

Improve Retention and Support Workers from Underrepresented Groups

Employers everywhere are looking for good employees who are ready to work and will contribute to the success of their businesses. But in a tight labour market, many employers are interviewing potential employees whose skills and experience do not match the job requirements and could benefit from additional skills-building opportunities. Fortunately, the local Literacy and Basic Skills (LBS) service providers can help.

We're pleased to announce that the Chamber has partnered with Literacy Link South Central, Fanshawe College, Thames Valley District School Board - Gateway Adult Learning, the YWCA and the St. Thomas-Elgin Local Immigration Partnership to help businesses deliver relevant, timely training.

What kind of training? Our local LBS service providers work with adults to help them enhance their skills to match the current workforce needs by including essential skills, like creativity and innovation, communication, and problem-solving as well as essentials like reading, writing, and math. LBS trainers facilitate group discussions, teach respectful workplace interactions, and help new employees understand work norms. When LBS providers partner with employers, they can leverage their experience to provide tailored training to help workers succeed at their jobs in the short and long term.



Fortunately, as our region continues to grow, increasing numbers of individuals from underrepresented groups, including adults with lower education, older workers, newcomers, women, LGBTQ+ people, and people with disabilities, are looking to join the workforce. LBS-led workplace programs can provide training for all workers, and in particular workers from these underrepresented groups.

This training can encompass several different skills, including soft skills, financial, communication, digital, technology and industry-specific skills. Since LBS Service providers work with the local Workforce Planning Board, our programs have access to labour market information and can source sector-specific curricula, like the Landscape and Grounds Maintenance as well as the Construction Helper programs that were recently offered to support upcoming spring employment.

Providing LBS supports and training that meet the needs of individuals from underrepresented groups can be an effective tool to increase employee retention. This is a crucial element of creating welcoming workplaces and communities that support a diverse group of workers. If you'd like to find out more about how you can work with these local upskilling programs to build employee skills, support retention, and maximize local talent pools, then join us for lunch on May 9th at the CASO Station (Farley Waiting Room) from noon until 1:00 pm. You can RSVP by contacting mail@stthomaschamber.ca.