

All you need to know about
Your Local Labour Market

A NEWSLETTER

June 2020



EASTERN WORKFORCE
INNOVATION BOARD

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Words from the ED



Frank O'Hearn
Executive Director

Greetings from the Eastern Workforce Innovation Board. As everyone is aware, COVID - 19 has had a significant, ongoing impact on the needs of our employer community and the makeup of our workforce. The economic development agencies and related stakeholders have clearly demonstrated their leadership in these difficult times to our employer communities. Our office would like to acknowledge their ongoing contributions.

Much work continues in regard to the many workers and employers impacted by the pandemic. The Employment Ontario offices in our region are fully prepared for the various challenges posed to them. Our office will continue its work in the completion of our Local Labour Market Planning report this coming year. We look to the community for their ongoing support for this project and our other projects based initiatives of the Eastern Workforce Innovation Board.

It is critical that we all work as one team for the needs of our employers and workers. 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?

The Board will be publishing a quarterly newsletter again this fiscal. We will continue to include a focus feature that will provide labour market information.

This year our employer engagement project will focus on recruitment and retention. We will utilize the HR Hub available on our website. More details to follow as we determine what our outreach plans will look like as we work through the COVID – 19 pandemic.

We will be partnering with the other Workforce Development Boards in eastern Ontario to conduct the EmployerOne survey. The Ministry of Labour, Training and Skills Development has provided funding for the Boards to collect enough data from employers that will provide statistically valid results.

The Board reaches out to the Employment Service Providers in our region quarterly to gather Labour Market Information from them. Please find below some highlights from the information that was provided to us.

Are there any occupations that your office has difficulties filing?

- Front line jobs that typically pay minimum wage

- Some individuals who were laid off at the start of lockdown, or off on COVID related leave and currently receiving CERB are not as eager to return to work.
 - Minimum wage positions that may come with a higher risk of coming in contact with COVID, are not attracting applicants.
 - RPN, RN and PSW; skilled/experienced carpenters, cabinet makers, drywall & painters, stone labourer/mason, truck & heavy equipment mechanic; production line/warehouse workers
 - Dietary Aid in long-term resident facilities, hospitality will be difficult in the future.
- Construction Industry/General Labourers for any type of outdoor work.

If you are experiencing difficulties in meeting employer demands – can you provide feedback in respect to why?

- Employers still experiencing shortages of skilled labour, factors include lack of childcare, inability to complete MTO road test/exams, lack of required technology for remote job search assistance, length of time some forms of communication takes, the ease of access to the CERB
- Candidates do not necessarily have the depth of experience that employers want and they don't have the time or ability to train-on-the-job. Employers are operating very lean and need their new hires to be able to hit the ground running.
- CERB is impacting people looking for work but expect this to change when benefits are discontinued.
- Meeting needs of employers is impacted by minimum wage-people will not do labour intense work for that pay. CERB will be a factor in this as well.

Do you have any good news stories that you could share regarding the employer community?

- Big River Technologies, a tech business in Gananoque is growing despite the COVID – 19 pandemic.
- GTW is ramping up hiring again.
- Employers are starting to call back laid off employees. If childcare is available and safe protocols in place, workers are going back. Employers have tried to keep staff on and give as many hours as possible.
- Working with employers more intensely over the past couple months see employers are all pulling together and supporting each other.
- A small organization came to agency for assistance for financial assistance to upskill her training that would allow her to build her business online and give her customers the ability to shop online. This employer pivoted her business and adapted instead of just giving up and closing down her business.

Are you experiencing any changes in respect to worker/client needs that you can share?

- Changes are related to the pandemic.
- Some of the work we have done has shifted from job search to assisting clients with individual COVID supports that are available; clients are demonstrating an awareness of the effects of COVID on at risk family members.
- The clients that have been willing to seek employment are welcomed by employers at this time as they are demonstrating a willingness to work.

- Clients have been hesitant to seek employment with fear of bringing the COVID-19 home to family.
- Child care is an issue for some clients
- Mature, professionals and those in higher income brackets have been permanently laid off, therefore they are job searching for the first time in many years. Their needs/goals are very different than a younger or less experienced or less educated client

Do you have any input that your office can share in respect to your offices services to the community within our COVID – 19 environment?

- All services are being offered via remote and online services
- There has been an immediate collaboration of agencies, economic development offices and municipal government representatives that have come together to offer their assistance, guidance, and support in the surrounding communities. This collection of community leaders and concerned business partners gives credence to the quip “We’re all in this together”. The sense of community that has is being nurtured can only be a positive step towards a successful return to “Business as Usual”.
- All services have been offered virtually since mid-March. We meet with job seekers either via phone, Skype, teams, emails. Employment Consultants offer one-on-one appointments same or next day. We have continued to offer all our services seamlessly to community (resume and cover letter writing, interview prep and virtual interview prep, job leads, assistance with job applications, making referrals to other Community agencies for additional support, processing Second Career Applications to help clients obtain retraining, plus helping employers recruit to fill vacancies.
- We have reflected on providing services to the community by assisting people daily with applications to CERB –helping them through the process – helping them access training webinars to upskill their skill set while being at home
- Providing Live Facebook Sessions on different topics to our community –Financing assistance through our Financial Coach, Mentorship, Resources for Businesses available affect by COVID - 19
- Our office was closed and staff worked remotely, we had our ED and Manager continue to be in the office to answer phone calls for people needing assistance. This included directing people to Service Canada, and assistance with applications for EI and CERB.
- Partnering with Chamber of Commerce on Live Zoom meetings for employers to ask questions on support and financial assistance available.

Labour Market Activity



The Good

Dress for Success is thanking the community for its generosity after its location was broken into at the end of February and it is stating it can't take any more donations for now. "The generosity of the community has been overwhelming," Lindsay Macdonald, executive director of the agency, said. "Our closet is now full and our focus needs to shift

back to our clients full time. We are hoping donations can be spread to our community partners who are also in need." Over the weekend of Feb. 22-23, the agency's location at 845 Princess St. was entered and various items were taken. The culprits took costume jewelry, prizes for an upcoming silent auction, handbags and size small clothing.

Public health doesn't want people using medical-grade surgical masks, which it says should be reserved for medical workers, and general-use masks are a rare thing to find. Several business and organizations are stepping up to fill that gap by making masks themselves and either selling or donating them to the public. Rufina Dovell, owner of Rufina's Bridal Gowns for Mission, the making and selling of masks has been an economic lifeline during a time when the future of many small businesses is in doubt. Dovell is sewing together high-quality masks and selling them for \$15.00 each. With the wedding industry at a standstill, the masks have provided her with some much-needed income.

The Bad & The Ugly

Smith Falls-based Canopy Growth issued 200 layoff notices the last week of April in three countries. This included 44 at its Hershey Drive headquarters – marking the first time the company has made any significant local cuts since setting up shop in 2013. The move was aimed at restructuring several departments within the organization, said Kyna Boyce, a spokeswoman for the company. "This decision was made as part of the business review that Canopy Growth announced back in mid-February and follows decisions announced March 5th and April 16th to refocus the priorities of the business," Boyce said. She also said that in addition to 44 people being terminated in Smith Falls, an additional 10 were offered other employment within the company. After the cutback, a total of 1,551 people are still employed in the Smith Falls location.

According to Manpower's quarterly employment outlook survey, Brockville-area employers expect a "slumping hiring climate" for the third quarter of 2020. "Survey data reveals that 5% of employers plan to hire for the upcoming quarter, while 10% anticipate cutbacks," Anne-marie Lanthier, of Manpower's Brockville office, said in a press release. The bleak outlook represents a significantly higher number of employers planning to cut back compared to the same time last

year. The third quarter (July to September) outlook last year noted that 20% of employers planned to hire for the coming quarter while just 3% anticipated cutbacks.

After 70 years Vandervoort General Store is closing its doors. During its existence, the independently owned hardware store has been a fixture in downtown Kingston. Since its opening in 1950 by the Vandervoort cousins, and since Bill Dalton took it over in 1983, the store has sold hardware as well as assorted housewares and goods such as linens. According to Dalton, the lock down over the coronavirus didn't influence his decision to close. Dalton said owning a retail store – especially one of Vandervoort's size, with three floors and an expansive first floor – hasn't been profitable for the past decade, partially due to the property tax valuation the building was given. Dalton believes the public's perceived value of local hardware stores has diminished significantly in recent years. "Everything's changed, obviously. The parents back then were familiar with local, regional hardware stores, and they'd come downtown and look for the hardware store" Dalton said. "As time goes by and the big box stores take over, students go to box stores, and then those students grow up and get used to box stores and when they bring their kids to Queen's University, they find the box store." Back-to-school week used to be "bigger than Christmas".

The Feature

Contributed by Diane Soucie

The shut-down of non-essential services in March 2020 to control the spread of the COVID-19 virus has generated severe economic and labour market consequences both in Canada and Ontario. Only now are we getting an idea of the extent of the impact.

On May 26, 2020, Statistics Canada reported that:

- Flash estimates of the Gross Domestic Product (GDP) calculated in mid-April 2020 projected a 9% decline in the monthly GDP in March and a 2.6% decline in the first quarter of 2020
- Total employment fell by one million in March 2020. Declines among private sector employees accounted for over 80% of total losses
- In April, 2020, total employment fell by almost 2 million - the largest monthly decline in history. Nationally, the employment rate fell to a record low of 52.1% in April.ⁱ

The Statistics Canada Labour Force Survey released June 5 2020 surprised many by revealing that 290,000 more Canadians had obtained paid employment in May 2020 compared to April 2020. Despite the increase in jobs, the national unemployment rate rose to 13.7% as more Canadians began looking for work. With a decrease of 64,500 jobs, Ontario was the only province without job gains.ⁱⁱ The unadjusted, three month moving average unemployment rate in Ontario as of May 2020 is 11.0%; 8.1% in the Ottawa Economic Region (includes Leeds and Grenville) and 11.8% in the Kingston-Pembroke Economic Region.ⁱⁱⁱ

In mid-April, the Conference Board of Canada conducted an analysis of the impact of the COVID-19 pandemic on provincial economies. They projected Ontario's economy will shrink by

3.2%, the province will lose 572,000 jobs in the second quarter of 2020, and see its unemployment rate rise to 13.5%. While the impact is significant, Ontario will handle the pandemic better than many other provinces. The two largest population centres of Ottawa and Toronto are home to individuals employed in professional and business services – sectors well positioned to accommodate remote work arrangements. The Conference Board of Canada economists project that Ontario will lose just over 100,000 jobs by the end of 2020 and add over 240,000 jobs in 2021 as the economy continues to recover.^{iv}

Women have also experienced disproportionately higher levels of job loss as a result of COVID-19 as they are more likely to work in sectors most impacted by the pandemic. In May, Statistics Canada reported that 1.5 million women lost jobs during March and April, a 17 per cent drop from February levels. Child care is being cited by many as the most pressing need to help women get back to work.^v

In addition to national and provincial measures, leaders in the region are also striving to quantify the impact of the COVID-19 pandemic in Eastern Ontario as well as determine how to support local business and workers as the economy rebounds. The Conference Board of Canada predicted job losses in March and April would total 2.8 million, an estimate that was very close to the actual losses of 3 million reported by Statistics Canada. The Eastern Ontario Leadership Council (EOLC) utilized the Conference Board of Canada estimate to calculate that approximately 80,200 to 85,500 individuals previously employed individuals in Eastern Ontario are now not working (not including the City of Ottawa).^{vi} The EOLC has contracted Limestone Analytics to estimate the economic and labour market impact of COVID-19 in Eastern Ontario to date and to develop a model that will analyze various economic recovery scenarios over the next several years. The model will project GDP, wage and job impacts at both the Census Division level and by sector. An initial report of the model and regional insights it can produce will be available in June, 2020.^{vii} The Eastern Workforce Innovation Board will be monitoring the progress of this initiative and report on results specific to Frontenac and Leeds and Grenville Census Divisions.

To assess the impact of the COVID-19 pandemic locally, Economic Development Services operating in Leeds and Grenville, Frontenac County and the City of Kingston surveyed their local businesses in April and May 2020. These surveys generated responses from over 470 Leeds and Grenville businesses, over 150 Frontenac businesses^{viii} and over 200 businesses located in Kingston. The greatest percentage of businesses operated in Retail, Construction and Accommodation and Food services sectors. Over 40 per cent of businesses respondents had temporarily closed. Businesses reported that the greatest impact on their business was permanent or temporary closure, decreased revenue, and a reduction in the number of existing staff and/or decreasing work hours for staff.

At 64.5 per cent, businesses in Kingston were more likely to utilize government support programs for businesses while approximately 30% of Leeds and Grenville respondents and 50% of Frontenac respondents had accessed assistance. Almost one half of business respondents in Leeds and Grenville indicated they were not aware of what supports were available. Despite

these supports, over 3% of Kingston respondents; approximately 10% of Frontenac respondents and 6% of Leeds and Grenville respondents project that they will permanently close their business.

However, local businesses are also demonstrating their resilience. Just over 49 per cent of Kingston businesses expect to be operating at full capacity within a month of precautions being lifted. Approximately one in four businesses across the region had adapted to offer new ways of serving their customers or had introduced new products or services. Respondents indicated that creating or expanding their online presence including online sales setup and training; innovative service offerings; and increasing their number of local and national clients offer the greatest opportunity for recovery.

Finally, we can gain some insights by examining industry sectors that are predominant in our region and projections for recovery within those sectors as outlined by financial or industry experts. Statistics Canada reported that service industries, especially accommodation and food, health and social assistance services, wholesale and retail trade and educational services saw the greatest number of job losses in March 2020 followed by declines in construction and manufacturing in April 2020.^{ix}

To better understand what recovery may look like locally, we turned to financial experts and industry associations representing those sectors where the many of Frontenac and Leeds and Grenville businesses operate:

Construction: As of December, 2019, there were 648 businesses or 12.8% of the total 5,045 businesses in Frontenac with one or more employees (excluding the owner). In Leeds and Grenville, there were 492 or 16.3% of the total 3,016 operating in December 2019.^x Accounting and business consulting firm, MNP conducted an analysis on the impact of COVID-19 on the construction industry. On industrial, commercial and institutional building sites, construction businesses reduced on-site teams to allow for physical distancing. The pace of construction has slowed as companies use rotating teams to minimize the number of people on the job site.^{xi} On June 1, 2020, the federal government announced they would be advancing transfers of infrastructure money to cities which may become a catalyst for additional construction projects. The new home and renovation segment of the sector has slowed. New home builds have been delayed due to the slowdown in the supply chain and social distancing restrictions in place that limit customer interactions.^{xii}

Retail: (719 businesses or 14.2% of Frontenac businesses and 419 or 13.9% of the total Leeds and Grenville businesses). Deloitte Canada conducted an analysis of Canada's retail sector. Based on their own research and the views expressed through a survey of over 1,000 Canadians conducted from March 16 to 18, 2020, analysts made a number of predictions. They suggest Canadians will be slow to travel or gather, but more likely to continue to stockpile food and other supplies. They will be more open to new technologies such as self-checkouts, contactless payments, etc. and their behaviours may change permanently to embrace purchase technologies such as buying online or click-and-collect options. Older Canadians, a notoriously

challenging demographic may become more accessible through digital channels. As people work from home more, there will be a need for fewer work clothes but increased demand for more casual clothes, indoor footwear and home office equipment while their work arrangements make them more available to accept online deliveries during the work day. Consumer demand for fitness, health and wellness products are likely to rise and expand into areas of mental health. In the end, those businesses that futureproof themselves through innovative services and digital offerings will be best positioned to weather economic challenges that may lay ahead.^{xiii}

Health Care: (750 businesses or 13.2% of Frontenac businesses and 223 or 7.4% of the total Leeds and Grenville businesses). Local health care services have been at the front-line throughout the COVID-19 pandemic and the efforts of workers in the sector has been heroic. However, the deaths of so many older individuals living in long-term care homes has caused the provincial government to launch an independent commission into Ontario's long-term care system beginning in September. IBISWorld points to hospital overcrowding as an important root cause of health care challenges in Canada. The "safe occupancy rate" for any one hospital is approximately 85% allowing for built in "surge capacity" should unforeseen circumstances occur. In the province of Ontario, numerous hospitals operate at 120% capacity. This presents healthcare providers with significant challenges including patient and ambulance backlogs, cancelled surgeries, premature discharge of all 'non-essential' patients and the transfer of older patients to smaller hospitals with less intensive care options.^{xiv} The results of Ontario's inquiry later this year may recommend significant changes to service and staffing models in the sector.

Tourism: There is no single sector under North American Classification Systems (NAICS) for the tourism sector. To consider the sector, we examined the Arts, entertainment and recreation sector in combination with Accommodation and food services. Tourism enterprises make up 9.3% of the total number of Frontenac businesses with employees and 9.6% in Leeds and Grenville. To measure the impact of COVID-19 on Ontario's tourism sector, the Tourism Industry Association of Ontario surveyed their membership. As of the end of April, more than 60% of their members were temporarily closed, 50% of seasonal tourism businesses would not be able to open for the summer season and 23% of the businesses did not qualify for COVID-19 related government aid for businesses. Among the greatest risks facing tourism operations were uncertainty around when they would re-open, temporary closures becoming permanent and insurmountable debt levels.^{xv} In April, 2020, Destination Canada released a report predicting that the domestic market will drive recovery. They see a potential for significant pent-up demand for leisure travel and that short-haul travel will likely be the prominent impetus for rebound within the industry.^{xvi}

In the weeks and months to come, the Eastern Workforce Innovation Board will be working together with our regional partners to support the recovery of local economy and ensure a skilled workforce is available to meet the challenge. Please continue to watch our website, www.workforcedev.ca, and our newsletter for quarterly updates.

¹ Guy Gellally, Recent Developments in the Canadian Economy, 2020, 1st Edition, Statistics Canada, May 2020, p. 1-3

- ¹ Pete Evans, Bouncing Back? Canada added 290,000 jobs in May, CBC Business Report, Jun 5 2020
- ¹ Labour Force Characteristics by Economic Region, Table 14-10-0293-01, Statistics Canada, Jun 5 2020
- ¹ Conference Board of Canada, April 15, 2020, <https://www.conferenceboard.ca/focus-areas/canadian-economics/provincial-outlook/ontario>
- ¹ Ontario Labour Market Report, May 29, 2020, www.OntarioLabourMarketReport.ca
- ¹ Economic Recovery Report Summary, May 25 2020, Eastern Ontario Leadership Council Economic Development, p. 2
- ¹ Ibid, p. 5
- ¹ Combined number of responses to two identical surveys administered in March and April 2020
- ¹ Guy Gellally, Recent Developments in the Canadian Economy, 2020, 1st Edition, Statistics Canada, May 2020, p 4
- ¹ Canada Business Counts, Statistic Canada, December 2019
- ¹ How COVID-19 Impacts the Construction Industry, MNP, April 29 2020, www.mnp.ca/en/posts/how-covid-19-impacts-the-construction-industry
- ¹ Ibid
- ¹ Marty Weintraub, COVID-19: Voice of Canadians and impact to retailers, Deloitte, <https://www2.deloitte.com/ca/en/pages/finance/articles/covid-19-voice-of-canadians-and-impact-to-retailers.html>
- ¹ <https://www.ibisworld.com/industry-insider/coronavirus-insights/covid-19-and-its-impact-on-canadian-healthcare/>
- ¹ Tourism Industry Association of Ontario Provincial Survey #4 Report, April 30, 2020
- ¹ What we do know, Destination Canada, April 10, 2020

Stuff you need to know

Gibbons Family Farm, Frankville area's biggest maple syrup producer, is closing its doors after 25 years in business. Bill Gibbons, patriarch of the family and the one who started it all, decided it was time to hang up the buckets on what was supposed to be a retirement hobby all those years ago. Bill and his daughter Sarah have taken what was once a mere pastime and turned it into a successful business that helped to support the family for years. They slowly grew into the area's biggest syrup producer, eventually supplying local syrup to a long list of restaurants, grocery stores and other retail outlets while selling the product on the farm and at several farmers' markets throughout the counties. "I'm in my 70s now, I want to relax" Gibbons said.

The federal government, working with local community futures development corporations, has launch a new program designed to catch the numerous small rural business that couldn't qualify for other COVID – 19 relief programs. "This program is very similar to previously announced federal programs, but is designed to pick up those that fell through the cracks in the previous intakes, especially sole proprietors, because they didn't have payroll to rationalize their application," said Tom Russell, executive director of the 1000 Islands Community Development Corporation. Under this fund, local small businesses can apply for interest-free

loans of up to \$40,000. Under the rules of the program, if the loan is paid off before or by the end of 2022, one quarter of the loan will be forgiven.

Tourism-dependent business are looking at “a devastating” season this year, according to Jean Cutcliffe, co-owner of Colonial Resorts and Spa, and 1000 Island Tourism and Travel located in Gananoque. With a number of similarly tourism-dependent businesses in its membership, the 1000 Islands Gananoque Chamber of Commerce has been finding ways to support them. The chamber joined Fansavehelps, a website that makes it easier for customers to purchase gift certificates from members that had no digital presence. Also, “We are offering to produce the annual Visitor’s Guide, free to our membership,” said Amy Kirkland, the chamber’s general manager. The guide, which is usually a fundraiser for the chamber, is a full-colour publication printed every year, promoting local businesses and attractions in the area. This year, there won’t be a print version, just the digital version to promote all the member businesses at no cost.

A local engineering firm has acquired a surveying company with a history spanning more than a century. IN Engineering acquired Collett Surveying on March 31, 2020. The two companies will now combine surveying and engineering services within a single company called IN Engineering + Surveying. Collett Surveying’s Brent Collett will remain with the company as an employee-partner. President and principal engineer Andrew Melchers and director of surveying Brent Collett said the new company will now provide land surveying, engineering and planning and architectural services. Melcher said in a prepared statement “(we) will continue to work from the Chipman Centre” on King St. East Brockville.

An international ranking placed Kingston among the top locations for fostering the growth of startup businesses. Startup Blink, which has locations in Europe and Israel, put Kingston at 144th on its list of top 150 startup locations. “There are very few cities of Kingston’s smaller population that can make it in the top 150 global ranking,” said Andrew Bacchus, business development officer with the Kingston Economic Development Corporation. Kingston’s performance was credited with the success of collaborations and partnerships among Queen’s University, St. Lawrence College, KEDCO, the city and other local and regional agencies. The availability of large number of co-working spaces provided opportunity for flexibility and greater collaboration for startup companies of all sizes in fields such as health, digital marketing construction, real estate, cyber tech and online retail customer service.

The Lyndhurst, Seeley’s Bay and District Chamber of Commerce is taking action to help provide a boost for local businesses. Chamber of Commerce President John Sideris has spearheaded a consumer marketing incentive program called LEAP, with the goal of putting local dollars into area business owners’ pockets. Leeds and the Thousand islands township are a partner and have committed to \$5,000 from the community grant fund. The Local Enterprise Action Plan, LEAP, is a discount certificate program that is designed as a win-win for both consumers and businesses. For \$25.00 a consumer will be able to purchase a gift certificate worth \$50.00. The beneficial key to the program is that the business owner that the registered

business will be able to recover the \$25.00 balance from each certificate sold from the LEAP program, through the Chamber.

Kingston, Frontenac and Lennox and Addington Public Health has hired four new inspectors to keep up with the workload as the province reopens. “We want to have increased capacity over the next year from an inspector vantage point to assure the community that we continue to do that fundamental work, working with restaurants, personal support settings, child care settings, as well as continuing our strong partnership with our long term care, retirement homes and corrections facilities,” Dr. Kieran Moore, medical officer of health for the region said. Moore said they’ve been fortunate to hire the new inspectors, all of whom have completed a four year degree and internship, during these unprecedented times.

Frontenac County Economic Development Shop Frontenac initiatives are meant to encourage residents to keep their money in the local economy. The county is trying to promote local businesses through online marketing efforts and building on existing programs, such as the farm-to-table campaign, Richard Allen, Frontenac’s manager of economic development, said. “This is the beginning of the challenges”, Allen said at a county council meeting. “Our tactics, of course, will have to adapt as conditions change.” As the economy slowly opens up, Allen said the county should consider formalizing tourism as its key economic driver.

St. Lawrence College has been cleared to start holding classes in July. The province has announced this week that colleges and universities are allowed to reopen gradually, focusing at first on students who were not able to graduate due to COVID -19 closures. “This is tremendous news for students and employers in key sectors who will need qualified people to help drive Ontario’s economic recovery”, Glenn Vollebregt, president and CEO of St. Lawrence College said. He added the move will ensure more students will be able to complete their programs and get into the workforce sooner. The in-person instructions returning in July are for programs that are “critical to the current economy,” the college confirmed, including nursing, personal support work, engineering, child care, building construction and apprenticeship training in welding.

Fourteen area startup companies have won grants in a provincial competition. The Starter Company Plus program, a program through KEDO, provides \$5,000 for training to qualifying companies that have been in business for less than five years. The 14 selected companies were chosen from among 24 participants in a weeklong training session where they received instruction about business startup and expansion, business templates such as cash flow projections, and business plans. “I’ve been thoroughly impressed by the dedication to process, openness to learn and engagement through the program,” Ian Murdoch, business development officer with KEDCO said. “Looking back over the years, it’s amazing what businesses in the Kingston and surrounding area have benefited from the Starter Company Program to date. Looking forward to welcoming a new batch of entrepreneurs this season.”

Local businesses and not-for-profit organizations can now access Queen's University resources for help getting through the COVID – 19 pandemic. The university's Smith School of Business has partnered with the Kingston Economic Development Corporation to offer free services through the Kingston Region Business Support Network. Business, not-for-profits and social enterprises can register and access the expertise of Queen's business students and faculty and take part in online learning sessions. Once a business registers, its needs are assessed so it can be matched with the most appropriate expertise in fields, including research, strategic planning, building a digital presence, website development, sales and marketing, e-commerce, how to innovate and pivot, design thinking, writing government grant applications.

People R Us



Gary “Big G” Mccolman and Wayne “Matty” Mathews have called it a career after working for 16 years together on the Big Show at Country 93.5 FM. Mccolman has been in the broadcast business for 57 years. Mathews is winding up 50 years in the radio business.

Links of Usefulness-In no particular order

Algonquin & Lakeshore Catholic District School Board www.alcddb.on.ca
Ontario Skilled Trades website <https://www.ontario.ca/page/skilled-trades>
La Route du Savoir 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.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>
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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*The views expressed in this document do not necessarily reflect those of Employment Ontario.
Les points de vue exprimés dans le présent document ne reflètent pas nécessairement ceux d'Emploi
Ontario*

ⁱ Guy Gellally, Recent Developments in the Canadian Economy, 2020, 1st Edition, Statistics Canada, May 2020, p. 1-3

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