

Minutes / Procès-verbal

Southeast Labour Market Partnership / Partenariat du marché du travail du Sud-Est Retention Working Group / Groupe de travail – Rétention	
Date	Wednesday, September 15, 2021 / Le mercredi 15 septembre 2021
Time / Heure	1pm – 3pm / 13h00 – 15h00
Location / Lieu	Microsoft Teams Call / Conférence Microsoft Teams
Chairperson / Président	Guy Léger
Coordinator / Coordinatrice	Keyana Strzechowski

#	Agenda Items / Points de l'ordre du jour	Who / Qui
1.0	Call to Order / Rappel à l'ordre	Guy Léger
1.1	Attendance & Quorum Check / Appel des membres & vérification du quorum	
1.2	Declaration of Conflict of Interest / Déclaration des conflits d'intérêt	
2.0	Agenda Adoption / Adoption de l'ordre du jour	Guy Léger
2.1	Approval of June 24, 2021 Meeting Minutes / Adoption du procès-verbal de la rencontre du 24 juin 2021	
3.0	Updates from Chair / Mises à jour du Président	
3.1	Updates from Council Meeting – SLMP Logo, Press Release & Internal Portal / Mises à jour de la rencontre du Conseil – Logo PMTSE, communiqué de presse & portail interne	Keyana Strzechowski
4.0	Labour Market Information / Information sur le marché du travail	
4.1	Regional Labour Market Snapshot / Image du marché du travail régional	Meaghan Beale
4.2	Labour Market Information Group Highlights / Faits saillants du groupe de travail de l'information du marché du travail	Meaghan Beale & Kari Cheyne
5.0	Updates on Priority Initiatives / Mises à jour des initiatives prioritaires	
5.1	Dashboard Updates / Mise à jour du tableau de bord	Guy Léger
5.2	Initiative #3: Flexible Workplace (WorkingNB Proposal) / Travail flexible (proposition chez Travail NB)	Kari Cheyne
5.3	Initiative #4: Toolkits (WorkingNB Proposal) / Initiative #4: Boîtes à outils (proposition chez TravailNB)	
5.4	Initiative #5: Empowering Youth – Pushed to 2022 / Autonomisation des jeunes – Poussée à 2022	Guy Léger
6.0	Talent Development Updates / Mises à jour du groupe de développement des talents	
6.1	Youth Related Updates / Mises à jour concernant les jeunes	Vanessa Cormier
6.2	Watch 3 rd Youth Series Video / Voir 3e vidéo de la série jeunesse	
6.3	Greater Moncton Top 20 Under 40 / « Top 20 Under 40 » du Grand Moncton	Patrick Richard & Vanessa Cormier
7.0	Other Items / Autres points	
7.1	Member turnover Discussion / Discussion des membres du groupe	Guy Léger
7.2	Reminder of SLMP Documents Sent / Rappel des documents du PMTSE	Keyana Strzechowski
7.3	Next Meeting: Week of November 22 nd / Prochaine rencontre: Semaine du 22 novembre	
7.4	Roundtable Updates / Mise à jour en table ronde	
8.0	Adjournment / Ajournement	Guy Léger

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1.0 - Call to Order / Rappel à l'ordre

The Chair of the Retention Working Group, Guy Léger, called the meeting to order at 1:01pm.

1.1 - Attendance & Quorum Check / Appel des membres & vérification du quorum

Present	Regrets
Guy Léger (Chair), <i>Expansion Dieppe</i>	
Anne McGraw, <i>GSCC</i>	
Patrick Richard, <i>Hub City of Young Professionals</i>	
Kari Cheyne, <i>3+ Corporation</i>	
Vanessa Cormier, <i>3+ Corporation</i>	
Wayne McDonald, <i>JDI</i>	
Kevin Roy, <i>WorkingNB</i>	
Meaghan Beale (LMI Presentations), <i>3+ Corporation</i>	
Keyana Strzechowski (SLMP Coordinator), <i>3+ Corporation</i>	

1.2 - Declaration of Conflict of Interest / Déclaration des conflits d'intérêt

N/A

2.0 – Agenda / Ordre du jour

2.1 – Approval of June 24, 2021 Minutes / Adoption du procès-verbal du 24 juin 2021

- Motion to adopt the September 15, 2021, Agenda: Approved by consensus.
- Motion to approve the meeting minutes from June 24, 2021, Retention meeting: Approved by consensus.

3.0 - Updates from Chair / Mise à jour du Président

3.1 - Updates from Council Meeting (SLMP Logo, Press Release & Internal Portal) / Mises à jour de la rencontre du Conseil – Logo PMTSE, communiqué de presse & portail interne

- SLMP logo was approved / communication to come by September 23rd (press release with logo and annual report).
- New Internal Portal for document sharing (on 3+ Corporation website). Aiming for launch in early October. Password will be provided by Keyana Strzechowski via email.
- Guy Léger reminded the group that the final official definitions for **Flexible Workplace** as well as **Diversity, Equity and Inclusion** can be found in the June 24, 2021, Meeting Minutes.

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4.0 – Labour Market Information / Information sur le marché du travail

4.1 – *Regional Labour Market Snapshot / Image du marché du travail régional*

Meaghan Beale provided a Labour Market Information update of Greater Moncton and Southeast New Brunswick. She did an overview of all the most recently collected data since our last meeting.

Overall Observations: Record employment and labour force size, higher unemployment and unemployment rate than pre-COVID, higher labour force participation compared to Canadian and NB averages, and three times more EI recipients than two years ago.

Meaghan Beale will provide this LMI Update on an ongoing basis.

4.2 – *Labour Market Information Group Highlights / Faits saillants du groupe de travail de l'information du marché du travail*

Kari Cheyne and Meaghan Beale provided **highlights** on the work that has been executed within the LMI group, with a focus on the elements that pertain to the Retention group.

Meaghan Beale provided an overview of the **Employer Survey Report**. Some pertinent information to come from this:

- 263 responses from businesses in Southeast NB (19% response rate) – primarily SME's.
- Biggest challenge in 2021: Following public health requirements and attraction/retaining employees.
- Full report will be available soon through the internal portal.
- Action items from this survey were approved at LMI meeting earlier this week (what to do with info collected).

Next steps: The LMI group will be putting together official recommendations on behalf of this collected data for the Attraction group, which will be shared with everyone during the November meeting.

Meaghan Beale provided an overview of the **Priority Sector Demand Forecast**. Some pertinent information to come from this:

- Identified 5 short-term sectors – industries with immediate labour force needs. To be reviewed on yearly basis.
- LMI will be formally recommended Top 5 Gaps in the talent pipeline (top 5 sectors to focus on) to address regional gap, which will be shared during the November meeting.

Next steps: Once the LMI group has agreed on the Top 5 Gaps in Talent Pipeline, recommendations will be shared with groups to align 2021 actions and the development of 2022 initiatives in the workplans, including the Retention group.

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5.0 - Updates on Priority Initiatives / Mises à jour des initiatives prioritaires

5.0 - Dashboard Updates / Mise à jour du tableau de bord

Guy Léger provided a quick update of the status of our initiatives within the Dashboard (which was shared with the group ahead of the meeting).

5.1 - Initiative #3: Flexible Workplace (WorkingNB Proposal) / Travail flexible (proposition chez Travail NB)

5.2 - Initiative #4: Toolkits (WorkingNB Proposal) / Initiative #4: Boîtes à outils (proposition chez TravailNB)

Kari Cheyne provided an update to the group regarding initiative #3 and initiative #4, specifically the status of the joint 3+ and CCGM proposal that needs to be submitted to WorkingNB. A meeting with Ghislaine Boudreau Grant (WorkingNB) took place at end of August to discuss detailed logistics. CCGM/3+ will be submitting proposal to move forward with that piece of work.

5.3 - Initiative #5: Empowering Youth – Pushed to 2022 / Autonomisation des jeunes – Poussée à 2022

Guy Léger reminded the group that initiative #5 was pushed to 2022, given that we do not currently have a resource to take on this scope of work. This initiative will therefore be integrated into the 2022 workplan for the Retention group, which will be discussed in further detail during the November working group meeting.

6.0 – Talent Development Updates / Mises à jour du groupe de développement des talents

6.1 - Youth Related Updates / Mises à jour concernant les jeunes

Vanessa Cormier provided the group with some updates on behalf of the Talent Development group and some of the work that has taken place that has a connection to the Retention group:

- There will be a Youth/Emerging Talent section added to the 3+ Corporation website, which will be launched next week. More specifically, the two primary areas that are included in this section are the Familiarization Tours and the Speakers Bureau signup.
- **Familiarization Tours:** A project to come where youth will have the opportunity to explore key growth sectors and employers in our region through live interactive virtual tours.
- **Speakers Bureau:** Enables educators to connect with guest speakers from our local workforce and invite them to come share their career story with a classroom of students (in the anglophone east and francophone south districts). This will allow for development of career awareness and interest amongst our youth.
- Keyana Strzechowski will send the link of website to the entire Partnership once this has been launched.

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6.2 - Watch 3rd Youth Series Video / Voir 3e vidéo de la série jeunesse

Vanessa Cormier played the third and final youth video that was created (already showed the group the other two videos), which showcases youth in the region and paints a picture of what it's like to live/work in the region. The 3-video series will be a great retention tool moving forward.

Suggestion: It was recommended that we look into creating other videos focusing on specific sectors down the road (i.e., AI/Robotics – to show that there are more young people involved in these types of occupations, that seem to have a shortage). We want to get the message across that there are plenty of opportunities for youth in our region.

6.3 - Greater Moncton Top 20 Under 40 / « Top 20 Under 40 » du Grand Moncton

The 3rd annual Greater Moncton Top 20 Under 40 event, organized by the Chamber of Commerce for Greater Moncton and the Hub City Young Professionals Network, is taking place on September 22, at the Cineplex in Dieppe. With a focus on champions in our region, 40 finalists have been announced and the top 20 will be revealed during the event.

7.0 – Other Items / Autres points

7.1 - Member turnover Discussion / Discussion des membres du groupe

- Sylvain Montreuil will no longer be a member of the Retention working group, as he is no longer with the Chamber of Commerce for Greater Moncton. His replacement will likely take his spot within the group.
- Tahlia Ferlatte from the Town of Riverview will no longer be a member of the Retention working group.
- It was suggested that we should consider inviting a representative from a small/medium business, in order to have a member with a small employer lens. To be discussed further.

7.2 - Reminder of SLMP Documents Sent / Rappel des documents du PMTSE

Keyana Strzechowski reminded the group that they would have received an email a couple weeks back including all pertinent LMI related documents for the month of July 2021.

7.3 - Next Meeting: Week of November 22nd / Prochaine rencontre: Semaine du 22 novembre

- Next Council meeting: September 23, 2021
- Next Retention Working Group Meeting: Week of November 22, 2021. Keyana will send a Doodle to the group.

7.4 - Roundtable Updates / Mise à jour en table ronde

N/A

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8.0 – Adjournment / Ajournement

The meeting was adjourned at 2:11pm.

Action Items – SLMP Retention Working Group	Who
Share approved Flexible Workplace as well as Diversity, Equity and Inclusion definitions at the Council meeting.	Guy Léger
Submit official funding proposal to WorkingNB to receive funding for initiative #3 and initiative #4.	Kari Cheyne
Put together LMI's recommendations from Employer Survey and Labour Demand Forecast Report, as it relates to Retention group.	Kari Cheyne & Keyana Strzechowski
Send Partnership (including members of this group) an email once the Youth Section of the 3+ Corporation website as well as the youth video series has been launched.	Keyana Strzechowski
Once the Internal Portal has been launched (beginning of October), an email will be sent to provide login information.	Keyana Strzechowski
Start brainstorming on a potential new member to join this group (Small employer lens).	All
Send Doodle request to the group to schedule the next working group meeting during the week of November 22, 2021.	Keyana Strzechowski