

[View this email in your browser](#)



## LMG Quarterly Newsletter

### **Introducing our NEW Newsletter and our team!**

The Labour Market Group of Renfrew and Lanark Counties represents one of 26 workforce planning areas in the province of Ontario. Funded by the MTCU, the group works to provide accurate and timely labour market information to employers, job seekers and organizations that use labour market data for strategic planning purposes. The group provides annual labour market reports that outline trends in the local labour force using statistical data from several sources, as well as intelligence gathered from local employers and employment agencies.



Matt LeMay is the Project Manager,

with Hellen Lavric and Laura Hanek as Project Coordinators working along side him.



[Check Out Our Latest Reports](#)

[Click here to view the most recent EMSI Reports for Renfrew & Lanark](#)

## Grey Matters: Supporting the Older Worker

The aging population in Canada has had significant effects in the employment sector. A large number of older workers are remaining at work or re-entering the workforce for a variety of reasons. [Read more...](#)



## EO: Success Stories

We want you to hear about all the great accomplishments members of our community have made! [Read more...](#)



---

## FREE Pre-PSW/Healthcare Training Course in Eganville

This course will help you decide if this is the right career path for you and help you gain essential skills useful for college.

Join us and explore the opportunity to become a Personal Support Worker

- Learn about the role and duties of a Personal Support Worker
- Improve your essential skills including document use, soft skills, writing, and numeracy
- Gain a basic understanding of the human body and common illnesses
- Learn about programs and services that can assist in achieving learning goals

**Where?** – Training & Learning Centre of Renfrew County in Eganville

**When?** - Course will run Tuesday's & Thursday's in July. Starting Tuesday, July 2<sup>nd</sup>.  
10 a.m. – 2:30 p.m. Half hour for lunch, bring own lunch.

**Call 613-628-1720 to register.**

---

1

- **Consider hiring a retiree.** Many retirees are looking for work so they can remain engaged and active in the business community. They may be over-qualified but welcome the opportunity to work with you.
- **Consider your 'must have' versus 'asset' requirements** when posting a job and make sure that you are not deterring potential candidates with an extensive 'must have' list. Experience counts!
- **Consider where you are posting!** You may need to seek and attract talent outside of Smiths Falls (which is a fabulous place to re-locate to)! And please send any job postings you have to us!

2

- **Invest in your employees.** Ensure during training your employees understand what is expected and confirm that they feel competent in performing the tasks you have assigned. Take extra time if needed when training - it will pay off in the long run!
- **Not everyone learns the same way.** Make sure that your employees understand the task by teaching and training in a manner that suits their individual needs and learning styles.

3

- **Retain your employees** by showing them that you care and value the work you do. You don't need to budget for beer on Friday's to keep your best talent; simply remembering their birthday or indicating that you recognize work well done will foster loyalty.
- **Challenge yourself** - your team is a diverse group of individuals with unique skills, talents, gifts and mindsets. Challenge yourself as the leader to get to know and understand your team.

---

Copyright © 2019 Labour Market Group of Renfrew & Lanark County  
All rights reserved.

**Our mailing address is:**  
renfrewlanark@gmail.com

Want to change how you receive these emails?  
You can [update your preferences](#) or [unsubscribe from this list](#).

This email was sent to <<Email Address>>  
[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)  
Labour Market Group · 210 Lake St · Pembroke, Ontario K8H 2B4 · Canada

