



**City of London Prosperity Funding  
Employment Network Support Project  
Employment Sector Council London-Middlesex (ESCLM) Job Developers Network**

**15 Month Summary Report, 2015**

**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 17 member agencies of this Network have met 8 times to plan for and deliver increased information-sharing and service coordination.
- Shared marketing efforts such as branding, presentation materials, and collaborative job fair attendance 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 East London’s new ToysRUs store.
- Coordination of the JDN has allowed us to collect and share aggregate data on the real impact of its members: more than 7,000 local job seekers have been served by the Job Developers participating in this Project. And of these, close to 70% have been hired so far, with the majority finding Full-Time, Permanent positions

**Next Steps:**

With 15 months behind us, ESCLM and the Job Developers Network now seek sustainable funding 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. We continue to add member agencies and Job Developer staff to our JDN. The number of employers who seek to partner with our network grows each month and as a result, the number of job postings shared is exceeding our expectations.

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, 2015**

ATN Access Inc.  
 Collège Boréal  
 Community Employment Choices - Strathroy  
 Community Employment Services – 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  
 Western University  
 WOTCH Community Mental Health Services  
 Youth Opportunities Unlimited