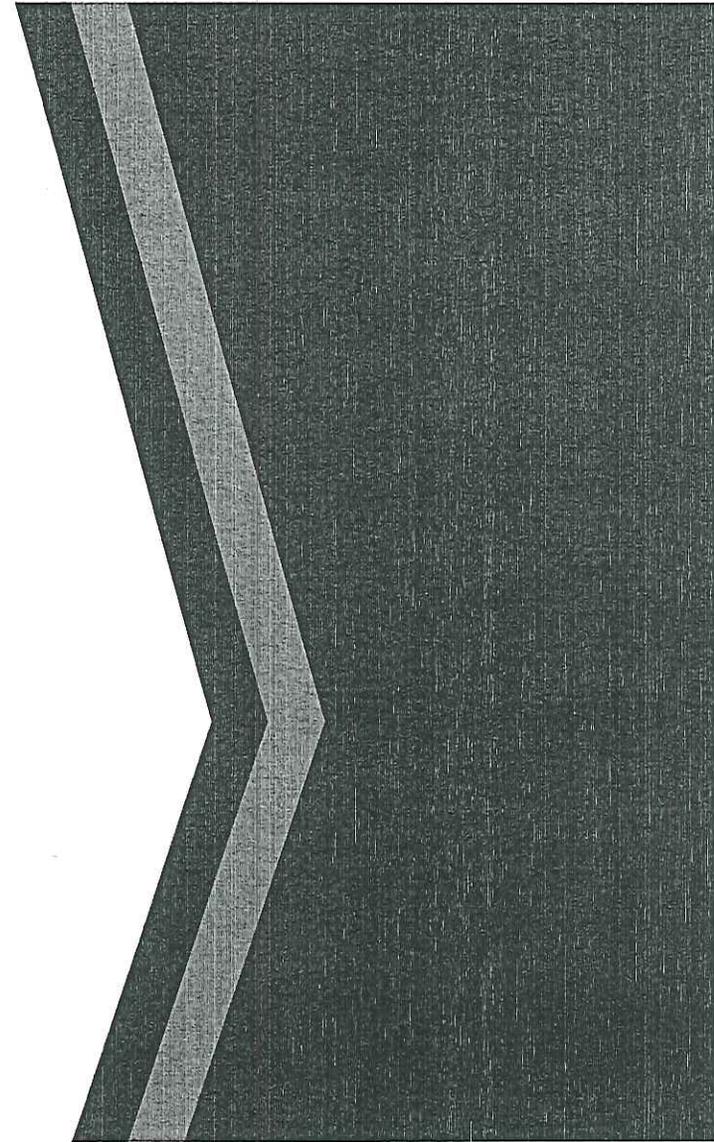


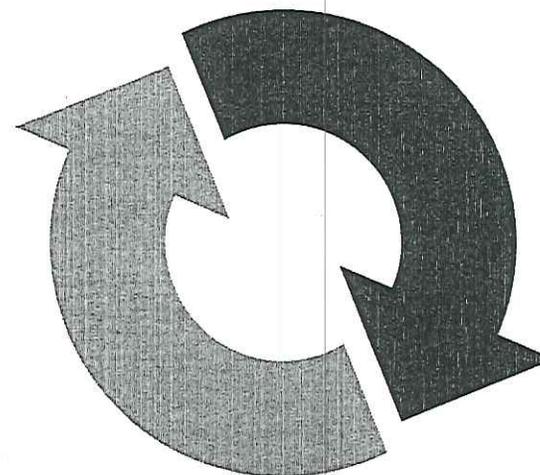
## Our Tools and Resources

**workforce**  
WindsorEssex



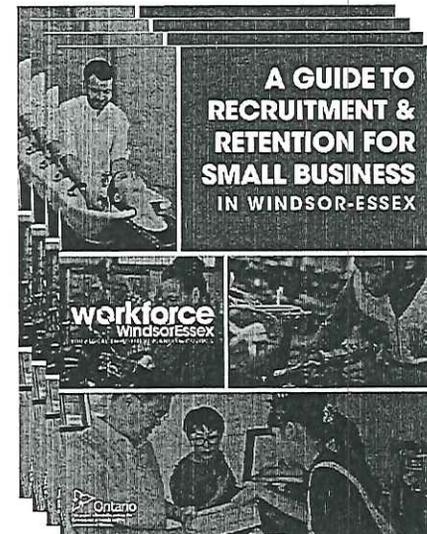
## Who We Are

- Local Employment Planning Council
  - 21 projects and multiple tools
- Windsor Essex Local Immigration Partnership
- WEskills



# A Guide to Recruitment and Retention for Small Business in Windsor-Essex

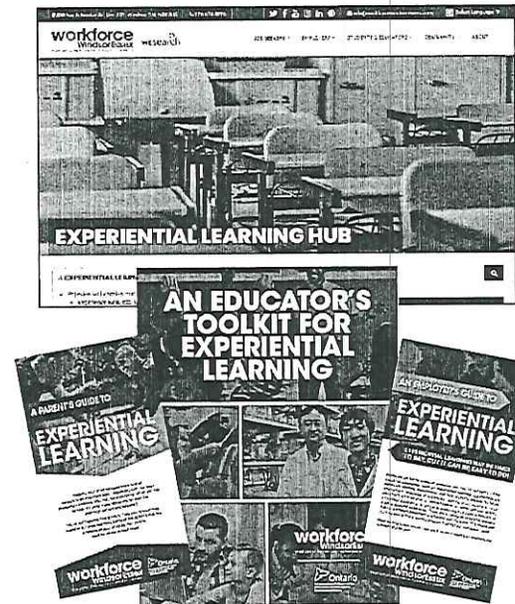
- Recruitment and retention resource for small businesses
  - How and who are you recruiting?
  - Experiential learning
  - Job posting, interview, onboarding
  - Labour market information
  - Supporting your team
  - Offering perks
  - Investing in employees
  - Team building around Windsor-Essex
- Consultations with 60+ employers to gather challenges and strategies



<https://www.workforcewindsoroessex.com/small-business-recruitment-retention-guide/>

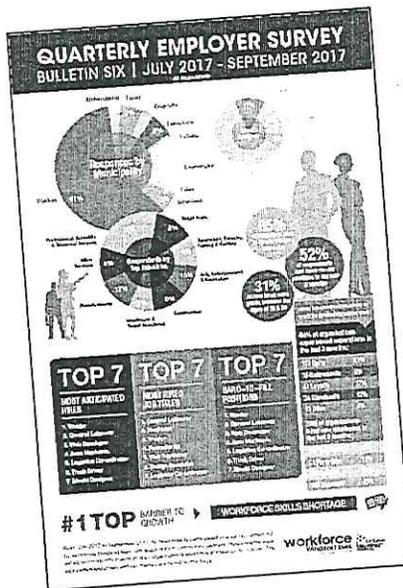
# Experiential Learning Hub

- One-stop shop for experiential learning
- Connect with experiential learning opportunities
- Experiential learning guides for employers, educators, and parents



<https://www.workforcewindsorsex.com/experiential-learning-hub/>

# Quarterly Employer Survey



- Carried out each quarter with employers
  - Bulletin released within 1 month of survey completion
- Helps us get a pulse on the local labour market
- Helps you:
  - Gauge your workforce against others
  - Inform our future projects

<https://www.workforcewindsorsex.com/quarterly-survey/>

# WE Suite



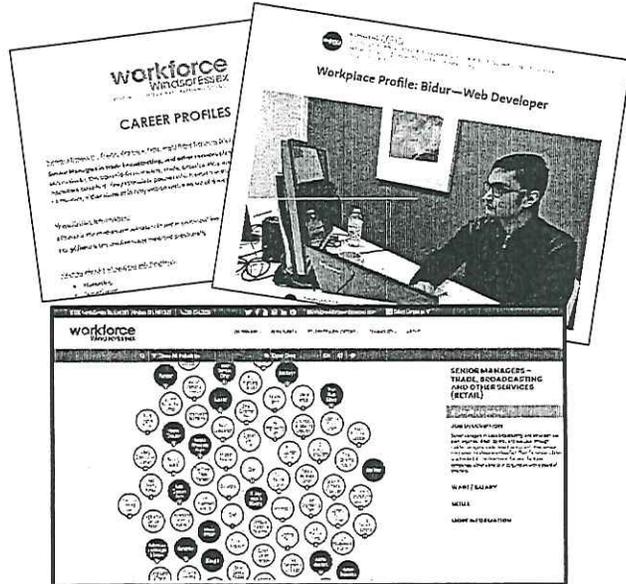
WEdatarequest

  
WEjobs

  
Wesearch

- Request labour market information, free of charge
  - Compensation, diversity, # of graduates, etc.
  - <https://www.workforcewindsoressex.com/data-request/>
- Share career and training opportunities to thousands of people and organizations
  - Darlene Malcolm: [dmalcom@workforcewindsoressex.com](mailto:dmalcom@workforcewindsoressex.com)
- Find local resources for hiring, funding, networking, and other opportunities
  - <https://www.workforcewindsoressex.com/wesearch/>

# Let us know how we can help.



- We work with students, jobseekers, educators, employment service providers, community organizations, and government too!
  - Presentations in secondary and post-secondary schools
  - In-demand career exploration tools
  - Newcomer skills
  - Workforce profiles
  - Roundtables and working groups
  - Webinars



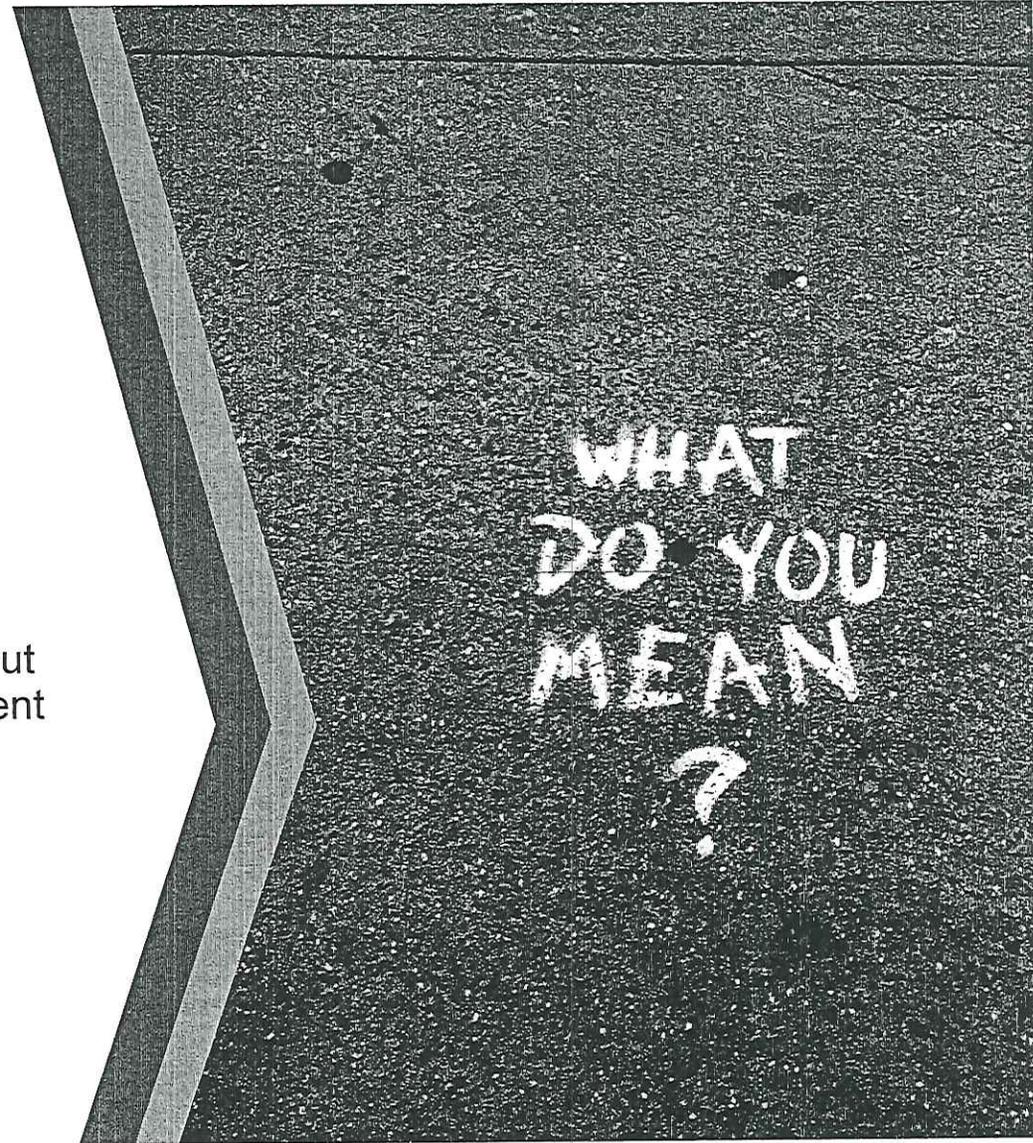
# Questions?

Katie Renaud

[krenaud@workforcewindsoressex.com](mailto:krenaud@workforcewindsoressex.com)

Check out our website to learn more about the workforce and community development work that we undertake:

[www.workforcewindsoressex.com](http://www.workforcewindsoressex.com)

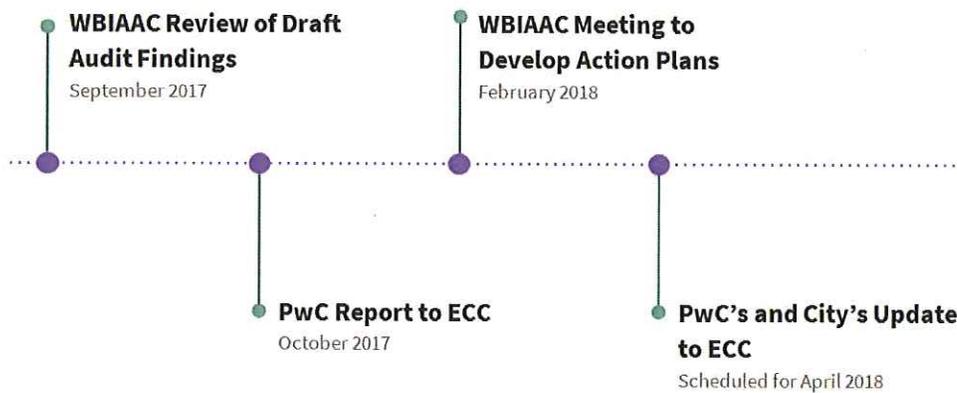


Internal Audit of Nine Business Improvement Associations (BIA)

Context and Discussion Questions

- Internal audit's role is to provide an independent perspective on the current state design of processes and controls and possible recommended actions to resolve/mitigate risks as determined from a document review or procedure related to the scope of review.
  - Management (BIAs) are responsible for implementing control procedures or practices which aim to reduce risk in a cost effective/efficient manner, whilst being compliant with relevant policies, by-laws, standards etc.
1. What minimum internal control requirements would be feasible to implement across small, medium and larger BIAs relating to financial risk management, corporate governance and transparency of significant/key operating decisions?
  2. What are some of the current challenges in attaining the minimum control requirements or control recommendations noted within the report?

Timeline



Observations

| Relevant Findings  | Considerations for Improvement                                    |
|--|---|
| Update Constitutional Bylaw Documentation (Ref Finding #1) | Consider Sharing of knowledge and Services                        |
| Prepare and Review Standard Financial Reports (#3)         | Develop Financial Close Process and Document Management Checklist |

Note: Finding #2 relating to timeliness of approved audited year end financial reports is being addressed by individual impacted BIAs and City Administration. This finding will be reported as resolved in the update to ECC in April 2018.

Some Alternatives

| Findings  | Considerations for Improvement  |
|---|---|
| Each BIA can respond with a tailored action plan  | Do nothing  |
| Impacted BIAs can provide a collective response   | Implement part or all of the consideration                                      |
| All BIAs can provide a future state plan which considers sharing of resources, services and knowledge as appropriate to the scale/size of each BIA. | Implement a new recommendation based on discussion with other BIAs, WBIAAC etc. |

Note: The findings noted on the left side and the stated actions from today's discussion will be subject to validation by PwC to confirm action plan completion on or around the expected completion date.