All you need to know about 
Your Local Labour Market

A NEWSLETTER

January 2018

“Planning Solutions to Build Our Workforce”

We were looking forward to publishing this newsletter because of The Feature. Four local union representatives were kind enough to sit down with us to have a conversation about issues and topics impacting Unions and Labour today. We really enjoyed the dialogue and have captured it for you in this newsletter.

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

Happy New Year everyone! The Thousand Islands Region Workforce Development Board has been in operation for over twenty years plus in the Counties of Leeds Grenville, Frontenac and Loyalist Township. Yes – we have shifted our focus, our products to our web site. All of labour market information products are available on our web site – we no longer produce hard copy reports.

Frank O’Hearn
Executive Director
Accordingly, we have been very active this year in the promotion of board’s website to our community partners. Our outreach has been directed to our Employment Ontario Service providers, Secondary School student (guidance) services and other agencies in our community that provide employment services and programs. Our web site has been described as a “one stop shop” for information pertaining to the labour market and our community. Our site experienced almost 82,000 hits for the first part of January, which is almost double from a year ago and it is our plan to continue this momentum. A sincere thank you to our community partners in the promotion of our site to the clients and communities it serves.

Our newsletter is a further reflection of our outreach with employer organizations, unions and the various agencies and organizations that are linked to employment programs and services. We have received excellent feedback to the newsletter and we look for your continued support and feedback. Local, regional and national labour market intelligence is a critical factor in the decision making process. This knowledge is ever changing in these economic times and thus the need to stay informed is critical in the decision making process. We look to your support and feedback to our work and products.

Thank you.

What is The Board up to?
The 2017/2018 LLMP Report is complete and has been translated. It has been distributed via email and will be posted on our website. There is a lot of interesting labour market information in it this year. We had one-on-one phone conversations with employers in our region to find out what is going on with them. We had live group consultations with Employment Ontario and other stakeholders. Also, there is new data from Statistics Canada and the HHS from 2016. You will find it at www.workforcedev.ca.

Our projects this year:
Quarterly newsletter focusing on local LMI. This is our third newsletter of the year. We have one more before March 31, 2018. The Feature in the upcoming newsletter is an interview with Wendy Vuyk, Associate Director and Regional Coordinator, East Ontario Centre for Workforce Innovation.
The EmployerOne survey is being sent to employers in our region. The final outreach was the end of January. We will now analyze the data from the participants and generate a report to summarize the findings. This report will be posted on our website.
We are continuing our outreach efforts to educate the community what we do.
Labour Market Activity

Sophie Kiwala, MPP for Kingston and the Islands, said in a news release “This investment provides a tremendous economic opportunity for Kingston, surrounding rural areas and our farming community. With the creation of 277 excellent jobs and many more indirect jobs, this investment will support families and continues to demonstrate why Kingston is the place where history and innovation thrive.”

SnapCab, produces elevator interior panels and office pods, marketed as Stand-Alone Quiet Offices at its facility at 70 Railway St. SnapCab, founded by Glenn Bostock, is starting to see there is a market for the mini-offices. They are mobile on casters that lock into place, with a sound-suppression system, a power bar to enable the use of computer and a whiteboard wall. The pods come in three sizes. Business is booming at the Kingston plant, which started the year with six employees and now has 20. The company expects to increase its workforce to 40 to 50 in 2018.

Bombardier is hiring approximately 70 people to help manufacture Light Rail Vehicles for the Region of Waterloo, the City of Edmonton and Metrolinx (an Ontario government agency that oversees transit projects in the Greater Toronto Area and Hamilton). The jobs the company has advertised are for long-term contracts for mechanical assemblers, expeditors, software testers, electrical assemblers, quality inspectors, material handlers, test technicians and methods technicians.

Farmersville Community Abattoir in Athens and Funny Duck Farms near Japer were both given the Premier’s Award for Agri-Food Innovation Excellence – an award Ontario is giving out to local innovators whose “ideas and passion are helping grow and strengthen the province’s agri-food sector”. The award recognizes and celebrates agri-food producers, processors and organizations who are helping create jobs, boost our economy, strengthen our communities and support a sustainable environment through their innovative ideas and projects.

After almost two years of sitting empty, the space that was once occupied by Target at the Cataraqui Centre will host five retailers come spring 2018. Indigo and Marshalls will occupy the second floor. Urban Planet and Dollarama will occupy the first floor. SoftMoc, which has a location in the Centre will be moving to the second floor.

The Good

The Province of Ontario has committed to give the Feihe plant $24 million grant. Nearly a year ago Feihe and the City of Kingston announced the company would be coming to Kingston. Feihe will be the first and only wet infant formula facility in Canada. The Jobs and Prosperity Fund grant will allow the company to purchase and install innovative, intelligent processing and packaging equipment for the new facility, which will help boost productivity and local production.
North Grenville has reached a deal to buy the former Kemptville College campus from the provincial government. The agreement in principle announced would see the municipality assume ownership of most of the 633-acre campus with more than 50 building to transform it into an “education and community hub”. The provincial government said in a statement announcing the sale, “This agreement in principle, when implemented, will help North Grenville transform the majority of the Kemptville campus into a multi-tenant, education and community hub focusing on three pillars: Education and training, health and wellness and economic development. There are already two elementary schools and two high schools as well as a day care and adult education classes on campus.

The 1000 Islands Mall has officially been sold. Plaza Retail REIT has purchased the property from Strathallen capital Corp. for $14 million. REIT says major changes are in the works for the 281,000 sq ft enclosed mall with downsizing and simplifying the mall. Some of the changes will include replacing the old Sears space with multiple tenants. There may be some changes with the existing tenants as well. REIT says here will be community space available going forward.

Queen’s University Principal Daniel Woolf spoke at his annual Principal’s Breakfast in Kingston. He spoke about innovation, specifically innovation involving Queen’s and the Kingston community. He spoke about such projects as adding more faculty to teach at Queen’s. He said the university is reversing the number of faculty retiring or leaving and not being replaced at the same number. “We’re in year two of a very, very significant renewal program, which will see in four year’s time over 200 faculty members hired.” Woolf said 35 faculty members have already been hired.

The Bad & The Ugly

In a deal between corporate media giants Postmedia and Torstar, where newspapers were swapped, The Frontenac Gazette and The Kingston Heritage were closed Monday November 27, 2017. The closure of these newspapers resulted in over a dozen jobs and a number of freelancers eliminated. Torstar, through its Metroland Media wing, traded both papers along with eight community papers in the Ottawa, St Lawrence and Belleville area to Post Media. All of these papers were closed. The overall trade involved 41 publications (39 in Ontario) with 36 papers closed and resulted in 291 jobs eliminated.

The Ministry of Natural Resources and Forestry announced in August that as of September 2018, all seed services offered to the general public through the seed distribution plant in Augus, near Barrie will be discontinued and the plant will close. This closure could result in the Ferguson Forest Centre in Kemptville unable to provide appropriately seed-sourced forest seedlings for eastern Ontario and therefore result in its closure impacting 13 fulltime jobs. The Angus plant is the primary supplier of locally-sourced seeds for the Ferguson Forest Centre. Jim Wilson, the Simcoe-Grey MPP is calling for the ministry to delay closing the plant by up to five years to allow for a proper transition.
Brockville’s Trancom call center will close before the end of March. This will result in approximately 80 people losing their job. Transcom North America has said they are moving away from bricks and mortar operations in Ontario. (Barrie centre also to be closed). Some of the employees might find new jobs in a different, work-at-home arrangement since the company will now operate with a combination of work-at-home agents and off-showing to Manila, in the Philippines. TNA rejects the closures in Ontario are a result of the increase in minimum wage, but due to a strategic review starting back in the fall of 2016.

The Feature
On October 26 2017, I sat down with members of the labour union leadership in Kingston, Frontenac and Leeds and Grenville to learn more about labour unions and their contribution to workforce development in our region. Joining me in the conversation was:

Francis Bedell, Treasurer, Unifor Local 31
Briana Broderick, President, United Steelworkers Local 2010
Martin Santyr, Steward, Ontario Public Service Employees Union
Debi Wells, President Elementary Teachers Federation of Ontario, Limestone Union

What follows is the unfiltered version of our conversation portraying not only the important role of organized labour in advancing workforce development but the contribution labour unions make to our community. Their frank conversation also underlines the challenges faced by labour unions as they too transition to meet the complex needs of workers in our changing economy.

I would like to once again thank these participants for taking the time to speak with us and for their openness. I would also like to thank John Holmes of the Queens University Faculty Association for his help in organizing this session. I hope they and other members of the labour movement continue serving as a support and a resource to workforce development in the region.

Maureen Keeler
Program Manager
1000 Islands Region Workforce Development Board

Now, here’s our conversation:
Contributed by Diane Soucie

1. Labour unions have played a critical role in ensuring fair wages and benefits, workplace safety standards and worker protection. In your view, has the role of labour unions changed since the Recession of 2008?

FB: For decades, there has been a slow erosion of wages, benefits, health and safety standards and job security. Because it was slow, it went unnoticed by most people. The Recession of 2008 marked a drastic economic decline across the economic spectrum. Everybody, whether rich or poor or somewhere in between, felt the shockwaves and the uncertainty. The economic recovery post-2008, on the other hand, was the opposite. The benefits of the recovery were felt only by the most wealthy, the 1%. This led to significant increases in economic inequality and wealth inequality always makes things worse for those not in the wealthiest 1%. For everyone else, the 99%, things stagnated or declined. In
the post-2008 recovery, this injustice was laid bare for all to see. Labour in Canada has always strived for universal social and economic equity and I think what has changed since 2008 is the public’s recognition of Labour Unions being the strongest advocates they have against the growing inequality. People see labour unions as the champions of resolving these issues. However, labour unions needs to increase the public’s awareness of this role.

DW: The role of labour unions has always been education – of the public, their own membership and the non-unionized. Now it is even more important. People feel they have things like fair wages, benefits and a safe work environment so they no longer need unions. But, if labour unions do not continue to advocate, workers will lose ground.

MS: Labour unions need to play a more political role than in the past to stop the bleeding. They most influence political parties to make decisions that support the goals of workers their unions.

Open conversation: There is a perception that since the 1970’s and 80’s everyone could have a good job. People become complacent and forgot that unions had to struggle and fight to build that for them. In the 70’s there was a lot of union organizing. It was a very positive environment. Now it is an uphill battle. We are now seeing the damage of the trickle-down economics championed by former President Reagan and former Prime Minister Thatcher. Everyone was complacent in the 1970’s and 80’s. They didn’t think they needed to advocate.

Unions are not good at promoting themselves and need to do more of it because people do not realize the role unions now play and will continue to play.

2. How are unions responding to the rise of precarious employment, the ‘gig’ economy and income inequality?

BB: As the young worker representative of the Ontario Federation of Labourer, they are attempting to change the workplace through Bill 148 and the Labour Relations Act which looks at workplace standards. There is a change in the economy. For union members in traditional sectors things have been relatively stable. This is changing. Moves towards things like two-tier wage structures within a single company are having an impact. Young workers are the most affected. Labour unions have been lobbying government as these changes affect all workers. And, the more you are affected by aspects like gender, racialization or as a member of the LGBQ community, the more likely you are to be exploited.

However, labour unions have not been great at adapting. They can become institutions themselves structured by bylaws and constitutions especially when compared with the social justice movement at large, which can be more fluid and responsive. As institutions, labour unions have not been good at recognizing the shift and are losing members from traditional sectors.

Unions know how to bargain collectively. Unite Here is an example of labour unions bringing mostly young workers in industries like hospitality, gaming, textiles and air transportation together to unionize and protect new workers trapped in the most precarious work. (http://www.uniteherecanada.org/).

DW: I believe the ‘gig’ economy is modern-day piece work. We have workers designated as .3 teachers who come to work for 50 minutes per day. They very much want to be teachers so they will put their time in. In so doing, they give up other work, but that full-time teaching job never comes.
This type of situation is spreading everywhere. Temporary agencies are contributing to the situation. They have become like a type of hiring hall and in many ways have contributed to wage inequality. Companies have no loyalty to these workers and vice versa.

Where labour unions get involved is by educating people that they are not alone. Working as a contract or temporary worker can be very isolating. It gives companies the power when they separate people. Labour unions need to let those affected by precarious work know they are not alone. They need to unite them.

BB: Labour unions should be looking at organizing by sector or by geography with the union negotiating a master contract. There are some progressive companies including some restaurants who would not mind if their workers unionized, however, that same contract would have to extend to all restaurants in their region so that they are competing on a level playing field.

Those working in precarious employment would benefit, but so would employers. It would reduce the high cost of employee turnover and generate loyalty between the worker and the employer.

Open Conversation: The nature of work is changing. Jobs like truck driver may not exist in ten years as a result of automation. What will be the impact on workers? How do we take the institutions we have built around work and adapt? Automation will shift the value of work from the individual who produces it and shift it to who owns the machines. Worker no longer ‘owns’ their work. Precarious work takes the focus off these types of pressing issues.

Labour unions are not handling precarious work well. There are small pockets of labour doing different things but unions are not uniting to address this issue. What advocacy that has taken place focused on 1. Moving the minimum wage to $15.00 per hour and 2. Establishing a living wage. These efforts have blossomed in the past couple of years and the Liberal Party has adopted a minimum wage increase in Ontario.

However, if automation moves forward as anticipated, it won’t matter what wages are because people will not be working.

MS: Automation will create new industries of jobs. Things like artificial intelligence software and autonomous vehicles will automate jobs in ways we haven’t really thought about. It will open new fields like testing program software which is the field I currently work in. I have seen it triple in the number of workers. There will be more workers in other industries as well. Labour unions need to stay on top of unionizing these types of positions. At one time, Silicon Valley was a place of high wage jobs. Now, everyone is a ‘wage slave’ because there is an over-supply of workers. People coming out of school now have these specialized skills.

BB: It is a transition within the economy. Pre-industrial revolution there were many small unions representing skilled-craft workers like cigar-makers and tailors who did skilled piece work. The rise of industrialization caused de-skilling and separation of work within a production environment. Work became standardized with less decision-making. People working in these de-skilled settings made their way to the middle class and the skilled craftspeople were lost. Now we have highly skilled workers as a
result of access to education. New work will not be de-skilled. There is a movement in the opposite
direction to highly-skilled workers who will compete with highly skilled machines.

MS: True, but the work will be there. Labour unions must stay on top of organizing these people and
stay on top of businesses who can exploit these workers.

FB: My concern is that not everyone will be able to access this high-skill work. Only so many within
today’s workforce will be able to move in to these new areas. There will be work, but it will not employ
most workers.

3. **How does organized labour contribute to the development of the workforce, e.g. ensuring job
openings are posted internally, supporting apprenticeship, employee training, etc.**

DW: Through strong labour unions and collective bargaining internal processes like job postings are in
place. At her workplace they must continue to fight for workers. Companies want people to take
training on their own time.

People who compete for jobs will require certain certifications. There must be fairness in the workplace
and workers need employers to train. This commitment to the worker will lead to better employee
retention. There is nothing wrong with an employee being loyal to their employer – to be happy in their
work. By investing in the employee, it shows employees that you value them. Loyalty and job
satisfaction is created. However, precarious work is impacting on-the-job training.

MS: Even with precarious work, there are examples of times when training has been implemented.
SmartServe is a good example.

FB: Employers are concerned that if they invest in training people, they risk that employee going to
another company. That new company gets the advantage of a trained worker without making the
investment. Labour unions must encourage all companies to train so that this will not happen.

DW: Training really depends on the philosophy of the employer. Costco is a good example. This
company invested in training some of their employees on a specialized program encouraging reading in
small children. These Costco employees went into schools and delivered the program to their students.
The company was giving back to the community and they were giving back to their employees. Those
employees are not going to leave Costco and it didn’t really cost Costco that much. They see their
employee skills and efforts as an asset. Other retail stores see their workers as an expense only. Costco
made an investment in their community and in their workforce. The result is a good reputation and
serves them well in attracting workers and customers.

BB: Labour unions do not train the way they used to. In the past, workers were brought in with the
required baseline education and the employer would build on it. Now the employer wants workers pre-
trained in the specifics of their workplace before they hire. This has led to unpaid internships without
the promise of a job. Apprenticeship is different because you are being paid while you learn. The
employer has hired you before the apprenticeship begins.
DW: There are not enough apprenticeships. And, if you look at industries where apprenticeships are common, they are often male-dominated or unionized. You do not see apprenticeships in fields like teaching or nursing. Even though these environments are highly unionized, they often use interns.

Open Conversation: Unfortunately, this occurrence plus wage differences go back to time when it was viewed that men were working to support a family and women were working for the ‘extras’. It goes back to a culture where men would negotiate tougher than women. A culture that sees men applying for a job when they have only one-half the skills required, yet women will believe they could not possibly do the job because they don’t have 100% of the required skills. And, the same thing happens during the hiring process. Companies are more likely to hire a male with 50% of the skills than a woman with the identical skill level.

Many within the NDP are advocating for acceptance of the controversial Leap Manifesto. It focuses on issues like how are we going to move forward from a resource based economy? How are we going to train displaced resource workers? What is the union’s responsibility for re-training? Is it the responsibility of the company? Of government? How do you establish a just transition?

If government takes on the burden, companies are happy to let them do it. Government must insist that companies share in the cost. Conservatives will do anything they can to increase profits and attract more businesses. But it doesn’t increase the number of benefits.

DW: Climate change is having a huge impact. Electric cars will not need to be replaced as quickly as gas-powered models. And the same amount of gas and oil will not be required. Companies will have to change. Workers will have to change. Labour unions will have to change. Yet, institutions have a hard time changing.

All will have to feel the pain as the economy and workers transition including labour unions, taxpayers and companies.

MS: The only training labour unions are doing is health and safety; workers compensation; and management/employee relations. Labour unions could start funding retraining of its workforce. Create a training fund matching union and company contributions.

BB: In the past, the coal miners’ union was able to negotiate with their companies how they were going to transition workers including how long they would keep their wages and benefits.

MS: Perhaps the issue is national in scope. Unions could contribute to a fund for retraining.

FB: Unifor continues to negotiate to include employee contribution to education fund used for re-education if a company is downsizing.

4. **What is the role of unions in protecting public services?**

FB: Public services are under attack today more than ever before. The push to privatize is stronger than ever. Unions are opposing this trend today, just as they always have in the past. This is not just to try and save decent jobs, but to serve the community at large. Privatized services are less reliable and more costly to operate. This is bad for the worker and bad for the taxpayer. The drive for profit is undermining the provision of services.
DW: This is happening to all public services ranging from health care to education to safe roads. Public services are what makes our society equitable, fair and safe. Privatization increases costs and decreases services.

Open conversation: Snowclearing on Highway 401 is a good example. Since being privatized in the Kingston area, accident rates have increase. Private companies that deliver the service are very large and they have a plan to increase private delivery of public services.

An example of this is EQAO testing. PriceWaterhouse Coopers did a study on students’ education levels. It led to the creation of the Education Quality and Accountability office and EQAO testing. They are now coming out with materials that help students prepare for the tests. Their influence and profits grow. Another example is cleaning services in hospitals. In the past, each worker was assigned to a specific area of the hospital. They were accountable for the cleanliness and took pride in achieving this. Now large companies just go in a clean. They do not achieve the same level of cleanliness but there is no fine. There is no accountability.

BB: Unions have always been about the re-distribution of wealth. Divorcing the profit motive from providing services to people. If you are profit motivated, the level of services provided decreases. Public sector unions are a lightning rod. People were told that public sector unions were too greedy. This was used to put a downward pressure on wages and businesses moved in.

There is also a gender-wage gap. There has been a sustained attack on public sector unions since the 1970’s. However, a strong labour union movement raises the bottom line for everyone. Especially if you look at women working in the public sector.

FB: There has been an impression that labour unions create laziness. Companies benefitting from privatization will not let that narrative go. However, this is not the case. Privatization is not the answer. Privatization costs more money and workers are not lazy!

Open conversation: The Liberals are now implementing the Infrastructure Bank and are partnering with the private sector to do it. Private companies will contribute to taxpayer dollars to build the infrastructure, but the private sector company will own the piece of infrastructure and will profit from it. Triple P or P3 partnerships cost taxpayers more. Where it has worked in countries like Scandinavia, it is because they are more transparent, there is more regulation and the companies demonstrate more social responsibility.

DW: We need to consider the role of labour unions in this situation. We need to get the ear of government. We need to lobby. And we need to educate the public. It is an uphill battle.

Open conversation: Labour unions have not been political. Some are but many are not. There is a resurgence in political activity with some unions and others are increasingly on board.

5. How does organized labour contribute more broadly to community development, e.g. support of the United Way?
FB: Unions have always had strong relationships with local charities. Typical labour advocates get involved in their union because of a strong desire to give back to others. The Kingston and District Labour Council, for example, is very involved in the United Way. Unifor has a social justice fund.

DW: Labour unions’ founding mission is social justice and equity. The teachers’ union supports women’s shelters and causes like Murdered and Missing Indigenous Women and Girls.

BB: The Steelworkers also support social justice internationally. They have donated to alleviate famines in Ethiopia. They are very involved in international labour standards. They were onsite to help at the Bangladesh factory collapse in 2013. In fact, it was a Steelworker who first noticed North American labels like Joe Fresh on clothing being manufactured.

Labour unions donate to over 80 food banks across Eastern Ontario.

BB: It also has something to do with the type of person who is attracted to work within organized labour. By nature, it is conflict-centred. There is something within labour leaders that causes them to see injustice and work toward resolving it. There is a connection between labour unions and social justice.

Open conversation: They should be recognized not just for what they do for their members, but for their communities. Community development is one of the most important things labour unions can do. It shows how important labour unions are and how powerful they can be. Yet, most people do not know how involved labour unions are in their community. Labour unions do not promote themselves well.

BB: Media coverage focuses on conflict. If you ask a new member what labour unions do, they will say you ‘negotiate and go on strike’. They do not see the community contribution.

DW: Labour Council should make a list of which locals contribute to what. Should be promoted.

MS: There are different levels of what labour unions do. Our local union makes a donation to a cause at almost every meeting. Then there are regional donations and corporate donations.

DW: Only a very small number of members object to their dues being used for charitable contributions. In our case, only 3 of 80,000 members raised a concern.

6. Considering that this article will be featured in a 1000 Islands Region Workforce Development Board newsletter distributed to business, labour, education and employment service partners across the Frontenac and Leeds and Grenville Region, is there anything else we should know?

FB: The loss of so many good manufacturing jobs in the 1000 Islands area over the past decade has been devastating to the workers, their families, and every member of the community that depended on them. Do not think that our government is not complicit in that. The previous Conservative government did nothing to secure job guarantees from these companies and the current Liberal government has done little more. If our elected representatives know that keeping decent jobs in Canada is a priority for Canadians, then they will fight harder on our behalf.

DW: For a time, I was sitting on the board of KEDCO. I was shocked by the fear and loathing there was for organized labour. There is a notion in the business community and community leadership that
unions are scary. Bad things could happen. A little fear can be a good thing. People have power when they work collectively. Bosses don’t understand that they are on the other side until you are face to face on a picket line. They need to remember that non-union workers get everything that the unionized workers bargain for.

KEDCO wanted to run a trolley but were concerned that it would cost too much. They wanted to run it without the labour union involvement because they thought it would cost less. Again, that is government’s thinking on privatization.

BB: There is always a struggle and conflict when negotiated, but if the employer would come to the table and be open and listen. No worker wants to go on strike. Just come and talk to us. Ask why we are asking for something. This would lead to a more harmonious and productive workplace.

FB: We are not here to close the workplace but to make it better for everyone. Workplace is not just the company, it is a community. We are not the enemy. Most workers love what they do. They want to provide a service or product that is top notch. The company often misses this. The company thinks they are the only ones with skin in the game. Workers are proud of what they do.

BB: People need to be able to afford the products they create. With the new two-tier wage systems, that is no longer the case. Employees are car manufacturers can no longer purchase the vehicles they produce.

FB: Governments provide companies with tax breaks to retain them. Yet, companies are not held accountable. Need to push elected officials. Companies can still be profitable.

The plight of Sears pensioners is another example. The government can fix this situation.

**Stuff you need to know**

**Big Brothers Big Sisters Kingston and Area** office has moved to 1300 Bath Rd, the site of the Boys and Girls Club. Executive Director Peter Cory said the move will place Big Brothers Big Sisters inside the Boys and Girls Club, which has a similar mission and values.

The [City of Kingston’s 2016 Annual Report](https://www.cityofkingston.ca/-/city-s-2016-annual-report-now-online) is available which highlights progress made on the six strategic priorities set by council in 2015.

The [Ben TeKamp Memorial Award](https://www.cityofkingston.ca/-/city-s-2016-annual-report-now-online) has been awarded to three co-winners at this year’s Leeds and Grenville Economic Development Summit. Wendy Banks, creator of Wendy’s Country Market in Lyndhurst, Gerald Tallman, founder of Kemptville Truck Centre and Heather Howard, FoxRun By-The-River Retirement Residence near Gananoque. She also owns the 1000 Islands Duty Free and Johnstown Duty Free shops.

ACFOMI Immigrant Services assist newcomers to Kingston in their settlement and employment process. All their services are offered in Canada’s two official languages. Immigrants can contact ACFOMI Immigrant Services to schedule an appointment with a Settlement Agent. A complete
resource center with computers, internet access, phones, fax, photocopier and reference documents is also available.  [www.acfomi.org]

**CSE Consulting Kemptville**, offers In Motion is a free program that supports you to move in a direction that feels good for you. Your life experience, skills, important connections and wisdom are valued. Your control your future. Next In Motion groups starts: Feb12 – March 2nd on Tuesday, Wednesday and Thursday. To register call 613-925-0222.

**Employment and Education Centre** offers the Homeward Bound Brockville a program for single mothers to get help obtaining a college degree, finding a job and becoming financially self-sufficient. The program includes, personal development, education/training, college preparation/child care assistance, internships and employment opportunities. To learn more contact 613-498-2111. [www.eecentre.com](http://www.eecentre.com)

**AMHS-KFLA** offers employment and training for people who are in recovery from mental illness or addiction and considering entry or re-entry into the workforce, AMHS-KFLA’s Vocational Services can help prepare for, find and keep a job. Their team will assist along an of the following paths: Career Assessment and Planning, Job coaching and job skills development, supported employment and volunteering, job development, placement and retention, community integration and education and training support. Contact 613-544-1356 Kingston and Frontenac, 613-354-7521 Lennox & Addington.

**The Greater Kingston Chamber of Commerce** is offering as part of their leader series, lunch with Patrick Brown, Leader of the Conservative Party. Wednesday March 14, 2018 at the Delta Kingston Waterfront Hotel, 1 Johnson Street, Kingston. Lunch 11:30am – 1:30pm Registration 11:00am. Member Rate $50.00 plus HST, Member Rate Table $450 plus HST, Future Member Rate $70.00 plus HST. Go to [www.kingstonchamber.ca](http://www.kingstonchamber.ca) to register.

**Kingston Construction Association** offers e-learning courses. If you are eligible and considering continuing education courses as part of personal development or to gain Gold Seal credits, KCA is an official distributor for web based courses offered through the Construction Sector Council. Available courses are: Introduction to Construction Estimating, Construction Law, Project Management, Negotiation and Conflict Resolution, Introduction to BIM (Building Information Modeling). For additional details regarding fees and registration please contact the office 613-542-9431 [www.kca.on.ca](http://www.kca.on.ca)

**KEYS Job Centre d’emploi** are recruiting volunteer participants for the Growing Community project-an initiative to gather community members to explore food together to kick-start a food-related social enterprise. They are looking to particularly connect with youth, newcomers, people with disabilities and indigenous community members in order to bring together a mixed group and facilitate cross-cultural connections. Contact [info@keys.ca](mailto:info@keys.ca) and list Growing Community in the subject line.
La Route du Savior offers courses for second languages. These are French, Spanish, Italian and English. The courses are offered year-round and taught by native speakers. Group and private classes are available as well as classes on your site. Please contact 613-544-7447 for details.

People R Us

Bob Runciman, recently retired from the Senate, has joined the board of director of the 1000 Islands Community Development Corporation.

Richard Cilles (right), a founder of the Kingston Brewing Company retired at the end of 2017 after 33 years. Cilles is seen here with his former business partner VanAllen Turner who retired October 2016
Links of Usefulness-In no particular order

Algonquin & Lakeshore Catholic District School Board  www.alcdsb.on.ca
College of Trades  www.collegeoftrades.ca
Academy of Learning  http://aolkingston.com
The Ontario Tourism Education Corporation (OTEC)  http://www.otec.org
St. Lawrence College Employment Services  http://www.employmentservice.sl.on.ca/?Im=0&Location=10
Community Living Kingston  http://www.communitylivingkingston.org
Career Services  http://careerservices.ca
Upper Canada District School Board  http://www.ucdsb.on.ca
United Communities of Leeds Grenville  http://www.leedsgrenville.com/en
Community Care Access Centre  http://www.ccac-ont.ca
Correctional Service Canada  http://www.csc-scc.gc.ca
KEYS Job Centre  www.keys.ca
North Grenville  http://www.northgrenville.on.ca
Evolution Group Inc.  http://evolutiongroupinc.com
City of Kingston  www.cityofkingston.ca
Brockville Chamber of Commerce  http://www.brockvillechamber.com
County of Frontenac  http://www.frontenaccounty.ca
Frontenac Community Futures Development Corporation  http://www.frontenaccfdc.com
March of Dimes  http://www.marchofdimes.ca
Kingston Chamber of Commerce  http://www.kingstonchamber.on.ca
Employment and Education Centre  http://www.eecentre.com
Upper Canada Leger Centre for Education and Training  www.uclc.ca
1000 Islands Chamber of Commerce  http://1000islandschamber.com
Loyalist Township  http://www.loyalisttownship.ca
Downtown Brockville  http://www.downtownbrockville.com
Prescott and Area Chamber of Commerce  http://www.prescottanddistrictchamber.com
Town of Gananoque  http://www.gananoque.ca
Town of Prescott  http://www.prescott.ca
Kingston Immigration Partnership  http://www.kchc.ca/index.cfm/kip
Ministry of Agriculture and Food  http://www.omafra.gov.on.ca
North Frontenac Township  http://www.northfrontenac.com
Service Canada  www.servicecanada.gc.ca
Township of Central Frontenac  http://www.centralfrontenac.com
Restart Employment Services  http://www.restartnow.ca
Catholic District School Board of Eastern Ontario  http://www.cdsbeo.on.ca
TR Leger School of Adult, Alternative & Continuing Education  www.ucdsb.on.ca/school/trl/Pages/default.aspx
United Way  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.grenvillecffdc.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.adecco.ca
Brockville General Hospital  http://www.bgh-on.ca
The Corporation of the Township of the Front of Yonge  www.Mallorytown.ca
Township of Rideau Lakes  http://www.twprideaulakes.on.ca
County of Lennox & Addington  http://www.lennox-addington.on.ca
Brockville and Area YMCA  http://www.brockville.com
Fulford Academy  http://www.fulfordacademy.com
Liaison College  http://www.liaisoncollege.com
North Grenville Chamber of Commerce  http://www.northgrenvillechamber.com

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