

- Communicating actions to address discrimination in the workplace
- Be transparent about wages and opportunities

2.3. Lunch and Learn

PwC presented their report through a virtual Lunch & Learn event held on August 9, 2021, from 12:00pm-1:00pm. Brief comments on PwC research findings and recommendations were provided by the following speakers:

- Workforce Planning and Development Board – Deb Mountenay
- Fanshawe College – Darlene O’Neill
- LMLIP / Employment Sector Council – Jennifer Hollis
- Employment Sector Council – Carol Stewart

Approximately 80 persons were in attendance and the audience were representative of:

- Employment Sector Council members and Employment Sector agencies
- Economic Development offices (Elgin, Oxford, Middlesex, London)
- Regional Workforce Development offices
- Municipal Council members (Elgin, Oxford, Middlesex, London)
- London Community Recovery Network (mix of employers, community training and employment agencies)
- Mayor’s Jobs Now Taskforce Members
- Civic Administration

The presentation from the Lunch & Learn session was recorded. Both the Lunch & Learn session as well as the PwC report will be publically shared on the City of London website – See <https://london.ca/living-london/community-services/ontario-works>

2.4. Next Steps / Implications

Labour market participation is a complex and multi-dimensional issue and doesn’t have an easy fix, nor a simple solution. PwC’s research findings will help inform current and future strategic planning in a multitude of areas. The PwC report will be shared with community stakeholders from across the London Economic Region to support strategic planning that municipalities, economic and workforce development organizations, education and training institutions, community agencies and businesses are undertaking. Advisory Committee members have begun referring to the report and its use in its development and updating of strategic planning.

For the City of London, the PwC report will be shared with strategic leads of various working tables to inform work currently in progress with the goal to identify further opportunities to address barriers and facilitate and encourage labour market engagement. The finds can be applied to internal practices of the City of London as well as to community based strategies. Examples include, but not limited to: the London Community Recovery Network, Mobility Master Plan and Transportation Management Association, London’s Newcomer Strategy, London Strengthening Neighbourhoods Strategy, London & Middlesex Local Immigration Partnership, and the Community Diversity Inclusion Strategy.

3.0 Financial Impact / Considerations

This project was 100% funded by the Ministry of Labour, Training and Skills Development through the City’s Ontario Transfer Payment Agreement - Ontario Labour Market Partnerships with the Ministry effective March 9, 2020, and amended March 2, 2021, to extend the expiry date to October 29, 2021. The total funding provided by the Ministry for this program is \$123,669, which includes an allocation to fund the work awarded to PwC in the amount of \$115,101 plus applicable taxes, resulting in no financial impact to the City’s budget.

As per the agreement with the Ministry, the City’s contribution to this project is in the form of “in-kind contributions” provided from existing City resources. These contributions