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For Immediate Release

Awards Highlight Excellent Local Approaches for Workforce Development

Cambridge, Ontario. May 9, 2011... The annual presentations for the 'Mayor's Award for Excellence in Workforce Training and Development' took place this evening at the Cambridge City Council meeting. Council paid tribute to local organizations that demonstrated exceptional initiatives in workforce training and development. Three organizations rose to the top this year for the training and development honours: Xylotek Solutions Inc, Cambridge Libraries and Galleries, and Aecon Industrial.

"Today, there is even more pressure on companies to tighten the belt, but establishing and investing in a training program is vital to a businesses' success. We recognize these exceptional approaches to training and development and commend their management team for setting priorities to continually invest in their team," says Mayor Doug Craig.

There are four award categories: Industrial and Manufacturing; Service, Hospitality and Retail; Public and Not-for-Profit; and Small Business. The City of Cambridge congratulates the following companies and highlights some of the innovative initiatives contributing to their success in the awards competition:

Xylotek Solutions Inc.: SMALL BUSINESS

- A local training process was set up so that all employees have training plans tied to the company's vision and strategy
- They use team leaders to mentor more junior employees
- They turn customer visits into case studies to train their employees

Cambridge Libraries and Galleries: PUBLIC AND NOT-FOR PROFIT

- They use a strategic approach to planning their training by having a trainer as part of the centralized planning function
- The top-down approach to training is matched with a bottom-up approach to ensure they find the best resources and best ways to deliver the training while maintaining great frontline customer service
- External benchmarking shows that the organization is ranked within the top 50 Best Employers

Aecon Industrial: INDUSTRIAL AND MANUFACTURING

- They built a project management program, through a partnership with the University of Waterloo, that is now available to those outside the company as a best practice
- Their mentorship program that includes training for both mentors and mentees has taken off since being piloted in 2009
- All employees have an objective to complete 32 hours of training a year. At present, 92% of employees have already achieved or exceeded this with 55 hours being the average

This is the 18th year for the 'Mayor's Award for Excellence in Workforce Training and Development' which is organized by the City of Cambridge Economic Development Division and the Cambridge Training and Development Advisory Group.

"Establishing a focus on training and development is so important for every organization no matter its size. It leads to productivity gains, operational efficiencies, increased business opportunities, and contributes to attracting and retaining employees," says Cambridge's Chair of the Training & Development advisory committee Paul Olinski.

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About the Cambridge Training and Development Advisory Group

Cambridge training and development advisory group defines, conducts and evaluates the process to recognize the winners of the Mayor's Award for Excellence in Workforce Training and Development. The prestigious award was established in 1994. Members of the 2011 Cambridge Training & Development Advisory Group include: Mike Bennett, Debbie Fee, Jeff Fila, Lisa Hummel, Dave Launslager, Bryan Naylor, Joseph Ronca, Jim Rudnisky, Derek Watral, Heather Fowler, Michelle Bowers and Committee Chair Paul Olinski.

The City of Cambridge is one of the fastest growing areas in the country. It is strategically located astride highway 401 in Southwestern Ontario, part of Canada's Technology Triangle. In 2010, the population was over 130,000 people with a multicultural mix and a strong foundation of support services. Cambridge has a diverse economic base with leading industries in manufacturing, automotive, high technology, pharmaceutical, business and financial services and hospitality/retail. It's about choice, options and value when you become part of the community.

You meet the nicest people in Cambridge. It's a place that understands all about coming together. There is so much more to Cambridge than the beautiful lands created at the convergence of two rivers or its logistically perfect location in the heart of Ontario's economic corridor. Cambridge is the coming together of people from diverse, close-knit and proud communities. The people of Cambridge 'do the right thing' by respecting history, family values, a sound work ethic, the arts, environment and advancement. A young city, Cambridge is a master of balancing the excitement and promise of the new with the historical significance and stability of the old. A place where coming together is just the start. Uniting together is what sets Cambridge apart. Undiscovered-Cambridge families and entrepreneurs get more for less, and sacrifice nothing.

The Corporation of the City of Cambridge is an employer with a work environment that offers the opportunity to provide service to the community through creativity and innovation, and

with potential for career growth and advancement. For more information on the area or the corporation visit www.cambridge.ca. The City of Cambridge press room is located at <http://www.cambridge.ca/pressroom>. To opt out of the news release distribution, please send an email to Linda Fegan feganl@cambridge.ca.