



Industry Partnership Engagement Coordinator

The Position

Landscape Ontario is seeking to hire a qualified Industry Partnership Engagement Coordinator (IPEC) for a Workforce Development grant project who will support the development and growth of new entrant and incumbent training workforce program, and an Employers of Choice program.

The Partnership Engagement Coordinator will be responsible for leading partner and stakeholder engagement with LO's 2,600 business members to inform the development of 3 new programs that include a new entrant worker recruitment and development program, a new training and skill development program for current workers, and a developmental program to support Employers in the landscape and horticulture industry.

The IPEC will be responsible for the day to day implementation and maintenance of on-going communication and engagement with the industry to inform the development of workforce specific programming.

Landscape Ontario identifies workforce development as a critical component of the landscape and horticulture industry's competitiveness and sustainability. As the lead position responsible for engaging with and building relationships with industry employers and members, the Industry Partnership Engagement Coordinator will be responsible for collecting intelligence, engaging and building buy-in among industry employers, and identifying trends and opportunities to support Landscape Ontario's workforce development initiatives with a focus three unique programs that include a new entrant talent development program, an incumbent skills training program, and the development of an Employers of Choice program.

This position is a key position to launching a new talent development program that will target the recruitment and training of Ontarians who have experienced difficulty historically in the labour market. The IPEC will lead the engagement and relationship building with industry employers in 3 regions of Ontario (Toronto, Hamilton and Kawartha/Muskoka), and will inform the initial design of the program and implementation of new entrant and incumbent skills training programs, as well as program growth, continuous improvement and evolution of the initiatives based on industry feedback. Additionally, this position will support Landscape Ontario's apprenticeship group sponsor program.

Specifically, this position will be responsible for:

- Build and maintain relationships with industry employers and partners;
- Represent Landscape Ontario and the interests of the industry;
- Develop a deep knowledge of industry operations and practices as they relate to work and talent development;
- Identify, track and analyze operational and workforce specific trends, needs and opportunities, including specific talent and skills needs, workforce / talent management and employer-based recruitment and retention (development) practices;
- Inform the goals, scope and operational design of the new entrant and incumbent training programs, and the Employer of Choice program based on industry practices, needs and expectations;

- Support the design and implementation of data collection, measurement, feedback and continuous improvement based on regular feedback from industry partners/employers;
- Undertaking field visits to provide technical backstopping and support solutions for success to industry employers;
- Support the management and administration of the projects, including reporting;
- Prepare communications materials and presentation materials for industry employers;
- Support Communication with funders, government and other system stakeholders
- Other responsibilities as required.

The successful candidate will possess:

- A minimum of 2 years proven experience working with business in an operational, sales or workforce/HR development capacity and / or managing similar initiatives;
- Proven partnership engagement and project management skills experience is a must;
- A demonstrated ability to understand and analyze business operations and identify workforce / talent needs, gaps and opportunities;
- Very strong interpersonal and relationship development skills;
- The ability to work in a start-up project environment;
- A commitment to inclusive workforce practices, removing structural barriers to work and poverty reduction;
- Experience developing a strategy that effectively translated into practice / operations;
- Clear professional written and verbal communication, presentation and facilitation skills;
- Strong team leadership and proven team building skills;
- The ability to engage and speak to different audiences for different purposes (e.g. business, job seekers, workers, non-profits, government etc.);
- The ability to manage multiple priorities and project deliverables on time;
- The ability to work independently and cooperatively with team members;
- Demonstrated attention to detail and to meet deadlines;
- Strong discretion and political acuity;
- Strong collaboration and team development skills;
- The ability to proficiently use MS Office Suite, project management software, tools and databases, and learn new computer skills;
- A desire to learn and grow;
- The ability to adapt and evolve with the needs of the project;
- A vehicle and drivers' licence;
- Ability to travel to program locations;
- Knowledge and experience in the landscape and horticulture industry is a strong asset, but not required.

Compensation:

The salary range is \$65,000 - \$80,000. based on experience.

Term:

Full-time Contract Position ending March 31, 2021 with Possibility of Extension

Application Process:

Please send a resume and cover letter specifically outlining why you are interested in this position and how your specific experience, qualities and interests will support your ability to thrive and contribute to this position to:

aannis@landscapeontario.com

(Continued)

Applications will be reviewed on a rolling basis until: November 11, 2020.

We thank all those who apply, only those shortlisted will be contacted for a potential interview.

Landscape Ontario Horticultural Trades Association is committed to accessibility in employment and to providing equal access to employment opportunities for candidates, including persons with disabilities. In compliance with AODA, LOHTA will endeavor to provide accommodation to persons with disabilities in the recruitment process upon request. If you are selected for an interview and you require accommodation due to a disability during the recruitment process, please notify the Director of Education & Workforce Development upon scheduling your interview.

Location:

- Office is in Milton Ontario
- Delivery Areas:
 - Toronto
 - Golden Horseshoe/Hamilton
 - Muskoka/Kawartha

Reports to:

This position reports to the Program Manager

Works directly with: Project staff, partners, employers, system service providers, participants, etc.

About Landscape Ontario

Landscape Ontario Horticultural Trades Association (LO) was established over 40 years ago with a mandate to promote and advance the Landscape and Horticulture industry through leadership, community, professionalism and stewardship. Landscape Ontario represents 2600 members employing over 70,000 employees in Ontario in nine geographical chapters and across 10 occupational Sectors. LO recognizes the competitive environment around attracting and retaining the current workforce employed by 'employers of choice' to support the design, installation and maintenance of healthy green infrastructure and providing sustainable solutions to issues created by weather events. With the industry's vision to be recognized as professionals that provide economic, environmental and health & wellness benefits for every community, LO strives to be the hub that creates opportunities for the current and future workforce to advance their careers and pathways to support this growing industry.