

All you need to know about
Your Local Labour Market

A NEWSLETTER

March 2020



EASTERN WORKFORCE
INNOVATION BOARD

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Words from the ED



Frank O'Hearn
Executive Director

Greetings everyone. Another season awaits us as we slowly move from winter to spring. Our seasons are a constant reminder of change and its effects on our local economics. Labour market information content and its interpretations are a constant discussion point in our local economies. This newsletter and our other labour market reports to the community reflect the various changing elements of the information we provide.

The Business Council of Canada report of June, 2016 indicated that “at its best, labour market information provides clear signals that guide the various players towards the most appropriate choices. It helps identify the skills that business needs, and how they can be developed. LMI is critical in matching workers with jobs (and vice versa), and highlighting gaps between the skills that are available and those in need.” Due diligence – Due diligence.

The Eastern Workforce Innovation Boards mission is to “champion community initiatives and partnerships that best use available resources to develop a skilled, effective and adaptable local workforce”. We look to the community for your support and feedback regarding our work.

What is The Board up to?

This is the final newsletter for this fiscal. Hope you find it informative. We will be continuing our newsletters into our next fiscal year.

The LLMP has been completed and is available on our website www.workforcedev.ca. We have structured the report differently this year. The report has narrative and summary of data and consultations but the data tables and other statistics are attached as a separate appendix. It is our hope that this will make it more user friendly for people to read but also access specific data as required.

Our EmployerOne survey report is finalized and posted on our website. We met our target of over 100 completed employer surveys. The Board will be conducting the EmployerOne survey again in 2020/2021 fiscal year but we will be looking at increasing the number of completed surveys to achieve a more statistically valid result.

The In-Demand Skilled Trades Project that the Ministry of Labour, Training and Skills Development funded has been completed. The final reports have been submitted to the Ministry and posted on our website. We conducted interviews with employers, school boards, associations, and union. We have included a summary of the data in the Feature portion of this newsletter.

Labour Market Activity



The Good

The provincial government is contributing \$562,000 to Canarm Ltd. in Brockville through the Eastern Ontario Development Fund. In July 2019, the ventilation manufacturer officially launched the expansion of its Brockville facility. The company plans to double the size of its Parkdale Avenue site, adding 102,000 square feet over two phases.

The first phase is intended to add 52,000 square feet and be done by the spring.

The expansion will create 12 new jobs and will support 160 existing jobs at the plant.

The Canadian courier company, Purolator officially reopened its Brockville facility, having resumed operations at the California Avenue terminal last fall. The company closed its operations six years ago. Many of the employees that were left unemployed at that time are now back working at the company.

Kingston Automation Technology, a venture from Betty Pilon and her son Ben, has modernized the aluminum container production process. According to the company, its patented blow moulding technology creates aluminum containers that are easier to recycle and reuse than either plastic or glass, more efficient to produce and transport, and more cost effective than traditional aluminum bottles. It is expected to create about 30 jobs at its Montreal Street, Kingston location and could produce as many as 75 million containers in 2020.

The Bad & The Ugly

The Brockville Rona store closed its doors January 31, 2020. Currently, it is not clear how many of the 14 employees will lose their jobs, as it is possible they may be offered the opportunity to transfer to nearby stores. These stores include Smiths Falls, Kemptville and Kingston.

Dress for Success, a non-profit organization that empowers women by providing professional clothing for job interviews and work, lost roughly \$7,800 in goods. Thief or thieves took jeans and shirts, costume jewelry, makeup, handbags, various pieces of clothing and silent auction gifts for the upcoming Bring on the Bling fundraiser. Lindsay Macdonald, executive director says they are always accepting donations but now especially need accessories, including costume jewelry.

The Kingston Branch of the Canadian Mental Health Association will be closing at the end of March after more than 40 years of providing services to residents. Executive Director, Steve Hartley said the decision was necessary because of changes the provincial government is making to Ontario's health-care and public health system. "With all the changes within the health network in Ontario...and the direction and flow that everything is going, for us to keep up with that momentum and the flow is not sustainable," Hartley said. The changes in question are a wide-ranging overhaul of the health-care system being presented by the provincial

government, to make the whole system more efficient. Two of the biggest changes include the creation of the 24 new Ontario Health Teams to replace the Local Health Integration Networks as well as the consolidation of public health units.

The Feature

Contributed by Diane Soucie

WHAT EMPLOYERS HAVE TO SAY ABOUT SKILLED TRADES IN FRONTENAC / LEEDS AND GRENVILLE

“We know that one out of every five jobs in the next five years is going to be in the skilled trades. We also know that one in three journeypersons today are over the age of 55, so we’re reaching a crisis point in the shortage of skilled trades in Ontario.”¹

Monte McNaughton
Minister of Labour, Training, Skills Development

With these words, Minister McNaughton welcomed the new year by announcing the province’s focus on labour shortages skilled trades. He went on to point out the important role business plays in growing skilled trades when they register an apprentice, giving credit to Bill 47, the Making Ontario Open for Business Act. This bill established the one-to-one journeyperson to apprentice ratio. He also promoted increasing the number of women, Indigenous people and skilled immigrants working in skilled trades.²

A week later, on January 10, 2020, the government of Ontario announced the launch of an advertising campaign promoting skilled trades. In addition, the government is investing \$75 million into the secondary school Ontario Youth Apprenticeship and Specialist High Skills Major programs as well as Pre-Apprenticeship training programs.³

Finally, the Ministry wrapped up the month by announcing a \$19 million investment creating more hands-on learning opportunities for post-secondary students, recent graduates and apprentices in automotive and advanced manufacturing.⁴

In order to collect the views of businesses, the Ministry put the 26 workforce development boards across Ontario to work. The Eastern Workforce Innovation Board obtained feedback from eleven labour organizations, one industry association and 107 business representatives across Frontenac, Loyalist Township and Leeds and Grenville. Here’s a breakdown of responses by sector:

Industry Sector	No. of Respondents
23 Construction – (includes 11 unions and 1 trade association)	62
31-33 Manufacturing	9
56 Administrative Support, Waste Management	4

¹ Ellwood Shreve, Canada News Business, Windsor Star, January 3, 2020

² Ibid

³ Ontario Takes Action to Address Skilled Trades Shortage, Province of Ontario, January 10, 2020

⁴ Government Expanding Hands-On Learning to Create More Opportunities, Jan 28, 2020

61 Educational Services	3
62 Health Care and Social Assistance	1
72 Accommodation and Food Services	5
81 Other Services (includes automotive service, hairstyling, etc.)	29
91 Public Administration	2
Not Disclosed	4

These businesses employed a cross-section of apprentices and journeypeople from all four trade groups: Construction, Industrial, Motive Power and the Service sector.

What follows is a recap of responses to questions provided by the Ministry of Labour, Training and Skills Development:

Q. What do you [employers] feel are the most important issues that are expected to impact skilled trades in your community over the next five years?

A. Almost 80% of respondents identified the most important issue facing Skilled Trades in the next five years is a lack of skilled tradespeople. Some focused on the lack of interest of young people in skilled trades while others identified the retirement of existing tradespeople in the coming years.

Q. How is technological change impacting skilled trades?

A. Similarly, almost 80% of respondents felt that changing technology had a significant impact on their operations making them more efficient and effective but also requiring ongoing skills development and the purchase of new equipment, tools and building materials.

Q. What skilled trades are hardest to fill and why?

A. Two of three respondents indicated recruitment challenges in skilled trades. Forty per cent of respondents reported journeypersons difficult to find, 10% were concerned with a lack of apprentices and 27% had difficulty in filling both journeyperson and apprentice positions. Only 13% did not experience difficulties in hiring. Four per cent indicated they were not hiring and unions reported fewer challenges in securing skilled workers and apprentices.

Trades in demand ranged across all trade groups and included electricians, plumbers, carpenters, drywallers, sheet metal workers, heavy equipment operators, hairstylists, cooks, landscapers, general machinists, metal fabricators, welders, automotive service technicians, autobody repairers, marine engine technicians and truck and coach technicians.

Respondents pointed again to the lack of interest by young people as the primary reason for labour shortages in skilled trades. Many felt that this lack of interest was a direct result of eliminating shop areas from schools. Others pointed out that there were simply not enough employers willing to register apprentices.

Q. What methods do you use to recruit for difficult to fill positions?

- A.** More than one in four advertise in local print media; 22% depend on word of mouth and 16% use online job postings. Only 5% tapped into government employment agencies or used the job bank. One in ten relied on secondary school co-operative education programs or the Ontario Youth Apprenticeship Program to recruit apprentices.

Q. What needs to be done by employers and the Ontario government to increase the number of apprentices and journeyperson in in-demand skilled trades?

- A.** Almost one in three felt employers should improve their commitment to training apprentices and journeypersons while 26 per cent felt improved wages, benefits and pensions would attract more skilled trades workers. Fifteen per cent felt employers should get involved in the promotion of the trades in elementary and secondary schools including supporting cooperative education programs.

Employers felt the Ontario government should support the training costs of trades workers as well as offer financial incentives to businesses that train apprentices.

Q. What has been your experience with apprentices dropping out of training?

- A.** 58 per cent of employers had experienced apprentices dropping out of training. Seventeen per cent felt this was a result of poor wages and benefits while 9% felt that the high cost of training, travel required to access training and reduced income were to blame. An equal number pointed to apprentice's personal reasons as well as their lack of suitability for the trade, inability to perform assigned tasks, and/or meet in-school requirements.

Q. What barriers do you face in participating in apprenticeship?

- A.** More than one in five reported that a lack of candidates for apprenticeship was their greatest barrier to participation. Seventeen per cent reported that the financial and family requirements for apprentices; journeyperson to apprentice ratios; the cost of supervising apprentices and higher wage expectations by apprentices and journeypeople were barriers.

Other barriers included the lack of training seats for apprentices; training costs and the cost of tools for apprentices; apprentices leaving once training is completed; distance required to travel for training and the loss of time on the job site while in training particularly when scheduled during busy work periods. One respondent summed up their challenge with labour shortages by stating, "If we cannot hire a journeyman, it is impossible to sign up an apprentice!".

Q. What changes could the Ontario government make to the apprenticeship program to better respond to your business needs?

- A.** Twenty-two per cent of respondents reported that financial incentives, wage subsidies and/or tax credits would be helpful while 17% felt similar subsidies and incentives would be most helpful for the apprentice. 15 per cent recommended better promotion of trades and apprenticeship both to the public and businesses. 12 per cent suggested improved options for apprenticeship training sites and methods in rural areas while 9% pointed to better access to trades training in secondary schools including more trades shops, promotion of

trades and experiential learning initiatives like the Ontario Youth Apprenticeship Program.

Despite concerns, local employers were largely satisfied with the Apprenticeship Program's ability to meet their skill requirements. One in four felt that the program was either an "Excellent" or "Very Good" vehicle for addressing their businesses' skills requirements. An additional 20 per cent felt that it was either "Good" or "Satisfactory". Eleven per cent felt it needed improvement; 16% felt that it did poorly in meeting skill requirements and 9% felt it worked well within a union-based model.

Perhaps one local business summed it up best stating, "I realize how difficult it is to try to convince youth people of a good thing. The challenge lying ahead of the government to fill the shortage is great".

The Eastern Workforce Innovation Board and their partners will continue to promote career opportunities in skilled trades.

Stuff you need to know

The Beer Store at the corner of Cataraqui and Bagot streets closed in January. No local employees will be laid off according to a spokesperson for the Beer Store corporate headquarters. All employees will be transferred or offered a job at another store in Kingston. The store opened in the 1950s and served the neighbourhood since then. The closure will be inconvenient for locals who utilized the store and now required to take transit to reach other stores.

Edwardsburg/Cardinal is putting the final touches on its application to become the potential site of a new auto plant. Mayor Pat Sayeau said his township will have its submission ready before the March 31 deadline of a provincial government competition that asks municipalities to nominate land suitable for a new factory. The township has identified 2,800 acres along Cedar Grove Road. Last spring, the provincial government announced its "Job Site Challenge," saying it was in the hunt for sites that would be suitable for the auto industry. Automakers face a shortage of large-scale industrial sites in the built-up parts of Ontario where the industry is now concentrated.

A brand new program aims to support 40 local women in launching their entrepreneurial endeavors. The Women's Entrepreneurship Program (WEP) is designed to help local women start brand new businesses from scratch and guide them along the way and it will all be done virtually. The Leeds Grenville Small Business Enterprise Centre, in partnership with Ontario East Economic Development and four other small business centres across Eastern Ontario, will support 225 women throughout Eastern Ontario in entrepreneurship. The program offers business training which includes planning, marketing and financial education.

The Prescott Journal has closed but a new newspaper is already operating in its place. After weeks of confusion and uncertainty surrounding the future of the longstanding Prescott Journal, a new community paper called the South Grenville Journal is up and running. Kate Martell, former office manager and reporter for the Journal and her fiancé Mike Evans quickly

decided to start their own newspaper and printing company. The newly-founded Evans Printing Ltd., publishing the South Grenville Journal and the Business News, published its first edition Wednesday Jan. 22, 2020. Some of the Journal's former employees now work at the new paper.

The local arm of the United way will be contributing \$435,000 in funding toward the new, multi-million-dollar Kingston Youth Services Hub. Plans for the nearly \$10-million hub on the Princess Street United Church property were revealed at the end of January. It will feature a new location for the One Roof Youth Services Hub; a six-story, 60-unit tower of transitional and supportive housing for youth; the youth culture, banquet and performing arts facility in the current sanctuary; and then the retail café and job skills centre.

In a year-end interview, Brockville Mayor Jason Baker said two significant developments concerning employment are his top priorities heading into 2020. "I think the number one thing for us as a council is to continue (momentum) and to foster confidence that Brockville is certainly open for business and willing to take it on." Also priority on the list is to get new land serviced and ready to take on new industrial tenants. The city has acquired 130 acres of land along Victoria Road, Parkedale Avenue West and Stewart Boulevard with the aim of creating a new commercial and industrial park. But that northwest industrial area is relatively constrained, so Baker hopes the new year will see new opportunities outside the city's boundaries in the form of a partnership with Elizabethtown-kitley Township. "The relationship is extremely strong at the mayoral level in Leeds and Grenville, and it's time in 2020 to start turning that talk into proposals and action," said Baker.

The New York Restaurant, an iconic King Street, Brockville business known for its stellar Chinese food and its distinctive neon sign, is closing after nearly 90 years. Owners Louis and Alice Yeung have sold the restaurant, which closed its doors on Christmas Eve. The owners of the nearby Georgian Dragon pub have bought the restaurant and are to move into its location. The couple felt the time is right to make a change and move closer to family in Toronto. The Georgian Dragon will begin the process of moving into the new larger space. People that have dined at the New York Restaurant include Wayne Gretzky, Pierre Berton, Peter Jennings and it's possible every Brockville mayor and city council member since 1930.

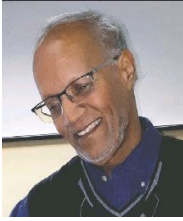
A new grain elevator in Lansdown will be a boon to all local farmers in need of such a service. Last fall family friends and colleagues gathered at the Grier farm in Lansdown to celebrate the open house of the grain elevator. Grain elevators are an important part of the agricultural process. According to Jamie Grier, the grain is delivered to the elevator, where it is dumped into a pit, then transported to the various bins. It is carefully weighed and measured, tested for moisture content and foreign material, and the farmer is given receipt for the number of bushels that have been delivered to the elevator. The grain may then be sold immediately, or it can be stored for a fee until the farmer chooses to sell the product. Prior to the Lansdowne elevator, local farmers had to ship their product over long distances, costing them and their clients a considerable amount of extra money. With the new elevator at a nearby location, they can continue to conduct their business in a far more cost-efficient way.

St. Lawrence College will no longer have to partner with Laurentian University to offer its nursing programs. The Ontario government recently announced that colleges can now deliver stand-alone nursing degree programs. The college has long offered a nursing degree program at all three of its campuses, in Kingston, Brockville and Cornwall. Until now, all colleges were required to partner with a university to offer the bachelor of nursing degree program. Now, colleges have evolved to the point they can offer it completely on their own. MPP Steve Clark said the policy give colleges like St. Lawrence greater autonomy and flexibility in their programming, and it will allow more nurses to get their degrees and stay to work in their local communities.

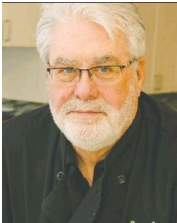
Kingston Rigney Building Supplies has been sold to Georgia-based GMS inc., a North American specialty distributor of interior building products. Rigney's sells interior building materials, as well as masonry and landscaping products. The past owners Claudio and Nadia Saccon (cousins) will continue to lead the store's operations. They were second-generation owners of the store, following Guerrino Saccon (Nadia's father), and brothers Giuseppe (Claudio's father) and Giovanni Saccon. Rigney has served the Kingston market for more than 45 years.

A unique UCLG county program that provides interest-free car loans to social-assistance recipients is a success. Alison Tutak, director of community and social services, says the pilot Wheels program has allowed some recipients to go off assistance and all of the others to see dramatic increases on their per household income because they now have cars. "Transportation in a rural community such as Leeds and Grenville is a requirement for life – to find work, to pick up sick children from school, to buy groceries, for doctors' appointments, etc," Tutak said. The joint service committee of the United Counties of Leeds and Grenville set aside \$50,000 for the micro-loan program in which the counties would lend an interest-free loan of up to \$7,000 for a three-year term or less. To be eligible, the recipients must be collecting Ontario Works, require a car to get to work in an area with no public transportation, have a job and a driver's licence. Six people have taken advantage of this program and are on time with their payments.

People R Us



Bhagwant Parmar, hotelier, 65, is retiring. Parmar has been a prominent member of Brockville's hospitality industry for decades. At one point, Parma was the biggest hotelier in Brockville owning the Travelodge, Royal Brock and Days Inn simultaneously. The Parmars will continue to live in Brockville, where they are close to their children in Ottawa.



Clark Day, owner/chef of Bayview Farms restaurant is retiring. "The reason I'm retiring is that it's demanding, and you're demanding of yourself". Day is one of Kingston's best-known restaurateurs, opening and running the Woolen Mill, Clark's by the Bay, Clark's on King and finally Bayview Farms. He was a consultant for Aquaterra. Day plans to travel and spend more time with his four grandchildren and work on the 15 acres at his home.

Links of Usefulness-In no particular order

Algonquin & Lakeshore Catholic District School Board www.alcdsb.on.ca
Ontario Skilled Trades website <https://www.ontario.ca/page/skilled-trades>
La Route du Savor www.laroutedusavoir.org
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/?lm=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.frontenacounty.ca>
Frontenac Community Futures Development Corporation <http://www.frontenacfdc.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>
Eastern Ontario Development Fund www.ontario.ca/business-and-economy/eastern-ontario-development-fund
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>
Parliament of Canada <http://www.parl.gc.ca>
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.ilckington.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 Training, Colleges and Universities <http://www.tcu.gov.on.ca/eng>
Township of South Frontenac <http://www.township.southfrontenac.on.ca>
Interactive Manufacturing Innovation Networks <http://www.iminonline.ca>
Frontenac Community Mental Health & Addictions Services <http://www.fcmhas.ca>
Township of Edwardsburgh/Cardinal <http://www.edwardsburghcardinal.ca>
Adecco <http://www.adecco.ca>

Brockville General Hospital <http://www.bgh-on.ca>
The Corporation of the Township of the Front of Yonge www.Mallorytown.ca
Township of Rideau Lakes <http://www.twprideaulakes.on.ca>
County of Lennox & Addington <http://www.lennox-addington.on.ca>
Brockville and Area YMCA <http://www.brockvilley.com>
Fulford Academy <http://www.fulfordacademy.com>
Liaison College <http://www.liaisoncollege.com>
North Grenville Chamber of Commerce <http://www.northgrenvillechamber.com>
St. Lawrence – Rideau Immigration Partnership <http://www.leedsgrenvilleimmigration.ca>



Ministry of Labour, Training and Skills Development

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