

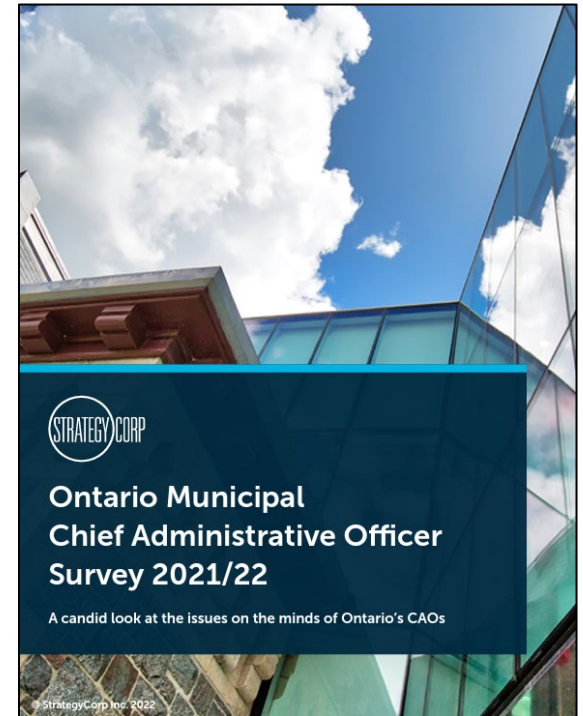
MUNICIPAL WORKFORCE DEVELOPMENT

OSUM 2023
AGM &
Conference

April 27, 2023

CONTEXT

- 2022 Ontario Municipal CAO Survey 2022 identified human resources as the #1 issue keeping CAOs “up at night”
 - Challenges with recruitment and retention
 - The “grey tsunami” – the retirement of the baby boomers
 - COVID exhaustion
- As of December 31, 2020, of 266,230 active OMERS members:
 - 77,910 were aged 55 or older;
 - 39,840 aged 50-54;
 - 35,980 aged 45-49;
 - Altogether, 153,730 or 58% of active OMERS members (FT) eligible to retire immediately or over next 10 years



CONTEXT

Rural municipalities in Canada lead the way in 4-day work weeks to combat high turnover rates



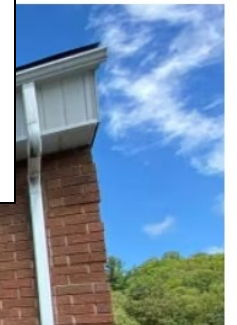
Rural Ontario municipalities are adopting the 4-day work week. What does it take to get others on board?



Local government and private sector can benefit from the switch, expert says

'Beginning of a trend': More Ontario municipalities show interest in 4-day work week

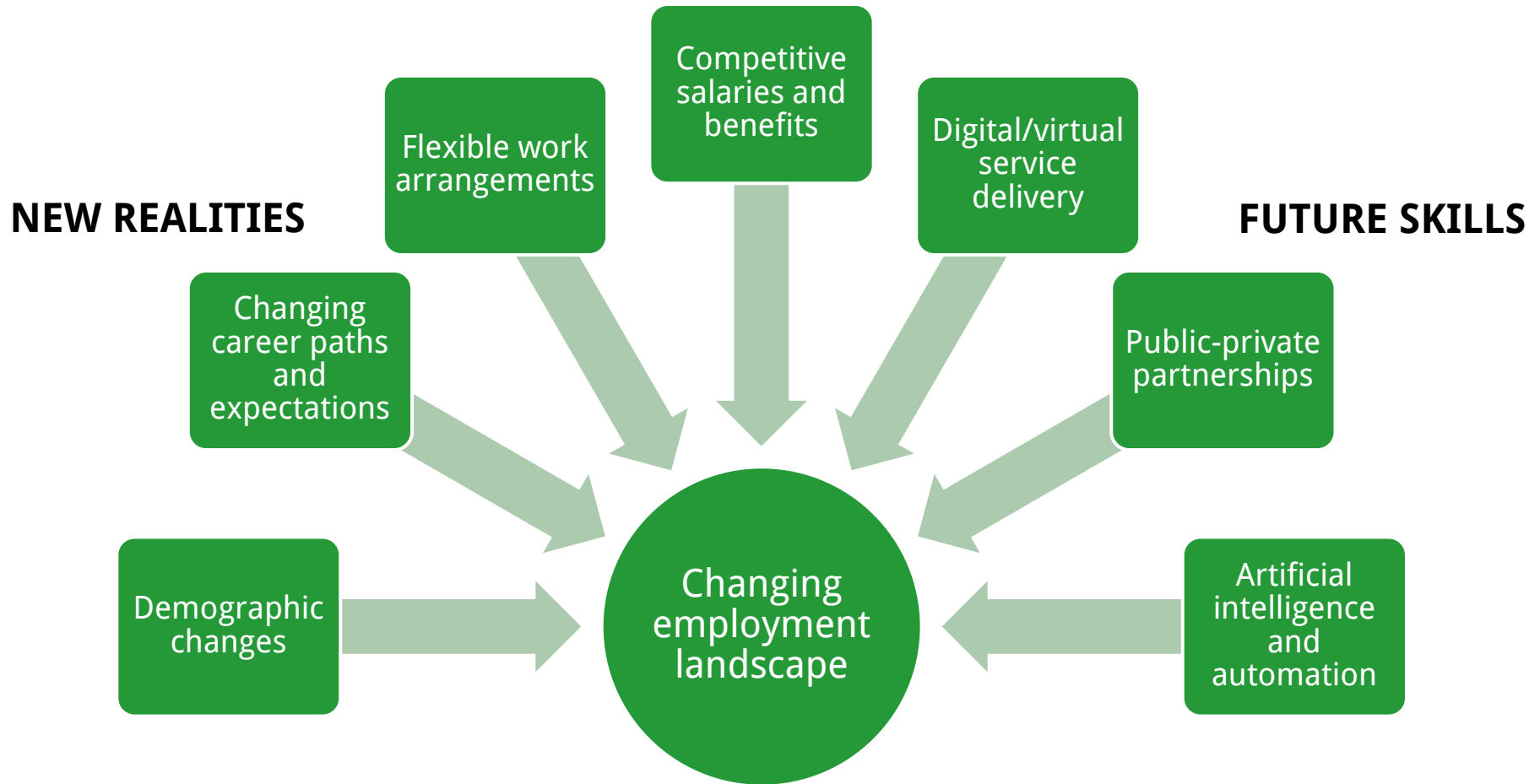
February 27



By Fakiha Baig • The Canadian Press
Posted March 2, 2023 3:39 pm

CONTEXT

TALENT MANAGEMENT



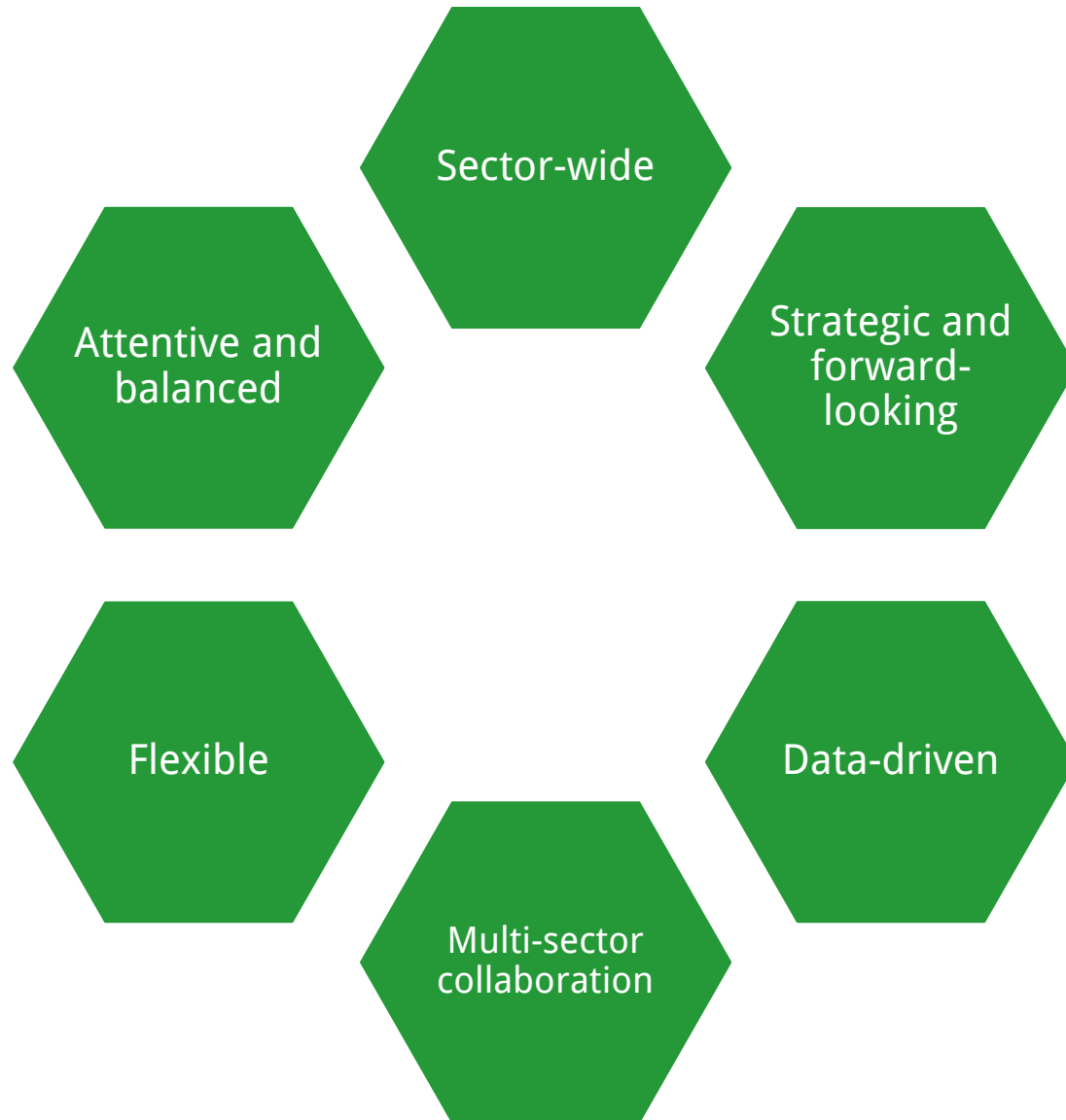
WHAT IS WORKFORCE PLANNING?



WORKFORCE DEVELOPMENT PROJECT

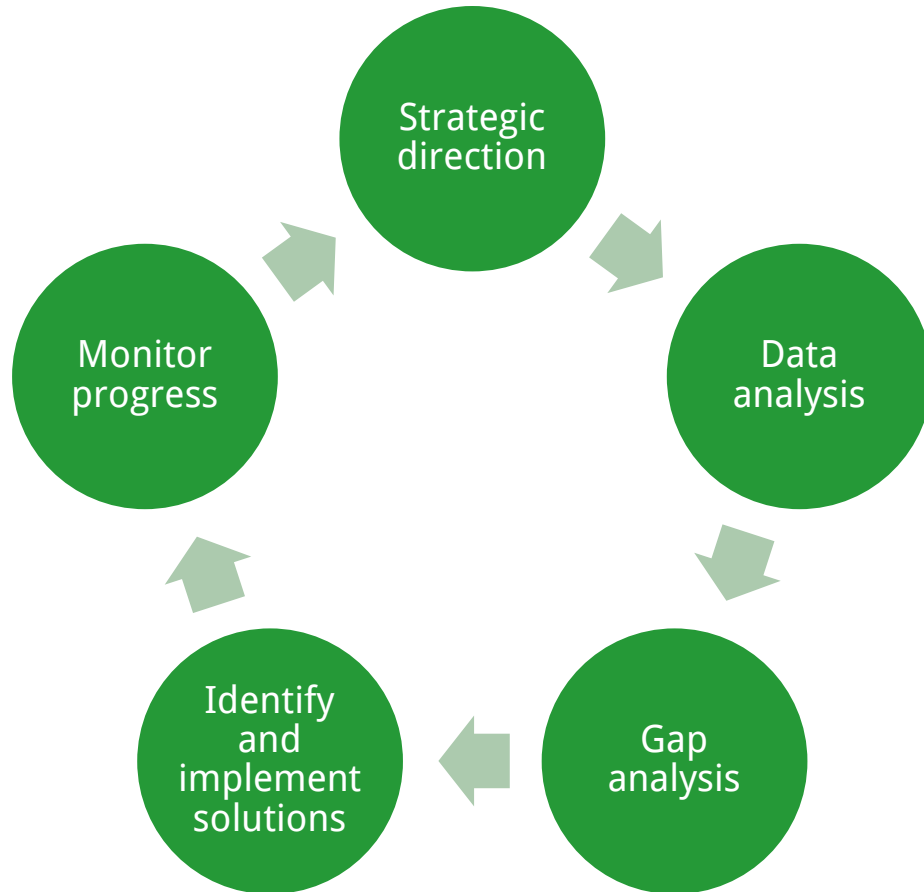
- The AMO Board committed up to \$1M over four years for this project.
- AMO's Municipal Workforce Development Project will aim to:
 - Understand the workforce needs of Ontario's municipal employers
 - Work with government and education sectors on the creation of educational and professional programs to support municipal workforce requirements
 - Work with members to implement recruitment and retention initiatives to meet their workforce needs
- Project focus is on those career pathways/job positions employed by municipalities and municipal agencies:
 - Public sector management and finance
 - Planners, engineers, Chief Building Officials
 - Human services, municipal health staff (e.g., public health, long-term care), program delivery

WORKFORCE DEVELOPMENT PROJECT



WORKFORCE DEVELOPMENT PROJECT

- Convene senior municipal administrators and experts from other sectors to guide the project and develop solutions.
- Gather data, seek new information, and conduct analysis to fully understand the current and future municipal workforce gaps.
- Develop resources for municipal employers to implement recruitment and retention initiatives to meet their workforce needs.
- Collaborate with post-secondary sector partners and municipal professional staff associations to develop responsive training and accreditation programs for current and future municipal employees.



CONNECT

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