



EASTERN WORKFORCE INNOVATION BOARD

WHAT YOU WILL FIND HERE

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

All you need to know about
Your Local Labour Market

NEWSLETTER

ISSUE 3 | JUNE 2023

WORDS FROM THE ED

Frank O'Hearn
Executive Director



Greetings from the Eastern Workforce Innovation Board. Thank you for your attention to this newsletter as it is our first community newsletter this year.

It is our intent is to provide you with an overview of what is happening in our community in respect to the labor market and the various demands for services within the Employment Ontario community. This newsletter includes an exciting and interesting article by Diane Soucie on Artificial Intelligence. The content and theme of this article provides a discussion on a subject that is becoming a primary discussion point in many circles in respect to its present and future use in our economy and workforce. Check it out - well worth the read!

This newsletter is your newsletter. Our office has received positive feedback in respect to its content and we wish to be progressive and ensure its messaging meets your needs in this ever changing world. Accordingly, our office is looking for your feedback. We are looking for input from the various stakeholders in our community as to how we can provide more direct input from the community on the various workforce related challenges affecting our community. You may contact me via email at frank@workforcedev.ca or Maureen Keeler (Project Manager) at maureen@workforcedev.ca to begin a dialogue on this subject. We also are available to review your concerns via a phone call and you may reach us at 613 382 7462.

Enjoy the summer everyone.

WHAT THE BOARD IS UP TO?

LLMP Report:

Outreach to Chambers and Edcos have been made over the few months to talk about the help desk and to engage in LLMP report consultations.

Workforce Development:

The newsletter was published in the last fiscal. We will continue to provide newsletters for this fiscal and host the Employment Network Committee meetings.

Employer Engagement:

After not receiving regional funding, the board will continue to manage the Help Desk. For LMI go to <https://www.workforcedev.ca/lmi-help-desk/>. This is a very helpful tool and we encourage you take advantage of it.

EMPLOYMENT ONTARIO AGENCIES UPDATE

The Employment Ontario community continue to see significant issues in securing employees in a wide variety of occupations. These vacancies include highly specialized occupations within the trades and health care to front line staff within the service sector. Employers are seeking assistance in their recruitment efforts and are exploring the use of foreign workers. One agency is partnering with agencies specializing in foreign worker recruitment to accommodate and facilitate the needs for foreign workers. Demand for services continues to grow but has not returned to pre Covid levels. However, requests for training assistance continues to be strong in a wide range of occupations. This includes supports for AZ Driver Training, Personal Support Worker, Skilled Trades, Heavy Equipment Operator, and other support positions within the Dental, Pharmacy, Accounting fields. Some offices report they are seeing an increased demand from the older worker population in their communities to return to both full time and part time employment and this would suggest the impact of increased living costs has impacted on the need for some of our seniors to supplement their income.

The manufacturing and hospitality sectors are seeing some growth. The good news is that workforce needs are increasing in these sectors as there are new employers evolving < food services > within the hospitality sector in our region. The health care sector continues to be significantly challenged in meeting their workforce needs across their entire workforce.

Clients' expectations remain for a more flexible work schedule and remote work options. A number of clients are looking for increased wage rates to accommodate the higher living costs associated with the pandemic and the higher costs associated with working < travel, day care > and living. These expectations certainly impact on the need for client – employer interventions by the Employment Ontario agencies. A significant number of employers have moved to on line application for employment and this has impacted on a number of clients who lack computer skills and access to systems in their job search . Accordingly, the Employment Ontario community has moved forward in assisting in their job search.

Feedback from our contacts within the service sector certainly point to a much more buoyant tourist season this coming year. This certainly should provide added relief to our employer communities that are linked to the hospitality sector. Our construction and manufacturing sectors remain strong.

THE FEATURE *Contributed by Diane Soucie*

We're hearing a lot about artificial intelligence (AI). You can't look at any news source without seeing features or posts either promoting its application or cautioning against it. But what exactly is artificial intelligence? IBM offers, "artificial intelligence is a field, which combines computer science and robust datasets, to enable problem-solving. It also encompasses sub-fields of machine learning and deep learning, which are frequently mentioned in conjunction with artificial intelligence. These disciplines are comprised of AI algorithms which seek to create expert systems which make predictions or classifications based on input data"¹.

Perhaps the best way to define some aspects of the power of AI is through a real-life example. In their article, Generative AI is here: How tools like ChatGPT could change your business, McKinsey and Company asked the software to "write the opening paragraph for an article about how transformative generative AI will be for business, in the style of McKinsey & Company". ChatGPT provided the following response:

The rise of generative AI has the potential to be a major game-changer for businesses. This technology, which allows for the creation of original content by learning from existing data, has the power to revolutionize industries and transform the way companies operate. By enabling the automation of many tasks that were previously done by humans, generative AI has the potential to increase efficiency and productivity, reduce costs, and open up new opportunities for growth. As such, businesses that are able to effectively leverage the technology are likely to gain a significant competitive advantage.²

Impressive! Clearly there is the potential for significant impact on both business operations and how we live our lives. Among the top applications of AI are automation, data analytics and tone detection and natural language processing (NLP). AI Automation can eliminate, with precision, the need to spend hours doing repetitive tasks freeing employees to focus on higher value work. Data analytics helps businesses, scientists and researchers gain insights that were previously inaccessible by discovering new patterns and correlations in data. Tone detection and NLP empowers search engines to be smarter, chatbots to be more helpful and boosts accessibility for those with disabilities like hearing impairments.³

¹ IBM, What is artificial intelligence, <https://www.ibm.com/topics/artificial-intelligence>

² Michael Chui, Roger Roberts, Lareina Yee, How tools like ChatGPT could change your business, McKinsey and Company, Dec 2022, p. 1

³ Hanna Kleinings, How to get the most out of AI in 2023: 7 applications of artificial intelligence in business, January 18 2023, <https://levity.ai/blog/8-uses-ai-business#:~:text=Artificial%20Intelligence%20in%20Operations&text=Here%20are%20just%20some%20of,of%20this%20is%20inventory%20management>

Earlier this year, the publication TechTarget provides an overview of applications that support general business operations including:

Customer service and support: Seth Earley in his book *The AI-Powered Enterprise* saw “customer-facing types of things” as the foremost use of AI. For example, chatbots use both machine learning algorithms and NLP to understand and respond to customer inquiries. Customer data and predictive analytics can recommend products and services to purchase. These same systems can help employees by providing suggestions as they tend to customers.

Targeted marketing: Intelligent systems are used by search providers and retailers to analyze customer feedback, forecast demand, and to assess competitors’ strategies. AI is being used to select advertisements for specific products based on understanding users and their buying patterns. Some organizations have begun combining intelligent technologies including facial recognition and geospatial software with analytics to identify customers and then promote products and services that match their personal preferences.

Smarter supply chains: Machine learning algorithms can be used to forecast scheduling of materials minimizing overstocking or the risk of running short on in-demand products.

More effective learning: While still in its early days and expected to evolve in the next couple of years, AI is now being used to customize learning plans for individual worker needs and to upskill workers.

Smarter operations: As developers of business process applications build AI-enabled capabilities into their software products, AI is becoming embedded across the enterprise including functions that support finance, human resources, document writing and translation and legal analysis. AI is also being used to support Information Technology including writing code, assessing and reporting on infrastructure problems and identifying security problems including hacking and ransomware attacks.

Safer operations: Companies operating in industries like construction, utilities, farms and mining are able to gather data from endpoint devices like cameras, thermometers, motion detectors and weather sensors. This information is fed to intelligent systems that identify problematic behaviours, dangerous conditions or business opportunities and can make recommendations or take preventative or correction actions.⁴

There are also sector-specific applications for artificial intelligence. For example:

Healthcare: The healthcare industry is using AI and machine learning products to analyze the vast amount of data collected over recent decades to uncover patterns and insights that humans aren’t able to find on their own. Algorithms in diagnostic tools contribute to more accurate diagnoses earlier in a disease’s progression and to developing more individualized treatment plans.

Manufacturing: In addition to overall increased efficiency, manufacturers are using quality control software with the deep learning capability to create its own rules that better define quality and then improve the speed and accuracy of quality control functions while controlling costs. Additionally, AI is being used to predict and schedule machine maintenance.

Financial Services: Along with niche applications like wealth management, loan approvals and trading decisions, AI is being used to facilitate fraud detection and data security.

Transportation: AI is contributing to the advancement of self-driving vehicles, smarter traffic management and transportation logistics.⁵

Despite these and countless other benefits, artificial intelligence does present both weaknesses and risks. AI language models like ChatGPT do not possess human-level common sense, cannot detect subtle emotional cues or respond appropriately to complex emotional situations. The software has limitations in understanding context, can lack creativity and have difficulty generating long-form, structured content.⁶

⁴ Mary K. Pratt, 9 Top applications of Artificial Intelligence in business, TechTarget, Jan 24 2023, <https://www.techtarget.com/searchenterpriseai/tip/9-top-applications-of-artificial-intelligence-in-business>

⁵ Ibid, p. 1

⁶ Bernard Marr and Company, The top 10 limitations of ChatGPT, March 13 2023, <https://bernardmarr.com/the-top-10-limitations-of-chatgpt/>

AI systems can lack robustness making them susceptible to manipulation. They are based on large amounts of data and complex algorithms that can make them difficult to interpret and understand. This lack of robustness can make it difficult to trust AI systems in critical applications.⁷

While there certainly are limitations, can AI cause harm? As AI systems become more advanced and are used in more critical applications like self-driving cars and medical diagnosis, safety risks and the potential for harm increases. Many are concerned about the use of AI in creating ‘fake news’ or as a tool for cyber attacks for surveillance. Finally, ethical concerns surrounding AI are prominent. As AI becomes more complex and autonomous, it is increasingly difficult to determine who is responsible for its actions. Who is accountable when an AI system makes a mistake? It’s important to consider these ethical concerns and ensure AI is developed in a way that is fair, transparent and respects people’s rights.⁸

Recently highly recognized technical experts and thought leaders have come forward to voice their concerns. Artificial Intelligence pioneer Geoffrey Hinton, often referred to as the “Godfather of AI” resigned from his role at Google to warn society of the technology he was instrumental in creating. Dozens of tech leaders, professors and researchers signed an open letter urging artificial intelligence labs to stop the training of the most powerful AI systems, citing “profound risks to society and humanity”. Their letter states that the development of AI needs to be planned and managed and urges a pause to jointly develop and implement a set of shared protocols for AI tools that are safe ‘beyond a reasonable doubt.’ If a pause is not put in place by the industry itself, the letter urges governments to step in and create a moratorium.⁹

In Canada, we have seen some movement regarding AI and its implications for privacy. In 2022, Innovation Minister

Francois-Philippe Champagne introduced Bill C-27, the Digital Charter Implementation Act 2022. This privacy legislation would give Canadians “more control over how their personal data is used by commercial entities, impose fines for non-compliant organizations and introduce new rules for the use of artificial intelligence”¹⁰. The bill creates rules for the responsible development of AI systems and criminal penalties for anyone who misuses emergent technologies. Furthermore, a proposed Artificial Intelligence and Data Act would require companies to document their rationale for developing AI and report on their compliance with the safeguards within the legislation. A commission for artificial intelligence and data would have the authority to order independent audits of companies’ activities as they develop the technology.¹¹

Most recently, federal officials along with Alberta, British Columbia and Quebec privacy authorities have launched a joint investigation into OpenAI, the company that developed ChatGPT, after receiving a complaint about the firm’s disclosure of personal information. The complaint claimed the company unlawfully collected, used and disclosed personal information without consent. The investigation will examine whether OpenAI received “valid and meaningful” information-sharing consent from ChatGPT Canadian users. It will also examine whether the company used information for unreasonable or illegitimate reasons.¹²

Clearly, we are at a time of great technological progress permeated by the potential for unintended consequences. “Whether you love it, hate it or are on the fence with AI, one thing is for sure: as the world evolves, we must find a way for AI and humans to co-exist and collaborate productively, otherwise, those sticking to traditional methods will lose out against those leveraging AI.”¹³

And we haven’t even considered the impact of Artificial Intelligence on the workforce. We’ll take a deeper dive into that topic in the next edition of EWIB’s newsletter.

⁷ Limitations of AI and why it won’t quite take over in 2023!, Adcock Solutions, <https://www.adcocksolutions.com/post/6-limitations-of-ai-why-it-wont-quite-take-over-in-2023>

⁸ Ibid, p. 1

⁹ Samantha Murphy Kelly, Elon Musk and other tech leaders call pause in ‘out of control’ AI race, CNN Business, March 29, 2023, <https://www.cnn.com/2023/03/29/tech/ai-letter-elon-musk-tech-leaders/index.html>

¹⁰ Marie-Danielle Smith, Jim Bronkall, Privacy bill sets out rules on use of personal data, artificial intelligence, The Canadian Press, Posted Jun 16, 2022, Updated July 4 2022, <https://www.cbc.ca/news/politics/privacy-bill-artificial-intelligence-1.6490665>

¹¹ Ibid, <https://www.cbc.ca/news/politics/privacy-bill-artificial-intelligence-1.6490665>

¹² CBC News, More Canadian privacy authorities investigating ChatGPT’s use of personal information, May 25, 2023, <https://www.cbc.ca/news/canada/british-columbia/canada-privacy-investigation-chatgpt-1.6854468>

¹³ Limitations of AI and why it won’t quite take over in 2023!, Adcock Solutions, <https://www.adcocksolutions.com/post/6-limitations-of-ai-why-it-wont-quite-take-over-in-2023>

STUFF YOU NEED TO KNOW

A group of students at Athens District High School have learned a love of carpentry, and picked up a set of lifelong skills along the way. The group of 18 students in Grades 10 to 12 has been immersing themselves in the world of “post-and-beam heritage carpentry,” the school said this week, through a partnership with locally-based Jason Gibson’s School of Timber Framing. Over five consecutive days, the students were actively involved in measuring, cutting, notching, and chiseling wood to construct two full-sized sheds -on that’s nine feet by 12 feet and the other six feet by 10 feet.



St. Lawrence College

A new program that started at St. Lawrence College in February offers internationally educated nurses the chance to upgrade their skills and further their careers as a result. The ‘IEN Competency Upgrade Pathway’ offers tuition-free courses, labs and clinical experience needed to meet College of Nurses of Ontario’s requirements and qualify as registered practical nurses and registered nurses. The courses, funded by the province’s “Nursing Program Transformation in Ontario Colleges” initiative, will be offered at each of the college’s campuses, in Kingston, Brockville and Cornwall, and offers flexible study options for IENS who are also working.



Queen's
UNIVERSITY

Queen’s University has announced a new initiative that will allow St. Lawrence College students in the civil engineering technology advanced diploma program a chance to complete their degree at the local university. The Queen’s Engineering Bridge will give “SLC students in their final year the opportunity to join Queen’s Engineering in its Department of Civil Engineering or the Robert M. Buchan Department of Mining.” This new pathway expands a longstanding articulation agreement between the college and Queen’s Engineering announced in 2021. “Were happy to be able to

increase the opportunity for Ontario’s technology students to complement their diplomas with an accredited engineering degree from Queen’s University,” said Brian Frank, the Dupont chair in Engineering Education Research and Development at Queen’s, and a principal architect of the bridging process.

BUSL Cider in Mallory town held a release party on March 25 for two products – its brand new Vanilla Chai-der (a hard cider flavoured with vanilla and chai) and its latest Mapple. “Mapple is a locally produced hard cider flavoured with maple syrup”, said Andre Audette, owner of BUSL. “We started a year ago here in Mallorytown, and are now expanding in to our restaurant in Landsowne – the Rapid Valley.” In Lansdowne, the syrup producer is Horton’s Maple Syrup, a family-owned business that produces table syrup. They have been producing syrup for several generation and are honoured to have been selected for use by BUSL.



The new Zellers came to the Cataraqui Centre in Kingston on March 23, 2023. A news release from Zellers stated that the location will open withing the Hudson’s Bay location at the eastern end of the mall. Over the first opening days, the Zellers Diner on Wheel made stops at the different store locations. “Reflecting a product assortment built on three pillars – quality, design, and value – customers will be served across key lifestyle categories, including kitchen and bath, accent furniture and home décor, organization and storage, baby and kid’s toys and apparel, pets, and apparel basics for men and women,” the news release said.

An annual summer business program is back to help young entrepreneurs launch their companies. The Summer Company program is for students aged 15 to 29 with an idea for a startup. “The Summer Company program is a fantastic opportunity for student to gain practical experience in entrepreneurship and build valuable skills that will benefit them in their future careers’ Meg Hewitt, Summer Company program co-ordinator with the Kingston Economic Development, said in a news release.” The program provides mentoring, hands-on-training and two grants of up to \$1,500-on at the beginning of the summer and one at the end. The program application dead line was May 15, 2023.



Resolve Counselling Services Canada in Kingston is included in 10 new ‘Investing in Women’s Futures’ program locations announced as part of the Ontario government’s goal to create more economic opportunities for women. In March a news release, the province stated that, “This expansion is part of a \$6.9 million investment over three years to enhance the program and help more women who experience social and economic barriers to connect to support and develop the skills they need to gain financial security and independence.” According to the program, it will provide a range of flexible services and employment readiness supports for women facing social and economic barriers, including those experiencing gender-based violence and social isolation. These services and supports help women to overcome any barriers, increase well-being, build skills and gain employment.

Personal Support Workers who dream of becoming registered practical nurses have a new pathway of Ontario’s colleges. “This credential upgrading opportunity will help to train more working nursing professionals at a time of critical need in our region, and across the province”, Glenn Vollebregt, St. Lawrence College’s president and chief executive office, said a news release. As of April 8, 2023, the province’s 24 colleges, including St Lawrence are offering a new “pathway” consisting of six courses for personal support workers, to make them eligible for advanced entry into the college’s Practical Nursing Program.

After more than 35 years in business, Kingston’s last video rental store, and one of the last ones remaining in Canada, closed its door for good in April. While the Clarence Street store manage to stay open even when the emergence of online streaming services such as Netflix closed many of them down, it was the pandemic and its after-effects that spelled the end for the business.

This year, 12 small businesses throughout Leeds Grenville received grants to boost their companies through Starter Company Plus, a longstanding local program that helps new businesses get on their feet by providing funding and professional direction along the way. The six-month-long program includes one-on-one guidance from a small business enterprise centre advisor, a business plan workshop, coaching and mentoring and up to a \$5000 grant. “This is our 15h cohort of this program since 2015,” said Jeanette Johnston, small business development officer with the United Counties of Leeds and Grenville’s economic development office.

Jason Taylor of Taylor Automall was the businessperson of the year in the Greater Kingston Chamber of Commerce’s 2023 Kingston Business Awards. “We are thrilled to recognize exemplary models of excellence and community service by businesses and leaders in the greater Kingston area, and the invaluable contribution they make to Kingston’s economic development, unique charter, and outstanding quality of life,” said Karen Cross, the chamber chief executive officer.

The Brockville Chamber of Commerce bestowed lifetime achievement awards on Joe Hudson and Larry VanderBaaren during its annual general meeting in April. Hudson is the founder of Burnbrae Farms of Lyn and VanderBaaren, who passed in November of 2021, was CEO of Hendrix Restaurant Equipment & Supplies of Brockville. Both men deemed ‘legendary entrepreneurs’ by emcee Tom Russel were honoured with accolades from their peers, business associates, family and friends. Russell called both as “iconic men of character with lasting legacies.”



Augusta Township mayor, Jeff Shaver, speaking at the Mayor’s Breakfast in Merc Hall in April, announce the creation of up to one hundred new jobs in the townships, by four new business in the next two years. V6 Agronomy Inc will commence a \$25 million construction project for phase on their new venture, Vaguard Crop Nutrition. The plant will be in the Augusta Township Industrial Park, Maitland site. The company will endeavour to create 32 jobs over the next few years. Carleton Farms, owned and operated by Mike and Fernando Mederios, will bring a \$68 million-dollar state of the art compost facility to the community. The venture holds the potential of 20 new jobs. The company with the most job potential is Growing Augusta. They have a potential of 50 jobs but that could grow to four hundred in the coming years.

Leeds Grenville approved in May to hire a permanent, full-time wellness co-ordinator. “The wellness co-ordinator is responsible for the provision of planning, development, implementation, management, analysis and evaluation of well-being programs that support the mental and physical health of the employees” the job description states. The wellness co-ordinator will report to Leeds Grenville’s human resources manager.

LINKS OF USEFULNESS-IN NO PARTICULAR ORDER

Algonquin & Lakeshore Catholic District School Board www.alcdsb.on.ca
Ontario Skilled Trades website <https://www.ontario.ca/page/skilled-trades>
La Route du Savor www.laroutedusavoir.org
Academy of Learning <http://aolkingston.com>
The Ontario Tourism Education Corporation (OTEC) <http://www.otec.org>
St. Lawrence College Employment Services
<http://www.employmentservice.sl.on.ca/?lm=0&Location=10>
Community Living Kingston <http://www.communitylivingkingston.org>
Career Services <http://careerservices.ca>
Upper Canada District School Board <http://www.ucdsb.on.ca>
United Communities of Leeds Grenville <http://www.leedsgrenville.com/en>
Community Care Access Centre <http://www.ccac-ont.ca>
Correctional Service Canada <http://www.csc-scc.gc.ca>
KEYS Job Centre www.keys.ca
North Grenville <http://www.northgrenville.on.ca>
Evolution Group Inc. <http://evolutiongroupinc.com>
City of Kingston www.cityofkingston.ca
Brockville Chamber of Commerce <http://www.brockvillechamber.com>
County of Frontenac <http://www.frontenacounty.ca>
Frontenac Community Futures Development Corporation <http://www.frontenaccfdcc.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.grenvillecfcd.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.ca>
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>



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

The views expressed in this document do not necessarily reflect those of Employment Ontario.