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A TIMMINS CHAMBER OF COMMERCE PUBLICATION

## Timmins Chamber calling on businesses' biggest players for 2019 Nova Awards

The Timmins Chamber of Commerce is asking for the champions of local business to lay their cards on the table, as nominations are now open for the 2019 Nova Business Excellence Awards.

To be held at the McIntyre Arena on Thursday, May 9, the Nova Awards are the region's largest celebration of entrepreneurial achievement and help to recognize the best of Timmins business across 15 categories. This year's event will feature the theme of "NOVA-OPOLY - the Game of Business" to help showcase all the many ways that Timmins' entrepreneurs are the city's treasures of the community chest, according to Timmins Chamber President Nancy Mageau.

"Many of Timmins' business leaders are experts in their game—continually passing GO and collecting the appreciation of the business community, year after year. The evening is a fantastic way to recognize their commitment, creativity and achievements in their fields," said Mageau.

"Each year, the Nova Awards encourages our business leaders to get out a connect with each other, so if you know a game-changer worthy of recognition, be sure



The Nova Business Excellence Awards will once again celebrate the best of Timmins business at the McIntyre Arena on May 9. The 2018 event drew more than 700 attendees.

to give them a nomination. Even the best can't be celebrated unless they're nominated."

Finalists will be personally notified on March 5 at their place of business by Chamber volunteers and staff, who will also present a small gift to commemorate the special occasion. Photographs of these visits will be taken throughout the day and presented online at the Chamber's Facebook page, at [www.facebook.com/TimminsChamber](http://www.facebook.com/TimminsChamber). Video will also be taken wherever possible and displayed as part of

the Nova Awards' opening segment during the May 9 gala.

The Nova Awards are one of the Chamber's signature events, with more than 700 people from across the region regularly in attendance. Now in its 17th year, the 2019 event promises to put on quite a show as it upholds its reputation as a spectacular way to celebrate business success in Timmins, said Mageau.

"From solitaire to games of strategy- whatever their preference, our businesses deserved to be

recognized for the countless ways they help to make Timmins a great place to work, live and play. The nomination process can even be done online, so if you know a Nova-worthy business, now's the time get them in the game."

As in recent years, Eastlink news personalities will interview the event's finalists, organizers and community champions on the Nova Awards' own version of the red carpet. These segments will be broadcast live throughout the many flat-screen televisions on display throughout the area, which served to promote further conversation among attendees during the celebration.

Other examples of Timmins talent will be on hand throughout the event, in the form of locally produced hors d'oeuvres, snacks, and of course the monopoly themed décor, all of which is being supplemented by the hard work of countless volunteers who donate their time to make it all happen.

Tickets for the Nova Awards will go on sale March 21, 2019 at \$150 plus HST, or a discounted price of \$120 plus HST for Chamber members. Tickets can be ordered by emailing the Chamber at [info@timminschamber.on.ca](mailto:info@timminschamber.on.ca)

Nominees for the 17th Annual Nova Business Excellence Awards will be announced March 15 for the following categories:

- BMT Insurance & Financial Services Business Contribution to the Community Award (1-5 Employees)
- The Venture Centre Business Contribution to the Community Award (6-10 Employees)
- NorthernTel Business Contribution to the Community Award (11+ Employees)
- FNETB Best Place to Work Award
- Goldcorp Young Professional Award
- RBC Marketing Award
- National Bank Innovation Award
- Northern College Service Excellence Award
- Caisse Populaire Alliance New Business Award (Under 2 Years)
- TD Bank Group Business of the Year Award (1-5 Employees)
- Scotiabank Business of the Year Award (6-10 Employees)
- Kidd Operations Business of the Year Award (11+ Employees)
- De Beers Canada Indigenous Partnership Award
- City of Timmins Non-Profit Organization Award
- OPG Lifetime Business Achievement Award

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## Chamber presents first donation on behalf of 100 People Who Care

On Oct. 30, 2018, The Timmins Chamber of Commerce Business Takes the Lead committee launched 100 People Who Care, a campaign designed to bring people together and make a difference in the community. This donation initiative seeks quarterly contributions of \$100 to the pooled, potential sum of \$10,000 to a local Timmins charity or organization.

The creation of the 100 People Who Care campaign came from the numerous projects seeking community and Chamber member support.

In the months leading up to the presentation, those who donated to the campaign had the opportunity to nominate a local charity that would later be voted upon by the group.

"This collaborative undertaking is the result of the combined efforts of suggestions from donors, which narrowed to a ballot of three, resulting in a final vote by the donors determining the recipient," said Dan Ayotte, chair of the Business Takes the Lead Committee. "Any contributing member can nominate a local, nationally registered charity capable of issuing a tax receipt.

One-hundred percent of the proceeds will go to the selected recipient to assist with the cost of their project."

In December at Chamber member St. Matthew's Cathedral, the inaugural fundraising effort handed out the first cheque of \$10,000 to the Timmins Food Bank at the General Member Meeting. The proceeds went to the purchase of a new commercial refrigerator which would allow the organization to provide greater services for their clientele.

"For those looking to learn more about the many worthy community programs servicing Timmins, this initiative is a simple way to join a group of dedicated individuals seeking to make an immediate, direct, and positive contribution to local charity-run programmes," said Ayotte, Chair of Business Takes the Lead and President of PAIB Insurance Inc.

"It's simple- we donate, we nominate, we vote," said Ayotte.

People interested in getting on board can join the Chamber's Facebook group '100 People Who Care - Timmins' or contact the Chamber directly.

The deadline to join the March campaign is Feb. 27.



Chamber President Nancy Mageau and Business Takes the Lead Committee Chair Dan Ayotte presented a cheque to Rick Young, Chairperson and Tom Faught, Sr., Director of the Timmins Food Bank at the General Member Meeting on Dec. 13, 2018.

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The Chamber's Find it in Timmins initiative encourages consumers to find goods and services within the community.

By supporting Timmins businesses, they in turn can support a variety of charitable causes, community programs and events.

Whether you are a business, a consumer or an organization that has received support from the business community be sure to:

**#finditIntimmins**

## Mine Safety Solutions attributes success to local partnerships



In the start-up of Mine Safety Solutions (MSS), I began working with the Innovation Hub at Northern College in 2014. At the time, I wanted to design better safety gear, having already designed a plan for the first glove but had no idea where to start with bringing it to market. The Northern Innovation Hub team was very helpful at turning my idea into an action plan and guiding me through the process.

In the early stages, I was able to consult with the Hub to develop a strategy that would eventually lead to the creation of the business. They provided resources that allowed me to navigate through the commercialization process and directed me to other organizations that could help. Through this process I was able to connect with NEOnet, NORCAT, and the Business Enterprise Centre who worked collaboratively to get my business off the ground.

NEOnet assisted in the creation of my website and, in partnership with the college, provided a grant that helped transition my product to the testing stage after developing my prototype.

Additionally, NORCAT was pivotal for the testing process, allowing my safety gloves to be tested in a mining environment. The Business Enterprise Centre guided me through writing a business plan and funding proposals.

Throughout my journey, the Innovation Hub team was there to help, connecting me with mentors who acted as a second set of eyes on documents and marketing materials that other organizations helped me produce. I was able to brainstorm with the mentor, ask questions, and get advice.

Now, the Innovation Hub and I have partnered on an applied research project. They will have a team of faculty and students conducting impact testing on MSS's gloves in order to determine their suitability for the market. This applied research will be completed in 2019.

Without the help of Northern College's Innovation Hub and its various partners, I would not be where I am today. Having only started a few years ago with a drawing and a dream, they helped me turn MSS into a viable business with two different models of safety

gloves fully on the market, and three more in the early development and testing stages.

- Anthony Gillin, President of Mine Safety Solutions

As Anthony has outlined, the Northern Innovation Hub serves as a conduit to the broader entrepreneurship ecosystem. We provide budding entrepreneurs with opportunities for learning, guidance and support in business development. Through the Innovation Hub, students at Northern College receive in-depth assistance in delivering their innovative solutions to market.

The assistance that we provide to businesses

is not limited to those in the startup stage; we also offer opportunities for existing businesses to improve. We facilitate continuous improvements by working with businesses who are looking to explore opportunities, improve their processes and develop or adopt new technologies. We provide skilled members of our faculty to lead their business improvement project(s) and recruit students to conduct the research. Anthony has also utilized this service and in turn, will be provided with an impact testing device that will be designed for his glove. This testing will allow him to understand his product's capabilities better to serve his clients.

**Anthony is a great example of how young entrepreneurs can, through the use of the entrepreneurship ecosystem, take an innovative idea and turn it into a viable business.**

- Amy McKillip, Manager of Applied Research, Entrepreneurship and Innovation at Northern College

## News from the Chamber network



### Long-term transportation plan needed

The Ontario Chamber of Commerce (OCC), in partnership with the Timmins Chamber of Commerce and the Chamber network, released *Moving Forward: A Strategic Approach to Ontario's Transportation Needs (Part 1)*, a policy report calling on the Ontario Government to develop a Long-Term Transportation Plan. To address the current and future transportation needs of the province, the report highlights three areas of opportunity that will help improve the mobility of Northern Ontarians.

Transportation is the backbone of our economy, affecting the movement of people and goods and the everyday lives of Northern businesses. Yet limited transit connectivity, aging assets, unique regional needs, and a historic under-investment in infrastructure have led to a significant gap between the actual and needed infrastructure in the North. This has led to real challenges faced by Northern Ontario residents and businesses every single day.

The OCC developed thirteen tangible and pragmatic transportation recommendations for a stronger Ontario within three key areas of opportunity. This approach will help to address the current and future transportation needs of the province with a focus on:

1. Transit planning governance;
2. Moving people and goods by rail; and
3. Autonomous vehicles (AV).

The report also points to short- and long-term opportunities for the return of passenger rail to Northern Ontario.

Northern Ontario businesses view transportation infrastructure as critical to their competitiveness. Moving forward, the province needs a plan that is strategic, provides value for public dollars, optimizes existing assets, and takes into account the unique needs of transportation in the North.

### The accelerated pace of change

Every December, the Canadian Chamber of Commerce predicts the issues, opportunities and outlook for the year ahead in our Crystal Ball Report. We gather insights from the people on the ground who are running businesses, creating jobs and wealth, but also living through Canada's economic challenges.

At the global level, our members expressed difficulties navigating an environment where economic ties, trade routes and growth rates are constantly in flux. The longterm trend toward global economic connectivity appears to be stagnating, if not reversing. Total capital flows declined from 21.4% of GDP in 2007 to 6.9% of GDP in 2017. The growth of trade compared with the growth of GDP slowed in 2018 and is projected to continue to decline next year. The implications for Canadian business are profound as they contribute to economic uncertainty and have the potential to disrupt global supply chains, capital markets and labour mobility over the long run.

At the national level, it appears likely that the Canadian economy is poised for late-cycle growth in 2019 and beyond. IMF anticipates Canadian economic growth will hover around 2.1% in 2018 and 2.0% in 2019. Deloitte projects a decline to 1.4% growth in 2020. At the same time, the Canadian economy is in the process of a lagging structural transition from growth driven by consumption and housing activity to export-led growth and business investment. Rising interest rates and a deteriorating fiscal position are projected for 2019. Canadian businesses should take note as this will have important implications for growth prospects, employment costs, debt servicing

and investment decisions.

At the firm level, change cycles and product cycles have been compressed, creating an operating environment driven by new technologies and competition. Not only is the speed of change getting faster, markets are able to adopt new technologies faster. Software, big data, social media, mobile devices, cloud and application programming interfaces are among the newest internet trends that allow businesses to have more innovation opportunities and more new channels they can leverage. These technology drivers are forcing a dramatic acceleration in what businesses can and should do to remain competitive and relevant. As new technologies are created at an increasingly faster pace and as they are adopted at record speeds by markets, we believe a first-mover advantage will be amplified as change continues to come at a breakneck speed.

Now more than ever, it is crucial that Canada fosters an agile regulatory system so our businesses can move fast and create tax and fiscal policies that spur business investment in the technology and skills needed for our businesses to succeed.

The world is moving fast, and the economy is changing rapidly. While the degree of change can be uncomfortable or even destructive, it can also contain the seeds of opportunity. The uncertainty created by the accelerating pace of change begs caution, but ultimately fortune will favour the bold firms and governments that can seize upon the speed of the turning moment

## SECRETARY-MANAGER

June 5/56

Stresses Need For Work  
Of Chamber Of Commerce

Porcupine Chamber of Commerce Secretary - manager Austin Jelbert told the South Porcupine Kiwanis Club last night that any chamber of commerce or board of trade belongs to the residents of the communities for which it operates.

Mr. Jelbert addressed the club at its meeting in the Airport Hotel on the part played by the chamber of commerce in a community, and how it can better conditions in its sphere.

"We have a rich and wonderful country," he said. "This north country is our heritage. We have minerals of wealth without compare. Pulp and lumbering second to none, the pleasures of field and stream, the blessing of clean, fresh, pollen-free air, rich agricultural lands and vast possibilities for success in industry."

"So we have the basis for prosperity. A basis for physical, mental and spiritual well-being. It is there for us to develop and use wisely. We must use it for our benefit, for the benefit of others living nearby and still others in distant places."

"This is where the chamber of commerce comes in," he explained. "The growth of communities is often haphazard and sprawling. Many things are overlooked while others are pursued relentlessly. Some facets of everyday life are passed by. Even a short time spent on them would mean a great deal to the commercial, economic, industrial, civil, social and agricultural welfare of the district."

Mr. Jelbert outlined the activities of the various committees of the chamber of commerce. He mentioned the achievements of the Airport Committee and said this committee is still studying to see how further improvements can be made.

The Beautification Committee is hard at work trying to make the Porcupine the cleanest area in the north. Its clean-up campaign is designed to attract people and industry to the district by offering a pleasant place for workers to live.

The Agricultural Committee has completed arrangements for the Porcupine District Agricultural Society and was instrumental in setting up the Porcupine District Cattle Breeders' Association. The Mining Committee devotes itself to exploiting every avenue to find aid in the development of the industry around which the Porcupine grew.

A five year plan of road development for protection of the forests, scenic highway routes for the attraction of tourists, roads to mineral deposits and a general better communications system in the north is being undertaken by the Good Roads and Transportation Committee.

The chamber of commerce also provides services for all. Many people ring the chamber office for various informations and the chamber tries to help in every way.

"Your chamber of commerce is your working force in the promotion of the Porcupine area," Mr. Jelbert said. "But your chamber of commerce is you, working towards a better and more prosperous region. Any chamber of commerce is only as strong as its membership. It needs active support to carry out its programs for civic, industrial, agricultural, economic, social and commercial development of this area."

"Your membership in your chamber of commerce is not a donation. It is an investment in the future welfare and prosperity of this district," he concluded.

Porcupine Chamber of Commerce Secretary-manager Austin Jelbert, June 5, 1956.

Chamber message from the past still rings  
true as 70-year anniversary approaches

In the summer of 1956, Secretary-manager Austin Jelbert addressed members of the Kiwanis club with a message still relevant to the Chamber today. While the Porcupine District Cattle Breeders' Association may have long-since disbanded, the spirit of Jelbert's speech remains true.

The Porcupine Chamber of Commerce was established in June of 1949. Just over 10 years after, the name was changed to the Timmins-Porcupine Chamber of Commerce. Finally, in recognition of the formation of the City of Timmins in 1982, the name was officially changed to the Timmins Chamber of Commerce at its 34th annual general meeting.

Over the past 70 years, the Chamber has been the spearhead for numerous projects initiated by its members and committees including the Timmins Airport, Highway

144, the Timmins Economic Development Corporation, and the Timmins Museum.

As Timmins' cultural and economic landscapes continue to grow, so too does the Chamber; continuing to be proactive in voicing its members' concerns with respect to local, provincial and federal government policy while actively addressing educational,

civic, social and economic issues. Through continued meetings with the City's Mayor and Chief Administrative Officer, and through the Provincial and Federal Chamber networks, the Timmins Chamber is committed to lobbying all levels of government to ensure a positive business climate for the business community in the North.

Finding value in your Chamber membership was as much a driving point then as it is now. "Your Chamber of Commerce is you, working towards a better and more prosperous region," states Jelbert, "Your membership in your Chamber of Commerce is not a donation. It is an investment in the future welfare and prosperity of this district."

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## Chamber committees working to make a difference for members

### Interested members invited to participate

The Chamber consists of groups of volunteers that typically meet once a month to help advance the interests of the Chamber's 750-plus members, and to help guide Chamber efforts.

Each committee works on specific topics and issues that develop policies and action plans that help the Chamber to create a positive business outlook for Chamber members and the business community as a whole.

If you are interested in joining any of the committees and improving Timmins' business community by contributing your knowledge and expertise, please contact Cameron Grant by phone at (705) 360-1900 or via email at [policy@timminschamber.on.ca](mailto:policy@timminschamber.on.ca)

### Member Services and Events Committee Update:

This committee oversees the Chamber's memberships looking for ways to optimize member retention and engagement as well as discussing Chamber hosted events. This committee helps to find ways to help the Chamber improve member benefits for all.

During the 2017-2018 Chamber year this

committee had the goal of increasing member engagement and this was carried out in two primary ways. Firstly, the committee identified that some of the membership is not currently aware of the benefits associated with being a part of the Timmins Chamber of Commerce, and that it is our duty as staff, board and committee members to make a great effort to interact with memberships on a more regular basis. From this came the suggestion to incorporate more regular member visits. Through our member referral system, we can make a best estimate that approximately 70% of our membership was visited this past year.

The Chamber also conducted a thorough social media update for all members to increase the effectiveness of their business listing on our website. As well, the data collection was used to inform staff on what social media workshops may be of most use to the members. This led the Chamber to hosting several Instagram for Business and Facebook User Group workshops at no cost. Similarly, in the vein of social media the Chamber began its video series on Facebook called Monday Minute, to provide a brief snapshot of upcoming events and policy work to our followers. The engagement on these videos was noticeable, and therefore we have continued to make them a weekly venture.

The Member Services Committee will

continue to strive to discover new and exciting ways to attract new businesses to join and keep those we have engaged.

### Government Regulation and Policy Committee

This committee helps tackle issues of interest to the business community and Chamber members. Whether it is municipal, provincial, or federal level issues, this community works to find solutions to these problems on behalf of local businesses.

This year, the committee is working on three policy resolutions to the Ontario Chamber of Commerce (OCC) calling for dedicating sufficient resource to improve the process for reviewing and approving exploration permits and environmental assessments; the resolution will go to the OCC's Annual General Meeting for support. They are also working on a forestry strategy as well as a service skills strategy for students looking to enroll in the trades.

The Chamber also presented to the Standing Committee on Finance and Economic Affairs on Jan 22. The purpose of this presentation was to provide recommendations on how to utilize Ontario's fiscal policy to maximize our economic growth and ensure our prosperity.

The recommendations include a competitive

tax system to encourage investment by businesses and spending reforms to improve the efficiency and effectiveness of government initiatives, the need for predictable and stable revenue for municipalities, and energy prices.

### Municipal Affairs Committee

The Municipal Affairs committee works on issues at the municipal level that hinder the success of businesses in the community. This year, the committee has been discussing the recent municipal elections, as the Chamber hosted numerous candidate debates, parking in the downtown and the municipal budget.

For the 2018 municipal elections, the Chamber hosted a total of four debates. These debates, which were open to the public, allowed members of the public and the business community, to better understand the candidates' policies and platforms regarding the economic future of Timmins. (see P.8)

The Municipal Affairs Committee has also been working on its annual municipal budget presentation to City Council. The recommendations will include the most pressing, most common municipal priorities as suggested by the membership in a survey distributed in December. The Chamber will present these recommendations to City Council in early this year.



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- Occupational Health & Safety auditing
- Exposure control strategies and design

### **Hazardous Materials Management**

- Asbestos, lead, mould, mercury, PCB's & designated substances
- Surveys, inspection and abatement

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## Members celebrate the holidays with the Chamber

Nearly 500 members and their staff chose to celebrate the holiday season with the Timmins Chamber of Commerce, which hosted its annual Member Holiday Parties at the Porcupine Dante Club on Dec. 1 and the Senator Hotel on Dec. 8. This popular event is offered every year in order to provide Chamber members a chance to celebrate the season with their staff, with none of the hassle of planning, organizing, decorating, cooking, or cleaning. As always, this year's evening featured dinner and dancing, as well as a visit from Saint Nick himself, and had an opportunity to have their picture taken on Santa's knee. Thank you to the following participating businesses:



- RBC Royal Bank
- Smiles for Life Dental Hygiene Clinic
- Yulten Travel Inc/Carlson Wagonlit
- All North Electric
- Dumas Contracting Ltd.
- Soucie Salo Safety (Timmins) Inc.
- Dorrington and Associates Professional Corporation
- New Tin Shop Ltd.
- Smiles for Life Dental Hygiene Clinic
- Timmins Nissan
- Woodgreen Advertising
- Cochrane Temiskaming Children's Treatment Centre
- New Tin Shop Ltd.
- Alternate Starts
- Trimed Consulting Inc.
- Sun Life Financial
- Tisdale Plumbing Heating & Electrical
- Millson Forestry Service
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- Dibadin Dentistry Professional Corporation
- Nancy E. Cooper Law Office
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- Timmins Rent All & Equipment Sales
- Northern Mechanical Services Inc.
- Dr. Bill Chisholm Optometry Professional Corporation



For more photos of the Member Holiday Party, visit us at [facebook.com/TimminsChamber](https://facebook.com/TimminsChamber)

## Where have all the workers gone?

Have you found yourself sitting at your desk, scratching your head, asking yourself why you can't seem to attract or retain qualified workers lately? Maybe changing your operating hours or not bidding on that big contract as a result of a lack of manpower? Or maybe, you have been hiring under qualified workers in the hopes of someday training them to be the superstar that you hoped to have today? If you have answered yes to any of these questions, you are not alone.

According to Stats Canada, there are currently over 430,000 vacant positions in Canada. Combined with a 40-year low unemployment rate of 5.6%, an aging workforce, and a birth rate of only 1.6 per couple, Canada's labour market is experiencing a shift that is expected to continue for the next several years.

According to a study conducted by Julie Joncas and her team at the Far North East Training Board, in North Eastern Ontario (NEO) alone, we are expecting close to 28,000 retirements over the next 15-20 years. Along with that, we have seen significant outmigration from the North over the past several years. From 2006 to 2016, NEO experienced a 14.9% (20,030) decrease in population – if this trend continues, it will certainly have a negative impact on the NEO economy and create an enormous gap in the labour market.

Although a negative labour market gap will create tremendous opportunities for our youth,

it will, in parallel, create many challenges for employers and especially small businesses. Having had the opportunity to speak with many businesses and community support groups in NEO over the past several months, this challenge is very real and very present today. The lack of qualified workers is leading to increased hiring costs, increased time-to-hire delays, difficulty in predicting future growth opportunities, an inability to bid on projects due to the uncertainty of available workers and high levels of operational instability and predictability.

When considering the labour market at a national level, the numbers are far from an improvement. Economists from the Conference Board of Canada revealed that Canada's current and future demographics are projected to create a need of 350,000 workers annually in order to meet future workforce demands. What this means, is that Canada will not have nearly enough workers to fill the number of positions that will be required. The questions then, is where will all these workers come from?

In late fall 2018, Canada's Minister of Immigration, Refugees and Citizenship announced that nearly one million permanent immigrants will settle in Canada over the next 3 years. This demonstrates that not only does the Canadian government understand the current and projected state of the labour market, but they are putting programs in place to support

employers in their efforts to find qualified workers to sustain their operations.

When no Canadians or Permanent Residents are available to fill a position, employers are able to hire foreign workers. The hiring of foreign workers offers a host of benefits and opportunities to employers that will provide value in the short term and also support long-term sustainability and strategic objectives. Not only will employers be hiring a qualified and highly motivated worker, the greatest benefit employers report is the increased level of operational stability and predictability due to decreased turnover. Many employers are unaware, but in most cases, when hiring a foreign worker, the worker is issued an employer-specific work permit for a duration ranging from 1 to 3 years. What this means, is that the foreign worker is entitled to work exclusively for that employer for the validity of their work permit.

Furthermore, employers have reported higher levels of engagement and even productivity which some believe to be in correlation with cultural values associated with high levels of work ethic and loyalty. This may also be a result of work experience and qualifications being more appropriately aligned to job duties. Often times, employers are forced to hire workers with less qualifications than are actually required for the role due to the unavailability of workers. Having access to a global market



Anthony Lawley, Founding Partner of IVEY Immigration and Employment Services Inc.

through an international recruitment initiative gives employers an opportunity at increased productivity, lower downtime and ultimately an advantage over their competitors.

No matter your political interests or ethnic background, we cannot disagree that Canada was built on immigration. If we look back in our family history, most of us will likely have at least one, if not more, distant relatives that immigrated to Canada for a better life and a better opportunity for themselves and their families.

The current Canadian demographic make-up cannot support our economy without the existence of immigration. This is a fact.

Are you ready to be a part of an International Recruitment Initiative?

## Timmins Chamber Policy Process

Policy is about ideas | Advocacy is about action

As Timmins' voice of business, policy and advocacy is what we do to ensure the strongest possible business environment for our members. So how do we do it?



# NEW MEMBER PROFILES

## INDEPTH SAFETY SOLUTIONS

**Services – Health, Safety, Security and Fire**  
www.indepthsafety.ca

The Occupational Health and Safety Act (OHSA) in Ontario is very clear on the requirements of every employer to develop and maintain a health and safety program, consisting of prescribed elements catering to protecting the health and safety of every employee in their workplaces. This is part of an organization's due diligence. Serving all industries, InDepth Safety Solutions offers on-site Due Diligence/OHSA Compliance Assessment and Consultation, Workplace Safety Auditing, and Health and Safety Program Development. We provide a selection of training that suits all contributors to workplace safety, from the employer down to the newest hired or transferred worker on the floor or in the office. One of the most strategic training sessions that we recommend for employers and supervisors, and even workers, is Due Diligence, where participants learn about their obligations under the OHSA and Regulations. Mining-specific common core training includes Supervisor (Generic and Underground), Surface Miner Basic and Underground Basic. Classroom and on-site training available. InDepth Safety Solutions also specializes in underground Mechanized Raise Climber (Alimak) support services including operator safety training, permitting, commissioning, procedure development and mechanical training/services. Available for site/project safety and training coordination and supervision on a contractual basis

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## SURVEYTECH INSTRUMENTS & SERVICES INC.

**Industrial, Trade and Manufacturing**  
(705) 360-1947

www.surveytechinstruments.com  
SurveyTECH is a Timmins based company specializing in borehole instrumentation and contract services for the Canadian mining industry. We pride ourselves in delivering field-proven, driller-operated Gyro tools. We work closely with our industry-leading suppliers to offer a full range of innovative technologies, allowing us to provide instrumentation for a variety of drilling, exploration, mining and civil engineering applications. We guarantee quality assurance, ongoing/on-site technical support and training as part of rental kits and sales packages. If you are looking to minimize survey downtime, increase accuracy and productivity we have the right instrument for you. Our team's extensive industry

experience assures that you can rely on us to help you hit your target!

## COOKING WITH MERV Food and Drink – Catering

(705) 365-8886  
Merv Russel strives to create food with passion using as many locally sourced ingredients as possible. He is a foodie at heart that would be happy to cater your next event. Watch his social media pages to find out about food pop ups he does around the city!

## IMAGINE CINEMAS – TIMMINS CINEMA 6 Fitness, Recreation and Entertainment

(705) 268-4622  
Imagine Cinemas Timmins proudly has 6 different screening theatres with new films coming in every week. Skip the lines and get movie showtimes and buy movie tickets online.

## MINE SAFETY SOLUTIONS Industrial, Trade, Manufacturing – Industrial Suppliers

(705) 221-3811  
www.minesafety.com  
Mine Safety Solutions (est. 2015) is a Canadian owned and operated company that focuses on developing cutting-edge safety products for the mining, construction, forestry, manufacturing and service industries. Our goal is to create new and innovative safety products that ensure the highest level of safety in these demanding fields. Ultimately, we want everyone to come home safely. By reducing the number of workplace injuries, companies can avoid many of the direct and indirect costs of workplace injuries, which may include court settlements, disability claims and training people to replace injured workers.

## LEMONGRASS

**Retail – Home and Garden**  
(705) 360-5253

www.lemongrassboutique.ca  
At Lemongrass, Sonya's goal is to work closely with her clients to determine and create an environment that is a reflection of their needs, whether it is a single room, an entire home or an outdoor patio. Sonya loves every moment of her work and takes great joy in meeting new clients and fulfilling their home decor needs. Lemongrass specializes in home Decor, latest trends in jewelry and fashions accessories, gourmet food line, bath products, Soy candles, specializing in custom made silk and dried floral arrangements and gourmet gift baskets, seasonal decor

## SIVA'S FAMILY RESTAURANT Food and Drink – Restaurants

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http://sivasfamilyrestaurant.com/  
Siva's Family Restaurant offers you great food and amazing service for all occasion needs. From birthdays to business meetings we promise to meet all your catering needs.

## TRIBURY CONSTRUCTORS INC. Industrial, Trade and Manufacturing – Construction and Infrastructure

(705) 560-8743 | http://tribury.com/  
Industrial, Trade and Manufacturing – Construction and Infrastructure  
Tribury Constructors has been established to provide the Northern Ontario construction market with a group of professionals whose proven track records, can ensure the implementation of the most up to date management techniques, combining that with their technical expertise and pride of workmanship to guarantee your project's success. The company set up its head office in Sudbury, Ontario to carry on the business of construction, construction management and design build, to service all sectors of the construction industry in Northern Ontario. Over the years, Tribury Constructors has constructed many institutional, recreational, commercial and industrial projects, some as large as \$20 million. Today Tribury has constructed over \$400 million dollars in construction projects. Tribury Constructors combines its ingenuity in all areas of construction with a rare insight into the owners and architects needs and ensures that quality work goes hand in hand with meeting your completion dates and budget goals.

## THE BARBER SHOP Services- Beauty Salons, Spas and Tanning

(705) 267-2616  
We provide barbering services, such as cutting, trimming, shampooing, and styling hair, trimming beards and giving shaves.

## DR. DOUGLAS ARNOLD MEDICINE PROFESSIONAL CORPORATION Health and Wellness- Health

(705) 267-2372 | www.dampc.ca  
Dr. Doug Arnold is a Family Physician who has been working in Timmins since September 1991. He currently practices exclusively in Occupational Medicine, otherwise known as Industrial Medicine. Dr. Arnold began working in Occupational Medicine in November 1996. Currently Dr. Arnold consults on a regular or periodic basis for approximately 14-16 large and small companies in and around Timmins and Northeastern Ontario. He has a special interest in Pre-Placement Testing for companies. At his clinic he offers on-site urine drug collection with Point of Care Testing and breath alcohol testing through DriverCheck, which is one of the largest drug and alcohol collection agencies in Canada. He provides Pulmonary Function Testing on-site, and Dr. Arnold looks forward to continuing to expand his services, to provide a "one-stop shop" for Pre-Placement Assessments. Dr. Arnold also has experience with Designated Substances and is quite familiar with the current regulations and guidelines for biological monitoring for Designated Substances as set out by the Ministry of Labour. Dr. Arnold has also worked extensively

with companies, assisting in their Modified Work Program, Graduated Return-to-Work Program, WSIB appeals, Accommodation Requests and Short-Term Disability reviews. New clients are always welcome, both on an ongoing retainer as well as with periodic fee-for-service work.

## WORKPLACE SAFETY NORTH Associations and Community – Organizations and Non-Profits

(705) 474-7233  
www.workplacesafetynorth.ca  
An independent not-for-profit, Workplace Safety North (WSN) is one of four sector-based health and safety associations in Ontario, and provides province-wide Ministry-approved workplace health and safety training and services for the mining and forest products industries, as well as for businesses across northern Ontario- with health and safety specialists located across the province, WSN and its legacy organizations have been helping make Ontario workplaces safer for more than 100 years. A leading provider of health and safety training and consulting, businesses call upon WSN for expert advice and information.

## ACKLANDS-GRAINGER INC. Industrial, Trade and Manufacturing – Industrial Suppliers

(705) 264-5200  
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## RUBINO HOLDINGS LTD./ RUBINO'S PETRO CAN Food and Drink – Convenience Stores

(705) 235-4797  
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## IN THE QUIET – A MEDITATION PRACTICE Health and Wellness – Health

(705) 268-9881 | http://inthequiet.ca  
Some 12 years ago I had a vision to help others "A Tiny Part of Something Big" and so In the Quiet was developed. Meditation is a way of connecting into the quiet that is already within all of us. Practicing meditation on a regular basis is proven to help to manage stress, reduce anxiety, improve relationships, create inner peace, enhance your sleep patterns and lower blood pressure, to name a few. As your Primordial Sound Meditation instructor, this Training Centre was developed as a Sanctuary to provide self-care tools so people of all walks and beliefs can rediscover their body's own inner intelligence. I am Chopra Center Certified Instructor\*, Chi Gong (Qigong) Practitioner; Ayurvedist (Yoga) Therapist ~with over 40 years experience. Primordial Sound Meditation is highly recommended for anyone who wishes to enjoy deeper peace, greater freedom and mastery of life. Are you ready to get started? To learn more about Meditation (a sister science of yoga) &/or Chi Gong energy medicine exercises, please feel free to call or email me.

## ROYAL LEPAGE NORTHERN REALTY LEADERS INC. – PAMELA MAVRINAC Real Estate- Real Estate Agents

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Property Restoration Specialists, specializing in fire and water remediation, as well as mold, asbestos and contents processing. IICRC certification, members. Service available 24 hours a day, 7 days a week, 365 days a year. Fully trained and qualified project managers to handle your property insurance claims, as well as qualified in-house tradesmen to complete all your restoration work. Insurance Restoration Company, serving Timmins and the surrounding areas.

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## Chamber celebrates members during small business week visits



Chamber staffer Shayna Ford along with Brittany Mohns of the Business Enterprise Centre meets with members of the Ojibway and Cree Cultural Centre Kim Piche, Executive Secretary; Angela Shisheesh, Native Language Coordinator; Kathy Perreault, Resource Centre Coordinator; Debra Hookimaw, Resource Centre Assistant; and Dianne Riopel, Executive Director.



Lessard-Stephens Funeral Home gives a tour of their funeral home and reception area while providing updates on expansion and new services being offered. Pictured from left: Cameron Grant, Chamber's Policy and Engagement Lead; Nancy Mageau, Chamber President, Chamber Committee Member Renee Palmateer; Michel Lessard, Director of the Funeral Home; Grief Councillor, Lynne Carriere-Lessard; Chamber Ambassador Veronique Lauzon; Randy Rice of Lessard-Stephens; and Brenda Camirand and Jessica West of the Timmins Economic Development Corporation.

## Chamber hosts Meet the Candidates debates for the 2018 Municipal Election



The 2018 Municipal election saw a total of 5 Mayoral and 26 Councillor candidates running for municipal office. As such, the Chamber hosted four separate events throughout the city to meet the public demand as candidates debated in front of packed audiences.

## Women in Business feature Women in Politics



On Dec. 5, the Chamber hosted its Women in Business series featuring the newly elected Women in Politics. The event featured (from left) Councillors Michelle Boileau, Noella Rinaldo, and Kristin Murray who made local history as now having the most elected female representatives on Timmins City Council.

## L'Université de Hearst : une transformation qui porte ses fruits!

Angèle Jean, agente de projet | Louise Taillefer, coordonnatrice du campus de Timmins

Depuis 2014, l'Université de Hearst s'est soumise à un exercice de transformation dans le but d'augmenter ses inscriptions, d'assurer sa pérennité ainsi que sa pertinence, et ce, selon les quatre axes prioritaires suivants : l'offre de cours en bloc, l'apprentissage par l'expérience, l'ouverture sur le monde et l'ajout d'un programme interdisciplinaire. Cette transformation lui a permis de doubler ses inscriptions depuis 2013-2014 et lui permettra d'atteindre sa cible de 150 étudiantes et étudiants équivalents à temps plein, prévue pour 2020-2021 selon son mandat stratégique. Avec l'arrivée de 29 nouvelles et nouveaux de l'étranger au courant de la session d'hiver en cours, l'Université est confiante qu'elle atteindra son objectif dès 2019-2020 ; tout un exploit!

### Le cours en bloc : c'est quoi au juste?

Dans le but de réinventer le mode de prestation de ses cours et de favoriser des apprentissages durables, dans un environnement collaboratif, l'Université de Hearst a, contrairement au mode semestriel traditionnel dans le cadre duquel les étudiantes et étudiants suivent 5 cours simultanément, adopté la formule de cours en bloc. Celle-ci propose à chacun, chacune de compléter un cours à la fois, dans le cadre de douze rencontres, en présentiel, échelonnées sur une période de trois semaines consécutives. Fondée sur les modèles anglophones du Colorado College, de Quest University et du Alverno College, l'Université de Hearst est la seule à adopter cette formule en Ontario français. Consultez le <http://www.uhearst.ca/bloc> pour en connaître davantage.

### L'apprentissage par l'expérience : un atout indispensable

L'Université de Hearst ne prétend pas au seul transfert des connaissances par le discours.

C'est pourquoi, par l'apprentissage par l'expérience, elle facilite non seulement la préparation au marché du travail par l'offre de stages obligatoires, mais aussi par une approche pédagogique qui englobe des activités fondées sur l'observation, la questionnement, la recherche, la découverte, la mise en application, l'engagement et la collaboration, et ce, dans chacun de ses programmes. Toujours dans le but de réduire davantage l'écart entre les exigences du marché du travail et les compétences de la clientèle étudiante, de faciliter la transition des étudiants et des étudiantes vers ce marché, d'augmenter les occasions d'apprentissage par l'expérience, de tisser des liens plus étroits avec les organismes d'accueil (qu'il s'agisse d'une corporation, d'une entreprise privée, d'une agence communautaire ou autre) et de mieux saisir leurs besoins, l'Université a aussi lancé son volet professionnel à l'automne 2018. Pour en connaître davantage sur ses bienfaits ou pour devenir un organisme d'accueil, nous vous invitons à consulter le <http://www.uhearst.ca/FAQ-organismes>.

### L'ouverture sur le monde : un incontournable

L'Université de Hearst reconnaît qu'une formation postsecondaire doit nous conscientiser aux enjeux de la mondialisation en valorisant la diversité et l'ouverture sur le monde.

C'est pourquoi elle se doit être un véritable lieu de rencontres et d'échanges qui permet de tester et d'inventer un modèle de vivre-ensemble qui reconnaît les différences, confronte

les préjugés, permet la communication et amorce l'établissement de ponts entre des cultures qui, au-delà de leurs histoires particulières, partagent aussi des défis communs. Conséquemment, l'Université de Hearst a, depuis 2014, redoublé d'ardeur en recrutement international, a conclu des ententes de mobilité avec certaines institutions de la France et continue d'organiser des voyages d'études et des cours-voyages. Somme toute, nos efforts portent des fruits. Nous sommes fiers de rapporter que la clientèle de l'étranger, en provenance d'une douzaine de pays africains, représente maintenant 40 % de notre population étudiante. Près de 50 % de notre clientèle provient de nos écoles nourricières, de Timmins à Hearst, alors qu'un autre 10 % nous parvient d'écoles secondaires ailleurs en province ou d'autres collèges ou d'universités.

### Réouverture du programme d'administration des affaires

Dans le cadre de la réouverture de son programme d'administration des affaires, à l'automne 2018, le campus de Timmins s'est attiré 12 inscriptions, dont 10 en provenance de la République du Congo, du Sénégal, de la Mauritanie, du Congo Brazzaville et de l'Algérie. Neuf autres étudiantes et étudiants de l'étranger se sont inscrits au programme de psychologie. Force est de constater qu'alors que la clientèle canadienne de ce campus s'intéresse davantage au programme de psychologie, 63 % de sa clientèle internationale est inscrite au programme d'administration des affaires. En prévision de l'accueil de ces 19 étudiantes et étudiants, l'Université a fait l'achat et les travaux de

réfection d'une résidence pour pourvoir à leur besoin d'hébergement.

### Pourquoi l'Université de Hearst et l'administration des affaires?

Lorsqu'interrogés sur leur choix d'institution, la majorité des étudiantes et étudiants, autant en province qu'à l'étranger, vous citeront que la formule en bloc, les études postsecondaires en langue française et les services individualisés sont des facteurs clés dans leur prise de décision.

De plus, certaines personnes, comme Fatimata Aly Ba, vous avoueront que les liens familiaux influencent leur choix. Dans son cas, sa cousine Kadiata Gueye a terminé son parcours chez nous en juin 2018 et l'a convaincue de s'y inscrire. C'est une réalité fréquente auprès de notre clientèle internationale comme les familles Kodila (2), Diatta (7), Ndiaye (3) et Saar (2). Pour sa part, Fatimata se dit bien enchantée par l'accueil chaleureux et l'offre de services du personnel de l'Université et profite énormément de la formule en bloc ainsi que de la pédagogie axée sur l'apprentissage par l'expérience. Bien qu'elle trouve l'hiver froid et pénible et que l'apprentissage de la langue anglaise constitue un défi, elle prévoit, comme tous ses confrères et consœurs, faire demande pour son permis de travail à l'issue de ses études et s'installer en Ontario français. Quoi qu'elle a toujours eu un intérêt pour l'entrepreneuriat, sa formation universitaire, depuis septembre 2018, lui a fait découvrir la gestion de projet, un domaine pointu en matière de planification, d'organisation, de direction et de contrôle à la hauteur de ses aspirations professionnelles.

Une deuxième étudiante de l'étranger, Richard Colombe Moyo Mouangha, originaire du Congo Brazzaville dit s'être « penchée vers l'Ontario parce qu'elle détient

la meilleure reconnaissance des acquis au Canada et qu'elle offre plusieurs possibilités ». Elle se dit très choyée de son accueil au sein de sa nouvelle famille universitaire et timminoise : « Je ne regrette pas mon choix, car je me sens comme chez moi et que je suis entourée de personnes très aimables » nous dit-elle. Dès sa première semaine, Richard a déniché un emploi étudiant dans le domaine du service à la clientèle et a depuis accepté un poste à temps partiel auprès du Centre Éducatif Rayon de Soleil au sein du Conseil scolaire public du Nord-Est de l'Ontario. Dans le cadre du cours Management et processus décisionnel I, Richard a développé un intérêt marqué pour les ressources humaines. Jeune femme aux grandes ambitions, elle souhaite œuvrer dans un organisme international comparable à l'Organisation des Nations Unies (ONU).

Parmi la population étudiante locale et régionale, la possibilité d'étudier dans une petite communauté, près du noyau familial est aussi un incontournable. C'est surtout vrai pour des étudiants comme Corey Lepage. Jeune entrepreneur et politicien en devenir, Corey gère Cor's Variety avec son père depuis son secondaire. Étudiant de première année en administration des affaires au campus de Timmins et citoyen engagé, il saisissait, à l'automne dernier, l'occasion de former une équipe et de participer au Coopérathon 2018 (<https://cooperathon.com/>). Cette compétition de haut calibre, se donne comme mission de maximiser l'impact social des projets développés, en les intégrant à de grands enjeux de société comme la finance, l'énergie et l'environnement, la santé et l'éducation. Que compte-t-il faire après son parcours universitaire? Bien qu'il ne sache pas exactement ce qui l'attend, il est convaincu que l'entrepreneuriat et la politique demeureront à l'avant-plan de sa vision.

C'est autant vrai pour Léna Mitron-Parent, originaire de Longlac, qui s'intéresse depuis un jeune âge aux affaires puisque son père est propriétaire d'un commerce. Dès la 10e année, elle savait déjà qu'elle étudierait en administration des affaires, mais ce n'est qu'à compter de la 12e année qu'elle a découvert sa passion pour la comptabilité. Le cours de Compréhension et utilisation de données financières, axé sur la tenue de livres, l'analyse, l'interprétation et l'évaluation d'états financiers, est venu valider cet engouement. Bien qu'elle devra compléter sa formation en ligne et se soumettre à l'examen CPA, elle a choisi l'Université de Hearst, car elle tient à ses racines nord-ontariennes et francophones. Elle prévoit s'installer le long du corridor nord, entre Timmins et Longlac en passant par Geraldton pour desservir la région.

### L'interdisciplinarité pour faire face aux défis d'un monde complexe

Pour l'Université, il est clair que le temps est venu de repenser le développement des savoirs autrement que dans l'hyperspécialisation. Les études interdisciplinaires tiennent compte de la complexité de notre monde changeant et préparent les étudiantes et les étudiants en aiguisant leur pensée critique et leur créativité. Elles feront d'eux des personnes plus conscientes des enjeux contemporains, ouvertes sur le monde et disposées à y jouer un rôle actif compte tenu de leur polyvalence.

Vous comprendrez que l'Université de Hearst prend son essor. Elle ne cesse d'explorer des solutions innovantes pour mieux répondre aux besoins de sa clientèle, de ses partenaires et de ses communautés, et ce, non seulement en matière de formation d'une relève professionnelle bilingue et engagée, mais aussi dans le contexte de la rétention de personnel en région.



2019 AWARDS EDITION

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Event tickets will go on sale March 21, 2019.

## Chamber joins its members in celebrating their milestones



Collins Denture & Implant Centre celebrated their 40-year milestone on Feb. 1. Started by his father in 1978, Owner Keith Collins (centre) continues the family legacy with the help of Denturist Thomas Vezina (left). Presenting the milestone is the Chamber's Cameron Grant.



Chamber member Centre Culturel La Ronde celebrated their 50-year anniversary surrounded by several members of Timmins' francophone community. Chamber board member Jean-Pierre Nadon (left) was in attendance to present La Ronde's Executive Director Lisa Bertrand with a member milestone.



Literacy Network Northeast (LNN) recently celebrated their 20-year anniversary at a board meeting held at their downtown location. Chamber board member Dan Ayotte is seen here presenting to Tanya Venne, Executive Director of LNN; Jolene Bedard, of LNN; Raymonde Rivard, March of Dimes; and Michelle Goulet, Timmins Learning Centre.



Chamber President Nancy Mageau presents Lucia Mendonca owner of Mendonca Law with a 5-year member milestone. Lucia invited Chamber guests for a tour of her downtown location and spoke of her plans for expansion.



To mark their 25-year anniversary, the Timmins and District Hospital hosted an event where employees, past and present, could enjoy lunch and share their experiences. During the event, Chamber President Nancy Mageau presented a member milestone to Maggie Matear, chair of the hospital's board of directors. The event also featured an unveiling of a new plaque displaying the names of doctors who have worked at the hospital over the years.



Member Wendy's Restaurant celebrated their 25-year anniversary with a ribbon cutting and grand re-opening of their location. After months of renovations, owner Mark Torchia marked the occasion with prizes, draws, and a donation to the Lord's Kitchen and Chamber President Nancy Mageau was in attendance to present the member milestone.