

All you need to know about
Your Local Labour Market



EASTERN WORKFORCE
INNOVATION BOARD

A NEWSLETTER

ISSUE 3 | JANUARY 2022

WHAT
YOU
WILL
FIND
HERE

Words from the ED
What is The Board
up to?
The Feature
Stuff you need to
know
Links of Usefulness -
In no particular order

2022
happy new year!



WORDS FROM THE ED

Frank O'Hearn
Executive Director



Best wishes from the Eastern Workforce Innovation Board. We continue our work in engaging our communities in region wide labour market research and planning issues. Correct and timely labour market information is critical to our communities in these troubled times. We encourage you to review and utilize the information that is provided. Accordingly, we seek your feedback in respect to our products and services.

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>

WHAT THE BOARD IS UP TO?

LLMP Report:

The LLMP report has been completed and has been submitted to our graphic designer and the translator. We have scheduled a Zoom webinar to present the highlights on February 19, 2022. The Zoom link will be sent out soon.

Service Coordination:

The Board has published 3 newsletters for this fiscal.

We continue to host the ENC meetings in the Loyalist, Frontenac and Leeds and Grenville regions.

Employer Engagement:

The board has two of three webinars left focused on topics relevant to employers.

Dates:

Angela Hoyt: Leadership January 20, 2022

<https://www.eventbrite.ca/e/leadership-presented-by-angela-hoyt-tickets-195168011777>

Geneviève Gazaille: Transitioning Online February 10, 2022

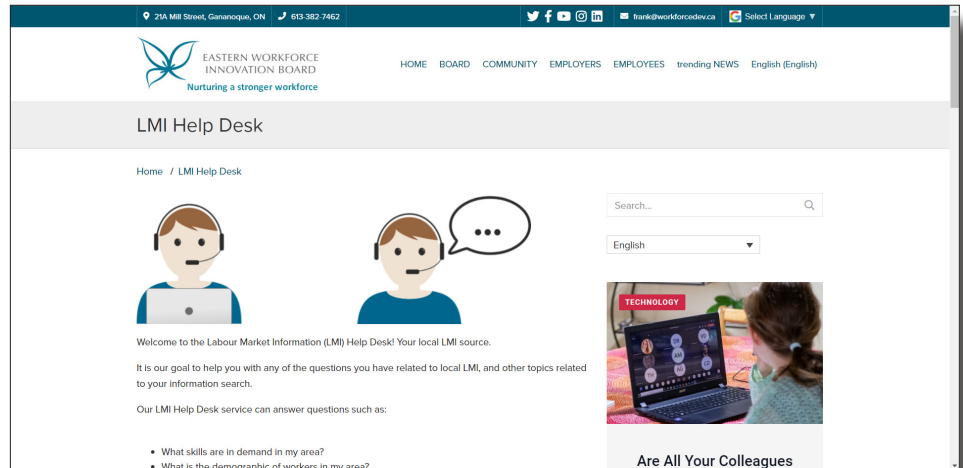
<https://www.eventbrite.ca/e/moving-online-how-to-stand-out-in-a-virtual-world-genevieve-gazaille-tickets-195176567367>

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.



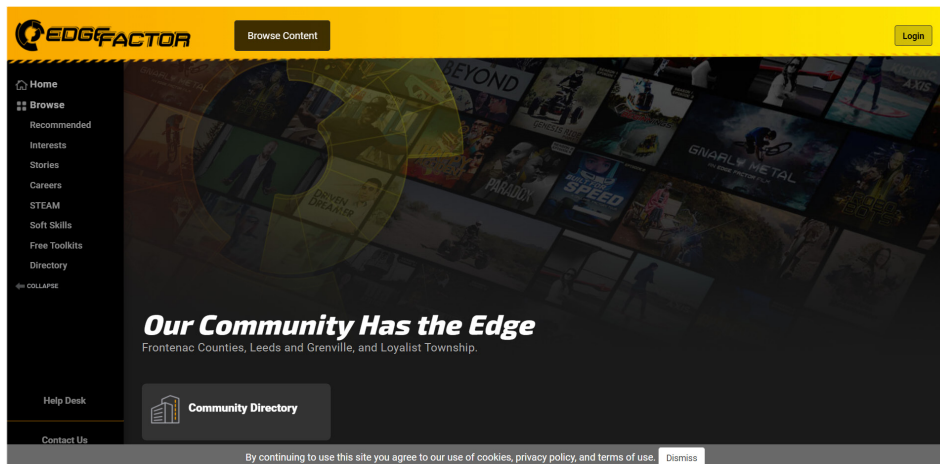
We are marketing the help desk through social media, chamber of commerce, EDCO's and other partners. This is a great resource, please go to this link to request labour market information. <https://www.workforcedev.ca/lmi-help-desk/>

Jobs Tool 2020-2023:

The Jobs Tool application is available on our website: www.workforcedev.ca This resource will provide an aggregate of jobs in our region with supporting information.

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 board has reached out to businesses in our region in the Manufacturing, Agriculture, Construction and Tourism. The videos are available on the following website:

<https://edgefactor.com/EWIBON>

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.



Frontenac County:

Are there any occupations that your office has difficulties filling?

Service industry, food service, hotel and tourism, construction, skilled trades, general labour – we are noticing challenges in filling roles in these occupations specifically but seeing significant decrease in job applications in all sectors across the board – administrative, front-line, food service, factory work, cleaning.

Most entry-level positions paying the current minimum wage are very difficult to fill.

This includes, but is not limited to:

- Cashier
- Customer Service and any other front-line positions in restaurants and hotels
- Physical labour, Warehouse, Cleaning, and Maintenance
- Night shifts
- Positions that require a Driver's License and access to a reliable vehicle
- HVAC Technicians
- Hairdressers and Estheticians

We have also found that some job descriptions don't always reflect what the client actually needs to perform the job. Some positions require a High School Diploma or a valid Driver's Licence but, in fact, neither are essential to carry out the duties of the position. It would be advantageous for employers to only include the necessary qualifications in their job ads...if it's not essential, don't make it a requirement (needs vs. wants).

Bilingual positions are also very difficult to fill...we want to attract francophone candidates to the Kingston and surrounding area, however, the lack of affordable housing and available services in French make it very difficult to do.

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

No changes here – this is still very challenging. Many employers are reaching out to us to try and staff their businesses – trying different tactics such as virtual job fairs, increasing number of postings on variety of job boards, reducing level of experience or training required... many still struggling to find staff.

We are advising employers to be clear on their job postings or in their communications with applicants on their vaccination policies.

There is a reduction in clients seeking employment, which isn't matching the current demand from employers.

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

We have been supporting a new franchise owner, Firehouse Subs, and their grand opening is December 29th.

This is one of our employers that we've been helping find placements:
https://www.kingstonist.com/local-businesses/female-immigrant-and-entrepreneur-changing-the-kingston-cleaning-scene/?fbclid=IwAR2NzFcWSEfoUOgwm2hQgWLQ7I8uNg-WotYa2h_bNc_fpka6LYXnbCd251M



Most of the employers have been working closely with our job developers to ensure the success of clients at work. (We find those that do are able to keep employees longer and face less turnover.) Many employers seem happy to hire youth and they seem to have the extra patience needed for training and handling the barriers that the candidates have.

Some employers have recognized the need for higher wages and are offering such but, unfortunately this is not the case across the board.

Also, not a good news story but, just a quick note to add, almost all employers are struggling to find staff at this time.

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

We are seeing an increase in the number of job seekers who are unvaccinated applying to jobs – perhaps returning to the workforce after being on CRB or some on unpaid leave or due to job loss.

Large amounts of anxiety and uncertainty for remote schooling in January.

In the early stages of the Pandemic, we felt that due to the fact that clients were in receipt of CRB or EI benefits they were more reluctant to work, however, now that the CRB has ended and some client's EI has ended, we are still experiencing difficulties. It seems as though many people have re-evaluated their situations and have just decided not to work (stay home with their children), work from home, or work “under the table,” leaving many of the “entry-level” positions unfilled. Several individuals are also employed in delivery driver positions such as Skip the Dishes, Uber Eats, etc. as well as cleaning, and labour type positions “on the side.”

There is a severe lack of clients and, of the clients we do serve, many are just not interested in the jobs that are currently available or refuse to accept the pay rate the employers are offering.

Some of the clients that we serve require special accommodations and some employers are just not ready to accommodate them. Also, several employers are now requiring that clients be double vaccinated against COVID-19 to be considered for employment and some clients are not yet vaccinated or chose not to be despite this being a potential barrier to employment.

We have noticed that there seems to be more clients dealing with anxiety and mental health issues along with the fear of failure. Some even struggle to leave the house at times and this prevents them from looking for/going to work.


Some of the clients who have participated in our youth programs have needed additional accommodations and some employers are ready and able to accommodate them. In doing so, the employees tend to stay employed longer, however, this is not the case for all employers as not everyone has the capacity to provide the necessary support for new employees while they learn their tasks (they may not have the resources available to slow down long enough for someone new to learn the ropes).

There just aren't enough people applying to jobs to meet the staffing needs of our local employers.

Although it is becoming the “new normal” to be double vaccinated (and very soon triple) to work in most places clients that are not vaccinated are having a hard time finding employment.

At this time, our office is reducing in-person contacts as much as possible. We will be open for virtual services for the Holiday break, then re-evaluating based on Public Health guidelines in the January. We are offering remote services at this time to the Kingston community and will continue to do so until we have a better understanding of the Omnicron variant.

Some of the feedback that we received from our youth candidates was that they felt our support and program was a breath of fresh air. For some, if we were not around to encourage and give them a little nudge to go to work, they likely wouldn't have even attempted to do so on their own.

 Other comments that you would like to share?

This is a detailed floor plan for a three-bedroom house. The layout includes the following rooms and features:

- Bedrooms:** Three bedrooms are located on the left side of the plan. Each bedroom has a window with a strobe (W/ STROBE) and a door leading to a central hall. The top-left bedroom is 10'-0" wide and 14'-0" deep. The middle bedroom is 10'-0" wide and 10'-0" deep. The bottom-left bedroom is 11'-0" wide and 11'-0" deep.
- Hall:** A central hall (HALL) connects the bedrooms to the rest of the house. It includes a linen closet (L.C.) and a door leading to the laundry room.
- Bathrooms:** There are two bathrooms. One is located near the top-left bedroom, and the other is near the bottom-left bedroom. Both have a toilet, sink, and shower area.
- Living Area:** A large living room (LIVING) is located in the center-right of the plan. It has a fireplace (F.P.) and a door leading to the kitchen.
- Kitchen:** The kitchen is located at the top right of the plan. It includes a sink, stove, and a door leading to the laundry room.
- Laundry Room:** A laundry room (LAUNDRY) is located in the center of the plan. It has a door leading to the utility room.
- Utility Room:** A utility room (UTILITY) is located at the bottom center of the plan. It has a door leading to the living area and a door leading to the back porch.
- Stairs:** A set of stairs is located in the bottom right of the plan, leading to a back porch.
- Dimensions:** The overall dimensions of the house are 28'-5 1/2" wide by 41'-0 1/2" deep. Individual room dimensions are provided throughout the plan.
- Architectural Details:** The plan includes various architectural details such as doors, windows, stairs, and furniture placement.

Leeds and Grenville:

Are there any occupations that your office has difficulties filling?

There are many occupations that our office as well as our local employers are having difficulty filling due to a labour shortage and skill shortage. Our office has been working with our local employers on educating them with innovative ideas to attract talent locally and from outside our area. Such as organization branding, paying living wage and removing skills that may not necessarily may be needed in the job posting.

Occupations such as General labours, Skilled trades, PSWs, RN's and ECE's have been extremely difficult to find talent.

We've been actively recruiting for Cardinal Health for some time...most recently they upped the starting wage to \$17 per hour with an increase in shift premiums which seem to be encouraging for people to apply. Next week they are hosting an on-site job fair and so we are optimistic this will entice people to attend. This is a good news comment!

Persons in the health care field such as PSW's are in demand and both home care and facilities are actively posting with minimal response. Given Covid-19 surges in our area and KFLA people are reluctant to apply with concern of personal and community health.

Yes, minimum wage positions in the hospitality industry. Multiple businesses who are looking to open a new business and need to hire a full team of staff and are not receiving many applicants. As well, local daycares are struggling to recruit Early Childhood Educators.

Employers continue to experience high turnover due to the pandemic. Some employers are looking to hire multiple staff at once, sometimes while opening a new business with minimal experienced staff to offer training. With the lack of job seekers and incoming applicants, we are having to get more creative and suggest different approaches to employers that have not been commonly utilized before, especially discussing employers offering competitive wages and hiring/training incentives more often.

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

KEYS has been actively posting jobs for many different sectors and feedback from clients is that although there are postings there is delays in scheduling interviews. We are also seeing many employers using different avenues to post their positions such as social media, Indeed, and the job bank vs. reaching out to us as a free service which have many individuals registered who have education and experience and are ready, willing, and wanting to work.



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

- Canadian Tire being very accommodating and working with community partners to ensure staff success (Brockville and District Association for Community Involvement + EEC)
- Food Bank offering a new mentorship program that allows temporary work for clients looking to re-enter the workforce while serving our at-risk community.
- We have had success with recruitment through the LinkedIn Recruiter tool and attracting talent from other geographic areas to hold fill some skill gap in our area.

There are opportunities and our Job Developer is active in our catchment area connecting with current and new small business employers.

Employers continue to experience high turnover due to the pandemic. Some employers are looking to hire multiple staff at once, sometimes while opening a new business with minimal experienced staff to offer training. With the lack of job seekers and incoming applicants, we are having to get more creative and suggest different approaches to employers that have not been commonly utilized before, especially discussing employers offering competitive wages and hiring/training incentives more often.

Employers are very open to new strategies and tactics when recruiting, as they have also seen the lack of active job seekers continuing over the past few months. Employers who are willing to offer higher wages and hiring incentives are seeing more success in recruiting. When an employer is willing to advertise the “perks of the job”, they are struggling less to secure and keep staff.

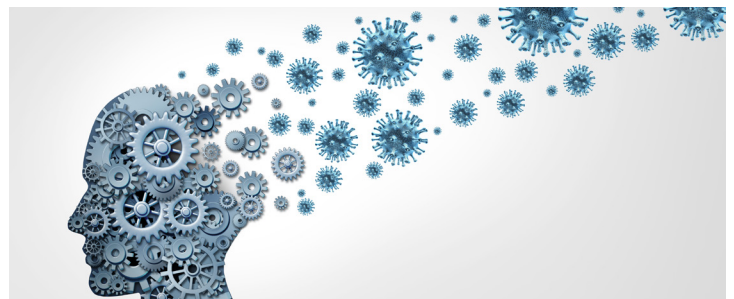
Are you experiencing any changes in respect to worker/client needs that you can share?

It's picking up here at KEYS Job Centre...people are reaching out for job search support and there is an influx of educated, experienced workers and more students who are wanting to work. Our ODSP team continues to be very busy as well and doing a fabulous job coaching their clients and finding them job opportunities suited to their employment goals.

- A lot of our job seeking clients are requesting/looking for child care and having no access or resources to assist with this need.
- Wages are going up, however, are not in line with the most recent release of our local living wages.
- And many of the job seeking clients we serve are in states of crisis i.e.
 - Homelessness/housing crisis
 - Addiction

Mental Health

- Staffing shortages due to illness/covid protocol – many businesses are reducing their operating hours because they are short staffed as employees are off sick for longer periods of time due to covid protocols and the need to get tested for covid before returning to the workplace, resulting in unreliable operating hours. Greater need for work from home flexibility during this time period of awaiting test results.
- We continue to receive increased Second Career inquiries and applications, with retraining options heavy in Cyber Security, AZ and HVAC.





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

Business as usual continues here. We continue to encourage clients to book appointments in the resource centre and we schedule face to face or telephone appointments at clients' request. We do daily Covid-19 screening before coming to work and do the same with clients who enter our building. PPE is in place and the building cleaners come twice daily to do thorough cleaning as well.

- Partnership between the Chamber of Commerce and the EEC offering Rapid Test Kits to employers in the Kingston, Leeds, Grenville and Lanark regions. With increasing numbers of positive COVID-19 cases in December 2021 this has become a crucial service we can offer our employers.
- EEC remaining open while still respecting COVID-19 protocols to ensure we are servicing our clients to the best of our abilities. Along with this keeping our Resource Centre open to assist with a multitude of needs as it pertains to job exploration.

Our offices were slowly offering in-person workshops again, preparing for a return to some sense of "normalcy". However, due to the new public health recommendations related to covid and rising cases in the community, we are preparing for changes in services and a loss of momentum.

We are set to deliver the Get In Gear Series virtually to assist with covering off Motivation and Positivity in the Job Search in the new year and are hopeful to be able to have in-person Job Fairs in the spring.

Q Other comments that you would like to share?

Thank you for all you do to keep us all informed and up to date.

THE *Contributed by Diane Soucie* FEATURE

THE BENEFITS OF A DIVERSE AND INCLUSIVE WORKPLACE

As we continue to recover from the COVID-19 pandemic, labour market demand at all skill levels continues to escalate. In our region of Frontenac, Leeds and Grenville Counties and Loyalist Township alone, employers issued 12,000 online job postings between January 1 and September 30 2021. This represents a 62% increase compared to the same period in 2020.¹

It has never been more important to create inclusive workplaces. As the Business Development Bank of Canada (BDC) noted, “If your workforce doesn’t reflect the community it serves, your business may be missing out on the chance to find great employees and break into new and growing markets, both locally and globally”.²

WHY IS A DIVERSE WORKFORCE IMPORTANT?

Meeting labour market demand

Even discounting the disruption to the labour force resulting from the pandemic, the exit of baby boomers from the local labour force will continue to make it more difficult for businesses to hire skilled workers. Immigrants represent much of Canada’s population growth today. According to the BDC, by 2032, one in four Canadians will have been born in another country yet only 6% of business leaders they surveyed rely on immigrant workers to meet their needs for skilled employees.³ According to the Eastern Workforce Innovation Board’s 2021 EmployerOne survey of 167 employers in Leeds, Grenville and Frontenac Counties, 95 (57%) reported a diverse workforce, however recruitment of new employees was more restrictive. Word of mouth, a recruitment method known to elevate the risk of bias during the hiring process by potentially limiting the number of candidates, was used by 29 of the 39 companies who hired 2020 and only five recruited internationally.⁴

Support employee retention

Recruitment is only one aspect of building a winning team. One could argue that employee retention is equally or even more important. Active attention to supporting a diverse workplace builds employee satisfaction as noted by Human Resources Today who observed that “Everyone wants to be welcomed and accommodated at a new job and people become dissatisfied quickly if they don’t connect with their peers or feel that their ideas and contributions are given the same weight as their colleagues. Businesses that foster diverse environments and cater to different work and learning styles tend to keep talent invested in their jobs long term”.⁵

Gain a competitive edge

Research conducted by Bessma Momani at the University of Waterloo highlighted not only the ability to tap into a global talent pool, but the ability to expand market access observing that “Diverse teams bring new ‘cultural fluency’ to businesses, act as gateways to conducting business overseas and enable access to global market networks”.⁶

Increased innovation = increased profits

Bringing people from diverse ethnicities, cultural, religious and political views, gender, sexual orientation and physical abilities is a key driver of innovation. Employees with diverse backgrounds bring their own perspectives, ideas and experiences all of which contribute to innovation.⁷ Analysis completed by the Ground breaking 2018 research conducted by the Boston Consulting Group demonstrated a significant correlation between the diversity of a company’s leadership team and innovation. Revenue in companies with diverse leadership was 19 percentage points higher than those with below-average diversity. Specifically, almost one-half of the revenue of companies with diverse leadership came from products and services launched in the past three years. The most significant increases were found in companies with a diverse leadership team in terms of national origin, range of industry backgrounds, gender balance and career paths. Age and educational focus played a lesser role.⁸ It’s important to note, though, that companies will only be able to take advantage of diverse viewpoints if they have laid an inclusive foundation with an emphasis on diversity led by the CEO comprised of fair employment practices including equal pay, participative leadership with different views being heard and valued and a culture of openness to new ideas.⁹

¹ Vicinity Jobs, Sep 2021

² <https://www.bdc.ca/en/articles-tools/employees/recruit/business-benefits-workforce-diversity>

³ Ibid

⁴ EmployerOneSurvey 2021, Eastern Workforce Innovation Board, February 2021, https://www.workforcedev.ca/wp-content/uploads/2021/09/EmployerOne_2021_Report_April_20_21_BW-1.pdf

⁵ Does diversity reduce employee turnover? Human Resources Today, <https://www.humanresourcestoday.com/diversity/retention-and-turnover/?open-article-id=7554310&article-title=does-diversity-reduce-employee-turnover-&blog-domain=gethppy.com&blog-title=get-hppy>

⁶ Bessma Momani, Diversity is good for business, Feb 21 2019,

⁷ <https://www.weforum.org/agenda/2019/04/business-case-for-diversity-in-the-workplace/>

⁸ How diverse leadership teams boost innovation, Rocio Lorenzo, Nicole Voigt, Miki Tsusaka, Matt Krentz, Katie Abouzahr, BCG, Jan 23 2018, <https://www.bcg.com/en-us/publications/2018/how-diverse-leadership-teams-boost-innovation>

⁹ Ibid

SO WHERE DO I START?

The Business Development Bank of Canada offered five practical strategies to diversifying the workplace in their online article, “How to evaluate the qualifications of new immigrants”:

1. Ask yourself if the formal knowledge and skill requirements you identify as requirements are really needed for the job or may they inadvertently screen out individuals who could perform the job satisfactorily.
2. Make sure you are not excluding good candidates due to biases and misunderstandings. It's important that those doing the hiring are open to cultural diversity and show flexibility. For example, don't discount the language ability of an immigrant because the person has an accent.
3. Be aware of cultural differences to avoid misunderstandings. For example, in some cultures it is viewed disrespectful to speak to upper management. A Canadian employer may perceive this discomfort as lack of initiative.
4. Probe to fully understand the skills a candidate for employment offers. Some styles of resumes may put a focus on technical skills without mentioning communication skills. Don't assume that a candidate lacks these skills or, conversely, assume those skills are present. Take the time during the interview to fully understand the candidate's skillsets.
5. You certainly can ask potential hires for an assessment of their academic history. However, depending on the nature of the job, you can also test or ask them to demonstrate their technical or communication skills. Also, consider identifying a workplace mentor to train or coach a candidate who lacks some skills but otherwise seems promising.¹⁰

There are services who can help

There are a number of local employment services specializing in services for jobseekers, newcomers and people with disabilities who can help you expand your pool of job candidates. Services include pre-screening of candidates, identifying natural sources of support in the workplace and assisting in identifying and making the connection with a workplace mentor. Employment service providers can also act as post-hiring mediators if required.¹¹ Often any problems can be resolved with small interventions or some coaching.¹²

Creating and strengthening a diverse workforce can not only help you overcome growing challenges of labour market shortages, it can help you increase your market share and grow your range of products and services.

“For management teams, there are few slam dunks in the business world.

This is one of them”.¹³

Boston Consulting Group, Jan. 2018



¹⁰ How to evaluate the qualifications of new immigrants, <https://www.bdc.ca/en/articles-tools/employees/recruit/how-to-evaluate-qualifications-new-immigrants>

¹¹ Types of services available to employers, <https://hirefortalent.ca/main/toolkit/recruitment/53-types-of-services-available-to-employers>

¹² How to evaluate the qualifications of new immigrants, <https://www.bdc.ca/en/articles-tools/employees/recruit/how-to-evaluate-qualifications-new-immigrants>

¹³ How diverse leadership teams boost innovation, Rocio Lorenzo, Nicole Voigt, Miki Tsusaka, Matt Krentz, Katie Abouzahr, BCG, Jan 23 2018, <https://www.bcg.com/en-us/publications/2018/how-diverse-leadership-teams-boost-innovation>

STUFF YOU NEED TO KNOW

Launch Lab empowers businesses to embrace digital transformation.

A Regional innovation Centre and network of resources for entrepreneurs. With a head office in Kingston, Launch Lab has a team of Entrepreneurs In residence operating throughout Eastern Ontario to foster entrepreneurship and the commercialization of globally competitive companies.

Providence Care is actively recruiting

as staff shortage delayed unit's opening. In September 2021 the employee vacancy rate was 2.5 percent at Providence Care in Kingston. Sandra Carlton, chief human resources officer for Providence Care and Kingston Health Sciences Centre has said "It's not unusual to have vacancies at any given time-I'm in my 32nd year and I'm not sure we've ever been 100 per cent staffed- but certainly we are seeing more vacancies over this pandemic period than we might otherwise have seen." The staff shortage delayed the opening of the second unit at Providence Care's new 64-bed Providence Transitional Care Centre. The first 30-bed unit at the 340 Union St. facility was scheduled in October, while the second unit, with 34 beds, awaits staffing.



As of September 2021, KEDCO expanded a small business support program after qualifying for federal financial support. Kingston Economic Development Corporation received \$100,000 from Feddev Ontario to expand the Digital Main Street program in the Kingston area. The program is designed to help businesses connect with their clients through e-commerce, content creation, search engine optimization and social media.

Almost Home opens YGK Thrift charity store downtown Kingston.

Almost Home is celebrating the opening of its first charity store in Kingston, called YGK Thrift. "We held a soft open in mid-June and things have been going really well", said Sam Macleod, fund development manager of Almost Home. "We wanted to wait until students were back to really help celebrate the launch of the store." The charity store, located at 165 Princess St., offers quality vintage and modern clothing at low prices. Gently used donations are accepted at YGK Thrift, with the store primarily selling modern and vintage clothing and clothing accessories. All funds raised through the charity store go directly to Almost Home.

Kingston's local economic development corporation has won a "gold rank" from the International Economic development Council which was announced during its annual conference in Nashville in October. The award was presented to KEDCO for its Queen's Career Apprenticeship: Kingston. Kingston is the first Canadian city to win the Partnerships with Educational Institutions category, and it is the first time KEDCO has ever won a gold award from the international council. "Addressing workforce challenges and retaining young talent in our future needs," Donna Gillespie, chief executive officer of the corporation, said in a news release. "This unique program, which was piloted in Kingston, has realized tremendous success with a value proposition equally important to community as it is to students." The program is a paid, one-year apprenticeship for Queen's University arts and humanities graduates. As part of the program, the grads applied to local companies, and those companies

received four months of funding to go towards the grad's salary. The grad would then be guaranteed a full-time job for a least one year.



Chamber of Commerce of Kingston handed out 10 business awards.

Three individuals and seven businesses were honoured by their peers at the Greater Kingston Chamber of Commerce's annual Business Excellence Awards in October. The chamber's young entrepreneur of the year was Mason Laframboise, owner of Laframboise Construction & Cornerstone Building supplies. The legacy award was won by Roger Bowes. New business of the year was Bespoke Skin MD, small business of the year was All Ways Clean; medium business of the year was all care IT; and large business of the year was Snapcab. The legacy award was won by Roger Bowes. Winning the social impact award was Kingston Community Health Centres; the skilled trades award went to Leduc Electrical Services; and the hospitality and tourism award was won by Toast and Jam.

Queen's University alumnus

David Card received one-half of the Nobel Prize in Economic Sciences. Card, a Canadian-born economist, is being recognized for his research in labour economics and his "empirical contributions" that have shaped our understanding of labour market forces. Currently, he holds the title class of 1950 Professor of Economics at University of California, Berkeley, where he researches labour issues of immigration, inequality, gender and race.

St. Lawrence College announced it has received \$500,000 in funding to allow up to 72 more students to participate in global learning opportunities. Glenn Vollebregt, St. Lawrence College president and CEO, said the investment will help students and the school gain global knowledge and intercultural skills. "As a college, we will be able to deepen our relationships with international partners and further our vision of being a globally recognized college," Vollebregt said.

One hundred per cent of the employers of St. Lawrence College graduates were either satisfied or very satisfied with their hires, ranking the graduates well above the provincial rate of 90.6 per cent, in the annual Key Performance Indicator survey, released on December 8, 2021.

St. Lawrence College alumna Melissa Phelan, the first woman from SLC received the Premier's Award in the Apprenticeship category in November 2021. Phelan, a highly skilled welder and robotics weld programmer, graduated from the school's welding and fabrication technician program in 2016, and with welder apprenticeship levels I, II and III in 2015 from the Cornwall campus. The Premier's Awards, hosted by Colleges Ontario, celebrate the achievements of Ontario college graduates in the province and throughout the world.

Douglas Barwick, known officially as DB Piping Group, marked its 50th anniversary in September, with dedications, outdoor activities and visits from high-level management. The California Avenue plant in Brockville makes stainless steel pipes, pipe fitting and piping accessories for customers across North America in the municipal sector, and industries such as oil and gas and pulp and paper. The sprawling site, which opened in 1971 as Granges Nyby, now employs some 60 people.



In September a new skilled trades program opened at the Kemptville Campus Education and Community Centre. Building on existing adult education opportunities at the campus, mainly through T.R. Leger, the space will be used for a Level 1 commercial vehicle apprenticeship training program through the Ontario Youth Apprenticeship Program. The first cohort consisted of 20 students which ran for 10 weeks. The program is designed to address a growing need for skilled trades workers in the province. The program will allow full-time adult students and high school students to gain experience and Level 1 training in truck and coach technician, heavy equipment technician and agricultural equipment technician.

Grenville Community Futures Development Corporation, the Prescott-based organization has announced that Katie Nolan has been hired to replace Heather Lawless, who is retiring. Nolan, who has extensive experience in rural community economic development, was the recipient of the Ontario East Economic Developer of the Year award in 2019.

After its first two months of operation, an average of 12 rides a day are being taken on the Brockville-to-cardinal bus. Matt Armstrong, CEO, said ridership on the pilot-project River Route bus has increased steadily since the bus hit the road on August 30, 2021. Armstrong said the ridership figures show that the six-month River Route pilot project is already halfway to its goal of 20 to 30 passengers a day. The River Route bus runs six two hour loops a day from Brockville to Cardinal and back, starting at 5:30am at the Superstore in Brockville and stopping at work places in Prescott, Augusta and Edwardsburgh Cardinal. The stops include Invista, The Giant Tiger Distribution Centre and Ingredion as well as Maitland's post office, Prescott's Your Independent Grocer and the Village Square in Cardinal.



LINKS OF USEFULNESS- IN NO PARTICULAR ORDER

Algonquin & Lakeshore Catholic District School Board www.alcddb.on.ca
Ontario Skilled Trades website <https://www.ontario.ca/page/skilled-trades>
La Route du 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.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.ilkingston.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>



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