both job opportunities and their available local job seeker pool. Under the support and coordination of ESCLM, Job Developers can now share available job opportunities and employer requirements that they may be unable to meet through their own mechanisms, with other JDN partner organizations and their pools of potential local candidates. These shared efforts mean that London now has the means by which employers can connect with the best candidates for the job, and job seekers may access employment opportunities, via a diversity of agencies.

Outcomes:

Such collaboration means enhanced capacity of our employment sector to coordinate and leverage resources for the increased prosperity for London's citizens and businesses, evident in our successes for Year 1 of this Project:

- The 15 member agencies of this Network have met 5 times to plan for and deliver increased information-sharing and service coordination.
- Shared marketing efforts such as branding, presentation materials and flyers have increased London area employer and job seeker awareness about local hiring opportunities available through the JDN.
- On average, more than 10 job postings each month were shared by agencies across the Network via ESCLM, demonstrating a real commitment to promoting the best fit between London area employers and job seekers, regardless of which agency they may work with.
- These postings range from highly skilled positions at London's financial institutions to those at newly opened businesses with extensive hiring needs, such as Dr. Oetker Canada.

- Coordination of the JDN has allowed us to collect and share aggregate data on the real impact of its members: close to 6,000 local job seekers have been served by the Job Developers participating in this Project. And of these, over 70% have been hired so far, with the majority in Full-Time positions

Next Steps:

In Year 2, ESCLM and the Job Developers Network seek to build on our Project successes. We know that our Job Developers do excellent work in connecting local job seekers and employers, evident in the significant number of job seekers who have been marketed and subsequently matched to employers. In 2014-2015, ESCLM plans to measure the degree to which future hires are a direct result of shared and/or cross-agency Job Development services.

Further, we consider one of our Project's greatest successes to be the number of postings shared. As a result, we will be seeking to increase the membership of the JDN and, thus, to continue our upward trend of increasing our business community's access to our pool of qualified local candidates.

Thanks in large part to City of London Prosperity Funding support, the establishment of the Job Development Network has further strengthened ESCLM's core services: promoting best practices, information dissemination, and engaging all stakeholders in service delivery and community development planning. We look forward to our continued partnership with the City of London and our shared efforts to maintain our sector's reputation as a centre of innovation and excellence in planning for a prosperous community.

ESCLM Job Developers Network Membership, 2013-2014

ATN Access Inc.
Collège Boréal
Community Employment Choices – Fanshawe College
Community Living London
Goodwill Industries, Ontario Great Lakes
Hutton House Association for Adults with Disabilities
LEADS Employment Services London Inc.
London Employment Help Centre
London Training Centre
Ontario March of Dimes
NoKee Kwe Occupational Skills Development Inc.
Pathways Skill Development and Placement Centre
WIL Employment Connections
WOTCH Community Mental Health Services
Youth Opportunities Unlimited