

Local Labour Market Planning Report

LLMP

March 2012



Workforce Planning
Ontario

1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

Acknowledgements

The 1000 Islands Region Workforce Development Board would like to thank our community partners for their insight and contributions in developing and undertaking initiatives that address local workforce development issues. Together we will continue to make strides in building a skilled, effective and adaptable workforce.



For further information pertaining to this document, please contact:

Sandra Wright, Executive Director
1000 Islands Region Workforce Development Board
650 Charles Street North, Unit 1
Gananoque, Ontario
K7G 2W5

Telephone: 613-382-7462
Fax: 613-382-1172
Email: board@workforcedev.ca

This *Employment Ontario* project is funded by the Ontario government.
Ce projet *Emploi Ontario* est financé par le gouvernement de l'Ontario.

**EMPLOYMENT
ONTARIO**

**EMPLOI
ONTARIO**

The views expressed in this document do not necessarily reflect those of the Government of Ontario. Les points de vue exprimés dans le présent document ne reflètent pas nécessairement ceux d'Emploi Ontario.

Table of Contents

1	INTRODUCTION	1
2	OVERVIEW OF LLMP PLANNING PROCESS	3
2.1	PLANNING PROCESS OVERVIEW	3
2.2	THE LOCAL LABOUR MARKET PLANNING (LLMP) REPORT	4
3	LOCAL LABOUR MARKET STATUS AND SIGNIFICANT CHANGES	5
3.1	KEY SOURCES OF INFORMATION	5
3.2	DATA LIMITATIONS	5
3.3	QUICK FACTS	6
3.4	SUMMARY OF LABOUR MARKET CHALLENGES - What The Data Indicates.	6
3.5	ECONOMIC PRIORITIES	7
3.6	EMPLOYER & EMPLOYMENT UPDATES	12
3.7	OTHER DEMOGRAPHIC CHANGES	18
3.8	FEATURED REPORTS	22
4	ACTION PLAN UPDATE 2011-12	28
5	KEY CHALLENGES & ACTION PLAN 2012-13	36
6	COMMUNITY CONSULTATIONS	43
7	INFORMATION SOURCES	46
8	GLOSSARY	47

About the Board

The 1000 Islands Region Workforce Development Board (1000 Islands Region WDB) is one of twenty-one (21) workforce planning boards across Ontario. Its mission is to work collaboratively with community partners to address the region's key labour force needs.

The 1000 Islands Region WDB was first incorporated in 1996 and has been in operation for over 15 years and has spearheaded over 100 projects and partnerships in the community relating to workforce development. The volunteer Board of Directors includes representatives from Labour, Business, Educators, Trainers and Equity Groups.

The 1000 Islands Region WDB is responsible for two regions - The 1000 Islands Region and the Renfrew-Lanark Region. The 1000 Islands Region consists of the counties of Frontenac, Leeds and Grenville and the Township of Loyalist (within the county of Lennox and Addington). The Renfrew-Lanark Region consists of the counties of Renfrew and Lanark. This area is also known as the "Labour Market Partner Group of Renfrew & Lanark."

The board has two office locations. The Head Office is located in Gananoque and the Branch Office is located in Pembroke. The head office is responsible for the administration and financial activities of both regions as well as undertaking partnerships and local labour market planning for the 1000 Islands Region. The Branch Office in Pembroke is responsible for undertaking partnerships and local labour market planning in the Renfrew-Lanark Region. The 1000 Islands Region WDB receives its core funding from the Ministry of Training, Colleges and Universities.

The primary role of the 1000 Islands Region WDB is to help improve the conditions of the local labour market by:

- engaging the community in a locally-driven process to identify and respond to key trends and issues in the local labour market;
- facilitating a local planning process where community organizations and institutions agree to initiate and/or implement joint actions to address local labour market issues of common interest;
- creating opportunities for partnership development activities and projects that respond to more complex and/or pressing local labour market challenges; and,
- organizing events and undertaking activities that promote the importance of education, training and skills upgrading.

Each year, local boards undertake a comprehensive local labour market planning (LLMP) process. This process engages communities in a locally-driven and evidence-informed process to identify and respond to the key local labour market challenges (and opportunities) in their local labour markets. Separate LLMP Reports are prepared for the 1000 Islands Region and the Renfrew-Lanark Region.

1

INTRODUCTION

This Local Labour Market Planning (LLMP) Report is an update to the previous TOP (Trends, Opportunities, & Priorities) Report of March 2011. This report is intended to provide the reader with an understanding of the local labour market changes and challenges of the area and describes community partnerships that attempt to alleviate these challenges.

DEMOGRAPHIC CHANGES AND CHALLENGES

By most counts, the 1000 Islands Region is experiencing stable to modest economic growth. Overall the region had an increase in the number of employers especially those who reported no employees. Of the two labour market areas in this region, Frontenac County is prospering more than the counties of Leeds and Grenville mainly accounting for its strong public administration sector. A recent survey of 1100 employers produced positive projections of approximately 1500 employment opportunities in skilled occupations within the next 18 months.

Figures from the 2011 Census compared to 2006 figures showed a population growth for this area, albeit only a nominal increase for the United Counties of Leeds and Grenville. The manufacturing sector, which is a significant economic driver, showed positive growth and renewed investment. The green economy is thriving and growing dramatically. Levels of employment are returning to and exceeding pre-recession levels in most industries.

However, along with this growing prosperity, are some demographic challenges that need to be considered. Although there was a growth in population between censuses, it was less than Ontario and the concern is more about where the population growth is coming from.

This area relies heavily on in migration from within Ontario and other provinces. Data covering a period of

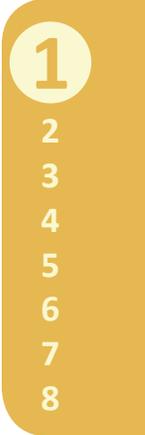
one year from July 2009 to July 2010, shows there was very little natural population growth (births less deaths) in this region. As a matter of fact there was a negative growth in natural population in the counties of Leeds and Grenville. Even more concerning is that there was a negative total population growth during this period for this same area including net migration.

The challenge is two-fold. Firstly, many areas in Canada are beginning to experience a pinch in labour supply. If the predictions of labour shortages hold true these areas are going to be looking for ways to increase in-migration. As a result, it will become more and more difficult to attract migrants to this region and to find the right mix of migrants to fill labour demands. And presently, our net international migration is too low to make much of a difference.

Secondly, as economic developers are encouraging investment and new business in the area, it is anticipated this will mean more jobs and if there is no population growth to support this, hence labour growth, any economic prosperity will be short-lived.

Another challenge of our growing economy is to ensure that we have not only the supply of labour but that the labour is skilled in the occupations that the employers need. Recently, the 1000 Islands Region Workforce Development Board in partnership with St. Lawrence College undertook an extensive employer survey. The survey was targeted to employers who employ skilled occupations requiring a college or university education or apprenticeship training. The rationale for targeting skilled occupations was that it would take longer to educate and train someone to do the job.

Over 1100 employers were surveyed in Frontenac County from October to December 2011. This statistically valid survey provided some significant results.



A total of 1478 employment opportunities were projected over the next 18 months. 1157 or 78.3% were in full-time positions and 321 or 21.7% were in part-time positions.

Of the 39 skilled occupational groupings that were surveyed the following are the top 10 groupings that projected the most opportunities in the **next 18 months**:

1. **IT and Computer Related**
169 full-time, 4 part-time
2. **Administrative Roles**
135 full-time, 51 part-time
3. **Mechanics**
114 full-time, 10 part-time
4. **Real-Estate Workers**
92 full-time, 0 part-time
5. **Welders**
80 full-time, 10 part-time
6. **Engineers**
67 full-time, 0 part-time
7. **Chefs, Cooks**
61 full-time, 106 part-time (seasonal)
8. **Financial Officers**
48 full-time, 0 part-time
9. **Carpenters**
47 full-time, 0 part-time
10. **Early Childhood Educators**
42 full-time, 4 part-time

All the above occupations require a minimum of 2 years post-secondary education but the need is projected in a period of 18 months. This indicates that there are going to be significant challenges in filling the demand for these occupations.

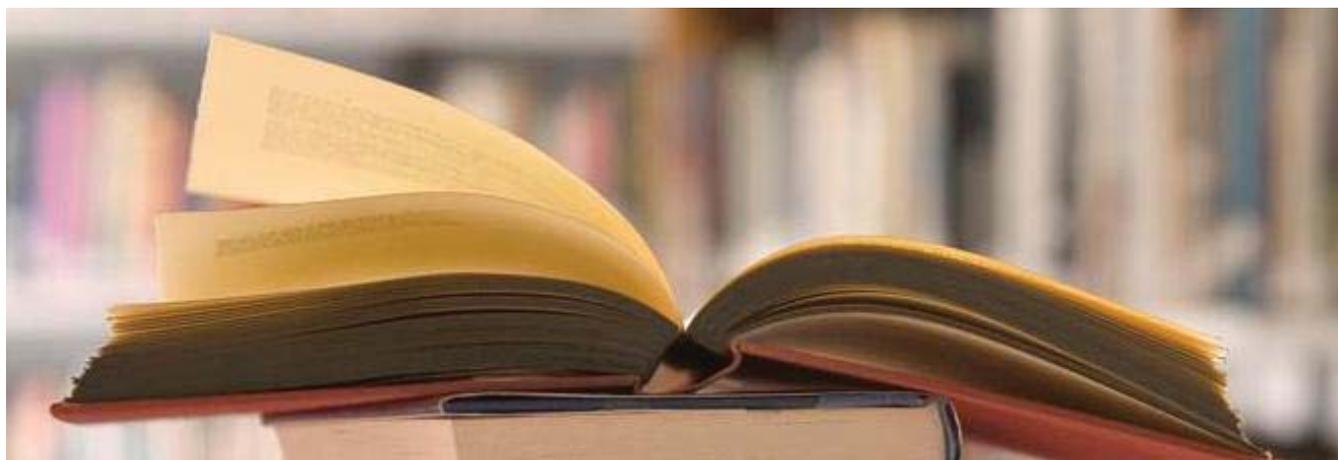
Of course there is also a concern of the unknown employment impact of new and growing economies such as in the green economy. Obtaining detailed quantitative occupational demand information for these industries is always a challenge but essential for community stakeholders to make appropriate career and educational decisions for the future.

It is clear that this region needs to tap into all sources of labour including under-represented groups, older workers and those not currently in the labour force. In addition to this will be necessary to increase international migration and continue initiatives to attract migrants from within other parts of Canada.

In conclusion, with economic prosperity and demographic changes, there will always be challenges but if the community understands these challenges, they can work together to find solutions to ensure that the region continues to prosper.

1

2
3
4
5
6
7
8



2

OVERVIEW OF LLMP PLANNING PROCESS

2.1 PLANNING PROCESS OVERVIEW

The LLMP Planning Process is a process involving local labour market partners, giving them a voice in setting local priorities in their communities. Workforce Planning Boards of Ontario support a community development process that identifies, assesses and prioritizes the skills and knowledge needs of the community, employers and individual participants and learners in the local labour market. The results of this process are then translated into a Local Labour Market Plan (LLMP)

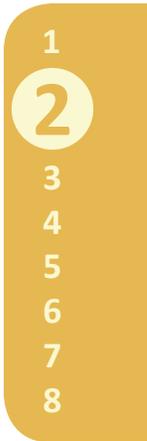
A major component of this planning process is to compile, interpret and review local labour market information. The 1000 Islands Region Workforce Development Board has been involved in labour market planning for over 15 years. And consistently throughout these years, the number one

labour market challenge has been in determining the future demand of employment opportunities. Therefore, in 2011, the Board decided to focus its resources in developing and undertaking a statistically valid process in obtaining occupational demand information from local employers. The results of this information will assist in aligning labour opportunities with training and education priorities.

The results of this analysis are summarized in this document, however, were not available during the consultation process. But it is presumed that local educational and training partners and other community organizations will use this information in forming their strategic directions.

The specific timelines and activities of the Local Labour Market Planning Process (LLMP) are detailed below.

Specific Timelines and Activities of the Local Planning Process	
June – September 2011 LLMI Research	Compiled, interpreted, and shared local labour market information. Developed a methodology and partnerships for conducting employer surveys to obtain local current and projected employment opportunities in the skilled occupations.
October 2011- Dec 2011 Employer Surveys	Conducted 1100 employer surveys.
November 2011 Labour Market Data & Analysis – Discussion Paper	Prepared a Discussion Paper highlighting local labour market data, trends and issues and shared with community stakeholders for discussions at Community Consultations held on December 13, 2011.
December 13, 2011 LLMP Community Consultation	A one half-day forum was held with community stakeholders to present and discuss the labour market trends and issues outlined in the Discussion Paper. The participants then had an opportunity to prioritize issues and develop plans of actions for addressing these issues.
January – February 2012	Followed-up with community stakeholders to follow-up on action plan templates.
March 2012 LLMP Report	A final Local Labour Market Planning (LLMP) Report will be completed.



2.2 THE LOCAL LABOUR MARKET PLANNING (LLMP) REPORT

This report leads the reader through discussions of labour market activities and challenges affecting the 1000 Islands Region.

It also includes an action plan for 2012-2013 as outlined in Section 5.0. This plan outlines local activities and partnerships which will attempt to address some of the workforce challenges facing this region.



1

2

3

4

5

6

7

8

LOCAL LABOUR MARKET STATUS AND SIGNIFICANT CHANGES

This section of the report attempts to provide an overview of the current labour market status and reports on significant changes. Where possible, evidence based data is used, however, some information is anecdotal and is based on community perspectives.

While all data will have some sort of limitation, the data and information outlined in this document is designed to lay the groundwork for short and long-term planning and decision making by community stakeholders in developing a skilled and adaptable workforce.

Below are the following components outlined in this section.

- 3.1 Key Sources of Information
- 3.2 Data Limitations
- 3.3 Quick Facts
- 3.4 Summary of Labour Market Challenges - What the data indicates.
- 3.5 Economic Priorities
- 3.6 Employer & Employment Updates
- 3.7 Other Demographic Changes
- 3.8 Featured Reports
 - 3.8.1 Employer Occupational Projections of Skilled Occupations
 - 3.8.2 Eastern Ontario Green Career Guide

3.1 KEY SOURCES OF INFORMATION

While other sources of information may have been used, the key sources used in this report include:

- **Census Data**, Statistics Canada
- **Canadian Business Patterns**, Statistics Canada
- **Occupational Projection of Skilled Occupations**, 1000 Islands Region WDB
- **Eastern Ontario Green Career Study**, 1000 Islands Region WDB
- **Labour Force Survey**, Statistics Canada
- **Economic Development Strategies**, Local Municipalities
- **Community Consultations**

3.2 DATA LIMITATIONS

It is important to recognize the limitations of sources of local labour market information. The Census and accompanying Household Survey are conducted every five years with the latest being undertaken in 2011. But the data results are released by Statistics Canada over a period of several years. At the time of this report only 2011 population figures have been released for updating our local data and with no detailed breakdown at the census division level (county level). But we cannot discount older Census data in our analysis while we wait for newer data. In many cases it is the only data available, and combined with anecdotal information, can still be used to predict trends and challenges.

Employer data from the Canadian Business Patterns is reported by the source area of payroll. Therefore, we have no data on the number of employers and corresponding employment levels for the Federal and Provincial government agencies that exist in the 1000 Islands Region as the source of the payroll is outside this area. There may be other industries affected as well i.e.: financial institutions. However, Public Administration is a significant employer in this area ranking 4th in employment levels.

3.3 QUICK FACTS

- Positive economic growth activity (more prevalent in Frontenac County)
- Positive employment growth projected over the next 18 months
- Possible labour shortages in some skilled and non-skilled occupations
- Economic challenges in key sector priorities for region
- Increase in # small to medium sized (SME) businesses in Frontenac County. Decrease in Leeds & Grenville
- Increase in # businesses with no employees in Frontenac County. Decrease in Leeds & Grenville
- SMEs with highest growth in # Employers - Real Estate; Health Care; Information Industries (Frontenac)
- SMEs with lowest growth in # Employers – Mining, Quarrying, Oil & Gas; Wholesale Trade; Management of Companies (Frontenac)
- SMEs with most employment - Food Services and Drinking Places; Specialty Trade Contractors; Professional, Scientific and Technical Services (Frontenac)
- Population growth but lower than Ontario (minimal growth in Leeds & Grenville)
- Low natural population growth (negative growth in Leeds & Grenville)
- Net Outward Migration of youth in Leeds & Grenville
- Population growth mainly from migrants from Ontario and other parts of Canada

3.4 SUMMARY OF LABOUR MARKET CHALLENGES - What The Data Indicates.

The following is a list of key challenges discussed throughout this section.

- a. Quantifying green economy employment opportunities
- b. Attracting and retaining employees in the tourism industry
- c. Finding people interested in pursuing a career relating to agriculture
- d. Attracting and retaining manufacturers in the area
- e. Attracting and retaining registered nurses due to part-time employment opportunities
- f. Recruiting required truck drivers
- g. Ensuring labour supply exists to meet employment demands of employers
- h. Increasing labour supply and population to this area – especially in the working ages of 18-54
- i. Attracting and retain youth in Leeds & Grenville
- j. Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions

3.5 ECONOMIC PRIORITIES

Economic Priorities:

There are six (6) main economic priorities throughout the 1000 Islands Region where municipalities are focussing their attention for economic and employment growth. They are:

- Green Technologies & Alternative Energy
- Tourism
- Agriculture
- Manufacturing
- Transportation/Logistics
- Health Care



GREEN TECHNOLOGIES & ALTERNATIVE ENERGY

Kingston has one of the fastest growing alternative energy communities in North America. With a focus on sustainable growth, Kingston is a leader in Green Technologies (wind, solar, and bio fuel). It also has the most intense research and development activity and the highest level of government granting agency funding per capita, than any other city in Canada. Green Energy projects and activities are also supported within all of Frontenac County building capacities for renewable energy and energy conservation.

Urban areas typically have the edge over rural areas when it comes to development but not when it comes to some of the newer technologies, including solar farms that require lots of space. The United Counties of Leeds and Grenville is already home to solar farms which continue to grow but also to bio products such as ethanol and food ingredients.

A new generation of skilled workers is building on the work of the previous generation, many of whose members have reached retirement age. Their goal, and the goal of the cities and towns across the region, is to create meaningful jobs and good quality of life for everyone without compromising the air, water, and the land that the region depends on.

Employment Prospects & Challenges

The employment prospects in the green economy are excellent but difficult to quantify as the phrase “green economy” can mean different things to different people. It can be simple to link practically any course of study to one green profession to another. For example, a solar panel manufacturer needs bookkeepers and salespeople to run its company and sell its products, even though bookkeeping and sales are not in themselves “green”. But the growing number of “green” industries will certainly lead to increase employment opportunities.

1
2
3
4
5
6
7
8

TOURISM

Tourism is an increasingly important industry that supports small businesses and provides employment to many workers in the area. This industry crosses many sectors including Accommodation and Food Services; Arts, Entertainment and Recreation; and Retail Trade. These three sectors alone employ over 25,000 or 23% of workers in the area.

Like many industries the Tourism industry was negatively impacted by the global recession and continues to struggle. U.S. Border crossings at the 1000 Islands and Prescott Bridges were down 1% from January – September 2011 compared to the same period in 2010. Overnight stays of two nights or more decreased 11,638 or 4% but one night visits increased 2418 or 9%.

Hotel Occupancy Rates for Kingston increased 1.2 % from 2010 to 2011 but the average daily room rates were 2.8 % lower. Gananoque reported a decrease in occupancy rates of 2.7% and a slight decrease in room rates of 0.1%. Brockville saw a significant decrease in occupancy rates of 6.5 but had an increase in room rates of 2.6%.

Because tourism is so extremely vital to this area, comprehensive economic strategies have been developed with the goal of increasing the number of visitors, thereby creating employment and increased revenue. And to further assist the growth of tourism, the Ontario Ministry of Tourism & Culture recently created 13 “Regional Tourism Organizations” (RTOs). There are two Regions which serve this area namely RTO 9 and RTO 11.

Employment Prospects & Challenges

The employment prospects are good. However, the tourism labour market is characterized as a seasonal, fragmented, multi-faceted service industry, with a large number of entry-level jobs. The seasonal nature of the tourism industry is contributing to the development of dual labour markets, comprised of core workers and peripheral ones. In many cases, employees view tourism as a gateway into the labour market.

In light of potential labour shortages, it has become increasingly important to enhance the quality of jobs in the tourism industry and to facilitate the entry of those who are under-represented in the labour force.

Although the tourism industry offers the first work experience for many people, the sector is sometimes ill-perceived as a career choice. At the same time, the ability to attract skilled employees is critical to the industry's growth. There is a need to promote the wide range of long-term career opportunities and prospects that tourism offers, particularly in the operation and management ranks, as well as general hospitality. Attractions, hotels, and entertainment are but a few areas that offer rewarding, long-term careers.

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8



AGRI BUSINESS & FOOD PROCESSING

Agriculture today is evolving out of necessity, from a commodity-based industry to a consumer-driven marketplace. Consumer-driven products are created with the end user in mind and provide added value in the form of convenience, brands and healthier eating options. Many successful farming operations are currently pursuing value-added initiatives and are benefitting from the premiums these products and services obtain.

Farming in this area has undergone a significant change within the last 25 years. The roles of traditional farming have changed and farms within the counties are moving away from the mainstream products. There was a decline in the number of farms in almost all major product types (2006 Census) and employment fell 22.9% (2006 figures). However, agriculture continues to be an important sector and more economic focus is being put towards this industry.

Employment Prospects & Challenges

The employment prospects are good however there is a difficulty in getting people interested in careers in agriculture and related fields. This is not usually chosen as a potential career path.



MANUFACTURING

Kingston Census Metropolitan Area

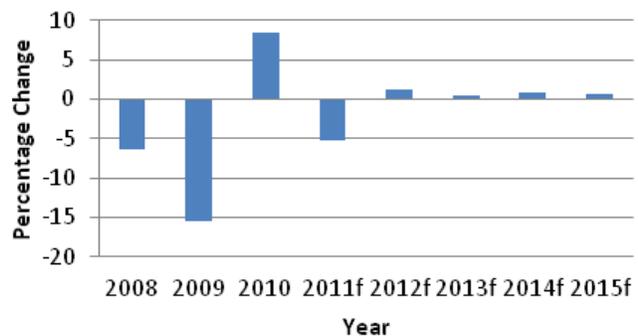
Over the last decade, the rising Canadian dollar, an increase in gas and oil prices, and two U.S. recessions severely impacted the manufacturing sector and its workers. After a robust 2000, output fell in every year following. In fact, employment in the manufacturing sector fell from a peak of 7,400 in 1998 to 4,100 in 2009.

Despite these setbacks, however, the manufacturing sector, represented by over 100 companies ended its nine-year spell of output declines in 2010. Demand for goods manufactured in this region by recovering Canadian and U.S. economies propelled output growth to 9.9% and growth is expected to continue through to 2015.

The medium-term outlook remains optimistic largely due to the region's ability to attract green technology firms. From 2012 to 2015, manufacturing output is projected to increase by an average of 2.9 percent per year.

Kingston has a strong history of innovative and leading manufacturing companies. Businesses such as Dupont, Invista and Novelis have incorporated global research and development facilities alongside their plants in order to take advantage of the research partnerships available with Kingston's local universities.

Manufacturing Employment



- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

TRANSPORTATION/LOGISTICS

Leeds & Grenville

The United Counties of Leeds and Grenville boasts large, medium and small manufacturing operations, with some recently expanding their operations. Companies in Leeds & Grenville manufacture a wide range of products, ranging from laundry and health care products, fans, blowers, pharmaceuticals, gaseous and specialized filter components to wire and cable production and refining petroleum. International companies include Procter and Gamble Inc., 3M Canada Company, Prysman Power Cables and Systems, Donaldson Canada Inc., E.I. de Pont Canada Company and Invista. There are also homegrown success stories with Canarm Ltd. and Northern Cables, both of which recently hired new staff after expanding their operations.

From a recent survey undertaken by the City of Brockville, Brockville and area manufacturing firms have generated employment hiring in 2011, creating 138 new full-time positions amongst 14 firms. Contraction of labour with other firms resulted in a net loss of 18 positions as an adjustment to pressures in their specific industry sector. Almost 60% of local firms reported stabilized employment levels during the year.

Very positive business fundamentals regarding sustainability was identified in the strong continued export capacities of Brockville firms with 58% of all manufacturing products and services being exported. There was an additional 6 new product lines introduced by manufacturing companies in 2011. Organized labour remains well below provincial average with only 17% of employees being unionized in the region.

This area is strategically located for the transportation and logistics sector and is already being recognized as a major transportation, distribution and warehousing centre. It is situated in the hub of eastern Ontario and has immediate access to major connecting highways and international bridges. This area lies within one day's trucking time of 120 million consumers and 53% of the North American industrial market.

There is a comprehensive slate of support services for the logistics sector - third-party carriers, courier hubs, custom brokers, information technology specialists, industrial maintenance services, welding, machining and fabricating shops and wholesalers.

Employment Prospects & Challenges

The employment prospects are good. However, this industry is heavily reliant on the manufacturing industry. As this industry is enjoying more stability and growth the Transportation and Logistics will too.

There is often a challenge to find qualified truck drivers.

Employment Prospects & Challenges

The employment prospects are good. However, this industry remains volatile reacting to external factors such as the value of the Canadian dollar, oil and gas prices and the U.S. market. A turn in the wrong direction for of these factors will have a negative impact on the manufacturing industry. However, the experts remain cautiously optimistic forecasting growth over the next 4 years.

There is a continued need to attract and retain manufacturers to the area.



1
2
3
4
5
6
7
8

HEALTH CARE

Health care in this area is one of the leading economic sectors – both as a major employer and investment stimulus. Southeastern Ontario’s health care centre, Kingston is home to premier facilities, specialists, services and researchers. Kingston’s and Brockville’s local hospitals work in partnership with Queen’s University and St. Lawrence College and offer a training ground for health care professionals of tomorrow.

Leading edge research is also undertaken with over 160 researchers working at the Kingston General Hospitals alone. New medical discoveries and breakthroughs are regularly making national and international headlines.

The health care industry accounts for 15% of total employment in this region compared to 8% across Ontario (2006 Census). More specifically, employment in hospitals is 11% higher in the 1000 Islands Region than across Ontario. In the hospital subsector 60% of the workforce is considered prime working age, that is, between 25-54 years of age and 72% have attained either a college or university education.

In 2007, employment growth in the health care industry peaked, growing 9% from the previous year in the Kingston CMA. Since then employment growth has slowed, though in 2009 employment reached 13,400 in this region, the highest over a decade. However, employment declined 11% in 2010 in the Kingston CMA. Despite this decline, this sector continues to be a major employer in this area and employment growth is expected over the next several years.



Employment Prospects & Challenges

The employment prospects are good for most occupations. The largest increase in employment has been among nurse aides and orderlies, while registered nurses and licensed practical nurses have grown at a much slower pace. This aligns with the recruitment issues experienced in this sector across the province. The need to control costs has led to personnel substitutions, as less qualified and less well-paid employees are replacing the more qualified and better-paid.

There is also a trend in hiring part-time staff as evidenced by a recent employer survey conducted in Frontenac County. Employers reported a need for 96 registered nurses over the next 18 months but 26 were for full-time positions while 70 were for part-time workers. It is believed that we are losing qualified nurses to the United States as they are seeking full-time employment.

There is still an expected shortage of registered nurses and physicians in this area. We need to continue to review recruitment practices for healthcare professionals to attract and retain them.

3.6 EMPLOYER & EMPLOYMENT UPDATES

FRONTENAC

The county of Frontenac had an increase of 207 employers from June 2010 to June 2011. There was a significant gain of new employers reporting no employees of 259 or 7.1% however, there was a net loss of new business reporting employees under 100 of 59 employers. To offset the loss of small businesses there was a gain of 7 employers with 100 + employees.

There are many factors that may have contributed to this growth including low interest rates, renewed consumer confidence in economy, a strong Canadian dollar and government support at all levels.

Pre-Recession to June 2011

Prior to the recession, Frontenac County and the United Counties of Leeds & Grenville, were experiencing relatively good economic times with low unemployment. Therefore, it is important to compare the current situation to that period of time in order to determine the extent of recovery from the recession and what changes have occurred as a result of it.

The next section will outline employment changes from December 2008 to June 2011 for the County of Frontenac based on the Canadian Business Patterns. However, there was a change in boundaries for employer data counts in the United counties of Leeds and Grenville. Data for North Grenville (Kemptonville) was not included until December 2010, therefore, no longer period of comparisons are available for this area.

**Number of Employers by Employee Size Range
Frontenac
June 2010 to June 2011**

Employee Size Range	Number of Employers Dec 2008	Number of Employers June 2010	Number of Employers June 2011	Absolute Change June 2011 to June 2010	Percent Change (%)
0	3,739	3,626	3885	259	7.1
1 - 4	2,241	2,211	2221	10	0.5
5 - 9	1,015	1,001	943	-58	-5.8
10 - 19	660	659	637	-22	-3.3
20-49	376	372	396	24	6.5
50-99	123	130	117	-13	-10.0
TOTAL # ERs <100 ees	8154	7999	7839	200	2.5
100-199	38	40	47	7	17.5
200-499	24	22	21	-1	-4.5
500+	14	13	14	1	7.7
TOTAL # ERs 100+ ees	76	75	82	7	9.3
TOTAL #ERs	8,230	8,074	8281	207	2.6

Source: Statistics Canada, Canadian Business Patterns

1
2
3
4
5
6
7
8

Employers By Sector – Frontenac (Refer To Table #1)

1.1 Highest rates of growth in # employers, excluding the public sector*

53 Real Estate and Rental and Leasing (35.2%)

62 Health Care and Social Assistance (15.5%)

51 Information and Cultural Industries (9.1%)

There are no surprises here. The housing market continues to improve in the area and with continued low interest rates the real estate market is doing well. The growing demand for health care is mainly attributed to the needs of an aging workforce with increases in the number of businesses in nursing and residential care and doctor facilities. There has been a renewed growth in the IT sector resulting in an increase in businesses in telecommunications, data processing and broadcasting.

1.2 Lowest rates of growth in # employers, excluding the public sector.

21 Mining, Quarrying, and Oil and Gas Extraction (-18.8%)

41 Wholesale Trade (-15.1%)

55 Management of Companies and Enterprises (-14.2%)

The decline of the number of employers in mining, quarrying and oil and gas extraction can be attributed to the growing green economy and the phasing out parts of this industry. There was a significant reduction of wholesale trade industries since 2008 particularly in personal and household goods and in machinery, equipment and supplies. This may be reflective of a combination of “just in time” demand of goods and an increase non-domestic suppliers (mainly from the United States).

Table 1: Highest & Lowest Growth in # Employers - Frontenac			
Sector	2008	2011	Growth (%)
53 Real Estate and Rental and Leasing	736	995	35.2
62 Health Care and Social Assistance	647	747	15.5
51 Information and Cultural Industries	66	72	9.1
55 Management of Companies and Enterprises	267	229	-14.2
41 Wholesale Trade	331	281	-15.1
21 Mining, Quarrying, and Oil and Gas Extraction	16	13	-18.8

Source: Statistics Canada, Canadian Business Patterns

*Excludes those sectors driven by public policy and public administration. These sectors have such particular characteristics and requirements that if they need to be examined, they warrant separate consideration.

This is in reference to industries under NAIC 91 which are directly related to Public Administration.



Employment in Small and Medium Enterprises (under 100 ees) - Frontenac (Refer to Table 2)

Employment created by Small and Medium-sized Enterprises (SME) often makes up much of the collective employment in a region, therefore it is important to focus in on these employers who can profit from labour market initiatives.

2.1 Top 3 ranking small and medium enterprises, by number of workers employed, excluding public sector.

722 Food Services and Drinking Places (5,120)

238 Specialty Trade Contractors (3,304)

541 Professional, Scientific and Technical Services (2,897)

While not quite at pre-recession employment levels, the Food Services and Drinking Places and Specialty Trade Contractors remain the top employers. These industries are expected to grow due to economic priorities in this region focussing on tourism and with continued government incentives in the construction trades. The IT industry has surpassed the 2008 employment levels and has found renewed growth in this region.

Industry	Employed 2008	Employed 2011	Growth (%)
722 Food Services and Drinking Places	5,372	5,120	-4.69
238 Specialty Trade Contractors	3,415	3,304	-3.27
541 Professional, Scientific and Technical Services	2,786	2,897	3.99
621 Ambulatory Health Care Services	1,924	1,968	2.30
561 Administrative and Support Services	2,118	1,790	-15.49
531 Real Estate	1,083	1,553	43.33
445 Food and Beverage Stores	1,660	1,400	-15.65
448 Clothing and Clothing Accessories Stores	1,169	1,223	4.63
624 Social Assistance	1,053	1,132	7.52
813 Religious, Grant-Making, Civic, and Professional and Similar Organizations	1,116	1,126	0.97
522 Credit Intermediation and Related Activities	1,085	1,064	-1.97
236 Construction of Buildings	1,181	1,008	-14.60
446 Health and Personal Care Stores	795	1,004	26.28
721 Accommodation Services	961	954	-0.68
441 Motor Vehicle and Parts Dealers	894	884	-1.09

Source: Statistics Canada, Canadian Business Patterns

LEEDS AND GRENVILLE COUNTIES

The counties of Leeds and Grenville experienced a significant increase of 697 employers from June 2010 to June 2011. 55% of this increase was with businesses reporting no employees. The remaining increases were all within small to medium sized businesses reporting under 100 employees. The total number of businesses well surpasses the number of businesses operating in 2008 indicating a strong economic recovery for this area. The number of larger employers with over 100 employees remained stable compared to the last year reflecting good retention practices of businesses and municipalities.



- 1
- 2
- 3**
- 4
- 5
- 6
- 7
- 8

Employers by Sector – Leeds & Grenville (Refer to Table #3)

The counties of Leeds and Grenville experienced a decrease of 82 employers from December 2010 to June 2011. 73% of this decrease was with businesses reporting no employees. The remaining decreases were all within small to medium sized businesses reporting under 100 employees with a significant loss in the number of employers with less than 5 employees. The number of larger employers with over 100 employees remained the same over the 6 month period reflecting stability in those industries and good retention practices of businesses and municipalities.

Number of Employers by Employee Size Range Leeds & Grenville December 2010 to June 2011

Table 3

Employee Size Range	Number of Employers Dec 2010	Number of Employers June 2011	Absolute Change June 2011 to June 2010	Percent Change (%)
0	3046	2986	-60	-2.0
1 - 4	1619	1598	-21	-1.3
5 - 9	677	686	9	1.3
10 - 19	328	321	-7	-2.1
20-49	234	236	2	0.9
50-99	71	66	-5	-7.0
TOTAL # ERs <100 ees	5975	5893	-82	-1.4
100-199	23	23	0	0.0
200-499	14	14	0	0.0
500+	6	6	0	0.0
TOTAL # ERs 100+ ees	43	43	0	0.0
TOTAL #ERs	6018	5936	-82	-1.4

Source: Statistics Canada, Canadian Business Patterns

Employment in Small and Medium Enterprises (under 100 ees) - Leeds & Grenville Refer to Table 4

Employment created by Small and Medium-sized Enterprises (SME) often makes up much of the collective employment in a region, therefore it is important to focus in on these employers who can profit from labour market initiatives.

1.1 Top 3 ranking small and medium enterprises, by number of workers employed, excluding public sector (June 2011)

722 - Food Services and Drinking Places (2,715)

238 - Specialty Trade Contractors (1,778)

541 - Professional, Scientific and Technical Services (1,526)

The above industries are expected to grow due to economic priorities in this region focussing on tourism and with continued government incentives in the construction trades.

Table 4: Employment Figures for the top 15 SMEs - Leeds & Grenville	
Industry	Employed 2011
722 - Food Services and Drinking Places	2,715
238 - Specialty Trade Contractors	1,778
541 - Professional, Scientific and Technical Services	1,526
445 - Food and Beverage Stores	1,011
522 - Credit Intermediation and Related Activities	931
236 - Construction of Buildings	927
621 - Ambulatory Health Care Services	923
721 - Accommodation Services	891
623 - Nursing and Residential Care Facilities	742
561 - Administrative and Support Services	687
531 - Real Estate	645
624 - Social Assistance	610
112 - Animal Production	608
441 - Motor Vehicle and Parts Dealers	556
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	549
Source: Statistics Canada, Canadian Business Patterns	

3.7 OTHER DEMOGRAPHIC CHANGES

POPULATION DYNAMICS

As population growth drives the labour supply in a region, it is important to identify population trends over time.

Frontenac

The population in Frontenac County grew 4.1% from 143,865 in 2006 to 149,738 in 2011. This rate is slightly higher than the growth from 2001 – 2006 at 3.8%. However, it is lower than the national growth rate at 5.9% and Ontario's growth rate at 5.7%

This growing population suggests an increased labour supply and higher training needs. But it is important to understand where the growth of your population comes from. Table 5 looks at factors of population growth from June 2009 to June 2010. It shows that 95% of the population growth came from net-migration and only 5% from natural increase (#births – deaths). Further to this 87% of the net-migration was from within Ontario and Canada and only 13% from net international migration. This area relies heavily on external factors in increasing its population and labour supply. It indicates a vibrant economy able to attract migrants but indicates a potential concern if there is no longer the will to move to this area.

Leeds & Grenville

The population in Leeds and Grenville grew only 0.1% from 99,206 in 2006 to 99,306 in 2011. This rate is significantly lower than the growth from 2001 – 2006 at 2.7%. It is also significantly lower than the national growth rate at 5.9% and Ontario's growth rate at 5.7%

This slowing population growth suggests a limited labour supply and training should be focused on existing supply as well as a focus on retraining for older workers. Figures in Table 5 not only support a limited labour supply but indicates an alarming trend in this area. From June 2009 to June 2010 there was a decline in population growth despite a net-increase in migration. This was due to a negative natural growth (more deaths than births in the area). This area is starting to show signs of economic recovery but will be faced with significant labour challenges if this trend continues. The region needs to focus on attracting more migrants to the area from not only Ontario and the rest of the country but internationally as well.

Table 5: Factors of Population Growth from July 2009 to June 2010*

	July 2009 to June 2010					TOTAL GROWTH
	Natural Increase	Net International Migration	Net Interprovincial Migration	Net Intraprovincial Migration	Total Net Migration	
Kingston CMA	54	210	565	745	1520	1574
Frontenac	80	194	510	833	1537	1617
Leeds & Grenville	-211	32	27	125	184	-27
Ontario	46924	106118	-7275	0	98843	145767

*Annual Population Estimates: Sub-provincial Area 2005-2010, Statistics Canada – Catalogue No. 91-214-X, February 2011

NOTE: Detailed population data from the 2011 Census has not yet been released but the following challenges identified from the 2006 data are still concerns in the 1000 Islands Region and should be monitored closely. These include:

LABOUR SHORTAGES

An increase in retirements, low birth rates, and low population growth are indicators pointing to labour shortages for this area. As the economy recovers and financial portfolios improve, the older workers who were delaying retirement may now choose to leave the workforce. Communities need to tap into under-utilized pools of labour and increase migration to address these shortages.

Migration

Migration is often a good indicator of how a local labour market is doing. High in-migration suggests greater employment opportunities, while high out-migration suggests a limited work supply, forcing residents to seek out of region employment.

Both areas of Frontenac and Leeds and Grenville experienced a net increase of migrants to the area.

Frontenac reported a net increase in all age groups of migrants with a significant increase in the prime working ages of 18 – 44. This indicates a very good supply of labour.

Leeds and Grenville, although reporting a net increase of migrants, had a significant loss in migrants in the prime working age group of 18 – 44, specifically in the younger group of 18-24. This indicates a limited supply of labour and youth seeking employment outside the area. This is very much a concern, particularly in sectors that traditionally look to youth to fill seasonal employment opportunities such as in the tourism operations.

Another concern for both regions is that according to figures reported in Table 5, most of the net-migration is coming from within Ontario and Canada and very little from international migration. If the extent of predicted shortage of labour across Canada comes to fruition, then many provinces and communities will be challenging each other for migrants within the country. Therefore, continued efforts need to be focused on international migration to this area.

Table 6: Migration Characteristics, 2005 to 2010, Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	7,363	6,929	434
18-24	7,811	6,485	1,326
25-44	15,923	14,915	1,008
45-64	5,948	5,363	585
65+	2,360	2,268	92
Total	39,405	35,960	3,445

Source: Statistics Canada, Taxfiler

Table 7: Migration Characteristics, 2005 to 2010, Leeds and Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,253	3,485	768
18-24	2,264	3,620	-1,356
25-44	6,699	6,201	498
45-64	4,917	3,282	1,635
65+	1,764	1,618	146
Total	19,897	18,206	1,691

Source: Statistics Canada, Taxfiler

Occupation

Tables 8 and 9 reflect highlight key occupations and their associated industries that are potentially facing difficulties in finding workers. This was based on an analysis of data from the 2006 Census since figures from the 2011 Census have not been released yet.

Table 10 provides a list of projected employment opportunities that require post-secondary education. This data is the result of an extensive employer surveys conducted with businesses in Frontenac County in the fall of 2011. More information on the results of this survey can be found in Section 3.8 – Featured Reports.

Key occupations associated with the industry potentially facing a challenge.

Table 8: Key Industries and Associated Occupations - Frontenac	
Industry	Associated Occupations
236 Construction of Buildings	H1 Construction trades
	H3 Machinists, metal forming, shaping and erecting occupations
	H6 Heavy equipment and crane operators, including drillers
238 Specialty Trade Contractors	H0 Contractors and supervisors in trades and transportation
	H1 Construction trades
	H5 Other trades, n.e.c.
	H8 Trades helpers, construction, and transportation labourers and related occupations
517 - Telecommunications	A3 Other managers, n.e.c.
	G9 Sales and service occupations, n.e.c.
	H2 Stationary engineers, power station operators and electrical trades and telecommunications occupations
531 – Real Estate	B0 Professional occupations in business and finance
	G9 Sales and service occupations
541 - Professional, Scientific and Technical Services	A1 Specialist managers
	B4 Clerical supervisors
	C0 Professional occupations related to natural and applied sciences
	C1 Technical occupations related to natural and applied sciences
	E0 Judges, lawyers, psychologists, social workers, ministers of religion and policy and program officers
	H2 Stationary engineers, powerstation operators and electrical and telecommunications occupations
722 - Food Services and Drinking Places	A2 Managers in retail trade, food and accommodation services
	G4 Chefs and cooks
	G5 Occupations in food and beverage service

Most of the occupations noted above require post-secondary education therefore it is important that trainers and educators have clear paths developed to ensure there is an adequate supply of labour in these areas.

Key occupations associated with the industry potentially facing a challenge.

Table 9: Key Industries and Associated Occupations – Leeds & Grenville	
Industry	Associated Occupations
112 - Animal Production	I0 Occupations unique to agriculture, excluding labourers
	I2 Primary production labourers
236 - Construction of Buildings	H1 Construction trades
	H3 Machinists, metal forming, shaping and erecting occupations
	H6 Heavy equipment and crane operators, including drillers
238 - Specialty Trade Contractors	H0 Contractors and supervisors in trades and transportation
	H1 Construction trades
	H5 Other trades, n.e.c.
	H8 Trades helpers, construction, and transportation labourers and related occupations
454 - Non-Store Retailers	A3 Other managers, n.e.c.
	G2 Retail salespersons and sales clerks
	G9 Sales and service occupations, n.e.c.
518 - Data Processing, Hosting, and Related Services	A3 Other managers, n.e.c.
	B5 Clerical occupations
	B3 Administrative and regulatory occupations
561 - Administrative and Support Services	A3 Other managers, n.e.c.
	B3 Administrative and regulatory occupations
	B5 Clerical occupations
	E2 Paralegals, social services workers and occupations in education and religion, n.e.c.

There is a mix of occupations that do and do not require a post-secondary education. Trainers and educators should plan accordingly to ensure there is an adequate supply of labour.

TOP 12 of 39 Projected Skilled Occupational Groupings - Frontenac County

Table 10: Key Skilled Occupational Projections			
Occupation	# Full-time Positions	# Part-time/ Seasonal Positions	TOTAL # Positions
Administrative Roles	135	51	186
Chefs, Cooks & Bakers	61	106	177
IT and Computer Related	169	4	173
Mechanics	114	10	124
Registered Nurses	26	70	96
Real Estate Workers	92	0	92
Welders	80	0	80
Engineers	67	0	67
Program Leaders in Recreation, Sport	18	33	51
Financial Officers	48	0	48
Carpenters	47	0	47
Early Childhood Educators	42	4	42

From this statistically valid and comprehensive survey there is a real need for highly skilled workers in the above occupations. This projection was for an 18 month period but the training for most of these occupations would be for a minimum of 2 years thereby possibly creating labour challenges.



3.8 FEATURED REPORTS

3.8.1 Employer Occupational Projections Of Skilled Occupations (“Youth Filling Gaps In Skilled Trades”)

YOUTH FILLING GAPS IN SKILLED TRADES

This section outlines the highlights of the occupational projection survey undertaken in the County of Frontenac and its results. You can access a complete summary of the study from the web-site of the 1000 Islands Region Workforce Development Board at www.workforcedev.ca.

Executive Summary

In developing a competitive, skilled and adaptable workforce, you must strive to have a readily available supply of workers with the appropriate skills and education to meet the current and future needs of industry. Meeting the labour market demand of industry is challenging for all involved. Yet the need to do so in a rapidly changing economy has never been greater.

In addition to this challenge of matching supply with demand, many economists predict that, despite the recent recession, we are facing a serious demographic and labour crisis on the horizon.

In the Province of Ontario, the Ministry of Finance data projects the shortfall in the availability of workers in Ontario to reach an estimated high of 1.8million by 2031, depending on our level of population growth.

There are 3 main critical issues that are contributing to this pending shortage of labour:

- Aging population -- mass exodus of baby-boomers retiring
- Low birth rate -- not reaching replacement levels - more deaths than births
- Emergence of knowledge economy -- proportion of labour force requiring post-secondary education will increase

Without effective action at the local, provincial and national levels, we will face a future with large numbers of unskilled workers looking for jobs that require skills they do not possess, and a large number of jobs that will go unfilled.

The focus of this project was to identify projected employment in the skilled trades and other skilled occupations in the local community using an evidence based forecasting model and to facilitate a campaign to inform youth and other stakeholders of these employment opportunities.

This information will assist youth and other stakeholders in making informed education and career selections to transition to the world of work.

There are 3 components to this project: Research & Analysis; Development of an Electronic Tool and Handbook for Youth; and the Facilitation of Awareness Sessions.

The Results

The guide provides employment projections on 39 skilled occupational groupings that represent over 80% of skilled employment in Frontenac County. Skilled occupations are those that require a college, apprenticeship or university education. Skilled occupations represent approximately 46% of all the jobs in the area.

Over 1100 employers were surveyed in Frontenac County from October to December 2011. They were asked to provide employment projections on these selected occupations. The results were very significant.

A total of 1478 employment opportunities were projected over the next 18 months. 1157 or 78.3% were in full-time positions and 321 or 21.7% were in part-time positions.

A breakdown of these employment projections can be found in section 4.0 Occupations of the actual guide.

Project Background & Methodology

The 1000 Islands Region Workforce Development Boards is one of 21 Workforce Planning Boards across Ontario responsible for identifying and responding to diverse regional and local labour market needs across Ontario. We facilitate a process involving local labour market partners, giving them a voice in setting local priorities in their communities. We support a community development

process that identifies, assesses and prioritizes the skills and knowledge needs of the community, employers and individual participants and learners in the local labour market. The results of this process are then translated into a local labour market plan.

Our current and past labour market plans have identified a need for current and reliable information on projected employment opportunities. This information would allow students, job seekers and other community stakeholders to make informed decisions pertaining to education, training and career paths. Although this has been a priority of community partners for several years, it has been recognized that this is a very labour intensive endeavour with significant costs.

Despite the challenges, a key partnership was formed with St. Lawrence College and the 1000 Islands Region Workforce Development Board to undertake an initiative to survey employers in the area to obtain projected employment opportunities. With funding secured from Service Canada under its Youth Awareness Program, access to students from the College to undertake surveys and with the research and analysis expertise of the Workforce Development Board, it was felt we were well equipped to gather this information.

Methodology

The following steps were followed in undertaking this project. They have been simplified for this report.

Step 1: Form a Steering Committee to provide direction and guidance on the project. A Steering Committee was formed with representatives from the Workforce Development Board, St. Lawrence College, Ministry of Colleges and Universities (MTCU), KEYS and the Kingston Economic Development Corporation (KEDCO).

Step 2: Hire Staff A Project Manager and Assistant were hired to undertake the activities of the project.

Step 3: Conduct Research and Analysis to Determine Skilled Occupations and Industries to form the basis of the Employer Survey Data from the 2006 Census

was analyzed to determine the skilled occupations to be targeted. Approximately, 40 skilled occupational groupings were selected which represented over 80% of the employed labour force in skilled occupations. Significant industries that employed these selected occupations were then chosen to survey. Contact information on employers was purchased from Info Canada.

Step 4: Organize Logistics of Survey An electronic and hard-copy survey was prepared using Fluid Surveys and proper statistical survey methodologies were adhered to. A call centre was set up at St. Lawrence College in Kingston. Students were trained in conducting the surveys. Reporting structures and appropriate data collection procedures were established.

Step 5: Conduct Survey with Employers Employers were surveyed over a period of 10 weeks.

Step 6: Compile, Analyze and Interpret Survey Results The survey results were compiled, analyzed and interpreted according to proper statistical procedures.

Step 7: Develop a Guidebook for Youth & Brochure A guidebook was prepared discussing the findings of this project. A brochure was also prepared providing a brief summary of projected employment opportunities.

Step 8: Youth Conference A Youth Conference was held to present the results of this project.

Occupational Groupings & Projections

Financial Officer

48 full-time positions

1111 Financial Auditors and Accountants

1112 Financial and Investment Analysts

1114 Other Financial Officers

Human Resource Professional

11 full-time positions, loss of 1 part-time position

1121 Specialists in Human Resources

Professional Business Officers/Consultants

17 full-time positions, 3 part-time positions

1122 Professional Occupations in Business Services to Management

4163 Business Development Officers and Marketing Researchers and Consultants

Insurance Related Occupations

22 full-time positions, 6 part-time positions

1233 Insurance Adjusters and Claims Examiners

6231 Insurance Agents and Brokers

Administrative Roles

135 full-time positions, 51 part-time positions

1221 Administrative Officers

1222 Executive Assistants

1231 Book Keepers

1241 Secretaries (except legal and medical)

Medical Secretaries

12 full-time positions, 4 part-time positions

1243 Medical Secretaries

Engineers

67 full-time positions

2131 Civil Engineers

2132 Mechanical Engineers

2233 Industrial Engineering and Manufacturing Technologists/Technicians

2241 Electrical and Electronics Engineering Technologists/Technicians

IT and Computer Related Occupations

169 full-time positions, 4 part-time

2171 Information Systems Analysts and Consultants

2172 Database Analysts and Data Administrators

2174 Computer Programmers and Interactive Media Developers

2175 Web Designers and Developers

2242 Electronic Service Technicians (household and business equipment)

2281 Computer Network Technicians

2282 User Support Technicians

5241 Graphic Designers and Illustrators

Physicians

4 full-time positions

3111 Specialists Physicians

3112 General Practitioners and Family Physicians

Dentists

1 full-time position, 2 part-time positions

3113 Dentists

Physiotherapists

3 full-time positions

3142 Physiotherapists

Registered Nurses

26 full-time positions, 70 part-time positions

3152 Registered Nurses

Licensed Practical Nurses

2 full-time positions, 7 part-time positions

3233 Licensed Practical Nurses

Medical Technologists/Technicians

7 part-time positions

3211 Medical Laboratory Technologists

3212 Medical Laboratory Technicians

3215 Medical Radiation Technologists

Lawyers

5 full-time positions

4112 Lawyers

Legal Positions

17 full-time positions, loss of 2 part-time positions

4155 Probation and Parole Officers and Related Occupations

4211 Paralegal and Related Occupations

Post-Secondary Professors/Teachers

14 part-time

4121 University Professors

4122 Post-Secondary Teaching and Research Assistants

4131 College and Other Vocational Instructors

Secondary and Elementary School Teachers/Counsellors

0

4141 Secondary School Teachers

4142 Elementary School and Kindergarten Teachers

4143 Educational Counsellors

Early Childhood Educators and Other Instructors
42 full-time positions, 4 part-time positions

4214 Early Childhood Educators and Assistants

Psychologists

7 full-time positions, 1 part-time

4151 Psychologists

Social Service Workers/Counselors

11 full-time positions, loss of 2 part-time positions

4152 Social Workers

4153 Family, Marriage and Other Related Counselors

4212 Community and Social Service Workers

Communication Occupations

22 full-time positions, 2 part-time

5121 Authors and Writers

5122 Editors

5124 Professional Occupations in Public Relations and Communications

Entertainers and Arts People

1 part-time position

5133 Musicians and Singers

5244 Artisans and Crafts Persons

Library and Archive Technicians and Assistants

0

5211 Library and Archive Technicians and Assistants

Programs Leaders and Instructors in

18 full-time positions, 33 part-time positions

Recreation, Sport and Fitness

5254 Program Leaders and Instructors in Recreation, Sport and Fitness

Supervisors

21 full-time positions, 3 part-time positions

6211 Retail Trade Supervisors

6212 Food Service Supervisors

Real Estate

92 full-time positions

1224 Property Administrators

6232 Real Estate Agents and Sales Persons

Chefs, Cooks & Bakers

61 full-time positions, 106 part-time

6241 Chefs

6242 Cooks

6252 Bakers

Police Enforcement

0

6261 Police Officers (except commissioned)

Fire Fighters

1 full-time position

6262 Fire Fighters

Hairstylists

27 full-time positions

6271 Hairstylists and Barbers

Electrical and Telecommunications Staff

24 full-time positions, 3 part-time positions

7241 Electricians (except industrial and power system)

7246 Telecommunications Installation and Repair Workers

Machinists and Tooling Inspectors

26 full-time positions

7231 Machinists and Tooling Inspectors

Plumbers

11 full-time positions

7251 Plumbers

Welders

80 full-time positions

7265 Welders and Related Machine Operators

Carpenters

47 full-time positions

7271 Carpenters

Millwrights

8 full-time positions

7311 Construction Millwrights and Industrial Mechanics (except textiles)

Refrigeration and Air Conditioning Mechanics

18 full-time positions

7313 Refrigeration and Air Conditioning Mechanics

Mechanics

114 full-time positions, 10 part-time

7321 Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers

7322 Motor Vehicle Body Repairers

1

2

3

4

5

6

7

8

3.8.2 Eastern Ontario Green Career Guide

Green Career Guide

The 1000 Islands Region Workforce Development board undertook a study of green economy in Eastern Ontario. This section will describe what the guide is about and how the green economy is growing in Eastern Ontario. You can access a complete summary of this study from the website of the 1000 Islands Region Workforce Development Board at www.workforcedev.ca

About The Guide

The Eastern Ontario Green Career Guide is for people who wish to train for and find employment in the green economy. Whether you're a high-school student with an interest in the environment, or an adult professional who wants to transition into the green economy – this guide is for you.

In recent years, scientific evidence for human caused global warming has become increasingly convincing. More than ever, we know that people need to reduce emissions of greenhouse gases such as carbon dioxide and methane, which, after they leave car exhaust pipes and factory smokestacks and rise into the earth's upper atmosphere, contribute to global warming. If we are to reduce greenhouse gases, cleaner sources of power than coal, oil and other fossil fuels for transportation and electrical generation are necessary. As the price of gas and oil creeps upwards, governments, businesses and consumers are looking for ways to minimize the amount and cost of the energy they use.

Of course, we can reduce energy use by changing our personal behavior – by doing things like turning off lights when we don't need them, or by walking or riding a bike instead of driving. But many of the major reductions we need will be brought about through the use of new and existing technology. In Ontario, for example, solar panels and wind turbines, which provide electrical power but do not emit greenhouse gases, are becoming more common. Other green technologies, such as fuel cells, are not as widely used or are in still the research and development stage. We can also reduce carbon emissions in other ways by designing and building things – from computers and cars, to buildings and entire cities – so that they use less energy.

All of these things need trained people to invent,

design, market, install, operate and manage them. These requirements open up a world of exciting educational and employment opportunities for people entering the green workforce for the first time, and for those who are already working and want to upgrade their skills or begin a new career.

Some of these opportunities are in Eastern Ontario, which is why we have written the Green Career Guide. It is a resource for anyone who aspires to become trained for, and work in the “green” – that is, renewable, alternative, or sustainable, or clean tech – energy sectors.

The Guide consists of two parts:

- The Learning section describes green-oriented educational programs in our corner of the province. While the programs listed here will equip you with skills and knowledge that you can apply anywhere they are needed, this section focuses mainly on programs that are directly linked to jobs in Eastern Ontario.
- The Doing section lists emerging and established green companies in Eastern Ontario that offer job possibilities for college and university graduates and experienced professionals. If you would like to start your own green business, the Doing section also includes a list of useful organizations and websites that can help you get up and running.

As you will see, Eastern Ontario is a place where people from high-school students, to adults with years of work under their belt – can acquire the know-how and experience necessary for first-time or continued employment in the Green Economy.

What is the Green Economy?

The Green Economy describes all activity “operating with the primary intention of reducing conventional levels of resource consumption, harmful emissions, and minimizing all forms of environmental impact. The green economy includes the inputs, activities, outputs and outcomes as they relate to the production of green products and services.” – Environmental Careers Organization (ECO) Canada

What exactly is a “green job”?

A “green” job is one that “works directly with information, technologies, or materials that minimize environmental

impact, and also requires specialized skills, knowledge, training, or experience related to these areas.” – ECO Canada

About Eastern Ontario

Eastern Ontario is famed around the world as a beautiful place to visit. Its beauty exists in the 1000 Islands, the St. Lawrence River and hundreds of inland lakes and rivers across the region. Some of those waterways are part of the

Frontenac Arch Biosphere Reserve, a globally significant UNESCO designated ecosystem. Also popular with tourists is Eastern Ontario’s history. Stately Victorian public buildings, churches and homes, the Rideau Canal, Fort Henry in Kingston and Fort Wellington in Prescott, and scores of picturesque farms are all vivid reminders of the area’s military, cultural and agricultural past.

Eastern Ontario is proud of its heritage, but it is also moving into the future by becoming a home for all sorts of green practices and technologies.

A new generation of skilled workers is building on the work of the previous generation, many of whose members have reached retirement age. Their goal, and the goal of cities and towns across the region, is to create meaningful jobs and a good quality of life for everyone without compromising the air, water and land that the region depends on.

Today, dozens of local and global companies, large and small and from virtually every sector of the green economy are active in Eastern Ontario. Some have built huge solar farms – in Napanee, Odessa, Brockville and Hawkesbury – and an 86-turbine wind farm on Wolfe Island, the second largest in Ontario. Others are installing solar panels on the rooftops of homes or businesses so that their owners can sell the electricity produced by the units back to the provincial power grid. A new generation of farmers is enabling people in the region to eat healthy meat and vegetables grown close to home and forming the core of a growing local-food movement. Frontenac County and the City of Kingston are two municipalities that have committed to doing business in a sustainable manner.

Eastern Ontario is also lucky to have several educational institutions where top-notch green technical education and research is taking place. Most of it is happening at St. Lawrence College and Queen’s University, which each year turn out new knowledge, technology and hundreds of highly skilled graduates. Other non-academic

organizations, such as the National Farmers Union, offer workshops and internships for people looking to increase their green knowledge and skills.

The number of green jobs in Eastern Ontario is likely to grow in coming years as oil prices rise and more people turn to renewable energy sources and food grown and raised closer to home. The most promising area for jobs is the solar industry, thanks to companies such as Centennial Global Technology in Kingston, Upper Canada Solar in Brockville and a number of renewable energy firms and electrical contractors who install solar panels on roofs or on land that’s not suitable for agriculture.

But other green technologies also hold promise for Eastern Ontario. One of them is biomass – organic material such as waste wood, switchgrass or hemp that is burned in stoves or furnaces to power electrical generators and generate heat. Geothermal systems – commonly known as ground source heat pumps – consist of pipes and special liquids that capture heat below the earth’s surface and bring it above ground so it can be used to warm or cool homes and other structures. Demand for these systems, and for people who know how to install them, is also expected to grow in Eastern Ontario.

That is not all. As governments include more and stricter energy-efficiency requirements to building codes, there will be more demand for energy auditors and energy conservation managers. Energy auditors visit homes and businesses and use special instruments to measure the building’s energy efficiency. Energy conservation managers help companies and organizations such as hospitals, school boards, and municipalities to identify ways to conserve energy and save money.

4

ACTION PLAN UPDATE 2011-12

This section provides an update to the actions outlined in the former TOP Report of March 2011.

Summary List of Partnerships for 2011-12

- Action #1: Employer Occupational Demand Tool – Phase II
- Action #2: HR Talent Management Forum for the Manufacturing Sector
- Action #3: Green Energy Career Guide
- Action #4: Bridging Programs for Health Care
- Action #5: Pre-Employment Manufacturing Operator Program
- Action #6: Employer Training: Innovative Approaches to HR
- Action #7: Employer Symposium – Human Resource Professional Development
- Action #8: Green Conference & Trade Show
- Action #9: Limestone Skills Training Centre
- Action #10: Regional Green Energy Education Strategy
- Action #11: Professional Development for Workforce Planning Boards & Employment Service Providers
- Action #12: iMiN – Brockville Online Network

Action #1: Employer Occupational Demand Tool – Phase II		
Challenge: Lack of reliable methodologies and tools to identify projected occupational opportunities to assist stakeholders to make informed decisions.		
Objective(s): To develop and test an occupational demand tool to assist employers with succession planning and other stakeholders to make informed decisions.		
Lead/Co-Lead	Partners	Timelines
1000 Islands Region Workforce Development Board St. Lawrence College	<ul style="list-style-type: none"> - Ministry of Training, Colleges and Universities (local offices) - Ontario Ministry of Agriculture, Food and Rural Affairs - Service Canada - KEYS - KEDCO - SIFE (St. Lawrence College) 	April 1, 2011 – March 31, 2012
Status Update: Completed		
Projected Completed – February 1, 2012. A survey of over 1100 businesses was completed in the county of Frontenac. Approximately 1500 jobs were projected in skilled occupations within the next 18 months. Compilation of report, handbook and brochure with results of survey were printed and distributed to schools and employment practitioners. Youth Awareness Conference held on January 17, 2012 at the Ambassador Conference Centre in Kingston to deliver the findings. Over 50 people in attendance. The guide is available electronically at www.workforcedev.ca .		



Action #2: HR Talent Management Forum for the Manufacturing Sector

Challenge:

Lack of reliable methodologies for obtaining occupational needs of employers in the manufacturing sector and to develop initiatives for succession planning.

Objective(s):

To coordinate and host a regional HR Talent Management forum for the manufacturing sector with presentations on human resource needs assessments, advertising for, hiring and managing talent and succession planning. The purpose of the forum is to inform manufacturing employers, get buy-in for the process and create awareness for a formal HR needs assessment and management system. This forum is a follow-up event to the 2010 Manufacturing Forum.

Lead/Co-Lead	Partners	Timelines
1000 Islands Region Workforce Development Board Excellence in Manufacturing Consortium	<ul style="list-style-type: none"> - Employers - Employment Ontario Service - Delivery partners, eg. KEYS, EEC, 	June 2, 2011

Status Update: Completed

A forum was held on June 2, 2011 as a follow-up to the 2010 Manufacturing Forum in Gananoque. 18 participants listened to presentations and participated in discussions on topics such as: Human Resources Needs Assessment; Succession Planning and Advertising for, hiring and managing talent.

Action #3: Green Energy Career Guide

Challenge:

Lack of awareness of green employment opportunities.

Objective(s):

To develop a guide describing emerging green industries and related employment opportunities.

Lead/Co-Lead	Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - RDEE - Queen's University - St. Lawrence College - KEDCO - Municipalities; ie; City of Brockville, United Counties of Leeds and Grenville, City of Kingston, - Economic Development partners - Chambers of Commerce - Employment Ontario Service - Delivery partners, - SWITCH - Employers 	August 2011

Status Update: Completed

Study conducted on the green economy in Eastern Ontario focusing on the green-oriented educational programs offered and discussing emerging green companies in the area. Although employment opportunities were broadly discussed in this report there was no quantitative data due to the difficulty in obtaining this information and the broad scope of the green economy. The report is meant as a career guide. 300 Green Career Guides were produced and copies are available electronically at www.workforcedev.ca.



Action #4: Bridging Programs for Health Care Sector		
Challenge: Inadequate services to link newcomer health professionals to employment opportunities.		
Objective(s): To offer health care bridging programs to newcomers in Kingston by recruiting two service providers to offer their programs locally: A) Access Centre for internationally-educated health care professionals, a program of Health Force Ontario; and B) CARE for Nurses, for internationally-trained nurses.		
Lead/Co-Lead	Partners	Timelines
Kingston Immigration Partnership (KIP)	<ul style="list-style-type: none"> - Kingston Immigration Partnership members - CARE Centre for Nurses - Hospitals 	2011 – 2012
Status Update: 2011-12 Planned Activities Completed		
In April 2011, KIP supported the application for funding by CARE Centre for Nurses to bring a bridging program to Kingston for internationally educated nurses. Work on this initiative began in January 2010, when KIP hosted CARE for some exploratory meetings with Kingston Stakeholders. In September 2011, CARE had received approval from its provincial funder to expand services to Kingston. Implementation of this new initiative will begin by the end of 2011, and the program itself should be accepting applicants in 2012. CARE Centre for Nurses has now hired a case manager in Kingston, and is promoting their services to internationally-educated nurses in the region.		

Action #5: Pre-employment Manufacturing Operator Program		
Challenge: Lack of manufacturing pre-employment training for job seekers.		
Objective(s): To offer a pre-employment manufacturing operator program for Leeds and Grenville to support the future hiring needs of local industry as requested by the employers serving on the Manufacturing Operator Advisory Committee.		
Lead/Co-Lead	Partners	Timelines
St. Lawrence College	<ul style="list-style-type: none"> - Local industry, - City of Brockville, - 1000 Islands Region Workforce Development Board - Government 	May 2011 to September 2012
Status Update: Project Underway		
A Technical Training Advisory Committee was set up in the fall of 2009. Three key themes emerged from the committee - aging workforce, new technology and need for skilled workers. Funding was received from the Eastern Ontario Development Funds in partnership with the City of Brockville and the 1000 Islands Region Workforce Development Board to develop a pre-employment manufacturing operator program. Final approval is pending from the College's Academic Council which is planned for early spring 2012 with the launch expected in September 2012.		

1
2
3
4
5
6
7
8

Action #6: Employer Training: Innovative Approaches to HR**Challenge:**

Lack of innovative and effective approaches to human resource planning targeting the under-represented workforce.

Objective(s):

To offer Employer training concerning innovative approaches to HR (job sharing, telecommuting, etc.) to encourage workers to stay engaged in the workforce longer.

To educate Kingston employers, especially small-medium sized businesses, about the upcoming labour market trends

To offer support to Kingston employers in developing a succession plan

To assist Kingston employers in addressing the projected shortage of trained employees

To encourage employers to hire individuals from under-represented groups (women, disabled, aboriginal, older adults, etc).

Lead/Co-Lead

CERC

Partners

- Other Employment Ontario
employment service providers

Timelines

April 1, 2011 - December 31, 2011

Status Update: Pending

It was initially thought to hold employer forums on innovative approaches to HR but after discussions and surveys with employers it was determined that employers would not typically attend these workshop events. Therefore, job developers of the Employment Service Provider network are planning an advertising campaign aimed at employers across Kingston. This campaign will be to inform them of the services that exist to assist them in the community and to encourage them to use Employment Service Providers in the area. The campaign will take place in 2012.

Action #7: Employer Symposium – Human Resource Professional Development**Challenge:**

Inadequate professional development opportunities for employers relating to human resources.

Objective(s):

To coordinate a one-day professional development opportunity for employers in the 1000 Islands region. Possible topics include, 'The Interview Process', 'Selecting the best candidate for your Business', 'Identifying and Hiring for your Skill Demands', etc.

Local employment service providers will be invited to bring a display and participate in a showcase to market their services for employers.

Lead/Co-Lead

1000 Islands Region Workforce
Development Board

Partners

- Employment Ontario Service
Delivery partners
- Employers

Timelines

November 2011

Status Update: Completed

A professional development workshop was held focusing on interviewing for the right fit. 75 participants attended this morning event held on November 10, 2011.

1
2
3
4
5
6
7
8

Action #8: Green Conference & Trade Show

Challenge: Lack of awareness of green energy developments and opportunities in Brockville and area.		
Objective(s): To host a public conference and trade show featuring green initiatives including business and employment opportunities.		
Lead/Co-Lead	Partners	Timelines
Brockville and District Chamber of Commerce Green Committee 1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Employers - St. Lawrence College - SWITCH - 104.9 JRfm radio 	April 21, 2011
Status Update: Completed		
A green conference and trade show was held on April 21, 2011 in Brockville. This event showcased green energy initiatives and future trends in this area. This sold out event had 45 attendees and 20+ exhibitors.		

Action #9: Limestone Skills Training Centre

Challenge: Inadequate educational and training facilities for high school students interested in exploring careers in the skilled trades.		
Objective(s): To offer centralized support to schools, staff, and students who require more than just a classroom in meeting their particular training needs. Located in the North end and close to the QECVI Focus base, students from all city schools are just a short bus ride or walk to the centre. Having the OYAP coordinator on site and accessible to school and community alike will also stimulate interest and participation in the Skilled Trade pathway. The 66 Harvey Street location is nearing the completion of the renovations and will soon become the central location for sector specific training and home of the Limestone Ontario Youth Apprenticeship Program. The goal of the centre will be to provide a variety of expanded opportunities to all senior Secondary and Alternative Learning Centre students throughout our catchment area.		
Lead/Co-Lead	Partners	Timelines
Limestone District School Board	<ul style="list-style-type: none"> - Levac Supply in Kingston and Brockville - Employers - Educators/Trainers 	Spring 2011
Status Update: Ongoing		
This centre was opened in the spring of 2011 and started offering programs for students in the Limestone District School Board. It has been assessed by over 400 students. There are plans to expand into the community with programming scheduled in partnership with KEYS and the Katarokwi Native Friendship Centre. The main classroom and computer lab are now functional and hosting a variety of workshops and meetings three days a week. Instruction has been offered in: Certifications in Fall Protection; Traffic Control; First Aid/CPR; and WHIMIS and Electrical Hazards. In addition to the original program offerings, the centre has now added Elevated Lift Platform; Chainsaw Awareness and Confined Space to their line-up. The Training Centre has also become a centralized location for delivery of some Contextualized Learning Activities required by the Specialist High Skills Major that would be otherwise difficult to offer on our job related sites.		

1
2
3
4
5
6
7
8

Action #10: Regional Green Energy Education Strategy

Challenge:

Lack of a regional strategy to co-ordinate economic development, workforce opportunities and training requirements.

Objective(s):

A "Green Energy Education Strategy" would serve to dovetail and compliment branding and economic development initiatives aimed at the attraction and/or growth of green industry in Southeastern Ontario. Post-secondary educational institutions -notably St. Lawrence College, Queens University and the Royal Military College - continue to develop educational programming and applied research solutions that directly serve the interests of the green sector. The capacity that exists in the areas for research and development, formalized degree and diploma offerings that prepare highly qualified personnel and a broad spectrum of skills based training and customized development programs is an invaluable asset to the attraction, retention and growth of this industry. As such, the objective of a strategy would be twofold:

1. to comprehensively understand the labour force requirements of both existing, and targeted, green collar industry that the region would identify as key attraction priorities.
2. the second objective would be focused on describing the inventory of educational programs and services that support the sector learning and innovation needs

Lead/Co-Lead	Partners	Timelines
St. Lawrence College	<ul style="list-style-type: none"> - KEDCO, - Brockville Economic Development - 1000 Islands Region Workforce Development Board - Queens, RMC - Employers 	March 2012

Status Update: Ongoing

As a result of the Colleges commitment to Renewable Energy and with the input of a Public Advisory Committee which help direct programming at the college, a new Geo-thermal Program will be instituted in September 2012. St. Lawrence College (SLC) is a Centre of Excellence in Renewable Energy and continues with their research in this field. SLC in consultation with the Natural Science Engineering Research Council for pilot funding to develop a Technology Access Centre for Renewable Energy in Kingston. Decision is forthcoming in March 2012. SLC has also submitted a proposal for a Research Chair funding in renewable energy. A decision is pending.



Hon. John Gerretsen, His Worship Mayor Harvey Rosen, Kingston builder Peter Splinter, and Joe Jordan of Upper Canada Solar Generation at a ceremony to switch on a 10 kW solar PV array - Kingston's first commercial solar PV rooftop!

Source: <http://switchkingston.ca/pictures.php?directory=gallery¤tPic=15>



Action #11: Professional Development for Local Boards and Employment Service Providers in Eastern Ontario		
Challenge: Inadequate opportunities for leaders to meet and share best practices for workforce development.		
Objective(s): To coordinate a one-day professional development and networking opportunity for Workforce Planning Boards and employment service providers serving the Eastern Ontario region. The objective of the event will be to promote best practices in the region and foster regional initiatives for workforce development in Eastern Ontario.		
Lead/Co-Lead	Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Ministry of Training, Colleges and Universities - Employment Ontario Service Delivery partners, eg. KEYS, EEC, SLC, CSE Consulting, CERC North, ACFO & others from Eastern Ontario - Service Canada - Trillium - Bell Canada 	May 2011
Status Update: Partnership Deferred		
Due to workload commitments of the 1000 Islands Region Workforce Development Board, this project was deferred until the spring of 2012.		

Action #12: iMiN – Brockville Online Network

Challenge:

Lack of a manufacturing network to connect Ontario's manufacturing sector across regions and economic boundaries.

Objective(s):

iMiN (Interactive Manufacturing Innovation Network) is launching an online network to facilitate and promote awareness and excellence and innovation within all manufacturing sectors in Ontario, across Canada and world-wide. The site is intended to be a one-stop shop for manufacturers for easier contact and 2-way communication that is more time efficient than holding meetings.

Lead/Co-Lead	Partners	Timelines
Excellence In Manufacturing (EMC)	<ul style="list-style-type: none"> - Manufacturers - City of Brockville - 1000 Islands Region WDB, - United Counties of Leeds & Grenville - Chamber of Commerce - the Federal Economic Development Agency for Southern Ontario - Employment Service Providers 	<p>March 31, 2011 – Launch</p> <p>April 2011 – March 2012 - Implementation</p>

Status Update: Completed

This site was launched in the spring of 2011. This site engages and connects manufacturers and stakeholders in the region, to maximize the benefit to the manufacturers.

Tools include an online job board, a manufacturing directory with specialized search functions, an online resource centre and a region-wide community manufacturing website search function.

Local manufacturers are connected for shared networking, sourcing, resources and other value-added information. Planned expansion of this initiative is underway across the province.



5

KEY CHALLENGES & ACTION PLAN 2012-13

This action plan outlines proposed partnerships developed by community stakeholders that would attempt to address some of the workforce challenges identified from labour market intelligence presented in Section 3.0. This is not intended to be an exhaustive list of partnerships in the 1000 Islands Region. It is only a list of partnerships that were developed as a result of community consultations undertaken by the 1000 Islands Region Workforce Development Board.

Challenges Identified:

- a. quantifying green economy employment opportunities
- b. attracting and retaining employees in the tourism industry
- c. finding people interested in pursuing a career relating to agriculture
- d. attracting and retaining manufacturers in the area
- e. attracting and retaining registered nurses due to part-time employment opportunities
- f. recruiting required truck drivers
- g. ensuring a skilled labour supply exists to meet employment demands of employers
- h. increasing labour supply and population to this area – especially in the working ages of 18-54
- i. attracting and retaining youth in Leeds & Grenville
- j. ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions

Summary List of Proposed Partnerships for 2012-13

- | | |
|-------------|--|
| Action #1: | Green Economy Employment Opportunities |
| Action #2: | Mentoring Pool of Mature Workers |
| Action #3: | Synergy Symposium |
| Action #4: | LMI Steering Committee |
| Action #5: | Literacy and Basic Skills Forum for Employers |
| Action #6: | Outreach Programs at High Schools |
| Action #7: | Career Development Centre |
| Action #8: | Economic Prosperity Symposium |
| Action #9: | Sector Working Groups |
| Action #10: | Future Focus Conference |
| Action #11: | Promoting Experienced of Under-Represented Workers |
| Action #12: | Professional Development for Employers |
| Action #13: | Understanding Client Needs of Employment Service Providers |

Action #1: Green Economy Employment Opportunities		
Challenge: Quantifying green economy employment opportunities.		
Objective(s): To follow-up on the Green Career Guide produced by the 1000 Islands Region Workforce Development Board to try and quantify the number and types of employment opportunities in the green economy.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Educators & Trainers - Employers - SWITCH - Employment Service Providers - Economic Development Organizations 	Fall 2012
Expected Outcomes		
Employer study completed with a projection of numbers and descriptions of employment opportunities in this field.		

Action #2: Mentoring Pool of Mature Workers		
Challenge: Ensuring a skilled labour supply exists to meet employment projections of employers (as identified in recent survey)		
Objective(s): Develop a mentoring pool of exemplary mature experienced workers who can act as coaches in specific fields. To encourage older workers to stay attached to the labour market.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Employment Service Providers - Educators & Trainers 	Fall 2012
Expected Outcomes		
Increased productivity and employment of unemployed, working-age population of mature workers in the demand occupations. Mature worker mentoring program established and operational providing coaching/direction to potential employees interested in working in targeted occupations. Increased participation in the TIOW (Targeted Initiative for Older Workers) program and other employment initiatives.		



Action #3: Synergy Symposium		
Challenge: Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions.		
Objective(s): Host an Annual “ Synergy Symposium ” for Government, Employers, Educators/Trainers and Employment Service Providers to better communicate programs, policies, and educational/training opportunities pertaining to workforce development.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board RDÉE Ontario	<ul style="list-style-type: none"> - Employment Service Providers - Government - Educators/Trainers - Employers 	Winter 2012
Expected Outcomes		
Increased awareness of and participation in programs and educational/training opportunities.		

Action #4: LMI Steering Committee		
Challenge: Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions.		
Objective(s): To develop a Labour Market Information Steering Committee to determine strategies in obtaining and disseminating local labour market information.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Economic Development Organizations - Employment Service Providers - Government - Educators/Trainers - Employers 	Summer 2012
Expected Outcomes		
Committee established. LMI strategy developed and disseminated to community stakeholders.		

1
2
3
4
5
6
7
8

Action #5: Literacy and Basic Skills Forum for Employers

Challenge:

Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions.

Objective(s):

To host a **forum for employers** or employer organizations (Chambers of Commerce, BIAs , etc.) to introduce the services of local Literacy Basic Skills providers and reinforce the idea of Essential Skills identification and training in current employees to identify suitable candidates for internal promotion.

Suggested Lead/Co-Leads	Potential Partners	Timelines
Literacy Link Eastern Ontario	<ul style="list-style-type: none"> - Employers - Employer Organizations - LBS Providers 	Fall 2012

Expected Outcomes

Forum held. Increased awareness of services of Literacy and Basic Skills providers. Increased numbers of employers using LBS services.

Action #6: Outreach Programs at High Schools

Challenges:

- Attracting and retaining youth
- Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions

Objective(s):

To develop **outreach programs at high schools** to coach young people and provide professional development for guidance counsellors (making sure they have the most up to date information pertaining to labour markets and in-demand jobs). This could include:

- Inviting a cross section of regional employers (i.e. trades, academics, jobs that are creative non-traditional, home-based, innovative jobs) to speak to students on opportunities.
- Providing education about the new "expected" workplace culture and environment
- Holding open house tours of businesses for students. It could be done in creative, fun formats similar to a business passport or a poker run.

Suggested Lead/Co-Leads	Potential Partners	Timelines
St. Lawrence College KEYS	<ul style="list-style-type: none"> - High Schools - Employers/ Employer 	Fall 2012

Expected Outcomes

Outreach programs developed and implemented. Increased awareness of students and guidance counsellors on labour market trends and opportunities.

Action #7: Career Development Centre		
Challenge: Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To create a career development centre at the college and offer career profile testing and "directional" counseling. This centre would be open to the community.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
St. Lawrence College	<ul style="list-style-type: none"> - Employers - Employer Organizations - Educators/Trainers 	Fall 2012
Expected Outcomes		
Improved career decisions made by clients. Increasing labour supply to meet employment demands of employers.		

Action #8: Economic Prosperity Symposium		
Challenge: Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions		
Objective(s): To host a Regional (Brockville-Gananoque-Kingston) collaborative economic development mixer focusing on what services this area has to offer in Economic Development - "Economic Prosperity Symposium") Opportunity to exchange ideas, best practices.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
Chambers of Commerce – Kingston, Brockville and 1000 Islands	<ul style="list-style-type: none"> - Economic Development Organizations - Educators/Trainers - Employment Service Providers - Government 	Winter 2012
Expected Outcomes		
Improved alignment of economic development initiatives with educational and workforce strategies.		

1
2
3
4
5
6
7
8

Action #9: Sector Working Groups		
Challenge:		
<ul style="list-style-type: none"> • Attracting and retaining employees in the tourism industry • Ensuring a skilled labour supply exists to meet employment demands of employers 		
Objective(s):		
To develop 2 Sector Working Groups i.e.: Hospitality, Skilled Trades to act as advisory bodies on workforce needs and issues pertaining to each sector. Each working group to develop an event to address workforce and economic challenges.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Employers/Employer Organizations - Educators/Trainers - Employment Service Providers 	Fall 2012
Expected Outcomes		
Workforce and economic challenges being met with the sectors chosen.		

Action #10: Future Focus Conference		
Challenge:		
<ul style="list-style-type: none"> • Attracting and retaining employees in the tourism industry 		
Objective(s):		
To host a Future Focus Conference which is a one-day conference designed to educate and inform youth about the pending skill gaps in the tourism sector. This conference will promote work within the tourism sector as a viable and exciting career path for young people and will feature speakers from the Ontario Education and Tourism Council (OTEC) and a competitive Cook-Off between high school teams.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
KEYS 1000 Islands Region Workforce Development Board OTEC (Ontario Education & Tourism Council)	<ul style="list-style-type: none"> - Educators/Trainers - Employment Service Providers - Employers/Employer Organizations 	Fall 2012
Expected Outcomes		
Conference held. Increase interest of students pursuing career paths in the Tourism and Hospitality sector.		



Action #11: Promoting Experience of Under-Represented Workers		
Challenge: Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To develop a video targeted to employers promoting the experiences of under-represented workers . This will be utilized by Employment Service Providers to promote this group as a viable option for employment. .		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Under-represented workers - Employment Service Providers - Employers/Employer Organizations 	Winter 2012
Expected Outcomes		
Increased employment of under-represented workers.		

Action #12: Professional Development for Employers		
Challenge: Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To host a Professional Development Employer Symposium . Topics could include: Employment Standards & Workplace Safety Training; Social Media; Customer Service for Retailers & the Tourism Industry.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Employers/Employer Organizations - Employment Service Providers 	Winter 2012
Expected Outcomes		
Increased awareness of employers to help them follow appropriate practices pertaining to their workforce in an effort to retain and grow their employment base.		

Action #13: Understanding Client Needs of Employment Service Providers		
Challenge: Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions		
Objective(s): To develop a workshop with employment service providers to discuss their needs and the needs of their clients in making informed decisions about chosen careers and training.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Employment Service Providers 	Spring 2012
Expected Outcomes		
Prioritized needs determined for future actions.		

1
2
3
4
5
6
7
8

6

COMMUNITY CONSULTATIONS

Workforce Development Plan of Action Consultation, Gananoque

Tuesday, December 13, 2011

ATTENDEES

Name	Organization/Company
Allen, Elizabeth	KEDCO
Ashton, Dave	St. Lawrence College
Au Peter,	Rideau Roundtable
Bartolini, Stephen	Kingston Learning Centre
Bigelow, Joyce	Northern Connections Adult Learning Centre
deMontigny, Lynn	RDEE
Dion, Nathalie	ACFOMI
Dunne, Jackie	CSE Consulting, Prescott
Dwyer, Jo	Ontario Works, United Counties Leeds & Grenville
Good, Laura	Employment Education Centre
Griggs, Shannon Town of Gananoque	1000 Islands Region Workforce Development Board Hirstwood, Shelley
Hudson, Genevieve	KEYS Employment Services Kingston
Jiggins, Michael	Office of Steve Clark M.P.P.
Johnston, Jim	Algonquin Lakeshore Catholic District School Board
Jones, Leighann	CORCAN
Kennedy, Iris	KEYS Employment Services Kingston
Kostashuk, Carol	Ministry of Training, Colleges and Universities, Kingston
Lawless, Kim	T.R. Leger
Lewis, Elaine	Community Employment Resource Centre North
Lockhart, Erik	Queen's University, Executive Decision Centre
MacCallum, Bob	St. Lawrence College-Job Connect
MacDonald, Anne	Chamber of Commerce-Brockville
McColman, Terri	Manpower
McKim, Blake	Employment Education Centre
McNamara, Trish	KEYS Employment Services - Gananoque
Mignault, Charlie	St. Lawrence College



Minasyan, Hasmik	Leeds & Grenville Immigration Partnership
Noordegraaf, Ruth	New Energy Project
Noyes, Doug	Literacy Link Eastern Ontario
O’Hearn, Frank	Ministry of Training, Colleges and Universities, Kingston
Paul, Dave	City Of Brockville
Phin, Russ	St. Lawrence College
Rudden, Martha	Kingston Literacy and Skills
Sewell, Mike	Limestone School Board
Smith, John	1000 Islands Region Workforce Development Board
Staples, Pam	Town of Gananoque
St. Pierre, Jackie	Ontario East Economic Development
Stewart, Bill	Kingston Chamber of Commerce
Stilnovich, Jason	1000 Islands Region Workforce Development Board
Academy of Learning	Teglas, Michael
Thomson, Catherine	Ontario Works-City of Kingston
Watters, Gillian	KEYS Employment Services Kingston
Wright, Sandra	1000 Islands Region Workforce Development Board

Employer Demand Survey - October 2011 – December 2011

October 2011 – December 2011

Over 1100 employers were surveyed in Frontenac County from October to December 2011. They were asked to provide employment projections on selected skilled occupations. Due to the vast number of respondents, names are not provided in this section.

Manufacturing Forum 2011, Gananoque

Thursday, June 2, 2011

ATTENDEES

Name	Organization/Company
Anderson, Lisa	Cruickshank Construction
Chambers, Lorraine	Canadian Supply Chain Sector Council
Couch, Dave	Invista
Deyo, Shelley	Invista
Graham, Anne	Pillar5 Pharma
Heney, Jim	Knorr Brake
Henniger, Gay	Excellence in Manufacturing Consortium
Hirstwood, Shelley	Town of Gananoque
Jordan, Isabella	Beaver’s Dental

1
2
3
4
5
6
7
8

Laldin, Sam	1000 Islands Region Workforce Development Board
Mangan, Maureen	1000 Islands Region Workforce Development Board
McAllister, Brenda	Cruickshank Construction
McCarthy, Pam	Tim Hortons's Distribution Centre
McDonald-Hurley, Karen	KEYS Employment Services, Gananoque
Molloy, Christine	Abbott Labs
Moon, Natasha	Tim Hortons's Distribution Centre
Noftall, R J	Abbott Labs
Plumpton, Stephanie	Town of Gananoque
Shiells, Jan	Rose Integration
Smith, John	1000 Islands Region Workforce Development Board
VanAllen, Rosemary	Beaver's Dental
Wright, Sandra	1000 Islands Region Workforce Development Board



7 INFORMATION SOURCES

The following documents and materials were used as resources throughout the LLMP process:

Data Sources:

- “Business Forecast 2012”, Queen’s School of Business
- “College Voice”, Colleges Ontario
- “Economic Insights Into 27 Canadian Metropolitan Economies”, Metropolitan Outlook 2, Winter 2011, The Conference Board of Canada
- Statistics Canada:
Census 2001, 2006, 2011 data
Canadian Business Patterns
Labour Force Survey Information
Community Profiles
Taxfiler Information
- Manpower Employment Outlook Survey

Local Sources of Labour Market Information: Community Studies, Reports, Consultations, Meetings:

- Municipal Economic Strategic Plans
- Business Retention and Expansion Studies – City of Brockville
- Excellence in Manufacturing Consortium
- Manufacturing Forum and Interactive Manufacturing Innovation Network (iMiN)
- Strategic Plans of School Boards
- Community Council Meetings of St. Lawrence College
- Chamber of Commerce Newsletters
- Business News, Leeds & Grenville
- Business Today
- EMC News, St. Lawrence Region
- Newspapers, Electronic Media etc.

8

GLOSSARY

Ageing (of a population)

An increase in the number of old persons as a percentage of the total population.

Average age

The average age of a population is the average age of all its members.

Canadian Business Patterns

Provides counts of active establishments and locations by various geography levels, industry classification and employment size. Canadian Business Patterns is compiled from the Business Register, which is a repository of information on the Canadian business population.

NOTE: Canadian Business Patterns Data ignore businesses with 0 employees and revenues of less than \$30k annually, resulting in an understatement of self-employment in all geographies.

Census Division

Group of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. For example, a census division might correspond to a county, les municipalités régionales de comté or a regional district. In other provinces and the territories where laws do not provide for such areas, Statistics Canada defines equivalent areas for statistical reporting purposes in cooperation with these provinces and territories. Frontenac County and United Counties of Leeds and Grenville are census divisions.

Census metropolitan area (CMA)

A census metropolitan area (CMA) is formed by one or more adjacent municipalities centred on a large urban area (known as the urban core). A CMA must have a total population of at least 100,000 of which 50,000 or more must live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census place of work data.

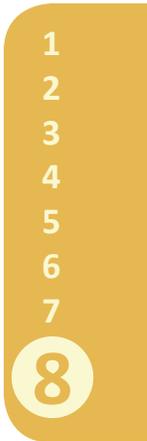
Once an area becomes a CMA, it is retained as a CMA even if the population declines below 100,000 or its urban core population declines below 50,000. The urban areas in the CMA that are not contiguous to the urban core are called urban fringe. Rural areas in the CMA are called rural fringe.

All CMAs are subdivided into census tracts.

In the Census 2006, the CMA of Ottawa-Gatineau (Ontario-Quebec) crossed provincial boundaries. When the geographic level selected is all of Canada, the totals include the CMA on both sides of the provincial border. If a province has been selected, only the part of the CMA in the province chosen is included in the totals.

Components of demographic growth

Any of the classes of events generating population movement variations. Births, deaths and migration are the components responsible for the variation since they alter the total population.



Economic region (ER)

Refers to a group of complete **census divisions** (with one exception in Ontario) created as a standard geographic unit for analysis of regional economic activity.

Within the province of Quebec, economic regions (“régions administratives”) are designated by law. In all other provinces or territories, economic regions are created by agreement between Statistics Canada and the provinces or territories concerned. Prince Edward Island and the three territories each consist of one economic region. In Ontario, there is one exception where the economic region boundary does not respect **census division** boundaries: the **census division** of Halton is split between the ER of Hamilton – Niagara Peninsula and the ER of Toronto. Prince Edward Island and the three territories each consist of one economic region.

Emigrant

Canadian citizen or **immigrant** who has left Canada to establish a permanent residence in another country.

Employment Rate

Refers to the number of persons employed in the week expressed as a percentage of the total population 15 years of age and over.

Immigrant

Within the framework of this publication, the term immigrant refers to **landed immigrant**. A landed immigrant is a person who is not a Canadian citizen at birth but was granted the right by the immigration authorities to live in Canada on a permanent basis.

Intraprovincial migration

Intraprovincial migration represents movement from one region to another within the same province or territory involving a change of the usual place residence. A person who takes up residence in another region is an **out-migrant** with reference to the region of origin and an **in-migrant** with reference to the region of destination.

International migration

International migration represents movement of population between Canada and a foreign country which involves a change of the usual place of residence.

Interprovincial migration

Interprovincial migration represents movement between provinces or territories involving a change in the usual place residence. A person who takes up residence in another province or territory is an **out-migrant** with reference to the province or territory of origin and an **in-migrant** with reference to the province or territory of destination.

Industry (based on the 2002 North American Industry Classification System [NAICS])

General nature of the business carried out in the establishment where the person worked. The 2006 Census data on industry (based on the 2002 NAICS) can be compared with data from Canada’s NAFTA partners (United States and Mexico).

Labour Force

Refers to persons who were either employed or unemployed. Sometimes referred to as “total labour force.”

Labour Force Activity

Refers to the labour market activity of the population 15 years and over.

Median age

The median age is an age “x”, such that exactly one half of the population is older than “x” and the other half is younger than “x”.

Natural increase

Variation of the **population** size over a given period as a result of the difference between the numbers of births and deaths.

Net internal migration

Sum of **net intraprovincial** and **net interprovincial migration**.

Net international migration

Net international migration is obtained according to the following formula: **Immigrants + returning emigrants + net non-permanent residents– (emigrants + net temporary emigration)**.

Net interprovincial migration

Net interprovincial migration represents the difference between **in-migrants** and **out-migrants** for a given province or territory.

Net intraprovincial migration

Net intraprovincial migration represents the difference between **in-migrants** and **out-migrants** in a given region. A region can be defined as a **census division, an economic region** or a **census metropolitan area**.

Net non-permanent residents

Net non-permanent residents represent the variation in the number of **non-permanent residents** between two dates.

Net temporary emigrants

Net temporary emigration represents the variation in the number of temporary emigrants between two dates. Temporary emigration includes Canadian citizens and **immigrants** living temporarily abroad who have not maintained a usual place of residence in Canada.

Non-permanent residents

A non-permanent resident belongs to one of the five following groups:

- persons residing in Canada claiming refugee status;
- persons residing in Canada who hold a study permit;
- persons residing in Canada who hold a work permit;
- persons residing in Canada who hold a minister’s permit;
- All non-citizens who are dependants on a person claiming refugee status, or holding one of the permit listed above and living in Canada.

Occupation (based on the National Occupational Classification for Statistics 2006 [NOC–S 2006])

Kind of work done by persons aged 15 and over. Occupation is based on the type of job the person holds and the description of his or her duties. The 2006 Census data on occupation are classified according to the National Occupational Classification for Statistics 2006 (NOC–S 2006). For comparisons with data from the 1991 and 1996 censuses, the variable Occupation (historical) should be used.

Participation Rate

Refers to the labour force expressed as a percentage of the population 15 years of age and over.

Place of Residence

Encompasses residents within a given area. Residents reside in this area, regardless of whether they work outside the area. If a table does not indicate otherwise, its data refers to Place of Residence.

Place of Work

Encompasses individuals working within a geographic boundary. These tables always have POW in their titles.

Population

Estimated population and population according to the census are both defined as being the number of Canadians whose usual place of residence is within that area, regardless of where they happened to be on Census Day. Also included are any Canadians staying in a dwelling in that area on Census Day and having no usual place of residence elsewhere in Canada, as well as those considered **non-permanent residents**.

Population estimate

- (a) **Postcensal:** Population estimate produced by using data from the most recent available census adjusted for **census net undercoverage** (including adjustment for incompletely enumerated Indian reserves) and estimate of the **components of demographic growth** since that last census. This estimate can be preliminary, updated or final.
- (b) **Intercensal:** Population estimate derived by using **postcensal estimates** and data adjusted for **census net undercoverage** (including adjustment for incompletely enumerated Indian reserves) of censuses preceding and following the year in question.

Population growth or total growth

Variation of population size between two dates. It can also be obtained by summing the **natural increase, total net migration** and if applicable, subtract **residual deviation**. It can be positive or negative.

Population Segment Definitions

Population Category	Description
<ul style="list-style-type: none">• Total population• Total population 15 years and over	<ul style="list-style-type: none">• Every person in the geographical area• Every person of labour-force age
<ul style="list-style-type: none">• Not in the labour force• in the labour force	<ul style="list-style-type: none">• Neither working nor looking for work• Every person who is working or looking for work
<ul style="list-style-type: none">• Employed• Unemployed	<ul style="list-style-type: none">• In the labour force and working• In the labour force and not working
<ul style="list-style-type: none">• Employment rate• Participation rate• Unemployment rate	<ul style="list-style-type: none">• Ratio of employed to total population 15 years+• Ratio of labour force to total population 15 years+• Ration of unemployed to labour force

Returning emigrant

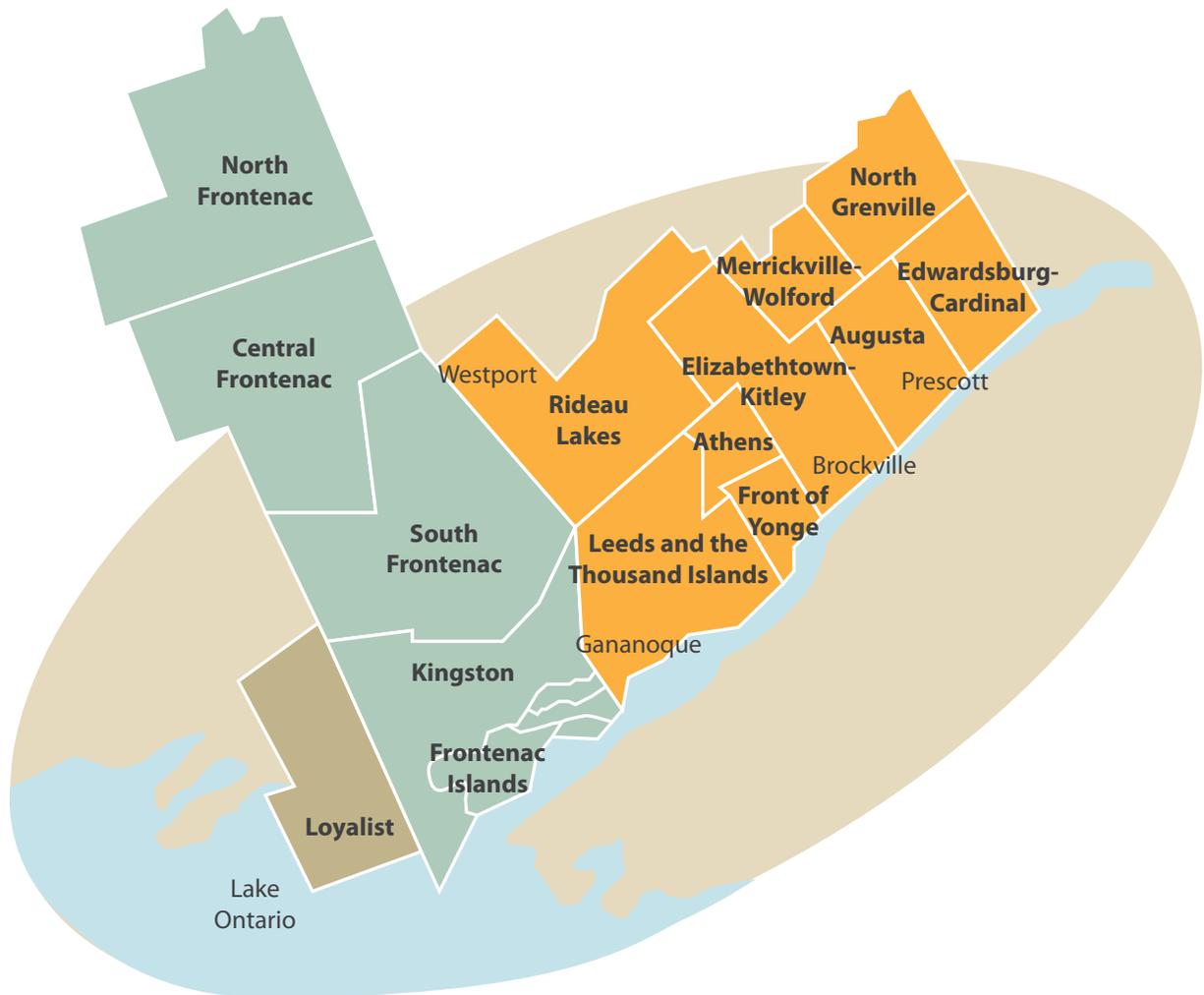
Canadian citizen or **immigrant** having previously emigrated from Canada and subsequently returned to the country.

Total net migration

Sum of **net international** and **net internal** migration.

Unemployment Rate

Refers to the unemployed expressed as a percentage of the labour force in the week



1000 Islands Region

WORKFORCE DEVELOPMENT BOARD

'Planning Solutions To Build Our Workforce'

650 Charles St., Unit 1
Gananoque, Ontario,
K7G 2W5
Tel: 613-382-7462
Fax: 613-382-1172
board@workforcedev.ca
www.workforcedev.ca