



February 10, 2021

Mr. Emilio Ojeda
Settlement Services Coordinator
Northumberland County
555 Courthouse Road, Cobourg
ON, K9A 5J6

RE: Ministry of Children, Community and Social Services' Newcomer Employment and Training Expression of Interest

Dear Emilio,

The Northumberland Manufacturers' Association (NMA) is a not-for-profit association representing over 70 manufacturers and industry supporters from across Northumberland for the past 16 years.

As much as we are an advocate and leader in our industry, we also depend on partnerships with our local government teams to ensure the future of our industry and its skilled people continue to thrive.

On behalf of the Board of Directors and members of the NMA, I was pleased to support your recent application to Immigration, Refugees and Citizenship Canada's 'Capacity building for the private sponsorship of refugees' fund for the purposes of bolstering existing pre- and post-arrival supports for sponsors AND improving refugee awareness of the supports/services available to them.

Given the alignment of the two initiatives, I would also like to offer our full support and endorsement of Northumberland County's funding application to the Ministry of Children, Community and Social Services' Newcomer Employment and Training program for the purposes of the 'Successful Settlement and Work in Northumberland Pilot Project'. I understand that this pilot project will support the labour market integration of newcomers (people already employed in the manufacturing sector AND people interested in obtaining employment in the manufacturing sector) by increasing access to employment-related language and workplace communication skills training.

The 2017 Economic Development Master Plan for Northumberland County presents a number of components that are critical to economic success, including a skilled and

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diverse workforce that helps to increase local productivity and maintain economic vitality (p. 25). Manufacturing is a key sector of interest highlighted in the economic development master plan.

Existing labour shortages in Northumberland may be exacerbated given the large population cohort of people aged 55+ years and their upcoming retirements (Workforce Development Board/Local Employment Planning Council. Analysis of the Local Labour Supply. 2019. p. 4)

While workers can be hired away from another local employer, this doesn't solve the local labour shortage problem, and new Canadians should not be overlooked as a source of potential labour.

The establishment of post-arrival ESL training supports within the workplace to support new Canadian employees will make significant strides in helping to address the local labour shortage.

Accordingly, if the funding is approved, we would be more than happy to call upon our 70 member companies to engage in this opportunity.

Sincerely,



Darla Price
Managing Director (on behalf of Board of Directors)
Northumberland Manufacturers' Association
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