All you need to know about

Your Local Labour Market

A NEWSLETTER

June 2018

1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

“Planning Solutions to Build Our Workforce”

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The 1000 Islands Region Workforce Development Board is very pleased to provide our first quarterly newsletter of the year. Our newsletter will focus on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamics of our local labour market. We have received a very positive response from the community in respect to this communication and we look to your support and feedback.

Our board is working on our 2018-19 Local Labour Market Planning Report. It will include a narrative outlining the results of our community consultations that will take place in the first two quarters of this fiscal year. Yes- busy times! This activity is active now and will continue.

We have engaged Sandra Wright to conduct one-on-one meetings with our community partners (Economic Developers, Chambers of Commerce, Employment Service Providers; Job Developers; Equity Groups etc.). Sandra will also be conducting an overview of Employment Ontario datasets with the intent of using them to validate the local workforce characteristics and client outcomes in our region. This review may also help identify potential gaps in service or provide insight to better engage underrepresented groups. We will also be conducting a number of employer surveys regarding their feedback to the workforce – needs and challenges. The employer and job developer consultations are a very critical element to this exercise.

Our plan is to review the information obtained in these consultations with our other data sources (i.e. Stats Canada, Conference Board of Canada, EmployerOne Survey results, Labour Force Survey, etc.) and prepare a draft report for the community. Our plan is to have a community consultation for our entire region regarding the results on Wednesday October 17, 2018. This final consultation will allow our stakeholders the opportunity to discuss and prioritize labour market trends and issues in our region. Our plan is to then have our final—draft Local Labour Market Planning report completed by end of November and the final versions, French and English will be completed by mid-January, 2019.

Maureen and I would like to note our sincere thanks to your on-going support and we look to your feedback.

Have a safe and fun filled summer everyone.
What Else is The Board up to?
This year we will be publishing the quarterly newsletter again. We will continue to focus on a feature in each publication. Last year we did a feature on the future of automation and the impact on the workforce. In this issue we are addressing the topic again but have drilled down to look at specific technologies. We are always looking for topic ideas, so please let us know if you have any thoughts. Also, we are thinking of adding a “Success Stories” component to the newsletter. Please forward any possible stories for us to include.

The Board will be hosting our “Pathway to Employment” workshops again this year. The workshops give the opportunity for employment service provider staff to learn about all services available to clients in our region. More details to come.

The board will be conducting the EmployerOne survey for the fourth year. We are in the process of working with the other boards in the Eastern Region to determine standardized questions and time frames. The regional data will be provided to MAESD research analyst to analyze and provide regional results. Of course there will also be data and a final report for the boards, region as well. We will be in the market within the next couple months.

The Good
The Plevna Freshmart was struggling to stay open. The attached North of 7 Family Restaurant had closed and the grocery store had become more of a convenience store/gas bar operation. On September 1, 2017 Bill James purchased it. James, a native of Plevna, fully committed in January to get the restaurant/grocery store up and running. He started by increasing inventory in the grocery and opened the restaurant in mid-December. “We still have work in the restaurant but we have the bakery up and running...We’ll be adding a butcher shop and

Labour Market Activity
this will be a fully operation grocery.” James said. “This started out as a hamburger stand you know,” he said. “It’ll take a couple of years to get it to where we want it.” He knows he has to make most of his money when the tourists are around. “In the summer, people will come in for meat and buy the rest of their groceries too.” As for the restaurant, they have a varied menu within the family restaurant genre.

Brockville is getting $220,000 from the provincial government to help the community rebound from the impending loss of Proctor & Gamble. Last August, the city start working with the Ministry of Economic Development and Growth “to identify ways that the provincial government could support Brockville in responding to this significant impact,” said Rob Nolan,
economic development director. City officials developed the application in coordination with the St. Lawrence Corridor Economic Development Commission, a regional development effort that includes the city, as well as Prescott and the townships of Edwardsburg/Cardinal, Augusta, Elizabethtown-Kitley, Front of Yonge and Leeds and the Thousand Islands. The city will be “the accountable body for this project and will be responsible for all funds and reporting,” said Nolan.

The Eastern Ontario Development Fund announced grants for a number of businesses in the region. The township of Edwardsburgh/Cardinal received $399,000 to support its $741,000 investment in roadwork and associated infrastructure for the Giant Tiger distribution centre. Xplornet Communications, which has a presence in Brockville, received $235,000 to assist with a $2.1 million investment to help create 130 new jobs and sustain eight. Parmalat Canada with a facility in Winchester and Belleville, received $1 million to assist with a $13.3 million investment that created 11 new jobs and sustained 200 existing ones.

Marshalls department store opened its doors in the Cataraqui Centre in March. Susan St. Clair, Cataraqui Centre’s general manager said “…we opened our brand-new entrance and our first retailer in this newly developed area…[which] has been divided into smaller units. Marshalls is the first retailer to open. Indigo, Dollarama, Mobile Klinic and Urban Planet will open over the next two months.”

One Roof Youth Services Hub is one of seven recipients of a Home Depot Canada Foundation grant. The Kingston youth organization was selected to receive $25,000 as part of The Home Depot Canada Foundation’s 2018 Orange door Award program. One Roof is operated by Home Base Housing, a Kingston organization that offers support services and housing for homeless and at-risk youth. One Roof is a non-threatening space designed for youth ages 16-24 in the Kingston community who require assistance from local services to help them with issues such as housing, education, employment, mental health, addictions and more.

The federal and provincial governments teamed up to contribute up to $6 million to the Kingston Frulact plant to cover the Portuguese company’s construction costs of its Centennial Drive plant and equipment cost while the province is investing in manufacturing equipment, laboratory technology, specialty storage containers and staff training. The $4.5 million federal contribution comes from FedDev Ontario and the Province’s portion come from the Eastern Ontario Development Fund. The plant opened last June and processes fruit for dairy applications such as yogurt, ice cream, smoothies as well as baking products. Benoit Keppenne, business unit coordinator at the Kingston plant said “We are already looking at expansion. It’s the biggest market of our type of product in the world.” Keppenne said they are considering adding a third shift this summer.

Dawn House is getting ready to open its new social enterprise, the Spread the Love Bridal Boutique. Located in Dawn House’s building on Milford Drive, the bridal boutique will provide an employment opportunity for women who use Dawn House’s services, as well as offer
wedding dresses at a fraction of their original cost to women shopping on a budget. All of the profits will go directly to Dawn House initiatives. Dawn House received a seed grant from the Trillium Foundation for $66,300 to research and develop its social enterprise. That money covers a salary for a full-time employee for one year, as well as travel expenses, business plan development and branding. Women in Dawn House could work part-time up to a year to learn transferable employment and life skills. It will give women who want to enter or re-enter the workforce a chance to work in a judgment-free learning environment. Spread the Love Bridal Boutique is hoping to open their doors in June.

V6 Agronomy, a fertilizer company in Augusta Township has developed a small three-stage fertilizer kit for home-growers of marijuana to capitalize on what is expected to become a growth industry once cannabis is legalized in Canada this summer. (Under Bill C-45, Canadians would be allowed to cultivate four marijuana plants at home for personal use.) The owners are the husband-and-wife team of Ryan Brophy and Amy Fogo who main business is supplying custom-designed fertilizer to customers around North America. The kits will sell for $19.99 plus tax and although they are starting small, the couple has hopes for their venture into Canada’s fastest-growing industry.

At the annual Augusta Mayor’ Breakfast in Markch, Michael Adamcryck, one of the organizers behind the St. Lawrence Corridor Economic Development Commission, vowed that the commission would bring in “net new jobs” to the region within the next 10 months. Charlie Mignault, the recently hired commissioner of the corridor, promised a disciplined and organized strategy to sell and market the region to industrial and commercial businesses. Mignault said the commission will target agri-business, bio industrial, food processing and warehousing to locate in the corridor. The corridor commission was formed in July 2017 to bring together Brockville, Prescott and the townships of Augusta, Edwardsburgh/Cardinal, Elizabethtown-Kitley, Front of Yonge and Leeds and the Thousand Islands in the new partnership. All the mayors who spoke at the breakfast stressed the value of the seven municipalities working together to bring economic development to the entire area.

BGH awarded a $131 million construction contract to EllisDon to consolidate the Garden Street and Charles Street suites at Charles Street, adding 22 new beds, a new four-story addition and renovations to the existing building. Billed as the largest project in Leeds and Grenville history, the construction will employ 250 workers at its peak.

Staff, patients and officials at the BMHC gathered Thursday, May 17 for the official opening of the River Café, an in-house lunch spot that serves a new vocation program for the forensic unit’s patients. The patients, known as clients at the BMHC, do the work necessary to prepare, sell and serve the drinks and treats, with the help of occupational therapists. Along the way, they learn service industry and business skills. Dr. Jonathan Gray, director of the 61 bed Forensic Treatment Unit says it is an important part of their rehabilitation and “One aspect of that will be having a vocation.” Along with teaching the clients job skills as they transition back to community life, the new café also “allows a more informal mix of staff and clients,” said Gray.
Nearly 100% of the approximately 1,400 unionized staff at Kingston General Hospital have voted in favour of a new four year contract that will provide them with wage increases each year of the agreement as well as job security among other items. The agreement covers nurses, environmental cleaners, porters, clerical and trades staff as well as care aides, dietary and stores employees. Mike Rodrigues, president of Canadian Union of Public Employers Local 1974, said Kingston General Hospital employees voted 98% in favour of the agreement, “with the highest turnout ever at our local for ratification.”

Sandy Marshall, executive director of Bio Industrial Innovation Canada (BIC), said the Invista Canada plant near Maitland, formerly called DuPont, offers advantages similar to those of Sarnia’s Chemical Valley, which allowed this group to woo the biochem industry there. BIC has hired Joe Hendriks, a longtime DuPont employee and former Maitland site manager for Invista as a project manager of its COMM SCI group. Marshall said BIC has seen impressive success in Sarnia and hopes it can do the same thing in Maitland. He cautioned that biochem plants are longterm projects but the results are worth it in the long run.

The United Counties of Leeds and Grenville have launched a study to determine how they can best help local business. Ann Weir, Leeds and Grenville economic development manager, said the Business Retention and Expansion Study will contact businesses to determine their needs and help them become more competitive. More than 300 businesses will be surveyed. “Businesses in Leeds and Grenville are already invested heavily in their communities. It is recognized that 76 to 90 per cent of new jobs come from existing businesses and we need to ensure that we sustain these jobs and support businesses as they explore new opportunities that could result in more jobs in the region,” Weir said.

**The Bad & The Ugly**

Camilla Zukero, the external communication director for Sysco confirmed the Kingston plant will close June 2, 2018. The company is moving the Kingston operation to other warehouse locations. Zukero says the closure is part of a comprehensive growth and consolidation plan, adding the closure was a difficult decision, but that the company believes it’s in the best interest of Sysco Canada’s long-term growth and success. Although, the number of jobs impacted was not confirmed it is thought to be dozens in the operations, transportation and warehouse departments.

The Bank of Montreal has announced the closing of its branch in Lansdowne effective October 19, 2018. Ralph Marranca, head of media relations for BMO, said the Lansdowne bank is closing because customer needs are changing. Marrance said the branch is merging with the one in Gananoque 17 kilometres away, which can provide a broader range of services than now offered in Lansdowne. There are three employees that will be impacted and no decisions have been made about their future.
Donaldson Filtration Solutions will close its Brockville operation in the coming months. Company spokeswoman Becky Cahn confirmed the facility, which manufactures hydraulic filters and employs 20 people, will begin closing down in April and close completely in June. Cahn said, “We acquired a hydraulic company here in the United States and so we’re consolidating manufacturing to that one facility.”

The Feature
Contributed by Diane Soucie

New Technologies .. Paving the Way to Automation

In our November 2017 newsletter, we examined the impact of automation on our local workforce including an analysis of the probability of impact for occupations employing the greatest number of people in our area. We received a lot of comments on that feature and thought it would be interesting to dive more deeply into the subject. What exactly are the technologies we’re referring to when we speak of automation? How will they affect our local industries? What does it mean for companies and workers in Frontenac County, United Counties of Leeds and Grenville and Loyalist Township?

In their 2017 article, “The Digital Talent Dividend: Shifting Gears in a Changing Economy”, the Information, Communication and Technology Sector Council identified five key transformative technologies:

5G - Fifth-generation wireless, or 5G, is the latest iteration of cellular technology, engineered to greatly increase the speed and responsiveness of wireless networks facilitating the fast and effective transmission of large batches of data across networks. Facilitating the Internet of Things (IoT), 5G can collect, transmit and store data at lightning speed. 5G is central to much of the digital and connected economy and a key enabler of a wide range of technological developments ranging from autonomous vehicles to e-health solutions.

Artificial Intelligence – AI, the technology fueling the next generation of robotics, is the simulation of human intelligence processes by machines, especially computer systems. These processes include learning, reasoning and self-correction. Applications of AI include expert systems, speech recognition and machine vision. As it becomes increasingly imbedded in industrial and consumer products, AI is key to economic and societal changes.

Blockchain – Comprised of a decentralized network of information “blocks”, blockchain offers secure data transmission. By “chaining” together transactions, blockchain records and stores data about these transactions across a network of unrelated computers. This allows data to be transmitted without exposing any confidential details about the transaction itself or the parties involved. This concealment

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2 www.orgalime.org, European Engineering Industries Association, Apr 4 2018
will ensure the level of data security necessary for financial audits, e-voting, exchange of health records, etc.³.

**Augmented and Virtual Reality (AR/VR)** – Virtual Reality immerses users in a fully artificial digital environment while Augmented Reality overlays virtual objects on the real-world environment⁴. Together they integrate elements of artificial intelligence with robotics to create immersive interactive experiences that can be used in diverse ways ranging from diagnostic testing for new vehicles to the training of health practitioners⁵.

**3D Printing** – Also known as “additive manufacturing”, 3D printing is a process of making three dimensional solid objects from a digital file. In an additive process, an object is created by laying down successive layers of material until the object is created. The process is transforming mass production within manufacturing allowing the production of complex, functional shapes using less material than traditional manufacturing methods⁶.

**Big Data Analysis** - In addition to the five transformative technologies identified by the Information and Communications Technology Council, big data analytics is transforming the way business is conducted. Big data analysis is the process of examining large and varied sets of data to identify patterns, correlations, market trends and customer preferences. This information is used by businesses to forecast and monitor operations as well as assist in making business decisions⁷.

These transformative technologies will impact all areas of our economy. Let’s take a look at their impact on some sectors in the board’s region.

**Health Care**

Health Care is the largest sector in the region employing 18,320 people or 16.3% of the workforce in Frontenac, Leeds and Grenville and Loyalist Township⁸. In addition to the training of health care providers through AR/VR, big data transmitted across a 5G network can be analyzed to predict epidemics, develop new drugs, and improve quality of life while increasing efficiencies and reducing costs. Innovative digital tools will help patients better manage their own health by collecting, analyzing and aggregating personal information. This individual data can then be compared against thousands to draw conclusions on the general population resulting in improved health care planning and budgeting⁹.

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⁶ https://3dprinting.com/what-is-3d-printing/
⁸ Statistics Canada Census 2016
Retail
The retail sector employs 14,605 (13.0%) in the region\textsuperscript{10}. Canada Post reports that eight of ten Canadians shop online and that most growth will come from existing shoppers buying more online. One in four of those surveyed said they spent more online than in-store in the past year and they expect to increase their number of online purchases in the coming year. This shift is transforming the retail industry\textsuperscript{11}. The sector will require individuals with varied skills including content writing and marketing skills, data analytics and search engine optimization allowing for targeted marketing\textsuperscript{12}.

Manufacturing
At 7,485 workers, manufacturing employs 6.7% of the region’s workforce. A new generation of robots using artificial intelligence are leading to increased productivity and top-notch quality. The 5G platform and Internet of Things is linking devices together to improve manufacturing flow. Data accumulation facilitates the ability to detect errors. It is projected that this data will be used to create new artificial intelligence algorithms to completely automate the manufacturing cycle\textsuperscript{13}. The incorporation of these technologies will create a demand for mechanical engineers and designers as well as individuals with key digital skillsets including industrial design, aptitude with Phyton language, Computer Aided Design (CAD) and SolidWorks proficiencies\textsuperscript{14}.

Finance, Insurance and Real Estate (FIRE)
Blockchain offers the technology to ensure security of data by transmitting information via individual blocks. This enhanced security may significantly reshape the financial sector. Increasingly, workers in the finance sector will need to understand trading technology, analytics, cryptography and database management. The same way that ATMs changed the nature of bank teller jobs in the 1990s, blockchain and other key technologies will increasingly require banking and finance professionals to possess an understanding of foundational digital technology\textsuperscript{15}. The FIRE sector in Frontenac, Leeds and Grenville United Counties and Loyalist Township employs 5,360 or 4.8% of the workforce\textsuperscript{16}.

Transportation and Warehousing
This sector employs 3,165 individuals locally or 2.8% of the local workforce. The Supply Chain Sector Council of Canada predicts that the increased use of autonomous vehicles, robotics, blockchain and drones will have a moderate to very high impact on the labour force. They also believe adopting technology such as the Internet of Things and big data analysis will lead to higher job creation than job losses\textsuperscript{17}.

\textsuperscript{10} Statistics Canada Census 2016
\textsuperscript{11} Growing E-Commerce in Canada, Canada Post, 2016
\textsuperscript{13} https://it.toolbox.com/blogs/ivandimitrijevic/how-technology-is-changing-manufacturing-and-its-workforce-072617
\textsuperscript{15} Ibid, p. 17
\textsuperscript{16} Statistics Canada Census 2016
\textsuperscript{17} The Digital Supply Chain: Creating skills for the future. Canadian Supply Chain Sector Council. 2018, p. 4
Information and Cultural Industries

With 1,615 or 4.8% of the workforce, the Information and Cultural sector in the 1000 Islands Region employs relatively few individuals. Only Utilities, Mining and Management of Companies and Enterprises employer fewer workers locally\(^\text{18}\). More specifically, there are 115 employed in Software Publishing; 490 in Telecommunications; 65 in Data processing, hosting, and related services; and 325 employed in Other Information services\(^\text{19}\).

Rate of Adoption of Technology – Nationally, Provincially and Regionally

In their 2018 report, “Capturing the Change Wave: How Canadian Businesses are Transforming”, MNP LLP reported that based on survey responses from more than 1,200 corporations from various industries, nine in ten Canadian businesses are experiencing business transformation or expect to experience it within the next twelve months; eight in ten have at least one technology advancement now underway and nearly four in ten are making digital enhancements to products and services or are currently involved in some platform integration efforts. MNP believe their results indicate the start of an important shift but there needs to be a greater sense of urgency. In terms of technological readiness and digital competitiveness, they contend, Canada is languishing behind\(^\text{20}\).

Similarly, in their Ontario-wide study, “Better, Faster, Stronger: Maximizing the benefits of automation for Ontario’s Firms and People” released in May 2018, the Brookfield Institute found that “For Ontario firms and workers to thrive in the age of automation, we need to find ways to increase firms’ lagging adoption of automation technologies, while also equipping workers with skills and opportunities to adapt and thrive in a changing labour market”\(^\text{21}\). After a review on relevant research and interviews with more than 350 consultations with stakeholders and Ontarians, the researchers found that:

1. Technology adoption in Ontario is low resulting in reduced productivity gains and growth;
2. Skills demands are changing across the province. Despite the slow uptake, automation is changing the kinds and nature of jobs available and the skills and knowledge and both workers and managers need;
3. If technology investments grow, the impacts of automation on Ontario’s labour market could become more significant. There is the potential for short to medium-term disruptions in labour markets and employment, especially in Southwest Ontario where there is a greater concentration of industries like manufacturing where the impact of automation is expected to be greatest.\(^\text{22}\)

In the region of Frontenac and the United Counties of Leeds and Grenville, the 1000 Islands Region Workforce Development Board has surveyed 355 employers since 2015 in all sectors economy. Of these, 154 or 43.7% indicated that technical skills were important in current and future workers. The skills most prioritized were problem solving, work ethic, teamwork and customer service. Similarly, the

\(^{18}\) Statistics Canada Census 2016
\(^{19}\) Ibid
\(^{20}\) Transformation and Technology Survey, Capturing the Change Wave: How Canadian Businesses are Transforming, MNP LLP 2018
\(^{21}\) Lamb, Creig et al, Better, Faster, Stronger: Maximizing the benefits of automation for Ontario’s firms and people, May 2018, Executive Summary, p.1
\(^{22}\) Lamb, Creig et al, Better, Faster, Stronger: Maximizing the benefits of automation for Ontario’s firms and people, May 2018, Executive Summary, p.4
integration of automation is rarely mentioned during key informant interviews conducted when compiling the annual Local Labour Market Plan.

It is clear that new technologies will significantly change the way business operates and that the integration of emerging technologies is important to business success. The 1000 Islands Region Board will continue to raise this topic with local business and economic development officers to monitor the adoption and impact of new technologies.
**Stuff you need to know**

**1000 Islands Helping Hands** is a new business started by Yona Harvey in Lansdowne that caters to clients (mostly seniors) who need assistance getting around for day-to-day chores or appointments. The business offers grocery delivery, personal errand, senior accompaniment and transportation services in Lansdowne, Gananoque, Brockville and Kingston. Since opening last year, services has expanded to include transportation to airport, restaurant and concerts, light cleaning and laundry help at home, computer/cell phone/online banking support, day outings to Kingston, Merrickville, Ottawa, upper New York State, shopping malls and more. Learn more about 1000 Islands Helping Hands by visiting their website, Facebook page, send an email or call at 613-453-6254.

**Staff, patients and officials at the Brockville Mental Health Centre** gathered Thursday, May 17 for the official opening of the River Café, an in-house lunch spot that serves a new vocation program for the forensic unit’s patients. The patients, known as clients at the BMHC, do the work necessary to prepare, sell and serve the drinks and treats, with the help of occupational therapists. Along the way, they learn service industry and business skills. Dr. Jonathan Gray, director of the 61 bed Forensic Treatment Unit says it is an important part of their rehabilitation and “One aspect of that will be having a vocation.” Along with teaching the clients job skills as they transition back to community life, the new café also “allows a more informal mix of staff and clients,” said Gray.

**The Kingston Chamber of Commerce** is presenting its 9th Annual CONNECT – The Business Expo at the Portsmouth Olympic Harbour, 53 Yonge St. in the Sail Room. It is the region’s largest business trade show. Businesses with a focus on hospitality and tourism, marketing, finance, information technology, health care and telecommunication and much more. This year it is a two day event. On Friday Sept 28th exhibitor set up 10:00am- 12:30pm then the B2B Showcase from 1:00pm to 4:00pm and a mix n’ mingle from 4:00pm to 6:00pm. Saturday Sept 29th will be a Business to Consumer showcase from 10am to 5pm. For more information go to www.kingstonchamber.on.ca

**CSE Consulting** offers persons with disabilities help when finding a job? If you are over the age of 16, living in Leeds & Grenville and have a disability which makes it hard for you to find or keep a job, you could be eligible for Employment Support through the Ontario Disability Support Program. For more information contact 613-342-2312. www.cseconsulting.com

**The week-long Law and Leadership Summer Camp** will be for children 9 to 12 years old and begins July 3, 2018. The camp will run for 8 weeks at the Rideau Heights Community Centre and on the Queen’s campus. “We want to have an opportunity to reach young people early and show them that lawyers, police, judges and other legal professionals were kids once, too,” Heather Cole, assistant dean of students at Queen’s faculty of law said. “This two-year project will enable over 400 young people from our community to attend a weeklong summer camp free of charge...” said police Chief Gilles Larochelle. “Coming to the law school and having the opportunity to learn about the law might break down some of the misconceptions they have
about the legal system and perhaps pave the way for them to choose a career in law,” said Cole. For more information go to www.kingston.bgccan.com, contact Heather Cunningham at heather@bgckingston.ca or call 613-561-3777 to register.

The area’s French-speaking community is trying to bring attention to the services that can be offered in French in the Kingston area. As part of a province wide campaign by the L’Assemblée de la Francophonie de l’Ontario, the local L’Association canadienne-francaise de l’Ontario, Conseil regional des Milles-Iles (ACFOMI) is promoting the Bonjour Welcome Campaign. The campaign is designed to highlight francophone services were they are available and to create a more welcoming community by displaying greetings in both official languages.

Stephen Poloz, Bank of Canada governor spoke to 225 Queen’s faculty, staff, students and members of the public in March at Goodes Atrium at the Smith School of Business. In his speech, Poloz reminded the students they will be needed for Canada’s growing economy. “Those of you who hope to join the workforce may be feeling both excitement and nervousness about an uncertain future,” he told them. “At least the macroeconomic situation you face is a positive one. The economy has created 283K jobs over the last 12 months, and the unemployment rate is as low as it has been in more than 40 years.” Poloz spoke about baby boomers leaving the workforce and how youth, women, Indigenous Peoples, people with disabilities and Immigrants will add to the workforce. He also spoke to future automation; “We need to remember the positives – all the new jobs that will be created and the people who will be needed…”.

KEDCO is celebrating Youth in Business Wednesday July 4, 2017 at Innovate Kingston 623 King St. West. It is showcasing the Summer Company Class of 2018. Since 2001, the Summer Company program is funded by the Ontario government and has been helping students aged 15 to 29 start and run their own businesses. Participants of the program receive training to help them run their own businesses, mentoring from local business leaders and up to $3,000 to make their dream a reality. Go to www.kingstoncanada.com to register.

The City of Kingston, Kingston Immigration Partnership (KIP) and the KEYS Job Centre are teaming up to distribute 500 free lawn signs to promote the elimination of racial discrimination. The initiative commemorates the International Day for the Elimination of Racial Discrimination by making the city a more welcoming, inclusive and diverse community. The signs are in five languages: English, French, Spanish, Arabic and Chinese Mandarin. “Everyone, regardless of race, nationality or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity, marital status and ability, should feel that they are an integral part of our community,” said Mayor Bryan Paterson, who helped launch the program across from City Hall in March.

Alex Edwards won first place at the Skills Ontario Competition in carpentry. The Grade 12 student at Athens District High School used his skills and knowledge both self-taught and from his teacher to capture the gold medal in the Carpentry – Individual Secondary category. Edwards is quick to give credit to his teacher, Bob St. Onge. St. Onge has been teaching
carpentry and woodworking, along with co-op for 17 years at ADHS. A career is what Edwards wants to make of his success. Envisioning it since Grade 8, Edwards sees himself one day owning and operating his own carpentry company, Edwards Carpentry. Alex moved on to the next step in the competition, the 2018 Skills Canada National Competition hosted in Edmonton the beginning of June.

**Employment and Education Centre** gives those clients that may have a problem with transportation the opportunity to learn through Virtual Coaching. Clients can gain access to vast knowledge and resources that will assist them in achieving their employment goals. Internet access is required to allow virtual options such as skype, face-time or duo. For more information call 613-498-2111 or 1-800-926-0777 or 1-613-498-3123 (TTY).

**AMHS-KFLA’s Client Advisory Committee has worked with agency staff** to create an updated Client Bill of Rights. Clients have the right to: BE TREATED WITH RESPECT, A SAFE AND WELCOMING SPACE, DIGNITY & INDEPENDENCE, QUALITY SERVICES, BE FULLY INFORMED, and PROVIDE FEEDBACK. Go to [www.amhs-kfla.ca](http://www.amhs-kfla.ca) for more information.

**Through a unique service agreement with KFL&A Public Health, Kingston Community Health Centres** is pleased to offer a dental health program at its 263 Weller Avenue location and its new Napanee location, 26 Dundas St. Eligible individuals are: a family with net income less than $35K, on Ontario Works, on Ontario Disability Support Program, Children registered with the Healthy Smiles Ontario Program and Non-insured Health Benefits. The dental clinic provides basic dental services for children and adults. Services include dental examinations, radiographs, cleanings, fillings, extractions, root canals, and other basic dental services. Call 613-507-6064 to confirm eligibility and book an appointment.

**Kagita Mikam** Aboriginal Employment Services is available at KEYS job Centre. Kagita Mikam offers a variety of programs to aid in employability and entrepreneurship among Aboriginals. The program focuses on the following areas of training and employment strategies: self-employment assistance, summer youth initiative, stay in school initiatives, mobility assistance, employment assistance support, purchase of training, aboriginal targeted wage subsidy, aboriginal business service network, local labour partnership, and job creating partnership. Contact KEYS at 613-546-5559 or Kagita Mikam Aboriginal Employment Training at 613-962-3103 for information.

**Literacy Link Eastern Ontario** is hosting its third annual charity golf tournament Tuesday August 21, 2018 at Greene Acre Golf Club, Gananoque. There will be sausages and homemade hamburgers and salads served for lunch and 9 holes of golf to follow. Proceeds from the tournament will aid LLEO support Literacy programs in its region. To register or sponsor please contact maureen@lleo.ca or call or 613-893-0274.

**TR Leger School of Adult, Alternative and Continuing Education** offers correspondence online. Online learning options are available through TR Leger School to students who are not able to participate in their day school program. The courses are provided free of charge and all materials needed are provided online. Registrations will be accepted on a continuous intake basis so students can work at their own pace. Students can go in person to the nearest TR Leger campus to sign up. To find the school closest to you call 613-933-9626.
Bob Runciman was given a Lifetime Business Achievement Award by the Brockville and District Chamber of Commerce on March 29, 2018.

Pierre Mercier, Chief Administrative Officer for the town of Prescott has announced his retirement. Mr. Mercier will leave his job May 31, 2018. “My only regret is that I will not be here to witness the numerous positive and exciting changes coming for this dynamic municipality”.
Links of Usefulness - In no particular order

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.illkingston.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