Skills2Sector Project: Sector Based Workforce Development

*Building local capacity in the Agricultural and Mining sectors in Ontario
to employ people who have a disability*

ODEN and a consortium of partners have launched Skills2Sector – a sector based, workforce development project to create labour market partnerships that will eliminate the barriers to employment for people who have a disability and who are under presented in the Agricultural and Mining sectors in Ontario.

This will be accomplished through meaningful partnerships that better align education, training and employment services with the needs of employers in the sectors. People who have a disability will be provided with the necessary skills and competencies for in-demand jobs, and those skills and competencies will be directly informed by industry-specific needs and forecasts trends. This model will easily be replicated to remove barriers for people who have a disability in other employment sectors.

Why these two sectors?

The Prospectors & Developers Association of Canada, named Ontario the country's centre for minineral exploration and mining financing in 2019. More than 150,000 people are employed in mineral exploration and the economical value of mining production in Ontario is $10.1 billion (https://www.pdac.ca). This industry will see a labour vacancy close to 80,000 workers over the next 10 years with some 60, 000 a direct result of retirement. (Source: Mining Industry Human Resources Council, MiHR, 2020).

In Agriculture, over 800,000 people or 1 in 8 people are employed in the sector generating 37 billion dollars. The labour deficit will double by 2029, with a need for 123,000 workers. To illustrate the economic hardship of this labour deficit, in 2017, the sector had a short of 16,500 workers that cost the industry 2.9 billion dollars. (Source: Canadian Agricultural Human Resources Council, How Labour Changes Will Shape the Future of Agriculture: Agriculture Forecast to 2029, Aug 2019)

Both sectors are looking to reach nontraditional talent pools to address their labour needs.

Why participate?
There is a lack of knowledge in agricultural and mining sectors as to the viability of people who have a disability to fulfill job openings. Many service providers in Ontario have limited understanding of the agriculture and mining sectors and the opportunities that could exist for people who have a disability. Addressing these knowledge gaps will help more candidates who have a disability to access good and sustainable careers.

Fill in the survey to learn more about the project and determine how to support candidates who are interested in pursuing careers in these two sectors.

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