


2.1. Workforce Group

- There are several organizations that work within the City of Cornwall whose mandate is **enhancing the labour force, entrepreneurship, skills development and meeting the needs of local employers**.
- Over 50 of these organizations meet monthly as the **Employability Network**. The Employability Network brings together a strong component of organizations whose focus is the local workforce. This is a great starting point for work on this point of the Strategic Plan.
- On February 16, 2021, Staff joined the monthly Employability Network meeting to discuss Council's Strategic Priorities and the importance of the local workforce. It was also discussed how the City can assist with **connections, resources, and profile** some of the programs these organizations offer.
- There has been a strong emphasis on **employer-led skills development** and training. Assembling a workforce group or liaison activities made up of stakeholders, including employers who need more workers, can improve existing offerings. More information on this point can be found in Pillar 2.4.

Employability Network Meeting

Enhancing skilled trades development was a large topic of discussion at the February meeting.



Employability Network Meeting

STRATEGIC PRIORITIES 2019-2022

Pillar 2: Attracting, Enhancing Workforce That Meets Demands of Local Employers

- Convene a workforce group
- Facilitate liaison activities between job creators, educators, and senior government to define needed skills, improve existing programs

How Can I Help?

- Profile
- Connections & Resources

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Community
Government
Workforce
services
provide
facilitate
connections
resources
profile
enhancing
meeting
existing
improve
define
needed
skills
educators
job
creators
senior
government
liaison
activities
workforce
group
convene

PROGRESS INDICATOR



Not Started



Underway



Completed



Ongoing

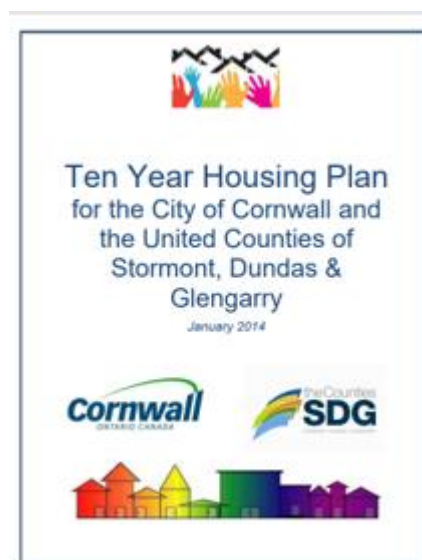
2.2. Short Term Affordable Housing

- The **City of Cornwall and United Counties of Stormont, Dundas & Glengarry Housing Revitalization Plan** was approved by Council on October 13, 2020.
- The plan identifies the **shortage of short-term affordable housing** in a broad sense as a drawback to the community; however, the plan is not specifically focused on the relocation of workers. The focus of short-term affordable housing in this context, as per the mandate of Social & Housing Services, is on temporary emergency housing.
- **Mixed-market rents** is a consideration for the Social & Housing Services Department when developing new projects.
- Part of the mandate of the **Mayor's Task Force on Housing** will be to explore short-term affordable housing.

Facilitating the Relocation of Workers

Currently, the Housing Revitalization Plan and the Ten-Year Housing Plan are the only two City documents that reference exploring short-term affordable housing options, but not in the context of relocating workers.

This is an area that the Mayor's Task Force on Housing will explore further.



PROGRESS INDICATOR



Not Started



Underway



Completed



Ongoing

2.3. Immigration

- The City of Cornwall is part of a **two-year regional immigration pilot project** that is of interest to people looking to become permanent residents.
- The pilot is part of the **Ontario Immigrant Nominee Program**, which allows foreign workers, international students and others with the right skills, experience and education to apply for a nomination for permanent residence in Ontario. Cornwall was one of three communities chosen to support the program in 2020.
- The pilot is designed to help employers **fill labour gaps** in professional, managerial, and in-demand occupations with foreign workers and international students that otherwise may have settled in larger communities.
- The program began in Summer 2020 and as of February 2021 has had **19 applications**.
- The federal government through Immigration, Refugees and Citizenship Canada provided \$1,157,575 in funding to establish the **Newcomer Employment Welcome Services (NEWS) Centre** in Cornwall. The office opened in Summer 2020 and is located at 55 Water Street.
- This is the first **significant federal investment** in immigration services for the City of Cornwall in several years. The Eastern Ontario Training Board (EOTB) operates the centre which provides language services, employment and support services and referrals to newcomers.
- **L'Association canadienne-française de l'Ontario- Stormont, Dundas et Glengarry, Le Réseau de soutien à l'immigration francophone de l'Est de l'Ontario et l'Association des Femmes Immigrantes Francophones Cornwall-SDG** are strong ambassadors for the francophone community. They encourage the immigration of francophones to Cornwall and provide an array of services including career placements. These organizations also remained connected to newcomers during the COVID-19 pandemic to support families and break isolation.
- Staff works closely with outside agencies to support Immigration efforts. Since the announcement of the OINP Pilot, the Economic Development Department has received 412 information requests. The department also manages the **immigrationcornwall.ca** website, a valuable resource for newcomers to our area.

PROGRESS INDICATOR



Not Started



Underway



Completed



Ongoing

2.4. Liaison Activities

- City Staff **supports local employers** on a regular basis to help them address skills development and other workforce issues.
- The **ChooseCornwall.ca Job Board** has emerged as the most popular and comprehensive job board in the region, connecting thousands of job seekers with local employers each year. The Job Board delivered 168,000 page views in 2020, which represents an increase of 70% over the previous year.
- City Staff works closely with local stakeholders, including the **Eastern Ontario Training Board (EOTB)**, **Job Zone d'emploi** and **St. Lawrence College** on various projects, training, and programming. The Strategic Planning Coordinator recently met with each of these groups to see how the City can support them to improve existing programs and increase employer-led skills development.
- Each year, the Social Development Council (Employability Network) holds the **Cornwall Job Fair**. In 2020, the City of Cornwall helped fund the creation of 24 videos to promote local employment opportunities.
- In addition to local job fairs, City Staff are engaged in national job fairs. In fact, the City of Cornwall is the only Municipality to have a consistent presence at the **National Job Fair** over the past several years. In 2019, the City expanded its efforts to several **University and College job fairs**.

Career Guide

Cornwall Economic Development developed and has recently expanded a downloadable Career Guide, which has proved very popular with job seekers.



PROGRESS INDICATOR



Not Started



Underway



Completed



Ongoing