

## Supplementary Budget – Briefing Note

## 2019 Budget

One page brief per request

**Briefing Note required for:**

- items >\$50,000
- changes in FTE
- Corporate Strategic Initiatives

Dept	Division	Business Unit	Item	Base Supp	Amount	FTE Impact
CHS	CALS - Admin	12200	Talent Attraction Lead	S	\$163,788	1.0
CHS	CALS - Admin	17261	OW Corporate Initiative Reserve	S	(\$163,788)	0
					<b>Net \$0</b>	

**Background:**

- New service funded through OW Corporate Initiative Reserve
- Chatham-Kent, like many other communities across the province and country, faces an acute workforce and talent shortage.
- An ageing workforce and retirements combined with a declining birth rate, means that workforce shortages will continue to create challenges for Chatham-Kent employers trying to sustain and grow their businesses.
- Members of the Community Leaders' Cabinet identified talent attraction issues throughout the organizations they represent, and expressed a desire to work collaboratively on finding solutions and taking action.

**Comment:**

A municipal team, representing Community Human Services and Community Development, worked throughout 2018 to determine the key components of a talent attraction model framework that would be driven by a Talent Attraction Lead. This position will:

- Be the focal point for the CK community's talent attraction and retention efforts
- Establish strong working relationships with employers and professional organizations
- Establish collaborative internal and external partnerships to ensure marketing and outreach efforts are coordinated.
- Coordinate and report on efforts across the municipality and the community
- Identify data needs to facilitate evidence-based action
- Gather, analyze and interpret data in order to drive out strategic direction and focus areas
- Establish and report on KPIs