

2023

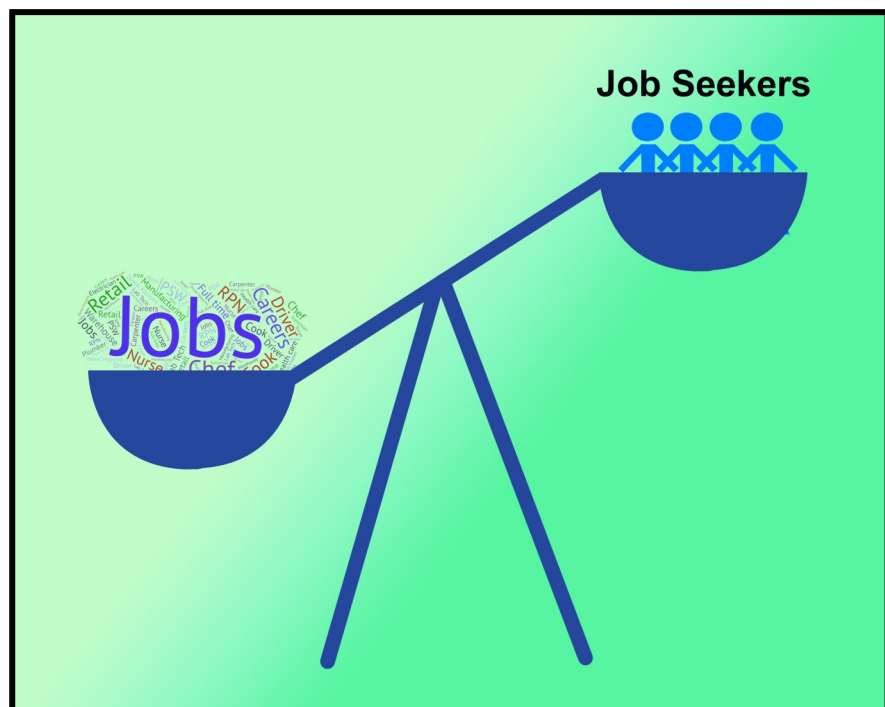
Local Labour Market Plan



Labour Market Imbalance Opportunities and Challenges

2022 - 2025 Strategic Plan Update

An update to the local three-year labour market plan.



Centre for Workforce Development

The Centre for Workforce Development (CFWD) is your expert on the local labour market in Hastings, Prince Edward and Lennox & Addington Counties. Initially incorporated as the East Central Ontario Training Board in 1997, it operates as one of 26 non-profit Boards across Ontario with a focus on local labour market research and workforce development.

CFWD is governed by a volunteer Board of Directors. They provide vital direction to the activities of the Board as well as important input to addressing local labour force issues.

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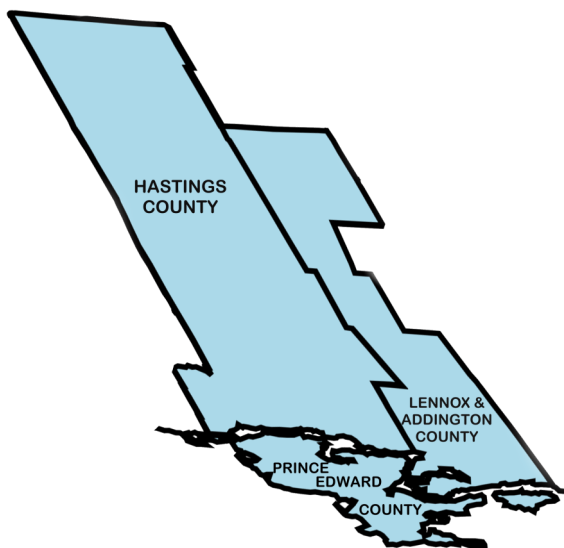
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Executive Summary

In February 2022, CFWD released the new three-year strategic Local Labour Market Plan (LLMP). It addresses local workforce development from 2022 until 2025. The 2023 LLMP is an update to the three-year strategy actions as well as provides information about what has happened over the last year in a variety of areas across the workforce.

As we have over the past couple of years, CFWD continued its focus on the Health Care industry as the lead on the Health Care HR Strategy. A video on careers in medical laboratories was released in early 2022. The Dental Industry will be the focus the next video set to be released in March 2023.

This year's report continues with some of the traditional areas of information such as business counts, health care and manufacturing. The focus has pulled away from the effect the pandemic was having on the labour force. As the Province loosened restrictions in place during the peak of the pandemic, businesses faced a new reality that has been on the horizon for several years. There are more jobs available in our community than people to fill them!

In 2010, Dr. Rick Miner released a report called "People without Jobs, Jobs without People". Dr. Miner quoted right at the beginning of his Executive Summary *"While much of the world is understandably focused on the current recession, there is a looming demographic and labour market crisis which has the potential to shake the very foundations of our society and economy."* While many people attribute the shortage of workers on the pandemic, the reality is that this has been a long time coming. Although the pandemic may have affected some of our labour force and contributed to the labour force shortage, the reality is that our population is aging and we are now faced with the *"significant decline in the proportion of our population in the prime working years (15 to 64)"* as stated here by Dr. Miner.

Businesses are experiencing a struggle to find the talent they need, the likes of which has not been seen in many years. Currently, it continues to be a job seekers market. As the community reviewed the Issues, Focus Areas and Activities under the Long Term Actions through the community consultations, they not only helped validate areas of importance outlined in the 2022 release, they also identified revisions, updates and new areas of concern.

The communities in CFWD's catchment area are facing the same challenges with the labour force that all communities both provincially and nationally are facing today. However, we are a strongly bonded area in rural Eastern Ontario. The updated input to the long term actions has provided some fantastic opportunities for our communities to address the labour force shortage and help businesses attract and retain employees.



Brad Labadie
Executive Director
Centre for Workforce Development

Labour Market Consultations

In early February 2023, CFWD hosted two community consultation sessions. The purpose of the consultations was two-fold.

First, review the status of the Action Plans outlined in the 3-year strategic 2022-2025 Local Labour Market Plan released in February 2022. Participants were asked to provide feedback on whether they felt the Issues and Focus areas are still valid subjects that the community should continue to develop activities to address them.



The second was to discuss any new challenges and workforce issues experienced over the past year. Example questions to lead discussions were provided.

1. What are your biggest challenges now? What will they be in six months?
2. How will that impact your business or organization?
3. What do we do in the next year (or promote if it already exists) to move the needle towards meeting needs? What requires longer than a year, and how can we get started now?

The two sessions were facilitated by Empowered Path Inc.

1. On February 8, 2023 Chantal Fraser, facilitated a session in Belleville, Ontario.
2. On February 9, 2023 Elizabeth Nicholas, facilitated a session in Madoc, Ontario.

Each session had the discussions summarized and then combined into the existing Issues, Focus Areas and Activity. This resulted in one new goal, several new focus areas and activities were identified. These will be reflected in the Long Range Actions.

Although the original idea was to break the sessions into two and into smaller working groups, the participants, when offered the choice of splitting into smaller breakout groups or continuing to work as a large group to suggest new items, both groups chose to continue with the positive momentum, and work as large groups.

Key Findings

It is worth noting some of the key findings that Empowered Path Inc was able to pull from the two sessions. The original three-year strategic plan is not an etched-in-stone document. It is treated as a living document, thus, these key findings are important. They help shape new issues as well as address changes to already identified issues, focus areas and activities. These are outlined below.

- a. The term Micro-credentials was not understood by most of the Belleville participants. This term is used by post-secondary institutions to describe training and education that does not lead to a certificate, diploma, or degree. There are no standards or governing bodies to cover these locally developed offerings. As such it was felt by the Belleville participants, that this term should not be used in the LLMP plan. Seven participants remained to discuss this one topic for 30 minutes after the session formally ended.
- b. The Belleville participants made it clear that, when and where possible, CFWD and their partners should leverage best practices shared by others, regarding the goals and focus areas in the updated plan. This was in part due to conserving limited resources (both people and funds).

Labour Market Consultations

- c. The Madoc participants clearly indicated which focus areas and activities were not relevant to their community and suggested several new focus areas.
- d. The Madoc participants shared that Quinte Manufacturing suggested we stop attracting big companies to our region, as large companies tend to poach employees from smaller companies. This discussion led to housing and other key elements required to attract both talent and employers to the area. It was recommended that all levels of government and other strategic partners adopt a holistic approach designed to take into consideration all factors related to employment, including housing, public transportation, securing apprenticeships, entrepreneurship, immigration, and outmigration rather than the existing siloed approach.
- e. Both groups identified a need to offer programs to help engage youth, from elementary school and high school, along with their parents, and teachers, to clearly communicate that there are jobs beyond a university, college and trades pathways. They also both indicated that youth have difficulty finding jobs, even as employers find it difficult to fill vacant positions.
- f. The Madoc group identified the “Business/Job Seeker attraction, connection and retention opportunities” goal as the most important one, suggesting several focus activities that could be included under that goal or under the new Goal “Best Practices Attraction and Retention of Employees”. Their feedback supported observations shared briefly by the Belleville group.
- g. The Madoc group also identified the struggle of keeping family-owned businesses operating in the future, specifically due to succession planning challenges, which could lead to more rural “ghost towns.” A related concern was the lack of engagement and mentorship available to both rural youth and business owners, and the lack of knowledge about local work opportunities for youth, resulting in more outmigration. Mental health programs were recommended to help change a perceived lack of interest in working, absenteeism being on the rise.
- h. Participants in both sessions showed an appreciation for the research and other services provided by the CFWD under its current mandates.

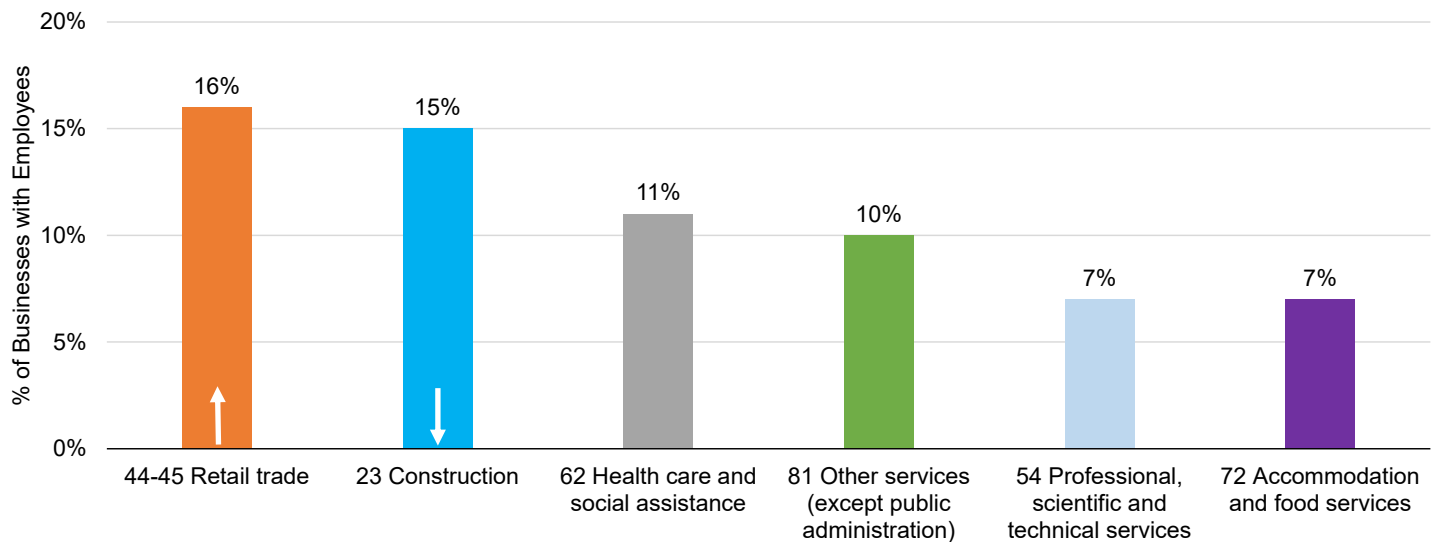


Business Count Update

HASTINGS COUNTY

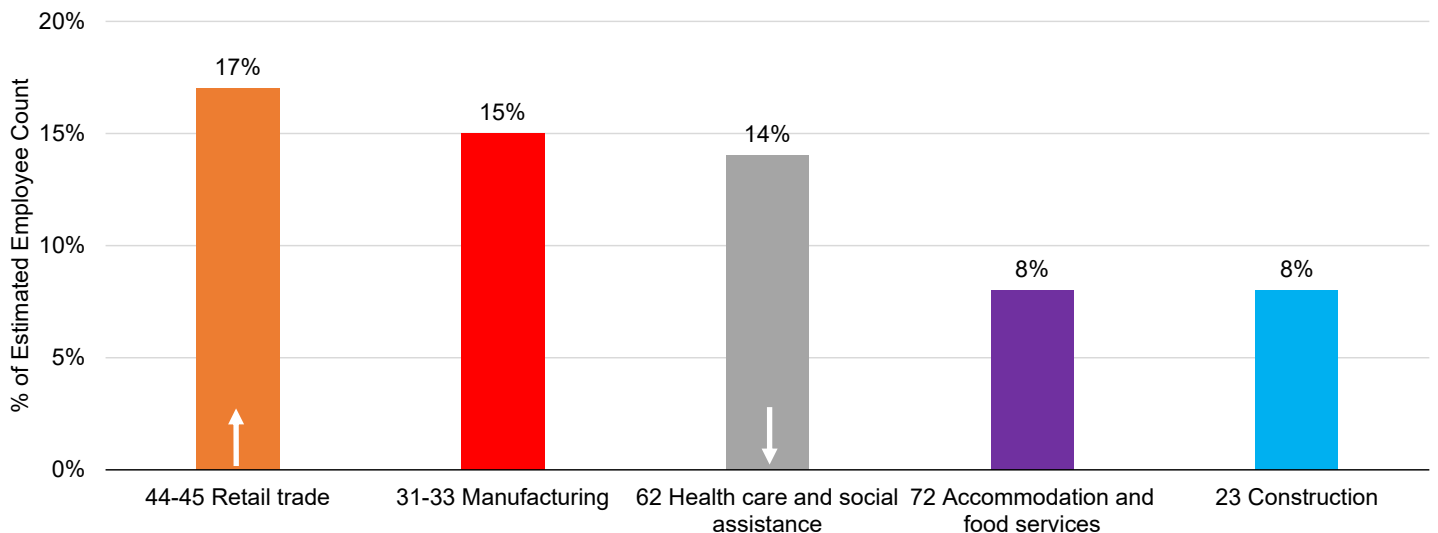
The top six industries by business count remained relatively the same as the past reports with Retail seeing a minor increase and Construction a minor decrease. The top five industries by employee count remained the same with Retail seeing a minor increase and Health care a minor decrease.

Hastings County Top Six Industries by Business Count



Source: Statistics Canada, Canada Business Counts, June 2022

Hastings County Top Five Industries by Employee Count



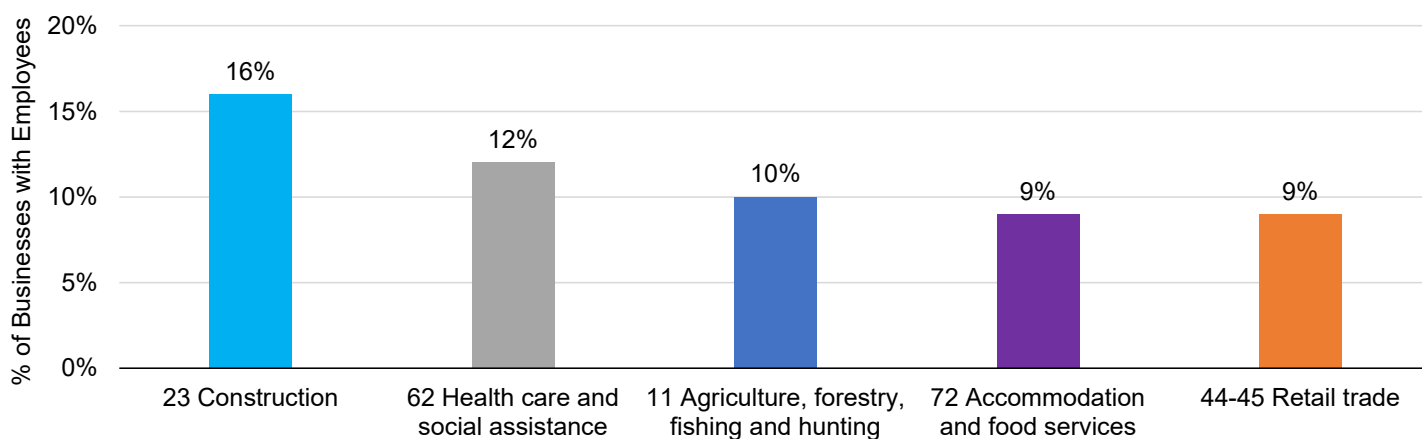
Source: Statistics Canada, Canada Business Counts, June 2022, Special Calculations

Business Count Update

PRINCE EDWARD COUNTY

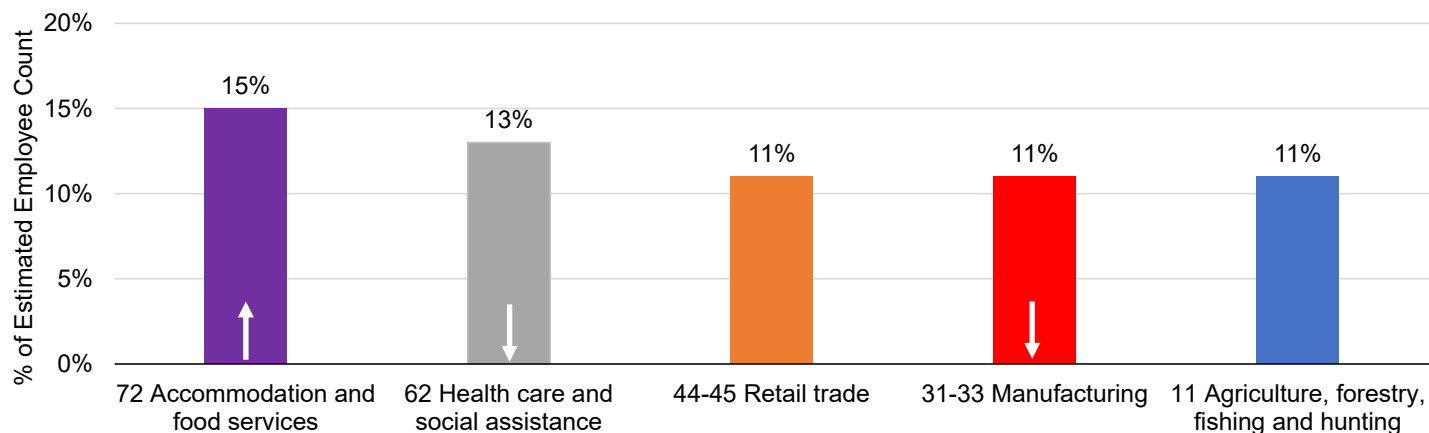
The top five industries by business count remained unchanged as compared to the previous report. The top five industries by employee count saw Accommodation and food services with a minor increase while Health care and Manufacturing saw minor decreases.

Prince Edward County Top Five Industries
by Business Count



Source: Statistics Canada, Canada Business Counts, June 2022

Prince Edward County Top Five Industries
by Employee Count



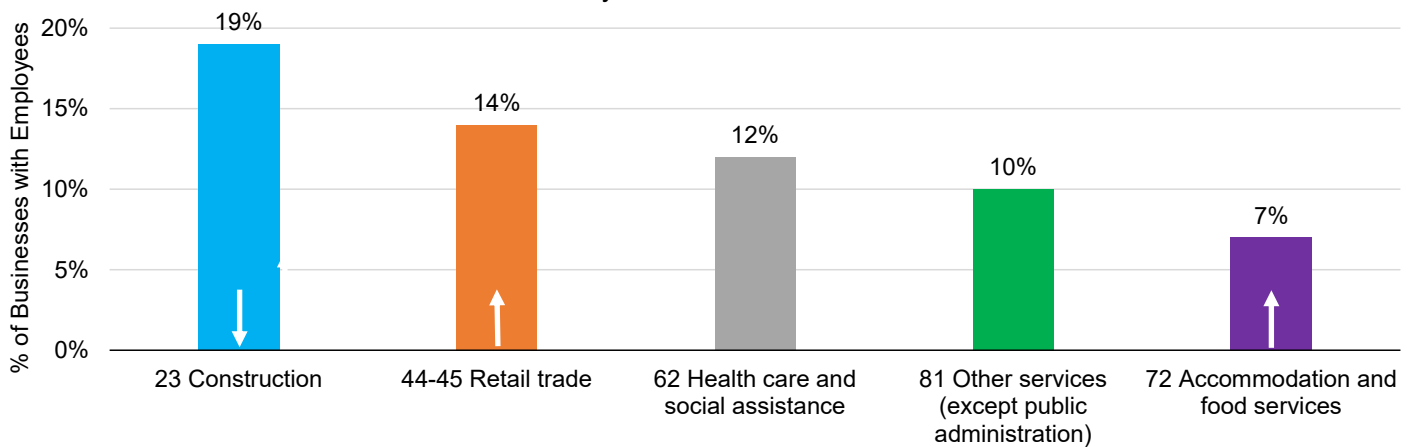
Source: Statistics Canada, Canada Business Counts, June 2022, Special Calculations

Business Count Update

LENNOX AND ADDINGTON COUNTY

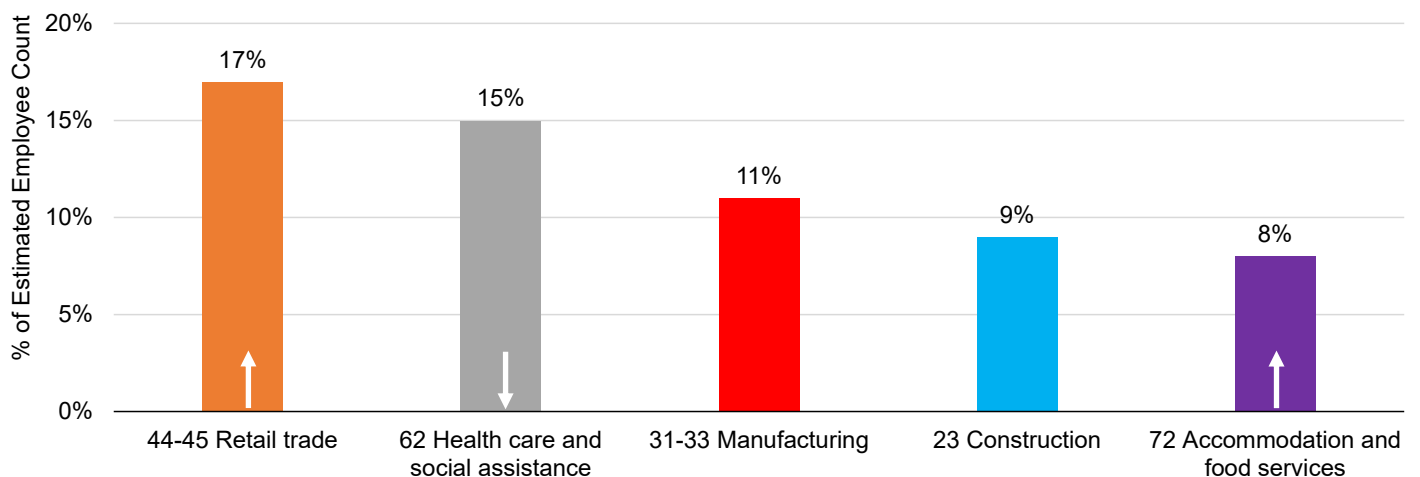
There were very minor changes (+/- 1%) across the business counts compared to the previous reporting period. Accommodation and food services replaced Professional, scientific and technical services in the top five. Sectors in employee counts remained the same with minor increases or decreases as indicated in the chart.

Lennox and Addington County Top Five Industries
by Business Count



Source: Statistics Canada, Canada Business Counts, June 2022

Lennox and Addington Top Five Industries
by Employee Count



Source: Statistics Canada, Canada Business Counts, June 2022, Special Calculations

Health Care Industry

The Health Care HR Strategy, released in March 2020, identified a key action - “Better marketing of health care career pathways: What is health care? What are the opportunities? e.g. Video marketing”. So CFWD continued its video series on career paths in the health care industry.

Through early 2023, CFWD worked with Dr. Younes and his team at You Make Me Smile Dental Centre to create an informative career path video about Dental Industry occupations. Dr. Younes also presented about his company’s culture at a Quinte West Chamber event and how it has helped attract and retain staff! All these videos along with the previous ones will be available on CFWD’s YouTube Channel.

The Health Care HR Steering Committee meet in early 2023 to decide on the next video in the series. Watch CFWD’s website for more information.



Manufacturing Industry

As previously reported, Manufacturing continues to be one of the most influential industries across Hastings, Prince Edward and Lennox and Addington Counties. When you review the business count tables earlier in this report, Manufacturing is not within the top five industries for any of the Counties. In fact, it only accounts for 3% - 5% of businesses depending on the County. However, on average it accounts for just over 12% of the entire workforce and contributes significantly to local wages and the economy as a whole.

There continues to be a large gap in the workforce with over 100 jobs advertised locally. This number does not truly reflect the number of positions available as many companies are still not advertising digitally but rather are using either word of mouth or roadside signs. CFWD continues to sit as an advisor to the Quinte Economic Development Commission (QEDC) and its Board of Directors. QEDC is the lead organization on the attraction and retention of the manufacturing industry across Belleville, Quinte West and Brighton. CFWD and QEDC work closely together to identify trends and opportunities in the industry that can assist manufacturers address their labour force shortages.

The table below, based on 2020 Canadian Taxfiler data and sourced through Lightcast 2022.3, clearly shows the local impact this industry has. It contributes the highest in overall wages and sales.

| Industry | Jobs | Wages | Sales | Average Wages |
|---------------|-------|---------------|-----------------|---------------|
| | 2020 | 2020 | 2020 | 2020 |
| Manufacturing | 8,142 | \$463,847,244 | \$6,263,403,892 | \$56,970 |

Belleville - Quinte West CMA

The image to the right lays out what the boundaries of the Belleville - Quinte West Census Metropolitan Area (CMA) include. This CMA contains the City of Belleville, City of Quinte West, Township of Stirling-Rawdon and Tyendinaga Township. The information and image source is from Statistic Canada.

This CMA was originally referred to as the

Belleville CMA and before that, the Belleville Census Amalgamation. Although it is still referred to in a variety of data sets as the Belleville CMA, it is important to note that Statistics Canada has renamed this to Belleville - Quinte West CMA. All data sources will be changed as time permits.

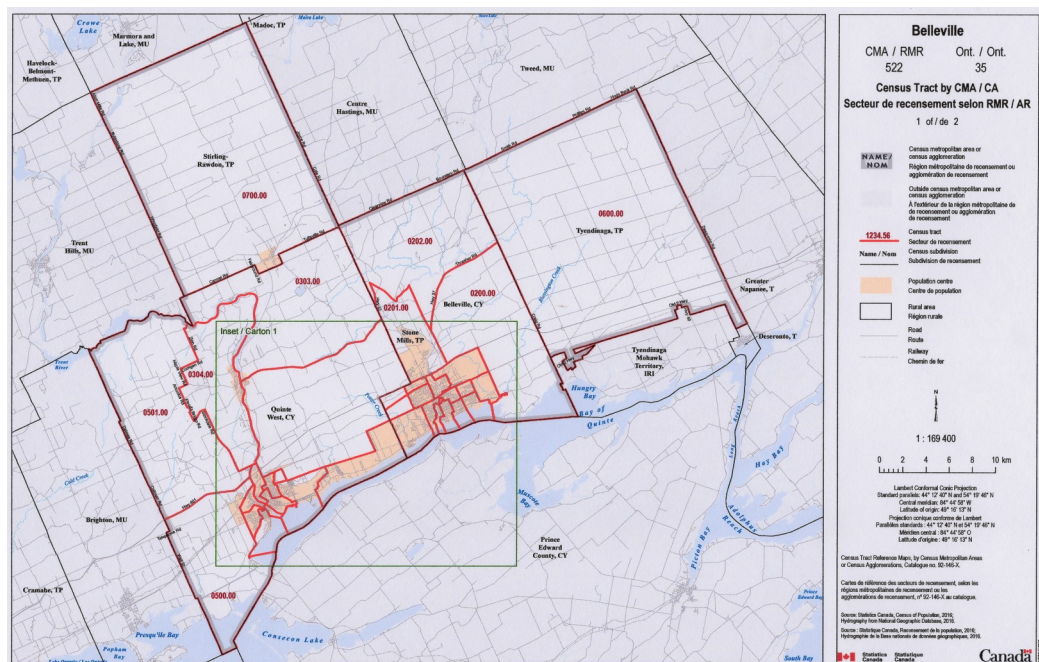
Throughout the pandemic, past reports presented data on the effect that it was having on the labour market. However, as the Province eased pandemic restrictions, the overall labour force has rebounded well. Some industries continue to struggle with filling job vacancies, but this not truly related to the pandemic.

The Belleville-Quinte West CMA should be viewed as a good indicator as to what is happening across the labour force in at least the Quinte Region. Similarities will surface in surrounding communities such as Greater Napanee, Prince Edward County, Madoc and Tweed.

There are three key indicators, besides unemployment rate, which can help assess the health of the local labour force.

- Overall population of key working age ranges
- Overall labour force availability
- Overall participation rates

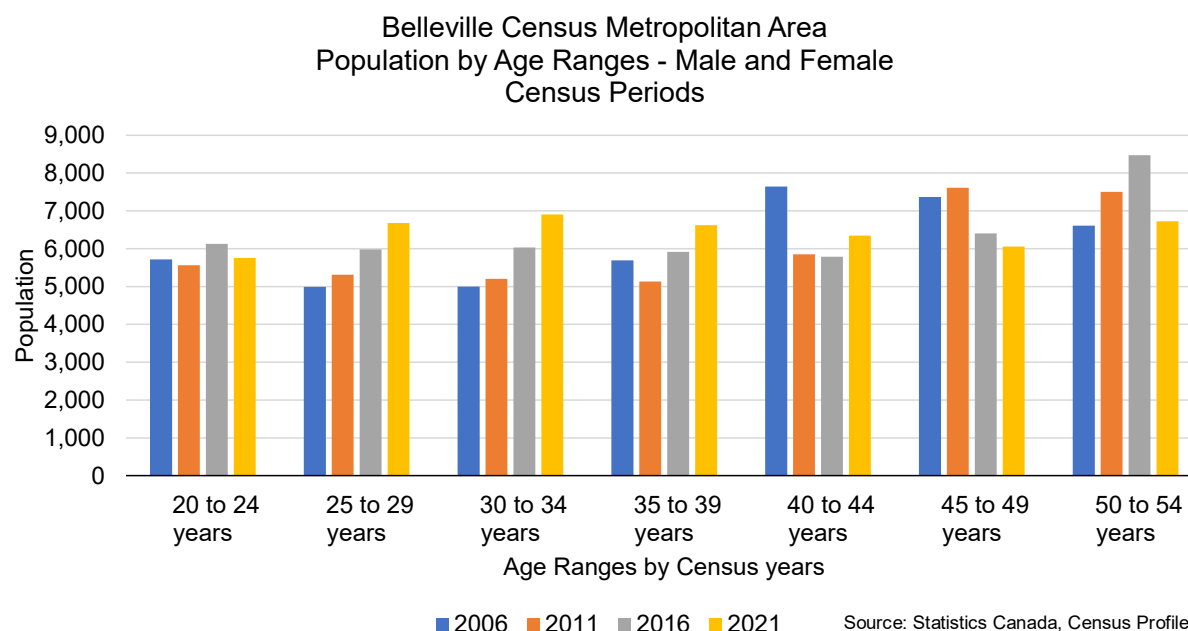
The following tables will provide a quick overview of these three areas.



Labour Force Overview

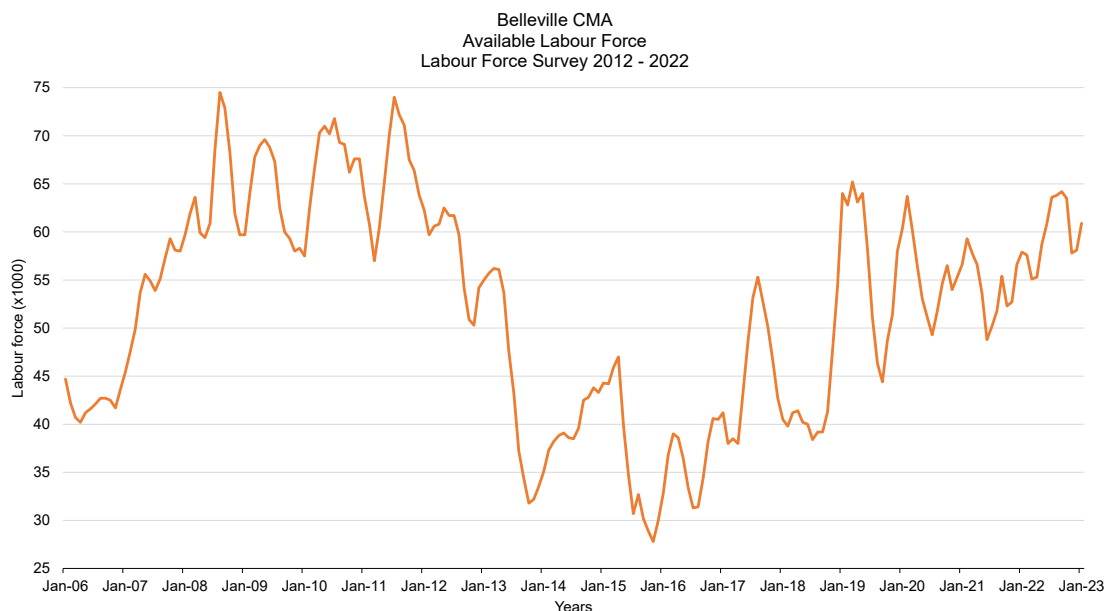
It is important to look at the three areas outlined over time, not just as a single time period or even a single year. The area has had to deal with the effect the pandemic had on businesses and the associated labour force. As mentioned earlier however, the pandemic was a short term effect and there are other factors that need to be viewed in a longer fashion.

This first table looks at key population growth across selected age ranges.



What is important to note within the table above is that the key labour force age ranges covering 40-49 are actually seeing decreases as compared to where they were in 2006. This is a good indicator that there will be less available workers in that age range to fill job vacancies. This combined with the fact that more jobs are actually available is one reason why employers are experiencing struggles filling their job opportunities.

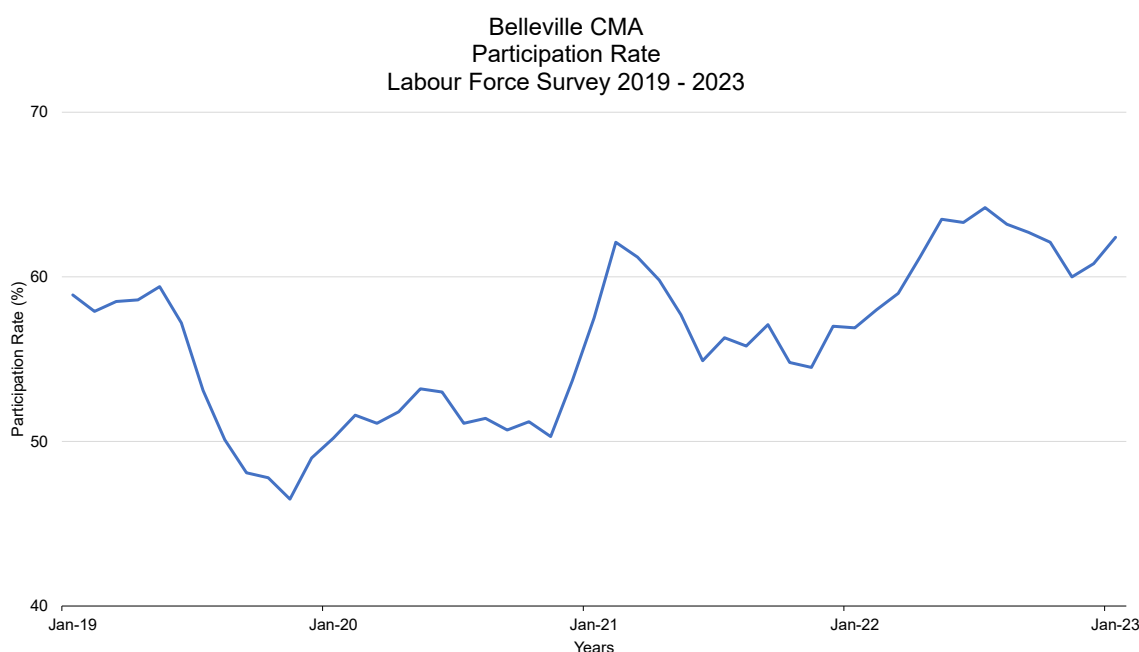
The following table looks at the available labour force over the past ten years.



Labour Force Overview

The previous table identified the available labour force over the past ten years. It is interesting to note that the Belleville - Quinte West CMA has experienced significant growth at times but it has also seen sizable drops. Some of the drops could be related to major closures at the time. As the area is coming out of the pandemic, the available labour force is still below some of the previous peak times. Again, this is an indicator as to why employers are struggling to fill vacancies.

The following table shows the Participation Rate in the labour force from January 2019 to January 2023.



Source: Statistics Canada, Labour Force Survey

Although the data in this table only covers the past three years, it is a good indicator of a third factor affecting the ability of employers to fill their job vacancies. The area is experiencing a high participation rate. Previous research on local participation rates clearly indicated that most of those that are not in the labour force are persons 55 years of age and up. That same research revealed that of those not in the labour force, only a very small percentage actually wanted to work and most of them face significant barriers to employment.



Source: In part Vecteezy.com

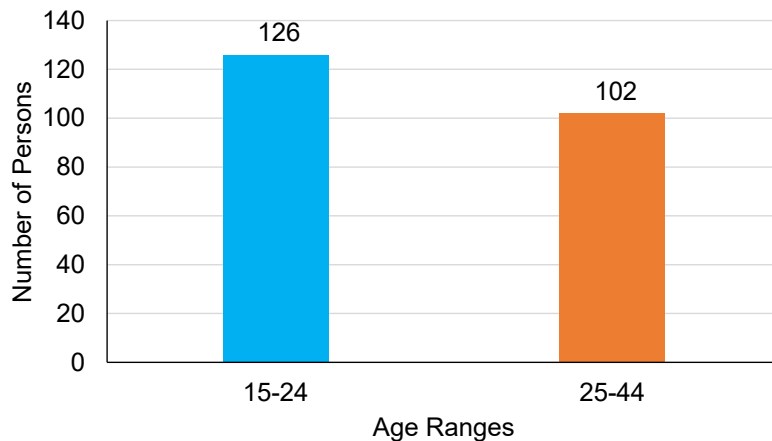
Employment Ontario Programs

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) provides data updates on various program areas administered through the Employment Ontario Service Provider Network. The organizations that deliver the programs are broken into Employment Services and Literacy and Basic Skills Services. The following data update, covering the 2021-22 fiscal year, is presented to provide an overview to the community of what is occurring across the program areas. The data is presented with a note of caution as any data numbers below 10 are suppressed by MLITSD and will not be reflected in the data presented. For this reason very little direct analysis of this data is done, however it is reviewed with the Service Provider Network. The numbers in all tables and charts, unless expressed as a percentage, indicate number of clients. Suppression throughout also affects data presentation thus some numbers will not appear to add up properly.

It is important to note that throughout the data presented in this report for Employment Ontario Programs, clients self-identify in many categories including, gender, culture (indigenous, francophone, etc.) and disabilities. The actual number of people across these categories may be higher than reported.

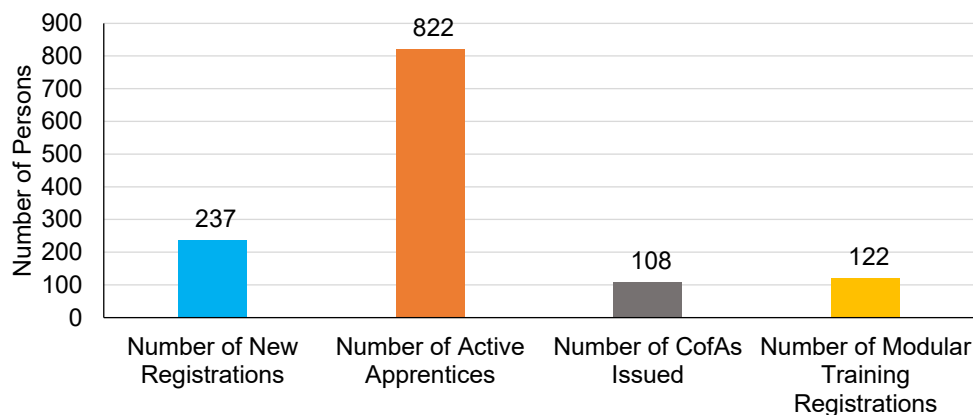
Apprenticeships

New Apprentice Age Ranges Across Hastings, Prince Edward, Lennox and Addington Counties



There was a **39% increase** in 15-24 age range over the previous time frame. The 25-44 age range saw a **52% increase**. Data for the 45-64 age range was suppressed.

Apprenticeship Across Hastings, Prince Edward, Lennox and Addington Counties



Data indicates that apprenticeships experienced significant **increases** as compared to 2020-21. New registrations grew by **44%**. Modular Training Registrations grew by **77%**. The issuance of CofAs grew **56%**. Active apprentices also grew by **44%**.

Employment Ontario Programs

New Apprentice Gender

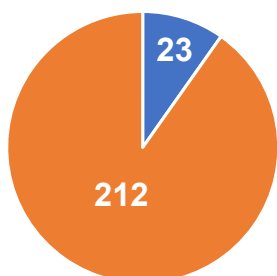


208



27

New Apprentice Highest Level of Education - Across Hastings, Prince Edward, Lennox and Addington Counties



■ Less than Grade 12 ■ Completion of Secondary

The majority of new apprentice registrations had completed high school.

Suppressed data indicated that there were at least some new apprentice registrations that had some Apprenticeship/College/University education.

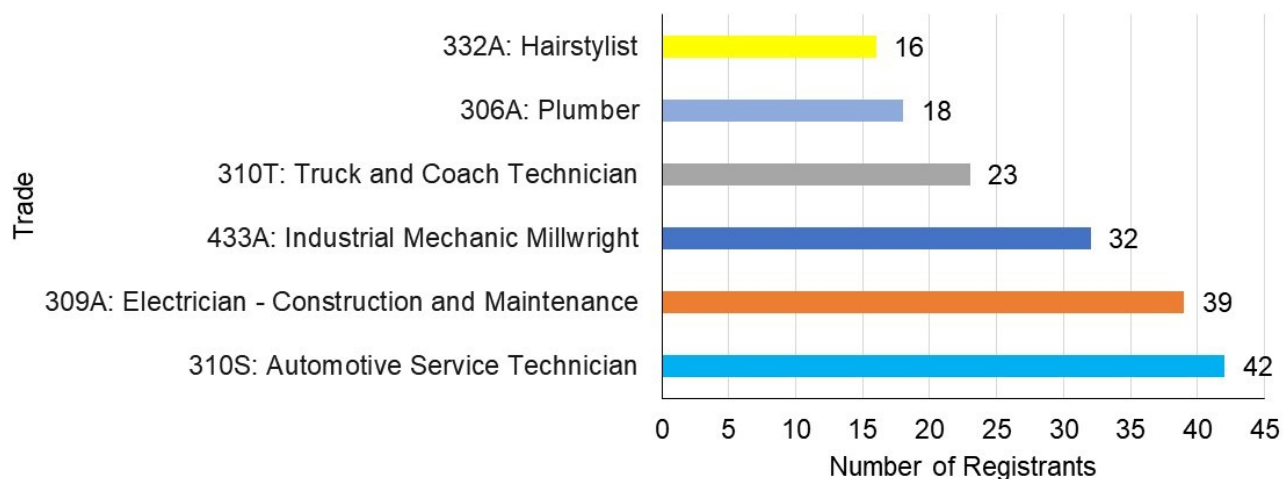
7% of new apprentice registrations were Indigenous.

New apprentice registrations were also recorded in the following other Designated Groups. The specific number for each of these categories was suppressed.

- Francophone
- Person with Disability
- Racialized

Employment Ontario Programs

New Apprentice Registration by Trades Across Hastings, Prince Edward, Lennox and Addington Counties



New registrations across trades where data was available indicated an increase in registrations compared to the previous reporting period. It is encouraging to see new apprentices in the Plumber, Electrician and Industrial Mechanic groups as data indicates an increased need in these occupations areas between now and 2028. However, the remaining groups are in occupation areas that data indicates could significant decreases by 2028. Industry side data should be analyzed to see if there is similar pattern of decrease where these occupations are mostly located in. It is interesting to note that 310S Automotive Service Technician, which saw a significant drop in registrations during the pandemic, have returned to pre-pandemic levels.

There are skilled trades that had new apprenticeship registrations, however, the exact number is unknown due to data suppression. These trades include 308A Sheet Metal Worker, 308R Residential (Low-Rise) Sheet Metal Installer, 310B Auto Body and Collision Damage Repairer, 310G Motorcycle Technician, 313A Refrigeration and Air Conditioning Systems Mechanic, 313D Residential Air Conditioning Systems Mechanic, 403A General Carpenter, 404C Painter and Decorator - Commercial and Residential, 421A Heavy Duty Equipment Technician, 427A Sprinkler and Fire Protection Installer, 429A General Machinist, 437A Metal Fabricator (Fitter), 442A Industrial Electrician, 456A Welder, 620A Child and Youth Worker, 620C Child Development Practitioner, 620D Developmental Services Worker.

Canada - Ontario Job Grant (COJG)

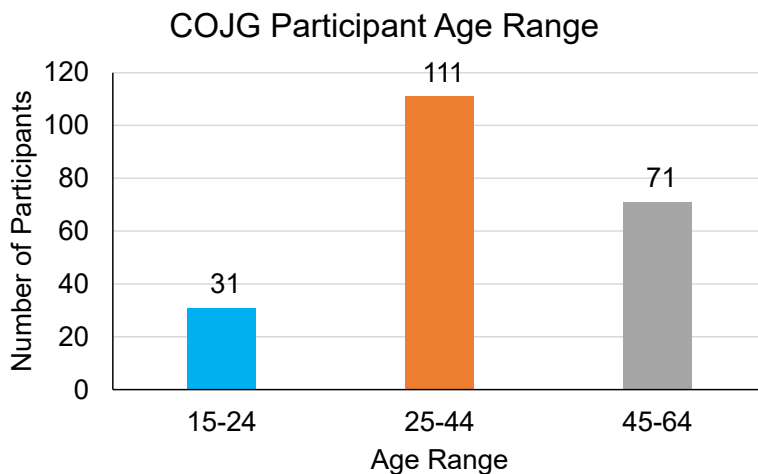
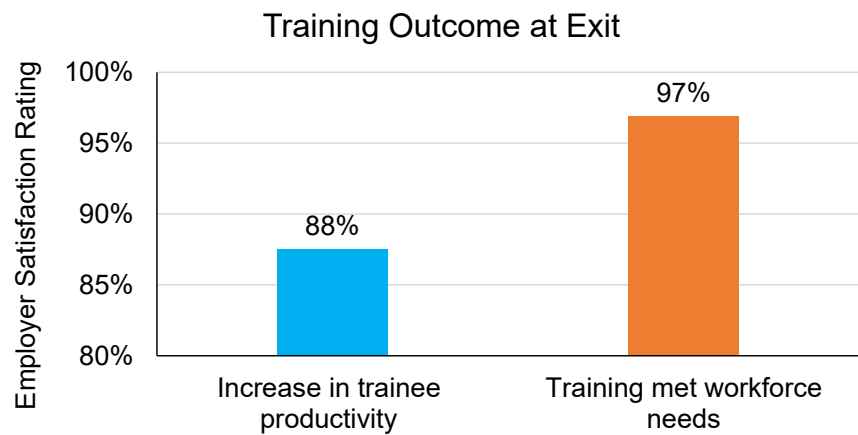
In the Employer Stream, there were **94** participating employers with all of these falling within the "Under 25 Stream" category. This category means there were 25 or less participants in training. Overall there was an **increase** in the Employer Stream by **49%** over the last reporting period.

65 of the participating employers had less than 50 employees in their company and **17** had 50-150 employees. Suppressed data also indicated participating employers in the following categories.

- 151-300
- 501-1,500

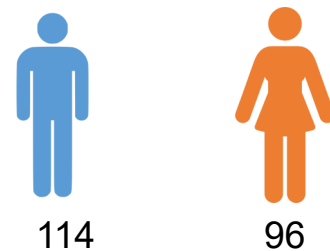
Employment Ontario Programs

Based on the responses received from employers, the table to the right outlines employer satisfaction with the program and whether it met their expectations. Both saw very high satisfaction ratings with employers reporting they were 97% satisfied with it meeting workforce needs.



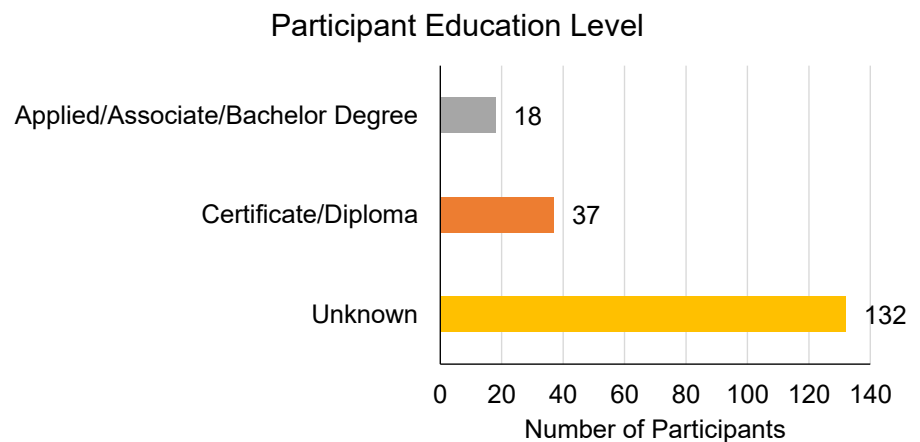
There were a total of 214 participants in the COJG program. This is a significant increase in participation of **60%**. Gender make-up is outlined below. A small portion of individuals were unknown, preferred not to disclose or other.

COJG Participant Gender



98% of the participants were employed full-time.

Participant information across the remaining categories was suppressed.

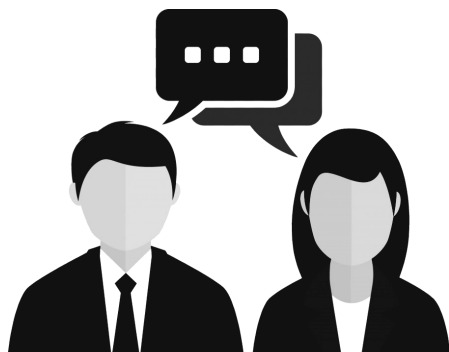


All other education levels were suppressed.

Employment Ontario Programs

Employment Services

Assisted Service Clients¹



1864

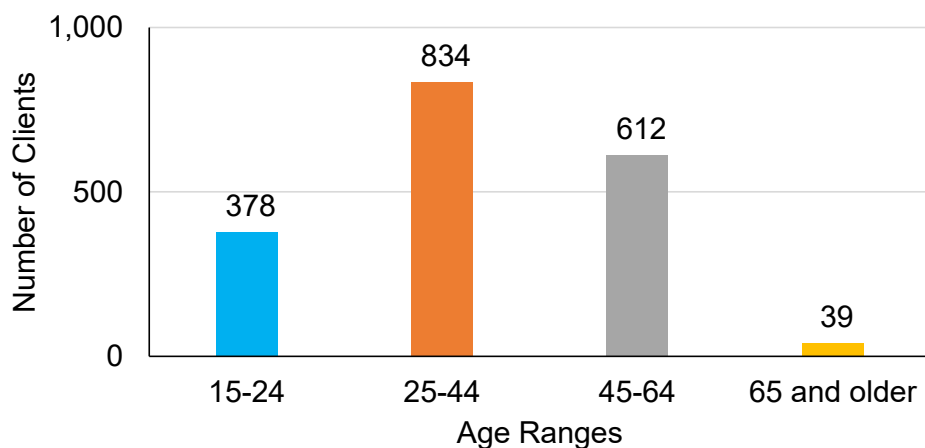
Both assisted clients and unassisted clients continued to see a decrease from the previous fiscal year. Assisted clients saw a drop of 6% and unassisted a drop of 8%, both most likely due to the continued effect of the pandemic.

Unassisted R&I Clients²

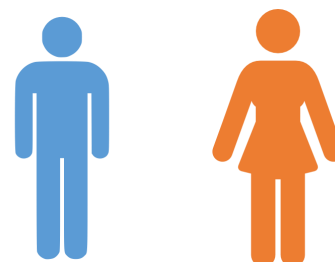
Welcome to
Our
Employment
Resource
Centre

4995

Assisted Client Age Range



Assisted Client* Gender



923

931

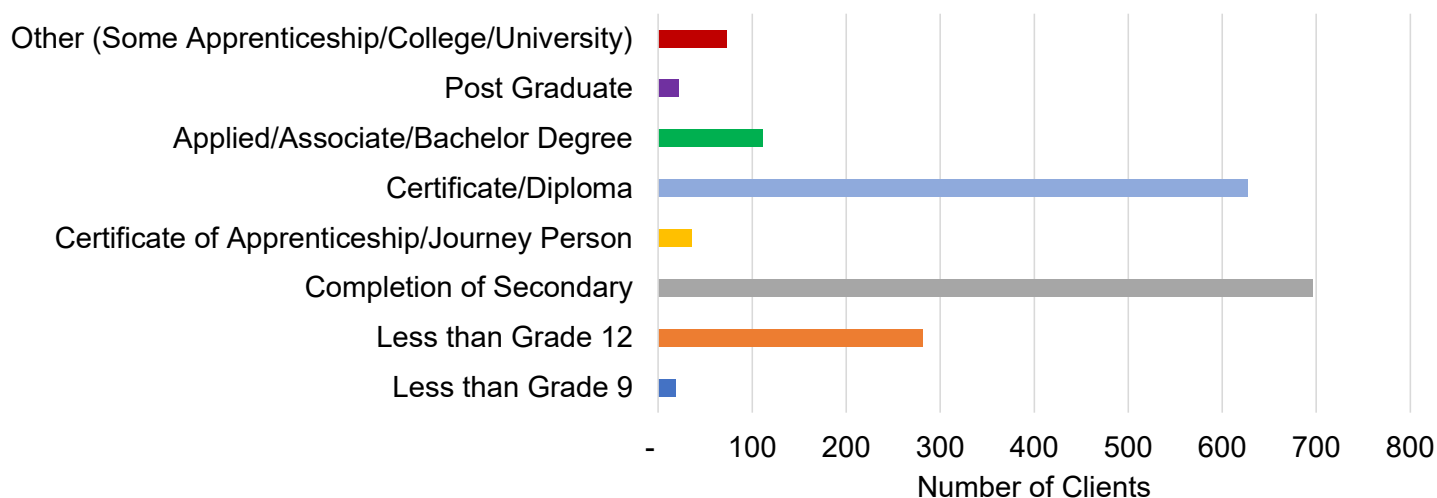
*Other and Prefer not to disclose were suppressed.

¹ Assisted Clients are unemployed and not participating in full time training or education. Components include Job Search, Job Matching, Placement and Incentive and Job/Training Retention.

² (R&I) - The Resource and Information (RI) component is a resource that is available to everyone in the community including the employed, under-employed, job seekers, students, laid off workers, apprentices, internationally trained and employers. There are no eligibility or access criteria for RI.

Employment Ontario Programs

Assisted Client Highest Education Level at Program Entry



Designated Groups*

| | |
|---------------------------------------|-----|
| Indigenous | 141 |
| Francophone | 20 |
| Internationally Trained Professionals | 52 |
| Newcomer | 37 |
| Person with Disability | 439 |
| Racialized | 59 |

Labour Force Attachment

| | |
|--------------------|------------|
| Employed Full Time | 88 |
| Employed Part Time | 43 |
| Self Employed | 11 |
| Unemployed | 1705 |
| Full time Student | Suppressed |

Top Five Layoff Occupations**

| | |
|--|-----|
| Service support and other service occupations, n.e.c*** | 130 |
| Labourers in Processing, Manufacturing and Utilities | 126 |
| Service representatives and other customer and personal services occupations | 121 |
| Transport and heavy equipment operation and related maintenance occupations | 108 |
| Trades helpers, construction labourers and related occupations | 99 |

*Designated Groups—as self-identified

**Layoff descriptions are based on Record of Employment and client reporting but no verification is required

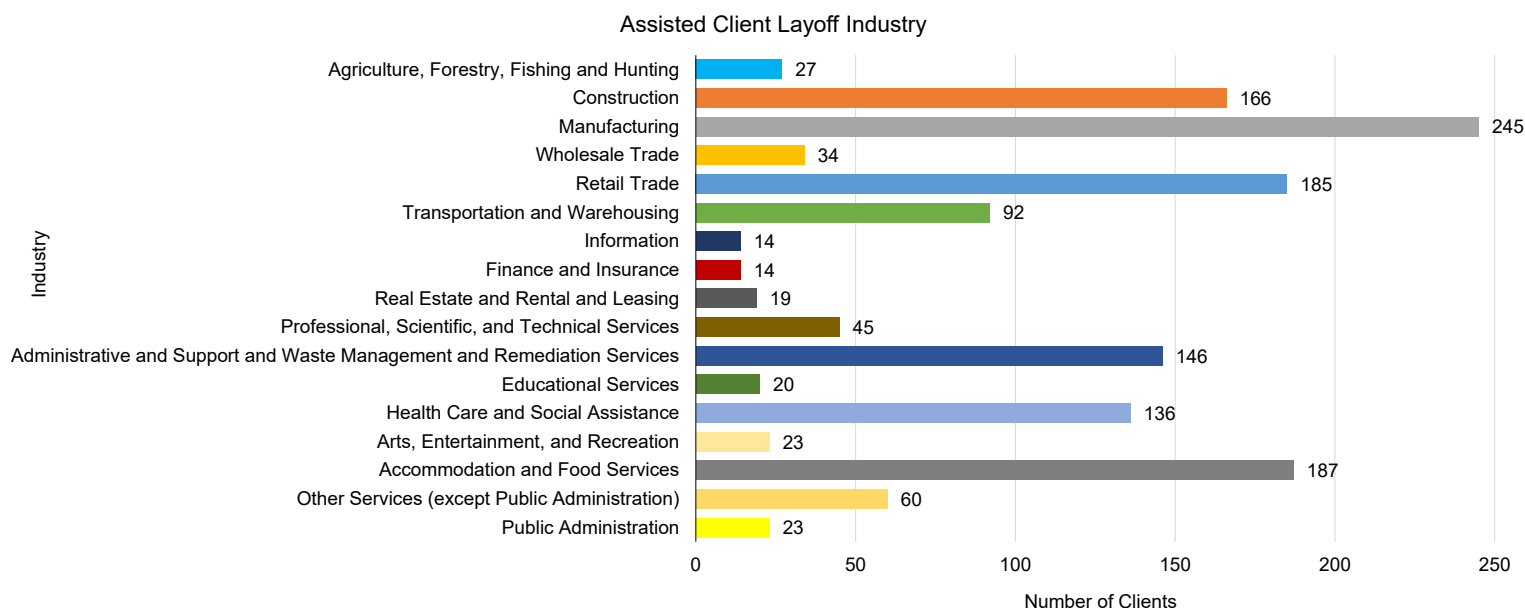
***n.e.c. (not elsewhere classified)

Employment Ontario Programs

Remaining Client Numbers Layoffs by 2-Digit Occupations

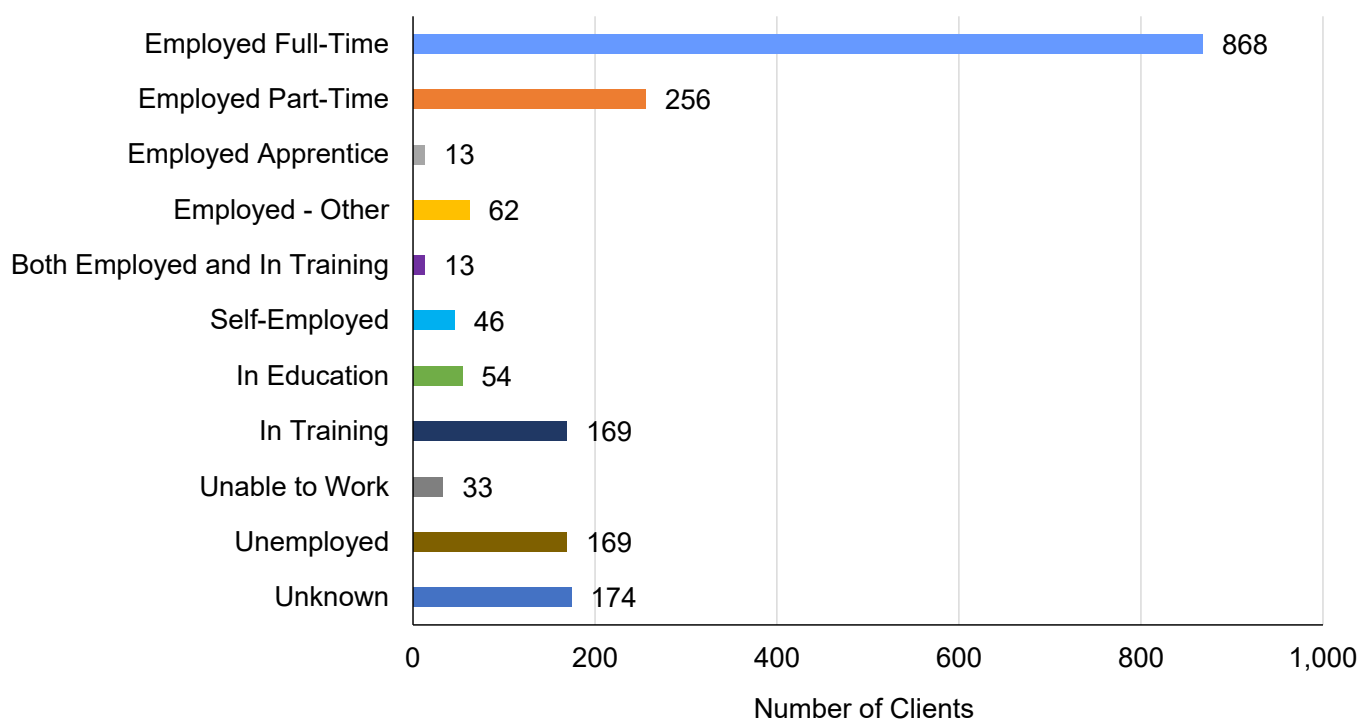
| | |
|---|----|
| Sales support occupations | 76 |
| Industrial, electrical and construction trades | 63 |
| Sales representatives and salespersons - wholesale and retail trade | 62 |
| Administrative and financial supervisors and administrative occupations | 58 |
| Service supervisors and technical service occupations | 53 |
| Other installers, repairers and servicers and material handlers | 52 |
| Processing and manufacturing machine operators and related production workers | 51 |
| Office support occupations | 47 |
| Harvesting, landscaping and natural resources labourers | 41 |
| Middle management occupations in retail and wholesale trade and customer services | 36 |
| Paraprofessional occupations in legal, social, community and education services | 32 |

| | |
|---|----|
| Care providers and educational, legal and public protection support occupations | 32 |
| Technical Occupations Related to natural and applied sciences | 31 |
| Assisting occupations in support of health services | 29 |
| Distribution, tracking and scheduling co-ordination occupations | 28 |
| Maintenance and equipment operation trades | 20 |
| Specialized middle managers occupations | 17 |
| Middle management occupations in trades, transportation, production and utilities | 13 |
| Assemblers in Manufacturing | 13 |
| Technical occupations in health | 12 |
| Technical occupations in art, culture, recreation and sport | 11 |
| Retail sales supervisors and specialized sales occupations | 11 |



Employment Ontario Programs

Detailed Outcome at Exit



*Other (employed in a more suitable job, employed in a professional occupation/trade, employed in area of training/choice)

Employed Outcome Top Five Industries

| | |
|--|----|
| Health Care and Social Assistance | 41 |
| Accommodation and Food Services | 26 |
| Retail Trade | 25 |
| Administrative and Support and Waste Management and Remediation Services | 24 |
| Construction | 19 |

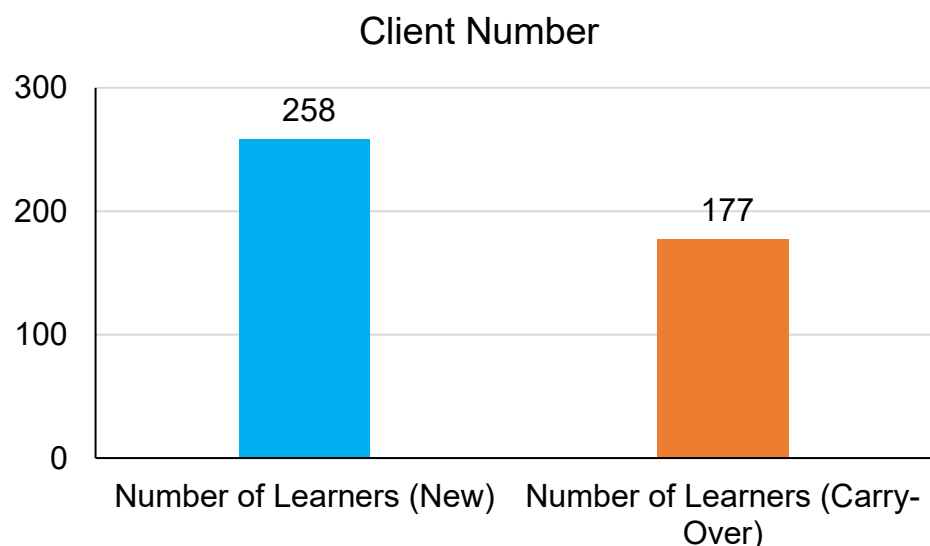
Employed Outcome Top Six Occupations

| | |
|--|----|
| Service support and other service occupations, n.e.c.* | 24 |
| Sales support occupations | 21 |
| Service representatives and other customer and personal services occupations | 19 |
| Sales representatives and salespersons - wholesale and retail trade | 15 |
| Trades helpers, construction labourers and related occupations | 15 |
| Labourers in Processing, Manufacturing and Utilities | 15 |

*n.e.c. (not elsewhere classified)

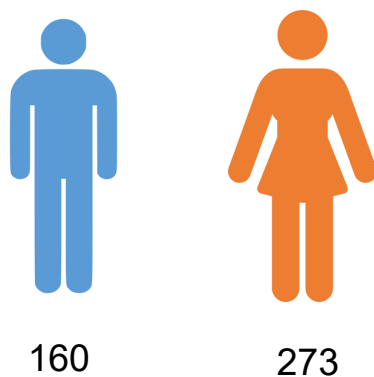
Employment Ontario Programs

Literacy and Basic Skills (LBS)

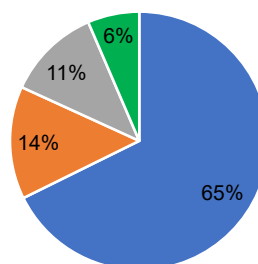


The number of new learners saw a minor decrease of **11%**. The number of carry-over clients was down by **40%** from the previous reporting period. This again could be due to the pandemic.

LBS Client Gender ³



Labour Force Attachment



■ Unemployed ■ Employed Part Time ■ Employed Full Time ■ Unknown

Designated Groups ⁴

| | |
|------------------------|-----|
| Indigenous Group | 45 |
| Newcomer | 17 |
| Person with Disability | 185 |
| Racialized | 18 |

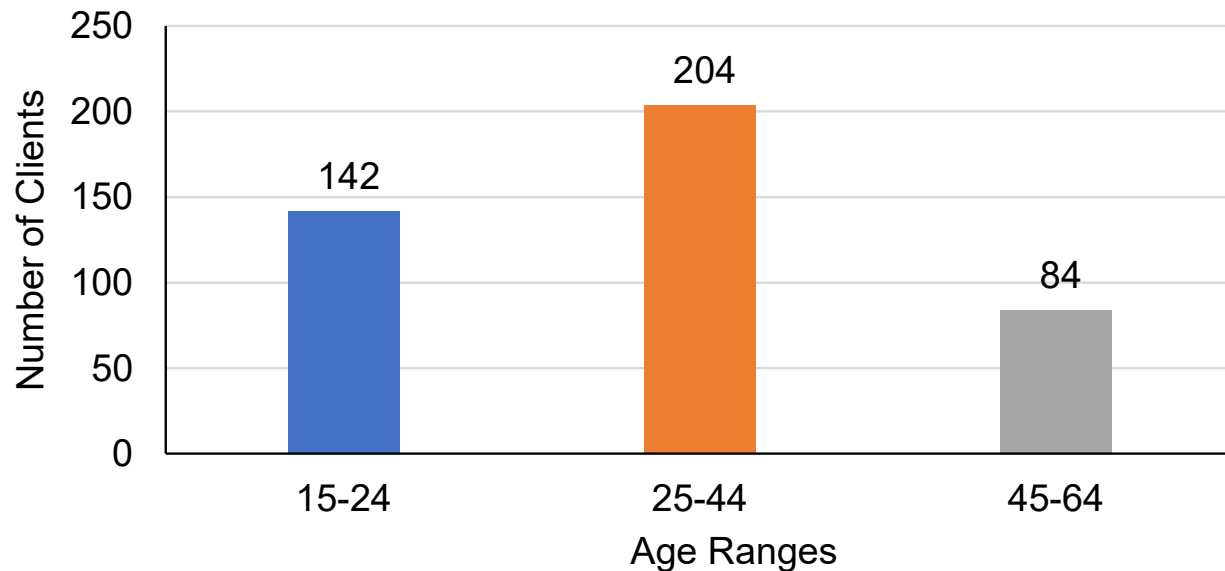
There were other categories that indicated a type of labour force attachment but numbers in all four categories were suppressed. These included Full Time Student, Part Time Student, Self Employed and Under Employed..

³ Trans and Other gender category numbers were suppressed

⁴ Deaf and Francophone categories were suppressed

Employment Ontario Programs

Clents by Age Range



The 65+ age range was suppressed.

Client Source of Income

| | |
|--|----|
| Dependent of OW/ODSP | 21 |
| Employed | 84 |
| Employment Insurance | 24 |
| No Source of Income | 71 |
| Ontario Disability Support Program | 82 |
| Ontario Works | 83 |
| Other | 35 |
| Unknown | 27 |
| Crown Ward and Self Employed categories contained suppressed data. | |

Number of Learners by Sector

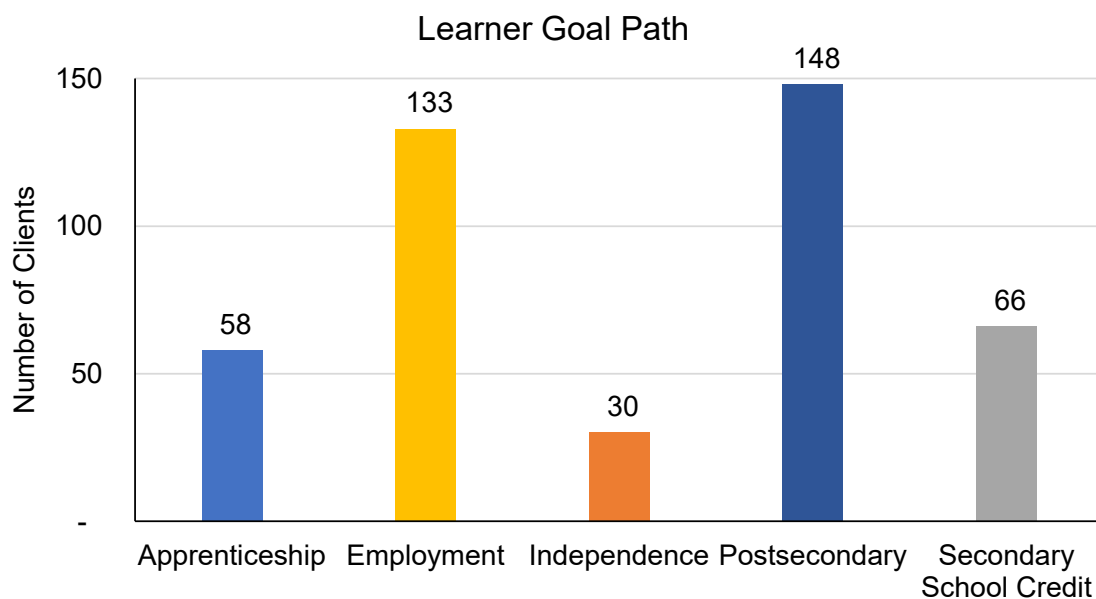
| | |
|-------------------|-----|
| Community Agency | 205 |
| Community College | 170 |
| School Board | 60 |

Where Were Clients Referred In From?

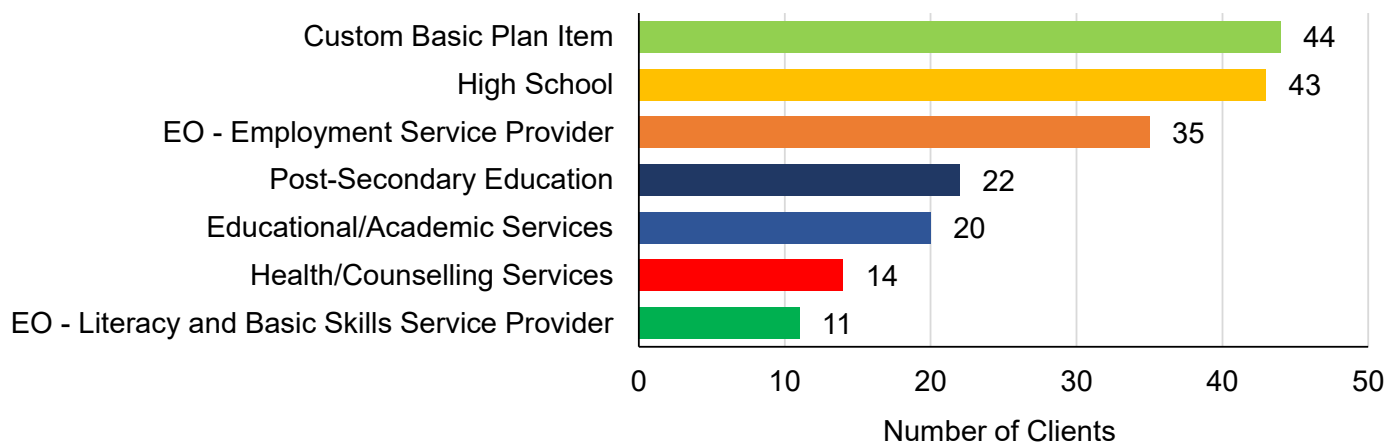
| | |
|---|-----|
| EO - Employment Service Provider | 40 |
| Government Training Federal - Youth Employment Strategy | 12 |
| Informal Word of Mouth/Media Referral | 171 |
| Ontario Works | 71 |
| Other - Structured/Formal Referral | 96 |

7 Categories contained suppressed data and made up the remainder of referrals.

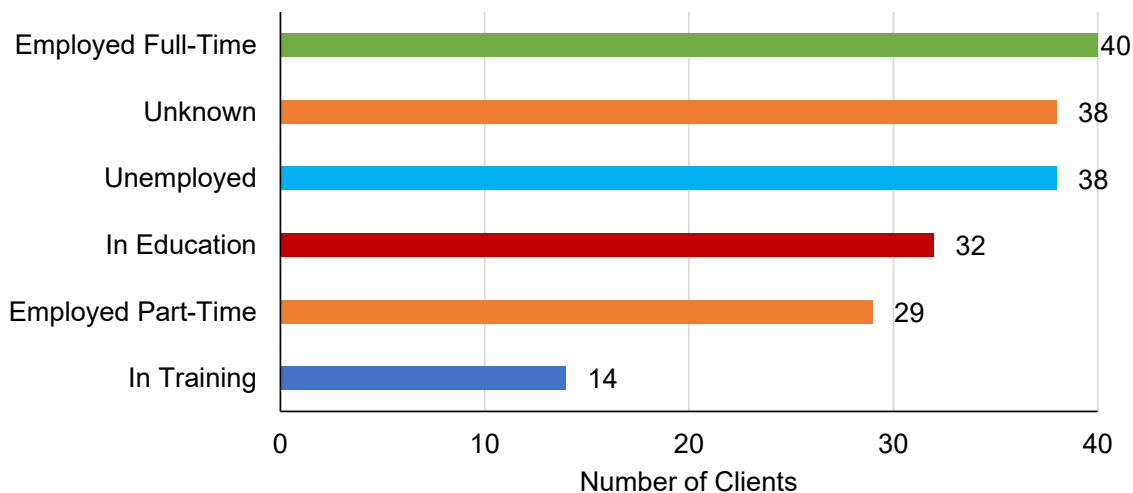
Employment Ontario Programs



Referral Out to Other Community Resources, Programs and Services



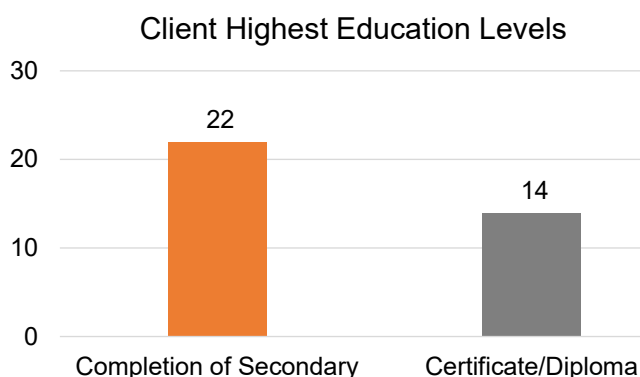
Detailed Outcome at Program Exit



Employment Ontario Programs

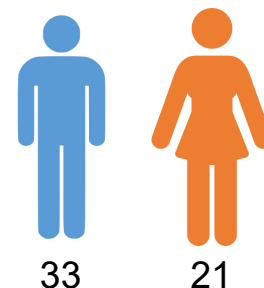
Second Career (Now Called Better Jobs Ontario)

There were a total of 74 clients assisted through the Second Career program, a **decrease** of **17%** over the previous period and a continuing decrease overall.



The following categories contained suppressed data:
Less than Grade 12,
Certificate of Apprenticeship/
Journey Person, Applied/
Associate/Bachelor Degree,
Other (Some Apprenticeship/
College/University) and
Unknown

Client Gender



The data numbers for most training programs except Transport Truck Drivers (25) were suppressed. There was an indication that clients did enter the following programs. (Programs highlighted in **red** are in-demand occupations)

- Accounting and Related Clerks
- Administrative Officers
- Construction Inspectors
- **Dental Assistants**
- Drillers and Blasters - Surface Mining, Quarrying and Construction
- Electronic Service Technicians (Household and Business Equipment)
- **Gas Fitters**
- General Office Support Workers
- Heavy Equipment Operators (Except Crane)
- **Home Support Workers, Housekeepers and Related Occupations**
- Mechanical Engineering Technologists and Technicians
- **Medical Administrative Assistants**
- **Nurse Aides, Orderlies and Patient Service Associates**
- **Other Assisting Occupations in Support of Health Services**
- Receptionists
- Social and Community Service Workers
- Technical Sales Specialists - Wholesale Trade
- Web Designers and Developers

Source of Income (Four categories contained suppressed data)

| | |
|----------------------|----|
| Employment Insurance | 36 |
| No Source of Income | 11 |

Length of Time Out of Employment/Training

| | |
|---------------------------------------|----|
| Less than 3 months | 24 |
| All other categories were suppressed. | |

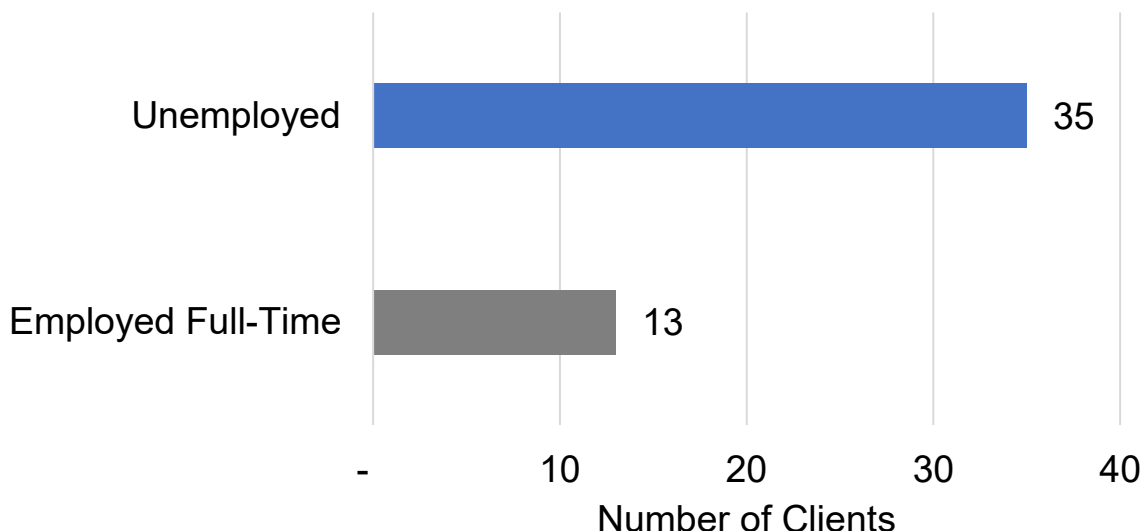
Client Age Ranges

| | |
|-----------------------------------|----|
| 25-44 | 25 |
| 45-64 | 25 |
| Other age ranges were suppressed. | |

Employment Ontario Programs

**Second Career
(Now Called Better
Jobs Ontario)**

Outcome at Exit Detail



The categories of In Education/Training and Unknown were suppressed for Outcome at Exit Summary.

For Outcome at Exit Detail, data indicated that there were 13 Employed Full-time and 35 Unemployed. Several categories of Outcome at Exit Detail data were suppressed, however, clients did fall in the categories of Employed Part-Time, Employed - Other (employed in a more suitable job, employed in a prof occ/trade, employed in area of training/choice), Both employed and in training, In Education, In Training and Unknown.

The 12 month follow-up shows 25 were employed, 21 were unknown. All other categories were suppressed.

It is important to understand that client reporting at completion of training may not truly reflect the success of clients. They may report unemployed but have employment arranged to start at a later date. The other factor that affects understanding program success is Unknown Clients at both Exit and 12 month Follow-up. This category of clients have gone through the program but never connected after it to advise of their status. Many of these clients may have been successful in obtaining employment but there is no way to tell.



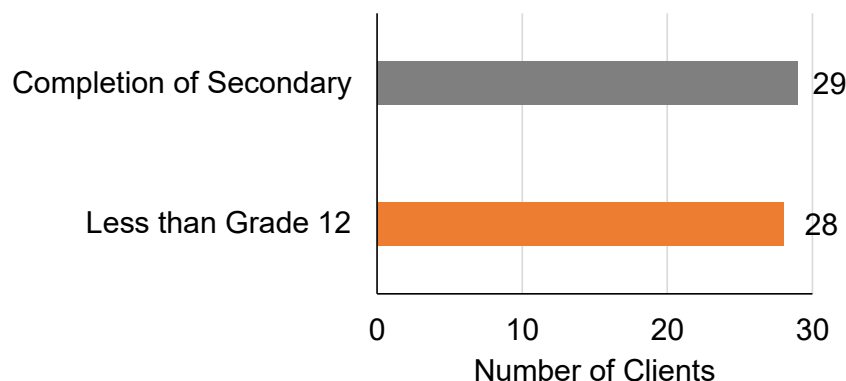
Source: Vecteezy.com

Employment Ontario Programs

Youth Job Connection (YJC)

There were a total of 66 clients assisted through the Youth Job Connection program.⁵ There was a 26% decrease in people accessing this program over the last reporting period. This program continued to see decreases during the timeframe of the pandemic. It will be important to review the 2022-23 data for further decreases and if the trend continues downward, then underlying reasons for this trend need to be investigated.

Client Highest Education Levels at Intake

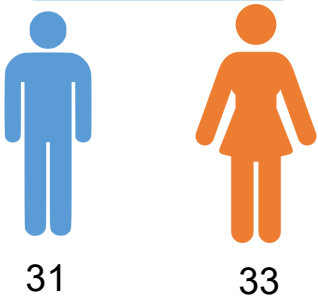


The categories Less than Grade 9, Certificate/Diploma, Applied/Associate/Bachelor Degree and Other (Some Apprenticeship/College/University) contained suppressed client numbers.

Client Income Source

38 Clients indicated that they had no source of income. The categories of Crown Ward, Employment Insurance, Ontario Disability Support Program, Ontario Works and Other contained suppressed data.

Client Gender



Suppressed gender categories included Trans and Prefer not to disclose.

Client Age Ranges

| | |
|-------|------------|
| 15-24 | 56 |
| 25-44 | Suppressed |

Client Designated Groups

| | |
|------------------------|----|
| Indigenous Group | 11 |
| Person with Disability | 28 |

Suppressed categories included Internationally Trained Professionals, Newcomer and Racialized.

⁵ Client data across a number of categories was suppressed, so client numbers will not always equal the total number of clients in the program.

Employment Ontario Programs

Youth Job Connection (YJC) SUMMER

There were a total of 100 clients assisted through the Youth Job Connection Summer program.⁶

Highest Level of Education at Intake

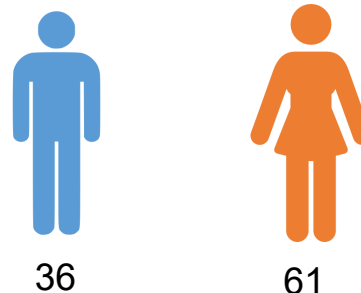
There were 88 clients who had Less than Grade 12.

Data did indicate that there were clients in the Less than Grade 9 and Completion of Secondary categories, however, the numbers were suppressed.

Client Income Source

There were 94 clients in YJC Summer that reported no source of income. The categories Dependent of OW/ODSP, Ontario Disability Support Program and Ontario Works contained suppressed data.

Client Gender



Suppressed gender categories included Trans, Other and Prefer not to disclose.

Client Age Ranges

There were 100 clients in the 15-24 age range for this program.

Client Designated Groups

There were 26 clients identified as Person with Disability. The categories Indigenous Group, Francophone, Newcomer and Racialized contained suppressed data.

⁶ Client data across a number of categories was suppressed, so client numbers will not always equal the total number of clients in the program.

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Outlined in the following series of tables are the updates to the focus areas and suggested activities to address the identified labour force issues over the next three years. They are listed in order of importance that the community identified through the original 2022 consultation process.

Through the consultation process, a number of changes and additions took place so the tables may not exactly match those released in 2022. This is because an issue may no longer be viewed as a community priority and have been removed. Some may have been completely reworded to better reflect what the community has defined as the issue, focus and activity. As well, there were new issues identified that have been added.

Potential activity leads continue to be suggested for activities. Further discussions with partners will identify timeframes to implement activities.

Identify opportunities, gaps and challenges between education and job market demands.

| Focus | Activity | Partners | 2023 Activity Update |
|---|---|---|--|
| Identify specific gaps and skill sets missing. Build upon shared successes. | Conduct consultations and host roundtable discussions with employers. | Centre for Workforce Development (Co-Lead) Loyalist College (Co-Lead) Chambers of Commerce Business Associations | A breakfast event involving roundtable discussions between employers and senior Loyalist College staff will be held in early March 2023. |
| Regional coordination to break down silos with all education, training providers and data holders in community. | Engaging with all levels of education and training providers in the community to develop cooperative response. Engagement activities could include LMI workshops, implementation of Job Developers group and re-establishment of Regional Workforce Group. | Centre for Workforce Development (Lead) Employment Ontario Service System Manager Employment Ontario Literacy and Basic Skills School Boards Loyalist College Municipalities (Senior Leadership) | With the change to the System Service Manager model being implemented for Employment Services across the CFWD catchment area, this has been put on hold for development in 2023-24 |
| Address the language disconnect between post secondary educators and business needs. | Marketing campaign by post secondary institute supported by community stakeholders to promote and engage employer involvement in Program Advisory Committees. | Loyalist College (Lead) Centre for Workforce Development Chambers of Commerce Quinte Home Builders Association Quinte Economic Development Commission | No action in 2022-23 |
| NEW - Explore disconnection with up-and-coming workforce | Engage students at elementary and high school levels to spark interest in career development. The ability to learn about occupations, entrepreneurship etc. Invite professionals to visit schools to share their experience and knowledge with students. Examples - Career Days. | Madoc Chamber – Young Entrepreneurs Lennox and Addington Kidpreneurs Local business owners and professionals Centre for Workforce Development | As this is a new focus/activity there is no current activity to report. |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Identify opportunities, gaps and challenges between education and job market demands.

| Focus | Activity | Partners | 2023 Activity Update |
|--|---|---|---|
| NEW - Create a “full funnel experience” where youth are supported all the way through from education, to apprenticeship/ internship and job attainment. | Research current processes through literature review and consultation with partners, to find and fill gaps that exist. Share wrap around support success stories from education to employment. Example plumbing trade – students struggle to get hired as an apprentice, even after completing OYAP. | Centre for Workforce Development Employment Ontario Service System Manager Trades Associations | As this is a new focus/activity there is no current activity to report. |
| REVISED Employer validated customized training programs. (Used to be micro-credentials) | Customized training, developed and delivered with input from employers, to suit their organization’s needs, including the method and time of delivery. For example, the Loyalist Training and Knowledge Centre (LTKC) created a customized training program for Proctor and Gamble which included test stands. After students learned how to perform tasks on the test stands, the instructor created errors for them to solve, so that they could demonstrate that they’d learned the necessary competencies. | Loyalist College - Loyalist Knowledge and Training Centre (Lead) Centre for Workforce Development Chambers of Commerce Business Associations Economic Development Offices Literacy and Basic Skills - Community Learning Alternatives Employment Ontario Service System Manager | Although there was no specific action in 2022-23, the community recommended that in 2023-24, CFWD and partners share LTKC and CLA success stories |
| Better use of Labour Market Information (LMI) data at local, regional & provincial levels to shape course changes. | Host workshops for Loyalist College Program Advisory committee members. | Centre for Workforce Development (Lead) Loyalist College | No action in 2022-23 - has been included in CFWD 2023-24 Business Planning |
| | Implementation of monthly LMI reports for the community. | Centre for Workforce Development (Lead) Loyalist College | No action in 2022-23 - new data under development to support these in 2023-24 |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Identify opportunities, gaps and challenges in the manufacturing and construction sectors.

| Focus | Activity | Partners | 2023 Activity Update |
|--|---|--|--|
| Employers provide a better understanding of both entry level and management level opportunities. | REVISED Host events aimed at educators, parents, elementary and high school Students, and job seekers for both sectors. Examples include Manufacturing Day and Construction Trades Day | Quinte Manufacturing Association (Manufacturing Lead) Quinte Home Builders Association (Construction Lead) Centre for Workforce Development Employment Ontario Service System Manager Service Providers School Boards | No action in 2022-23 however, CFWD has included manufacturing and construction skilled trades events in their 2023-24 Business Plan. |
| | REVISED Marketing of career paths outside of university and college education. - this would help provide an understanding of pathways to meaningful employments NEW 1. Create activities aimed at parents, educators, and job seekers to help them understand that trades are a valid path to successful careers. 2. Create local success story videos featuring people in manufacturing and the trades, 6 by 4 foot posters with QR codes linked to videos. Share videos on social media and through High School newsletters | Quinte Manufacturing Association (Manufacturing Lead) Quinte Home Builders Association (Construction Lead) Centre for Workforce Development | As this is a revised activity with new activity suggestions, there is no current activity to report. |
| Develop an adult literacy program with a manufacturing focus that can address skills the sector indicates are needed by potential workers. | Host manufacturing literacy workshops/programs for job seekers and current employees. | Employment Ontario Literacy and Basic Skills (Lead) Centre for Workforce Development Employment Ontario Service System Manager Business associations | No action in 2022-23 |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Identify opportunities, gaps and challenges in the manufacturing and construction sectors.

| Focus | Activity | Partners | 2023 Activity Update |
|--|---|--|---|
| REVISED Improve employers understanding of the power of networking to attract employees, continue to share best practices from word of mouth to digital engagement. | Continue to share best practices through a variety of activities including: <ul style="list-style-type: none"> • Chamber focused presentations to their members • Employer workshops • Distribution of CFWD's HR Toolkit with online advertising guide • NEW Digital engagement tools | Chambers of Commerce Business Associations Employment Ontario Service Providers Centre for Workforce Development | Webinars and in-person events held in 2022-23 - this also covers actions identified under "Business/Job Seeker attraction, connection and retention opportunities." Updated HR Toolkit released in March 2023. |
| NEW - Remove barriers to offering trades courses at a high school / elementary school level, especially in rural locations. Combat outmigration of youth who must learn elsewhere and often choose not to return. | Explore removing barriers for certified tradespeople to earn teaching qualification (B.Ed.) to teach at elementary and high school level. Support activities to encourage students to take trades-based courses in their region. Identify alternate avenues for the low numbers of high school students in rural areas to access these courses or equivalent training | Centre for Workforce Development Chambers of Commerce Business Associations Employment Ontario Service System Manager Education | As this is a new focus/activity there is no current activity to report. |
| NEW - Create a multifaceted / holistic plan to meet the needs of both the workforce and the manufacturing and construction sectors. | Research and encourage a holistic approach designed to take into consideration all factors related to employment, including housing, public transportation, securing apprenticeships, entrepreneurship, immigration, and outmigration. | Centre for Workforce Development Chambers of Commerce Business Associations City of Belleville City of Quinte West Hastings, Prince Edward and Lennox and Addington Counties Bancroft, Madoc, Tweed Quinte Economic Development Commission Bay of Quinte Regional Marketing Board, | As this is a new focus/activity there is no current activity to report. |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Workforce growth opportunity through international students.

| Focus | Activity | Partners | 2023 Activity Update |
|---|---|---|---|
| Develop an understanding of international student needs and motivations in order to develop events, programs and initiatives to support student retention after graduation. | Conduct research with the international students to gain a better understanding of their challenges, strengths as well as the opportunities they can provide. | Loyalist College (Co-Lead) Centre for Workforce Development (Co-Lead) International Student Organizations Bay of Quinte Regional Marketing Board Business Associations Chambers of Commerce | No action in 2022-23 |
| | Host a day for Internationally Trained Professionals to share local industry best practices, Canadian employment culture and networking development. | Centre for Workforce Development (Lead) Quinte Immigration Services Bay of Quinte Regional Marketing Board Employment Ontario Employment Services Industry associations and regulatory bodies. | No action in 2022-23 Possible community partnership for 2023-24 is being discussed but needs several funding partners to make this happen - referred to as Global Skills Conference East |
| Develop and implement Bay of Quinte engagement strategies to connect the business community with the international student community. | There could be a variety of activities associated with this goal including: <ul style="list-style-type: none"> • Hosting cultural events specifically for employers participation • Support and promote the cultural events taking place for the community • Invite international student leaders to participate in the local Employment Networks • International student leaders promote ongoing labour market related events and research | International Student Organizations such as Belleville International (Co-Lead) Bay of Quinte Regional Marketing Board (Co-Lead) Centre for Workforce Development Business Associations Chambers of Commerce | The City of Belleville has worked with the international student community through organizations such as Belleville International to host the Diwali Festival in the fall of 2021 and 2022. This has help the community learn more about students from India and their culture. |
| Develop cross cultural awareness and diversity training for employers. | Development and delivery of a series free workshops for employers. | Loyalist College (Lead) Centre for Workforce Development Business Associations Chambers of Commerce Employment Ontario Service Providers | No action in 2022-23 |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Business/Job Seeker attraction, connection and retention opportunities.

| Focus | Activity | Partners | 2023 Activity Update |
|--|---|---|--|
| Educate employers on better use of digital technology to promote their businesses and the job opportunities within them. | Develop and deliver a series of workshops for employers that will inform employers about: <ul style="list-style-type: none"> On-line job posting (places, methods and thinking outside the box) Website development best practices Sharing corporate culture | Centre for Workforce Development Loyalist College Business Associations Chambers of Commerce | Webinars and in-person events held in 2022-23 - this also covers actions identified under “Identify opportunities, gaps and challenges in the manufacturing and construction sectors.” |
| | NEW Share best practices resources created by other organizations such as Digital Mainstreet through CFWD website and/or newsletter (Raising awareness of other organizations’ resources) | Centre for Workforce Development Loyalist College Business Associations Chambers of Commerce | As this is a new focus/ activity there is no current activity to report. |
| Employer education workshops on Employment Ontario Employment Services and Literacy and Basic Skills that are available for them to access free of charge. | Develop a marketing campaign that will inform employers about the services available. This could include print, radio and social media advertising as well as workshops. | Employment Ontario Service Provider Network Centre for Workforce Development | No action in 2022-23 |
| Develop a regional strategy to attract talent to Quinte and area to live, work, play and raise family. Regional coordination and integration of the strategy among all partners. | Review the Regional Immigration Strategy already developed for Hastings, Prince Edward and Lennox and Addington Counties. Create actionable steps with milestones to implement key strategy initiatives. | Centre for Workforce Development, Trenval City of Belleville City of Quinte West County of Hastings The Corporation of the County of Prince Edward County of Lennox and Addington Quinte Economic Development Commission Bay of Quinte Regional Marketing Board | Awaiting new RED funding to proceed - ongoing discussions with original partners about next steps |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Identify workforce revitalization opportunities, gaps and challenges in tourism and hospitality sector.

| Focus | Activity | Partners | 2023 Activity Update |
|---|---|--|---|
| Create new 1 & 6 month short training programs for Hospitality and tourism (Similar to the PSW Training implemented by Ontario Government) | Develop training criteria and reasoning and implement a training pilot. | Loyalist College OTEC Hospitality and tourism business leaders/ associations | <ul style="list-style-type: none"> OTEC's delivered free SRDC training Reviewing the revival of OTEC's Fishing Guide Program with Hastings County OTEC's fee for service training programming |
| Develop marketing of local Hospitality and tourism sector job opportunities including career paths in the industry and transferable skills. | Build upon work already done by OTEC and the CFWD Edge Factor Community Labour Market Information Hub to create a local marketing campaign that could include print, radio and social media, workshops and career development events. | OTEC (Lead) Centre for Workforce Development Hospitality and tourism business leaders/ associations Employment Ontario Service Provider Network | <ul style="list-style-type: none"> OTEC's/WDB Accommodation Career Ladder (can be adapted for CFWD area) OTEC's and the City of Kingston/ KEYS Workplace Inclusion Charter (could be adapted by communities in CFWD area) |
| NEW Develop agrotourism, especially in rural areas to promote career development as well as business growth opportunities | Explore promoting agrotourism including: livestock, forestry lifecycle, breweries, farm activities and courses –craft and cooking classes etc. Share resources to help grow these businesses and their workforces, such as marketing courses, etc. | Madoc Chamber of Commerce Centre for Workforce Development Bay of Quinte Regional Marketing Board | As this is a new focus/activity there is no current activity to report. |
| NEW Raise awareness of resources available to support Hospitality and Tourism | Promote training programs and other resources created by OTEC and other partners to support Hospitality and Tourism. Out reach to partners to learn and then share success stories from this industry. | Loyalist College OTEC Hospitality and tourism business leaders/ associations RTO 9 | As this is a new focus/activity there is no current activity to report. |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Remote work and the impact on workforce.

- After lengthy discussion and input, community members at both consultations felt that this was no longer a priority but did feel that an emerging issue which encompasses some of this area of concern is “Best Practices Attraction and Retention of Employees”

Best Practices Attraction and Retention of Employees (NEW)

| Focus | Activity | Partners | 2023 Activity Update |
|--|--|--|---|
| Educate employers about the merits of Flexible Work Arrangements. | <p>Promote workshops and other resources where experts share information about Flexible Work Arrangements such as, but not limited to:</p> <ul style="list-style-type: none"> • Job sharing • Flexible hours • Hybrid workplaces • Remote work • Office Hoteling <p>Conduct high level literature review, then share what others have created. Potential to create a curated list of resources.</p> | <p>Centre for Workforce Development (lead)</p> <p>Chambers of Commerce</p> <p>Business associations</p> | As this is a new focus/activity there is no current activity to report. |
| Identify resources create and maintain a consolidated (curated) resource list for employers. | <p>Share resources with the community, which may include the results of research conducted by other organizations and experts in this area. This could include topics such as:</p> <ul style="list-style-type: none"> • Effective orientation and onboarding for new employees. • Ongoing employee engagement, with recognition and reward programs and sharing success stories. • How to clearly communicate expectations and accountability in the workplace. • Updating HR Policies • Technical updates on hardware and software required for remote work. • Living wage versus starting wages for skilled employees. • Information about grants supporting employers as they adopt Flexible Work Arrangements and acquire new technology. | <p>Centre for Workforce Development (Co-Lead)</p> <p>Enrichment Centre (Co-Lead)</p> <p>Chambers of Commerce</p> <p>Business associations.</p> | As this is a new focus/activity there is no current activity to report. |

Long Range Actions – Year Three Implementation 2022-2025

2023 Update

Best Practices Attraction and Retention of Employees (NEW)

| Focus | Activity | Partners | 2023 Activity Update |
|---|--|----------------------------------|---|
| Identify shift in the labour force - Workforce Engagement Issues | <p>Research (high level literature review) to explore and share resources about:</p> <ul style="list-style-type: none"> • Changes in employee retention and attendance. • Shift in the workforce supply and demand. • Employers need to become desirable, online and with more verbal connections. • Training on company culture, what do you stand for and how to market this to your customers but also your employees and the labour market. • The need to better understand the current trends in the workforce. Example – offer and accept interviews but don't show up for them. • Attendance incentives offered but not achieved. | Centre for Workforce Development | As this is a new focus/activity there is no current activity to report. |

Conclusions

The workforce across CFWD's catchment area is a healthy and vibrant one. However, businesses continue to face the struggle of more jobs available than workers. The competition to find workers is made even more difficult with a significantly low unemployment rate throughout 2022 and high participate rate. The remaining available workforce that is unemployed or not in the labour force has a significant number of people that face barriers to employment.

There continues to be great opportunities ahead that the community has identified to address this issue. Employers must respond to these ideas and become involved.

CFWD continued its involvement over the last year with unique projects, both locally and across Eastern Ontario. From creating informative health care videos to leading Skilled Trades exposure through Virtual Reality with Elementary School Students, there have been some fantastic partnerships in the community. The CFWD Job Tools that include a Regional Job Board, Job Mapping, Career Explorer and a Job Seeker Portal have experienced a growth in the use of the tools. Our LMI Help Desk has seen almost 300 man hours of research completed on labour market research and reporting.

Hastings, Prince Edward and Lennox and Addington Counties continue to see growth across a number of industry sectors. It has been said before and needs to be repeated here - for the growth to be successful, the business community must rise to the challenge of collaboratively tackling the issues that come along with that growth because we all know that this is a great area to come live, work and play!

Ask Questions! Provide Input! Get Involved!



Regional Job Listings



Regional Job Map



LMI Help Desk



Career Explorer



Labour Market Monthly

Special Thanks

The Centre for Workforce Development would like to thank all of our community partners who have provided input to this process over the last year. Whether it was being a part of an action taking place or a simple conversation about the labour force, the Board and community cannot move the needle on workforce issues in a positive manner without you.

Thank you everyone!

Algonquin Lakeshore District School Board
Bay of Quinte Regional Marketing Board
Belleville Chamber of Commerce
Belleville Economic Development
Belleville Economic and Destination
Development Committee
Business and Professional Women's Network
Career Edge
Community Learning Alternatives
École Secondaire Publique Marc-Garneau
Enrichment Centre for Mental Health
Greater Napanee Economic Development
Harvest Hastings
Hastings and Prince Edward District School
Board
Hastings County Economic Development
Hastings Manor
HRPA Quinte and District
John Howard Society of Belleville
Kingston Literacy & Skills
Lennox and Addington Economic Development
Life Labs
Limestone District School Board
Loyalist College
Loyalist Community Employment Services
Madoc Chamber of Commerce
Manufacturing Resource Centre

META Employment Services
Military Resource Family Centre
Mohawks of the Bay of Quinte
Napanee Chamber of Commerce
Northumberland Economic Development
Ontario East Economic Development
Commission
Ontario Tourism Education Corporation
(OTEC)
Prince Edward County Chamber of Commerce
Prince Edward County Community
Development
Prince Edward Learning Centre
Quinte Economic Development Commission
Quinte Health Care
Quinte Home Builders Association
Quinte West Chamber of Commerce
Quinte West Economic Development
RTO9 Regional Tourism Organization
Sir James Whitney School for the Deaf
Small Business Centre
The County Foundation
Trenval
United Way Hastings and Prince Edward
Vision Transportation
You Make Me Smile Dental Centre



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