

All you need to know about
Your Local Labour Market

A NEWSLETTER

March 2021



EASTERN WORKFORCE
INNOVATION BOARD

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Words from the ED



Frank O'Hearn
Executive Director

Accurate and timely labour market information continues to be the critical agenda item... Many employers in our pre-pandemic world often voiced their concerns over the availability of qualified workers to meet their workforce needs, many vacancies went unfilled. This issue remains as the central theme today and is even more critical in our pandemic environment. Many of our Employment Ontario service providers have recently advised that they do not see a strong desire, demand to work from the worker community. Our stakeholders have indicated the availability of the CERB benefits has softened the demand to work from our worker population. Link the fear of being infected by the virus within the workplace and you have a negative

worker view of the workplace. Yes - a very complicated environment for our local economies. The availability of a skilled and motivated workforce is critical to our communities and it is a key agenda issue in our community outreach. This issue has to be addressed. We would like to share some positive news. The pandemic has been with us for over one year and we are experiencing some positive news regarding our local economies for the coming spring. Our Employment Ontario community continues to move forward in the delivery of their programs and services. They are active in the promotion and delivery of virtual jobs fairs, the promotion of work within a manufacturing environment via a specific program (St. Lawrence College - Pathways to Production), direct - local supports to employer and worker clients, Employer - Business Support contacts/outreach.

We look forward to the coming months of spring and the hope that a vaccine will change the nature of pandemic and allow our local economies to rebound. A number of our stakeholders sense a positive environment awaits us in the months ahead. Service Coordination within all of our networks is key to our community's growth. Team work!

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.

- The potential effects of the pandemic has impacted on the availability of workers to return to the workplace as they are unsure of their **safety and the availability of government CERB incentives** to accommodate workers affected by the pandemic has softened the financial impact of being unemployed.
- Some offices are seeing an **increased interest** in from the public in respect to **training supports**, Second Career.

- It has been pointed out that the **lack of driving experienced (trucking)** has impacted on a number of individuals who have secured valid AZ/DZ licensing. This lack of experience has impacted on securing insurance for these prospective workers via a number of employers. Employers are being more selective in respect to the need for prior driving experience.
- Employers are having a **challenge filling any construction related roles** especially skilled labourers such as carpenters, drywall, roofer, and welder, general renovation specialist with working knowledge in electrical, plumbing, HVAC fields and Automotive Technician. **Long Term Care Homes, Retirement Homes, Hospitals and Home Care Agencies are also struggling to fill Nursing, RPN, PSW, and Cleaners as well as Medical Lab Technologists,** Some front line Customer Service positions are also hard to fill as they are minimum wage, no benefits and no guarantee of hours.
- Some offices are also indicating that the “younger generation” are not as interested in getting involved in **physical related** work within the trades. This observation is a complex one as a number of individuals are retiring from these positions.
- We have also received intelligence that there is indications that the **interest in working** within the **hospitality < Cooks / Food Prep >** is **decreasing** due to minimum wages and needs of the employer community.
- Covid 19 has impacted a significant segment of our **youth population** who have **mental health disorders**. The impact of the pandemic has resulted in a number of them wanting to “ride the wave out” until it is safe. This of course has effected the availability of workers and it may result in a need for increased counselling and attention to this key target group when the pandemic ends.
- The changing availability of in **school learning Vs on line learning** has impacted on the **availability** of workers < mostly women > to work. Issue is the care of school age children.
- A number of individuals who are in receipt of **social assistance are not receptive to work part time in light of the pandemic**. A number of employers have little time for new hires in respect to training and require new starts to be productive immediately. **High Expectations** that often can’t be achieved.
- **Covid 19** did impact a number of employers in respect to need to change the nature of their ordering and deliveries (on-line). This did have a negative impact on some workers who were not familiar or comfortable in this **use of technology**.
- **Increased demand** from clients requested assistance in **career counselling - changes**. This influx includes mature job seekers who have had established careers in administrative and financial positions who are now seeking employment at this time. Some feel their education is outdated or that they are facing ‘ageism’ against other candidates. The roles of these positions have greatly changed over the years especially with the expectation that employees be current/knowledgeable in new technologies, social media, data metrics, lead generation programs, etc. This can put many job seekers at a disadvantage as some of this knowledge can only be attained via on-the-job (i.e. PeopleSoft, Salesforce, and Data Analytics).
- Since daycare centres have been allowed to open, and the school year has started. This has resulted in some offices experiencing an increase in people registering for our services. Initially when some employers were hiring or bringing laid off staff back, they were not offering full-time hours. We have noticed that employers are starting to offer more hours now, plus with students returning to school there has been an increase in job opportunities to fill the positions that the students were working. Employers have been very diligent in implementing COVID-19 safety protocols for staff and their customers.
- Well documented shortage of tradespersons and health care professionals which has led to employers reaching out for support and assistance to find staff. However, it is uncommon for clients with these skill sets to seek out the services of the Employment Ontario offices as these jobs are abundant.

- Pathways to Production program is underway in Leeds Grenville via KEYS, EEC & CSE with good success in respect to its recruitment and placements with the manufacturing sector. Positive feedback from the community.
- CSE is currently in the middle of delivering In Motion and Momentum programming (CCDF funded) - 100% virtual. This has been very well received in the community and virtual delivery is going well. This program is timely as it does not necessarily have a goal of employment, instead just meeting participants where they are to help them focus on any goal, often including life stabilization supports and referrals.
- EEC is connecting one on one with employers in the Leeds and Grenville area to provide support and guidance through all federal and provincial financial programs that are available right now for businesses that have been impacted by COVID-19 and facing hardship. They have created a business support help line for businesses to call and get guidance and support
- Some offices are experiencing interest from clients who wish to explore education or self-improvement workshops / supports - financial and community services programs and services

Future Outlook:

- **New companies are opening** - despite others shutting the door. IE **Tri-Art Manufacturing** / Kingston, large retailer < Dollarama > in Kemptville opened up a 2nd location.
 - **Virtual Job Fairs** have been **successful**. IE Providence Care Hospital and Kingston Destination Group
 - Very **optimistic** that the **labour market will change** ... "entered the Green Zone and the spring is coming. "
 - One office is seeing an **increase in job postings** and feedback from employers is very encouraging in that they are planning to resume their level of business activity over the next 6 months
- Employment Ontario offices are currently fully operational** and are providing all employment services with strict COVID protocols including pre-screening, contact tracing, masks, barriers, sanitization and social distancing to ensure the safety of staff and the public.

What is The Board up to?

LLMP Report:

- The LLMP report is completed and translated. There was a Zoom Webinar held on February 17, 2021. Sandra Wright presented the results of the LLMP report and Jonathan Paynter presented on the topic of COVID-19 and mental health in the workplace. The report is posted on our website at <http://www.workforcedev.ca/index.php/en/local-labour-market-planning-reports/2020-reports>

Service Coordination:

- The Board has published 2 newsletters, the third and fourth will be consolidated for the last quarter.
- We have generated community profiles that we have in past. These will be posted on our website very soon.
- We continue to host the ENC meetings in the Loyalist, Frontenac and Leeds and Grenville regions.

Employer Engagement:

The board has hosted three webinars focused on Mental Health in the Workplace, Recruitment and Retention and Succession Planning. Participation has been very good and evaluations were sent out to everyone to gauge satisfaction. Comments on the chat function provided positive feedback. It is our intention to continue this series in the next fiscal

EmployerOne OLMP:

- EWIB is partnering with the other Eastern Region Training Boards to conduct the EmployerOne Survey. The Ministry has supported this approach in order to achieve statistically valid data. By providing

additional funds through the OLMP, more surveys can be conducted. EOTB (Cornwall) is leading the Project. Angela Hoyt has been secured to execute the project.

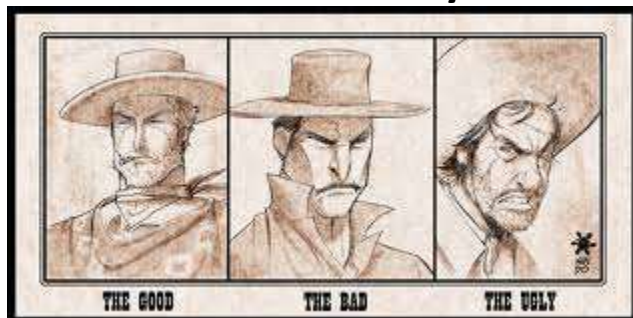
Workforce Impact Study OLMP:

EWIB submitted a concept paper to the MLTSD to request an OLMP to gain an understanding of labour market supply and barriers to employment for those most impacted by the COVID-19 pandemic, what hinders employment service providers, educators and government decision-makers in identifying, adapting, prioritizing and delivering the programs and services most helpful to individuals and businesses to support economic recovery in Eastern Ontario. The project has been approved and EWIB will be leading the Eastern Region Boards to execute this project. Sandra Wright has been secured as the consultant for this project. She has pulled together a working committee from representatives of the other eastern region workforce development boards. Surveys have been conducted in each region with EO network stakeholders. Next steps involve outreach to people who have been impacted by the pandemic.

Help Desk OLMP 2020-2023

The LMI Help Desk has been used in other Training Board catchment area's to answer a range of questions where the information and data provided has had a positive impact on the local labour market such as: What are the top industries and employers in the region? (This information was used to support the development of an economic recovery task force.); Is there local LMI that supports the need for skills development and the opportunities available in the construction, manufacturing and agriculture sectors? EWIB will be partnering with the Training Board from Peterborough to offer the Help Desk in our region.

Labour Market Activity



The Good

Canarm is adding jobs. Canarm is a HVAC manufacturer. In the summer the company announced it was adding 90,000 square feet to its existing facility. Canarm says it has doubled its HVAC production area at the Brockville plant in recent years. The addition of about 12 jobs has been made possible by funding from the Eastern Ontario Development Fund.

To be eligible for this funding, the business has to create at least 10 new jobs and invest \$500,000 in their project.

The 3M plant in Brockville has been provided funding from the Federal and Provincial government to produce 50 million respirators annually which started the beginning of this year for the next 5 years. This initiative will result in the creation of 30 extra jobs.

The Bad & The Ugly

The South Grenville Journal and Business news in Prescott and area, which has published over 130 years has closed. Co-owner Kate Martelle blamed the COVID-19 pandemic and its impact on the weekly newspaper's advertisers for the closure, which was effective in December.

Martelle said the paper's closing will impact 10 employees in editorial and sales along with a number of freelancers.

The Features (2 features)

Contributed by Diane Soucie

1. Staying Resilient during a Pandemic and Beyond

"Human beings are social animals, and the tenor of someone's social life is one of the most important influences on their mental and physical health."¹

Safety requirements including physical distancing driven by the COVID-19 pandemic have had a negative impact on the mental health of many children, youth and adults alike. One of the most recent indicators of the growing focus on resiliency and mental health is the national and international response to Bell's "Let's Talk" day conducted January 28 2021:

- All-new records for engagement were generated 159,173,435 messages of support being shared and driving \$7,958,671.75 in new mental health funding.
- Total talk, text and social media interactions increased 3.1% over last year, reflecting a heightened focus on mental health as we all confront the impacts of COVID-19.²

Whether you are a business owner struggling to stay afloat, a worker who has lost their job, a parent home-schooling a child, or a young person missing engagement with friends, maintaining resiliency and sound mental health over the past year has been a challenge for many.

The Canadian Mental Health Association (CAMH) tracked pandemic mental health through a series of national surveys conducted between May and December 2020. They found that anxiety levels fluctuated over this seven-month period paralleling the course of the pandemic, whereas rates of depression and loneliness remained relatively stable.³ Almost one in four survey respondents identified feeling moderate to severe anxiety with women, parents of young children and those age 18 to 39 most affected. More than one in five reported feelings of depression.⁴

Even at the best of times, mental illness impacts Canadians of all ages, education, income levels and cultures. Caused by a complex interplay of genetic, biological, personality and environmental factors, by age 40 about 50% of the population will have or have had a mental illness.⁵

Maintaining positive mental health is important. It helps us focus at work, feel physically healthy, believe that we are in control of our lives and maintain a sense of optimism about life events. Positive mental health helps us to be more resilient or better able to cope with life's inevitable challenges.⁶

¹ Psychology Today, <https://www.psychologytoday.com/ca/basics/social-life>, 2019

² Bell Let's Talk, <https://letstalk.bell.ca/en/>, January 2021

³ Anxiety patterns in Canadians mirror progression of pandemic, December 15, 2020, <https://www.camh.ca/en/camh-news-and-stories/anxiety-patterns-in-canadians-mirror-progression-of-pandemic>

⁴ Ibid.

⁵ Fast facts about mental illness, <https://cmha.ca/fast-facts-about-mental-illness#:~:text=In%20any%20given%20year%2C%201,some%20time%20in%20their%20live>

Resilience does not eliminate stress or life's difficulties, instead it gives people the strength to face problems head-on by focusing on what they can control and seeking the support of friends and loved ones. Resilient people are better able to communicate; learn new skills, ideas and concepts; adapt to change; have a positive attitude about themselves; and are confident when managing conflict.⁷

Despite its prevalence, the stigma attached to mental illness continues to be a serious barrier to diagnosis, treatment and acceptance in the community. To better understand what works and what can be replicated to reduce the stigma, the Mental Health Commission of Canada (MHCC) evaluated over 75 anti-stigma programs across Canada focusing on four main audiences: health care providers, youth, working people and the media. In 2013-2014, the MHCC moved from "creating knowledge" to "creating action" implementing a focus on "Improving Mental Health Literacy" and resulting in Mental Health First Aid training for the general public; "The Working Mind", a course for managers and employees to reduce stigma in the workplace; and the "Understanding Stigma" workshop for mental health and addiction professionals. The MHCC learned that training must be tailored to specific audiences and that the most effective programs use follow-up interventions or booster sessions. Stand-alone 'one and done' interventions have only limited success in reducing stigma.⁸

There are a variety of resources that offer strategies to improve mental health. Public health websites and local educational institutions including St. Lawrence College and Queen's University provide resources to support the mental health of their students and staff. The University of Michigan compiled the following list of ten things you can do to improve your mental health:

1. **Value yourself** – Avoid self criticism and treat yourself with kindness and respect. Make time for your hobbies, favourite projects or to broaden your horizons.
2. **Take care of yourself physically** – Be sure to eat nutritious meals, avoid smoking and vaping, drink plenty of water, exercise and get enough sleep.
3. **Surround yourself with good people** – people with strong family or social connections are usually healthier. Seek out online activities, physically distanced walks, etc. to connect with your family and friends.
4. **Volunteer** – Giving your time and energy to help someone else helps us to feel good. And it's a great way to broaden social connections.
5. **Learn how to deal with stress** – Practicing deep breathing, taking a nature walk, playing with your pet, writing in a journal or all proven ways to reduce stress. And, remember to smile. Laughter can boost your immune system, ease pain and reduce stress.
6. **Practice meditation** – Meditation, mindfulness, a type of meditation focused on being deliberately aware of inner thoughts, feelings and surroundings, and/or prayer can not only help to quiet your thoughts but improve your state of mind and outlook on life.
7. **Set realistic goals** – Decide what you want to achieve personally and professionally and write down the steps necessary to realize these goals. Be realistic and don't over-schedule yourself. A sense of accomplishment and self-worth comes as you progress toward your goals.
8. **Break up the monotony** – Routine does help us to be more efficient and enhance our feelings of security, however, a small change of pace can perk up a tedious schedule. Try a different form of

⁶ Promoting positive mental health, Canada Public Health, <https://www.canada.ca/en/public-health/services/promoting-positive-mental-health.html>

⁷ Ibid.

⁸ <https://www.mentalhealthcommission.ca/English/what-we-do/stigma-and-discrimination>

exercise or take a walk in a different neighbourhood, hang some new pictures, read a book you normally wouldn't pick up or call a friend you haven't spoken to in a long time.

9. **Avoid alcohol and other drugs** – Sometimes people use drugs and alcohol to self-medicate, but the reality is that substance abuse only aggravates problems.
10. **Get help when you need it** – Seeking help is a sign of strength – not weakness. Treatments are effective. Those who receive help can recover from mental illness and addiction.⁹

Recognizing challenges many are facing and the increased attention being paid to resiliency, mental health and well-being, the Canadian Association of Mental Health released a policy paper offering five recommendations to governments and decision-makers to support Canadians' mental health during and beyond the pandemic:

- Provide a range of mental health resources supports and care ensuring resources are available to help those struggling to cope with stress, anxiety and grief. They recommend a "stepped-care" approach ensuring people receive the most effective and least intensive service that meets their needs.
- The provision of virtual mental health service should be supported and expanded. Physical distancing requirements meant a rapid transition to virtual mental health resources, supports and care. To support ongoing service provision encompasses a range of practical aspects including physician billing for virtual visits, technical training, expanding internet services to rural and remote areas, etc. The efficacy of virtual services requires further study.
- Workplace mental health must be prioritized. Many have lost their jobs temporarily or permanently as a result of the pandemic. Access to a range of mental health supports can help these individuals cope with stress and anxiety.
- Invest in the social determinants of health such as poverty reduction, structural racism, sex and gender inequality, and social exclusion and loneliness.
- Commit to a public health approach to alcohol policy. The increased use of alcohol since the pandemic began, attributed to schedule changes, boredom, stress and increased availability is worrisome.¹⁰

The COVID-19 pandemic is both amplifying and contributing to mental health challenges. As we move through the second wave of the crisis and adjust to our next normal, it is imperative to be kind to each other and to ourselves and that we continue to focus on mental health.

2. And the Survey Says....

While the impact of the COVID-19 pandemic will be studied for years to come, one immediate outcome we can all agree upon is the proliferation of surveys. Whether the general population, the business community or those in the labour force, information about our actions and opinions were gathered in real-time.

This article provides an overview of the types of surveys conducted and some of the key insights they revealed.

⁹ Ten things you can do for your mental health, <https://uhs.umich.edu/tenthings>

¹⁰ Mental Health in Canada: COVID-19 and Beyond, CAMH Policy Advice, July 2020, <https://www.camh.ca/-/media/files/pdfs---public-policy-submissions/covid-and-mh-policy-paper-pdf.pdf>

Surveys of the general population

Statistics Canada Perspectives Survey Series

The Statistics Canada Perspectives Survey Series was a series of short online surveys beginning in March 2020 designed to gather information about the knowledge and behaviours of people across Canada. Respondents were members of what Statistics Canada referred to as their “Probability Panel”. This panel was formed as a pilot in 2019 to directly collect data from Canadians in order that policy makers be responsive to emerging needs. The over 4,600 members of the voluntary panel were randomly selected from those who had previously participated in the Labour Force Survey.¹¹

Surveys conducted between March 29 and April 3, 2020:

- 36% of respondents were concerned about their health, but almost 80% were concerned with the health of others
- One in 10 women is very or extremely concerned about the possibility of violence in the home
- Canadians younger than 50 were more likely to use social media (13%) as compared to Canada's age 50 and older (6%).¹²

Between May 4 and May 10, 2020:

- Those following physical distancing guidelines increased to 92% and fewer than one in three had interactions with individuals outside their home.
- Almost one in five reported feelings of moderate or severe anxiety often turning to junk food or alcohol.¹³

Between Jun 15 and June 21, 2020:

- Close to four in ten did not feel comfortable returning to work with more than six in 10 seeking modifications to their work space.¹⁴

The final survey conducted July 20 to July 26, 2020:

- Canadians were continuing to follow social distancing requirements with 84% wearing a mask.
- Canadians were becoming less concerned about the health and social consequences of the pandemic.
- Canadians had increased their number of social interactions with 38% indicating they had been in close contact with at least nine people.¹⁵

Surveys of Businesses

There was arguably no group surveyed more than the business community. In May, 2020 the Conference Board of Canada surveyed Canadian business to ask how they were planning to bring employees back to physical workplaces. They learned that:

- Only 8% felt fully prepared for their employees' return. Just under half were somewhat prepared.
- Despite this feeling of a lack of preparedness, 40% would require those employees who had been working remotely to return.

¹¹ Statistics Canada, Jul 30 2020, https://www.statcan.gc.ca/eng/statistical-programs/document/5311_D1_V1

¹² Statistics Canada, Apr 08 2020, <https://www150.statcan.gc.ca/n1/daily-quotidien/200408/dq200408c-eng.htm>

¹³ Statistics Canada, Jun 04 2020, <https://www150.statcan.gc.ca/n1/daily-quotidien/200604/dq200604b-eng.htm>

¹⁴ Statistics Canada, Jul 08 2020, <https://www150.statcan.gc.ca/n1/daily-quotidien/200708/dq200708a-eng.htm>

¹⁵ Statistics Canada, August 17 2020, <https://www150.statcan.gc.ca/n1/daily-quotidien/200817/dq200817b-eng.htm>

- Companies would exempt employees with caregiving responsibilities or those at highest risk including those with a weakened immune system, over the age of 65 and/or underlying medical conditions.
- Businesses had adopted various strategies for reintegrating employees into the physical work environment including bringing employees back in phases and restricting the number of people on-site at a given time.
- 28% of businesses responding had a plan in place for a workplace re-exit if faced with an outbreak in the workplace or a second wave.
- Companies re-examined their view of remote working. Prior to the pandemic only 9% indicated they would approve remote work for as many employees as possible. This grew to 48% post-pandemic. Forty percent preferred a hybrid of in-person and remote work as a result of their experience during COVID-19 as compared to 19% prior to the pandemic.¹⁶

The Canadian Federation of Small Business (CFIB) conducted weekly surveys of small business between Mar 13 and May 21, 2020 before moving to bi-weekly in June and month surveys as of September 2020. As of October, 2020, 43% indicated their staffing levels had returned to near normal and 45% indicated their revenue levels were between 51 and 94% of normal revenues for this time of year. However, businesses continue to be apprehensive identifying their greatest concerns are how a second wave of the pandemic would impact their business; economic repercussions; and that consumer spending would decrease even after the pandemic.¹⁷

Several recruitment firms also surveyed Canadian businesses. A Harris Poll commissioned by Express Employment Professionals found that, despite the disruption in the labour market due to the pandemic, companies continued to experience difficulties in recruiting employees. Sixty-three per cent felt it was difficult to recruit compared to 37% who felt it was easier to recruit and fill positions. Almost one in three had openings that they could not fill. Reasons included lack of technical skills (43%); lack of relevant experience (38%) and lack of soft skills (29%).¹⁸

Worker Surveys

Finally, a number of research groups reached out to workers to gather their opinions. Pricewaterhouse Coopers surveyed workers to secure their perception of their employers' return-to-workplace plans, remote work and the importance of work-life balance during the COVID-19 pandemic. They found that:

- One in three workers preferred to work either entirely or mostly remotely; 30% preferred to split their time evenly between remote and on-site work.
- The top three challenges are dealing with work-life balance (especially for households with kids), maintaining productivity and communicating with co-workers without traditional in-person interactions.

¹⁶ Conference Board of Canada, May 19, 2020, <https://www.conferenceboard.ca/focus-areas/human-resources/2020/working-through-covid-19/return-to-work-survey>

¹⁷ Canadian Federation of Independent Business, October 28 2020, <https://www.cfib-fcei.ca/sites/default/files/2020-11/2020-10-28%20COVID-19%20survey%2022%20key%20results.pdf>

¹⁸ GlobeNewswire, Toronto, Nov 11 2020, <https://www.globenewswire.com/news-release/2020/11/11/2124867/0/en/COVID-19-Takes-Toll-on-Hiring-Survey-Shows.html>

- Forty per cent felt their productivity had remained the same, 35% felt it had increased while one in four felt their productivity had decreased.
- Most employees and employers feel their company has the necessary tools for employees to succeed in their jobs—but strong majorities of both employees (72%) and employers (68%) believe the pandemic will exacerbate existing disparities in the “digital divide” (access to technology).¹⁹

Robert Half, a recruitment agency in Canada, surveyed office professionals in May 2020 to assess how these workers were feeling about their careers during the pandemic. Nearly 47% of respondents had experienced a shift in their feelings toward work with 60% more motivated to work at a company who valued their staff during unpredictable times; 43% prioritizing their personal life over their job and 29% seeking to pursue a more fulfilling position.²⁰

In August 2020, Robert Half commissioned a survey of workers and managers reporting that one in three felt more burned out in their job compared to one year ago.²¹ In a separate survey conducted in the same time period found that 72% of workers had participated in a virtual meeting for as much as a quarter of their day. Forty-four per cent said they’ve experienced video call fatigue since the start of the pandemic.²²

The Local Picture

To better understand our local labour market, the Eastern Workforce Innovation Board (EWIB) will join sister boards across Eastern Ontario to conduct the EmployerOne survey of local businesses in January and February 2021. To fully understand the labour market our target is to secure a minimum of 259 responses from companies located in Frontenac or Leeds and Grenville Counties that employ at least one employee in addition to the business owner. This will ensure a sample size that generates a 95% confidence level with a margin of error at +/- 6. Along with our traditional survey questions assessing labour market activity in 2020 and demand in 2021, we will be asking about the impact of COVID-19 on their business and the percentage of their workforce now working remotely. If you are a business and would like to have your voice heard, please visit <https://www.surveymonkey.com/r/KSXYHNN>.

Finally, to better understand labour market supply, EWIB will conduct a Worker Impact Survey. While we are still analyzing data that will inform the development and deployment of the survey, we will conduct the survey in March and April 2021. Watch our website or this newsletter for further information.

¹⁹ PricewaterhouseCoopers, Canadian workforce of the future survey, July 2020, <https://www.pwc.com/ca/en/today-s-issues/upskilling/canadian-pulse-survey.html>

²⁰ Robert Half Recruitment Agency, Jun 17 2020, <https://www.roberthalf.ca/en/survey-47-of-workers-in-canada-second-guessing-careers-amid-pandemic>

²¹ Robert Half Recruitment Agency, August 2020, <https://www.roberthalf.ca/en/survey-33-of-workers-are-more-burned-out-than-a-year-go#:~:text=Many%20professionals%20are%2C%20new%20research,compared%20to%20a%20year%20ago>

²² Robert Half Recruitment Agency, August 2020, <https://www.roberthalf.ca/en/44-of-workers-are-suffering-from-video-call-fatigue-robert-half-research-shows>

Stuff you need to know

Ontario's Digital Main Street Program and Student Digital Service Squads, launched as a \$57 million partnership between the Ontario and federal governments, are aimed at helping small businesses adapt to the online world and to weather the economic impacts of COVID-19. More than 500 small businesses in Leeds-Grenville-Thousand Islands and Rideau lakes were contacted in 2020. Seventy-two received digital transformation grants, while many others got help from the local teams to go digital and increase e-commerce sales. In all, \$487,345 in funding through digital services and business grants has been provided by the province to small businesses in the riding.

A select number of secondary school and adult education students will soon have the opportunity at Kemptville Campus to receive focused training for careers in high-demand skilled trades in Leeds-Grenville-Thousand Islands and Rideau Lakes. The Ministry of Labour, Training and Skills Development has announced that the Kempville Campus has been given approval to provide Level 1 foundation training in the following trades: Truck and Coach Technician, Heavy Duty Technician, Agricultural Technician. The province is providing funding to allow the Campus to offer approximately 20 seats in the program. The programs will start September 2021 under the Ontario Youth Apprenticeship Program (OYAP) and offered in both official languages.

The Kingston Home Builders Association has elected a third-generation homebuilder to lead the group in 2021. The association name Caraco Group of Companies' Matt Blommestyn as its president. He follows his late grandfather, Cornell Blommestyn, and father Robert Blommestyn in the position. "The main function of the association is to represent a unified voice on behalf of the construction industry and to liaise with different levels of government to advocate for the betterment of the industry in the greater Kingston area. As president, I represent all focuses of the construction industry and govern the association's various committees of different interests with relation to municipal challenges" said Blommestyn.

A local industry choosing to remain anonymous has donated equipment worth \$287,000 to St. Lawrence College campuses. The local industry employs many St. Lawrence graduates and offers placement opportunities for students. Students in the mechanical technician, millwright apprenticeship, machinist apprenticeship and civil engineering technology program on the college the Kingston campus will benefit from the donation, as well as students in the welding apprenticeship program on the college's Cornwall campus.

Elmer and Patti Covill own of Elmer's Construction was named Augusta Township's Business of the Year in 2020. The company has been in business for 47 years and employs 12 people who sell, install, pump out and inspect septic systems. They also supply sand, gravel and topsoil delivery and does exaction work. The company readily supports community events and local charities.

Mayor Ron Higgins and Corey Klatt, Manager of Community Development are welcoming **Creative Grapes** to North Frontenac Township in Plevna. Jennifer is meticulously setting up all the equipment needed to produce and bottle your own wine. You can find this new enterprise at 7325 Hwy 506. Her website is www.creativegrapes.ca.

Ali and Weais Afzhal, owners of **Curry Original** have retired after 21 years in the Indian restaurant business. The brothers will be passing along the name of Curry Original and the phone number to their chef who will open a new restaurant. Travel is in the future when it is safe to do so.

The Mayor of Gananoque, Ted Lojko and town council is looking at a number of projects for the upcoming year. One of these is a public transit system between Kingston, Gananoque and Lansdowne. "We are looking at all day long public transit between Lansdowne, Gan and Kingston" he said. "This will help commuters travel to and from township, town and city, allowing better employment opportunities for all who do not drive or cannot afford to do so." "Many employers in Gananoque and Township of Leeds and the Thousand Islands cannot find sufficient employees local, especially during the summer, and the public transit system would benefit local businesses as well."

The Kingston Economic Development Corporation has announced three boot camps to help entrepreneurs to support businesses related to food. "In the boot camps, entrepreneurs will have everything they need to know from the lessons learned over the past 12 months. Then with that knowledge, their passion and their expertise, from my perspective, there's no better time to launch" said Norman Musengimana, small business adviser from KEDCO. The programs were one five week focused on restaurants pivoting to consumer-packaged goods, on five week program focused on the tourism industry and promoting local food through a local and regional tourism lens. The twelve week program offers a boot camp that will help young businesses in the idea stage get started. It will help with business plan writing, sustainability in food processing, packaging, food safety, financial feasibility, how to pitch your business and more.

The City of Kingston has created a website for people interested in moving to Kingston which allows employers and job seekers to connect. The "Possible Made Here" website (www.possiblemadehere.org) now has a job board that brings together the listings from 30 job sites under one click, an interactive map that shows where posted jobs are located in the city and surrounding and a career explorer offering current job listing and median salaries.

People R Us



Bryan Brown has been hired by Augusta Township as its new chief administrative officer. He worked as CAO of South Glengarry from 2014 to 2019. Mayor Doug Malanka welcomed Brown, saying he and his council were impressed by his experience in economic development.



Kimberly Westgate has been appointed as the new clerk for the Township of Leeds and the Thousand Islands. Westgate has been serving as the acting clerk for the past three months and has been the deputy clerk since 2013.

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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Ontario*