

All you need to know about
Your Local Labour Market



EASTERN WORKFORCE
INNOVATION BOARD

A NEWSLETTER

ISSUE 2 | OCTOBER 2021



WHAT YOU WILL FIND HERE

Words From The Ed
What Is The Board Up To?
The Good, The Bad And The Ugly
Of Labour Market Activity
The Feature
Stuff You Need To Know
People R Us
Links Of Usefulness - In No
Particular Order

Frank O'Hearn | Executive Director

Greetings everyone.

We are pleased to provide you with our 2nd Labour market Newsletter this fiscal year. The intent of this report is to provide an overview of local labour market trends within our communities. This report includes input from our Employment Ontario colleagues in respect to their client caseloads and the employer populations that they serve. This soft intelligence is a critical element in this newsletter and our labour market reports to our community.

Our board is also active in a number of labour market projects in our community and it has allowed our office to revamp our website and its presentation.



WORDS FROM THE ED

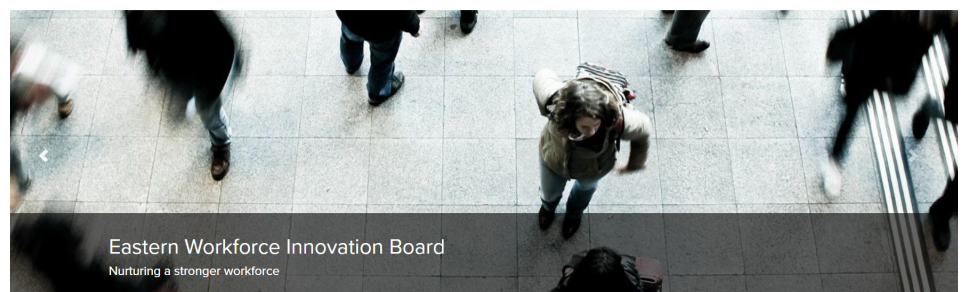
Our site provides a wide variety of resources for the community to utilize. It includes recent news articles that focus on the labour market, job boards, community profiles of our municipal partners and our various projects. We encourage you to seek out our website and utilize the information that is provided.

Check out our web site! <http://www.workforcedev.ca>



EASTERN WORKFORCE
INNOVATION BOARD
Nurturing a stronger workforce

HOME BOARD COMMUNITY EMPLOYERS EMPLOYEES trending NEWS English (English)



WHAT IS THE BOARD UP TO?

LLMP Report:

A consultant has been secured to collect LMI for the LLMP Report. At the ENC meeting, September 15, 2021, data was provided and the process for data collection was presented. LMI will be collected from stakeholders and from the EmployerOne project and the Worker Impact Survey.

Service Coordination:

The Board will publish 4 newsletters this fiscal. We continue to host the ENC meetings in the Loyalist, Frontenac and Leeds and Grenville regions.

Employer Engagement:

The board will host three webinars focused on topics relevant to employers

Tentative Dates:

Dianne Reichenbach: Recruitment/
Retention November 18, 2021

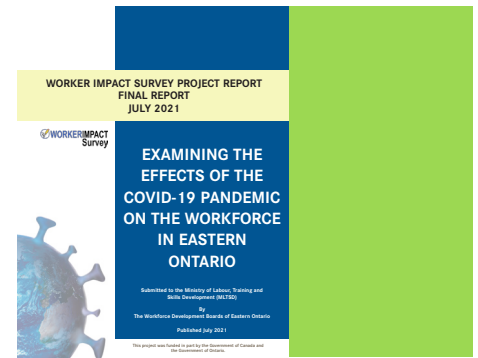
Angela Hoyt: Leadership January 20,
2022

Geneviève Gazaille: Transitioning
Online February 10, 2022

A promotion piece will be forwarded
soon.

Workforce Impact Study OLMP:

The WIS project was to establish 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. EWIB has taken the lead for this Eastern project. Sandra Wright and Paul Knaflac were secured as consultants for this project. A working committee from representatives of the other eastern region workforce development boards was created. Surveys have been conducted in each region with EO network stakeholders to establish guidelines. Outreach and surveys have been completed. There were 1004 respondents region wide. All reports have been distributed to the Ministry and partners. The last piece to complete is a project audit which is almost complete. The final report will be posted on the website.



Help Desk OLMP 2020-2023:

The Workforce Development Board from Peterborough has taken the lead on the regional OLMP.

The project encompasses the following activities:

Establish a Labour Market Information Analyst Working Group and a LMI Help Desk Marketing Working Group to ensure a structured launch of the LMI Help Desk service and promotion of the service. Establish a Labour Market Information Helpdesk where one does not currently exist.

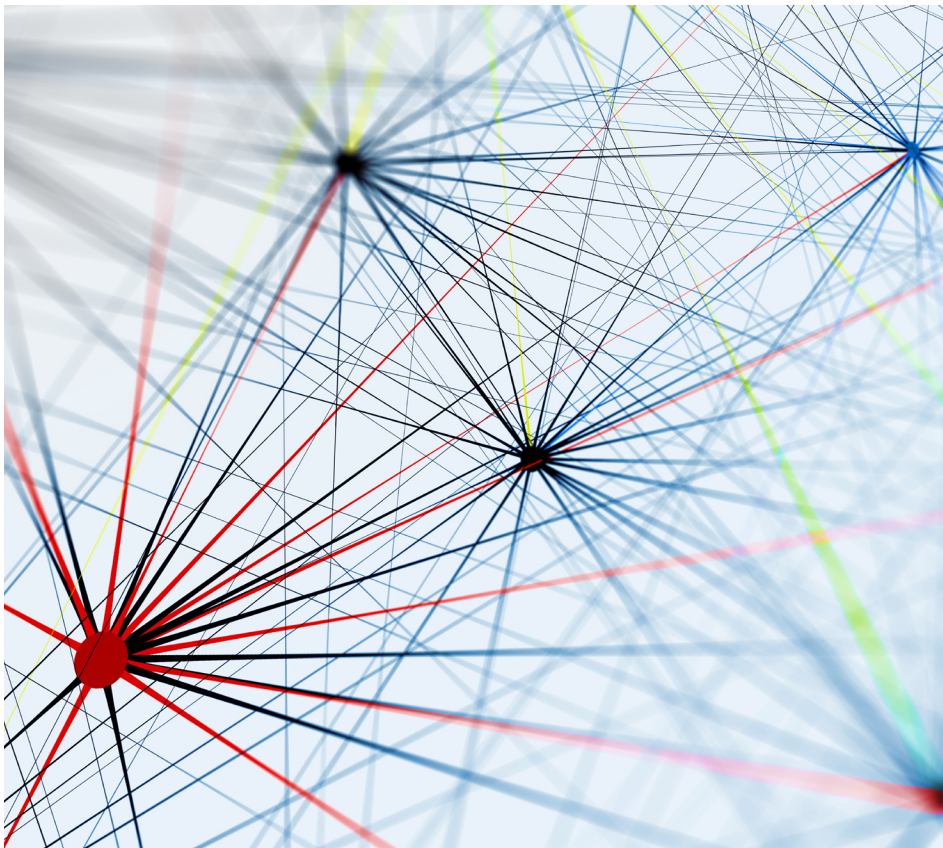
We are marketing the help desk through social media, chamber of commerce, EDCO's and other partners. This is a great resource, please go to this link to request labour market information. <http://www.workforcedev.ca/index.php/en/local-labour-resources/lmi-help-desk>

Jobs Tool 2020-2023:

The Jobs Tool application will soon be available on our website: www.workforcedev.ca. It will provide an aggregate of jobs in our region with supporting information. Watch for it soon.

Edge Factor- Career Pathways:

The Edge Factor platform is a cloud-based delivery system that equips students, parents, teachers, guidance counsellors, community organizations and job seekers of all ages to explore industries and career pathways and provide a mechanism for companies and schools to raise awareness of local career and training opportunities. This project is being led by the Workforce Development Board in Peterborough. The videos are being developed and the hub will be published and marketed soon.



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?

Frontenac

- Trades during COVID (more demand for skill/labour then there are people willing or able to work). Barriers with driver's license and vehicle access are main issues. Fields include construction labour, painting, HVAC
- Admin roles that pay a lower wage – majority of admin clients need and expect higher wages. All entry-level positions paying the current minimum wage are very difficult to fill. There seems to be a lot more positions available than candidates. This includes, but is not limited to Cashier, Customer Service, Housekeeping, general labour, kitchen and any other front-line positions in restaurants and hotels. We even cancelled several job fairs this year due to a lack of interest (clients just didn't want to apply for the entry-level positions). Also, we feel that bilingual positions are difficult to fill as well, we want to attract candidates to the Kingston and surrounding area, however, the lack of affordable housing makes this very difficult to do.
- Production & Service Sector

L&G

- Yes, we are seeing less applications and candidates are getting jobs from other companies fast.
- Yes, numerous positions in hospitality and tourism industry have been particularly difficult to fill. We are now noticing that some restaurants are permanently reducing their hours of operation due to lack of available staff. We continue to see a high number of trades/construction/transportation positions as well.
- Positions currently posted and reposted over recent months reflect a shortage of workers in many sectors to include: retail, hospitality, automotive services, manufacturing, hospitality, health services, social services, customer service and trades.
- We have seen challenges in all positions that we are having difficult filling. Currently our job board alone has 37 active jobs – ranging from Sales reps, Customer Service, Mechanical Designers, General Labours, servers, and dietary aids plus more. We would normally see just certain sectors more difficult to fill but at this time it is across the board.





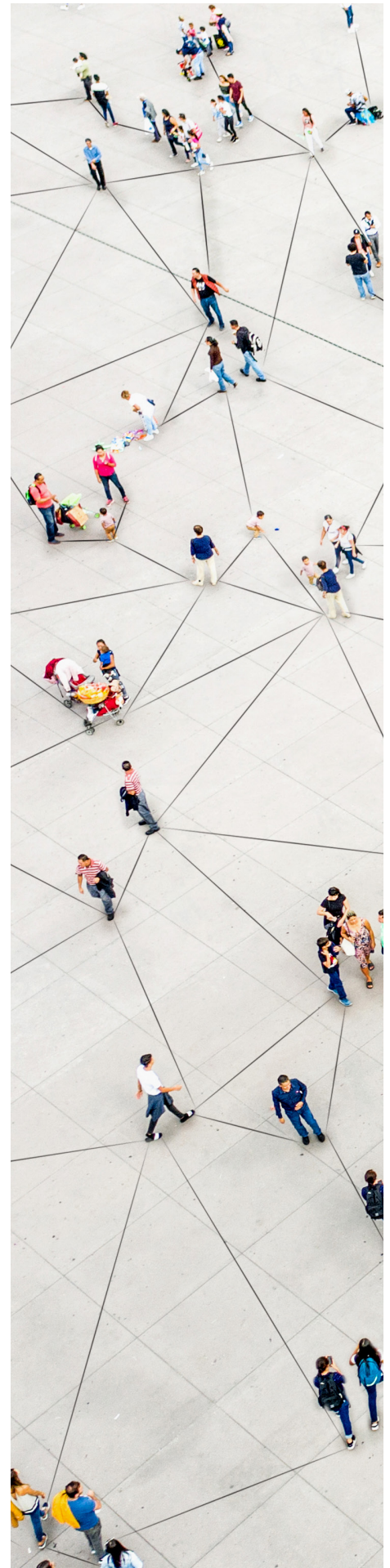
If you are experiencing difficulties in meeting employer demands - can you provide feedback in respect to why?

Frontenac

- Demand for remote work opportunities has significantly increased unwillingness to accept part-time or contract roles – not wanting to “start over”
- Child care issues are reducing the amount of people returning to labour market
- Hesitancy to take roles with employers that were impacted by lockdowns such as retail or restaurant positions.
- As long as potential clients are receiving EI benefits or emergency benefits they are more reluctant to work. We feel that employers are demanding a lot from employees but do not seem willing to pay a fair wage to attract and keep “good” employees. Many candidates are not interested in the positions available.
- Employers still have little flexibility for schedules and young clients usually don’t have access to a car. It is a problem for construction and manufacture jobs that require work outside of the bus schedule or just a driver’s license to get employment.
- We do not have enough job seekers and there are issues with job and skills matching. Not the right skills for the positions in demand.
- Agri-food and Advance Manufacturers are experiencing challenges in recruiting production operators. Frulact has expanded and is actively recruiting production workers. Canada Royal Milk is also expanding and requiring production staff. Both companies pay a living wage with good benefits.
- Restaurants are trying to make the most of the re-opening of business but are also experiencing a shortage of kitchen staff. Some restaurants are closed two days in the week or are only opening some sections because of a shortage of serving staff. Hotels continue to experience a shortage of housekeeping staff. These sectors were experiencing labour shortages prior to the pandemic which has now exacerbated the problem.

L&G

- We are seeking difficulty in assisting employers with filling these vacancies of positions. Our office is not only looking at the clientele we service but posting to many other job boards across Ontario to help employers and fill these vacancies and bring people to our area to assist with the labour shortage. However there is another flip side to that. Individuals are finding it difficult to move to our area due to housing shortage.
- Our agency has continued to see a significant shortage in individuals eager to work. It is getting busier each day and we are being innovative in trying to encourage people to register for job seeker support. There seems to be continued sharing of social media and radio advertisements that reflect “We are open and have jobs, jobs, jobs!”
- CSE: Yes, there are many more opportunities available than those currently job seeking, leaving employers in desperate need of reliable hires. Employers particularly in the hospitality industry have been struggling to secure workers as indoor dining has resumed. Lack of job seekers seemed to initially be pegged on the availability of CERB/CRB, however we suspect, due to anecdotal information received through client interaction, local surveys/reports and what we are seeing in the media, there are additional reasons:
 - Career shifts: Those in hospitality have been significantly impacted by COVID lockdowns/stay at home orders, which has left them hesitant to return to the industry due to fear of being laid off again and having inconsistent income. Some have turned to free training and Second Career opportunities to support more permanent career shifts.
 - COVID fatigue: From quarantining to lost jobs to the fears of getting sick to lack of childcare



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

Frontenac

- There has been a sharp increase in the numbers of clients disclosing mental health challenges. We continue to see an increase in the numbers of mature workers and a decrease in youth accessing services.
- Many clients have no access to the internet and/or have limited digital literacy. This seems to cross all demographics, but is related to socio-economic status. These limitations make access to virtual employment services impossible and the same is true for children participating in virtual classrooms.
- We are also seeing an increase in the number of clients interested in retraining either through Second Career or other avenues; and more employed individuals who are seeking other employment and want to take some time to explore career options.

L&G

- As other EO providers we are experiencing lack of intakes of job seekers.
- Our current client caseload consists of many educated and skilled individuals whose circumstances may include being mature workers who have lost positions due to restructuring, lay off due to Covid-19, permanent closures of business, and those who are considering retraining. We are also seeing an increase in students looking for their first job.



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

Frontenac

- Consistent support from the Kingston Chamber of Commerce, providing weekly newsletters, Zoom training, events, employer related supports and resources for bursaries/funding, and other community partnerships to promote local support and increased communication between employers (sharing best practices)
- Some employers are more open to offering remote possibilities to potential employees or to give a first chance to young workers. Some others are recognizing the need for higher wages.
- The fact that businesses continue to grow and thrive in the Kingston area is a good news story. As is the partnerships which have formed and solidified to support local business: Chambers, Kingston EcDev, the City's Workforce Development Team, DBIA and Tourism Kingston. This community is in itself a champion for economic recovery and has also created a positive environment for start-ups to flourish.
- Li-Cycle is a clean technology company, with a revolutionary technology for recovering critical materials from end-of-life lithium-ion batteries. In January 2020, Li-Cycle was named a 2020 Global Cleantech 100 Company by the Cleantech Group; and they continue on their path to success both globally and locally. <http://www.kingstonecdev.com/media-release/Li-Cycle>
- Local Leaf Farms are primed to bring their Kingston facility on-line in the next few months. Local Leaf's crops grow year-round in vertical rows indoors, where they require no herbicides or pesticides. Once ready, the vegetables are packed into compostable containers and sent to local stores and consumers.
- Many employers are now reviewing their job requirements and evaluating what is an actual need and what can the accommodate, for example criminal record checks, English proficiency, and education.

L&G

- As difficult as it has been to secure reliable workers for employers, the employers we interact with have been very understanding that the job seekers just simply aren't out there and have been very patient when recruiting. Employers have been very open to any job seekers presented and have been willing to meet them where they are at to bring them on board with their company.



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

Frontenac

- Increased reports or symptoms of mental health issues with job seekers due to impacts of the pandemic
- Increased requests for retraining including Second Career.
- Are experiencing some job seekers who have been “pickier” when it comes to accepting positions or staying in a particular position. This could be due to the breadth of opportunities available currently, or also due to hardships they have dealt with throughout covid and have learned to prioritize their needs. But we are seeing more job seekers choose to leave a position early on and make a transition more immediately as they feel it isn’t a good fit for them, or the opportunity isn’t what they expected.
- We see a decline in the number of clients who are actually looking/ applying for work. Several individuals are choosing to stay home, for various reasons, and are just not interested in looking for employment. Employers needs are high and cannot staff enough. Clients have hard time adapting to a fast-paced environment.
- More needs with mental health, clients have more challenges around life stabilization factors, such as housing, food security and medication. We are also seeing clients who have had longer absences from the work force looking to re-enter the workforce.



Do you have any input that your office can share in respect to your office’s services to the community within our Covid 19 environment?

Frontenac

- Office is now open to the general public and have resumed in person services with COVID safety protocols in place
- Focus closely on virtual services including increased presence on social media
- We continue to offer personalized and individualized services to both job seekers and employers alike. We are the only bilingual agency and offer all services in both French and English and all of our services are available in-person or remotely.
- Our offices have remained open throughout the pandemic as much as is safely possible and we are now open to drop-in as well as in-person appointments. This enables those without access to virtual services some level of support. We continue to deliver services virtually as many job seekers still prefer this option; and we are able to offer extended virtual service hours on Tuesdays and Thursdays.
- We have increased virtual workshops and recorded webinars and we have been actively supporting employers through virtual job fairs.

L&G

- Our office remains open – individuals will be screened for COVID safety when they arrive. Clients have the option to book an in person appointment or virtual. Our office has many protocols for COVID safety in our workplace. Masks are worn when we cannot physically distant. We have plexi glass set up at each office to protect the worker and client. Sanitize stations are set up around the building.
- Our resource centre is now open to the public. Available for appointment bookings or walk ins
- Our offices have taken part in any community collaboration opportunities available, such as delivering a lunch and transportation program in partnership with the local food bank to help new hires during their first few weeks of employment, as well as fundraisers and food drives. We have had to get creative in how we can partner with local service providers/agencies as many of our outreach services are not currently available, however we have adapted to keep our partnerships strong. We are looking forward to having Ontario Works return to our Kemptville Resource Centre in the near future. Unfortunately, Service Canada has not yet set a date to return to our Prescott Resource Centre as we continue to frequent many inquiries regarding the services and supports they provide.
- Our offices have remained open throughout the pandemic as much as is safely possible and we are now open to drop-in as well as in-person appointments. This enables those without access to virtual services some level of support. We continue to deliver services virtually as many job seekers still prefer this option; and we are able to offer extended virtual service hours on Tuesdays and Thursdays.
- We have increased virtual workshops and recorded webinars and we have been actively supporting employers through virtual job fairs.
- KEYS Job Centre has continued to provide essential services to job seekers and employers using virtual platforms, email, and face to face appointments.



Other comments that you would like to share?

Frontenac

- It is an ongoing issue but the lack of affordable housing in the Kingston and surrounding area certainly has an impact on the local labour market. How is one supposed to attract new/qualified candidates to the area when once they get here, they cannot afford to live, cannot find a family doctor, and if they are Francophone, cannot obtain several of the essential services they are looking for in French.

L&G

- Thank you for the opportunity to share in this report. Thank you for all you do for our community to keep us informed on Labour Market Information and trends.



LABOUR MARKET ACTIVITY



The Good

The expansion of the Kingston Frulact Canada's now complete. The expansion was finished at a cost of \$22.5 million, elevating the total investment of up to \$50 million Frulact has spent at its facility in Kingston. "With the expansion we are increasing our production capacity by 66 per cent, from 15,000 to 25,000 metric tons, said COO Rogerio Silva. The local facility also hired 30 more employees to bring their staffing level to almost 100 people.

The Bad & The Ugly

Maggio Flooring, Brockville announced that it was closing its doors the middle of July. Joe Maggio started the business in the garage of his home in the 1960's. Maggio Flooring was blessed to have the ability to employ installers and sales staff during its time and was the largest in-stock flooring retailer in Eastern Ontario. Maggio Flooring wants to reassure its clientele that even though the doors will be closed, calls will continue to be answered for questions, warranty needs or assistance.



THE FEATURE

Contributed by Diane Soucie

The Post-Pandemic Workplace

As Ontario continues to recover from the COVID-19 pandemic, workplaces are slowly returning to normal while labour market demand in most sectors is escalating. Currently, there are 225,000 jobs going unfilled in Ontario.

Locally, in the period between April 1st and Jun 30th, 2021 there were 3,067 online job openings posted in Frontenac County and 848 in Leeds and Grenville. At 1,092, the greatest number of job postings are found in the Sales and Service group followed by Business, Finance and Administration occupations (518 postings) and Trades, Transport and Equipment Operators and related occupations (399 postings)..¹

At the same time as labour market demand escalates there are thousands of individuals collecting Employment Insurance. As of May 2021, 6,370 individuals in Frontenac County and 3,840 in Leeds and Grenville were collecting regular employment insurance benefits.²

So, what is Happening in the Labour Market?

To better understand what is taking place, the Eastern Workforce Innovation Board (EWIB) led a survey of workers across Eastern Ontario conducted during the month of April, 2021. More than 1,000 workers responded – 203 of these respondents resided in Frontenac and Leeds and Grenville Counties. Of the 203, 149 (73%) had some post-secondary education. Only one in three of these local workers indicated their intention to continue in the same job post-pandemic with 33% identifying the need for long-term training (over 3 months) to improve their employment opportunities and another 27% indicating the need to update their skills. The most frequently identified barrier to education and training were the lack of financial resources or simply the lack of knowledge on what training is available and how to access it.³

This occurrence is not unique to our area. Employers in Canada are now seeing a trend first observed in Europe and the United States – workers are quitting their jobs either because they are burned out or they are re-evaluating their lifestyle. Generally, in Canada, approximately 12 to 13 per cent of workers quit their job each year. However, recent statistics have shown that 20 per cent of people are actively looking for a job with indicators pointing to the likelihood that this number will grow in the months ahead.⁴

Kevin Stoddart of KBRS executive recruitment firm believes



that “employers who just 18 months ago could use wages and advancement opportunities as lures [to attract new employees] are now finding that flexibility, work-life balance and being able to work from home are the ‘competitive advantages’ employees are looking for”.⁵

In a survey of Canadians distributed via social media by Randstad Canada between October 14 and November 2, 2020, respondents indicated they valued remote work because of the enhanced work-life balance the arrangement provided (42% of respondents), reduced commuting time (26%) and greater control of their schedule (18%). In a subsequent Ipsos poll of workers conducted between April 30 and May 4, 2021, respondents were asked to rank the top three criteria necessary to create a successful remote work environment. Flexible work hours (45%), managers who trust and listen (44%) and proper equipment (39%) were ranked the most significant contributors to success.⁶

Global management consulting organization, McKinsey and Company, summarized an overview of employees’ priorities presented this year at the World Economic Forum. These four themes emerged about the future of work:

- 1. Work-Life balance is key.** More than half of employees are looking for a more flexible, hybrid virtual workplace combining on-premises and remote work.
- 2. Flexibility.** Most workers want to work from home three days per week and they are willing to consider leaving their current employer if this flexibility is not offered.
- 3. Clear Vision.** Employees are looking for companies that clearly communicate strong, understandable policies. This clarity reduces employees’ anxiety. More than one in three workers ranked clear hours and expectations for collaboration as one of their top five policies. Collaboration tools and reimbursement for remote-work office set-ups were also a priority.
- 4. Mental Health Focus.** Well-being and mental health are crucial for employees. More than one half of employers reported an increase in the use of corporate mental health benefits during the pandemic.⁷

¹ Vicinity Jobs, www.vicinityjobs.net

² Statistics Canada, Table 14-10-0323-01 Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

³ Examining the Effects of the COVID-19 Pandemic on the Workforce in Eastern Ontario, Workforce Development Boards in Eastern Ontario, July 2021, www.workforcedev.ca.

⁴ Marie Sutherland, Why employees hold the trump cards in post-pandemic workplace, CBC News · Posted: Jul 14, 2021, <https://www.cbc.ca/news/canada/new-brunswick/employees-quit-jobs-pandemic-trend-1.6098888>

⁵ Ibid

⁶ Canadian workplaces unprepared for post-covid return, Randstad Canada, June 10, 2021

⁷ Four things workers want implemented by their bosses post-pandemic, World Economic Forum, McKinsey and Company, May 7 2021, <https://www.weforum.org/agenda/2021/05/employers-pandemic-covid-19-mental-health/>

So, what does this mean to employers?

Many employers, eager to put the volatility and uncertainty of the past year behind them, are focusing on a 'finish line' to the pandemic and simple logistical questions that give them a sense of control. For example, how many days a week will employees be working remotely; what collaboration tools will they use, norms for meeting behaviours; and policies on pay levels.

However, messaging focused on their enthusiasm for a return from remote work may inadvertently accelerate what's already been dubbed "The Great Resignation" of 2021. "Communicating that some magical finish line is just around the corner isn't going to eliminate the disconnect that some employees feel between themselves and their employers – it will simply make it deeper ... The 'finish-line effect' could drive more attrition, making things even worse for companies whose leaders are raring to go. In fact, executives who don't expect more waves of attrition may well be kidding themselves".⁸

So, what's an employer to do? The Human Resource Professional Association, recognizing the role of human resource professionals in re-imaging the future of work, consulted with Michael J. Reidy, an expert in training teams in safety culture and Sharon Confessore, Ph.D. known for helping organizations develop effective leadership and workplace processes. Together, they shared three strategies for a 'future-ready' workforce:

- 1. Be a high-trust leader.** Trustworthy leaders were needed to steer through the challenges of the pandemic and they will be the lifeblood of an organization's success in the future. When employees trust their leaders, they feel valued, engaged and productive. If the leader is viewed as dishonest or disingenuous, the result is disengaged employees, high-turnover and low productivity. Trust is gained by offering opportunities for employees to communicate, listening carefully to what is being said both explicitly and implicitly, sharing with employees transparently and authentically, and acting on their feedback.
- 2. Set clear expectations.** Remote working and in-person working both have benefits, but these can only be realized if the organization has a clearly defined structure in place. Expectations for both situations must be communicated and adhered to so that a feeling of fairness exists in the workplace.
- 3. Build a culture of safety.** Burnout was identified by the World Health Organization as an occupational phenomenon in 2019 but during the pandemic, rates of burnout and emotional exhaustion amongst workers

skyrocketed. Supporting employees by creating a psychologically-safe workplace will earn their loyalty and includes encouraging time away from work and not expecting your employees to be available 24-7; providing the resources and benefits to your employees to support their physical and mental well-being and continuing the transparent and authentic communications that invites the sharing of thoughts and opinions and makes you a connected leader.⁹

What does this labour market instability mean to career development professionals?

The economic recovery from the COVID-19 pandemic is being threatened by labour market shortages. Knowledge of the priorities of workers and insights being passed on to businesses will help career development professionals support both parties during this time of recovery and transition. There are other potential changes which may impact those providing advice to jobseekers. A global survey of 2,000 business executives conducted by Ceridian between April and May 2021 revealed that companies in developed countries are turning to automation and the gig economy to address an increasingly tight labour market. The majority of company executive surveyed believe gig workers (self-employed contractors) will substantially replace full-time employees within the next five years and more than 45% plan to use Artificial intelligence tools for recruiting and talent management.¹⁰

If this survey is correct and gig workers are going to replace a proportion of full-time employees in the coming five years, this will have a significant impact on career development. Rather than self-employment being one small area in an array of career development services there may be an increasing shift to preparing workers with guidance on preparing business plans, sales proposals and marketing skills development.

Only once in a generation (if that), do we have the opportunity to reimagine how we work. In the 1800s, the Industrial Revolution moved many from fields to factories. In the 1940s, World War II brought women into the workforce at unprecedented rates. In the 90s, the technology explosion rapidly increased productivity and the speed of decision-making. And in 2020, the COVID-19 pandemic drove employees out of their offices to work from home. The return to the workplace is a chance to create a new, more effective operating model that works for companies and their employees.¹¹ Business leaders and workers can embrace this singular opportunity for change, learning together and discovering a new and better way to work.

⁸ It's Time for Leaders to get Real about Hybrid Work, McKinsey and Company, Jul 9 2021, <https://www.mckinsey.com/business-functions/organization/our-insights/its-time-for-leaders-to-get-real-about-hybrid?cid=other-eml-onp-mip-mck&hlkid=971aab99af304a47a820bab4f549a013&hctky=12929770&hdpid=25763a88-29a2-4caa-99b7-7a000b16a8ad>

⁹ Preparing for a post-pandemic workforce, Human Resources Professional Association, Jul 6 2021, <https://www.hrpa.ca/hr-insights/preparing-for-a-post-pandemic-workforce/>

¹⁰ Winning the new war for talent, Ceridian, June 2021

¹¹ It's Time for Leaders to get Real about Hybrid Work, McKinsey and Company, Jul 9 2021, <https://www.mckinsey.com/business-functions/organization/our-insights/its-time-for-leaders-to-get-real-about-hybrid?cid=other-eml-onp-mip-mck&hlkid=971aab99af304a47a820bab4f549a013&hctky=12929770&hdpid=25763a88-29a2-4caa-99b7-7a000b16a8ad>

STUFF YOU NEED TO KNOW

Changes could be coming to how recycling is collected in Kingston. As the province transitions to a new system that makes the producers of waste responsible their collection and recycling, this could result in Kingston shutting down its recycling operations. This would include its processing facility and central Kingston collection routes which would be shut down by the middle of 2025. The changes could mean the six city workers who collect blue and grey boxes in the city's central area could lose their jobs. "There is adequate time to explore solutions that will avoid any job loss and minimize the impact for employees" stated a report to the city's environment, infrastructure and transportation policies committee from Sheila Kidd, commissioner of transportation and public works.

Pita Pit Canada and Pita Pit International, with corporate headquarters in Kingston, have been sold to Montreal-based Foodtastic. Foodtastic is the franchisor for multiple types of restaurants, including Second Cup, Milestones and Nickels. Pita Pit, which celebrated its 25th anniversary last August, currently operates 225 restaurants in Canada and an additional 135 internationally. Chris Fountain, CEO of Pita Pit said in a news release, "We are extraordinarily proud of our franchise partners, front-line team workers and our corporate team and what they have achieved over the past 26 years. We are excited for the future of the brand in the extremely capable hands of the Foodtastic group and their excellent leadership"

The new Kingston Pathways to the Future program run by St. Lawrence College Employment Service is helping young adults get valuable work experience. Those involved will undergo three weeks of employability training before receiving a work placement in Kingston. Participants will be paid minimum wage to attend these workshops meant to develop their communication and self-marketing skills. Once placed at a job, participants will work 30-35 hours per week over 17 weeks while the program reimburses

their employer. There is a wide range of opportunities available including landscaping, cleaning, reception, and operations. Pathways to the Future is a government-funded program. St. Lawrence College Employment Service is simply a subset of Employment Ontario; participants seeking work experience do not need SLC affiliation to be eligible.

Rockport's Address Boat Works marks 100 years. The local marina has stayed in the family throughout its century of business. The marina was planning to celebrate once the borders opened up and other restrictions loosened, but because of the limited number of people allowed to gather, owners had to make the choice to hold off on celebrating. Wendy Merkley, co-owner, said the business was founded on American customers and it thought it was only fair to involve them in the anniversary celebration. Merkley said, "We have decided not to have (a celebration); were going to celebrate for 101 next year." For this year, the marina will be celebrating the anniversary with memorabilia: shirts and sweatshirts adorned with one of the boats her grandfather had used in the business, The Elva that was named after Merkley's mother.

The Queen's Inn, which sits on Brock Street between Bagot and Wellington streets was listed mid- August with realtors Cushman & Wakefield for \$2.15 million. The limestone building, which was built in 1839 is a designated heritage property and has been in the Mitchell family for more than a half century. Siblings Kathy and Richard Mitchell took over the running of the family business from their father back in the mid-2000s. The Mitchell's feel that it might be time for someone with a different vision to take over. Even if it does sell, Richard said he doesn't plan to retire, but he does plan to spend more time with family, as does Kathy. "There's a possibility that it might not sell." He said, "and if it doesn't, then we'll carry on."

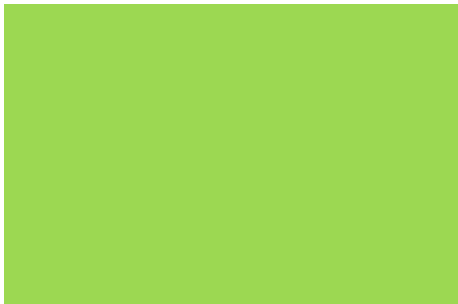
The Leeds Grenville Small Business Centre kicked off its 21st annual Summer Company program virtually in June. Business centre employees, past participants and local political figures welcomed this year's eight student participants. The eight students spent the summer learning and growing their entrepreneurship skills with mentors virtually. The number is up from six students last year. Funded through the Ontario government, the Summer Company program provides students with business training and mentoring. Participants receive up to \$1,500 to help with business start-up costs and another \$1,500 in the fall upon successfully completing the Summer Company program and showing proof of returning to school.

A Brockville-to-Cardinal bus started the end of August as the start of a six-month pilot project to see if a permanent bus is viable. Called the River Route, the bus will make six two-hour loops a day, Monday to Friday from 5:30am to 5:30pm, travelling along County Road 2. Although primarily designed to shuttle workers to industrial job sites along the St. Lawrence River, organizers say it should also appeal to shoppers and those running errands in the Brockville and South Grenville municipalities. Prescott spearheaded the application for the project, and persuaded Augusta, Brockville and Edwardsburgh Cardinal to climb on board. "Stops near Invista, Giant Tiger Distribution Centre and Ingredion Canada are strategically located to serve large employment areas, although residents will also be able to take advantage of the service for shopping or errands additional stops at Canada Post in Maitland, Prescott's Independent Grocer and Canadian Tire, as well as the Village Square Mall in Cardinal, organizers said.





The Women's Entrepreneurship Program, is in its third year. The online program is designed for women looking to start or who are within the first four months of a full-time business. "It was created to give accessibility to women who are thinking about starting a business" said Jeanette Johnston, manager of the business centre. Johnston said the program sets up business owner with goals for the future. The program is funded by the provincial governemtn. It is available to Grenville and lower Leeds resident, excluding Rideau Lakes, Merrickville-wolford and Kitley portion of Elizabethtown-kitley. Johnston said the program is for companies ready to take business to then next level. The program offers one-on-one guidance from a business centre adviser, training from professional consultants and up to \$5000.



TR Leger will be offering new trades training. A new program will give recent high school graduates and adults a new training option in the trades. The school announced it will be starting a micro-credential certificate program for adults which started this fall. Participants will receive two weeks of in-class learning before entering a six-week co-op with a business in the Leeds and Grenville area. "This program is a win-win for both our students and employers," said TR Leger principal Sandy Mcinnes. "Our students will get skills training paired with practical and networking experience while employers will be introduced to skilled job candidates". The program is open to adults who have either completed or not yet completed their secondary school diploma.

PEOPLE R US



Glenn Vollebregt has been reappointed as president and CEO of St. Lawrence College for a third term. The reappointment will see Vollebregt continue his role until December 2027.



Shelly Bacon, the head of Norther Cables, is Brockville's top business person of the year, The Brockville and District Chamber of Commerce announced in August.

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 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.loyalistship.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.omafr.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>



This Employment Ontario project is funded in part by the Government of
Canada and the Government of Ontario