

## Are You Part Of The Sectors Hiring In 2015?

Top Sectors – Job Creation in 2015		# of Full Time Jobs	# of Part Time Jobs
1.	Construction & Utilities	275	51
2.	Transportation & Warehousing	520	210
3.	Manufacturing	501	7
4.	Wholesale & Retail	348	349
5.	Professional, Technical & Education	294	51
6.	Information & Communication	135	3
7.	Health Care & Social Assistance	133	77
8.	Arts, Culture & Recreation	69	168
9.	Household & Personal Services	100	67
10.	Agriculture	17	163
11.	Finance, Insurance and Real Estate	48	23

## How Do I Hire The Right Person For The Job?

Employers tend to rely on word of mouth more often than any other way of recruiting. There are free services however that will help you locate the most qualified candidate for the job such as:

### Regional Employment Centres

([Job Zone d'emploi](#), [Glengarry Inter-Agency Group](#), [Centre de services à l'emploi PR](#), [Akwasasne Employment Resource Centre](#))

**Educational Institutions & programs** ([St. Lawrence College](#), [Cornwall Career College](#), [University of Guelph Alfred Campus](#), [La Cité](#), [Ontario Youth Apprenticeship Program](#), [Programme d'apprentissage pour les jeunes de l'Ontario](#))

**Adult Resource Centres** ([TR Léger School](#), [Le Centre moi j'apprends](#), [Tri-County Literacy Council](#), [Centre d'éducation et de formation de l'est Ontarien](#))

## Skills in Top Demand

Ability to be autonomous	Analytical Problem Solving	Communication skills (oral & written)
Customer Service	Computer literacy	Creativity / Entrepreneurship
Teamwork / Interpersonal Skills	Time Management	Work Ethic

## How Do I Stay Competitive in Today's Market?

One of the key tools to remain competitive in today's market is training. Did you know that almost one in every two businesses cites "Loss of productivity during training time" as their main barrier to training, followed by "Cost". In fact, factors like costs associated to employee turnover and loss of productivity by not training, demonstrate that a business cannot afford *not* to train.

### Training helps your business run better

Trained employees will be better equipped to handle customer inquiries, make a sale, use computer systems, etc.

### Training is a recruitment and retention tool

You are more likely to attract and keep good employees of you can offer them a career path or development opportunities.

### Cross-Training adds flexibility and efficiency

Employees are capable in more than one aspect of your business computer systems, etc.

### Training reduces the cost of turnover

By the time you market, screen, interview, orientate and train, hiring can cost as much as \$2,500.00 per position.

### Training instills loyalty and commitment

Offer ways to learn and grow while at your company.

## Government Subsidies Make This the Ideal Time to Train

The **Canada Ontario Job Grant** offers qualifying businesses reimbursement of up to two-thirds of their employee training costs. Visit <http://www.tcu.gov.on.ca/eng/eopg/cojg/> or contact these organizations for more information:

<p><a href="#"><u>Centre de Service à l'emploi PR</u></a> Hawkesbury, Rockland, Embrun 613-632-0179</p>	<p><a href="#"><u>Glengarry Inter-Agency Group</u></a> Alexandria 613-525-1533</p>	<p><a href="#"><u>Job Zone d'emploi</u></a> Cornwall 613-933-9675</p>	<p><a href="#"><u>La Cité</u></a> Orleans 613-741-9042 Embrun 613-443-2300</p>	<p><a href="#"><u>Employment Ontario</u></a> (if training 25+ employees) 613-933-1774</p>
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## Business-to-Business Linkages Can Decrease Costs

The Eastern Ontario Training Board, through the support of the Eastern Ontario Development Program (Canada), would like to introduce Anne Leduc. Anne will be visiting with businesses in Cornwall and SDG to identify shared human resource and training needs. Her goal is to assist you in meeting labour market shortages while developing your current workforce. You can reach Anne by contacting the Eastern Ontario Training Board at 613-932-0210 or email Anne at [annel@eotb-cfeo.on.ca](mailto:annel@eotb-cfeo.on.ca)



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