



## EASTERN WORKFORCE INNOVATION BOARD

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All you need to know about  
Your Local Labour Market

# NEWSLETTER

ISSUE 4 | SEPTEMBER 2023

### WORDS FROM THE ED

Frank O'Hearn Executive  
Director



Greetings from the board. Trust everyone had a positive summer and enjoyed the warm weather. Sure feels like summer will continue for a bit

This is our 2nd newsletter this year and we are looking to expand it to include more input from the various agencies and organizations that are linked to our employer community. Ideally, we would like to have employers participate directly in this communication in respect to their needs and any associated issues they identify. We have always been challenged to secure employer participation as many are simply too busy to participate and are often cautious in discussing labour issues in an open forum. We look to this participation. We continue to receive input from the various agencies < Chambers of Commerce, Economic

Development Offices, Employment Ontario offices > who deal directly with the employer community and this input has been significant.

The hospitality sector certainly had a strong season in comparison to the last few years which was certainly good news for everyone associated with this vital sector of our local economy. However, as everyone is aware the labour shortages continue and there continues to be recruitment issues for most sectors of sectors of our economy. The workforce needs of the health care sector are especially troubling as the effects are enormous to everyone. On a positive note - a number of employers have modified their needs (hours of work) and increased their wage rates to attract new workers with good results. Within this newsletter is a section completed by Sandra Wright, who is working on our Local Labour Market Planning Report and our Labour Market Help Desk.

Please take a look at her articles as it tells the story of these two < information > products and their value. They are excellent! These sources can be used by a wide variety of our citizens! Examples: Making a career change? Should I take this course and invest all this money? Need accurate data on employer make up for a project submission? Demographics of the region?

Hope you enjoy the newsletter and our feature on "Artificial Intelligence". It's here and is not going away and what is interesting is that our labour shortage is adding to the need to develop this software in a number of areas of our economy.

Comments and feedback always welcomed.

This report will provide an in-depth review of our labour market and will include information from the recent census.

## WHAT THE BOARD IS UP TO?

### LLMP Report:

Outreach to Chambers, EDCOs and Employment Service Providers have been made over the last few months and some scheduled to talk about the help desk and LLMP report consultation. The LLMP Report is an annual report that highlights changes in local labour market information including demographics, industry and occupational composition and job trends. It also identifies key workforce challenges and opportunities in the Eastern Workforce Innovation Board (EWIB) region. Click here for last year's report: [Local Labour Market Report 2022/23](#)

The document is comprised of both quantitative and qualitative data. The quantitative data found in the document is derived from a number of data sources including:

- EWIB – Jobs Hub – Job Posting Analysis
- Statistics Canada Census Custom Tabulations on Labour Force demographics via OneHub
- Employment Ontario
- 2016 Census and 2021 Census
- Labour Force Survey
- Taxfiler Data
- Canadian Business Counts
- Lightcast – Employment Projections and Job Postings
- Community Data Program
- Various studies and reports

**Qualitative data** is compiled from undertaking various outreach initiatives throughout the year with local employers, workers, service providers, educators and other community agencies. Over one hundred community organizations and employers participate in local consultations and/or surveys. The valuable input gathered from these stakeholders inform the EWIB on current challenges and opportunities within the local labour market.

### June – October 2023

During this timeframe we gather labour market information intelligence by outreaching to community partners and employers to obtain key labour barriers and challenges and to discuss possible actions to address them. Part of this outreach includes conducting two (2)

on-line surveys.

### Labour Shortage Survey for Employers:

If you are an employer and would like to complete this short (7 question) survey, please click [Labour Force Survey for Employers](#)  
Survey Deadline: October 31, 2023

### Labour Market Challenges Update Survey for Individuals and Organizations:

If you are an individual and would like to complete this short (13 question) survey, please click [Labour Market Challenges Update Survey 2023/24](#)

Also, during this time, we analyse current labour market data that assists and supports the EWIB in identifying significant challenges.

### November 2023

During the month of November, we compile all the information into a report that is presented to the public in December 2023.

### Wednesday, December 13, 2023

There will be a public meeting held in Gananoque to present the LLMP Report Update for 2023/24. More details will be forthcoming.

### February 2024

The LLMP Report Update will be sent to the Ministry of Labour, Immigration, Training and Skills Development. Twenty-five (25) other workforce planning boards in Ontario will also be submitting their reports.

### Workforce Development:

The last newsletter has been published and posted to the website and distributed. The next newsletter will be published early October. The board will continue to host the Employment Network Committee meetings.

### Employer Engagement:

The board had submitted to the Ministry a business plan that included an employer information webinar series. However, when we were advised that the funding request for the Help Desk

had been declined, we resubmitted the business plan to replace the webinars with the Help Desk. We currently have 19 requests. We continue to aggressively promote and do out outreach.

### Help Desk OLMP 2020-2023:

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The Labour Market Information (LMI) Help Desk is a tool that is offered to the public to answer questions about your local areas. The EWIB has hired local Labour Market Information Consultant to respond directly to your questions. Our LMI Help Desk service can answer questions such as:

- What skills are in demand in my area?
- What is the demographic of workers in my area?
- What is the demand for my occupation?
- What is the breakdown of industries in my area?

We provide answers to questions about economic trends, industry and occupational breakdowns, wages demographics and more.

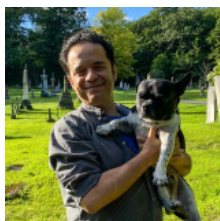
To ask a question, click here [LMI Help Desk - Ask a Question](#)

### Jobs Tool 2020-2023:

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

Videos of potential careers. Go to our website to see videos of careers in our region.  
<https://www.workforcedev.ca/career-videos/>

## MEET SOME OF THE BOARD OF DIRECTORS OF THE EASTERN WORKFORCE DEVELOPMENT BOARD



Paris Escandón, originally from Mexico City, was left legally blind by kidney disease in the beginning of the year 2000 and received his first kidney transplant when he was 23 years old. Despite his visual disability and delicate health, Paris started to work at the local cable station as the host of a television show that he

created, and then went on to produce and direct two more successful television shows. All this was possible thanks to his ability to use technology to help him give voice commands to his computer, magnify his screen and read texts out loud, and learn new skills through the internet. He and his wife then founded a company producing video and photography for social causes, schools, documentaries and promotional material.

In 2007 they moved to Canada, and during his long immigration process he took on the role of stay at home dad. He dedicated his free time to studying techniques online for film and video, including special effects, motion graphics, web design, and graphic and 3D design. Also during this period, he discovered WordPress and pioneered blogging in Spanish for teaching and learning video editing and motion graphics through video tutorials.

In 2010, along with participants from his original video tutorial blog, he created "Filmomomentum" a multinational co-operative with hubs in Canada, Spain and Argentina. Paris was one of the first Ottawa-based motion graphics artists to specialize in whiteboard animations. In 2019 he received his Diploma in Photographic Arts and Production from the Ottawa School of Photographic Arts (SPA0) and worked as a substitute host in some weekly capsules of AMI This Week for Accessible Media.

In November 2020, he received his second kidney transplant after a couple of years of failing health. He and his family moved to Brockville, where he continues to manage Filmomomentum. In September 2021 he started a new project, Dusk Till Dawn Studio, where they make and design 3D resin prints.

Paris understands from first-hand experience that professionals with disabilities want meaningful work and to be productive members of society but have trouble finding decent, well-paying jobs due to factors out of their control such as discrimination, misconceptions, and well-meaning programs bogged down by red tape. Paris has consistently hired talent with disabilities at fair wages and done pro-bono work for local charities and community groups, but believes that key institutions require significant participation and inclusion of persons with disabilities at the executive and policy-making level for the system to become truly inclusive. He would like to be a part of that change, and sees his time with the Eastern Workforce Innovation Board as an opportunity for progress in this area.

## EMPLOYMENT ONTARIO AGENCIES UPDATE

### EMPLOYMENT & EDUCATION CENTRE BROCKVILLE Give Your Job Search a Boost With Training, Events, And Programs

Throughout each year, we offer monthly training sessions, certifications, and pre-employment programs for the residents of Leeds and Grenville. Check-in often to see what's happening! Review our monthly training calendar for workshops such as Smart Serve, On the Job Skills for Success, and Better Jobs Ontario.

<https://eecentre.com/training-and-programs/>

### Wednesday evening the Employment + Education Centre is offering English Conversation Club

The English Conversation Club is designed to provide new Canadians a space to practise and improve their English skills with an employment related focus! This includes conversation skills that will benefit them when interviewing for jobs, work-related communication, and engaging with employers and co-workers. This is a casual club and great way to use what you may have learned in an ESL class. Strengthen your job search prospects, and boost your chances of success with work retention! *\*This is not an ESL class, and we recommend anyone with English language barriers to register for one here.*

To join the English Conversation Club visit <https://eecentre.com/english-conversation-club/>

### Fall Hiring Fair

On Wednesday October 4th from 3:00pm – 6:00pm the Employment + Education Centre in partnership with St Lawrence College/Career Services and City of Brockville are hosting a fall hiring fair. This will be held at the Brockville Memorial Centre. This event is for job seekers of all ages including students. There will be many different employers across the Brockville area present waiting to speak to you about your skill set and how you may benefit their organization. Visit [www.eecentre.com](http://www.eecentre.com) for more information.

**KEYS GANANOQUE** is offering the opportunity for interested individuals to participate in the In Motion & Momentum+ 10-week pre-employability program. This program is hosted **virtually** to reach more individuals and is **FREE** to participate for anyone who is:

- Unemployed
- Has faced repeated setbacks in life
- Has access to reliable internet
- Feels a lack of self-esteem/motivation/like they are stuck
- Anyone who wants to try something new

**In Motion & Momentum+ (IM&M+)**, is a program created and managed by the Canadian Career Development Foundation (CCDF). For nearly a decade, IM&M+ has transformed lives and communities across Canada. This innovative person-centered program supports individuals with pre-employability needs. It provides experiences and opportunities for those who may have experienced repeated setbacks concerning traditional learning and/or work. It helps people recognize their strengths and skills and develop career

and personal development goals to move them forward. IM&M+ helps them reconnect with their potential, take charge, and live the life they want to live.

The program is run in three modules and all sessions respect that participants already have lots of life experience, skills, important connections, and wisdom – that they are the expert on their own life and in control of their future. The program is all about providing experiences and opportunities that help participants take charge and live the life they want.

Please send all interested candidates to:

**Celeste Burtch**

celesteb@keys.ca

613-929-8589

[In Motion and Momentum+ \(immplus.ca\)](https://www.immplus.ca)

### SLC EMPLOYMENT CENTRE

<https://employmentservice.sl.on.ca/>

SLC ES assists job seekers and employers with all individual needs!!

Some highlights of our services include:

- Mon – Friday / In person or virtual assistance is available – all services are FREE – we offer prompt 1:1 customized services – no wait times!
- We have offices in Sharbot Lake, Sydenham & Kingston – FREE parking at all sites
- Kingston's premier job board -> <https://slc.totalhire.com/> - Free for employers & job seekers to access.
- Job Seeker Info. & Resources available on the website - > <https://employmentservice.sl.on.ca/index.php/resource-centre/resource-tools>
- Access to SLC Programs and Services / Staff at our fingertips “)

### RESTART KINGSTON

Resource and Information:

<https://restartnow.ca/resources-and-information/>

Employment Services/Employment Counselling:

<https://restartnow.ca/programs-for-job-seekers/#programES>

Better Jobs Ontario:

- Rolling/continuous intakes available,; application deadlines for various programs depend on the program the client is interested in and the admission requirements from the post-secondary institution

<https://restartnow.ca/programs-for-job-seekers/#programBJO>

Canada Ontario Job Grant (COJG):

<https://restartnow.ca/programs-for-job-seekers/#programBJO>

### CSE BROCKVILLE

Click below for programs offered by CSE

<https://www.facebook.com/workingwednesdays>

<https://www.instagram.com/workingwednesdays>

### AI and the Future of Work

In our Spring 2023 Issue of the Eastern Workforce Innovation Board newsletter, we looked at the application of artificial intelligence (AI) and machine learning within businesses [https://www.workforcedev.ca/wp-content/uploads/2023/08/English\\_Newsletter\\_June\\_2023.pdf](https://www.workforcedev.ca/wp-content/uploads/2023/08/English_Newsletter_June_2023.pdf). We noted the key uses of AI in business would be to facilitate automation freeing employees from repetitive work; data analytics to rapidly discover patterns and correlations in data; and tone detection and natural language processing to create smarter, more helpful chatbots.<sup>1</sup>

In this issue, we'll explore the impact of AI on both jobs and job search. Business Insider recently published the results of their research and consultation with subject matter experts like Mark Muro at Brookings Institute and Anu Madgavkar, a partner at the McKinsey Global Institute, compiling a list of jobs that will be most affected by artificial intelligence and machine learning:

**Tech jobs including coders, computer programmers, software engineers and data analysts:** With its ability to accurately analyze numeric data, ChatGPT and similar AI tools are able to produce computer code faster than humans reducing the number of developers required. OpenAI, the maker of ChatGPT indicated they are already replacing software engineers with AI.

**Media jobs including advertising, content creation, technical writing and journalism:** As well as numeric data, AI is able to analyze and interpret vast amounts of language-based information enabling it to read, write and understand text-based data. The media industry is already beginning to experiment with AI-generated content. For example, Tech news site CNET and BuzzFeed Media Company are experimenting with AI-generated content albeit with limited success. CNET publishers have paused their use after several errors had to be corrected.

**Paralegals, Legal Assistants and other Legal Industry Jobs:** Like jobs in the media, research-related jobs in law require consuming and analyzing a lot of information and then summarizing and/or applying it into a legal brief or opinion. Because the data is very language-oriented and structured, it is well suited to generative AI.

**Market Research Analysts:** Market research analysts collect data and identify trends to design an effective marketing campaign or decide where to place advertising. AI is very good at analyzing data and predicting outcomes making market research analysts susceptible to AI-driven change.

**Teachers:** ChatGPT has already proven its ability to teach classes. While there has been some bugs and inaccuracies in terms of knowledge, these can easily be improved by training the AI software.

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



**Finance jobs including Accountants, Financial Analysts, Personal Financial Advisors and Stock Traders:** Similar to Market Research Analysts, financial analysts provide forecasts and recommendations based on manipulating significant amounts of numerical data to identify trends in the market.

**Graphic Designers:** AI tools like DALL-E can generate images in seconds. Upskilling the ability of people working in the industry to create and manipulate images using these types of tools will have the potential to disrupt the industry.

**Customer Service Agents:** You most likely have contacted a company's customer service area and experienced a robot answer. AI tools like ChatGPT will likely continue this trend. Gartner, a tech research company, has predicted that chatbots will be the main customer service mechanism for one of every four companies by 2027.<sup>2</sup>

**Health Care:** AI enables medical professionals to analyze large amounts of data to make quicker, more informed decisions leading to better patient experiences, lower costs and more efficient business processes allowing practitioners to spend more time in direct patient care and reducing burnout.<sup>3</sup>

You may have noticed that all of these jobs require the analysis and application of significant amounts of numeric and/or language-based data. When considering the impact of AI on any job this is a good indicator of future impact. It's also important to note that with all the jobs listed above, a significant degree of human judgement will continue to be required to fully understand what the client or employer requires and to check for correctness. AI should be viewed as more of an enhancer than a full replacement for jobs. AI is a productivity-booster and a tool for those working in the field helping them to do the job better.<sup>4</sup>

### The Impact of Artificial Intelligence on Job Search

A 2022 survey conducted by the Society for Human Resource Management found that 10 percent of human resource professionals have already experienced an impact from workplace automation and another 35 percent believe their job will become more reliant on workplace automation in the next few years. One in four were concerned that automation would replace their job in the next five years while one half believe that automation of specific job tasks or duties would give them more time to focus on other areas of their work.<sup>5</sup>

To varying degrees, automation is being used by human

resource professionals to:

1. Job Match resumes with openings filtering for the best candidates
2. Screen to look for more nuanced things like social media activity, whether the candidate changes jobs frequently, etc.
3. Engage candidates to help organize interviews, schedule skill assessments, etc. It also helps the company stay in touch with candidates providing them with updates.
4. Onboard new hires introducing them company policies, procedures and resources.<sup>6</sup>
5. Finally, artificial intelligence helps organizations avoid the unconscious bias that can happen when humans are determining which candidates to consider for a position. It also helps companies identify training and promotion opportunities for existing employees.<sup>7</sup>

In response, jobseekers need to learn how to adjust their resumes to be matched with jobs and organizations that might be a good fit. Here are some practical tips:

1. Use keywords in your resume and cover letter that are relevant to the position you seek. Match the words you use with the exact terminology and keywords from the job posting.
2. Make sure your materials are readable and grammatically correct. Don't assume that because a bot may be reviewing your materials, you can load them with keywords to get past their algorithms. Remember, a human will still review your resume and cover letter.
3. Have a respectable online presence. However, if you have no presence at all, it could also be a disadvantage. Make sure your LinkedIn profile is up to date. Depending on the role you seek, a personal website for your job search might be something to consider.
4. Be sure your contact info is public. Make it easy for AI software and recruiters to contact you if they find you online. People can miss out on opportunities if they have all of their online settings private. Consider creating an email address just for your job search and set up a Google Voice number that can be forwarded to your phone to take messages.
5. Be prepared for a digital interview. Interviews conducted by AI bots won't just be verifying what you say during the interview, but how you say it. Word choices will be assessed, but so will facial expressions and body language.<sup>8</sup>
6. Use AI like ChatGPS together with the job posting, job description and/or company information to tailor a first draft of your cover letter and to refine your resume. Be sure to review your documents before submitting.<sup>9</sup>

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<sup>2</sup> Aaron Mok and Jacob Zinkula, ChatGPT may be coming for our jobs. Here are the 10 roles that AI is most likely to replace, Feb 2 2023, <https://www.businessinsider.com/chatgpt-jobs-at-risk-replacement-artificial-intelligence-ai-labor-trends-2023-02#accountants-9>

<sup>3</sup> Joe McKendrick, Health care may be the ultimate proving ground for artificial intelligence, Enterprise Tech, Forbes, Feb 22 2023, <https://www.forbes.com/sites/joemckendrick/2023/02/22/healthcare-may-be-the-ultimate-proving-ground-for-artificial-intelligence/?sh=7db46d152b55>

<sup>4</sup> Aaron Mok and Jacob Zinkula, ChatGPT may be coming for our jobs. Here are the 10 roles that AI is most likely to replace, Feb 2 2023, <https://www.businessinsider.com/chatgpt-jobs-at-risk-replacement-artificial-intelligence-ai-labor-trends-2023-02#accountants-9>

<sup>5</sup> Automation and AI in HR, Society for Human Resource Management, <https://advocacy.shrm.org/SHRM-2022-Automation-AI-Research.pdf>

<sup>6</sup> Klara Cervenanska, How can AI help job seekers – 5 AI tools to use in your next job search, Jan 3 2023, <https://blog.kickresume.com/how-can-ai-help-job-seekers/>

<sup>7</sup> Bernard Marr, Job search in the age of artificial intelligence – 5 practical tips, <https://bernardmarr.com/job-search-in-the-age-of-artificial-intelligence-5-practical-tips/>

<sup>8</sup> Ibid, <https://bernardmarr.com/job-search-in-the-age-of-artificial-intelligence-5-practical-tips/>

<sup>9</sup> Klara Cervenanska, How can AI help job seekers – 5 AI tools to use in your next job search, Jan 3 2023, <https://blog.kickresume.com/how-can-ai-help-job-seekers/>

## How to Future-Proof your Career

In 2021, the Boston Consulting Group (BCG) studied the potential impact of various technologies on the workforces of the United States, Germany and Australia considering factors like the number of post-secondary graduates, rates of retirement, mortality rates and migration. They found that while new technologies will eliminate some occupations, in many others, it will improve the quality of work that humans do by allowing them to focus on more strategic, value-creating, and personally rewarding tasks. Their researchers forecasted that since technology is fueling the rise of automation across all industries including computer technology, computer and mathematics-related jobs will likely face the greatest demand for workers. The need for people in jobs that involve little or no automation but do require compassionate human interaction will also increase. Core human abilities like empathy, imagination, creativity and emotional intelligence common in sectors like health care and social service cannot be replicated by technology and will become more valuable.

However, whether the jobs are in technology or in those requiring strong soft skills, they share a common need for an adaptive labour force with the right composition of skills. Government policy makers, educators and corporate leaders need to understand the demographic challenges they face, where the biggest impact of automation will be, the implications for worker upskilling and reskilling, and how they can help individuals remain employable by maintaining and building their skills.<sup>10</sup>

The Job Search website, Indeed.com, provided an excellent summary of job retention strategies. In addition to building your flexibility through training and professional development and fostering your emotional-intelligence and people skills, they recommended:

**Building your network:** Building your professional network offers multiple benefits including gaining new perspectives, accessing valuable information and revealing opportunities. Learning from your peers can inspire you on how to use AI for your own benefit.

**Continually learning about AI:** If you ignore AI or decide to reject it, you are at risk of being left behind. Instead, learn everything you can about it and how it can contribute to your organization's objectives. Doing so will exemplify your creativity and problem-solving skills, ultimately increasing your credibility and safeguarding your position.

**Using AI to your own benefit:** Remember AI is a tool designed to make processes faster and more efficient. There may be administrative aspects of your job that can be automated freeing up time in your daily work schedule for more value-added activities.<sup>11</sup>

The “not-so-future workplace”, as described by Indeed.com, “will likely look more like a partnership than a competition between AI and humans.”<sup>12</sup>

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<sup>10</sup> Rainer Strack et al, The future of jobs in the era of AI, Boston Consulting Group, Mar 18 2021, <https://www.bcg.com/publications/2021/impact-of-new-technologies-on-jobs>

<sup>11</sup> Taylor Haynes, How to AI-proof your career, May 18 2023, <https://www.indeed.com/career-advice/news/how-to-ai-proof-career>

<sup>12</sup> Ibid, <https://www.indeed.com/career-advice/news/how-to-ai-proof-career>

## STUFF YOU NEED TO KNOW

### Literacy Link Eastern Ontario Lots going on at LLEO-Brandy Smith

As the new executive Director at Literacy Link Eastern Ontario, I'm excited to share what we've been up to lately! Literacy Link Eastern Ontario (LLEO) is a nonprofit charitable organization funded by the Ministry of Labour, Immigration, Training, and Skills Development and a division of Employment Ontario. Our network includes 6 counties, 12 Literacy and Basic Skills providers including school boards, colleges and community literacy programs that offer training and education in 29 locations. Our role is to act as a liaison and facilitator for Literacy and Basic Skills programs in Eastern Ontario. We coordinate regional literacy service plans, provide Literacy and Basic Skills programs with professional development, and we act as a communications and connection hub sharing labour market information, workplace literacy initiatives, and general trends and challenges in our communities.

We moved. Our office is now located in Brockville at the Employment + Education Centre.

We're evolving. New Board of Directors, new website, new goals and directions, and new projects.

As we welcome our new Board and organizational directions, we remain focused on liaising with our network Literacy and Basic Skills programs, workforce development partners, and community social service organizations to develop coordinated literacy services in the Eastern Ontario region. In terms of workforce development we'll be focusing on enhancing workplace literacy in a variety of ways. We'll be working with employers and their employees to improve literacy and efficiency on the job site. We're also working on integrating Literacy and Basic Skills with apprenticeships and are planning an apprenticeship summit to improve collaboration and apprentice development and success.

We're developing specialized task based career curricula to help prepare learners for employment.

And, we're very much looking forward to meeting and working with you all!

If you're interested in more information or how you can access free skills and training supports as an employer or community partner, please feel free to reach out!

[literacyleo@gmail.com](mailto:literacyleo@gmail.com)

613-498-2111

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**The United Counties of Leeds and Grenville's Small Business** department launched Summer Company 2023

with a meet and greet event in June at the Employment and Education Centre. Summer Company, now in its 23rd year, is a flagship program for Leeds Grenville Small Business. The Summer Company continues to provide value to entrepreneurial youth. Neville Klug, of Leeds and the Thousand Islands, who will be creating Montreal-style smoked meat sandwiches using local-sourced ingredients with his business, Nev's Sandwiches, Dalena Nguyen of Gananoque is producing homemade bracelets, necklaces and keychains through her business, Luforia Jewelry, selling them at markets in Gananoque and surrounding areas. Aidian Sills, of Elizabethtown-kitley is running Hatch Co and Supplies and also growing crickets for gecko food, and selling terrarium plants. Sacha Yakimovich of Golden Sun Herbals in North Grenville will sell creams, ointments and lip balms made from calendula flower oil, which is known to have properties that aid healing.



# St. Lawrence College

**Hundreds of local elementary students got a taste of college life in June** after pairing up with St. Lawrence College to get hands-on experience in the trades. Over the course of five weeks, and five school visits, 270 students learned what career in the construction and electrical trades could look like through the partnership with St. Lawrence College mobile training labs. The experience took place from May 16 to June 13, and included full day workshops focused on providing learning opportunities through in-person instruction, student-led practical work, and a variety of technology-driven learning opportunities that offered students a higher level of fundamental skill instruction that applies to the real-world setting.

**The United Counties of Leeds and Grenville's Small Business** department launched Summer Company 2023 with a meet-and-greet event in June at the Employment and Education Centre. Summer Company, now in its 23rd year, is a flagship program for Leeds Grenville Small Business, formerly known as the Leeds and Grenville Small Business Centre. The Summer Company program is funded in part by the Province of Ontario. It gives participants hands-on business training and mentoring. They also receive up to \$1,500 in the fall upon the successful completion of their Summer Company business and proof of returning to school.

With keen competition to attract doctors, the Township of Leeds and the Thousand Islands staff and council say they have recognized the need for a recruitment strategy and incentives to bring physician in the area. The shortage of family physicians is pervasive throughout Ontario. The incentives proposed by a working group, together with a proposed budget, will help the township compete with other jurisdictions in securing family physicians, official believe. "I think it's disappointing that it has come to the fact that municipalities need to get into this, but I am encouraged by the partnership by not only the medical centres that are located in Gananoque, Seeley's Bay and Lansdowne, they already work together really well, and with the Town of Gananoque and our municipal representative I'm encouraged that we should be able to find somebody somewhere, maybe more than one, that will plug the holes in the dam" said TLTI Mayor Corinna Smith-Gatcke.



Kingston's Lowe's store on Gardiners Road is to get a makeover. The company announced in July that its stores in Kingston and Belleville would be rebranded as Rona+ stores. "This is an important step for the future of Rona," Andrew Iacobucci, Rona's chief executive officer" said. "The conversions of Lowe's stores represent a significant investment and a renewed commitment to the Rona brand."

Kingston, Frontenac and Lennox and Addington Public Health will be closing its Sharbot Lake offices at the end of October. "I want to assure the Sharbot lake community that we remain fully committed to their health and well-being," Dr. Piotr Ogiasa, local public health medial officer of health said. ...The closure of the branch office is a strategic decision reflecting changes in our service deliver model and commitment to being client-centred."We are investing in providing mobile services in convenient locations throughout the community rather than a brick-and mortar space"

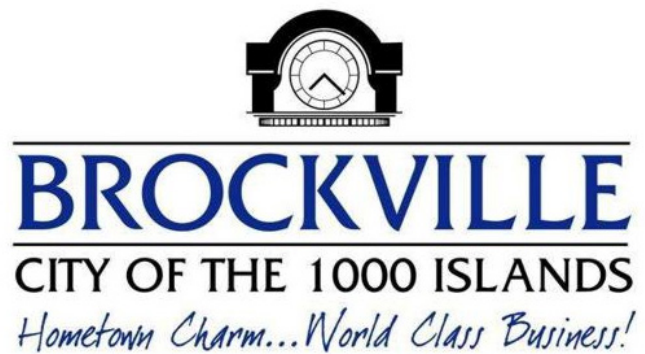
The Kingston Economic Development Corporation (KEDCO) has launched the Kingston's inaugural 40 Under 40 Awards, an event dedicated to honouring and celebrating the outstanding achievements of young leaders who are making a significant impact in their careers and our community. "Our population and demographic are changing. Kingston is home to really incredible, talented young professionals that we are proud to showcase and celebrate. We are excited to launch Kingston's first 40 under 40 program", Donna Gillespie, chief executive office, Kingston Economic Development. The selected 40 under candidates were showcased through

various channels, including a reception that happened September 13 at the Frontenac Club. "Their stories of success, inspiration and community impact will be shared to inspire and empower others and to encourage collaboration and innovation in Kingston"

A Denmark-based company has launched a unique program in Kingston to help local businesses and consumers prevent food waste. Too Good to Go, founded in Copenhagen in 2016, first launched in Canada in July 2021 in major cities like Toronto, Montreal and Vancouver. It is now working its way across Canada, connecting grocery and convenience stores, restaurants and any business that offers food items for sale with consumers interested in purchasing items that would otherwise be thrown away, at a third of their retail value.

A former town councillor, a tireless Legion volunteer and a two-decade-old grocery received the Fort Town's top honours this year. St its 2023 Community Awards presentation in in August, Prescott council honoured Frasn Lashinger as the town's Citizen of the Year, while Nancy Hutt was named Volunteer of the Year and the title of Business of the Year went to O'reilly's Your Independent Grocer. Lashinger, who served on town council from 2015 to 2018. Was named Citizen of the Year for his many volunteer efforts, acting as chairman of the Prescott Cemetery board.

Months after the former director stepped down, a new face will be at the helm of the local hospital foundation. The Brockville and District Hospital Foundation announced in August that Trish Buote will be the new executive director of the organization, taking the reins from interim leader Joan Simon in the end of August. Foundation officials said that over the course of Buote's career, she has "consistently demonstrated a deep understanding, of strategic plan recommendations and has provided operational leadership to various organizations.



Tom Russell, executive of the 1000 Islands Community Development Corporation, is Brockville's Citizen of the year. The Brockville and District Chamber of Commerce made the announcement in August. "Mr. Russell is very well known in the Brockville area as a person who is always willing to step up and give his time in support of numerous important projects", chamber officials said. "He works extremely hard for the betterment of us all and, if there is a way to make it



happen, he does not stop until the job is done. Tom's pure-hearted passion the Brockville and Thousands area had led to many creative initiatives." In a statement of his own, Russell said he is humbled by the honour. "To be honest, I'm much more comfortable presenting these types of awards than receiving them," said Russell who credited his parents, Emma and Ron Russell, for his choice of professions for his respect for local entrepreneurs.

**LLEO is working with the McMaster Research Shop** to explore common challenges and barriers faced by apprentices. LLEO had been interviewing pre-apprentices, apprentices and recent journeypersons to learn more about their unique stories. This research will help identify ways to support apprentices in LBS. Interviews will be around 30 minutes using Zoom. In-person interviews are available in Hamilton. The 1st 30 participants will get a \$25 virtual gift card. Anyone interested can connect with Leah. Pathways2@bea.on.ca, 905-527-2222 x 3

**The next cohort of Starter Company Plus starts in January 2024**, with the application process beginning this month. This program, which is free to participants, offers a comprehensive package of support and resources to help you navigate the challenges of running a business successfully. In order to receive an application for Starter Company Plus, you must first attend one of the online Information Sessions. The sessions help you determine if this program is right for you and your business. You will learn more about the program, eligibility, dates and any other requirements. At the end of the session, you will be able to request an application. For information contact Carol Hardy at 613-342-3840 ext 5367.

## LINKS TO COMMUNITY PARTNERS

For Links to our community partners click on the link below to go to our website  
<https://www.workforcedev.ca/community-partners/>



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