

Labour Market Information BULLETIN

Brought to you by:



Spring/Summer Edition, 2017

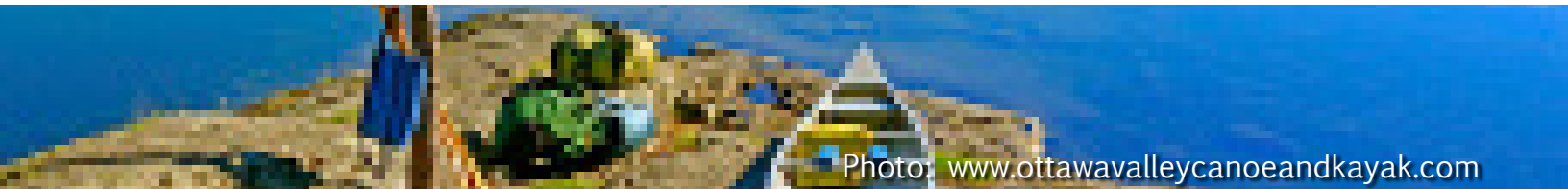


Photo: www.ottawavalleycanoeandkayak.com

The Labour Market Group of Renfrew
Lanark is pleased to present our 2017 Spring LMI Bulletin.



Your Workforce. Our Future.

Participation Raffle Draw Winners!

Congratulations to:

Wheeler's Maple Products - Business Profile Video

Wood Works of Renfrew Ltd - \$100 Restaurant Gift Card

JA Patterson Electric Ltd. - iPod Shuffle

Thank you to all
who participated!

The **Employer One Survey** provides Renfrew and Lanark County businesses, service providers and educators with valuable insights into local skill and human resource requirements. It is designed to collect information from employers on a range of labour issues, such as recruitment difficulties and current and future skill shortages. This survey is the second in a series and represents our first comparison year. There was a 28% increase in the number of respondents this year from last year, and a 39% increase in the number of employees represented. This increase was a result of extensive outreach to local employers.

To view the results from the 2016/2017 Employer One Survey, please visit our website at: www.renfrewlanark.com

Highlights

102 employers completed the Survey

The top two industries represented were Retail Trade, **28%** Accommodation and food services, **18%**

3,300 employees were represented in the survey

47% of employees are employed full year, full-time

64% of businesses plan on hiring over the next year

Expansion or Restructuring, **83%**, is the main reason for anticipated job openings

43% of business had difficulty filling positions over the last year

The leading reasons positions are hard to fill are Lack of applicants, **19%** and Applicants not meeting education level or credentials qualifications **17%**

Basic job training, **18%** Health & safety, **16%** and Orientation of new employees, **15%** are the most common types of training businesses will focus on over the next year

The most common programs accessed by businesses are Wage Subsidy, **26%** and Co-op Placement, **25%**

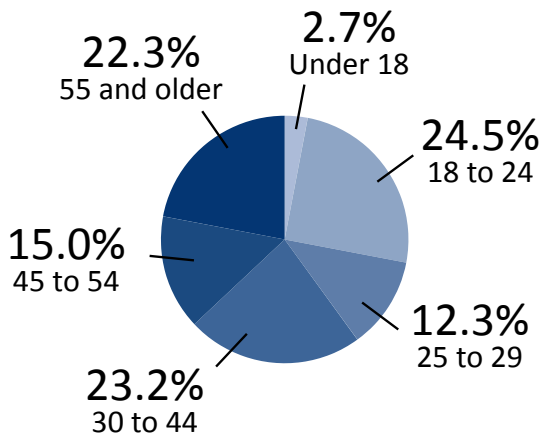
The top three competencies for future employees are; Work ethic, dedication and dependability, Self-motivated/ability to work with little to no supervision and Teamwork/Interpersonal



Download the
Survey Report here.



AGE BREAKDOWN OF LEARNERS



Total Number of Learners served: **367**

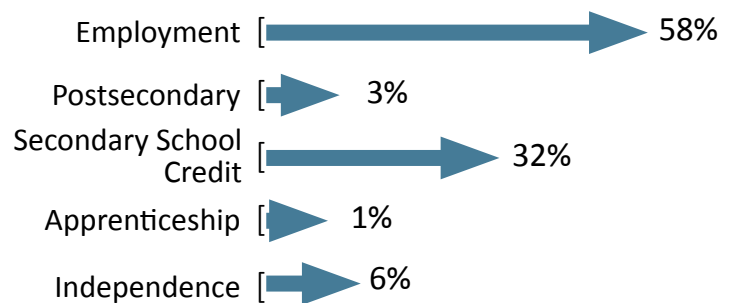
Total number of Learners that have completed LBS programs: **220**

N.B. Current Statistics based on information gathered from 66% of the Literacy and Basic Skills service providers in Renfrew County. The LMG continues to make every effort to gather information from all service providers in order to provide the most accurate information.

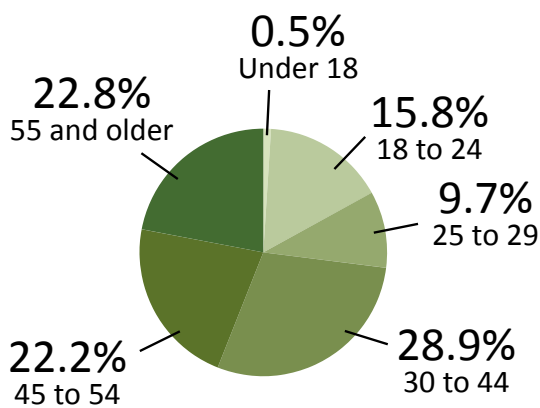
38% of learners were employed upon exit of Literacy and basic skills services, **28%** went on to other training/education.

41% of learners accessing Literacy and Basic skills programs have a grade 12 or less education.

LITERACY & BASIC SKILLS LEARNER GOAL PATHS



AGE BREAKDOWN OF LEARNERS



Total Number of Learners served: **360**

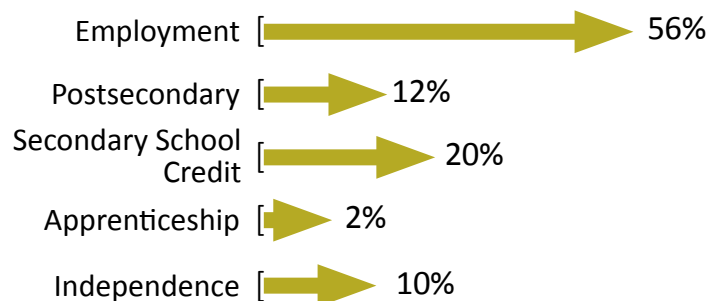
Total number of Learners that have completed LBS programs: **218**

N.B. Current Statistics based on information gathered from 100% of the Literacy and Basic Skills service providers in Lanark County.

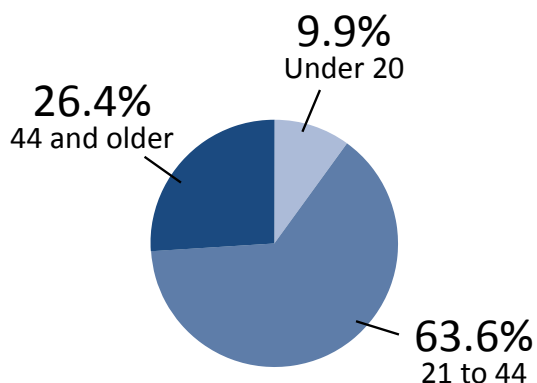
25% of learners were employed upon exit of Literacy and basic skills services, **18%** went on to other training/education.

34% of learners accessing Literacy and Basic skills programs have a grade 12 or less education.

LITERACY & BASIC SKILLS LEARNER GOAL PATHS



AGE BREAKDOWN OF CLIENTS



On average, **29%** of clients accessing employment services have a College education and **5%** have a university degree.

1,946 clients have exited assisted services, of those exits **68%** are employed and **14%** are in training.

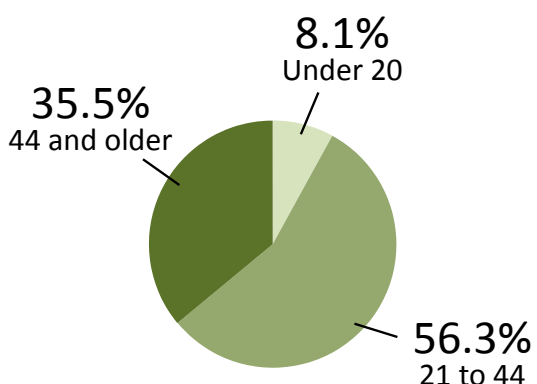
25% of clients in training services are Second Career clients.

Total number of people that have utilized their local employment services resource centre from April 2016-April 2017:

3,394

N.B. Current Statistics based on information gathered from 80% of the employment service providers in Renfrew County. The LMG continues to make every effort to gather information from all service providers in order to provide the most accurate information.

AGE BREAKDOWN OF CLIENTS



On average, **28%** of clients accessing employment services have a College education and **7%** have a university degree.

1,603 clients have exited assisted services, of those exits **76%** are employed and **13%** are in training.

29% of clients in training services are Second Career clients.

Total number of people that have utilized their local employment services resource centre from April 2016-April 2017:

7,467

N.B. Current Statistics based on information gathered from 100% of the employment service providers in Lanark County.

ATTRACTING YOUTH TO THE INDUSTRY

I joined this industry in 1990 at the age of 18 and even then, I was an abnormality. Most drivers were nearing or above the age of 40, and attracting youth to the industry was a challenge. What has changed in the last 27 years?



I joined this industry in 1990 at the age of 18 and even then, I was an abnormality. Most drivers were nearing or above the age of 40, and attracting youth to the industry was a challenge. What has changed in the last 27 years?

The average age of a truck driver is now nearing 50, as per a 2014 study by the Conference Board of Canada, and even fewer young people are coming into the industry. At the high school level, for the most part, our industry is simply non-existent as far as potential career consideration goes.

For years, we as an industry have laid blame for our inability to attract youth to our industry on almost anyone we could. We blamed guidance counsellors for not promoting us, the government for not declaring us a skilled trade, the media for covering only the negative side of the industry – and on it goes. For the most part, we complained to each other within the industry, however we did not promote ourselves outside of our own circle

or find a way to connect with youth. Is that everyone else's issue, or is it our own?

I recently attended the Truck Training Schools Association of Ontario's (TTSAO) Striving for Excellence in Training Conference. One of the panels was entitled Rebuilding the image of trucking.

The panel consisted of professionals outside the trucking industry. The purpose was to give attendees the view of our industry from those not directly involved in it. The comments from the panelists need to serve as an eye-opener. Jacquie Latham, a consultant with the Ontario School Counsellors Association, said "Students have no perception of the industry as they have no real knowledge of it."

That is a sad statement that reflects our inability to promote our industry to them. But having "no perception" is a good thing, as that means the canvas is open for us to get our message out there and promote the opportunities that exist within our industry.

Alyson Truax, Employment Ontario specialist, York Region, indicated that a lot of the people who come to her with knowledge of the industry see nothing but road blocks in front of them, be it age, long periods away from home, long hours, or separation from family.

Alyson and Jacquie also indicated that we as an industry need to be better at promoting ourselves through the channels that people in today's society will consume and share with their network of friends. It was made apparent that when the industry did contact schools or employment offices, for the most part they still provided brochures and pamphlets. People today, especially youth, simply are not interested.

To attract youth, we were advised to try things like creating a link to a portal on our website to promote the benefits of the industry and its many job opportunities and to ensure it has pictures, videos, and short, interesting stories.

We need to use social media more to attract attention to our companies and our industry. We need to attend career fairs, go to our local schools, promote ourselves to the drivers of tomorrow. We need to change our way of thinking and change the way we operate our businesses. Society

It is time we quit complaining about our inability to attract youth, come together as an industry and find a way to deal with this problem ourselves.

and youth are not going to change to suit our needs, so we better change to suit theirs.

Otherwise, we will be left in the rearview mirror.

The Private Motor Truck Council of Canada plans on taking a leading role in this initiative. With the guidance of our Young Leaders Group, we will explore ways to connect with school guidance counsellors, develop a social media marketing plan to target youth, and update and provide links to our website that will promote the industry. We need to start somewhere, and we plan to do our part. If you have ideas to share, please reach out to our office, we will be glad to listen.



TRUCKNEWS.COM
BY MIKE MILLIAN
MARCH 28, 2017

Access the original essay:

[Read More →](#)

Click to
view on

You
Tube

Youth Workforce in Canada

“When it comes to helping young people join the workforce, we can do better”

- Prime Minister, Justin Trudeau



12.6%
YOUTH
UNEMPLOYMENT
RATE

NATIONAL
AVERAGE
6.9%



Economic
success
of rural
Canada



ONTARIO TO CONSIDER BOOSTING MINIMUM WAGE TO \$15, INCREASING PAID SICK DAYS

Paid sick days for all employees, a boost to minimum paid vacation among the recommendations



CBC News has learned that a sweeping review of Ontario's workplace laws urges the provincial government to enhance protections for workers in the most low-paid and vulnerable jobs, including the right to sick pay and an increase in the minimum annual paid vacation.

Premier Kathleen Wynne's government will take swift action on a review that urges significant reforms to Ontario's employment laws, CBC News has learned.

Government sources say cabinet will soon consider giving all employees in Ontario a minimum number of sick days, increasing annual paid vacation from the two-week minimum, boosting the minimum wage to \$15 an hour, and enhancing protections for workers in the most low-paid and vulnerable jobs.

For weeks, the Liberals have been examining the report of the Changing Workplaces Review and will soon decide on putting in place some of its key recommendations, according to senior government officials who spoke to CBC News on condition of anonymity because the proposals have yet to go before cabinet.

official. "Now is the time to do it right, as quickly as possible."

The report of the Changing Workplaces Review urges the Wynne government to make paid sick days a right for all employees, but does not recommend a minimum number, according to senior officials who have seen the report. (Eduardo Munoz/Reuters)

The report, more than two years in the making, is the first full review of the Employment Standards Act and Labour Relations Act since Mike Harris was premier.

The report did not review the minimum wage, currently \$11.40

considering a plan to phase in a more rapid minimum wage increase to \$15 an hour, a target set by many labour activists.

The report will be made public after Victoria Day on May 22. Officials said the government will announce the reforms it intends to make soon after the release, but it's not clear whether legislation would be introduced before June 1, when Queen's Park adjourns for the summer, or in September.

"The work is done, the consultations have taken place," Labour Minister Kevin Flynn told the Legislature last week, when asked by the NDP about the timing for releasing the report. "The results are going to support everybody who works hard in this province.

"Such things as scheduling, hours of work, sick time, emergency leave ... will be clearly addressed by the advisers," Flynn said. "We've taken the right amount of time to make sure that when we bring this package

"Our goal is to try to make the workplace fairer for workers in precarious positions," one senior official said. "We want to respond to the general anxiety out there in the workplace. With the underpinnings of a good economy, we've got to make sure those benefits are being spread about."

The report "is going to result in action, it's not an election bauble," said another senior government

an hour and set to rise by the rate of inflation. But a government source said the Liberals are seriously

forward, it's going to address the needs of all working Canadians while keeping Ontario's economy competitive."

The Changing Workplaces Review was conducted by two special advisers appointed by the government in February 2015: Michael Mitchell, a veteran labour and employment lawyer, and John Murray, a former Ontario Superior Court justice.

Senior government officials who have seen Mitchell's and Murray's report tell CBC News it recommends eliminating some of the exemptions to Ontario's Employment Standards Act, which would give many more workers the right to such things as personal emergency leave and overtime pay.

The advisers recommend all workers get the right to call in sick or miss work for a family emergency. Right now, only companies with 50 or more employees are required to offer staff 10 unpaid personal emergency days per year, leaving some 1.7 million workers without that right.

The report urges the government to make paid sick days a right for all

employees, but does not recommend a minimum number. Currently, there is no mandate for paid sick days under provincial law. Researchers estimate 40 to 50 per cent of Ontario workers don't get paid if they call in sick, at least three million people.

The Wynne government believes that employers should be required to offer workers some sick pay, but has not decided how many paid sick days should be mandatory, according to top Liberal officials.

"People are afraid to take time off because they're sick, they're coming to work sick, they're making other people in the workplace sick," said a senior official. "There's a general agreement that sick days are something that workers should be allowed to take and not be afraid of losing their pay."

Similarly, the report recommends increasing the minimum amount of paid vacation for employees but does not set a specific target.

Changes urged on unionizing

The report recommends largely maintaining the status quo for the province's labour relations regime. It says the current system of how unions are formed (mostly through secret ballot voting, with card-based certification in a few industries) works fairly well, according to the officials.

However, it urges removing barriers that people in low-paid, precarious employment face in exercising their constitutional right to form a union. For instance, it recommends that union organizers be given access to computerized lists of employees, said one government official.

Other Labour Relations Act reforms that are recommended, according to the officials:

- expanding successor rights (requiring that a union contract remains in place when a company is sold) to unions in all sectors.
- stronger rules to push employers toward negotiating a first contract after a union is formed.

Some of the other Employment Standards Act recommendations, according to the officials:

- ensuring that independent contractors doing the work of an employee are protected by employment laws
- mandating that part-time workers be paid the same rate as full-time workers doing the same job in the same workplace
- bringing some currently exempted classes of workers under the protection of the Employment Standards Act
- providing workers the right to refuse shifts on short notice without fear of repercussions,



The report does not recommend major changes to the rules on how unions are formed, but does urge removing barriers to union organizing among workers in low-paid sectors.

while allowing employers the flexibility to make last-minute scheduling changes

- “The idea that part-time workers get paid less than full-time workers doing the exact same job just doesn’t make any sense to people,” said one of the senior officials.

“Liberals have had over 14 years to improve working conditions,” said NDP labour critic Cindy Forster. “How much longer do workers across the province have to wait?”

Forster took on the government during Question Period last week over a CBC News story highlighting how many Ontarians lack paid sick days.

“It’s unacceptable that three million workers in Ontario have to worry about losing pay if they need to



Officials said the Wynne government will announce the employment law reforms it intends to make soon after releasing the review later this month. (Kate Porter/CBC)

take a day off because they’re sick,” Forster said. “As New Democrats, we believe in protecting workers’ rights to join a union and get a first contract. We believe in the same pay for the same work, and we believe in access to sick days for workers.”

CBC NEWS
BY MIKE CRAWLEY,
MAY 12, 2017

Access the original essay:

[Read More](#) ➔



JOB POSTINGS

Delivery Driver: We are looking for experienced Delivery Drivers to work full time.

Line Cook: We are looking for a professional line cook to prepare food to the chef’s exact specifications and to set up stations for menu. The successful candidate will play a key role in contributing to our customer satisfaction and acquisition goals as well as provide suggestions for locally sourced menu items. Job will begin immediately.



Brewer: Assist with all brewery operations to include various aspects of the brewing and packaging process.

Ottawa Valley Sales /Events: Grows sales, increase brand presence, ensure product quality through key account calls, promotional events while maintaining and improving client relationships.

<http://whitewaterbeer.ca>
613-646-0005

WILSON: A GOVERNMENT PROGRAM I CAN GET BEHIND

I often don't agree with our government's use of money, but this time, they surprised even me.

Just four years ago, when I looked at my 23-year-old son, I saw a young man broken by life. Convinced there was a great deal of money in construction, he had left high school at 16. Good money? Yes. Steady work? No.

Working two part-time jobs, he struggled to make a living. Each week, 20 hours of sloshing through dirty dishes at minimum wage supplemented the hours he worked in construction. Inevitably, every winter the construction work would slow to a drizzle and eventually dry up completely. As he waited for the return of the spring rain (and the work), he attempted to pay his mortgage and somehow manage to live his life. Short a few credits for his high school diploma, his options were incredibly narrow. His education, or lack of, kept him standing behind a sink in a family restaurant in our small town.

I often wondered: What the Hell is he going to do?

Desperate to help, I asked him, "Have you ever wished you could go back to school?" The answer was a strong head nod and a heartfelt, "Yes."

Enter ontrac.

Never expecting what he would find, my son paid a visit to the Arnprior Weavex Office Building. Walking through the door of that *ontrac* office changed his life. He entered

as a young man feeling beaten down by responsibility. All he wanted to do was work.

ontrac (funded by both the Ontario and federal governments) didn't have an instant miracle, but its people did have a possible solution. They started by asking him what career he would choose if he could start over. He wanted to help people. *ontrac* gave him direction. Filling out an evaluation of his aptitudes and past work history led to a clear path. His aptitudes matched his dream of working with developmentally delayed individuals. The facts and figures of his employment record portrayed his frustration with the work world. Those two components were enough for a start with the people at *ontrac*. Eventually, we learned he was a fit for the Second Career Program.

ontrac started by helping him with the financial support to finish high school. The financial help continued through the two years of college that followed. Don't get me wrong – they didn't just slide a pile of \$20 bills across the desk at him. He was required to complete an extensive study of the field he wanted to enter. Proving there was a need for young men in the profession he'd chosen, and interviewing potential employers to gain information and supporting documentation to that effect, filled many hours in the beginning. But his hard work paid off.



Judy Wilson and her son, Joey Taillefer, celebrate what a second chance at education can do.

Today, when I look at my son, I see a college graduate who works full-time in his field. I see a confident young man who is doing what he was born to do. *ontrac* made that happen. There are times when I see the news or read the paper and think, "That's what they are spending our tax dollars on? Really?" But this is one government program that I can passionately say I support 100-per cent.

The good people at this organization gave my son financial support, emotional support, peace-of-mind and direction. They gave him a second chance at life. Some times that's all a young person needs.

OTTAWA CITIZEN
BY JUDY WILSON
MAY 12, 2016

Access the original essay:

[Read More ⇨](#)

NEW EMPLOYMENT PROGRAM LAUNCHED

The METSpouse program, for Military Employment Transition Spouse, which helps bring military spouses together with businesses willing to hire them and places ready to train them, officially launched in the Ottawa Valley on Friday out of the Petawawa Military Family Resource Centre Employment Service office.

The METSpouse program, for Military Employment Transition Spouse, which helps bring military spouses together with businesses willing to hire them and places ready to train them, officially launched in the Ottawa Valley on Friday out of the Petawawa Military Family Resource Centre Employment Service office.

It is the eighth MFRC location to launch it across Canada since METSpouse debuted in April, with the entire program set to go national in the spring of 2017.

METSpouse, developed by Canada Company to assist military spouses

seeking jobs in the civilian workforce, has employer partners, service providers and mentors to help translate the unique skill set and experience of military spouses, while providing the Canadian workplace with an exceptional and untapped employee resource.

Canada Company, which in itself is a federally registered charity dedicated to helping the military community among other tasks, donated \$10,000 to the PMFRC to assist them in the METSpouse launch. The centre is an important partner in this endeavour, as are local employers and education partners.

Claudia Beswick, PMFRC executive director, said currently there are 60,000 spouses in the Canadian military, many of whom have trouble getting jobs despite their qualifications. She said one of the biggest challenges identified by military families is employment, and the METSpouse program is designed to meet that challenge.

Col. Mark Misener, Garrison Petawawa commander, thanked those business and institutional representatives gathered for the breakfast meeting for their support of the garrison and its people.



On Friday, the Petawawa Military Family Resource Centre accepted \$10,000 from Canada Company, to pay for the launch and operating the METSpouse job program for Garrison Petawawa. In the photo are, starting from left, Garrison Petawawa Chief Warrant Officer CWO Bill Richards; Todd Stride, Senior Manager and Community Development, Military Family Services; Claudia Beswick, Petawawa Military Family Resource Centre executive director; Kerry Wheelehan, METSpouse director (Canada Company); Louise Anderson, PMFRC employment services co-ordinator, and Col. Mark Misener, Garrison Petawawa and 4CDSG commander.

“This is an amazing program,” he said, which will be of benefit to the partners and spouses of the 6,000 soldiers they have based here in Petawawa.

“The military spouse is the strength behind the uniform,” Misener said, and METSpouse gives them the opportunity to apply their own skill sets to the local job market.

Kerry Wheelehan, METSpouse director, said since the program was launched in April, she has been travelling the country talking to everyone about the value of military spouses as employees, and trying to dispel the myths about them as being underskilled and unreliable.

"I would hire a military spouse before I would hire a civilian," she said. Military spouses are loyal to their organization, with more than 64 per cent possessing post-secondary degrees, and of that group, 37 per cent are professionals such as engineers, doctors or lawyers.

Changes to the way the military works means most postings are for three years of duration at any one location, and Wheelehan said the average time anyone stays on the job these days is 18 months. When one combines that with the loyalty military spouses have shown to groups they are a part of, not to mention the military and their

country, it indicates they are a very good prospect for employment.

"That hits home with people," she said, adding she believes every business in this country has a level of corporate responsibility to the men and women who defend and protect it, and to a certain extent they are recognizing it.

"There is a lot of people who want to hire military spouses," Wheelehan said. The key is connecting the two groups together.

METSpouse gives businesses an opportunity to give back. The program is free of charge, she said, and those qualified to do so can sign up. This includes military spouses, ex-spouses, partners, veterans, those soldiers currently serving and reservists.

It also includes those employers who want to be a part of this program.

Wheelehan said all this information is on an interactive website which is more than just a job bank, but includes items like instructional videos on how to be interviewed for jobs, places where one can get one's skills upgraded as so forth.

To register for the METSpouse Program, visit their website at www.canadacompany.ca/canadacompany/met/en/index.jsp. To become a METSpouse employer partner, send an email to EPinfo@canadacompany.ca.

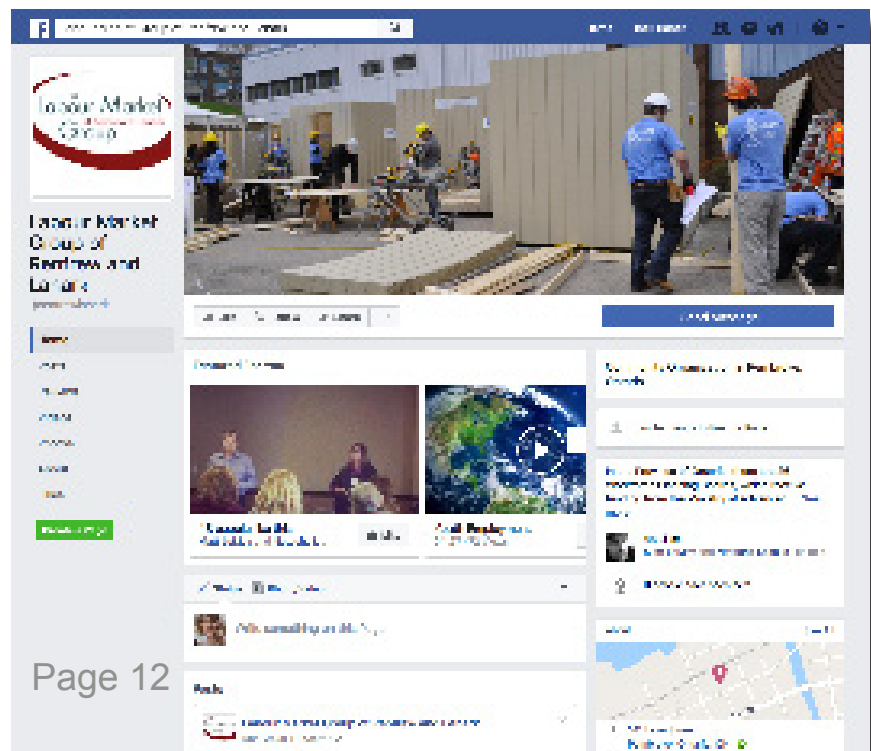
THE DAILY OBSERVER
BY STEPHEN UHLER
DECEMBER 10, 2016

Access the original essay:



www.facebook.com/renfrewlanark

Like us on Facebook for a chance to win an iPod Shuffle!



ONTARIO SUPPORTING GREATER EMPLOYMENT OPPORTUNITIES FOR ADULTS WITH DEVELOPMENTAL DISABILITIES IN YORK REGION

Province Announces Employment and Modernization Fund Projects

Ontario is supporting adults with developmental disabilities in York Region as part of a province wide program that will help promote community-based employment and improve employment services and supports.

Dr. Helena Jaczek, Minister of Community and Social Services was at Community Living York South today to announce that the centre is receiving funding for its Outcome Employment Project, which will help adults with developmental disabilities to improve their job search skills so that they can find competitive employment in York Region. The project will specifically help people whose first language is not English.

This is one of 38 projects that is receiving support through the second phase of Ontario's Employment and Modernization Fund (EMF), which promotes greater inclusion and independence for people with developmental

disabilities in their communities.

Supporting agencies and helping adults with developmental disabilities live as independently as possible is part of Ontario's plan to create jobs, grow our economy and help people in their everyday lives.

Quick Facts

- As part of Phase II of the Employment and Modernization Fund, the government is investing over \$7 million for 38 creative projects across the province.
- Community Living York South is receiving \$146,000 for their Outcome Employment Project. This project involves developing an employment program to support individuals with developmental disabilities whose first language is not English.
- The EMF is part of the Ontario government's \$810 million multi-year investment strategy in community and developmental services.
- Ontario currently invests over \$2 billion a year in developmental services.

Additional Resources

- Read about our Employment and Modernization Fund
- Learn more about developmental services in Ontario
- Visit Community Living York South's website.

"Today's investment on behalf of the Ontario Government means that Community Living York South can implement our Outcome Employment Project. This will go miles in our goal of full social inclusion for adults with developmental disabilities in York Region."

Don Wilkinson
Executive Director, Community Living York South

"As I visit agencies across the province, I see the continued expansion of strong partnerships that are driving more inclusivity for people with developmental disabilities in our communities. We have already begun to see the progress that the Employment and Modernization funding has had on agencies being able to deliver programs that are giving individuals with developmental disabilities greater opportunities for employment."

-Dr. Helena Jaczek, Minister of Community and Social Services

MINISTRY OF COMMUNITY AND SOCIAL SERVICES
MARCH 30, 2017

Access the original essay:

[Read More](#) 

DEBBIE LAUT RETIRES AFTER 30 YEARS AT ALGONQUIN

Please join me in congratulating Debbie Laut, Manager of Community and Employment Services in Perth, on a well-deserved retirement that will take effect April 1, 2017.

Debbie joined the Algonquin family in 1987 after securing a term position – little did she know that the “term” would last 30 years! Debbie has worked as an Employment Consultant, as a Coordinator, and, since 2013, as Manager. Throughout, she has been making a difference in the lives of young people, for people seeking a new career path and for those looking to improve their economic situation through employment. Debbie is a team-first manager but in 2014 Debbie was individually recognized as the AC Perth NISOD recipient (National Institute for Staff and Organizational Development).

Along the way, Debbie has had more than her fair share of success that she has shared with her team. Those successes include:

- **2000:** in a transition from what was then known as the Career & Employment Preparation program to the Job Connect program. Debbie wrote the proposal that resulted in AC Perth securing the contract for what would eventually further transition into Community and Employment Services today.
- **2005:** Community and Employment Services (CES) was amongst the top five provincial service providers formally recognized with the Minister's Award for Excellence in Service Results;
- **2006:** Consecutive year, recipient for the Ministry's Award for Excellence in Service Results



June 2014: Debbie Laut, Manager receives NISOD Leadership Excellence Award 2014

- **2008:** after a local industry closure resulted in 500+ people being laid off work, federal funding to enhance employment supports was secured in a multi-year partnership agreement
- **2009:** CES was presented with Algonquin College's Team Award!
- **2010:** Year of Employment Transformation – CES was selected to deliver Employment Ontario's full suite of employment and retraining programs;
- **2012:** CES was nominated for the Ministry's Leadership Award for spearheading a collaborative initiative developed in partnership with Ontario Works and Algonquin College's Literacy & Basic Skills - Smiths Falls;
- **2015:** CES was awarded for all of Lanark County the contracts to deliver the Youth Job Connection contract services – a recognition of their well-established, results based, high performing team
- **2017 -** Debbie has seen the organization grow from a modest three-person, single program operation to a multi-faceted, full-service organization with increased operational funding from \$300,000 to \$1.8 million today. Debbie was instrumental in this growth and success and on behalf of Algonquin College we thank her for her service and wish her well on her next exciting chapter.

Chris Hahn
 Dean, Perth Campus
 Access the original essay:

[Read More ↗](#)

