



Let's Talk About

Skills & Training

in Brantford, Brant, Haldimand, Norfolk, Mississaugas of the Credit First Nation & Six Nations of the Grand River

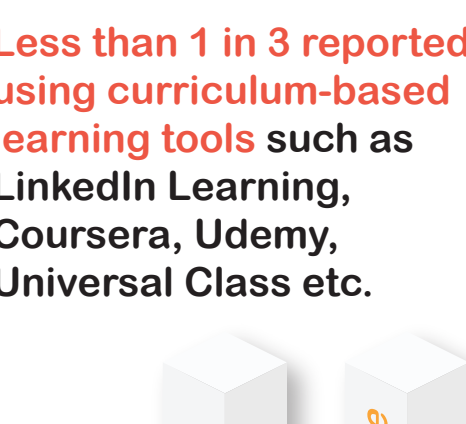
2024 Workforce Skills & Training Survey Results

Workforce Planning Board Of Grand Erie conducted a Skills & Training Survey between June and September 2024. 303 respondents completed our survey.

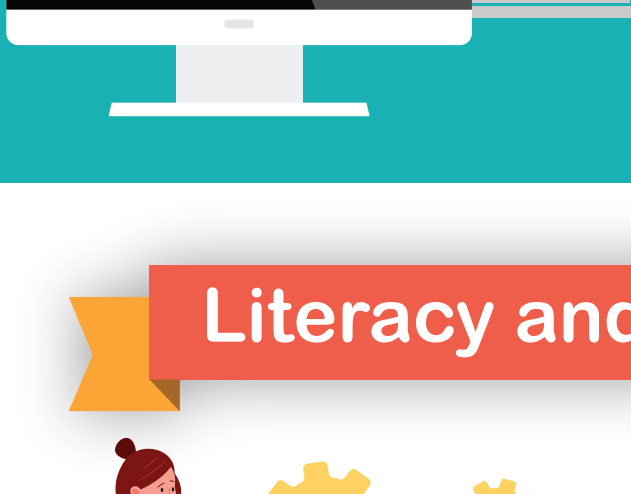


Online Skill Development Resources

About **80%** reported using Google and YouTube frequently to learn and develop their skills.



Less than 1 in 3 reported using curriculum-based learning tools such as LinkedIn Learning, Coursera, Udemy, Universal Class etc.



Online courses available for free through public libraries were used least, with only 5% of residents reporting frequent use and another 14% reporting occasional use.



Literacy and Basic Skills (LBS)



53% indicated they are interested in taking literacy and basic skills training, and a similar portion noted that they are aware of organizations that offer these services locally.

But only 1 in 3 indicated they've accessed LBS training services.

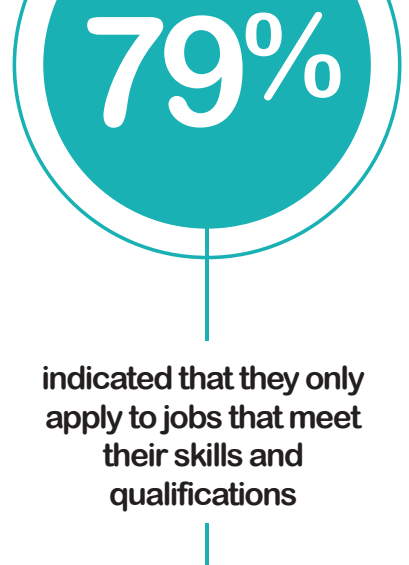


Job Availability



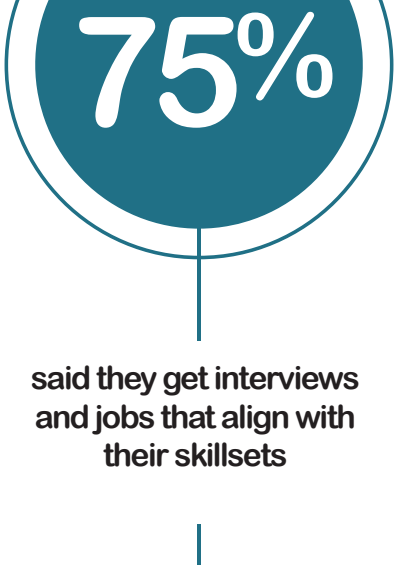
disagreed that there are many jobs available that match their skills and qualifications

People with higher levels of education were more likely to disagree. This aligns with job demand data - jobs that require short-term work demonstration and no formal education are in higher demand.



indicated that they only apply to jobs that meet their skills and qualifications

Considering that a significant concern reported by employers is the poor availability of qualified workers, there may be opportunity for businesses to revise job postings to broaden the range of candidates they attract; particularly those that may possess relevant transferable skills.

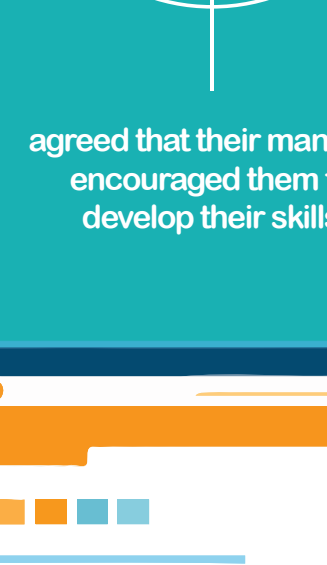


said they get interviews and jobs that align with their skillsets

Newcomers, members of the 2SLGBTQIA+ community and persons with physical & cognitive disabilities most frequently disagreed with these statements, highlighting the need to improve DEI practices and policies in hiring.



were told about skills upgrading opportunities when they began their role



agreed that their manager encouraged them to develop their skills

These figures were lower amongst persons with disabilities and members of the 2SLGBTQIA+ community.



Virtual Training

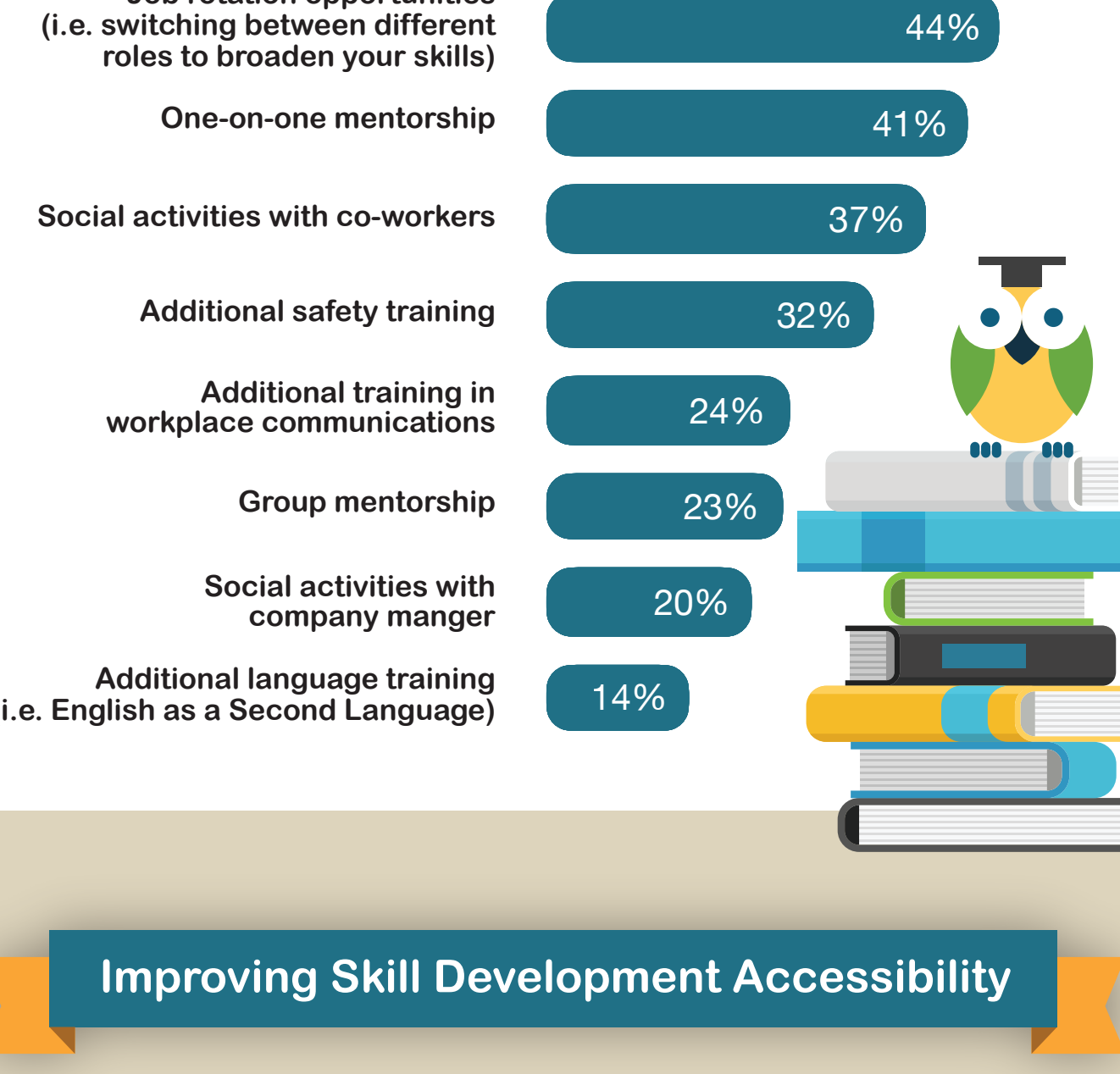
Survey respondents noted that virtual training was effective and inclusive, but less so than in person training. Virtual training was preferred when evaluating accessibility.

Category	Percentage
Did not take virtual training	32%
Took virtual training independently	29%
Took virtual training provided by employer	39%

Strengthening Skill Development Opportunities



Workers would like their employers to offer more **skill development opportunities**.



Improving Skill Development Accessibility

People said they would have improved access to skill development opportunities if:



Skills Recognition Services

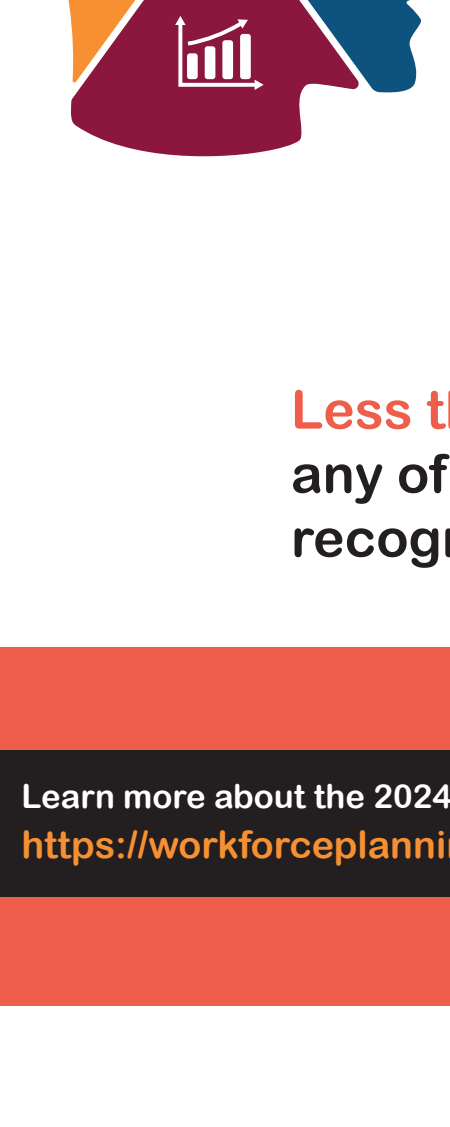
Access to skills recognition services was one of the largest workforce gaps identified through this research.

Due to inability to find relevant information and/or accessibility concerns:

40% - largely manufacturing and retail employees - were unable to access services to identify and get recognition for their transferable skills.

20% - largely Indigenous persons, newcomers and persons with disabilities - were unable to access services to get literacy and basic skills qualifications or recognition for foreign education/experience.

Less than 4% reported accessing any of the aforementioned skills recognition services.



Learn more about the 2024 Workforce Skills & Training Survey: <https://workforceplanningboard.org/workforce-surveys>

