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

The 1000 Islands Region Workforce Development Board has seen visits to its web site double over the past year. In January, 2018 over 10,000 visits were made to our site http://www.workforcedev.ca/index.php/en/. This increase in client traffic is the direct result our marketing of our site to our various stakeholders in our community and their continued support in promoting our site to their clients.

Thank you! We invite everyone to review our site and see how it may assist our community, our clients. Accordingly, we look to you for your feedback in respect to its content.

Comments welcome!
What is The Board up to?
Please go to our website, www.workforcedev.ca to find our 2017/2018 LLMP report in English and French. There is a lot of very interesting Labour Market Information to help you personally and your organization.
Our projects this year:
This is our last newsletter for this fiscal year. Given the positive feedback we have received, we will be continuing the newsletter next year. Please send any ideas or contributions for the next edition.
EmployerOne is finished for this year. The surveys closed January 31, 2018 and we have analyzed the data and completed the final report. It is currently with the translator and will be on our website before the end of March. We will be conducting EmployerOne again next year with the other boards in the eastern region.

The Good
Member of the Eastern Ontario Warden’s Caucus attended the Rural Ontario Municipal Association conference in Toronto in January. They were there to advocate for provincial approval of the latest Eastern Ontario Regional Network project. The $299 million is intended to boost service and capacity for mobile devise, increasing not only access but network speed and the ability to transmit data. A broadband network for emergency services is also proposed.

Labour Market Activity
Caucus chair Robin Jones of Westport said the delegation also promoted its economic development plan, but the network issues were the main focus. “Without this improved connectivity, without the enhancement, it’s the single impediment to having economic development in eastern Ontario,” she said. “There are 3,000 job that will be created by this project” as more communications towers and equipment are installed, Jones explained.

New provincial funding will allow the St. Lawrence-Rideau Immigration Partnership to upgrade its “Portal” website. The city of Brockville has received provincial funding of about $70,000 through the Municipal Immigration Information Online program to update and the existing Leeds & Grenville Immigration Portal (www.leesgrenvilleimmigration.ca). Officials will embark on a consultation exercise to find out how people would like to see the site improve, said Melissa Francis, program manager at the St. Lawrence-Rideau Immigration Partnership.
New funding from the Trillium Foundation will allow Cooking Connections to expand. The Cooking Connections received $75,000 in startup money last fall from the Ontario Trillium Foundation so Loving Spoonful could start a cooking class for those with mental health issues. Has now received almost $700,000 from the foundation to expand the program further over the next three years. The program delivers nine weeks of healthy cooking classes, integrated with education and awareness on overcoming stigma. Funding will support adding fulltime staff to the project, research and design, adaption of learning materials for diverse populations, as well as delivery and evaluation of the program. “We hope to have an impact on the lives of 240 people in the Kingston and area community,” AMHS-KFLA’s vocational services manager Kim Fraser said. For more information www.AMHS-KFLA.ca

The Building Construction Internship Program held its open house for the community, family and friends to tour the 91st house built by students, a two-storey house at 244 Pratt Dr. in Amherstview, in the Focus program. The students get a chance to learn the basics, from hand tools to electrical saws, as well as earning their certification in fall protection, WHMIS, first aid/CPR, chainsaw use, hoisting and rigging, and health and safety basics. “This program does a really good job of starting kids off on a destination to apprenticeship or skilled trade” Dan Fisher, program coordinator, said.

Kingston and the Islands MPP Sophie Kiwala announced $320,000 in funding for the Kingston Employment Youth Services’ (KEYS) Newcomer Connection and Manufacturing program. KEYS is also to receive $50,00 for its Newcomer Women’s Mentoring Network program. The Kingston Community Health Centres is to receive $100,000 for health programming for newcomers. Madeline Nerenberg, KEYS program manager, said the newcomer programs was the result of partnerships across the community. The construction and manufacturing skills program, Nerenberg said, would be starting shortly. “We have many employers in our community who are keen to hire newcomers for good job opportunities in these industries, and this project will help fill the gap in skills training and language supports” she said.

Kingston Transit’s program to teach new high school pupils about public transit has won a national transportation award. The program, a partnership between Kingston Transit and the Limestone District School Board, won a Sustainable Communities Award for Transportation from the Federation of Canadian Municipalities. The program involves taking Grade 9 students on a chartered bus trip so they can learn about public transportation and its benefits. After this successful pilot the city now offers school board-subsidized transit passes to all high school students. Debra Rantz, the LDSB director of education said “The transit pass and orientation program allows our students to exercise independence and responsibility in addition to increased access to recreational programs, volunteer opportunities, jobs or school programs”

The CBC television series Dragons’ Den was in Kingston February 23, 2017. The producers of the show were at the Ambassador Hotel to audition local entrepreneurs and aspiring business people. The audition welcomes participants of all ages who have businesses at any stage of development. The press release said “If they show the producers they have what it takes to pitch in the Den, they could be invited to Toronto to face the Dragons.”
Kingston Employment and Youth Services (KEYS) Job Centre hosted the Next Gen at Work Symposium February 14, 2018 at the Holiday Inn Kingston Waterfront for college and university graduates. “It’s a new event for us. Generally speaking, this is not a population we have kind of focused on as much as other groups,” Michael Harris, executive director of KEYS Job Centre, said. The event sponsored by RBC Future Launch, is to include follow up mentoring for graduates. “Our nation’s future economic success depends on a highly engaged and skilled workforce.” Tina Sarellas, RBC’s regional president for Ontario North and East, said in a statement.

Ontario Lt.-Gov. Elizabeth Dowdeswell was in Kingston on Thursday January 18, 2018 to speak at a number of engagements and to listen to the stories of youth and community members surrounding the issue of youth homelessness and employment. “I’ve had a wonderful visit to Kingston today. It’s been such fun and so inspirational,” Dowdeswell said after an informal meeting at One Roof Youth Hub on Barrie Street.

The Career Apprenticeship Pilot Program was privately launched on Dec. 30 when Alan Rottenberg, general partner of the William Harris Venture Fund, and other members of the advisory team presented the program to local employers. The program aims to match 10 new arts and science graduates with 10 local companies for a four-month paid apprenticeship that concludes with a guaranteed full-time job for one year. The City of Kingston and Kingston Economic Development Corporation jumped on board to keep new graduates in Kingston after graduation.

David and Linda McGinn are the new owners of the 200 year old building housing the Amherst Island General Store. David was born in Kingston but has lived in Alberta for the past 47 years. The store provides a place for the local post office which Linda acts as the post master. Renovations may include a machine shop which will provide potential full-time employment for a local machinist and welder.

**The Bad & The Ugly**

Rental vacancy has plummeted in Kingston. Due to a drop in the supply of new apartments and condominiums the city’s rental housing vacancy rate is at its lowest level in almost 30 years. At 0.7%, the Kingston Census Metropolitan Area had the lowest vacancy rate in Ontario in 2017, less than half the provincial average of 1.5%. The effects of the 2016 drop in multi-residential unit construction are now taking their toll. Rents in 2017 increased an average of 3.1% since 2016. To address the issue, city staff are recommending council vote to participate in the provincial government’s new development charges rebate program, which is to provide $125 million between 2018 and 2021 to rebate development charges of purpose-built market development.
An international treaty aimed at eliminating the production of certain ozone-depleting gases is what ultimately led to the closure of a local Maitland plant. A representative for Chemours Canada confirmed the company will close its Maitland plant later this year because the chemical it produces will soon be prohibited in Canada and the United States. “The site manufactures HCFC123, a product used in the refrigerants and fire extinguishants markets,” Alvenia Scarbororough, director of branding marketing and corporate communications at Chemous, said in an email, adding 37 local jobs will be lost in the process.

The Feature
Contributed by Diane Soucie

One of the most interesting initiatives launched by the Ministry of Advanced Education and Skills Development in the past two years is establishment of the Ontario Centre for Workforce Innovation (OCWI). The centre, a partnership with Ryerson University, was established as an initiative dedicated to building a skilled, resilient and productive Ontario workforce through research, knowledge transfer and exchange and capacity building. In simple language, their website says “We’re building the evidence base for what works, and what doesn’t, in Ontario’s employment and training services sector”.

As we turned the calendar page to 2018, the 1000 Islands Region Workforce Development Board thought it was an ideal time to check in for an update. I sat down with Wendy Vuyk, OCWI Associate Director and the Regional Coordinator for Eastern Ontario. What follows is a summary of our conversation …

Can you give us your OCWI elevator speech?

The goal of the Ontario Centre for Workforce Innovation is to work with stakeholders to create a more skilled, resilient and productive workforce in Ontario. Our focus is innovative, evidence-based research to build capacity throughout Ontario’s network of service providers, educator and business. We seek to identify solutions that result in jobs for people and people for jobs.

OCWI would like to be the connective tissue between literacy providers, employment services, workforce development boards and employers. Service providers in Ontario are passionate about what they do and we want to support that passion with new ideas.

Because they are passionate about what they do, service providers can be incredibly resourceful. Many are doing innovative things to meet the unique needs of their stakeholder groups literally off the side of their desks. We want to put the research around the practice to prove that it works and can be replicated in other areas. This is one example of how we can build capacity.
Your website indicates your goal to build capacity in Ontario’s employment and training sector through research, knowledge sharing and capacity building. Can you provide us some examples of how you are achieving these objectives?

Each of these three elements build on each other. I love the role of connective tissue to support stakeholders. Current we have 52 research projects underway with new projects starting all the time. We are excited to see the results of these projects, the evidence they produce and how they may be applied to other areas of the province. It is exciting for the organizations who are participating in the research now, but will be just as exciting for them to share their findings with their networks and umbrella groups.

I love the spirit of information sharing. Some of the projects are more long term. Others are short-term in producing tangible results and contributing to our current bank of knowledge. Employers will be provided with new insights on how to acquire and retain employees. Jobseekers will have some new tools for their toolbox.

The goal is that the findings generated by the projects will be incorporated into the business and service practices throughout Ontario’s network of service providers, educator and business.

**When will the first projects be completed?**

When OCWI launched in December, 2016, we met with stakeholders across the province to generate a “Conversations Report”. At the same time, we conducted “Design Jams” with Chambers of Commerce to look at innovative ways to work with employers. Those reports will be released soon.

We currently have Design Projects, Demonstration Projects and Exploration Projects underway. The results or evidence produced by these projects will start to become available in September, 2018.

Currently, we are accepting Case Studies. If an organization is doing something unique or innovative to solve a problem, we want to know about it. We will work with you to put the research around it leading to the evidence that proves the activity works. OCWI will provide the participating organization with the communication materials that promotes the innovation. Again, because service providers are passionate about what they do, they are incredibly resourceful.

We are also looking for Learning Opportunities. We’re considering how the OCWI support the professional development of stakeholder groups by gathering them together to exchange ideas and information. This also builds capacity.

**Can you give us some examples of projects now underway in Eastern Ontario?**
Two examples that are currently underway in Eastern Ontario include 1. working with employers in the manufacturing sector to assist them in modernizing their job postings to achieve greater success in attracting workers with the skills they require as well consider prior learning assessment and recognition (PLAR) and 2. Recruiters for the armed forces in Petawawa are referring candidates who do not score well on academic assessments to Literacy and Basic Skills. Post-participation, candidates’ scores improved to meet the requirements of the armed forces. There are also two design jam projects underway in Kingston and Peterborough. We’re really looking forward to releasing the results of projects now underway.

**What achievement are you most proud of?**

I am most proud of the efforts we make to ensure the integrity of the research. By taking this seriously all stakeholders can be confident in the evidence we generate. We want all projects to be grounded in rigorous research so that the findings can be as useful as possible. In that way, it will provide a solid foundation for the whole sector.

We’re also pleased with the success of the regional approach we adopted. I’m proud of the heartfelt and collaborative interaction with stakeholders that has taken place in all regions of the province. There is definitely a recognition that we are all in this together! Stakeholders give so much to their communities.

**What has surprised you?**

I was very pleasantly surprised with the spirit of collaboration and the level of interaction amongst service providers across Eastern Ontario. It has been lovely to see. In an environment where we tell our youth and our clients that the days of having one job for life are over, we have some very knowledgeable, experienced and professional service providers in the region. Many have longstanding relationships with each other which, I’m sure, fosters collaboration.

Those working in the field can be very forthcoming with their ideas once you encourage them to open up. Service providers are quick to cooperate, suggest ideas, advocate for jobseekers and help employers find the people they need. They are incredibly nimble working with the fluidity that allows them to respond quickly.

**What does the future hold?**

Now that the research projects are underway, we are looking forward to sharing new evidence. As the projects are completed, the flow of evidence will be released on an ongoing and continuous basis. Front-line staff will feel the momentum and will have new resources to draw on.

OCWI will continue to support the stakeholders in that connective tissue role I spoke about earlier. We will be reaching out to stakeholders with our findings.
Other provinces are looking at setting up their own innovation centres similar to OCWI. A national centre is being considered. The challenges Ontario faces in ensuring all workers have jobs and employers have the workers they need are experienced across the country. Meaningful work is such an important social determinant to health and work life balance.

Is there anything else we should know?

The Research Projects, whether Design, Demonstration or Exploration, the Learning Opportunities and the Case Studies will all contribute to our priorities of research, knowledge sharing and capacity building. We are so excited to learn the results and then move forward to pilot successful projects in other communities or regions.

In the coming months, we will be broadening our reach to work with diverse groups like economic developers, Community Futures and Development Corporations, post-secondary institutions and municipalities. It’s interesting to see how the idea of career development is becoming increasingly important across all demographics with an increasingly systemic approach from Kindergarten to older workers.

I want to close off by letting you know, personally, what an honour and a privilege it has been to work with the entire project team and the stakeholders of Eastern Ontario. Truly, it has been so much fun to meet so many people working so hard and with so much enthusiasm to improve the livelihood of clients and partners.

Stuff you need to know

The **Summer Company program** is now accepting applications from young, independent, driven students looking to give entrepreneurship a try. Summer Company, run through the Kingston Economic Development Corporation (KEDCO), is a program for students 15 to 29 years old who will be heading back to either secondary or post-secondary school in the fall. For more information call 613-544-2725 (Katie Ross) or go online to ygksummercompany.com.

**Another Sumer Company program** aimed at giving young entrepreneurs the chance at being their own boss, will be led by the Leeds and Grenville Small Business Enterprise Centre and funded by the province of Ontario, providing business training, mentoring and financial assistance to qualifying people aged 15-29 hoping to start their own business. For further information call the Leeds and Grenville Small Business Enterprise Center at 613-342-8772 x 4471 or email info@lgsbec.com

**Jobseekers flock to YGK Job Fair.** Fifty-eight employers welcome more than 1,000 potential workers during the annual event. The YGK Job Fair was a win-win for both employers and jobseekers in the Kingston community. Employers said the Wednesday February 14 event at
the Ambassador Hotel gave them the opportunity to gain exposure in the Kingston area, and applicants were able to better network themselves in person, especially local students.

A recently launched, national event, **Youth Can Do It** aims to shine a light on the great entrepreneurial journeys of young Canadians. Selected young entrepreneurs will be invited to Ottawa to participate in the event from June 10-12, 2018, to network, create and foster mentor/mentee relationships. [www.canada.ca/en/innovation-science-economic-development/programs/youth-can-do-it](http://www.canada.ca/en/innovation-science-economic-development/programs/youth-can-do-it)

**ACFOMI** a number of Francophone services in the Kingston community. They provide welcome kits for French-speaking newcomers in Kingston called “Bienvenue à Kingston”, organize the annual Franco-Foire, a French-Language services fair, every third Saturday of October, publish annually the “French Language Health Services Directory of South Eastern Ontario”, ACFO Award given to elementary and secondary school students to foster pride of speaking French. Plus more. Go to [www.acfomi.org](http://www.acfomi.org) for further services and information.

**The Community Foundation for Kingston & Area** has establish the John Gerretsen Youth Leadership Award to support the leadership development of students in Grade 9-12 who would like to further develop their leadership skills. The award aims to support young leaders as they strive to develop their potential to understand their strengths, weaknesses, and leadership style and to develop the confidence, resilience, motivation, and skills to bring these goals to fruition.

**Kingston Literacy and Skills** offers specialized Employment Skills upgrading classes in Communications (reading/writing), Math and Digital Technology (computers) on Tuesday nights from 5:30pm to 8:30pm at 16 Bath Road. This course is ideal for people who are working or seeking employment during the day. The program is tailored the learning materials to ensure that participants have the skills and confidence to perform well in their employment setting.

**Career Services Brockville** have an Opportunities Fund for Persons with Disabilities that could assist clients in enhancing employability and job search. To be eligible you need to be legally able to work in Canada, 18 and over years of age, have a disability and ineligible for Employment Insurance. To apply contact Wendy Galloway at 613-498-2111 extension 223 or wendy@careerservices.ca

**KEYS Job Centre d’emploi** Government Assisted Refugee Volunteer Initiative project (GARVI) is intended to bridge newcomers and community groups together to facilitate volunteer experiences to strengthen relations and new social connections. The program will assist newcomers who would like to volunteer in the community by matching them with opportunities related to their qualifications, abilities and passions. [www.keys.ca](http://www.keys.ca)

**Township of North Frontenac** is seeking resumes for a vacant position for a person to join their municipal team as the Public Works Technical Student (must be currently enrolled in College or
University and returning to school in the fall). Contact Cheryl Robson, Township of North Frontenac 613-479-2231 ext 221 or email cao@northfrontenac.ca

**Children’s Mental Health of Leeds and Grenville** offer walk-in clinic Wednesday from 11am to 7:00pm at 779 Chelsea St. Suite BU, Brockville Ont. Children up to 18 and their families looking to work toward solution to a problem or concerns can book and appointment with one or more of the counsellors. During the time with a counsellor, there will be a focus on behavioural, emotional and/or other mental health concerns in a collaborative, strength based process. Call 613-498-4884 ext 0 or go to the office during business hours to inquire. [www.cmhlg.ca](http://www.cmhlg.ca)

**Community Living North Grenville** provides supports and services to individuals with an intellectual disability and their families through an individualized planning process. Support is provided through a wide variety of services which include employment, work experience, school to work, leisure, recreation, supported independent living, 24 hour residential support, out of home respite for both children and adults and special services at home. Contact 613-258-7177, [www.communitylivingnorthgrenville.ca](http://www.communitylivingnorthgrenville.ca)

**CSE Consulting** offers on-line certificate and training courses. Go to [www.cseconsulting.org](http://www.cseconsulting.org) to access presentations related to Youth Orientation to the Workplace and Working from Home – What you need to know. There is also, online certificates for W.H.M.I.S., Worker Health and Safety Awareness in 4 Steps, Working Together: The Code and the AODA, Smart Serve. Brockville 613-342-2312, Kemptville 613-258-6576, Prescott 613-925-0222.
People R Us

Ron and Karen Sutherland, owner/operators of seven MacDonald’s Restaurants in Kingston and Gananoque retired the beginning of March 1, 2018 after more than twenty years.

Charlie Mignault is the new St. Lawrence Corridor Economic Development Commission’s inaugural commissioner. The corridor economic development commission, formed in July 2017 brings together Brockville, Prescott and the townships of Augusta, Edwardsburgh-Cardinal, Elizabethtown-Kitley, Front of Yonge, and Leeds and the Thousand Islands. It is the first such regional economic development commission at the local level.

Rick Chesebrough, the chief of South Frontenac Fire and Rescue will retire after 31 years. Chesebrough started in as a volunteer firefighter in Pittsburgh Township and worked his way up to become a captain.

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.frontenaccfcdc.com](http://www.frontenaccfcdc.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](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.klandsskills.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.grenvillecfdc.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.adeco.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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