

All you need to know about  
Your Local Labour Market

# A NEWSLETTER

September 2020



EASTERN WORKFORCE  
INNOVATION BOARD

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## Words from the ED



Frank O'Hearn  
Executive Director

The Eastern Workforce Innovations board of directors and staff wish everyone well in these troubled times. Our office and the various Employment Ontario sites in our region are moving forward in respect to the provision of labour market information, programs and services to our employers and workers. The need for accurate and timely labour market information is critical as our economic landscapes continues to evolve.

Our office recently completed community consultations (outreach) over the summer, 2020 with employers and our various stakeholders. Our focus was to explore and discuss changes in our labour market, gaps and opportunities. These discussions focused on COVID 19 as it was the primary discussion point. As a result of this outreach we have compiled a report on this subject (COVID - 19 and the Local Labour Market ) and it is available on our website [http://www.workforcedev.ca/index.php/en/projects\\_en/news-articles/101-workforce-en/363-the-impact-of-covid-19-on-the-local-labour-market-in-our-region](http://www.workforcedev.ca/index.php/en/projects_en/news-articles/101-workforce-en/363-the-impact-of-covid-19-on-the-local-labour-market-in-our-region)

We encourage you to review this report as it provides an overview of the various workforce challenges and opportunities that are taking place within our region. We look to your feedback and support in these difficult times. We will continue to collect information and update data as we move forward.

## What is The Board up to?

The Local Labour Market Planning Report is on schedule to be published late fall or early new year. It will include our consultations with stakeholders and current LMI data.

Again as part of our service coordination project we will continue to publish a quarterly newsletter. We will continue to include a focus feature that will provide labour market information.

Our employer engagement project has pivoted to a series of employer webinars which include Mental Health in the Work Place <https://www.eventbrite.ca/e/mental-health-in-the-workplace-tickets-120247807429>

Recruitment and Retention <https://www.eventbrite.ca/e/recruiting-and-retaining-the-best-tickets-120243877675>

and Succession Planning. <https://www.eventbrite.ca/e/succession-planning-tickets-120249297887>

Please see the attached promotional piece for more details.

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 filling?**

- Employers are having a challenge filling any construction related role (labourers, roofers, concrete, home building and renovations), plus entry level positions in various customer service positions.
- Construction, restaurant (kitchen), manufacturing and labourer positions
- Health, front-line service, cleaners, labourers and security remain in high demand.
- Carpenters/General Labourers, Telecommunications, cooks, cleaners, maintenance
- Manufacturer in L&G unable to fill general labourer positions. Also, hotels in particular have reported not being able to fill housekeeping and kitchen positions- they have received applications, set up interviews and then the candidates have not attended. Positions on job board are being re-advertised or closing dates extended, which would indicate that positions are not being filled.
- In need of workers to meet needs of retail and service sector. There are less people interested in working for minimum wage jobs.

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

- Employers feedback suggests people just do not want to work. Many have taken advantage of the C.E.R.B and continuing to do so. Employers having trouble bring staff back (many refuse to return to work). Temporary jobs are also a factor for certain people.
- There is a lack of job seekers applying for positions since May. This would appear to be an impact from COVID-19. Individuals are accessing CERB and not interested in getting back into the work field due to fear and daycare issues. Hopefully, with school resuming this will encourage individuals to go back to the workforce.
- There are a high number of unfilled positions on our online job board. Currently the high number of CERB recipients can be correlated to the reduced number of job seekers. Employers were frustrated with the extension of CERB and hope to see changes to receive increased applicants.
- We are hearing from clients they are claiming CERB and do not wish to job search until it has ended. A lot of uncertainty around returning to school and childcare. Some clients do not feel comfortable returning to the workforce during the pandemic.
- There is a well documented shortage of tradespeople, which has led to employers reaching out for support and assistance to find staff to fill labourer and trades position. It's uncommon for clients with this skillset to seek out our services as jobs are so abundant. Some employers have shared with us that they feel it is difficult to hire people because individuals are receiving CERB support, and do not feel the financial need to work.
- Currently 22 employers seeking multiple positions and receiving no response from job seekers.

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

- Tri-Art Manufacturing has increased their wage to living wage. Willis Manufacturing expanding.
- Hampton Inn will be opening Mid October and is partnering with the EEC for their hiring needs.
- Job posted at CSE and received 30+ applicants in 3 days and position has been filled. High caliber of candidates received. This could be due to highly skilled people out of work due to COVID and some candidates pivoting and making career changes also due to COVID.
- There is a new restaurant, Maverick's, opening in Gananoque. Also hearing of many businesses adapting to delivery of their services to meet customer needs during the pandemic.
- Employers are hiring and there is an increase of seeking position to fill them.

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

- There are more temporary offers on the market, so job security is shared by employer and employee because of the uncertain future.
- Changes we are seeing are job duties requirements changing. Most positions are adding cleaning to the duties of the worker being responsible for more cleaning duties on top of regular duties. Some job seekers adamant to not clean because believe they are not responsible. Perhaps need to start coaching client how roles are changing due to COVID-19.
- Providing job seekers with resources through ZOOM interviews and general tutoring around technology due to the increase in need for virtual services/employment is a challenge.
- Inundated with job seekers. The resource centre is open to appointments only, but not to full capacity. Many clients still prefer to continue to be served remotely by phone and email.
- There has been an increase in client demand as CERB payments are coming to an end and some may not qualify for EI. There has been an increase in Second Career inquiries and applications for retraining funding. Also, there is trend in an influx in administrative and financial background looking for employment. Employers are looking for expanded roles in these fields i.e. social media marketing, financial and extensive knowledge in computer software.
- Clients are including training to their resumes more.

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

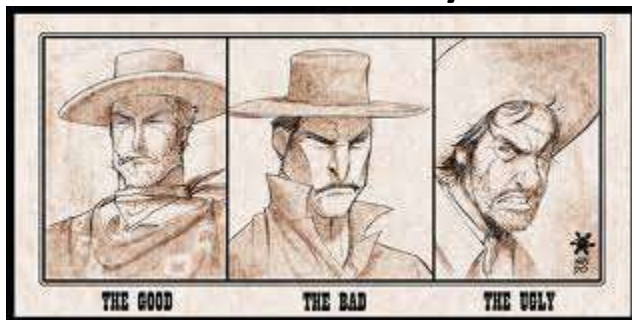
- Client services are still being offered remotely, however we plan to re-open with guidelines in place for our clients beginning September 14<sup>th</sup>.
- EEC has a video to illustrate how the office is adapting to COVID-19:  
[https://youtu.be/PeqfZ7aH\\_20](https://youtu.be/PeqfZ7aH_20)
- Clients are surprised and thankful that the offices are open as there are very limited places/resource in our community for computer usage and telephones.
- Have a presence on social media and local radio. Recruited a new job developer who is working with Pathways-to-Production Program. Have had a great deal of interest with 11 participants offered places and have a waiting list.

- Staff working remotely for now, but services have been uninterrupted since the pandemic hit and accessible to both job seekers and employers. There has been continued support and comprehensive assistance to all clients. Over the last 6 months clients have been connected to financial and community services and programs, which has been an important resource for client who were unemployed and unable to return to work due to the impact of COVID-19.

#### **Other comments that you would like to share?**

- Since daycare centres have been allowed to open and the school year has started there has been an increase of people registering for services. Initially employers were hiring or bringing laid off staff back at part-time hours. Recently employers are starting to offer more hours 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.

## **Labour Market Activity**



## **The Good**

Sensient Technologies Corporation, based out of Milwaukee, Wisconsin, and Frulact Canada announced in August that Sensient has entered into an agreement to sell some of their assets related to the production of its yogurt fruit preparations product line to Frulact. As well as a result of the transaction, Sensient will be named a core supplier

of supplier of flavours, colours, and other related products used by Frulact in its fruit preparation business. In a news release, Frulact Canada said after acquiring Sensient's fruit prep portfolio in the North American market, the company would be expanding their Kingston plant and adding an unspecified number of jobs. The site expansion consists of extending the covered area and increasing production capacity.

A new business is coming to Prescott. Alantra Leasing, a New Brunswick-based company that makes mobile office trailers and modular buildings, has purchased 10 acres in the town's north-end industrial park. Mayor Brett Todd proclaimed it as an "exciting development" for Prescott. The company is expected to create three or four jobs to start, increasing as the business warrants. The Prescott site will be used as a distribution centre to serve Eastern Ontario. The company intends to build a 10,000 square foot building for the repair and refurbishing of the mobile units as they come back of leases.

Provincial funding has allowed Kingston, Frontenac and Lennox and Addington Public Health to hire eight new nurses to work in local schools. Janine Monahan, manager of school health at public health, said the health unit had public health nurses assigned to a number of schools for many years. The new nurses will be able to decrease the number of schools per nurse.

## The Bad & The Ugly

The Gap clothing store on Princess Street in Kingston will be closing on September 23, 2020. The store opened in Kingston 25 years ago. While COVID-19 IS certainly impacting retailers, it's not the reason the store is shutting down. "It was a decision made a while ago," said Michele Langlois, the BIA's interim executive director. "It's definitely a loss, and there's not necessarily tenants lining up to fill that space".

John and Martha Ackerman, owners of Buds On The Bay in Brockville announced in June that it will be closing. The restaurant has been in business for 30 years. "Due to the COVID – 19 pandemic our business has been severely affected and like so many other wonderful independent restaurants across Canada we have regrettably decided to close."

## The Feature

Contributed by Diane Soucie

### **COVID-19 Recovery in Frontenac and Leeds and Grenville**

Traditionally, our quarterly newsletter includes an article on a wide-range of topics of interest related to workforce development in Frontenac and Leeds and Grenville. However, COVID-19 ended the era of "business as usual". In 2020, everything changed and to ignore the COVID-19 pandemic would be to ignore the elephant in the room!

In June as we slowly moved from Stage One recovery, we looked at the impact of the pandemic nationally, provincially and locally. As we make efforts to recover and stabilize within Stage Three, we're turning our attention to the impact on various sectors of our local economy as well as the home-grown response to supporting our business and re-igniting our economies. In response to surveys of the business community conducted by Frontenac County, Leeds and Grenville and the city of Kingston early in the pandemic, all formed work groups with representatives including economic developers, members of the business community, labour, public health and local politicians.

The role of these work groups is to plan and coordinate short-term and long-term strategies to respond to the economic impacts of COVID-19 within their communities. The Kingston Economic Recovery Taskforce (KERT) posted recordings of their initial four meetings beginning in May, 2020. These videos can be viewed at <https://www.cityofkingston.ca/city-hall/projects-construction/kingston-economic-recovery-team>. Representatives of the Kingston business community and members of KERT offer insights into the challenges and opportunities facing various sectors as of July, 2020:

**Construction:** Many businesses within the construction sector have been viewed as essential services and have been fortunate to work on projects throughout the pandemic. Much of their work is done in the public eye and the use of masks and sanitizer combined with record high temperatures have presented a challenge on the job site. Despite their ability to continue work on various projects, the fragile economic landscape has put downward pressure on pricing.

**Retail:** Retailers' experience during the pandemic has been varied. Those operating grocery stores had to move rapidly to adapt to changing health and safety requirements, customer preferences for online purchasing and to meet the evolving demand for various products. Retailers of items such as hardware supplies, home improvement, sports and recreational

equipment were challenged to meet customer demand. Other retailers either were forced to shut their doors or struggled to adapt to online sales and curbside delivery. Traffic in shopping malls is approximately 40 per cent of pre-pandemic levels and sales reflect this. There are many questions concerning the interpretation of the regulations requiring no more than fifty people within a facility. This is the time of year when retailers are normally clearing out product and bringing in fall merchandise, however, proprietors continue to be unsure about product demand.

**Accommodations:** In the month of May, room rentals were down 80% and room rental rates are dropping. The industry is looking at different models, asking themselves if people are willing to pay more if there are fewer guests. While buy local and 'stay-cation' promotions are helpful, it does not generate a significant number of bookings

**Food Service:** As in the case of hotel bookings, customers are down approximately 80%. More than 50% of the workforce is unemployed. Regulations prohibiting more than 50 people in the building presents a challenge although the restrictions do make staff and patrons feel more comfortable. Many in the sector are advocating that the physical size of the dining room be considered, not just a flat number of guests, however, for many restaurants the requirement of six feet space between people would make it difficult to accommodate more than 50. The provincial government is looking for suggestions from operators in the sector but it is difficult to get consensus.

**Arts and Culture:** Those working in the Arts and Culture sector very much want to return to work and have been inventive in developing and promoting innovative activities in the arts. Despite their creativity, those working in the sector are highly impacted by regulations prohibiting the gathering of 50 or more people indoors.

**Non-Profits:** Most agencies have been considered essential and service demand has increased for some. For example, the number of sexual assaults is up 30% and the number seeking support at food banks is up 100%. The greatest demand now is for in-person counselling. With increased government spending during the pandemic, there is a fear of decreased funding in the future and fundraising is a challenge. Concerns about funding instability has resulted in services looking for opportunities for collaboration or consolidation to decrease costs. For example, food providers are working together on activities like centralized collection and distribution to cut costs. There is an overall need to communicate and advocate that services provided by non-profits are not discretionary 'nice to have' but essential services that we would be lost without.

**Personal Services:** As with the Food and Accommodation Services, personal services such as aesthetics have seen an 80 to 90% decline in customers. Consumer confidence is slowly growing but re-building is taking time. Most enterprises are not yet seeing the number of customers necessary to survive and, with a decrease in the number of students in the fall, business owners are nervous.

**Agriculture:** While there was no representation of this sector on the Kingston Economic Recovery Taskforce, Richard Allen, Economic Development Officer for Frontenac County reported that after an initial slowdown and with some exceptions, businesses in the sector have maintained their operations. Customer preference for 'buy local' has helped and, as supply chain became less stable, demand from grocers increased threefold.

Regardless of the sector represented, the integrated focus on health and safety and consumer confidence was never far from the forefront. Business owners serving on KERT were sensitive to the fragility of consumer confidence, know that it will take time to re-build and are careful about following safety protocols to protect both customers and workers. Transparent communication with customers is important along with showing your appreciation as they return.

There was recognition that the public must feel confident not only in the safety of the business environment but that their employment is stable. As the Canada Emergency Response Benefit (CERB) transitions to Employment Insurance, workers are anxious. Parents with young children are concerned about childcare while those with older children are making decisions about their return to school.

Within this environment of uncertainty, the business community themselves require the confidence to move forward. Economic developers across the region have worked hard to maintain the connection with individual business owners providing them a range of necessary supports, services, and information.

Conversations with Ian Murdoch of the Kingston Economic Development Corporation, Richard Allen of the Frontenac County Economic Development team and Ann Weir, Economic Development Services in Leeds and Grenville revealed multiple strategies to address immediate and longer-term needs of the businesses. Highlights include:

**Ongoing outreach to businesses:** Whether through regular video calls, maintaining online information hubs, newsletters and hundreds of one-on-one conversations regular contact with business owners was key. Whether providing problem-solving resources, clarifying government program eligibility and application processes or acting as a sounding board, active communication was essential.

**Re-Opening Assistance:** Helping businesses secure the necessary Personal Protective Equipment (PPE), sanitizer and cleaning supplies as well as understanding and implementing cleaning protocols as they transitioned from Stage 1 to 3.

**Implementing E-Commerce strategies:** To facilitate new customer service models like curbside pick-up and online shopping, many local businesses are taking advantage of the Digital Mainstreet ShopHere platform, a service that provides independent small businesses and artists with a quick, easy and no-cost way to sell goods online.

**Answering the need for training:** As new business models were implemented, surveys showed local businesses were keenly interested in training. Economic Developers promoted available webinars and one-on-one instruction.

**Buy-Local Marketing campaigns:** Social media campaigns including the #lovelongston campaign create a place for the community to shop online, support tourism and buy local. Frontenac County released a series of videos on social media featuring individual local businesses.

**Supporting provincial stay-cation and buy-local strategies:** Southeastern Ontario digital and print assets have pivoted to promote stay-cation and day-trip excursions appealing to a wide range of interests and demographic groups including for those who traditionally winter in the south. A Buy-Local campaign promotes a Holiday Gift Guide featuring items local vendors and one-of-a-kind items that can be purchased online.



As our recovery efforts continue leaders in the region are setting their priorities. Whether working with individual sectors of the economy, developing shop-local campaigns, building consumer confidence, assisting workers return to the labour force, or advocating for support from higher tier governments we are working together to build resilient communities – recovering stronger than ever.

## **Stuff you need to know**

**The Ontario government is giving** St. Lawrence College \$774,000 to run two programs aimed at training people for jobs in the skilled trades. “It’s going to help us put people in the right jobs and help employers,” Glenn Vollebregt, the college’s president and chief executive officer of St. Lawrence College said. The money will fund two programs: A “mobile learning labs” initiative aimed at bringing training to people where they live across Eastern Ontario, and a micro-credentials program in 12 specific fields. Steve Clark, Leeds - Grenville- Thousand Islands and Rideau Lakes MPP, Jim McDonnell, Sormont-dundas-south Glengary MPP, Shelly Bacon CEO of Northern Cables and made the announcement at Northern Cables mid-September. The Brockville-based cable manufacturer is one of the college’s key partners in shaping skilled trades programs.

**Nine area rural, women-led** businesses will be the first participants in a regional mentorship program jointly announced by Queen’s University and Kingston Economic Development Corporation. The WE-CAN Project at Queen’s provides three months of mentorship to area female entrepreneurs through the Women Entrepreneurship Strategy, thanks to more than \$3 million in funding from the Federal Economic Development Agency for Southern Ontario. The program is delivered by KEDCO and will offer one-on-one mentorship tailored to individual entrepreneurs’ needs. The participants are Afiya Beauty in Quinte West (holistic health and clean beauty products), Chewmarks in Kingston region (branding company), Evolution Group in Gananoque (executive coaching and training), Handy Fairies on Amherst Island (cleaning solutions), Haymaker’s Coffee Co Wolfe Island, House of Three Inverary (architectural design), Parks Creek Retreat in Roslin (four-season getaway retreat), Ready to Root Kingston (convenient kits for intimacy on the go), Skippers Takeout and Catering Kingston region (food services for takeout, delivery and catering).

**After more than 50 years in business,** Vijay Beri closed his doors at Electrical Appliance Service on Park Street, Brockville in July. Beri came to Brockville from Nairobi, Kenya in the 1960s. His education left him with a diploma in technical services for electronics in Kenya. In Brockville, Beri eventually ended up working for Edward Hughes at the appliance repair shop, as a technician, before taking over the business two years later. He and his wife, Usha, have two daughters, and now and one granddaughter, and Beri is looking forward to spending more time with them.

**According to the latest Manpower** employment outlook survey, Brockville-area employers expect an “encouraging” hiring climate for the fourth quarter of 2020. This represents a positive turnaround from last quarter’s outlook which called for a “slumping” climate on the

heels of the economic fallout of COVID-19. "Survey data reveals that 10 percent of employers plan to hire for the upcoming quarter, while five percent anticipate cutbacks" Manpower Brockville said in a press release. Another 76 percent of employers plan to maintain their current staffing levels in the upcoming quarter, while the remaining nine percent of employers are unsure of their hiring intentions.

**KEDCO is launching a pair** of programs to help new business ventures. They announced the details of its Starter Company Plus and Social Enterprise Fundamentals programs. Funded by the provincial government, the Starter Company Plus program offers training to owners of businesses less than five years old. The Social Enterprise Fundamentals is a partnership with the Centre for Social Innovation and is delivered in an eight-week, part-time online course that covers all stages of social enterprise development, including identifying a social problem, designing a solution and turning that idea into a sustainable business model.

**Nine local students were give \$3000** in funding each to create their own summer businesses. The Summer Company program is funded by the provincial government and facilitated by the Kingston Economic Development Corporation. It helps students aged 15 to 29 to create their own businesses, providing them with hands-on mentoring from business leaders in addition to the funding. "It is refreshing to see the passion that the students have when they talk about their plans for their summer business during the unprecedented time," Clair Bouvier, small business adviser with KEDCO said.

**Pita Pit, the Kingston-born restaurant chain** marks a quarter-century anniversary. Back in the mid-90s Nelson Lang and John Sotiriadis opened their first Pita Pit in the Hub district. They chose the Hub district targeting the bar scene and the university students. Currently, there are about 600 franchisees globally.

**A business support program created** by the Toronto Region Board of trade and World Trade Centre Toronto, has expanded to help businesses in Kingston thrive in the ongoing pandemic. The Recovery Activation Program (RAP) provides free supports for businesses of all sizes through an immersive online workshop. It focuses on helping businesses digitize their operations, as has been increasingly necessary throughout the pandemic. In July RAP partnered with the Greater Kingston Chamber of Commerce to facilitate the exchange of services to local Kingston businesses.

**Ontario Colleges, including St. Lawrence College** has banded together to call for a new provincial strategy for post-secondary education that will expand the range of degree programs at colleges, including the creation of career-focused three-year degree programs and master's programs in specialized fields. Linda Franklin, the president and CEO of Colleges Ontario said in a news release, "Strengthening our workforce is central to Ontario becoming an economic powerhouse". "The province should seize this opportunity to deliver major reforms that encourage more people to acquire specialized skills and expertise." The recommendations were

submitted to Colleges and Universities Minister Ross Romano after he recently asked for consultations on how to modernize post-secondary education.

## People R Us



**Doug Richie** has stepped down from his position as managing director of the Downtown Kingston Business Improvement Area. After 38 years, Richie is the first and only person to hold the position. In retirement, he is looking forward to spending more time with his wife, children and grandchildren.



**Melanie Jones** has been appointed the first female deputy fire chief to Kingston Fire and Rescue. The 26-year veteran of the department started her new role in July.

## Links of Usefulness-In no particular order

Algonquin & Lakeshore Catholic District School Board [www.alcdsb.on.ca](http://www.alcdsb.on.ca)

Ontario Skilled Trades website <https://www.ontario.ca/page/skilled-trades>  
La Route du Savoir [www.laroutedusavoir.org](http://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](http://www.keys.ca)  
North Grenville <http://www.northgrenville.on.ca>  
Evolution Group Inc. <http://evolutiongroupinc.com>  
City of Kingston [www.cityofkingston.ca](http://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](http://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](http://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](http://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](http://www.ucdsb.on.ca/school/trl/Pages/default.aspx)  
United Way [www.unitedway.ca](http://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](http://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](http://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](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](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](http://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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