

In 2018-2019, the 1000 Islands Region Workforce Development Board continued to publish a quarterly newsletter re-launched in 2017. The newsletter summarizes business activity in the 1000 Islands region that impacts labour market demand; other 'stuff you need to know'; people of interest and a set of useful links that serve as a valuable resource to readers.

In addition, each newsletter includes a feature article on a topic relevant to our community. In the past year, we explored:

**New Technologies .. Paving the Way to Automation (June 2018)** – taking a look at five key transformative technologies destined to impact the way we live and work and the skills required by the workforce. These 5 technologies continue to make news:

1. 5 G or fifth generation wireless cellular technology that will greatly increase the speed and responsiveness of wireless networks and facilitate technology developments ranging from autonomous vehicles to technology-based health care;
2. Artificial intelligence, a key to economic and societal change, facilitates the simulation of human intelligence processes including learning, reasoning and self-correction;
3. Blockchain as a technology-based solution for the safe transmission of data enabling secure financial transactions, e-voting, exchange of health records, etc.;
4. Augmented and Virtual Reality (AR/VR) which, combined with artificial intelligence and robotics, will create immersive interactive experiences; and
5. 3-D Printing or 'additive manufacturing' facilitating the production of unique complex and functional solid objects from a digital file.

As an indicator of how fast-paced our work environment is, the September 2018 newsletter included a feature on the Ontario government's *Fair Workplaces, Better Jobs Act, 2017* (Bill 148). However, one month later, on October 23, 2018, the current Ontario government introduced Bill 47, *Making Ontario Open for Business, 2018*. The Bill 47 amendments to the Employment Standards Act, 2000 came into force on January 1, 2019. The majority of information currently available encourages businesses to seek legal advice before implementing any changes that reverse or reduce Bill 148 entitlements.

Coinciding with the release of our annual local labour market plan and in response to community priorities, the final two newsletter features explored local labour market information and vehicles for

projecting future labour market demand. The January 2019 feature, **Labour Market Forecasting – A Look into the Future**, explored available online, government supported tools for predicting labour market demand. The Canadian Occupational System (COPS) offers projections to 2026 at both the industry and occupational level by forecasting economic expansion and jobs created through attrition compared to the number of job seekers as a result of graduating students, new immigrants, etc. The newsletter feature also provides an overview of the Ontario government’s recently released website, <https://www.ontario.ca/page/labour-market>. This website provides overall Ontario labour market information as well as over 500 job profiles summarizing data available at the occupational level through COPS, Statistics Canada Census 2016, the Service Canada job bank, etc. By entering the name of the occupation or the NOC code, the user is presented with a summary of information for Ontario including annual income, 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. A second provincial resource, EMSI Analyst is also highlighted. This software uses a range of data sources and algorithms to provide information largely intended to support businesses and economic developers.

The final newsletter published in March 2019 includes a feature designed to help better understand current labour market demand by examining recent labour market activity. **Where the Jobs Are** uses Statistics Canada Census data (2016) to identify the ten occupations that employ the most people in Frontenac County and Leeds and Grenville; the ten occupations in our region most impacted by an aging workforce and the top ten occupations most often advertised online in the past year. The feature wraps up by summarizing the general foundational and computer skills most often identified in these job postings.

All of these newsletters are posted on the 1000 Island Region Workforce Development Board’s website at <https://www.workforcedev.ca/index.php/en/workforce-projects/newsletters>. We encourage you to give them a read.