All you need to know about
Your Local Labour Market
A NEWSLETTER

October 2018

1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

“Planning Solutions to Build Our Workforce”

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Words from the ED

Frank O’Hearn
Executive Director

Another year is now upon us. We look forward to our continued engagement of our community partners in the development and implementation of our Local Labour Market Plan (LLMP) for 2019. The communities 2018 (LLMP) plan may be accessed via our web site http://www.workforcedev.ca/index.php/en/ We encourage you to refer to this report and reference it to our citizens. Accordingly, we look to your continued feedback and support.

The major themes of this report relates to the needs of employers and their interaction with our workforce. The top three emerging opportunities identified from our community partners at our community consultations in October, 2018 are noted below and are referenced in our report.

1. Diversity In the Workplace Awareness and Education Workshops for Employers;
2. Employer and Job Seeker Interactive Workshops – Job Expectations from Both Sides;
3. Co-ordination Strategies among agencies to Market and Solicit Employers;

All the best in 2019 - Frank & Maureen

What Is The Board up to?

The Board is 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. Kingston workshops were conducted in December and participant’s feedback was very positive. The Brockville workshops will be in held in January.

We are continuing our outreach to employers with the EmployerOne surveys. The deadline is the end of January and the results will be published by the end of March, 2019.

The Board surveyed Service Providers in its region over the last few months to collect “grass root” LMI. Here are a few highlights from the information provided to us:

• Occupations that are difficult to fill are general labourer, general labourer with good work ethic, mechanics, production workers, housekeeper, front team members (fast food), cooks, carpenters, painters and bi-lingual CSRs.
• Employers are experiencing a reduction in the number of applications from job seekers due to lower unemployment rates.
• Transportation issues are still an issue for clients, especially in rural areas.
• There are success stories in Leeds and Grenville, Gananoque experienced 13 new business within the last year. Elgin has experienced a number of business expansion over the last few years. These include Opinicon Resort, Scheuermann Vineyard and Wineray and Poplar’s Resort.
These businesses have provided over 100 new jobs. Prescott has seen the benefit of Giant Tiger Distribution Centre coming to town in Johnstown.

**Labour Market Activity**

**The Good**
An Ontario company has chosen Johnstown to become the first North American site of a recycling operation that uses a unique technology to turn plastics into light diesel oil and natural gas. BBL Energy Inc. president Grant Lawson said the company will buy the Prescott Machine and Welding property and plans to renovate the building to have the new operation up and running by the end of March.

The purpose of the Johnston operation will be twofold. The plant will operate two machines to convert plastics into energy taking in plastics from around the region. The plant will also serve as a showroom for the machines that BBL hopes to sell to municipalities and private waste companies in North America. The plant will employ 24 people.

Smith Falls is the little town that cannabis saved. It is home to fewer than 9,000 people and had become too familiar with the pain of economic hardship over the past years. It is now the home to the headquarters for Tweed Inc. and parent company Canopy Growth Corp., which make up one of the world’s largest licensed cannabis companies. The company has created about 800 direct jobs in the community since it started gradually taking over the Hershey chocolate factory about five years ago. Tweed has also bought and begun to revitalize other buildings around town – some have been boarded up for more than a decade.

Feihe International’s Canada Royal Milk held a job fair at the Invista Centre November 19, 2018. The company is looking to fill about 100 positions in this round of hiring. Carey Bidtnes, the human resource manager said, “We are hiring for everything, basically.” Construction of the $225-million infant formula plant on Centennial Drive, Kingston is on schedule for the planned late 2019 opening, said Bidtness. The company is expect to start with two production shifts and once up to full capacity is expected to employ about 250 people.

The high-tech startup, Big River Technologies, officially opened at its new location at 60 Mill St., Gananoque in October. At the opening, Gananoque’s business community and dignitaries congratulated the company. Big River Technologies is a huge success story for Gananoque, Shelly Hirstwood, the town’s economic development manager, said, adding that it has grown to 50 people from only two in two years. “That’s a great number for Gananoque, and we’re in this fabulous new renovated space by Riverstone development. It just shows Gananoque is on the move.”
The Bad & The Ugly
Lowe’s Canada said 17 people currently employed at the Bath Road Kingston Rona store were informed the beginning of November of the impending closure of the store. The location is one of 27 mostly Rona stores in Canada to be closed by the end of the company’s financial year, Feb. 1, 2019. The company will be transferring eligible employers to other location in their network but it is not known how this impacts employees at the Bath Road location.

The Feature
Contributed by Diane Soucie

Labour Market Forecasting – A Look into the Future
Whether you are an employment counsellor or an educator or an economic development officer, you have most likely been asked “where are the jobs of the future”. The question is both complex and important. And it is tremendously difficult to answer. After all, there are many variables. However, in recent years, both the Canadian and Ontario governments have developed online tools that have collected and analyzed numerous indicators that allow us to examine changes within industries and occupations to gain insight into future demand.

The Labour Market in Canada
The national site, Canadian Occupational System (COPS) was developed by Employment and Social Development Canada (ESDC). The website, http://occupations.esdc.gc.ca/sppc-cops/w.2lc.4m.2-eng.jsp?_ga=1.57809770.113346850.1467999034& projects future job openings by considering both economic expansion and jobs created through attrition as compared to the number of job seekers as a result of labour market activity including graduating students and new immigrants.

The main emphasis is on trends over a ten-year period, from 2016 (the last year of historical data available), 2017 when the projection was prepared to 2026 the last year of the projection period.

The site provides projection summaries at both occupational and industry level. The user can search by occupation through 292 occupational groupings covering the entire workforce. The resulting search will produce an overall outlook that indicates if the occupation is expected to be in balance, surplus or face labour market shortages in the next ten years. This outlook is followed by more detailed analysis including the number working in the occupation nation-wide as of 2016; educational requirement; the median age of the workforce; and the projected median age of retirement. The site then compares the projected number of people leaving the occupation and the number of jobs created or eliminated as a result of a changing work environment with the projected number of immigrants and graduating students. When the projected job openings exceeds the number of available workers the occupation is projected to be in a shortage position.
Developers of the Canadian Occupational System do recognize that users of the site may be interested in a year-by-year analysis and provide downloadable spreadsheets highlighting annual projections for each individual element comprising labour market demand and supply. The Canadian Occupational Projection System also provides a ten-year projection at the industry level by examining the performance of the sector historically including changes in gross domestic product, employment levels and productivity rates and then providing a detailed rationale for future economic activity.

**Ontario Labour Market**
This provincial website, [https://www.ontario.ca/page/labour-market](https://www.ontario.ca/page/labour-market) offers a valuable resource for labour market activity at the provincial level. It provides a monthly snapshot of the overall Ontario labour market including the number of people in the labour market, the number working and unemployment rate. The reader also has access to a number of labour market reports including Ontario’s monthly labour market analysis. Users can even take a quiz to determine the ten jobs that are a good fit.

The website provides a valuable compilation on information drawn from a number of sources including Canadian Occupational System (COPS), Statistics Canada Census 2016 and Labour Force Survey, Employment and Social Development Canada Occupational Summaries, the Government of Canada’s Job Bank, etc..

This site allows individuals to search through 500 occupational job profiles. By entering the name of the occupation or the NOC code, the user is presented with a summary of information at the provincial level including annual income, projected growth rate and the total number of projected openings between 2017 and 2021. As with the COPS site, these projections consider both new jobs (change in employment level) and jobs that become available as a result of attrition through retirement, death and emigration.

Then, by clicking on the occupation title, additional information gathered from a variety of sources is provided including job outlook and job outlook rating, top location in Ontario for jobs, projected job openings, annual number of job postings, in-demand skills and knowledge and employment requirements.

The website also provides options for local information. By selecting “Census Division” and clicking on the applicable region of the province, the user is provided with the number of job postings in the past year, industries where the jobs are found, gender, employment type, age of the workforce, education and unemployment rate in the area.

The user can also apply filters to sort through occupations identifying careers by income range, skill level (education required), occupational category, job outlook, and voluntary or involuntary apprenticeships.

Like the COPS national site, users of the Ontario labour market information website are able to download spreadsheets for each informational variable.

The website offers a wealth of information to anyone making career or education decisions.

**Local Resources**
The province of Ontario also makes EMSI Analyst available to those who qualify for access. Analyst is economic analysis software that provides industry and job trends for individual Census Divisions and Census Sub-Divisions. EMSI Analyst is available on a monthly basis after
an online request has been made to the Ministry of Agriculture, Food and Rural Affairs (Ontario). The registration form is available at http://www.omafra.gov.on.ca/english/rural/edr/edar/analyst-inforeq.htm. The online request must be submitted well in advance of the 1st of each month as you must have a Terms and Conditions agreement to OMAFRA five business days before the end of the month. You will then have access to the software for the coming month. We have two Census Divisions in our area, Frontenac County and the United Counties of Leeds and Grenville. Census sub-divisions in the region include Edwardsburgh/Cardinal Township, Augusta Township, Prescott Township, Elizabethtown-Kitley Township, the City of Brockville, Front of Yonge Township, the Town of Gananoque, the Village of Westport, Rideau-Lakes Township, Athens Township, the Village of Merrickville-Wolford, and the Municipality of North Grenville.

Using a range of data sources combined with algorithms built into the software, EMSI Analyst provides information largely intended to support businesses, business associations and economic developers. For example, businesses can learn what industries are predominant in the region, track the flow of money within a geographical area, identify sales by industry and compare a community with other regions.

Analyst software also allows the user to predict the effect of changes to the labour force at the occupational level. Users can obtain an overview of occupations including the number employed in the occupation, projected growth in coming years, median wage, comparisons of numbers in the occupation with other regions and the province, and industries that employ people in the occupation.

Analyst data sources including Statistics Canada, Canada Business Counts, Census 2016, Survey of Employment, Payroll and Hours, Labour Force Surveys, and CANSIM demographics as well as the Postsecondary Student information System Education Data (PSIS) and the Canadian Occupational Projection System.

**How can the 1000 Islands Regional Workforce Development Board Help?**

The 1000 Islands Regional Workforce Development Board has access to a range of customized Statistics Canada Census 2016 data for Frontenac and Leeds and Grenville Counties. Along with industry information, we have data related to all occupations employing individuals in the region. This includes the number of people working in occupations; the industries that employ these occupations; the age of the workforce; education; gender; and median and average income. This information can be found on our website www.workforcedev.ca.

While predicting future labour market demand continues to be complex and subject to unpredictable economic shocks and unanticipated change, these resources do offer valuable tools that apply historical performance to develop projected labour market demand. To really understand an occupation, we recommend that the person making the decision consider this data, but also take the time to speak to people in the profession. Learn what they love about their job, what challenges them and what advice they would give someone entering the field. Ultimately, making a career decision is about doing what you love – and then – never stop challenging yourself.
**Stuff you need to know**

The Greater Kingston Chamber of Commerce held its 23rd annual Business Achievement Awards at the beginning of November. The following are the award winners: The innovation Award – KEYS Job Centre, Tourism/Hospitality Award – Improbable Escapes Inc., New Business of the Year – FabCut Systems Inc., Small Business of the Year, 1-10 Employees – Active Orthopedic Solutions, Medium Business of the Year, 11-34 Employees – Auto Service Kingston, Large Business of the Year, 34-plus – Diamond Hotels Management inc., Young Entrepreneur of the Year – Jordan Milani of iGuide, Business Person of the Year – Rick Kramer - MicroAge Kingston, Chair’s Award – Nancy Cardinal - Digigraphics

Nearly 90 per cent of St. Lawrence College graduates are working within six months of completing their studies, according to the annual Key Performance Indicator survey that was released end of November. Provincial KPIs are gathered annually by two independent research firms for the colleges, and for the Ministry of Training, Colleges and Universities. “Our career-focused programs provide an excellent pathway to employment,” said Linda Franklin, the president and CEO of Colleges Ontario, in a news release. St. Lawrence College has three campuses, in Brockville, Kingston and Cornwall.

More Than Just Babysitting was named Augusta’s Business of the Year. The roots of MTJB go back to 1983 when Ruth Shay operated as all child-care business out of her home with five children. It has grown to become a nonprofit registered charity caring for about 370 children and employing 70 people. Its locations include Maynard Public School, TR Leger Alternative School, the Kemptville Main site and Holy Cross Catholic School. It also holds the licence for Wellington Elementary School.

The township of Augusta named its Trail Blazer of the Year award which honours a young entrepreneur under the age of 30 who launched a business in the last five years. Access in Motion, which is located in the Augusta Township Business Centre on County Road 2, is this year’s winner. The business is owned by brothers Mark and Dave Dumage and Markus Crane. It provides equipment so that clients can be mobile on the roads and in their homes, including left-foot accelerators, crane-style lifts for walkers and wheelchairs, seating aids, hand controls for automobiles and stair lifts for homes.

A privately funded partnership between Queen’s University and the Kingston Economic Development Corporation is trying to keep recent arts and humanities graduates in the city of Kingston. The program is funded by Ottawa business marketing executive Alan Rottenberg and starting in May the pilot project connected six Queen’s graduates with as many locals. In its second year of the program, it aims to have up to 35 graduates hired by local businesses. Rottenberg committed his own money to fund four months of the apprenticeships, at up to $4000 per month, on the condition that the company hire the graduates for a year as a way to create opportunity for new graduates to get the experience they will need in their careers.
As of Oct. 1, 2018 as many as 25 employees at Addiction and Mental Health Services - Kingston, Frontenac, Lennox and Addington were impacted by layoffs. The agency and union has indicated that about 22 of these employees have either been reassigned to other jobs at the organization or are in line to be rehired when the next job for which they are qualified becomes available.

Le Boat, the European company that offers self-driving boat cruises on the Rideau Canal, is expanding to Seeleys Bay. The company announced that the village will be added as a satellite base on its canal tours. Cheryl Brown, Le Boat’s managing director, said the company’s first year in Canada has been an “unprecedented success” with 82 per cent occupancy rates for the company based in Smiths Falls. Le Boar bills itself as the leading self-drive boating rental company, which operates a fleet of 900 self-drive cruisers boats from 37 different departure bases in eight European countries. The Rideau Canal boats are its first in Canada.

Sandy Sheahan and John Sheridan are founding members of SPEAKingston, a new group that is to advocate for “smart growth” in Kingston. It is an assembly of local business owners, executives and public sector workers who seek to add a voice to the public debate about issues of development, infrastructure investment, job creation and taxes that they said has, until now been absent. SPEAKingston is based around four key tenants, including strengthening the city’s physical, technological and cultural infrastructure, growing the economic base by expanding employment and housing options, with competitive taxes, fostering the evolution of Kingston neighbourhoods and urban core to enhance attractiveness, vibrancy and public safety and protecting Kingston’s historical assets and natural environment in responsible ways.

The 7th Fall Business Workshop was held at the Gananoque Inn and Spa, sponsored by the Business Support Network with close to 65 people in attendance. The workshop called Looking at Your Business from the Outside Looking In featured keynote speaker Julie Nixion of JENN Photography and Melissa Schenk of MS2 Productions.

A technology used by Brockville’s employment centre has won a provincial award for innovation. UP360 was chosen as Innovator of the Year during a conference late October by the Ontario Disability Employment Network. The company teamed up with Brockville’s Employment and Education Centre to create an interactive virtual reality employment training tool. UP360 Inc is an Ontario-based software development studio that specializes in building interactive virtual reality simulation. The local employment centre uses the technology that helps job-seekers search for a new career.

The St. Lawrence-Rideau immigration partnership named Magdalena and Jaroslave Diros the winners of the fourth Annual Immigrant Entrepreneur Award. The couple owns Piccolo Café in Prescott. They were among three award winners announced at the Bridges to Better Business conference at the Brockville Country Club. They were among three award winners announce at the conference. Karen Quigley, owner of Saltastic Salt Lounge in Kemptville, is the Entrepreneur of the Year, while TechTutors owner William Thomson is the winner of the Paul D.
Boivin Memorial Award of young entrepreneurs. Melissa Francis, program manager at the St. Lawrence-Rideau Immigration Partnership, handed out the awards.

**The Escape Brockville, Furnace Falls Farm Retreat and Athens Village Store** earned the TeKamp awards at the fourth annual Ben TeKamp Memorial Awards event. The award, initiated by the Employment and Education centre, is presented to three businesses “who have displayed a remarkable capacity to revitalize, a dedication to meet the changing needs of the community, and a creative approach for growth,” organizers said. Ben TeKamp, who died in 2014, was a respected local businessman and business coach as well as the city’s mayor in the late 1990s and early 2000s.

**The Kingston Whig-Standard and the Greater Kingston Chamber of Commerce**, in partnership have created The Inspiring Women of Kingston event. It was held at the Holiday Inn Waterfront which started with a mix-and-mingle, followed by lunch and the panel discussion. The panel consisted of Judith Pineault – CEO of Fluid Power Inc.; Casey Krebs, CEO of Urban Hippie Grakiaerl; Tina Baily, Executive Director of the Community Foundation for Kingston and Area; and Peng Sang-Cao, CEO and president of Transformix Engineering Inc. The group spoke about mentors, the people with whom they surround themselves to succeed, taking their gender out of the equation and looking at a setback and moving forward.

**Running’s Auto Service is celebrating 25 years in Gananoque**. Siblings Joanne and Lorne Running invited the entire community out to help them celebrate their 25 years of business. Running’s Auto Service opened on August 1, 1993 and has been providing quality repairs ever since. On Saturday September 29, the Runnings shared barbecue, cake and games.
People R Us

Tanya Evaristo, was selected at the employee of the month for September at Carveth Care Centre where she works as a Personal Support Worker.

Andrew Melchers, has been named Brockville’s 2018 Young Professional of the Year by the Brockville and District Chamber of Commerce.
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.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.addecco.ca