FAR NORTHEAST TRAINING BOARD (FNETB)
your local labour market planning network

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre réseau local de planification du marché du travail

Setting the future direction for the FNETB

2026-2029 Strategic Plan



INTRODUCTION

As the Far Northeast Training Board (FNETB) moves beyond its 30-year legacy, the organization is pleased to present its strategic direction for the 2026–2029 period. This Strategic Plan outlines the priorities that will guide the work of the FNETB) in its role as a regional-level intermediary, fostering collaboration among various workforce development partners.

This plan outlines how the FNETB acts as the region's central intelligence hub and a trusted convener or "uniter". The FNETB does not deliver services directly to job seekers; instead, it strengthens the regional service delivery system by turning reliable, localized data into practical strategies for partners. Operating as a non-direct service provider, the FNETB positions itself as a neutral intermediary dedicated to optimizing the regional employment system by aligning educational and training offerings with the evolving needs of local industries.

In the wake of its 30th anniversary, the FNETB conducted a strategic planning exercise to reflect on its future direction. Based on input from Board members and local stakeholders, the exercise included an overview of the organization's history, its current situation, and a discussion about its future direction.



To promote the effective planning of training and workforce development programs and services so residents of the region can acquire the skills required in the local labour market.

MOVING FOWARD

At the heart of the discussions that led to the creation of this strategic plan is the insight from board members and various local stakeholders (service providers, educators and trainers, Indigenous organizations and government). Board members and stakeholders alike highlighted that the FNETB is known for:

Research and Planning

Strong labour market information – Known for providing reliable data and high-quality analysis of regional employment trends.

Identifying Skills Gaps – known for supporting workforce planning by pinpointing specific training needs and employment opportunities.

Collaboration and Action

A Trusted Regional Convenor – known for bringing together employers, educators, and service providers to address collective challenges.

Practical Workforce Initiatives – know for delivering tangible results through jobs fairs, employer engagement, and training awareness campaigns.

When probed about their future expectations of the FNETB, board members and stakeholders alike suggest that FNETB focus on:

Timely and accurate labour market information – stakeholders want up-to-date, reliable data on job trends, in-demand skills, labour shortages, and changing industries.

Localized and regional insights – there is strong demand for data specific to the region to better understand local workforce needs and opportunities.

Collaboration and networking opportunities – many value workshops, meetings, and events that connect employment agencies, employers, training providers, schools, and community organizations.

Accessible data and practical tools – summaries, presentations, and user-friendly tools are expected to help businesses and partners understand and apply the information.

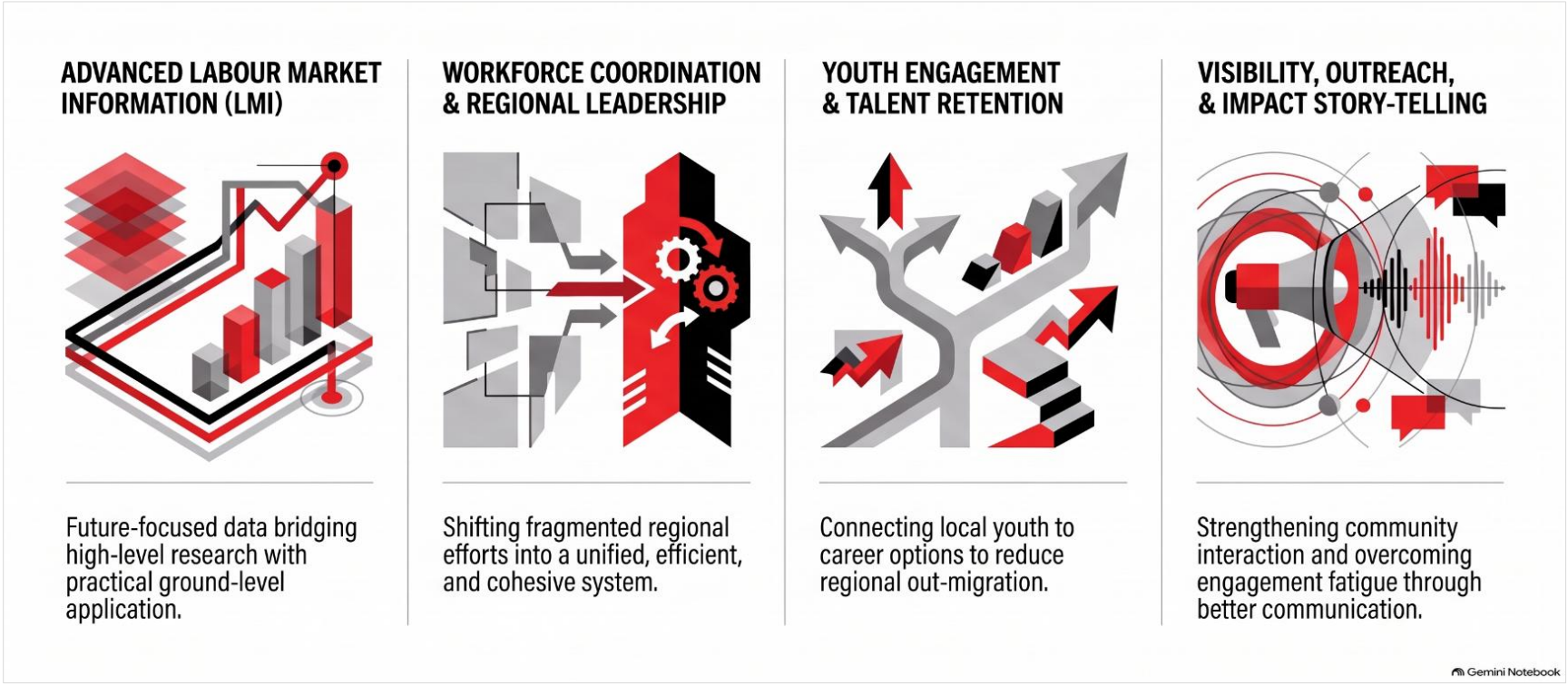
Research on emerging economic pressures – there is interest in additional research and survey on issues such as tariffs, layoffs, rising costs, and small business closures.

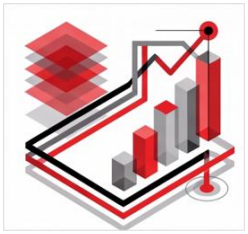
Stronger community connections – stakeholders want FNETB to help strengthen links between social services, job seekers, businesses, and other regional partners.

The perception that board members and stakeholders have regarding the current and future role of the FNETB seems to show that the FNETB has remained true to its mandate, and that it should continue to adhere to that mandate which is to:

- collect, analyze and disseminate reliable local labour market information to local stakeholders and employers.
- develop partnership projects that address local labour market issues such as skills misalignments, workforce development challenges and gaps in service.
- facilitate service coordination and planning.

Based on that premise, the FNETB' strategic planning exercise identified four priorities for 2026-2029.

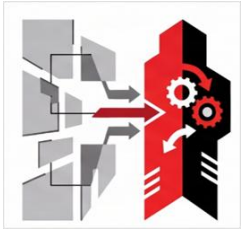




PRIORITY 1: ADVANCED LABOUR MARKET INFORMATION (LMI) AND PRACTICAL TOOLS

Objective: Provide timely, user-friendly, and future-focused data that bridges the gap between high-level research and ground-level application.

ACTION	TIMELINE	LEAD / PARTNERS	DELIVERABLE
Implement layered content by converting technical reports into practical one-page summaries with clear "what this means for you" guidance.	Short term	FNETB staff with community and employment-service partners	Plain-language summaries for key LMI products
SUCCESS MEASURES: Increased use of FNETB reports by partners and community stakeholders			
Develop interactive dashboards to track employment trends and provide faster updates.	Short to medium term	FNETB staff and technical support	Public-facing dashboard or dashboard prototype
SUCCESS MEASURES: Stakeholders can access current regional labour market indicators in a user-friendly format			
Launch an early-warning system to identify localized labour shortages before they become severe.	Medium term	FNETB staff, employers, sector partners, and service providers	Priority-sector monitoring process and reporting schedule
SUCCESS MEASURES: Emerging shortages are identified earlier and shared with partners for coordinated response			
Promote the *jobsin* portal through targeted outreach, partnerships, and marketing.	Ongoing	FNETB staff and regional partners	Outreach campaign and partner promotion toolkit
SUCCESS MEASURES: Growth in employer postings, job seeker use, and partner referrals			



PRIORITY 2: WORKFORCE COORDINATION AND REGIONAL LEADERSHIP

Objective: Shift the region from isolated, fragmented efforts to a cohesive, unified system that minimizes duplication and maximizes efficiency.

ACTION	TIMELINE	LEAD / PARTNERS	DELIVERABLE
Map the regional workforce system to identify duplication, service gaps, and barriers to employment.	Short term	FNETB staff with service providers, municipalities, and community partners	Regional asset map and client-journey map
SUCCESS MEASURES: Partners have a shared understanding of service gaps and coordination opportunities			
Establish sector-based action tables for priority industries such as mining, forestry, healthcare, and construction.	Short to medium term	FNETB, employers, industry leaders, training providers, and service agencies	Regular action-table meetings with documented priorities and follow-ups
SUCCESS MEASURES: Sector partners identify practical responses to labour shortages and training needs			
Enhance geographic and demographic inclusion by expanding engagement with Francophone, rural, remote, and northern communities.	Ongoing	FNETB staff with Francophone, Indigenous, municipal, and community partners	Targeted engagement plan and accessible participation options
SUCCESS MEASURES: Broader participation from communities that experience geographic or service-access barriers			



PRIORITY 3: TALENT DEVELOPMENT AND RETENTION

Objective: Connect youth and young adults to local career options to build the future workforce and reduce out-migration.

ACTION	TIMELINE	LEAD / PARTNERS	DELIVERABLE
Promote skilled trades and apprenticeships by working with schools and employers to reduce barriers and increase awareness of trades pathways.	Short to medium term	FNETB, school boards, employers, apprenticeship partners, and training providers	Trades promotion activities and apprenticeship pathway resources
SUCCESS MEASURE: Increased student awareness of trades careers and apprenticeship options			
Deepen educational partnerships to support mentorships, co-op placements, and exposure to local careers.	Medium term	FNETB, school boards, post-secondary institutions, employers, and community partners	Partnership plan for mentorships, placements, and career-awareness activities
SUCCESS MEASURE: More students and young adults connect with local employers and career pathways			
Provide continuous career communication to students and guidance counsellors about current and emerging regional opportunities.	Ongoing	FNETB, educators, employers, and service providers	Regular career updates, newsletters, or briefings
SUCCESS MEASURE: Guidance counsellors and students receive timely, practical information about local labour market opportunities			
Provide support to initiatives that focus on ensuring access to training and employment for all.	Ongoing	FNETB, employers, and service providers	Activities and promotional resources on accessible and inclusive labour market
SUCCESS MEASURE: The local workforce is reflective of the demographic, social and cultural makeup of the region			



PRIORITY 4: VISIBILITY, OUTREACH, AND IMPACT STORYTELLING

Objective: Increase public awareness and engagement by strengthening how FNETB communicates its impact and interacts with the community.

ACTION	TIMELINE	LEAD / PARTNERS	DELIVERABLE
Transition to being visible in action by maintaining an active presence at job fairs, career days, and community events.	Ongoing	FNETB staff and community-event partners	Annual outreach calendar and event participation plan
SUCCESS MEASURES: More stakeholders recognize FNETB's role and tools through direct engagement			
Adopt digital storytelling through short videos, infographics, live event coverage, and social media highlights.	Short to medium term	FNETB staff, partners, and content contributors	Digital storytelling calendar and reusable content templates
SUCCESS MEASURES: Improved online engagement and clearer public understanding of FNETB's impact			
Build high-impact industry alliances with large mining, construction, and other major employers.	Medium to long term	FNETB and industry partners	Partnership outreach plan and sponsorship opportunities
SUCCESS MEASURES: New or expanded industry partnerships support regional workforce initiatives			
Empower partner organizations with ready-to-use graphics, newsletter blurbs, and promotional materials.	Short term and ongoing	FNETB, Chambers of Commerce, service providers, and community partners	Partner promotion toolkit
SUCCESS MEASURES: Partners consistently share FNETB tools and messages through their own networks			

CONCLUSION

The strategic priorities and actions outlined in this document provide a road map to guide the work of the FNETB over the next three years. The FNETB is committed to continuing to function as an independent liaison and 'uniter' with no ulterior motives, serving as a neutral partner dedicated to the optimization of the regional service delivery system.

FNETB serves as a neutral, trusted advisor by "shining a light" on areas for improvement and providing the evidence-based research necessary to design better outcomes. As such, the FNETB will continue to support initiatives that move the region from isolated actions to a coordinated responsive strategy, and that ensure the entire system remains resilient and aligned.

IMPLEMENTATION AND REPORTING

REPORTS	PURPOSE	OUTPUT
Quarterly	Review progress, confirm next steps, and identify risks or barriers.	Updated action tracker and partner follow-up list
Semi-annually	Assess whether priorities remain aligned with labour market conditions and partner needs.	Progress summary and recommended adjustments
Annually	Report on outcomes, refresh priorities, and communicate impact to stakeholders.	Annual action-plan update and public impact story

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