In this newsletter our feature focuses on automation and its impact on the workforce. We have sourced a number of reports and research to offer insight into this trend and its impact on the workforce in general and specifically to our region.

**What you will find here**

- Words from the ED
- What is The Board up to?
- The Good, The Bad and The Ugly of labour market Activity
- The Feature
- Stuff you need to know
- People R Us
- Links of Usefulness-In no particular order
Words from the ED

Frank O’Hearn
Executive Director

The 1000 Islands Region Workforce Development Board has just completed a number of presentations to our Employment Ontario service providers in our region. Our focus is on the availability of labour market information within the board’s website. [www.workforcedev.ca](http://www.workforcedev.ca)

We have had excellent feedback to this outreach and our website! Our work continues as we are now focusing on the various student services departments within the various school boards in our region. We look to the communities continued support to this outreach and we ask everyone to check our website. You be the judge! It is our reasoning that our site provides an exciting and current labour market menu to explore. We are open to feedback!

What is The Board up to?

We have conducted consultations with employers and service providers and gathered lots of valuable information for the LLMP. Although, the deadline for the submission to the Ministry is February 28, we are hoping to have the report available the end of November.

Our projects this year:
Quarterly newsletter focusing on local LMI. We had a Q & A with some union representatives in October that generated a great conversation. This will be featured in our third newsletter.
The EmployerOne survey is being sent to employers in our region. If you are an employer and it lands in your inbox, please take a couple minutes to fill it out.
We are continuing our outreach efforts to educate the community what we do.

The Good

The layoffs announced the middle September by officials at the local Invista plant in Kingston have been called off. Approximately 90 employees were given layoff notices due to issues getting materials to and from Invista plants in Texas after hurricane Harvey hit the state on August 26. “Invista is pleased to confirm that we are rescinding all recently announced layoffs,” Invista Kingston’s Paul Brown wrote in a brief statement.

Labour Market Activity

THE GOOD
THE BAD
THE UGLY

The Good
“The impact to Kingston’s supply chain was less than originally anticipated. Therefore, we’ve been able to rescind all layoffs,” Brown wrote.

The Lansdowne Rural Telephone Company celebrates its 110th birthday. Founded in 1907, the company serves the St. Lawrence River area stretching from the Gananoque Narrows to Club Island, including Hill Island and many of the Thousand Islands, to Black Rapid Road in the north. It has about 2,000 landline customers and provides high-speed internet to 1,900. Manager Bill Grier and board president Wayne Shields said the company was able to dodge takeover bids by Big Telephone because it always made up a point of keeping up with technology and reinvesting in itself.

Via Rail’s $5.25 billion proposal is to build a dedicated passenger rail line through the most populated region of Canada. Frontenac County council endorsed a resolution from the Eastern Ontario Warden’s Caucus that called on the Federal and Ontario government to financially support the project. The proposed route includes stops in Tweed, Sharbot Lake and Smith Falls. The EOWC resolution included a call for smaller centres in order to enable “the user to have direct and fast access to railway stations and hubs in communities across rural eastern Ontario.”

Correction Service Canada will open a new national training facility for correctional officers in Kingston next spring and will operate it there for a least the next three years, maybe five. The national training facility is currently located in Regina at the Royal Canadian Mounted Police Academy Depot Division. The relocation will happen April 1 of next year. “I think it’s great,” Kingston and the Islands MP Mark Gerretsen said. “Kingston is renowned for its ability to train and produce professionals in the correctional field. I think a lot of people respect the fact that having the training here makes a lot of sense because a lot of people end up working in this area.”

A unique program allows students to ride city’s transit buses for free during schools year. Local high school students get to ride city transit for free with a complimentary bus pass. Dan Hendry, sustainable initiative coordinator with the Limestone District School Board, gave presentations to more than 200 Grade 9 students during the Kingston Collegiate orientation day, which included a trip on a Kingston Transit bus. Whether it’s to get to school, an after-school job or just hang around with their friends at the mall, Hendry said that the numbers prove that the students are using city transit.

Fall business workshop for small business week at Donnelly’s on The River in Ivy Lea was presented October 19. The event was sponsored by the Town of Gananoque, Township of Leeds and the Thousand Islands, KEYS Job Centre, the Gananoque Public Library, 1000 Islands Gananoque Chamber of Commerce and the 1000 Islands Region Workforce Development Board. Feature speaker of the day was Melissa Schenk of MS2 and her message was the importance of using video in today’s world, and how it can affect recognition on social media.
and beyond. Afternoon panel discussion was held with five successful entrepreneur followed by “speed dating” with funders from the local to federal levels.

A new local manufacturer is aiming to be a leader in the transition from fossil fuels to a sustainable, biologically-based economy. Advonex international, opened its new 12,000-square-foot facility just north of Brockville. Chad Joshi, the company’s president and chief executive officer said “we were looking far and wide for areas where we’d be able to attract manufacturing employees because we’re making a transition from research and development to pilot manufacturing and looking for the appropriate space.” “It turned out this was the best place we were able to locate for ourselves.” The company currently employs 10 people, and plans to “at least double” its workforce by the time the expansion is done next year.

The Bad & The Ugly
Blaney’s Florists at Montreal Street and Raglan road Kingston will close its doors after 41 years. The three Blaney siblings who run the day-to-day operation – Marilyn, 68, Paul, 65, and Greg, 6 – have decided it’s time to retire and relax. Their brother Peter, 66, is a venture capitalist and president of the family business said rising electricity costs and big-box stores also played a role in the decision to close the business. When the shop opened in 1976, the highest monthly electricity bill was $28; last winter is was $3,000. “The industry has changed”, said Peter, who said the family’s plan is to revert the property to residential. “Box stores have had a huge impact. They’ve taken a lot of the gravy out of it.”

The Sears store on King Street, Gananoque, owned by Frank Bennink for 40 years is among the 130 remaining Sears stores that will soon close. Bennink says he’s going to miss his daily chats with his customers, but he’s been expecting this for quite some time, noting that business has been dropping off for years due to online shopping. He says it’s time to retire.

RBC is to close its Spencerville bank next year. It is the only bank branch in the township. The RBC is informing its customers by mail end of October that the branch will close in May of 2018. Their accounts will be automatically transferred to the Prescott brank or RBC branches in Iroquois or Kemptville if the customer’s request those locations instead. Current employees will be offered work at other RBC branches.

The Feature
Contributed by Diane Soucie

Automation and its impact on the Kingston, Frontenac and Leeds and Grenville Workforce

Advanced Robotics, Artificial Intelligence and Machine Learning – The Background
Not too long ago, Artificial Intelligence (AI) was the purview of science-fiction writers and Hollywood movies. However, with machines that understand human language, solve problems,
connect smart devices and commandeering autonomous cars that world of tomorrow is on our doorstep. Adding to the functionality of artificial intelligence and advanced robotics, machine learning provides mechanical systems the ability to automatically learn and improve from experience without being programmed. It is not hard to imagine the impact that AI and machine learning integrated with advanced robotics will have on the world of work. We have already seen robotic technology applied to routine tasks in sectors like manufacturing and utilities and trades, transport and equipment operation. Emerging artificial intelligence and machine learning is increasingly capable of automating non-routine tasks in sectors like sales and service, office support, general administration and technical functions in health and natural and applied sciences. For example, lawyers are already using text-mining to read through thousands of documents and sales organizations are using automation to generate opportunities for cross and up-selling (Chui et al, 2015).

Occupations at lower risk are those reliant on creativity, complex problem solving and people management in sectors like arts and culture; recreation and sport management and professional occupations in sectors like education, law, health, nursing and natural and applied sciences (Lamb, 2016)

Some believe that these new technologies will eliminate jobs while others hold the view that job losses will be offset by productivity increases and employment growth. They conclude that technology may lead to labour market re-structuring but not necessarily long-term unemployment.

Much research has been conducted in the past five years to determine the impact of automation on the workforce. In 2013, Frey and Osborne in their paper, “The Future of Employment: How susceptible are jobs to computerization” built on the premise that automation could occur more easily in non-routine tasks but that with the rapid pace of technological progress, an increasing number of jobs were at risk. Their research assessed the probability of occupations being affected by automation. In 2015, McKinsey and Company assessed the impact of technology on the tasks that comprise occupations. Their research, “Four Fundamentals of Workplace Automation” recognized that very few occupations will be fully automated in their entirety in the near or medium term. Rather, certain activities are more likely to be automated, requiring entire businesses processes to be transformed and jobs performed by people to be redefined, much like the bank teller’s job was redefined with the advent of ATMs” (Chui et al, 2015). They found that 45 per cent of work activities in the U.S. could be automated using today’s technology but that fewer than 5 per cent of occupations could be entirely automated.

Automation and its impact on the Kingston, Frontenac and Leeds and Grenville Workforce

Automation – The Canadian Perspective

The Brookfield Institute recognized the lack of Canadian research in the field and extended the work of Frey and Osborne and McKinsey and Company to look at the impact of automation on the Canadian workforce. In their 2016 report, “The Talented Mr. Robot – The impact of automation on Canada’s workforce”, researcher Creig Lamb used National Household Survey
(2011) data to assess the composition of Canada’s labour force based on future risk of automation. His research showed that “approximately 42 per cent of work activities that Canadians are paid for can be automated using existing technologies [and that] nearly 18 per cent of occupations could have 70 per cent or more of their work activities currently automated”. However, the report also emphasized that it is important to understand that while these specific occupations may be more likely to be automated, it does not necessarily mean that all of these jobs will be lost” (Lamb, 2016). Lamb goes on to point out that 36 per cent of Canada’s employed labour force is at low risk of being affected and less than one per cent of jobs in the Canadian labour market are fully automatable. These occupations were primarily in processing and manufacturing machine operators and related production workers. The Brookfield Institute concluded their 2016 research with a list of all occupations in Canada identifying the proportion of tasks that can be automated as per the research conducted by McKinsey and Company and the probability that this automation will take place within the next 10 to 20 years as per Frey and Osborne’s research.

**Automation and its impact on the workforce of Frontenac and Leeds and Grenville**

In this article, the 1000 Islands Region Workforce Board has combined the Brookfield Institute analysis with the labour force data for Frontenac County and the United Counties of Leeds and Grenville to measure the impact of automation on jobs locally. Table 1 A and B identify the twenty-five occupations that employ the most people in Frontenac and Leeds and Grenville. In Frontenac County, these 25 occupations employ 36,280 people or more than 38% of the 83,340 people in the labour force as of 2011. In Leeds and Grenville United Counties, 22,025 individuals work in these 25 occupations or 40.9% of the 53,845 people working in the area. The tables identify the total number of people working in those 25 occupations locally, the proportion of tasks within that occupation that can be automated and the probability that this automation will occur in the next ten to twenty years. The tables also identify the number and percent of total workers working in those occupations that are between age 15 and 34 as of 2011. It is this cohort of workers who are most likely to be in the workforce and affected by automation during the research term.

**Automation and its impact on the Kingston, Frontenac and Leeds and Grenville Workforce**

<table>
<thead>
<tr>
<th>Table 1A – Frontenac County</th>
<th>Total employed locally</th>
<th>Age 34 and younger</th>
<th>Proportion**</th>
<th>Probability***</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupation</td>
<td>No.</td>
<td>%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. 6421 Retail salespersons</td>
<td>3,640</td>
<td>2,155</td>
<td>59.2</td>
<td>47.0%</td>
</tr>
<tr>
<td>2. 6711 Food counter attendant/Kitchen helper</td>
<td>2,550</td>
<td>1,580</td>
<td>74.1</td>
<td>78.0%</td>
</tr>
<tr>
<td>3. 4012 Post-sec. teaching/research assistants</td>
<td>2,020</td>
<td>1,605</td>
<td>79.5</td>
<td>23.0%</td>
</tr>
<tr>
<td>4. 1241 Administrative assistants</td>
<td>1,995</td>
<td>320</td>
<td>16.0</td>
<td>54.0%</td>
</tr>
<tr>
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<td>------------------------------------------------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td></td>
<td>Registered nurses (including psychiatric)</td>
<td>1,905</td>
<td>475</td>
<td>24.9</td>
</tr>
<tr>
<td>6</td>
<td>Cashiers</td>
<td>1,790</td>
<td>1,175</td>
<td>65.6</td>
</tr>
<tr>
<td>7</td>
<td>Retail and wholesale trade managers</td>
<td>1,725</td>
<td>440</td>
<td>25.5</td>
</tr>
<tr>
<td>8</td>
<td>University professors and lecturers</td>
<td>1,670</td>
<td>260</td>
<td>15.6</td>
</tr>
<tr>
<td>9</td>
<td>Elementary school/kindergarten teacher</td>
<td>1,455</td>
<td>470</td>
<td>32.3</td>
</tr>
<tr>
<td>10</td>
<td>Other customer &amp; info services reps</td>
<td>1,310</td>
<td>715</td>
<td>54.6</td>
</tr>
<tr>
<td>11</td>
<td>Cooks</td>
<td>1,300</td>
<td>775</td>
<td>59.6</td>
</tr>
<tr>
<td>12</td>
<td>General office support workers</td>
<td>1,275</td>
<td>350</td>
<td>27.5</td>
</tr>
<tr>
<td>13</td>
<td>Secondary school teachers</td>
<td>1,235</td>
<td>370</td>
<td>30.0</td>
</tr>
<tr>
<td>14</td>
<td>Light duty cleaners</td>
<td>1,215</td>
<td>365</td>
<td>30.0</td>
</tr>
<tr>
<td>15</td>
<td>Non-commissioned ranks, Canada forces</td>
<td>1,195</td>
<td>555</td>
<td>46.4</td>
</tr>
<tr>
<td>16</td>
<td>Administrative officers</td>
<td>1,175</td>
<td>225</td>
<td>19.1</td>
</tr>
<tr>
<td>17</td>
<td>Janitors, caretakers, building super’s</td>
<td>1,170</td>
<td>300</td>
<td>25.6</td>
</tr>
<tr>
<td>18</td>
<td>Commissioned officers, Canada forces</td>
<td>1,110</td>
<td>455</td>
<td>41.0</td>
</tr>
<tr>
<td>19</td>
<td>Nurse aides, orderlies, patient services</td>
<td>1,075</td>
<td>405</td>
<td>37.7</td>
</tr>
<tr>
<td>20</td>
<td>Food and beverage servers</td>
<td>1,025</td>
<td>805</td>
<td>78.5</td>
</tr>
<tr>
<td>21</td>
<td>Social and community service workers</td>
<td>985</td>
<td>280</td>
<td>28.4</td>
</tr>
<tr>
<td>22</td>
<td>College and other vocational teachers</td>
<td>965</td>
<td>70</td>
<td>7.3</td>
</tr>
<tr>
<td>23</td>
<td>Transport truck drivers</td>
<td>885</td>
<td>190</td>
<td>21.5</td>
</tr>
<tr>
<td>24</td>
<td>Program leaders/instructors - recreation</td>
<td>815</td>
<td>735</td>
<td>90.2</td>
</tr>
<tr>
<td>25</td>
<td>Store shelf stockers, clerks, order fillers</td>
<td>795</td>
<td>490</td>
<td>61.6</td>
</tr>
</tbody>
</table>

Source: Statistics Canada National Household Survey

* Ranking identified in The Talented Mr. Robot – The impact of automation on Canada’s workforce (Brookfield Institute, 2016)

** Proportion of tasks that can be automated (McKinsey & Company, 2015)

*** Probability of automation in the next 10-20 years (Frey and Osborne, 2013)
### Table 1B – United Counties of Leeds and Grenville

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Total employed locally</th>
<th>Age 34 and younger</th>
<th>Proportion**</th>
<th>Probability***</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 6421 Retail salespersons</td>
<td>2,450</td>
<td>1,040</td>
<td>42.4</td>
<td>92.0%</td>
</tr>
<tr>
<td>2. 0621 Retail and wholesale trade managers</td>
<td>1,415</td>
<td>230</td>
<td>16.3</td>
<td>20.5%</td>
</tr>
<tr>
<td>3. 6711 Food counter attendant/Kitchen helper</td>
<td>1,405</td>
<td>1,130</td>
<td>80.4</td>
<td>91.5%</td>
</tr>
<tr>
<td>4. 7511 Transport truck drivers</td>
<td>1,320</td>
<td>215</td>
<td>16.3</td>
<td>79.0%</td>
</tr>
<tr>
<td>5. 3012 Registered nurses (including psychiatric)</td>
<td>1,270</td>
<td>175</td>
<td>13.8</td>
<td>0.9%</td>
</tr>
<tr>
<td>6. 6731 Light duty cleaners</td>
<td>1,145</td>
<td>345</td>
<td>30.1</td>
<td>69.0%</td>
</tr>
<tr>
<td>7. 6611 Cashiers</td>
<td>1,115</td>
<td>735</td>
<td>65.9</td>
<td>97.0%</td>
</tr>
<tr>
<td>8. 1221 Administrative officers</td>
<td>930</td>
<td>230</td>
<td>24.7</td>
<td>96.0%</td>
</tr>
<tr>
<td>9. 8612 Landscaping labourers</td>
<td>875</td>
<td>495</td>
<td>56.6</td>
<td>95.0%</td>
</tr>
<tr>
<td>10. 4032 Elementary school/kindergarten teacher</td>
<td>855</td>
<td>155</td>
<td>18.1</td>
<td>0.4%</td>
</tr>
<tr>
<td>11. 1411 General office support workers</td>
<td>850</td>
<td>165</td>
<td>19.4</td>
<td>96.0%</td>
</tr>
<tr>
<td>12. 6733 Janitors, caretakers, building super's</td>
<td>805</td>
<td>130</td>
<td>16.1</td>
<td>66.0%</td>
</tr>
<tr>
<td>13. 7611 Construction trades helpers/labourers</td>
<td>675</td>
<td>315</td>
<td>46.7</td>
<td>88.0%</td>
</tr>
<tr>
<td>14. 0821 Managers in agriculture</td>
<td>650</td>
<td>55</td>
<td>8.5</td>
<td>47.0%</td>
</tr>
<tr>
<td>15. 3413 Nurse aides, orderlies, patient services</td>
<td>625</td>
<td>225</td>
<td>36.0</td>
<td>38.5%</td>
</tr>
<tr>
<td>16. 6552 Other customer &amp; info services reps</td>
<td>620</td>
<td>290</td>
<td>46.8</td>
<td>55.0%</td>
</tr>
<tr>
<td>17. 6513 Food and beverage servers</td>
<td>585</td>
<td>320</td>
<td>54.7</td>
<td>94.0%</td>
</tr>
<tr>
<td>18. 7452 Material handlers</td>
<td>585</td>
<td>185</td>
<td>31.6</td>
<td>85.0%</td>
</tr>
<tr>
<td>19. 6622 Store shelf stockers, clerks, order fillers</td>
<td>580</td>
<td>345</td>
<td>59.5</td>
<td>64.0%</td>
</tr>
<tr>
<td>20. 7271 Carpenters</td>
<td>580</td>
<td>250</td>
<td>43.1</td>
<td>92.0%</td>
</tr>
<tr>
<td>21. 8431 General farm workers</td>
<td>570</td>
<td>325</td>
<td>57.0</td>
<td>87.0%</td>
</tr>
<tr>
<td>22. 1241 Administrative assistants</td>
<td>555</td>
<td>70</td>
<td>12.6</td>
<td>96.0%</td>
</tr>
<tr>
<td>23. 4212 Social and community service workers</td>
<td>550</td>
<td>230</td>
<td>41.8</td>
<td>1.2%</td>
</tr>
<tr>
<td>24. 9619 Labourers in manufacturing &amp; utilities</td>
<td>515</td>
<td>190</td>
<td>36.9</td>
<td>66.0%</td>
</tr>
<tr>
<td>25. 4031 Secondary school teachers</td>
<td>500</td>
<td>155</td>
<td>31.0</td>
<td>0.8%</td>
</tr>
</tbody>
</table>

Source: Statistics Canada National Household Survey
* Ranking identified in The Talented Mr. Robot – The impact of automation on Canada’s workforce (Brookfield Institute, 2016)
** Proportion of tasks that can be automated (McKinsey & Company, 2015)
*** Probability of automation in the next 10-20 years (Frey and Osborne, 2013)

With more individuals employed in occupations within Manufacturing and Utilities; Trades, Transport and Equipment operation and Sales and Service, the economy of the United Counties of Leeds and Grenville is at greater risk of impact from automation. Thirteen of 25 occupations are at a 75% probability of automation while 3 of 25 occupations are comprised of 75% or more tasks that can be automated.

In Frontenac County, 8 of 25 occupations has a 75% probability of automation and 3 of 25 occupations are comprised of 75% or more tasks that can be automated.

**Automation and its impact on the Kingston, Frontenac and Leeds and Grenville Workforce**

In a subsequent article, “Automation Across the Nation: Understanding the potential impacts of technological trends across Canada”, looked at Census Management Areas (CMA) and Census Agglomerations (CA) to gauge the risk of these geographic areas being affected by automation. They found that the most susceptible CMAs and CAs in Canada are primarily small in population size and lack industry diversity.

The Kingston Census Metropolitan Area ranked 17th on a list of the Top 20 CMAs and CAs with the lowest susceptibility to automation based on National Household Survey (2011) data.

**Next Steps**

The Brookfield Institute concludes their analysis by noting that both the private and public sector can help to mitigate the potential negative effects automation may have on employment. Three recommendations noted in the report require considerable coordination between employers, educators, labour, and government:

- Conduct further investigation into those occupations at high-risk of technological impact to determine their ability to withstand automation and technological-based restructuring including the demographics and employment status of the workforce.
- Encourage Canadian innovators and entrepreneurs ensuring they have the financing, talent and supports needed to innovate and create new jobs that are not only at low risk of impact but that use technology to grow.
- Utilize education and training to help those workers most impacted adapt and transition to new employment. “Concerted efforts from industry, government and educational institutions are vital to ensure that these individuals are able to upgrade their skills through education, providing the technical and soft skills for the jobs of tomorrow” (Lamb, 2016).

A full copy of the Creig Lamb, Brookfield Institute article, The Talented Mr. Robot: The impact of automation on Canada’s workforce including the impact analysis for all occupations is available on the 1000 Islands Region Workforce Development Board website, www.workforcedev.ca.
Stuff you need to know

The Brockville Chamber of Commerce Annual Christmas Cocktail to be held at the Aquatarium, 6 Broad St. Brockville from 5pm to 7pm. Go to https://www.brockvillechamber.com/ to register.

The Canadian Mental Health Association of Kingston provides a wide variety of programs for children, youth, and adults. These programs are designed to help people cope with issues surrounding mental health. The programs also help to provide coping methods for living with a mental illness and also for children with parents living with a mental illness. cmhakingston.com/programs

The Ben TeKamp Memorial Award which recognizes an outstanding business that is new or has reinvented itself, to meet the changing needs of Leeds and Grenville we be awarded Tuesday November 28, 2017 from 5pm to 7pm at the Court House Lodge, 7 Court House Square, Brockville, Ontario.

Women in Trades Information Session offered by EEC, 105 Strowger Blvd. Brockville. The sessions will be offered November 23 and 29, 9:00am – 10:00am. There will be information for females aged 15-30 interested in breaking into the trades. Go to www.eecentre.com to register.

The Canadian Hearing Society offers services free of charge to employers looking for qualified staff. They can help find qualified candidates for job opportunities in organizations or business, and implement strategies to make the workplace accessible to employees and consumers. To find out more go to www.chs.ca

Connecting Excellence in Literacy and Basic Skills (CON/EX) was held at the Glen House Resort on October 23 and 24. Over 100 LBS staff attended the day and a half conference, developed by the Planning Committee, consisting of LBS staff from across eastern Ontario. The theme was Numeracy. The 3 LBS Regional Networks in the East (LLEO, LOCS AND OCCL) supported and organized the event. The evaluations indicate that all enjoyed, learned and want another CON/EX soon!

CSE consulting is presenting “What’s next for the Modern Job Seeker?” during Canada Career Week, November 20th-24th. There will be daily workshops about topics including Online Certification: Health & Safety Awareness, Accessibility for Ontarians with Disabilities, Social Media Know How, Computer Basics and Introduction to Word, plus much more. These workshops will be held in both Kemptville (613-258-6576) and Prescott (613-925-0222). Please call for more information and registration. www.cseconsulting.com

The Greater Kingston Chamber of Commerce is offering a seminar-Advocacy: Bill 148, Ontario’s Laws- Who Will be Affected and How to Prepare. Monday November 20th from 4:30pm to 6:30pm at the Greater Kingston Chamber of Commerce, 945 Princess St. Andrew Sapiano and Alan White from Cunningham Swan will inform what the consequences of the passing of Bill
148 will be to employers across all industry segments. Highlights of the changes include an increase in minimum wage, increases to paid vacation, expansion of sick days, changes to overtime payment practices, changes to shift scheduling and payment practices, and equal wages for part time, casual, temporary, seasonal and full time employees. To register go to www.kingstonchamber.on.ca

**Boys and Girls Club of Kingston** offer day camp for kids (ages 4 -13) when out of school for PA days. It’s a fun-filled day of games, crafts and activities run by experienced staff. Upcoming PA days are Friday, November 24, 2017, Friday, February 2, 2018, Friday April 13, 2018, Friday, May 18, 2018 . Fee $35.00 a day $10.00 additional for lunch and snack. Nut free facility. To register go to www.bgckingston.ca

**The Frontenac CFDC** offers one-on-one business consultations at no cost, business information and connections to our network of entrepreneurs, government agencies, and community groups. Their counselling services include Futurpreneur Canada and Launch Lab Business Mentorship Program. Futurpreneur supports entrepreneurs between the ages of 18 and 39 with expert mentoring for up to two years as well as a special program offered for former military personnel. Launch Lab is a program where “entrepreneurs in residence” offer mentoring and industry expertise at no cost. To book your appointment and see if you qualify, call Tracey Parker, Business Development Officer, 613-372-1414 ext 202, 1-888-372-9962, email tracey@frontenaccfdc.com or drop by the office at 5062 Rd 38, Harrowsmith.

**Leeds Grenville Small Business Centre** is offering its Business Mentorship Series. Starting November 28, 2017 until June 2018, from 12:00pm to 1:00 at the Prescott Town Hall, 360 Dibble St. W. 2nd floor. You bring your lunch and coffee and treats will be provided. Topics will include successful alliances in business, business foundations, social media do’s & don’ts, networking 101. Price – Complimentary Contact Jackie Schoemaker Holmes at Prescott Town Hall 613-925-2812 ext. 6221 or jschoemakerholmes@prescott.ca for further information. http://www.lgsbec.com

**Leeds and Grenville Economic Development Summit 2017** will be held Friday, November 17, 2017 from 8:30am to 3:00pm at the North Grenville Municipal Centre 285 County Rd. Kemptville. Topics will include: Responding to Change; how the City of Brockville and P&Gs Team Brockville are working to reduce the impact of this transition, Creating an Environment to Secure Investment Projects, Keynote: Industry 4.0; The 4th industrial revolution is here, economic development update, Feihe Internation Inc. Kingston. To register go to www.leedsgrenville.com/summit2017

**Literacy Link Eastern Ontario** is running a Photography Contest for all adults attending LBS programs within the LLEO Network. There will be 1st, 2nd and 3rd prizes. Go to www.lleo.ca for details on how to enter. Contest closes January 12, 2018

**The St. Lawrence-Rideau Immigration Partnership** launched an exhibit aimed at showcasing and celebrating the region’s diversity. “We are Neighbours” initiative tell stories of individual
immigrants in the area, some of which are part of a travelling exhibit that opened at the Brockville Public Library. “We really needed to start recognizing the diversity that is already here,” said Melissa Francis, the immigration partnership’s program manager. Until mid-December, the organization will be featuring one new story weekly about local residents on the campaign website (weareneighbours.weebly.com) and social media accounts.

People R Us

Ann Weir, the economic development manager for the United Counties of Leeds and Grenville, was named the Business Development Bank of Canada (BDC)’s Ontario economic development officer for the year in September at a ceremony in Kingston.

Dean Humble, 79, retired Friday September 15, 2017 from Brockville Para Transit, a company he started 35 years ago. The service currently runs three buses and a van which serves people with disabilities.

The Downtown Brockville Business Improvement Association (DBIA) announced Hillary Geneau (sitting), the organization’s current events and communications coordinator, will take on the Executive Director’s role effective Nov. 14. Meg Plooy (standing) has resigned in this position to move on to other career opportunities.
Links of Usefulness

Algonquin & Lakeshore Catholic District School Board [www.alcdsb.on.ca](http://www.alcdsb.on.ca)
College of Trades [www.collegeoftrades.ca](http://www.collegeoftrades.ca)
Academy of Learning [http://aolkingston.com](http://aolkingston.com)
The Ontario Tourism Education Corporation (OTEC) [http://www.otec.org](http://www.otec.org)
St. Lawrence College Employment Services [http://www.employmentservice.sl.on.ca/?Im=0&Location=10](http://www.employmentservice.sl.on.ca/?Im=0&Location=10)
Community Living Kingston [http://www.communitylivingkingston.org](http://www.communitylivingkingston.org)
Career Services [http://careerservices.ca](http://careerservices.ca)
Upper Canada District School Board [http://www.ucdsb.on.ca](http://www.ucdsb.on.ca)
Community Care Access Centre [http://www.ccac-ont.ca](http://www.ccac-ont.ca)
KEYS Job Centre [www.keys.ca](http://www.keys.ca)
North Grenville [http://www.northgrenville.on.ca](http://www.northgrenville.on.ca)
Evolution Group Inc. [http://evolutiongroupinc.com](http://evolutiongroupinc.com)
City of Kingston [www.cityofkingston.ca](http://www.cityofkingston.ca)
Brockville Chamber of Commerce [http://www.brockvillechamber.com](http://www.brockvillechamber.com)
County of Frontenac [http://www.frontenaccounty.ca](http://www.frontenaccounty.ca)
Frontenac Community Futures Development Corporation [http://www.frontenaccfdc.com](http://www.frontenaccfdc.com)
March of Dimes [http://www.marchofdimes.ca](http://www.marchofdimes.ca)
Kingston Chamber of Commerce [http://www.kingstonchamber.on.ca](http://www.kingstonchamber.on.ca)
Employment and Education Centre [http://www.eecentre.com](http://www.eecentre.com)
Upper Canada Leger Centre for Education and Training [www.uclc.ca](http://www.uclc.ca)
1000 Islands Chamber of Commerce [http://1000islandschamber.com](http://1000islandschamber.com)
Loyalist Township [http://www.loyalisttownship.ca](http://www.loyalisttownship.ca)
Downtown Brockville [http://www.downtownbrockville.com](http://www.downtownbrockville.com)
Prescott and Area Chamber of Commerce [http://www.prescottanddistrictchamber.com](http://www.prescottanddistrictchamber.com)
Town of Gananoque [http://www.gananoque.ca](http://www.gananoque.ca)
Town of Prescott [http://www.prescott.ca](http://www.prescott.ca)
Kingston Immigration Partnership [http://www.kchc.ca/index.cfm/kip](http://www.kchc.ca/index.cfm/kip)
Ministry of Agriculture and Food [http://www.omafra.gov.on.ca](http://www.omafra.gov.on.ca)
North Frontenac Township [http://www.northfrontenac.com](http://www.northfrontenac.com)
Service Canada [www.servicecanada.gc.ca](http://www.servicecanada.gc.ca)
Township of Central Frontenac [http://www.centralfrontenac.com](http://www.centralfrontenac.com)
Restart Employment Services [http://www.restartnow.ca](http://www.restartnow.ca)
Catholic District School Board of Eastern Ontario [http://www.cdsbeo.on.ca](http://www.cdsbeo.on.ca)
TR Leger School of Adult, Alternative & Continuing Education [www.ucdsb.on.ca/school/trl/Pages/default.aspx](http://www.ucdsb.on.ca/school/trl/Pages/default.aspx)
United Way [www.unitedway.ca](http://www.unitedway.ca)
Gananoque and District Association of Community Living  
http://ottawa.cioc.ca/record/KGN1604
Town of Smith Falls  http://www.smithsfalls.ca
Limestone District School Board  www.studykingston.com
Northern Frontenac Community Services Corporation  http://kingston.cioc.ca/record/KGN1016
Prince Edward - Lennox and Addington Social Services  http://pelass.org
Kingston Skills & Literacy  http://www.klandskills.ca
CSE Consulting  http://www.cseconsulting.com
Literacy Link Eastern Ontario  http://www.lleo.ca
Village of Merrickville-Wolford  http://www.merrickville-wolford.ca
Excellence in Manufacturing Consortium  http://www.emccanada.org
Kingston Construction Association  http://www.kca.on.ca
Boys and Girls Club  www.bgckingston.ca
Grenville Community Futures Development Corporation  http://www.grenvillecfcdc.com
Township of Leeds and The Thousand Islands  http://www.leeds1000islands.ca
Centre for Internationally Educated Nurses  http://www.care4nurses.org
Ontario Skills Passport  http://www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml
Ontario East Economic Development  http://www.onteast.com
Algonquin College  http://www.algonquincollege.com
Kingston Canada  http://livework.kingstoncanada.com
Primus Accessibility Services  http://primus.ca/index.php/que_en/about-us/accessibility-services
OLG Thousand Islands  http://www.olg.ca/olg-casinos/casino_facilities.jsp?gamesite=thousand_islands
Covidien  http://www.covidien.com
Girls Inc. of Upper Canada  http://www.girlsinc-uppercanada.org
Connections Adult Learning Centres  http://kingston.cioc.ca/record/KGN3999
ACFOMI  http://www.acfomi.org
Grade Learning  http://gradelearning.ca
1000 Islands Tourism  http://www.1000islandstourism.com
1000 Islands Community Develop Corporations  http://www.ticdc.ca
Independent Living Centre Kingston  http://www.ilckingston.com
RDEE  http://www.rdee-ont.ca
The Department of National Defense and the Canadian Forces  http://www.forces.gc.ca
Green Centre Canada  http://www.greencentrecanada.com
Image Advantage  http://www.imageadvantage.com
Augusta Township  http://www.augusta.ca
Ministry of Advanced Education and Skills Development  http://www.tcu.gov.on.ca/eng
Township of South Frontenac  http://www.township.southfrontenac.on.ca
Interactive Manufacturing Innovation Networks  http://www.iminonline.ca
Frontenac Community Mental Health & Addictions Services  http://www.fcmhas.ca
Township of Edwardsburgh/Cardinal  http://www.edwardsburghcardinal.ca
Adecco  http://www.addecco.ca