Local Labour Market Planning Report

LLMP

March 2013

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.

Sandra Wright was hired by the 1000 Islands Region Workforce Development Board to compile and analyse information and to prepare this report.

1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

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Table of Contents

1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

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 16 years and has spearheaded over 110 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.

For the past 8 years, the 1000 Islands Region WDB has been responsible for two regions - The 1000 Islands Region and the Renfrew-Lanark Region with offices located in Gananoque and Pembroke respectively. 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 is area is also known as the "Labour Market Partner Group of Renfrew & Lanark."

However, as of April 1, 2013, the "Labour Market Partner Group of Renfrew and Lanark" will operate as a separate entity operating out of Pembroke.

Both regions are responsible for undertaking partnerships and local labour market planning and receive their core funding from the Ministry of Training, Colleges and Universities.

The primary role of the 1000 Islands Region WDB and the Labour Market Partner Group of Renfrew and Lanark 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 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, as evidenced by the recent recession, the need to do so in a rapidly changing economy has never been greater.

The 1000 Islands Region Workforce Development Board is experiencing positive population growth and the economy is relatively stable with overall employment growth in small-medium sized businesses over the last year in the counties of Frontenac and Leeds & Grenville.

This region has exceptional educational and training facilities with employment service providers available to assist the workforce with their educational and employment needs.

However, the data also indicates some areas of concern that community partners should be aware of. The 1000 Islands Region, like many other areas across Ontario and Canada, is experiencing demographic changes that could result in potential labour shortages. A key factor is the ageing workforce.

As data suggests, the population in the 1000 Islands Region is ageing and at a faster rate than Ontario. Population ageing reflects the success of societies in securing higher living standards, which in turn results in increased longevity. However, the continued growth of the older populations also poses serious challenges for policy makers, particularly in relation to economic growth. Increased expenditure on health care for elderly people, and in particular a critical labour shortage as larger cohorts of workers retire at the same time, are some of the negative implications of an ageing population.

Population growth in certain cohorts will determine the impact of labour shortages in the area. But this presents another concern in this area. Population growth factors are determined by natural growth (births less deaths) and net migration (international, interprovincial and intraprovincial). With declining birth rates not at replacement levels, population growth from natural factors is extremely low. This area obtained most of its growth from net provincial migration.

It is also projected that over the next 15-20 years, as the population is continually ageing, there will be a significant decline in the proportion of our population in the prime working years (25-64). This will have a major impact in filling employment opportunities resulting in possible labour shortages.

While there is a real concern about projected labour shortages, it is extremely difficult to obtain local information on which occupations will be in critical need. There is not a consistent, reliable method for collecting and sharing this information. Most of it is anecdotal. However, as previously mentioned a critical labour shortage is looming due to large cohorts of workers retiring in the coming years. Most occupations will be affected by this shortage, but of significant importance, are the occupations requiring the most skill, training and education as it will take more time to develop these workers.

Another key trend in this area is the lack of essential skills of the labour force. A lack of essential skills among many of the long-term unemployed limits their ability to secure employment that will lessen their reliance on income assistance.

The marginalized workforce is another major area of concern. There are barriers to the marginalized workforce that limit their access to employment. This limitation affects the ability to offset imbalances in the workforce and result in low participation and employment rates. Unique challenges are faced by each group as follows:

- The immigrant workforce is under-utilized and often lacks skills (particularly communication skills) and experience required to fully participate in the labour force. There is also a lack of recognition of credentials and a notion of a lack of abilities of this group.
- Representatives of the persons with disabilities workforce often face systemic barriers to

employment and face a perceived notion of lack of abilities by employers.

- Ex-offenders and visible minorities are not fully-integrated into the community and are often perceived as lacking abilities.
- Youth, particularly early school leavers, and persons with low education levels, often lack the skills and education required to fully participate in the labour force.
- Francophones have a lack of sufficient English language skills to fully participate in the labour market.

AVERTING POTENTIAL LABOUR SHORTAGES

While communities continue to address shorter term challenges aimed at business survival, job retention and job creation, they need to also direct their focus on the key long-term challenges of population and workforce shortages. Potential solutions include undertaking activities that will:

- Identify current and projected occupational demand requirements of businesses;
- Increase the size of the population and workforce through migration;
- Increase international immigrants with skills required;
- Increase participation rates of those currently under-represented in the labour market;
- Decrease the number of non-participants in the labour force;
- Accelerate graduations to meet immediate needs;
- Increase employer-provided training;
- Align education and training requirements with job requirements;
- Promote job opportunities and skill requirements to the public;
- Increase numbers in the labour force with a high school diploma (or higher education).

It is crucial that community leaders continue to work together to recognize and address the labour force challenges they will face. We need effective action to ensure that we have an adequate supply of workers to meet the skills and demand of the future.

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 16 years.

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 – October 2012 LLMI Research	Compiled, interpreted, and shared local labour market information from numerous sources including: Census and other Statistics Canada data; news articles, studies, reports, strategic plans of stakeholders and meetings of key partners.
November 2012 Development of 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 5, 2012.
November 2012 **LLMP Survey**	A survey was developed and disseminated to key stakeholders to validate and prioritize local trends and issues as outlined in the Discussion Paper.
December 5, 2012 LLMP Community Consultation *Developing the Action Plan*	A one day forum was held with community stakeholders to present and discuss the labour market trends and issues identified from the survey and other consultations. Participants had the opportunity to achieve consensus on priority issues and then to discuss and prioritize plans of actions to address the significant issues.
December – February 2013	A draft LLMP Report was prepared and presented to the 1000 Islands Region WDB and the Ministry of Training Colleges and Universities.
March 2013 LLMP Report	A final Local Labour Market Planning (LLMP) Report was 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 2013-14 as outlined in Section 4.0. This plan outlines local activities and partnerships which will attempt to address some of the workforce challenges facing this region.

3 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.

The purpose of the data and information outlined in this document is 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 Trends & Challenges

3.5 Population & Migration Dynamics

3.6 Industry Employment Updates

3.7 Local Labour Market Information (LMI) Requirements - Survey Results & Strategic Plan

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
- L**abour Force Survey,** Statistics Canada
- **Other Reports,** Statistics Canada
- **Local Labour Market Trends and Issues Survey,** 1000 Islands Region WDB
- **Local Labour Market Information (LMI) Survey Results & Strategic Plan**
- **Labour Market Monitors,** Service Canada
- **Local News Articles,** 1000 Islands Region WDB
- **Community Consultations**

3.2 DATA LIMITATIONS

It is important to recognize the availability and limitations of sources of labour market information. The Census and accompanying Household Survey are conducted every five years with the latest undertaken in May 2011. There is a wealth of information that is produced by Statistics Canada as a result of these surveys. However, at the time of this report only population and dwelling counts have been released. The release schedule is as follows:

2011 Census Release Schedule

- Population & Dwelling counts - **February 8, 2012**
- Age & Sex - **May 29, 2012**
- Families, households and marital status - **September 19, 2012**
- Language - **October 24, 2012**

2011 National Household Survey

- Immigration, Citizenship, Place of Birth, Language, Ethnic Origin, Visible Minorities, Religion, Aboriginal peoples - **May 8, 2013**
- Labour, Education, Place of Work, Commuting to Work, Mobility and Migration, Language of Work - **June 26, 2013**
- Income, Earnings, Housing, Shelter Costs - **August 14, 2013**

There are however, other sources of other information between Census years that can be used to tell us about more recent changes. Common sources include the "Canadian Business Patterns" – information on businesses and employment; Labour Force Survey – monthly survey by Statistics Canada; Taxfiler Information; and studies and reports produced at various levels.

And 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

- Key Labour Market Trends: Skill and Workforce Shortages; Lack of Essential Skills; and Marginalized Workforce
- Key Labour Market Information Requirements: Current Information & Latest Studies; Current and Future Job Opportunities; Educational Requirements
- Population growth in Region 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
- Older population demographics compared to Ontario
- Lower distribution of workers in the key income earning ages of 25-49
- Lower distribution of youth in the ages 15 and under
- Significantly high unemployment rates of youth 15-24 years of age
- Significant number of people not in the labour force
- Growth of employment in Small to Medium-sized businesses in Frontenac and Leeds & Grenville
- Positive economic activity

3.4 SUMMARY OF LABOUR MARKET TRENDS AND CHALLENGES

KEY LABOUR MARKET TRENDS:

There were three key labour market trends that were identified for this region.

TREND 1: Skill and Workforce Shortages

It is difficult to provide detailed data on specific skill and workforce shortages in the area. Consultation participants continue to express and reinforce the validity of skill and workforce shortages specifically in the skilled trades and health care. There has been an increase of employment levels in health care primarily as a result of an aging population but stakeholders agree that there continues to be a mismatch between supply and demand resulting in workforce shortages. There are not enough people being trained with required skills and there is a lack of awareness of opportunities in certain health care professions.

Population trends indicate a possible shortage in the supply of labour. This is due to a number of factors including:

- Positive growth in population
- Population growth mainly due to migration within Ontario and other provinces
- Minimal natural increase in population (births less deaths); more deaths than births in Leeds & Grenville
- Minimal population growth from international migration (negative estimates for Leeds & Grenville)
- % of Working Age Population less than that of Ontario
- Youth (ages 18-24) out-migration is significant in Leeds & Grenville but is a normal phenomenon as youth look to other regions to meet their educational requirements and to a lesser extent employment needs
- Older population growth rates are greater than that of Ontario
- Slower growth rates of young people under 15 compared to Ontario
- Median age of population is greater than that of Ontario

This area is comparable to the figures of the province in apprenticeship or trades certificate or educational diploma attainment. However, it is believed that not enough employers are hiring apprentices and not enough youth are entering the trades resulting in skilled trades shortages.

This area is under-represented by an international immigrant population which is expected to be the main source of labour growth in the future. There is also under-utilization and/or a lack of skills (particularly communication skills) of this group. These factors contribute to skill and workforce shortages.

There is a significant number of the working age population (ages 15+) in the 1000 Islands Region that are not in the labour force. There appears to be a lack of initiatives and strategies to encourage those not in the labour force to become actively involved thereby contributing to a workforce shortage.

Challenges

From a workforce perspective the main challenge from the population trends listed above is whether or not this area will have an available and consistent labour supply to meet the demand of employers. As our population ages so does our workforce and without a sufficient supply of qualified new entrants to take their place, some sectors and occupational categories are expecting to see shortages.

Addressing Population Issues -- The Needs/Challenges

How do we ensure that we have an available and sufficient labour supply?

- Ensure under-utilized pools of labour are employment ready - includes under-represented groups and persons not already in the labour force
- Increase migration to the area including international migrants

1 2 3 4 5 6 7

TREND 2: Lack of Essential Skills

There is still an unacceptable level of persons having a lack of essential skills. This was validated by consultation participants citing a lack of essential skills as key concerns of employers. A lack of essential skills among many of the long-term unemployed limits their ability to secure employment that will lessen their reliance on income assistance.

Challenges

To continue to increase the essential skill level of labour force participants.

TREND 3: Marginalized Workforce

There are barriers to the marginalized workforce that limit access to employment. This limitation affects the ability to offset imbalances in the workforce and results in low participation and employment rates. Unique challenges are faced by each group as follows:

- The immigrant workforce is under-utilized and often lacks skills (particularly communication skills), and experience required to fully participate in the labour force. There is also a lack of recognition of credentials and a notion of a lack of abilities of this group.
- Representatives of the persons with disabilities workforce often face systemic barriers to employment and face a perceived notion of lack of abilities by employers.
- Ex-offenders and visible minorities are not fully-integrated into the community and are often perceived as lacking abilities.
- Youth, particularly early school leavers, and persons with low education levels, often lack the skills and education required to fully participate in the labour force.
- Francophones have a lack of sufficient English language skills to fully participate in the labour market.

Challenges

To ensure the marginalized workforce has the training, education and tools to fully participate in the labour market. To ensure that employers are aware of all the potential pools of labour.

Other Key Challenges

a. Ensuring labour supply exists to meet employment demands of employers

b. Increasing labour supply and population to this area – especially in the working ages of 18-54

c. Attracting and retaining youth particularly in the counties of Leeds & Grenville

d. Continuing with initiatives to retain and attract employers to the area

e. Increasing employment opportunities for youth

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

g. Continuing to increase the essential skill level of labour force participants

3.5 POPULATION & MIGRATION DYNAMICS

Population growth drives the labour supply in a region, therefore, it is important to identify population trends over time. A growing population suggests an increased labour supply and higher training needs. Slowing and/or declining population growth suggests a limited labour supply and training should be focused on existing supply. It may also indicate a greater need to increase migration to the area. Ultimately it is important that the supply of the labour force is adequate to address the employment demands of the employers in the area to ensure a thriving and vibrant economy.

Table3.5A: Population Growth

GEOGRAPHY	2001	2006	2011	Population Change 2006-2011 (%)
Frontenac County	138,606	143,865	149,738	4.1
Leeds & Grenville Counties	96,606	99,206	99,306	0.1
Loyalist Township	14,590	15,062	16,221	7.7
1000 Islands Region (TOTAL)	249,802	258,133	265,265	2.8
ONTARIO	11,410,046	12,160,282	12,851,821	5.7

Source: Statistics Canada, 2011 Census

Population Growth - Table 3A

- The population for the 1000 Islands Region grew by 2.8% from 2006-2011, which is less than half of the national growth of 5.9% and Ontario's growth of 5.7%. It is interesting to note that if you exclude the Toronto Census Metropolitan Area (CMA) from Ontario's data the growth of the population is 3.1%. Therefore, the population growth of the 1000 Island Region is quite comparable.
- The population in Frontenac County grew by 4.1 %, while the counties of Leeds & Grenville experienced a minimum growth of 0.1%. Loyalist Township, which is included in the boundaries of the 1000 Islands Region experienced significant growth of population at 7.7%.

It is not sufficient to know whether or not the area is experiencing population growth. It is also necessary to understand the factors of this population growth/decline.

Table 3.5B: Migration - Combined Regions 2006 - 2011

AGE GROUP	FRONTENAC			LEEDS & GRENVILLE			TOTAL 1000 Islands Region –less Loyalist		
	In-Migrants	Out-Migrants	Net-Migrants	In-Migrants	Out-Migrants	Net-Migrants	In-Migrants	Out-Migrants	Net-Migrants
0-17	7,267	6,653	614	4,225	3,347	878	11,492	10,000	1,492
18-24	7,762	6,064	1,698	2,079	3,491	-1,412	9,841	9,555	286
25-44	16,004	14,422	1,582	6,458	6,076	382	22,462	20,498	1,964
45-64	6,117	5,356	761	5,006	3,305	1,701	11,123	8,661	2,462
65+	2,354	2,207	147	1,771	1,655	116	4,125	3,862	263
TOTAL	39,504	34,702	4,802	19,539	17,874	1,665	59,043	52,576	6,467

Source: Statistics Canada, Taxfiler Data, 2006-2011

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.

Overall the Region (less Loyalist Township) experienced a net in-migration of 6,467 residents from 2006-2011, with the greatest in-migration in the 45-65 age group (2,462) and the 25-44 age group (1,964). These are key groups in terms of employment earnings and indicates a good labour supply.

Both areas of Frontenac and Leeds & Grenville experienced a net increase of migrants to the area. (Note: no migration data was available at the census sub-division, therefore there is no data to report for Loyalist Township.)

The 0-17 age group also experienced significant in-migration (1,492), primarily as a consequence of the net-in-migration of their parents (the 25-44 and 45-64 age groups)

For the age group 18-24, there was a small net in-migration of 286. This was the net effect of the two counties posting opposite results. Frontenac achieved net in-migration of 1698, while Leeds & Grenville had a net out-migration of 1492 as younger adults left the Region, usually for educational opportunities and to a lesser extent employment needs.

3.6 INDUSTRY EMPLOYMENT UPDATES

Understanding industry trends is imperative in determining current and future employment opportunities for the workforce and what skills and education they will need. However, it is very difficult to obtain reliable information on local industry requirements.

Because employment and industry data is not yet available from the Statistics Canada 2011 Household Survey we have used data from Canadian Business Patterns, Labour Force Survey and local intelligence to provide some insight to some current industry changes which will be noted here.

Refer to Appendices 4 and 5 for more details on industry data.

Industry Employment Trends

Overall the industry and economic trends are positive in the 1000 Islands Region. The counties of Frontenac and Leeds & Grenville both experienced employment increases from the previous year. The Kingston CMA (Census Metropolitan Area) showed employment levels comparable to the pre-recession levels reported in 2008 indicating a stable and prosperous economy.

Industry Employment Trends

- **Positive Manufacturing Growth – Brockville:** The Brockville annual manufacturing employment survey identified employment growth of 96 new permanent positions in 2012, created by mainly five local firms. Labour changes reflected in the survey indicated that 48% of firms reported stable operations, 21% reported employment growth and 31% noted employment contraction. There were 8 new product lines introduced and export activity reigns fairly stable at 51% of all operations. Most of the 15 multinational firms contribute to have export activity in the 60-70% range. Union activity continues to decline with only 16% of companies with unionization, down from 30% a few years ago. There is a total of 3462 employed in the manufacturing sector, down from a high of 5200 in 2002 following the meltdown of the telecommunications sector. Overall there remains a slight contraction on the overall employment from a multi-year perspective which suggests a continued focus on strong business retention programming and aftercare initiatives.

- **Welders:** A follow-up survey of employers was conducted to validate a previous projection need of 80 welders in an 18 month period in Frontenac County. This survey disputed the findings of the previous survey for various reasons. Most employers were not optimistic about the prospects of expanding the supply of trained welders in Kingston & Frontenac County. Most employers are striving to maintain the status quo and those few employers who reported business to be booming still do not necessarily need a large influx of welders. There seems to be an ample supply of people in this area with welding skills to meet most current needs. (For a complete report of this survey, contact the 1000 Islands Region Workforce Development Board).

- **Carpenters:** A follow-up survey of employers was conducted to validate a previous projection need of 47 full-time carpenters within an 18 month period in Frontenac County. It was determined that it would be quite reasonable that 47 people in the Kingston and Frontenac County could find work in the construction industry manipulating wood products, but they will not be all be labelled as "carpenters." (For a complete report of this survey, contact the 1000 Islands Region Workforce Development Board).

- **Registered Nurses:** A follow-up survey of employers was conducted to validate a previous projection of 96 registered nurses in an 18 month period (26 full-time, 70 part-time) in Frontenac County. The results of this research confirm the numbers but suggest the results are more favourable with a more robust market than indicated. (For a complete report of this survey, contact the 1000 Islands Region Workforce Development Board).

Table 3.6A
Number of Employers by Employee Size Range
Frontenac
June 2011 to June 2012

Employee Size Range	Number of Employers 2011	Number of Employers 2012	Absolute Change	Percent Change (%)	Ontario Percent Change (%)
0	3,885	3,804	-81	-2.1	-1.7
1 - 4	2,221	2,174	-47	-2.1	0.6
5 - 9	943	934	-9	-1.0	-0.9
10 - 19	637	657	20	3.1	3.3
20-49	396	414	18	4.5	2.8
50-99	117	129	12	10.3	7.7
Total Employers < 100 ees	8,199	8,112	-87	-1.1	
100-199	47	53	6	12.8	6.0
200-499	21	21	0	0.0	10.7
500+	14	13	-1	-7.1	2.4
Total Employers 100 + ees	82	87	5	6.1	
Total Number of Employers	8,281	8,199	-82	-1.0	

Source: Statistics Canada, Canadian Business Patterns

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Table 3.6B
Number of Employers by Employee Size Range
Leeds & Grenville
December 2010 to June 2012

Employee Size Range	Number of Employers June 2011	Number of Employers June 2012	Absolute Change '11 vs '12	Percent Change (%)	Ontario Percent Change (%)
0	2,986	2,896	-90	-3.0	-1.75
1 - 4	1,598	1,608	10	0.6	0.6
5 - 9	686	662	-24	-3.5	-0.9
10 - 19	321	374	53	16.5	3.3
20-49	236	223	-13	-5.5	2.8
50-99	66	72	6	9.1	7.7
Total Employers <100 ees	5,893	5,835	-58	-1.0	
100-199	23	27	4	17.4	6.0
200-499	14	16	2	14.3	10.7
500+	6	5	-1	-16.7	2.4
Total Employers 100+ ees	43	48	5	11.6	
Total	5,936	5,883	-53	-0.9	-0.5

Source: Statistics Canada, Canadian Business Patterns

Table 3.6C
Top 20 Industries Exhibiting an Increase in Total Employment
For Small and Medium Business (<100 ees)
Frontenac

NAICS	2011	2012	Absolute Change	Percent Change (%)	Rank
722 - Food Services and Drinking Places	5,120	5,503	382	7.5	1
448 - Clothing and Clothing Accessories Stores	1,223	1,422	198	16.2	2
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	1,126	1,269	143	12.7	3
511 - Publishing Industries (except Internet)	137	255	118	85.8	4
238 - Specialty Trade Contractors	3,304	3,408	104	3.2	5
236 - Construction of Buildings	1,008	1,098	90	8.9	6
811 - Repair and Maintenance	847	929	82	9.6	7
414 - Personal and Household Goods Wholesale-D.	73	143	70	94.9	8
111 - Crop Production	93	150	57	60.9	9
441 - Motor Vehicle and Parts Dealers	884	930	46	5.2	10
323 - Printing and Related Support Activities	115	153	38	33.4	11
541 - Professional, Scientific and Technical Ser.	2,897	2,935	38	1.3	12
624 - Social Assistance	1,132	1,168	36	3.2	13
451 - Sporting Goods, Hobby, Book and Music Store	564	600	36	6.3	14
237 - Heavy and Civil Engineering Construction	286	321	35	12.3	15
326 - Plastics and Rubber Products Man.	44	75	31	71.4	16
531 - Real Estate	1,553	1,582	29	1.9	17
524 - Insurance Carriers and Related Activities	446	475	28	6.4	18
112 - Animal Production	155	180	26	16.5	19
512 - Motion Picture and Sound Recording Ind.	71	92	21	29.7	20
TOTAL SME GROWTH - Top 20 Industries	21,080	22,688	1,608	7.6	

Source: Statistics Canada, Canadian Business Patterns

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Table 3.6D
Top 20 Industries Exhibiting an Increase in Total Employment
For Small and Medium Business (<100 ees)
Leeds & Grenville
June 2011 – June 2012

NAICS	2011	2012	Absolute Change	Percent Change (%)	Rank
451 - Sporting Goods, Hobby, Book and Music Store	130	231	101	77.7	1
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	549	628	80	14.5	2
112 - Animal Production	608	674	66	10.9	3
442 - Furniture and Home Furnishings Stores	136	198	63	46.2	4
415 - Motor Vehicle and Parts Wholesaler-Dist.	96	157	62	64.4	5
238 - Specialty Trade Contractors	1,778	1,838	60	3.4	6
326 - Plastics and Rubber Products Man.	50	102	52	104.0	7
811 - Repair and Maintenance	518	562	44	8.5	8
339 - Miscellaneous Manufacturing	187	230	43	23.2	9
722 - Food Services and Drinking Places	2,715	2,755	40	1.5	10
485 - Transit and Ground Passenger Transport.	333	367	33	10.0	11
325 - Chemical Manufacturing	211	241	30	14.4	12
333 - Machinery Manufacturing	156	180	24	15.4	13
446 - Health and Personal Care Stores	503	524	20	4.0	14
111 - Crop Production	205	225	20	9.6	15
448 - Clothing and Clothing Accessories Stores	300	319	19	6.4	16
321 - Wood Product Manufacturing	73	87	14	19.8	17
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	286	297	11	3.9	18
237 - Heavy and Civil Engineering Construction	151	161	10	6.9	19
236 - Construction of Buildings	927	936	10	1.0	20
TOTAL SME GROWTH - Top 20 Industries	9,912	10,713	801	8.1	

Source: Statistics Canada, Canadian Business Patterns

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3.7 LOCAL LABOUR MARKET INFORMATION (LMI) REQUIREMENTS - SURVEY RESULTS & STRATEGIC PLAN

There was a section pertaining to labour market information requirements built into the Labour Market Trends and Issues Survey. The highlights of this portion of the survey are highlighted here.

HIGHLIGHTS OF THE SURVEY:

- **Limited availability of data on:**
  - Education and skill of the labour force
  - Gaps in labour supply and demand
  - Sources and quantity of untapped or under-represented pools of labour
  - Strategies to increase the supply of labour
  - Strategies to retain employees
- **Main Sources of LMI**
  - Statistics Canada
  - 1000 Islands Region WDB
  - Economic Development Organizations
  - Service Canada
- **Satisfaction With Data**
  - 52.9% indicated they were satisfied with the LMI they receive
  - Concerns with outdated data, how to access, not local enough data
- **Training Session on LMI**
  - 62% indicated they would like training on LMI
- **Priority Labour Market Information Requirement**
  - Current Information & Latest Studies
  - Current and Future Job Opportunities
  - Educational Requirements
  - Hiring Trends
  - Hidden Job Market
  - Apprenticeship Opportunities

Step 1:

Develop an Inventory of Labour Market Information

- Local, Provincial, National & Global -- this would be an exhausting list -- need to focus on workforce related information and more at the local and regional levels
- Inventory to Include:
    - Source of data (include data from Ministries & other government departments.)
    - Type of data and how it can be used
    - Products Produced and how are they used
    - Restriction of Access of data - barriers
    - How to Access - contact names, costs etc.

Timeframe: 3 months

Step 2:

Develop A Webinar

1. To develop a webinar on information gathered from Step 1.
2. To conduct training sessions to key stakeholders.

Timeframe: 3 months

Step 3:

Hold a Conference/Workshop

1. To present information form Step 1.
2. To identify labour market information needs of participants.
3. To identify gaps and issues in labour market information.
4. To prioritize LMI needs and develop a plan of action

Timeframe: Could be held in the same period as Step 2

Step 4:

Implementation of Actions from Step 3

1. To implement plan of action. Activities may include:
    - i.e.: lobbying to reduce data access barriers, centralizing access to LMI, sustaining an LMI database

Timeframe: 2nd year

4 ACTION PLAN UPDATE 2012-13

This section provides an update of the projects undertaken by the 1000 Islands Region Workforce Development Board as outlined in the previous Local Labour Market Planning Report 2012-13.

SUMMARY LIST OF PARTNERSHIPS FOR 2012-13

Action #1: LMI Steering Committee

Action #2: Employment Ontario Service Provider Workshop

Action #3: Literacy and Basic Skills Forum for Employers

Action #4: Health Care Sectorial Working Group

Action #5: Welders and Related Machine Operators Sectoral Working Group

Action #6: Carpenters Sectoral Working Group

<table>
<tr><th colspan="3">Action #1: Labour Market Information (LMI) Steering Committee</th></tr>
<tr><td colspan="3">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.</td></tr>
<tr><td colspan="3">Objective(s):
To develop a Labour Market Information Steering Committee to determine strategies in obtaining and disseminating local labour market information.</td></tr>
<tr><th>Lead/Co-Leads</th><th>Partners</th><th>Timelines</th></tr>
<tr><td>1000 Islands Region Workforce Development Board</td><td>- OMAFRA
- United Counties of Leeds & Grenville
- MTCU
- Algonquin & Lakeshore Catholic District School Board
- CSE Consulting
- County of Frontenac
- Town of Gananoque
- St. Lawrence College
- Literacy Link Eastern Ontario
- Catholic District School Board of Eastern Ontario
- Upper Canada District School Board
- Employment & Education Centre</td><td>Phase I: December 2012
Phase II: March 2013</td></tr>
<tr><th colspan="3">Status Update</th></tr>
<tr><td colspan="3">Phase I Completed:
LMI Steering Committee established. LMI strategy developed.
Phase II – Underway
Project was amended to undertake Step One on the LMI strategy - To develop an Inventory of Local Labour Market Information. Due date: March 31, 2013.</td></tr>
</table>

Action #2: Employment Ontario Service Workshop - Leeds & Grenville		
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 create a committee in the united counties of Leeds & Grenville consisting of Employment Ontario Service Providers. This group would meet quarterly with the aim of increasing existing cooperation of the various programs provided through the delivery of Employment Ontario Services.		
Lead/Co-Leads	**Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- KEYS Gananoque - Employment & Education Centre - CSE Consulting - Upper Canada District School Board – TR Leger - Grenville Community Futures Development Corporation - Upper Canada District School Board - Ontario Youth Apprenticeship Program - St. Lawrence College - MTCU	Fall 2012
Status Update		
Completed. All day workshop held on November 22, 2012 in Maitland. 18 participants heard keynote presentations by various Employment Service providers and the Ministry of Training, Colleges and Universities (MTCU). The desired outcome was met in enhancing co-ordination and communication between employment service provider agencies.		

Action #3: Literacy and Basic Skills Forum for Employers - Frontenac County		
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 enhance the working relationship of the employment community and literacy providers in Frontenac County. The primary goal of this workshop is to increase the understanding of the employer community of the services available within the literacy community and to open up dialogue with the employers in respect to literacy issues within the workplace. This includes the literacy requirements of their present and future employees.		
Lead/Co-Leads	**Partners**	**Timelines**
Literacy Link Eastern Ontario 1000 Islands Region Workforce Development Board	- Employers - Employer Organizations - LBS Providers	Fall 2012
Status Update		
Completed. Employer breakfast meeting held on November 5, 2012. Beginning process of connecting the employer community and developing an ongoing working group to work on future initiatives.		

Action #4: Health Care Sectoral Working Group		
Challenge: • Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To create a Health Care Sectoral working group that would review the projected need for Registered Nurses in Frontenac County.		
Lead/Co-Leads	Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Educators/Trainers	Fall 2012
Status Update		
• Completed. A follow-up survey of employers was conducted to validate a previous projection need of 96 registered nurses in an 18 month period (26 full-time, 70 part-time) in Frontenac County. The results of this research confirm the numbers but suggest the results are more favourable with a more robust market than indicated.		

Action #5: Welders & Related Machine Operators Sectoral Working Group		
Challenge: • Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To create a Welders and Machine Operators working group that would review the projected need for welders in Frontenac County.		
Lead/Co-Leads	Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Educators/Trainers	Fall 2012
Status Update		
• Completed. A follow-up survey of employers was conducted to validate a previous projection need of 80 welders in an 18 month period in Frontenac County. This survey disputed the findings of the previous survey for various reasons. Most employers were not optimistic about the prospects of expanding the supply of trained welders in Kingston & Frontenac County. Most employers are striving to maintain the status quo and those few employers who reported business to be booming still do not necessarily need a large influx of welders. There seems to be an ample supply of people in this area with welding skills to meet most current needs.		

Action #6: Carpenters Sectoral Working Group		
Challenge: • Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To create a Carpenters working group that would review the projected need for carpenters in Frontenac County.		
Lead/Co-Leads	Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Educators/Trainers	Fall 2012
Status Update		
Completed. A follow-up survey of employers was conducted to validate a previous projection need of 47 full-time carpenters within an 18 month period in Frontenac County. It was determined that it would be quite reasonable that 47 people in the Kingston and Frontenac County could find work in the construction industry manipulating wood products, but they will not be all be labelled as "carpenters."		

5 KEY CHALLENGES & ACTION PLAN 2013-14

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.

Key Trends (for more information refer to Section 3.0)

There were three key labour market trends identified for this region.

Trend 1: Skill and Workforce Shortages

Trend 2: Lack of Essential Skills

Trend 3: Marginalized Workforce

Challenges Identified:

a. Ensuring a labour supply exists to meet employment demands of employers
b. Increasing labour supply and population to this area
c. Attracting and retaining youth – particularly in the counties of Leeds & Grenville
d. Continuing with initiatives to retain and attract employers to the area
e. Increasing employment opportunities for youth
f. Ensuring that community stakeholders and the general public are well educated on labour market trends and opportunities in order to make well-informed decisions
g. Continuing to increase the essential skill level of labour force participants

SUMMARY LIST OF PROPOSED PARTNERSHIPS FOR 2013-14

Action #1:	LMI (Labour Market Information) Newsletter
Action #2:	Literacy and Essential Skills – Employer Linkages (Leeds & Grenville)
Action #3:	Enhanced Employment Program and Service Co-ordination – (City of Kingston)
Action #4:	Health Care Sectoral Working Group
Action #5:	Community Profile Pamphlet
Action #6:	Labour Market Analysis of the Agriculture & Agri-food Network
Action #7:	Local Labour Market Information Strategy - Undertaking Activities
Action #8:	Student Transition to Careers
Action #9:	Mentorship

Action #10:	HR "hub" for SMEs
Action #11:	Networking Groups and Referral Strategy
Action #12:	Entrepreneurship Development
Action #13:	Routine Labour Pool Auditing Process
Action #14:	Leverage Retirees
Action #15:	Re-Training and Re-engagement Strategies
Action #16:	Tourism Full-time Job Development

Action #1: LMI (Labour Market Information) Newsletter		
Challenge To Be Addressed 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 create and distribute a bilingual quarterly Labour Market Newsletter. The content of this newsletter would reflect the recommendations/outcomes of the Labour Market Information Steering Committee.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- Employment Ontario Network - OMAFRA - MTCU - Economic Development Organizations - Employers and Employer Organizations - Ontario East Economic Development	Quarterly Newsletters commencing June 2013
Expected Outcomes/Outputs		
• Increased awareness of current and local economic and workforce development information. • Quarterly newsletters prepared and distributed		

Action #2: Literacy and Essential Skills – Employer Linkages (Leeds & Grenville)		
Challenge To Be Addressed Continuing to increase the essential skill level of labour force participants.		
Objective(s): To plan and host a Literacy and Essential Skills workshop for employers and employer organizations in the United Counties of Leeds and Grenville.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board Literacy Link Eastern Ontario	- Employment Ontario Services Providers in Leeds & Grenville - Chambers of Commerce - Economic Development Organizations - Employers and Employer Organizations	September 2013
Expected Outcomes/Outputs		
• Workshop to be held. • Increased awareness and utilization of Literacy and Essential Skills services by employers in Leeds & Grenville. • Expanded working relationship of the employer community and literacy providers in Leeds & Grenville. • Creation of a working group of employers/organizations and literacy providers that would focus on the co-ordination of their efforts in workforce development.		

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Action #3: Enhanced Employment Program and Service Co-ordination – City of Kingston		
Challenge To Be Addressed: 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 co-ordinate services for Employment Ontario Service Providers and other agencies/organizations involved in the delivery of employment supports and services in the City of Kingston.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board Literacy Link Eastern Ontario	- Employment Ontario Service Providers - Ontario Works - Educators/Trainers - COMSOC - ODSP	September 2013
Expected Outcomes/Outputs		
• Better utilization of resources to the unemployed and under-employed. • Enhanced working relationships and utilization of resources to the various clients in the community.		

Action #4: Health Care Sectoral Working Group		
Challenge To Be Addressed Ensuring a labour supply exists to meet employment demands of employers.		
Objective(s): To create and support a Health Care Sectoral working group that would focus on the labour market requirements of the health care industry across in this area.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- Economic Development Organizations - Public and Private Heath Care Employers - Unions and bargaining representatives of the health care industry	Final report – December 2013
Expected Outcomes/Outputs		
• Report to be developed that would act as blueprint in respect to the labour market needs of the health care sector in this area. • Increased co-operation and communication between the health care industry and economic development organizations in respect to the labour force needs of this industry.		

Action #5: Community Profile Pamphlet		
Challenge To Be Addressed 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 create a community profile pamphlet for all of the 19 municipalities/cities/towns within the geographic boundaries of the 1000 Islands Region Workforce Development Board.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- 19 Municipalities, Cities, Towns - Employer Organizations - Economic Development Organizations	September 2013
Expected Outcomes/Outputs		
• Completed 19 Community Profiles. • Increased awareness of community stakeholders with respect the demographics of their respective community to assist in making informed decisions.		

Action #6: Labour Market Analysis of the Agriculture & Agri-food Network		
Challenge To Be Addressed • Ensuring a labour supply exists to meet employment demands of employers.		
Objective(s): To analyze the present and projected labour market make-up of the agriculture industry in this area.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board OMAFRA	- Economic Development Organizations - Ontario Federation of Agriculture - Ontario Woodlot Associations - Farming Organizations	December 2013
Expected Outcomes/Outputs		
• Report produced that will reflect the present and future labour force requirements of this sector.		

Action #7: Local Labour Market Information Strategy - Undertaking Activities		
Challenge To Be Addressed 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 undertake the activities outlined in the Local Labour Market Information Strategy for this region to educate community stakeholders on the availability of local labour market information and the interpretation and use of it.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- OMAFRA - United Counties of Leeds & Grenville - MTCU - Algonquin & Lakeshore Catholic District School Board - CSE Consulting - County of Frontenac - Town of Gananoque - St. Lawrence College - Literacy Link Eastern Ontario - Catholic District School Board of Eastern Ontario - Upper Canada District School Board - Employment & Education Centre	February 2014
Expected Outcomes		
• Webinar developed and training sessions conducted pertaining to the source, type and accessibility of local labour market information. • Conference and Workshop held with community stakeholders pertaining to local labour market information. • Development of a plan of action to reduce data access barriers, centralizing access to LMI and sustaining and LMI database.		

Action #8: Student Transition to Careers		
Challenge To Be Addressed Increasing employment opportunities for youth		
Objective(s): To create a one day forum for educators to listen to and network with professionals from various employment agencies, post-secondary institutions, employers as the OYAP co-ordinator to learn about accurate, community based LMI and careers information.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- School Boards - Employment Ontario Service Providers - OYAP - Career Centres - MTCU – Apprenticeship	Winter 2012
Expected Outcomes/Outputs		
• Forum held. • Better informed stakeholders in respect to labour market information and careers information.		

Action #9: Mentorship		
Challenge To Be Addressed • Ensuring a skilled labour supply exists to meet employment demands of employers		
Objective(s): To co-ordinate local efforts to offer mentoring to people in transition into or within the workplace. To create a network of mentors available to provide mentoring opportunities to clients in the work force. To develop a central program/agency to encourage new mentoring programs, recruit and train volunteer mentors.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- United Way - Educators/Trainers - Employment Ontario Service Providers - Chambers of Commerce	Winter 2014
Expected Outcomes/Outputs		
Network of mentors established and strategy development for mentoring. Central Program/agency developed.		

Action #10: HR "hub" for Small to Medium Sized Businesses		
Challenge To Be Addressed • Continuing with initiatives to retain and attract employers to the area.		
Objective(s): To co-ordinate skills development for employees of small to medium sized businesses in the area.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- Employment Ontario Service Providers - Employers/Employer Organizations - Social Planning Council - Educators/Trainers	Fall 2013
Expected Outcomes/Outputs		
• Skills Development Strategy developed for small to medium-sized businesses.		

Action #11: Networking Groups and Referral Strategy		
Challenge To Be Addressed 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 and build local networks that will facilitate relationship building and resource sharing pertaining to workforce and economic development.		
Suggested Lead/Co-Leads	**Potential Partners**	**Timelines**
1000 Islands Region Workforce Development Board	- Employment Ontario Service Providers - Employers/Employer Organizations - Educators/Trainers - Chambers of Commerce - Municipalities - Labour Representatives	Winter 2014
Expected Outcomes/Outputs		
• Local workforce development network established and a communication and resource strategy developed.		

Action #12: Entrepreneurship Development In Rural Areas

Challenge To Be Addressed
Continuing with initiatives to retain and attract employers to the area.

Objective(s):
To develop a strategy to encourage investment in smaller, rural and urban areas.

Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Employment Ontario Service Providers - Municipalities - Warden's Caucus - OMAFRA - Chambers of Commerces - Government - Educators/Trainers	Winter 2013

Expected Outcomes/Outputs
- Strategy developed.

Action #13: Routine Labour Pool Auditing Process - Pilot Brockville

Challenge To Be Addressed
Ensuring a skilled labour supply exists to meet employment demands of employers.

Objective(s):
To create a routine labour pool auditing process including downsized employees, unemployed, under-employed and commuters travelling outside of the catchment area.
To share information between agencies and economic development partners for the purpose of clarifying strengths and needs in order to promote investment opportunities and potential job growth.

Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- Chambers of Commerce - Economic Development Organizations - Employment Ontario Services Providers - Educators/Trainers - CFDCs	Fall 2013

Expected Outcomes/Outputs
- Available labour pool developed.
- Strategy developed for maintaining and sharing information on the labour pool.

Action #14: Leverage Retirees

Challenge To Be Addressed
Ensuring a skilled labour supply exists to meet employment demands of employers.

Objective(s):
To create incentives for potential retirees to retire but to continue in a valued voluntary position ie: a program that recruits retiring leaders (business, non-profit, public) to mentor youth, newcomers, or other people in transition to the workplace.

Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Employment Ontario Services Providers - Educators/Trainers - Employees/Retirees	Winter 2014

Expected Outcomes/Outputs
- Program developed to obtain an active pool of retirees.

Action #15: Re-Training and Re-engagement Strategies		
Challenge To Be Addressed Ensuring a skilled labour supply exists to meet employment demands of employers.		
Objective(s): To pool resources that target job re-training and re-engagement strategies for marginalized, under-skilled and under-employed populations.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Employment Ontario Services Providers - Educators/Trainers	Fall 2013
Expected Outcomes/Outputs		
• Resources pooled and strategy developed to share information.		

Action #16: Tourism Full-time Job Development		
Challenge To Be Addressed Ensuring a skilled labour supply exists to meet employment demands of employers.		
Objective(s): To develop the tourism industry by converting seasonal jobs to year round jobs. To connect with universities/colleges to have graduating students work with small businesses to develop a business plan in this regard.		
Suggested Lead/Co-Leads	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	- Employers/Employer Organizations - Educators/Trainers - Municipalities	Fall 2013
Expected Outcomes/Outputs		
• Business plan developed.		

6 COMMUNITY CONSULTATIONS

Workforce Development Plan of Action Consultation, Gananoque

December 5, 2012

	Name	Organization
1.	Alex MacDougall	Upper Canada District School Board
2.	Amanda Smith	Gananoque Reporter
3.	Anne MacDonald	Brockville Chamber of Commerce
4.	Anne Marie Young	County of Frontenac
5.	Anne Weir	United Counties of Leeds and Grenville
6.	Ausama T Alsousi	Service Canada
7.	Carey Bidtnes	Kingston Economic Development Corporation
8.	Carol Kostashuk	Ministry of Training Colleges and Universities
9.	Chris McFarlane	Print Fleet
10.	Christopher Gleeson	Ministry of Economic Development and Innovation
11.	Cynthia Sparring	Career Services
12.	Dave Ashton	St. Lawrence College
13.	David Bull	Frontenac Heritage Foundation
14.	Deanna Clark	United Counties of Leeds and Grenville
15.	Diane Kirkby	Gananoque Secondary School
16.	Donna Perrin	Kingston Literacy
17.	Doug Noyes	Literacy Link Eastern Ontario
18.	Elaine Lewis	Community Employment Resource Centre-North
19.	Elizabeth Allen	St. Lawrence College
20.	Erik Lockhart	Queens School of Business
21.	Frank O'Hearn	1000 Islands Region WDB
22.	Golda Horton	T.R. Legers Adult Literacy
23.	Greg Adams	St. Lawrence College
24.	Heather Lawless	Grenville CFDC
25.	Jan Dines	Kingston Economic Development Corporation
26.	Jane Lambert	Access Ability
27.	Janet Ashford	St. Lawrence College
28.	Jeff Dixon	Monieson Centre
29.	Jessie Cross	1000 Islands Region WDB
30.	Jim Johnson	Algonquin Lakeshore
31.	Jo Dwyer	UCLG Ontario Works

32.	Joe Watkins	Safety and Security Specialist
33.	John Smith	1000 Islands Region WDB
34.	Julie Marshall	CSE Consulting
35.	Katie Clarke	City of Kingston
36.	Katie Nolan	Ontario Ministry of Agriculture, Food and Rural Affairs
37.	Katie Ross	Association canadienne-francaise de l'Ontario des Mille-Îles (ACFOMI)
38.	Kevin O'Dair	Township of Leeds and the 1000 Islands
39.	Kim Barkley	Employment Education Centre
40.	Kimberley Lawless	T.R. Leger School
41.	Linda Cory	Kagita Mikam Aboriginal Employment and Training
42.	Linda Moreau	Service Canada
43.	Linda Raby	Employment Education Centre
44.	Lori White	Frontenac Community Mental Health Services
45.	Louise Richer	Ministry of Citizenship and Immigration/Tourism, Culture and Sport
46.	Malika Seguin-Gervais	Francophone Immigration Support Network of East Ontario
47.	Marianne Paddle	United Counties of Leeds and Grenville
48.	Marla Dowdall	St. Lawrence EMC
49.	Melissa Francis	Leeds and Grenville Local Immigration Partnership(LIP)
50.	Melissa McLaughlin	KEYS
51.	Mike Sewell	Limestone District
52.	Monica Stewart	Queens University
53.	Natasha Maracle	Kagita Mikam Aboriginal Employment and Training
54.	Paula Roles	1000 Islands CDC
55.	Peter Bacon	1000 Islands Region Project Consultant
56.	Peter Skebo	Skebo and Associates
57.	Phil Dawes	Upper Canada District School Board
58.	Russ Phin	St. Lawrence College
59.	Ruth Noordegraaf	Kingston Immigration Partnership (KIP)
60.	Sam Laldin	1000 Islands Region WDB
61.	Sandra Lawn	Sandra S. Lawn and Associates Inc.,
62.	Sandra Robinson	Eastern Independent Telecommunications Ltd.,
63.	Sandra Wright	Project Consultant-1000 Islands WDB
64.	Scott Clerk	Kingston Immigration Partnership (KIP)
65.	Scott Coombs	Correctional Services of Canada
66.	Shannon Griggs	1000 Islands Region WDB
67.	Shelley Hirstwood	Town of Gananoque
68.	Stephanie Attwood	Ontario Trillium Foundation
69.	Stephen Bartolini	Kingston Learning Centre
70.	Teri Devine	Municipality of North Grenville
71.	Trish McNamara	KEYS

7 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.

In-Migrant

A person who takes up residence from another region with reference to the region of destination

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-migran**t 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.

Marginalized Workforce

Marginalization typically involves some degree of exclusion from access to power and/or resources. In being at the periphery—at the margins—of society, those who are marginalized do not get to enjoy the full or typical benefits that those who are closer to the center tend to receive. Merriam-Webster's online dictionary defines to marginalize as "to relegate to an unimportant or powerless position within a society"

We acknowledge that the marginalized workforce is broad and very diverse. Other similar terms, such as "disadvantaged" and "underprivileged," have also been used to describe overlapping groups of employees. Some of the groups identified during the roundtable session as being especially likely to be marginalized include:

- The working poor
- Immigrant workers, both legal and undocumented; migrant workers
- Young workers, including school leavers and victims of child labor
- Chronically unemployed individuals
- Victims of human trafficking
- Any group that has minority or lower social status in the society, including, for example, ethnic minorities, older workers, workers with disabilities, and lesbian, gay, bisexual, and transgender/transsexual (LGBT) employees

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

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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.

Out-Migrant

A person who takes up residence in another region with reference to the region of origin.

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

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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 n**atural increase, total net migration** and if applicable, subtract **residual deviation**. It can be positive or negative.

Population Segment Definitions

Population Category	Description
• Total population • Total population 15 years and over	• Every person in the geographical area • Every person of labour-force age
• Not in the labour force • in the labour force	• Neither working nor looking for work • Every person who is working or looking for work
• Employed • Unemployed	• In the labour force and working • In the labour force and not working
• Employment rate • Participation rate • Unemployment rate	• 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

Appendices

Appendix 1: Factors of Population Growth

Table 1A: Factors of Population Growth from July 2010 to June 2011*

	July 2010 to June 2011					
	Natural Increase	Net International Migration	Net Interprovincial Migration	Net Intraprovincial Migration	Total Net Migration	TOTAL GROWTH
Kingston CMA	67	203	408	750	1361	1428
Frontenac	77	213	415	605	1233	1310
Leeds & Grenville	-193	-11	109	619	717	524
Ontario	48859	98644	-2298	0	96346	145205

*Annual Population Estimates: Sub-provincial Area 2006-2011, Statistics Canada – Catalogue No. 91-214-X , March 2012

Table 1B: Factors of Population Growth from July 2009 to June 2010*

	July 2009 to June 2010					
	Natural Increase	Net International Migration	Net Interprovincial Migration	Net Intraprovincial Migration	Total Net Migration	TOTAL GROWTH
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

Factors of Population Growth - Tables 1A & 1B

Tables 1A and 1B look at factors estimating population growth from June 2010 to June 2011 and July 2009 to June 2010 respectively.

Kingston CMA

For both years, the Kingston CMA was estimated to have a growth in population mainly resulting from net-migration from within Ontario (intra) and Canada (inter). There is little growth from natural increases (#births less #deaths) and modest international migration.

Frontenac

Similar to the Kingston CMA, the county of Frontenac also shows an estimated population growth. Again resulting mainly from net-migration from within Ontario and Canada. 94% and 95% of the population growth came from net-migration and only 6 % and 5% from natural increases for the respective years ending in June 2010 and June 2011.

The Kingston CMA area and the County of Frontenac, rely 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 counties of Leeds & Grenville had an estimated population growth in the year ending June 2011 of 524 but this was solely attributed to significant net-migration from within Ontario and to a lesser extent from other provinces in Canada. This is an improved estimate from the previous year which showed this area having a decline in population of 27.

Over both years, there has been negative growth due to natural increase, that is there are more deaths than births. And although there was little population growth attributed to international migration in 2009/10, there was a net loss of 11 in 2010/11. This region is solely reliant on external factors in increasing its population and labour supply. It needs to continue to focus on attracting more migrants to the area from not only Ontario and the rest of the country but internationally as well.

Appendix 2: Population Age Characteristics

Table 2A: Population Age Characteristics 2011 - 1000 Islands Region

	Population Distribution by Age - 1000 Islands Region								
AGE COHORT	1000 Islands Region	1000 Islands Region %	Frontenac	Frontenac (%)	Leeds & Grenville	Leeds & Grenville (%)	Loyalist	Loyalist (%)	Ontario (%)
Total Population by Age Group	265,265	100%	149,740	100%	99,305	100%	16,220	100%	158%
0 to 4	12,470	4.7%	7,335	4.9%	4,355	4.4%	780	4.8%	5.5%
5 to 9	12,805	4.8%	7,170	4.8%	4,815	4.8%	820	5.1%	5.5%
10 to 14	14,320	5.4%	7,660	5.1%	5,720	5.8%	940	5.8%	5.9%
0-14	39,595	14.9%	22,165	14.8%	14,890	15.0%	2,540	15.7%	16.9%
15 to 19	17,335	6.5%	9,865	6.6%	6,495	6.5%	975	6.0%	6.7%
20 to 24	17,925	6.8%	12,090	8.1%	4,965	5.0%	870	5.4%	6.6%
25 to 29	15,265	5.8%	10,145	6.8%	4,220	4.2%	900	5.5%	6.3%
30 to 34	14,460	5.5%	8,980	6.0%	4,515	4.5%	965	5.9%	6.2%
35 to 39	15,025	5.7%	8,435	5.6%	5,500	5.5%	1,090	6.7%	6.6%
40 to 44	17,250	6.5%	9,680	6.5%	6,515	6.6%	1,055	6.5%	7.2%
45 to 49	21,440	8.1%	11,785	7.9%	8,260	8.3%	1,395	8.6%	8.2%
20 - 49	101,365	38.2%	61,115	40.8%	33,975	34.2%	6,275	38.7%	41.1%
50 to 54	21,305	8.0%	11,520	7.7%	8,515	8.6%	1,270	7.8%	7.8%
55 to 59	19,795	7.5%	10,455	7.0%	8,130	8.2%	1,210	7.5%	6.7%
60 to 64	18,780	7.1%	9,700	6.5%	7,825	7.9%	1,255	7.7%	6.0%
65 to 69	14,560	5.5%	7,430	5.0%	6,185	6.2%	945	5.8%	4.4%
70 to 74	10,950	4.1%	5,745	3.8%	4,550	4.6%	655	4.0%	3.4%
75 to 79	8,950	3.4%	4,850	3.2%	3,605	3.6%	495	3.1%	2.8%
80 to 84	6,575	2.5%	3,610	2.4%	2,670	2.7%	295	1.8%	2.1%
85 +	6,080	2.3%	3,285	2.2%	2,485	2.5%	310	1.9%	1.9%
50+	106,995	40.3%	56,595	37.8%	43,965	44.3%	6,435	39.7%	35.1%
Median age of the population			41.6		46.7		43.6		40.4
% of the population aged 15 and over	85.1		85.2		85		84.4		83

Source: Statistics Canada, 2011 Census

Table 2B: Population Age Characteristics 2011 - 1000 Islands Region

	1000 Islands Region				ONTARIO
AGE COHORT	TOTAL	MALE	FEMALE	DISTRIBUTION (%)	DISTRIBUTION (%)
Total Population by Age Group	265,265	129,960	135,310	100.0	100.0
0 to 4 years	12,470	6,275	6,205	4.7%	5.5%
5 to 9 years	12,805	6,635	6,165	4.8%	5.5%
10 to 14 years	14,320	7,370	6,945	5.4%	5.9%
15 to 19 years	17,335	8,930	8,410	6.5%	6.7%
20 to 24 years	17,925	9,325	8,585	6.8%	6.6%
25 to 29 years	15,265	7,665	7,600	5.8%	6.3%
30 to 34 years	14,460	7,230	7,230	5.5%	6.2%
35 to 39 years	15,025	7,420	7,590	5.7%	6.6%
40 to 44 years	17,250	8,525	8,725	6.5%	7.2%
45 to 49 years	21,440	10,495	10,940	8.1%	8.2%
50 to 54 years	21,305	10,255	11,055	8.0%	7.8%
55 to 59 years	19,795	9,565	10,225	7.5%	6.7%
60 to 64 years	18,780	9,035	9,740	7.1%	6.0%
65 to 69 years	14,560	7,160	7,405	5.5%	4.4%
70 to 74 years	10,950	5,295	5,650	4.1%	3.4%
75 to 79 years	8,950	4,050	4,890	3.4%	2.8%
80 to 84 years	6,575	2,775	3,795	2.5%	2.1%
85 years and over	6,080	1,935	4,145	2.3%	1.9%
% of the population aged 15 and over	85.1	84.4	85.7		83.0

Source: Statistics Canada, 2011 Census

- Relative to the province as a whole, the 1000 Islands Region has a lower percentage distribution in the key income earning age groups from 20 – 49 cohorts at 38.2% locally vs 41.1% provincially. However, in the age cohorts older than 45-49 years (i.e. 50+), the situation is reversed, with this Region having a higher percentage of its total population in these older age cohorts relative to Ontario as a whole at 40.3% and 35.1% respectively.

- These differences in percentage distribution of the local population, relative to that of the Province as a whole, primarily reflect regional economic differences, **with younger income earners tending to migrate to regions of greater economic activity, while older workers and retirees are more likely to settle locally.**

- The relatively lower regional percentages of the youngest cohorts (0-4 years, 5-9 years, and 10-14 years) at 14.9% vs 16.9% for Ontario reflect the lower percentages of the key earning cohorts (20-49 years) noted above, as these are the parents of this segment of the population.

Table 2C: Population Age Characteristics 2011 - Frontenac

	Frontenac				ONTARIO
AGE COHORT	TOTAL	MALE	FEMALE	DISTRIBUTION (%)	DISTRIBUTION (%)
Total Population by Age Group	149,740	73,165	76,575	100.0	100.0
0 to 4 years	7,335	3,690	3,650	4.9%	5.5%
5 to 9 years	7,170	3,735	3,435	4.8%	5.5%
10 to 14 years	7,660	3,980	3,680	5.1%	5.9%
15 to 19 years	9,865	4,995	4,870	6.6%	6.7%
20 to 24 years	12,090	6,265	5,820	8.1%	6.6%
25 to 29 years	10,145	5,080	5,065	6.8%	6.3%
30 to 34 years	8,980	4,515	4,465	6.0%	6.2%
35 to 39 years	8,435	4,225	4,205	5.6%	6.6%
40 to 44 years	9,680	4,800	4,880	6.5%	7.2%
45 to 49 years	11,785	5,770	6,010	7.9%	8.2%
50 to 54 years	11,520	5,405	6,115	7.7%	7.8%
55 to 59 years	10,455	5,030	5,425	7.0%	6.7%
60 to 64 years	9,700	4,640	5,060	6.5%	6.0%
65 to 69 years	7,430	3,550	3,885	5.0%	4.4%
70 to 74 years	5,745	2,710	3,035	3.8%	3.4%
75 to 79 years	4,850	2,175	2,675	3.2%	2.8%
80 to 84 years	3,610	1,520	2,090	2.4%	2.1%
85 years and over	3,285	1,070	2,215	2.2%	1.9%
Median age of the population	41.6	40.1	43.2		40.4
% of the population aged 15 and over	85.2	84.4	86		83.0

Source: Statistics Canada, 2011 Census

- Relative to the province as a whole, Frontenac County has a slightly lower percentage distribution in the key income earning age groups from 20 – 49 cohorts at 40.8% locally vs 41.1% provincially. In the age cohorts older than 45-49 years (i.e. 50+), the situation is reversed, with the area having a higher percentage of its total population in these older age cohorts relative to Ontario as a whole at 37.8% and 35.1% respectively.

- The median age of the population of the county of Frontenac is slightly higher than that of Ontario at 41.6% vs 40.4%.

- These differences in percentage distribution of the local population, relative to that of the Province as a whole, primarily reflect regional economic differences, **with younger income earners tending to migrate to regions of greater economic activity, while older workers and retirees are more likely to settle locally.**

- The relatively lower regional percentages of the youngest cohorts (0-4 years, 5-9 years, and 10-14 years) at 14.8% vs 16.9% for Ontario reflect the lower percentages of the key earning cohorts (20-49 years) noted above, as these are the parents of this segment of the population.

Table 2D: Population Age Characteristics 2011 - Leeds & Grenville

	Leeds & Grenville				ONTARIO
AGE COHORT	TOTAL	MALE	FEMALE	DISTRIBUTION (%)	DISTRIBUTION (%)
Total Population by Age Group	99,305	48,465	50,840	100.0	100.0
0 to 4 years	4,355	2,195	2,165	4.4%	5.5%
5 to 9 years	4,815	2,470	2,340	4.8%	5.5%
10 to 14 years	5,720	2,925	2,795	5.8%	5.9%
15 to 19 years	6,495	3,410	3,090	6.5%	6.7%
20 to 24 years	4,965	2,580	2,380	5.0%	6.6%
25 to 29 years	4,220	2,080	2,135	4.2%	6.3%
30 to 34 years	4,515	2,210	2,305	4.5%	6.2%
35 to 39 years	5,500	2,610	2,885	5.5%	6.6%
40 to 44 years	6,515	3,165	3,345	6.6%	7.2%
45 to 49 years	8,260	4,015	4,245	8.3%	8.2%
50 to 54 years	8,515	4,205	4,315	8.6%	7.8%
55 to 59 years	8,130	3,930	4,200	8.2%	6.7%
60 to 64 years	7,825	3,790	4,030	7.9%	6.0%
65 to 69 years	6,185	3,130	3,055	6.2%	4.4%
70 to 74 years	4,550	2,220	2,325	4.6%	3.4%
75 to 79 years	3,605	1,645	1,955	3.6%	2.8%
80 to 84 years	2,670	1,115	1,550	2.7%	2.1%
85 years and over	2,485	770	1,715	2.5%	1.9%
Median age of the population	46.7	45.8	47.4		40.4
% of the population aged 15 and over	85	84.3	85.7		83.0

Source: Statistics Canada, 2011 Census

- Relative to the province as a whole, the counties of Leeds & Grenville has a lower percentage distribution in the key income earning age groups from 20 – 49 cohorts at 34.2% locally vs 41.1% provincially. In the age cohorts older than 45-49 years (i.e. 50+), the situation is reversed, with the area having a significant higher percentage of its total population in these older age cohorts relative to Ontario as a whole at 44.3% and 35.1% respectively.

- The median age of the population of the counties of Leeds & Grenville is significantly higher than that of Ontario at 46.7% vs 40.4%.

- These differences in percentage distribution of the local population, relative to that of the Province as a whole, primarily reflect regional economic differences, **with younger income earners tending to migrate to regions of greater economic activity, while older workers and retirees are more likely to settle locally.**

- The relatively lower regional percentages of the youngest cohorts (0-4 years, 5-9 years, and 10-14 years) at 15.0% vs 16.9% for Ontario reflect the lower percentages of the key earning cohorts (20-49 years) noted above, as these are the parents of this segment of the population.

Table 2E: Population Age Characteristics 2011 - Loyalist Township

	Loyalist Township				ONTARIO
AGE COHORT	TOTAL	MALE	FEMALE	DISTRIBUTION (%)	DISTRIBUTION (%)
Total Population by Age Group	16,220	8,330	7,895	100.0	100.0
0 to 4 years	780	390	390	4.8%	5.5%
5 to 9 years	820	430	390	5.1%	5.5%
10 to 14 years	940	465	470	5.8%	5.9%
15 to 19 years	975	525	450	6.0%	6.7%
20 to 24 years	870	480	385	5.4%	6.6%
25 to 29 years	900	505	400	5.5%	6.3%
30 to 34 years	965	505	460	5.9%	6.2%
35 to 39 years	1,090	585	500	6.7%	6.6%
40 to 44 years	1,055	560	500	6.5%	7.2%
45 to 49 years	1,395	710	685	8.6%	8.2%
50 to 54 years	1,270	645	625	7.8%	7.8%
55 to 59 years	1,210	605	600	7.5%	6.7%
60 to 64 years	1,255	605	650	7.7%	6.0%
65 to 69 years	945	480	465	5.8%	4.4%
70 to 74 years	655	365	290	4.0%	3.4%
75 to 79 years	495	230	260	3.1%	2.8%
80 to 84 years	295	140	155	1.8%	2.1%
85 years and over	310	95	215	1.9%	1.9%
Median age of the population	43.6	42.4	45		40.4
% of the population aged 15 and over	84.4	84.6	84.2		83.0

Source: Statistics Canada, 2011 Census

- Relative to the province as a whole, Loyalist Township has a lower percentage distribution in the key income earning age groups from 20 – 49 cohorts at 38.6% locally vs 41.1% provincially. In the age cohorts older than 45-49 years (i.e. 50+), the situation is reversed, with the area having a higher percentage of its total population in these older age cohorts relative to Ontario as a whole at 39.6% and 35.1% respectively.

- The median age of the population of the township of Loyalist is higher than that of Ontario at 43.6% vs 40.4%.

- These differences in percentage distribution of the local population, relative to that of the Province as a whole, primarily reflect regional economic differences, with younger income earners tending to migrate to regions of greater economic activity, while older workers and retirees are more likely to settle locally.

- The relatively lower regional percentages of the youngest cohorts (0-4 years, 5-9 years, and 10-14 years) at 15.7% vs 16.9% for Ontario reflect the lower percentages of the key earning cohorts (20-49 years) noted above, as these are the parents of this segment of the population.

Appendix 3: Labour Force Survey Estimates by Census Metropolitan Area of Kingston

Table 3A: Population ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	128.2	129.7	130.9	132.2	133.8
15 to 24 years	23.2	21.1	23.1	22	21.1
25 years and over	105	108.7	107.8	110.3	112.8
25 to 44 years	41.5	41.8	37.2	40.2	40
45 years and over	63.5	66.9	70.6	70.1	72.7
25 to 54 years	64.4	65.3	60.3	64.5	64.7
55 years and over	40.6	43.4	47.5	45.8	48.1
55 to 64 years	18.5	20.1	21.8	20.5	22.5
65 years and over	22	23.3	25.7	25.4	25.5

- The working age population (15 years and over) had a modest increase over last year of 1.2%
- In the prime working years of 25 to 44 there was a slight decrease from the previous year and from 2008.
- The most significant increase in the working age population was in the age group of 45+
- These figures are consistent with the trends over the last few years of an increasing older working population and a declining youth population which increases the probability of labour shortages in the region

Table 3B: Labour Force ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	85.3	84.9	82.1	85.1	86.4
15 to 24 years	15.2	13.8	14.6	13.8	14.3
25 years and over	70.2	71.1	67.5	71.3	72.1
25 to 44 years	36.4	36.2	31.4	35	34.1
45 years and over	33.7	34.9	36.1	36.3	37.9
25 to 54 years	56	56.5	50.4	55.6	55.2
55 years and over	14.2	14.6	17.1	15.7	16.9
55 to 64 years	11.7	11.7	13.6	12.7	13.5
65 years and over	2.5	2.9	3.5	3	3.4

- Overall there was an increase in participation in the labour force reflected in the older worker group of 45 years and over.
- There was a decrease in the labour force in the prime working ages of 25 – 44.

[1] Census Metropolitan Area(CMA) of Kingston consists of the City of Kingston, South Frontenac Township, Frontenac Islands Township and Loyalist Township

Table 3C: Employment ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	80.5	79.7	77.1	79.5	80.6
15 to 24 years	13.1	11.8	12.7	11.4	11.6
25 years and over	67.5	67.9	64.3	68.2	68.9
25 to 44 years	34.9	34.3	29.6	33.3	32.3
45 years and over	32.6	33.6	34.8	34.8	36.7
25 to 54 years	53.7	54	47.9	53.1	52.5
55 years and over	13.8	13.9	16.4	15.1	16.4
55 to 64 years	11.3	11.1	13	12.2	13
65 years and over	2.5	2.8	3.4	2.9	3.4

- Although employment increased slightly over last year it fell in the prime working age category of 25 – 44 years of age and increased in the older age groups of 45+. This is consistent with other data of the labour force survey.

Table 3D: Full-Time Employment ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	64.3	62.6	59.6	62.8	63.5
15 to 24 years	7	6.1	6.4	5.5	5.8
25 years and over	57.3	56.4	53.2	57.3	57.7
25 to 44 years	30.1	29.4	25.5	28.7	27.8
45 years and over	27.2	27.1	27.7	28.5	29.9
25 to 54 years	46.9	46.5	41.3	45.9	46
55 years and over	10.4	9.9	11.9	11.4	11.7
55 to 64 years	9	8.2	10.1	9.7	10.3
65 years and over	1.5	1.7	1.9	1.7	x

- Full-time employment increased overall compared to last year but decreased in the prime working age grouping of 25-44 years. However, there was an increase in full-time employment in the older working group of 45+.
- Part-time employment also increased in the Kingston CMA but not significantly.

Table 3E: Part-Time Employment ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	16.2	17.1	17.5	16.8	17.1
15 to 24 years	6.1	5.7	6.4	5.9	5.8
25 years and over	10.2	11.4	11.1	10.9	11.2
25 to 44 years	4.7	4.9	4.1	4.6	4.5
45 years and over	5.4	6.5	7.1	6.3	6.8
25 to 54 years	6.8	7.5	6.6	7.2	6.5
55 years and over	3.3	4	4.5	3.7	4.8
55 to 64 years	2.4	2.8	2.9	2.5	2.8
65 years and over	x	x	1.6	x	2

Table 3F: Unemployment ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	4.8	5.2	5	5.6	5.8
15 to 24 years	2.1	2	1.9	2.4	2.7
25 years and over	2.7	3.2	3.2	3.1	3.1
25 to 44 years	1.6	1.9	1.8	1.7	1.9
45 years and over	x	x	x	x	x
25 to 54 years	2.3	2.5	2.5	2.5	2.7
55 years and over	x	x	x	x	x
55 to 64 years	x	x	x	x	x
65 years and over	x	x	x	x	x

- Unemployment figures remained consistent over last year with only a few variances.

Table 3G: Not In The Labour Force ('000s)

Age Group	2008	2009	2010	2011	2012
15 years and over	42.9	44.8	48.8	47.1	47.4
15 to 24 years	8.1	7.3	8.5	8.1	6.8
25 years and over	34.8	37.6	40.3	39	40.7
25 to 44 years	5.1	5.6	5.8	5.2	5.9
45 years and over	29.8	32	34.5	33.8	34.8
25 to 54 years	8.4	8.8	9.9	8.9	9.5
55 years and over	26.4	28.8	30.4	30.1	31.2
55 to 64 years	6.8	8.4	8.2	7.7	9.1
65 years and over	19.6	20.4	22.2	22.3	22.1

- There is a significant number of people not in the labour force. This is a valuable source of labour that should be resourced.

Table 3H: Unemployment Rate (%)

Age Group	2008	2009	2010	2011	2012
15 years and over	5.6	6.1	6.1	6.6	6.7
15 to 24 years	13.8	14.5	13	17.4	18.9
25 years and over	3.8	4.5	4.7	4.3	4.3
25 to 44 years	4.4	5.2	5.7	4.9	5.6
45 years and over	x	x	x	x	x
25 to 54 years	4.1	4.4	5	4.5	4.9
55 years and over	x	x	x	x	x
55 to 64 years	x	x	x	x	x
65 years and over	x	x	x	x	x

- There is a particular concern of the high unemployment rate of youth between the ages of 15 to 24.

Table 3I: Participation Rate (%)

Age Group	2008	2009	2010	2011	2012
15 years and over	66.5	65.5	62.7	64.4	64.6
15 to 24 years	65.5	65.4	63.2	62.7	67.8
25 years and over	66.9	65.4	62.6	64.6	63.9
25 to 44 years	87.7	86.6	84.4	87.1	85.3
45 years and over	53.1	52.2	51.1	51.8	52.1
25 to 54 years	87	86.5	83.6	86.2	85.3
55 years and over	35	33.6	36	34.3	35.1
55 to 64 years	63.2	58.2	62.4	62	60
65 years and over	11.4	12.4	13.6	11.8	13.3

- The participation rate has been relatively stable over the last year but there was a significant increase in the labour participation of those aged 15 to 24.

Table 3J: Employment Rate (%)

Age Group	2008	2009	2010	2011	2012
15 years and over	62.8	61.4	58.9	60.1	60.2
15 to 24 years	56.5	55.9	55	51.8	55
25 years and over	64.3	62.5	59.6	61.8	61.1
25 to 44 years	84.1	82.1	79.6	82.8	80.7
45 years and over	51.3	50.2	49.3	49.6	50.5
25 to 54 years	83.4	82.7	79.4	82.3	81.1
55 years and over	34	32	34.5	33	34.1
55 to 64 years	61.1	55.2	59.6	59.5	57.8
65 years and over	11.4	12	13.2	11.4	13.3

- The employment rate has been relatively stable over the last year, but there was a significant increase in the employment rate of youth from 15-24 years of age.

Legend:

X - Suppressed to meet the confidentiality requirements of the Statistics Act

Footnotes:

Estimates from these tables are based on 2006 census population counts.

Labour Force:

Number of civilian, non-institutionalized persons 15 years of age and over who, during the reference week, were employed or unemployed. Estimates in thousands, rounded to the nearest hundred.

Employment:

Number of persons who, during the reference week, worked for pay or profit, or performed unpaid family work or had a job but were not at work due to own illness or disability, personal or family responsibilities, labour dispute, vacation, or other reason. Those persons on layoff and persons whose job attachment was to a job to start at a definite date in the future are not considered employed. Estimates in thousands, rounded to the nearest hundred.

Full-time Employment:

Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job. Estimates in thousands, rounded to the nearest hundred.

Part-time Employment:

Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. Estimates in thousands, rounded to the nearest hundred.

Unemployment:

Number of persons who, during the reference week, were without work, had actively looked for work in the past four weeks, and were available for work. Those persons on layoff or who had a new job to start in four weeks or less are considered unemployed. Estimates in thousands, rounded to the nearest hundred.

Not In The Labour Force

Persons in the civilian non-institutional population 15 years of age and over who, during the reference week, were neither employed nor unemployed. Estimates in thousands, rounded to the nearest hundred.

Unemployment Rate:

The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (age, sex, marital status) is the number unemployed in that group expressed as a percentage of the labour force for that group. Estimates are percentages, rounded to the nearest tenth.

Participation Rate:

The participation rate is the number of labour force participants expressed as a percentage of the population 15 years of age and over. The participation rate for a particular group (age, sex, marital status) is the number of labour force participants in that group expressed as a percentage of the population for that group. Estimates are percentages, rounded to the nearest tenth.

Employment Rate:

The employment rate (formerly the employment/population ratio) is the number of persons employed expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status) is the number employed in that group expressed as a percentage of the population for that group. Estimates are percentages, rounded to the nearest tenth.

Sources:

Tables 5A -5J - Statistics Canada. Table 282-0110 - Labour force survey estimates (LFS), by census metropolitan area based on 2006 census boundaries, sex and age group, annual (persons unless otherwise noted)

Appendix 4: Labour Force Survey – Kingston CMA – Employment Estimates by Industry

Table 4A
Labour Force Survey - Kingston CMA
Employment Estimates By Industry
2008 - 2011

North American Industry Classification System (NAICS)	2008 '000s	2009 '000s	2010 '000s	2011 '000s	2012 '000s	Absolute Change 2011 vs 2012	Percent Change
Total employed, all industries	80.5	79.7	77.1	79.5	80.6	1.1	1.4%
Goods-producing sector	10.9	9.9	11.2	10.7	11.2	0.5	4.7%
Agriculture	x	x	x	x	x	x	x
Forestry, fishing, mining, quarrying, oil and gas	x	x	x	x	x	x	x
Utilities	x	x	x	x	x	x	x
Construction	4.9	4.5	4.7	4.5	4.8	0.3	6.7%
Manufacturing	5	4.2	4.7	4.5	4.7	0.2	4.4%
Services-producing sector	69.6	69.8	65.8	68.8	69.4	0.6	0.9%
Trade	11	12.3	11.3	10.8	11.9	1.1	10.2%
Transportation and warehousing	2.3	2.1	2.4	2.7	3	0.3	11.1%
Finance, insurance, real estate and leasing	4	3.8	3.5	4.8	4.7	-0.1	-2.1%
Professional, scientific and technical services	3.3	3.8	3.8	3.7	4.7	1.0	27.0%
Business, building and other support services	3.7	3.7	2.9	3.5	3.2	-0.3	-8.6%
Educational services	12.6	10.3	11.2	10.7	11	0.3	2.8%
Health care and social assistance	12.4	13.4	11.9	12.7	11.8	-0.9	-7.1%
Information, culture and recreation	3.2	3	2.5	3.2	2.7	-0.5	-15.6%
Accommodation and food services	6.4	6.2	5.7	6.6	6.7	0.1	1.5%
Other services	2.9	4	3.8	2.4	2.9	0.5	20.8%
Public administration	7.8	7.2	6.9	7.7	6.8	-0.9	-11.7%

Legend:
X - Suppressed to meet the confidentiality requirements of the Statistics Act

Source:
Statistics Canada. Table 282-0112 - Labour force survey estimates (LFS), employment by census metropolitan area based on 2006 census boundaries and North American Industry Classification System (NAICS), annual (persons)

Appendix 5: Industry Patterns

Table 5A
Top 20 Industries Exhibiting an Increase in #Employers
From All Employers[2]
Frontenac
June 2011 – June 2012

NAICS	Total Employers 2011	Total Employers 2012	Absolute Change	Percent Change (%)	Rank
112 - Animal Production	99	117	18	18.2	1
722 - Food Services and Drinking Places	320	336	16	5.0	2
111 - Crop Production	34	47	13	38.2	3
621 - Ambulatory Health Care Services	577	590	13	2.3	4
812 - Personal and Laundry Services	188	199	11	5.9	5
448 - Clothing and Clothing Accessories Stores	153	160	7	4.6	6
236 - Construction of Buildings	287	293	6	2.1	7
524 - Insurance Carriers and Related Activities	67	73	6	9.0	8
711 - Performing Arts, Spectator Sports and Related Industries	47	52	5	10.6	9
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	231	236	5	2.2	10
446 - Health and Personal Care Stores	79	83	4	5.1	11
511 - Publishing Industries (exept Internet)	27	31	4	14.8	12
417 - Machinery, Equipment and Supplies Wholesaler-Distributors	61	63	2	3.3	13
447 - Gasoline Stations	66	68	2	3.0	14
518 - Data Processing, Hosting, and Related Services	8	10	2	25.0	15
562 - Waste Management and Remediation Services	17	19	2	11.8	16
611 - Educational Services	128	130	2	1.6	17
811 - Repair and Maintenance	225	227	2	0.9	18
114 - Fishing, Hunting and Trapping	0	1	1	#DIV/0!	19
213 - Support Activities for Mining and Oil and Gas Extraction	2	3	1	50.0	20
Total Number of Employers - Top 20 Industries	4,627	4,750	122	2.7	
Total Number of Employers In Frontenac County	8,281	8,199	-82	-1.0	

Source: Statistics Canada, Canadian Business Patterns

[2] Businesses registered in Statistics Canada Business Register as reported by the Canadian Business Patterns.

Table 5B
Top 20 Industries Exhibiting an Increase in #Employers
From All Employers[3]
Leeds & Grenville
June 2011 – June 2012

NAICS	Total Employers June 2011	Total Employers June 2012	Absolute Change	Percent Change (%)	Rank
531 - Real Estate	436	452	16	3.7	1
112 - Animal Production	308	321	13	4.2	2
454 - Non-Store Retailers	27	37	10	37.0	3
238 - Specialty Trade Contractors	535	543	8	1.5	4
621 - Ambulatory Health Care Services	199	207	8	4.0	5
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	155	162	7	4.5	6
111 - Crop Production	73	78	5	6.8	7
446 - Health and Personal Care Stores	45	49	4	8.9	8
115 - Support Activities for Agriculture and Forestry	28	31	3	10.7	9
812 - Personal and Laundry Services	125	128	3	2.4	10
415 - Motor Vehicle and Parts Wholesaler-Distributors	15	17	2	13.3	11
444 - Building Material and Garden Equipment and Supplies Dealers	52	54	2	3.8	12
451 - Sporting Goods, Hobby, Book and Music Stores	38	40	2	5.3	13
511 - Publishing Industries (exept Internet)	18	20	2	11.1	14
721 - Accommodation Services	98	100	2	2.0	15
221 - Utilities	10	11	1	10.0	16
325 - Chemical Manufacturing	16	17	1	6.3	17
326 - Plastics and Rubber Products Manufacturing	8	9	1	12.5	18
331 - Primary Metal Manufacturing	3	4	1	33.3	19
334 - Computer and Electronic Product Manufacturing	11	12	1	9.1	20
Increase in Number of Employers - Top 20	4,211	4,304	92	2.2	
Total Number of Businesses in Leeds & Grenville	5,936	5,883	-53	-0.9	

Source: Statistics Canada, Canadian Business Patterns

[3] Businesses registered in Statistics Canada Business Register as reported by the Canadian Business Patterns.

Table 5C
Top 20 Industries Exhibiting a Decrease in #Employers
From All Employers[4]
Frontenac
June 2011 to June 2012

NAICS	Total Employers 2011	Total Employers 2012	Absolute Change	Percent Change (%)	Rank
541 - Professional, Scientific and Technical Services	1,056	1,026	-30	-2.8	1
238 - Specialty Trade Contractors	622	596	-26	-4.2	2
531 - Real Estate	941	916	-25	-2.7	3
561 - Administrative and Support Services	340	320	-20	-5.9	4
453 - Miscellaneous Store Retailers	115	104	-11	-9.6	5
713 - Amusement, Gambling and Recreation Industries	68	59	-9	-13.2	6
721 - Accommodation Services	100	91	-9	-9.0	7
484 - Truck Transportation	114	106	-8	-7.0	8
488 - Support Activities for Transportation	34	27	-7	-20.6	9
413 - Food, Beverage and Tobacco Wholesaler-Distributors	33	27	-6	-18.2	10
451 - Sporting Goods, Hobby, Book and Music Stores	74	69	-5	-6.8	11
113 - Forestry and Logging	11	7	-4	-36.4	12
522 - Credit Intermediation and Related Activities	89	85	-4	-4.5	13
237 - Heavy and Civil Engineering Construction	84	81	-3	-3.6	14
419 - Wholesale Electronic Markets and Agents and Brokers	24	21	-3	-12.5	15
441 - Motor Vehicle and Parts Dealers	93	90	-3	-3.2	16
442 - Furniture and Home Furnishings Stores	61	58	-3	-4.9	17
444 - Building Material and Garden Equipment and Supplies Dealers	56	53	-3	-5.4	18
445 - Food and Beverage Stores	157	154	-3	-1.9	19
624 - Social Assistance	96	93	-3	-3.1	20
Decrease in # of Employers - Top 20	6,179	5,995	-185	-3.0	
Total # of Employers in Frontenac County	8,281	8,199	-82	-1.0	

Source: Statistics Canada, Canadian Business Patterns

[4] Businesses registered in Statistics Canada Business Register as reported by the Canadian Business Patterns.

Table 5D
Top 20 Industries Exhibiting a Decrease in #Employers
From All Employers[5]
Leeds & Grenville
June 2011 to June 2012

NAICS	Total Employers June 2011	Total Employers June 2012	Absolute Change	Percent Change (%)	Rank
236 - Construction of Buildings	317	303	-14	-4.4	1
484 - Truck Transportation	171	157	-14	-8.2	2
811 - Repair and Maintenance	209	199	-10	-4.8	3
452 - General Merchandise Stores	56	48	-8	-14.3	4
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	179	171	-8	-4.5	5
419 - Wholesale Electronic Markets and Agents and Brokers	18	11	-7	-38.9	6
488 - Support Activities for Transportation	43	36	-7	-16.3	7
561 - Administrative and Support Services	240	233	-7	-2.9	8
814 - Private Households	20	13	-7	-35.0	9
418 - Miscellaneous Wholesaler-Distributors	37	31	-6	-16.2	10
442 - Furniture and Home Furnishings Stores	34	29	-5	-14.7	11
522 - Credit Intermediation and Related Activities	55	50	-5	-9.1	12
445 - Food and Beverage Stores	115	111	-4	-3.5	13
448 - Clothing and Clothing Accessories Stores	66	62	-4	-6.1	14
541 - Professional, Scientific and Technical Services	703	699	-4	-0.6	15
722 - Food Services and Drinking Places	202	198	-4	-2.0	16
336 - Transportation Equipment Manufacturing	16	13	-3	-18.8	17
551 - Management of Companies and Enterprises	137	134	-3	-2.2	18
611 - Educational Services	53	50	-3	-5.7	19
237 - Heavy and Civil Engineering Construction	61	59	-2	-3.3	20
Decrease in # Employers (Top 20)	4,743	4,619	-125	-2.6	
Total # Employers in Leeds & Grenville	5,936	5,883	-53	-0.9	

Source: Statistics Canada, Canadian Business Patterns

[5] Businesses registered in Statistics Canada Business Register as reported by the Canadian Business Patterns.

Table 5E
Top 20 Small and Medium Businesses
by Estimated # Employees
FRONTENAC
June 2012

NAICS (North American Industry Classification System	NUMBER OF EMPLOYEES								
	0	1 - 4	5 - 9	10 - 19	20 - 49	50 - 99	Small / Medium Total	%	Rank
722 - Food Services and Drinking Places	59	106	378	956	2,355	1,647	5,503	12.81	1
238 - Specialty Trade Contractors	228	406	583	720	878	594	3,408	7.93	2
541 - Professional, Scientific and Technical Services	604	539	325	586	682	200	2,935	6.83	3
621 - Ambulatory Health Care Services	161	686	414	415	223	69	1,968	4.58	4
561 - Administrative and Support Services	138	N/A	259	424	421	610	1,852	4.31	5
531 - Real Estate	769	199	115	118	246	134	1,582	3.68	6
448 - Clothing and Clothing Accessories Stores	21	70	347	562	227	195	1,422	3.31	7
445 - Food and Beverage Stores	36	N/A	248	238	243	564	1,329	3.09	8
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	66	215	211	202	297	279	1,269	2.95	9
624 - Social Assistance	14	55	90	252	488	269	1,168	2.72	10
236 - Construction of Buildings	146	186	235	199	268	64	1,098	2.56	11
522 - Credit Intermediation and Related Activities	22	41	45	160	722	69	1,058	2.46	12
446 - Health and Personal Care Stores	13	70	85	91	512	181	953	2.22	13
441 - Motor Vehicle and Parts Dealers	22	61	87	148	410	202	930	2.16	14
811 - Repair and Maintenance	82	181	262	205	198	0	929	2.16	15
721 - Accommodation Services	32	50	79	111	239	411	921	2.15	16
812 - Personal and Laundry Services	80	136	208	242	111	N/A	778	1.81	17
623 - Nursing and Residential Care Facilities	6	28	134	183	187	144	682	1.59	18
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	266	79	44	89	151	0	629	1.46	19
453 - Miscellaneous Store Retailers	35	61	131	192	205	N/A	624	1.45	20
TOTAL EMPLOYMENT - Top 20 Industries	2,800	3,168	4,281	6,093	9,063	5,633	31,038	72.3	
TOTAL EMPLOYMENT - All Industries (103)	3,804	4,001	5,963	8,708	12,170	8,311	42,957	100	
% of TOTAL EMPLOYMENT	73.6%	79.2%	71.8%	70.0%	74.5%	67.8%	72.3%		

Source: Statistics Canada, Canadian Business Patterns

Table 5F
Top 20 Small and Medium Businesses
by Estimated # Employees
Leeds & Grenville
June 2012

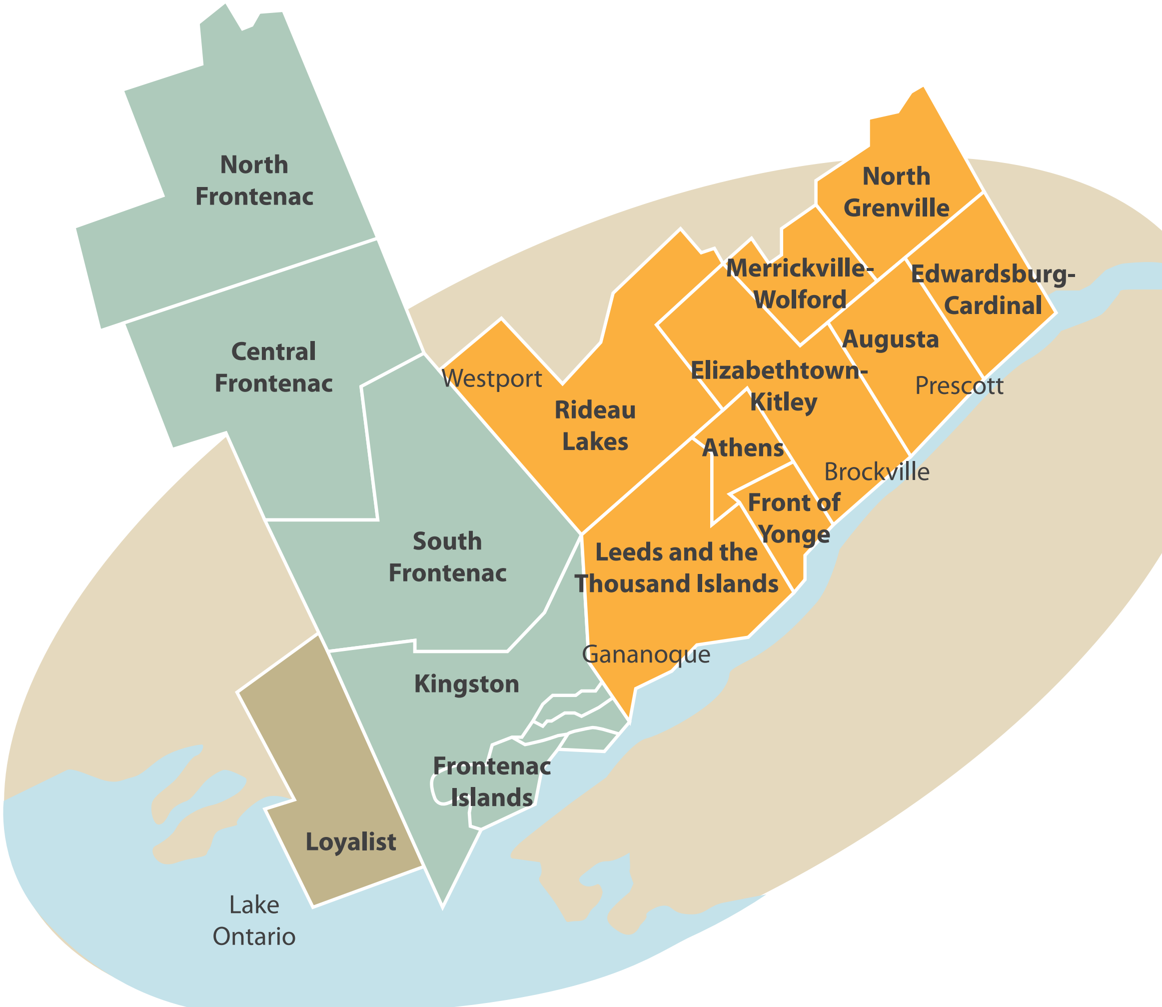
NAICS (North American Classification System)	Number of Employees by Employer Size								
	0	1 - 4	5 - 9	10 - 19	20 - 49	50 - 99	Small / Medium Total	%	Rank
722 - Food Services and Drinking Places	36	97	250	574	876	922	2,755	10.6%	1
238 - Specialty Trade Contractors	230	450	447	360	351	0	1,838	7.1%	2
541 - Professional, Scientific and Technical Services	429	372	221	333	148	0	1,503	5.8%	3
445 - Food and Beverage Stores	26	N/A	131	146	212	494	1,008	3.9%	4
236 - Construction of Buildings	157	184	255	251	89	0	936	3.6%	5
621 - Ambulatory Health Care Services	45	203	278	194	139	69	930	3.6%	6
522 - Credit Intermediation and Related Activities	4	23	13	73	805	0	917	3.5%	7
721 - Accommodation Services	45	32	66	180	418	68	809	3.1%	8
623 - Nursing and Residential Care Facilities	2	59	35	92	93	431	712	2.7%	9
561 - Administrative and Support Services	112	N/A	207	172	120	68	679	2.6%	10
112 - Animal Production	218	154	140	65	28	69	674	2.6%	11
531 - Real Estate	374	118	64	26	61	0	644	2.5%	12
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	46	174	121	148	0	140	628	2.4%	13
624 - Social Assistance	15	33	70	98	244	134	594	2.3%	14
811 - Repair and Maintenance	95	141	198	128	0	0	562	2.2%	15
441 - Motor Vehicle and Parts Dealers	26	31	60	81	284	67	550	2.1%	16
446 - Health and Personal Care Stores	10	32	72	78	211	121	524	2.0%	17
452 - General Merchandise Stores	11	N/A	46	90	159	208	515	2.0%	18
444 - Building Material and Garden Equipment and Supplies Dealers	10	N/A	87	164	59	190	510	2.0%	19
713 - Amusement, Gambling and Recreation Industries	34	37	91	134	122	69	488	1.9%	20
TOTAL EMPLOYMENT - Top 20 Industries	1,925	2,138	2,851	3,387	4,423	3,051	17,775	68.5%	
TOTAL EMPLOYMENT - All industries (103)	2,896	2,886	4,248	4,919	6,488	4,497	25,934	100.00	
% of TOTAL EMPLOYMENT	66.5%	74.1%	67.1%	68.9%	68.2%	67.8%	68.5%		

Source: Statistics Canada, Canadian Business Patterns

Table 5G
Top 20 Industries Exhibiting a Decrease in Total Employment
For Small and Medium Business (<100 ees)
Frontenac
June 2011 to June 2012

NAICS	2011	2012	Absolute Change	Percent Change (%)	Rank
611 - Educational Services	668	489	-179	-26.8	1
443 - Electronics and Appliance Stores	362	228	-134	-37.0	2
336 - Transportation Equipment Manufacturing	84	12	-72	-86.1	3
446 - Health and Personal Care Stores	1,004	953	-51	-5.1	4
485 - Transit and Ground Passenger Transport.	608	566	-42	-6.9	5
721 - Accommodation Services	954	921	-33	-3.4	6
335 - Electrical Equipment, Appliance and Comp..	45	14	-31	-69.6	7
332 - Fabricated Metal Product Manufacturing	364	334	-31	-8.4	8
713 - Amusement, Gambling and Recreation Ind.	532	514	-18	-3.5	9
442 - Furniture and Home Furnishings Stores	514	496	-18	-3.4	10
623 - Nursing and Residential Care Facilities	696	682	-14	-2.0	11
522 - Credit Intermediation and Related Activities	1,064	1,058	-7	-0.6	12
334 - Computer and Electronic Product Man.	38	33	-5	-14.1	13
311 - Food Manufacturing	165	161	-4	-2.7	14
333 - Machinery Manufacturing	92	88	-4	-4.7	15
325 - Chemical Manufacturing	25	24	-1	-4.0	16
419 - Wholesale Electronic Markets, Agents-Brokers	66	65	-1	-1.4	17
621 - Ambulatory Health Care Services	1,968	1,968	0	0.0	18
221 - Utilities	211	211	0	0.0	19
314 - Textile Product Mills	17	17	0	0.0	20
TOTAL SME DECREASE - Top 20 Industries	9,478	8,833	-646	-6.8	

Source: Statistics Canada, Canadian Business Patterns



1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

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