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Local Employment
Planning Council

Programs and Services at Work for Local Employers





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Are you having a hard time finding the right talent? As an employer, we understand it can be difficult running a business and finding the time to hire and train a new employee. Did you know there are a number of programs and services available to you, free of charge?

Your Local Employment Planning Council conducted many interviews within the London Economic Region to hear what employers had to say about accessing some of the programs and services available. This resource provides real examples, from industry, on how they found the right person for their company by accessing various programs and services offered locally. We hope these examples will provide beneficial ideas to help you build a long lasting and committed workforce.

We would like to acknowledge the job developers, employment agencies and employers for their assistance in helping us create this resource. Thank you for connecting and collaborating with us.

Do you have a story to share? We'd love to hear from you.
Please contact: **Tricia Flatley** at **519-672-3499** Ext, 102 for more details.

On the cover: (From top to bottom)
Martin Kamil, Suzanne Buehner, Jeff Davies, Krista Redling, Chantel Antone,
Brian Kliza, and Jason Meyer.

Programs and Services at Work for Local Employers



Brian Kliza,
Sales and Marketing Manager
Steamers

“We connected with **Youth Opportunities Unlimited (Y.O.U.)** through the Youth Employment Fund program to help hire young people. Now we help youth through the Youth Job Connection program. We’ve also accessed the **Canada-Ontario Jobs Grant** to help offset the cost of training employees.

It’s hard to find the right people for the job and working with Y.O.U. has helped bridge the barrier. We know when accessing programs we can feel confident that the people referred to us are really looking for an opportunity and they are ready to work. There’s always a risk hiring a new employee, but working with Y.O.U. and the program takes away some of the risk. I would recommend using local employment agencies to any small business that doesn’t have the time to search through hundreds of resumes. The staff at Y.O.U. know their clients and refer the most suitable candidates.

We’ve successfully hired dozens of people through the program because we know they appreciate the opportunity.”



Marco Petrella,
Store Manager
Giant Tiger

“Working with **ATN Access Inc.** we have had much success with utilizing multiple streams of wage subsidy to help us train and then ultimately retain that individual. A large majority of our hires have actually come through ATN’s clients, programs and wage subsidies/incentives.

One of our favourite success stories was a young gentleman that we brought in through Youth Employment funding. We did not have the budget to hire on at that time, but we were able to work with ATN Access Inc. to create an opportunity. That was a year ago and since then we’ve hired him on as permanent staff. He’s been an excellent addition to our team here at Giant Tiger.”



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**Mike Nolet, Sr. VP
Bill Gosling Outsourcing**

“The **Canada Ontario Job Grant** has allowed us to invest in the training of our new employees to a greater level than ever before. Better trained employees are more likely to thrive in our workplace, which in turn provides them greater opportunity for promotion.

Simply put, the COJG allows us to invest more in our staff, we see reduced turnover, all the while the employee receives greater skills training — it’s a win-win.”



**Greg Baiber, Trainer; Tina Banman, Administration;
and John Vanderwyst, Owner
Best Safety Training & Consulting**

“We’ve had the fortune of dealing with both sides of the **Canada Ontario Jobs Grant (COJG)** process. We have taken advantage of the grant to position the company as an approved provider by the Ministry of Labour for ‘Working at Heights’ trainer as well as ‘Basic Certification for Joint Health & Safety Committees.’

Without COJG we would have had to wait years for the cash flow for such training. With the grant we have been able to grow and have the maneuverability to run day-to-day operations. Cash flow is key to most small businesses and the COJG was an easy process to apply for. Their service advisors have bent over backwards to help us and our clients with application processing. Most of our clients are approved for the funding within 2 weeks and training can begin on approval. Changes to the COJG do not allow for Ministry regulated training but they will approve training for the development of management teams and safety teams.”



Programs and Services at Work for Local Employers



Jason Meyer,
Director of Corporate & Partnership Stores
Tirecraft

“Tirecraft has used the **Youth Employment Fund** and the **Employment Services** training incentive extensively over the past 2 years. We have been sent some very good candidates that were pre-screened and fit into the employee culture that we have been developing. These programs have encouraged us to make hires when at times we may not have been able to take the time to train them. The extra funding and the work of the counselors who have located the right candidates for us has been invaluable.

I would recommend using the local employment agencies as a first resource. We’ve not been disappointed and have found candidates that are excelling through our organization and building a career, not just a job.”



Hetty Tueber, Owner
Silverthorn Landscape Supplies

“**The Canada Ontario Job Grant (COJG)** enabled us as a small business to access more resources for all of our staff. Much needed training and staff development is now on our agenda due to this Grant. We were very pleased with the ease of use and for all the support staff put in place to help us process the grant.”



Programs and Services at Work for Local Employers



Krista Redling, HR Manager
Armatec Survivability

“Armatec Survivability is utilizing the **Career Start Wage Subsidy** with the assistance of **Fanshawe College**. Our organization is very fortunate to have been approved for this subsidy and to have moved forward with this candidate. She is proving to be a real asset to the team and in her short time with the organization is making significant contributions.

This program, so far, has proven to be a WIN/WIN scenario; it has allowed us to provide a new grad, as she starts off in her chosen career, a rich and relevant experience while the organization is benefiting from all her contributions. Working with Fanshawe College has made the application process clear, fast and simple. The extra funding has allowed us to bring this candidate on board when we may have otherwise not been able to do so.”



Linda and Tony Caruana,
Owners of Foot Dynamics

“**Employment Services Elgin** has been extremely helpful throughout the hiring and interview process for our new office manager. We even used their location to do the interviews which prevented interruptions and afforded us a neutral site which made the process more comfortable.

We are very happy with our new employee and thank Employment Services for helping steer our business in the right direction.”



Programs and Services at Work for Local Employers



Chantel Antone, Owner
Style House Salon

“Finding the right employee in the salon industry is not always easy. Many people are right out of school and looking for the ideal salon to hire them. As an employer this is tough, as we need to train them as well as continue to teach them skills for their trade. I have had tremendous luck utilizing the **Youth Employment Fund** through **Nokee Kwe**.

Working with the program it provided help financially to hire students, so we could train them and improve their skills while still getting paid. The staff at Nokee Kwe are very hands on and the program is very helpful in connecting employers and employees. I will always recommend the program to other business owners.”



Carole Eriksson, CEO
EasyWay Solutions

“Hiring the right employee and ensuring that they are trained is always a challenge and Peter Standish and the staff from our local **Community Employment Services (CES)** has been most helpful.

Working together, in recent years we have utilized the **Employment Service Training** incentive, the **Youth Employment Fund**, **Youth Job Connect Program**, and the **Canada Ontario Job Grant**.

The programs have been easy to understand and utilize, the CES staff help has been invaluable, and EasyWay has benefited from the support while evaluating and training new employees. Human resources are key to any company and training helps us to have better employees.”



Programs and Services at Work for Local Employers



**Cora Burns, Executive Director;
Milestones Children's Centre**

“For a non-profit organization like Milestones Children’s Centre, the **Canada Ontario Job Grant (COJG)** has been a significant benefit.

The COJG has given our employees the opportunity to attend training of a caliber that we would not have been able to previously consider. The COJG is helping to build capacity in our organization which benefits the community.”



**Jeff Davies, Operations Manager
Davies Legacy Planning Group**

“The **Canada-Ontario Job Grant**, offered through the **Employment Services Elgin**, has provided us with an opportunity to grow our company’s skills and expertise — opportunities we might have missed without this assistance.

As Family Enterprise Advisors, we are huge advocates for continually upgrading the business skills, since if you do not stay ‘now,’ your competition will leave you in the dust! I found myself slipping and becoming ‘unconsciously incompetent,’ where I didn’t know what I didn’t know. I had considered taking our business in a new direction, but was intimidated by the investment it would take to retrain the staff.

Now we are constantly seeking out new programs to expand our breadth of knowledge and capabilities in the marketplace. I think every company needs to use this resource to enable them to stay competitive, maximizing the abilities of those they employ in order to react quickly to change for continued profitability. A compelling long-term vision for a business is essential and this program is making it possible for us to achieve those goals!”



Programs and Services at Work for Local Employers



Martin Kamil, VP Finance Operations
Black Fly Beverage Company

“Without having an HR department it can be hard to find time to interview and find the right person for the job. We’ve really noticed it’s all about finding the right fit for the position at Blackfly.

Working with **LEADS Employment Services** has helped take some of the risk away when looking for new employees. LEADS worked with the **London Employment Help Centre** to utilize the **Canada-Ontario Job Grant** to help off-set some of the costs of training our new employees. Utilizing these free services is vital to our company; as we look to maintain a diverse and inclusive workforce.”



Sarah Grey,
Owner
Beaches & Dreams Tanning Salon

“Beaches & Dreams Tanning Salon has used the **Youth Employment Fund** and the **Employee Subsidy Fund** over the last few years exclusively. Lisa, the Community Resource Counsellor we have worked with, has gotten to know us and our needs. She is a great judge at matching us with candidates that fit well into our small enterprise and ultimately become part of our family business.

The funding has allowed us to do more valuable training and spend more time training employees while doubling up on staff to allow the new employee to fully understand their job and serving our customers. I would definitely recommend this program and the community employment office in assisting any employer with hiring staff.”



Programs and Services at Work for Local Employers



Suzanne Buehner, *Accounting Manager*
Elmhurst Inn & Spa

“Over the years, the Elm Hurst Inn & Spa, through **Community Employment Services (CES)** has utilized programs such as the **Youth Employment Fund, Employment Service Training Incentive**, and the **Canada-Ontario Job Grant**. Community Employment Services is my only resource to find out which programs are available, what is ‘coming down the pipe’ and which are being changed, so that we are able to plan ahead and make the best employee-related decisions we can for our business.

The staff of Community Employment Services know the programs thoroughly, handle the documentation quickly, with paperwork that is easy to understand and complete. Using them as our main employment resource, we have experienced thousands in savings by locating the right people for jobs; by using the programs and grants available, and in reduced time and effort.”



Jason Smith, *President*;
Spot Marketing Group

“Utilizing the **Canada Ontario Job Grant (COJG)** has allowed us to invest in our employees and ultimately accelerate our growth as a company. Without the grant we wouldn’t have been able to expand our company as quickly as we have. I’ve noticed that staff are more confident, more productive and are advancing in their roles as a result of the training that goes along with the COJG.

The staff at Community Employment Services in Woodstock made it very easy for us to fill out forms and help us discover other programs that benefit our company.”



Programs and Services at Work for Local Employers



Justin & Angela DeVries and Nancy & Dieter Tiede,
Hearing Instrument Specialists; Owners
Hearing Care Clinic, Strathroy

“Business Advisor/Job Developer Stephanie Shrum at the **Community Employment Choices** office has unquestionably been a wealth of information for us as owners at Strathroy’s Hearing Care Clinic. She has guided us through utilizing the **Employment Service Training Incentive** program with our two most recent employee hires, both of whom have been successful.

Stephanie has also helped us to access the **Canada-Ontario Job Grant**. This program has given us the opportunity to offer programs that further the skills of our staff and help build a stronger team. We deeply appreciate all Stephanie has done for us, and express our thanks for her time and support in helping us grow our business with confidence. We will continue to recommend her service to other business owners like ourselves.”



Jodi Haggith, *HR and Training Supervisor*
Bonduelle – Strathroy

At Bonduelle – Strathroy our employees are an important part of our continued growth and success! Stephanie Shrum and the team at **Community Employment Choices (CEC)** have been a valuable resource in helping us to recruit and develop both our existing and new Team Members.

We have benefited from the **Canada-Ontario Job Grant** to offer skills training to enhance our employee's knowledge and the **Job Matching Placement Incentive** to subsidize portions of the cost of hiring new employees. CEC has also been able to assist in organizing and implementing job fairs to attract potential candidates. The continued commitment of CEC informing employers of new and existing services, programs and grants, as well as assisting in the administration of the programs and continued ongoing communication is invaluable to our company to helping us have better employees.



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