

**APPENDIX  
TO  
LLMP Report  
December  
2020**



EASTERN WORKFORCE  
INNOVATION BOARD

Nurturing a stronger workforce

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**Table 1: Population Projection**

Area	2014 Population	2019 Population	Change	% Change
Leeds Grenville	102,197	103,777	1,580	1.5%
Frontenac	153,205	162,482	9,277	6.1%
Ontario	13,617,553	14,451,254	833,701	6.1%
Canada	35,437,435	37,412,832	1,975,397	5.6%

Source: EMSI Analyst Projection 2019

**Table 2: Population by Age Cohort  
Leeds and Grenville**

Age Cohort	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
<b>0-14</b>	14,334	13,951	(383)	-2.7%	13.4%
<b>15-29</b>	16,284	15,917	(367)	-2.3%	15.3%
<b>30-44</b>	16,454	15,190	(1,264)	-7.7%	14.6%
<b>45-59</b>	25,123	23,706	(1,417)	-5.6%	22.8%
<b>60-75</b>	20,909	24,036	3,127	15.0%	23.2%
<b>75+</b>	9,093	10,976	1,883	20.7%	10.6%
<b>Total</b>	102,197	103,777	1,580	1.5%	100.00%

Source: EMSI Analyst Projection  
2019**Table 2A: Population by Age Cohort - Details  
Leeds and Grenville**

Age Cohort	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 5 years	4,213	4,244	31	1%	4.12%
5 to 9 years	4,854	4,590	(264)	(5%)	4.75%
10 to 14 years	5,267	5,117	(150)	(3%)	5.15%
<b>0-14</b>	<b>14,334</b>	<b>13,951</b>	<b>(383)</b>	<b>-2.7%</b>	<b>13.4%</b>
15 to 19 years	6,003	5,841	(162)	(3%)	5.87%
20 to 24 years	5,650	5,219	(431)	(8%)	5.53%
25 to 29 years	4,631	4,857	226	5%	4.53%
<b>15 to 29 years</b>	<b>16,284</b>	<b>15,917</b>	<b>(367)</b>	<b>-2.3%</b>	<b>15.3%</b>
30 to 34 years	4,850	4,827	(23)	-0.5%	4.7%
35 to 39 years	5,253	5,022	(231)	-4.4%	4.8%
40 to 44 years	6,351	5,341	(1,010)	-15.9%	5.1%
<b>30 to 44 years</b>	<b>16,454</b>	<b>15,190</b>	<b>(1,264)</b>	<b>-7.7%</b>	<b>14.6%</b>
45 to 49 years	7,309	6,647	(662)	-9.1%	6.4%
50 to 54 years	9,049	7,753	(1,296)	-14.3%	7.5%
55 to 59 years	8,765	9,306	541	6.2%	9.0%
<b>45 to 59 years</b>	<b>25,123</b>	<b>23,706</b>	<b>(1,417)</b>	<b>-5.6%</b>	<b>22.8%</b>
60 to 64 years	8,202	8,956	754	9.2%	8.6%
65 to 69 years	7,334	8,155	821	11.2%	7.9%
70 to 74 years	5,373	6,925	1,552	28.9%	6.7%
<b>60 to 74 years</b>	<b>20,909</b>	<b>24,036</b>	<b>3,127</b>	<b>15.0%</b>	<b>23.2%</b>
75 to 79 years	3,768	4,858	1,090	28.9%	4.7%
80 to 84 years	2,682	3,123	441	16.4%	3.0%

85 years and over	2,643	2,995	352	13.3%	2.9%
<b>75+ years</b>	<b>9,093</b>	<b>10,976</b>	<b>1,883</b>	<b>20.7%</b>	<b>10.6%</b>
<b>Total</b>	<b>102,197</b>	<b>103,777</b>	<b>1,580</b>	<b>1.5%</b>	<b>100.00%</b>

Source: EMSI Analyst Projection 2019

**Table 3: Population by Age Cohort**

Frontenac

Age Cohort	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
0-14	22,142	22,742	600	2.7%	14.0%
15-29	31,221	33,286	2,065	6.6%	20.5%
30-44	27,993	30,296	2,303	8.2%	18.6%
45-59	33,965	31,924	(2,041)	-6.0%	19.6%
60-74	25,338	29,480	4,142	16.3%	18.1%
75+	12,546	14,754	2,208	17.6%	9.1%
Total	153,205	162,482	9,277	6.1%	100.0%

Source: EMSI Analyst Projection 2019

**Table 3A: Population by Age Cohort - Details**

Frontenac

Age Cohort	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 5 years	7,252	7,437	185	3%	4.6%
5 to 9 years	7,462	7,613	151	2%	4.7%
10 to 14 years	7,428	7,692	264	4%	4.7%
<b>0 to 14 years</b>	<b>22,142</b>	<b>22,742</b>	<b>600</b>	<b>3%</b>	<b>14.0%</b>
15 to 19 years	8,900	8,775	(125)	(1%)	5.4%
20 to 24 years	11,258	12,694	1,436	13%	7.8%
25 to 29 years	11,063	11,817	754	7%	7.3%
<b>15 to 29 years</b>	<b>31,221</b>	<b>33,286</b>	<b>2,065</b>	<b>7%</b>	<b>20.5%</b>
30 to 34 years	9,855	11,159	1,304	13%	6.9%
35 to 39 years	9,045	9,927	882	10%	6.1%
40 to 44 years	9,093	9,210	117	1%	5.7%
<b>30 to 44 years</b>	<b>27,993</b>	<b>30,296</b>	<b>2,303</b>	<b>8%</b>	<b>18.6%</b>
45 to 49 years	10,337	9,174	(1,163)	(11%)	5.6%
50 to 54 years	12,344	10,480	(1,864)	(15%)	6.4%
55 to 59 years	11,284	12,270	986	9%	7.6%
<b>45 to 59 years</b>	<b>33,965</b>	<b>31,924</b>	<b>(2,041)</b>	<b>(6%)</b>	<b>19.6%</b>
60 to 64 years	9,961	11,205	1,244	12%	6.9%
65 to 69 years	8,809	9,812	1,003	11%	6.0%
70 to 74 years	6,568	8,463	1,895	29%	5.2%
<b>60 to 74 years</b>	<b>25,338</b>	<b>29,480</b>	<b>4,142</b>	<b>16%</b>	<b>18.1%</b>
75 to 79 years	5,000	5,958	958	19%	3.7%
80 to 84 years	3,890	4,221	331	9%	2.6%
85 years and over	3,656	4,575	919	25%	2.8%
<b>75+ years</b>	<b>12,546</b>	<b>14,754</b>	<b>2,208</b>	<b>18%</b>	<b>9.1%</b>
<b>TOTAL</b>	<b>153,205</b>	<b>162,482</b>	<b>9,277</b>	<b>6%</b>	<b>100.0%</b>

Source: EMSI Analyst Projection 2019

**Table 4: Population by Age Cohort**

Ontario

Age Cohort	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
0-14	2,216,594	2,283,263	66,669	3.0%	15.8%
15-29	2,722,314	2,877,694	155,380	5.7%	19.9%
30-44	2,713,037	2,846,849	133,812	4.9%	19.7%
45-59	3,038,173	2,995,728	(42,445)	-1.4%	20.7%
60-74	1,985,910	2,360,591	374,681	18.9%	16.3%
75+	941,525	1,087,127	145,602	15.5%	7.5%
<b>Total</b>	<b>13,617,553</b>	<b>14,451,254</b>	<b>833,701</b>	<b>6.1%</b>	<b>100.0%</b>

Source: EMSI Analyst Projection 2019

**Table 4A: Population by Age Cohort - Details**

Ontario

Age Cohort	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 5 years	716,119	734,966	18,847	3%	5.3%
5 to 9 years	746,093	762,488	16,395	2%	5.5%
10 to 14 years	754,382	785,809	31,427	4%	5.5%
<b>0-14</b>	<b>2,216,594</b>	<b>2,283,263</b>	<b>66,669</b>	<b>3.0%</b>	<b>15.8%</b>
15 to 19 years	853,570	857,260	3,690	0%	6.3%
20 to 24 years	950,145	995,454	45,309	5%	7.0%
25 to 29 years	918,599	1,024,980	106,381	12%	6.8%
<b>15-29</b>	<b>2,722,314</b>	<b>2,877,694</b>	<b>155,380</b>	<b>5.7%</b>	<b>19.9%</b>
30 to 34 years	903,193	985,834	82,641	9%	6.6%
35 to 39 years	882,789	949,469	66,680	8%	6.5%
40 to 44 years	927,055	911,546	(15,509)	(2%)	6.8%
<b>30-44</b>	<b>2,713,037</b>	<b>2,846,849</b>	<b>133,812</b>	<b>4.9%</b>	<b>19.7%</b>
45 to 49 years	992,797	939,319	(53,478)	(5%)	7.3%
50 to 54 years	1,085,394	990,228	(95,166)	(9%)	8.0%
55 to 59 years	959,982	1,066,181	106,199	11%	7.1%
<b>45-59</b>	<b>3,038,173</b>	<b>2,995,728</b>	<b>(42,445)</b>	<b>-1.4%</b>	<b>20.7%</b>
60 to 64 years	806,510	938,063	131,553	16%	5.9%
65 to 69 years	686,061	777,900	91,839	13%	5.0%
70 to 74 years	493,339	644,628	151,289	31%	3.6%
<b>60-74</b>	<b>1,985,910</b>	<b>2,360,591</b>	<b>374,681</b>	<b>18.9%</b>	<b>16.3%</b>
75 to 79 years	376,139	444,167	68,028	18%	2.8%
80 to 84 years	284,239	311,476	27,237	10%	2.1%
85 years and over	281,147	331,484	50,337	18%	2.1%
75+	941,525	1,087,127	145,602	15.5%	7.5%
<b>Total</b>	<b>13,617,553</b>	<b>14,451,254</b>	<b>833,701</b>	<b>6.1%</b>	<b>100.0%</b>

Source: EMSI Analyst Projection 2019

**Table 5: Median Age**

Region	Median Age 2011	Median Age 2016	Difference
Leeds Grenville	46.7	49.3	2.6
Frontenac	41.6	43.6	2.0
Ontario	40.4	41.3	0.9

Source: Statistics Canada, 2016 Census

**Table 6: Population by Gender**

Leeds Grenville

Gender	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
Females	51,849	52,505	656	1%	50.6%
Males	50,348	51,272	924	2%	49.4%
<b>Total</b>	<b>102,197</b>	<b>103,777</b>	<b>1,580</b>	<b>2%</b>	<b>100.00%</b>

Source: EMSI Analyst Projection 2019

**Table 7: Population by Gender**

Frontenac

Gender	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
Females	78,054	82,512	4,458	6%	50.8%
Males	75,151	79,970	4,819	6%	49.2%
<b>Total</b>	<b>153,205</b>	<b>162,482</b>	<b>9,277</b>	<b>6%</b>	<b>100.00%</b>

Source: EMSI Analyst Projection 2019

**Table 8: Population by Gender**

Ontario

Gender	2014 Population	2019 Population	Change	% Change	2019 % of Cohort
Females	6,918,569	7,318,873	400,304	6%	50.6%
Males	6,698,984	7,132,381	433,397	6%	49.4%
<b>Total</b>	<b>13,617,553</b>	<b>14,451,254</b>	<b>833,701</b>	<b>6%</b>	<b>100.00%</b>

Source: EMSI Analyst Projection 2019

**Table 9: Population Languages**

CHARACTERISTICS	Note	LEEDS GRENVILLE 2016		FRONTENAC 2016		ONTARIO 2016	
		Total	%	Total	%	Total	%
<b>Total - Knowledge of official languages for the total population excluding institutional residents - 100% data</b>	#1	99220		147500		13312865	
English only		87415	88.1%	128445	87.1%	11455500	86.0%
French only		55	0.1%	270	0.2%	40040	0.3%
English and French		11625	11.7%	18130	12.3%	1490390	11.2%
Neither English nor French		120	0.1%	660	0.4%	326935	2.5%
<b>Total - First official language spoken for the total population excluding institutional residents - 100% data</b>	#2	99220		147500		13312865	
English		95885	96.6%	141545	96.0%	12394325	93.1%
French		3105	3.1%	4770	3.2%	504130	3.8%
English and French		125	0.1%	560	0.4%	92940	0.7%
Neither English nor French		105	0.1%	625	0.4%	321480	2.4%



<b>Total - Mother tongue for the total population excluding institutional residents - 100% data</b>	#3	99220		147500		13312870	
Single responses		98510		145645		12946960	
Official languages		94760	96.2%	132295	90.8%	9393040	72.6%
English		91530	92.9%	127565	87.6%	8902320	68.8%
French		3225	3.3%	4735	3.3%	490715	3.8%
Non-official languages		3750	3.8%	13345	9.2%	3553920	27.4%
Aboriginal languages		25	0.7%	35	0.3%	22765	0.6%
<b>Total - Language spoken most often at home for the total population excluding institutional residents - 100% data</b>	#4	99220		147500		13312865	
Single responses		98380		144665		12522045	
Official languages		97510	99.1%	139570	96.5%	10605725	84.7%
English		96615	98.2%	137325	94.9%	10328680	82.5%
French		895	0.9%	2240	1.5%	277045	2.2%
Non-official languages		875	0.9%	5095	3.5%	1916315	15.3%
Aboriginal languages		0	0.0%	10	0.2%	9210	0.5%

Source: Statistics Canada, 2016 Census

**Notes:**

#1: Knowledge of official languages refers to whether the person can conduct a conversation in English only French only in both languages or in neither language. For a child who has not yet learned to speak this includes languages that the child is learning to speak at home.

#2: First official language spoken is specified within the framework of the Official Languages Act. It refers to the first official language (i.e. English or French) spoken by the person.

#3: Mother tongue refers to the first language learned at home in childhood and still understood by the person at the time the data was collected. If the person no longer understands the first language learned the mother tongue is the second language learned. For a person who learned two languages at the same time in early childhood the mother tongue is the language this person spoke most often at home before starting school. The person has two mother tongues only if the two languages were used equally often and are still understood by the person. For a child who has not yet learned to speak the mother tongue is the language spoken most often to this child at home. The child has two mother tongues only if both languages are spoken equally often so that the child learns both languages at the same time.

#4: Language spoken most often at home refers to the language the person speaks most often at home at the time of data collection. A person can report more than one language as 'spoken most often at home' if the languages are spoken equally often.

**Table 10: Education Characteristics**

## 2016 Labour Force By Educational Attainment - Leeds & Grenville

	TOTAL	Male	Female
<b>Total Population aged 15+ by highest certificate, diploma or degree</b>	<b>84770</b>	<b>41230</b> <b>(48.6%)</b>	<b>43540</b> <b>(51.4%)</b>
No certificate, Diploma or Degree	15090 <b>(17.8%)</b>	7955	7135
High School Certificate or Equivalent	25375 <b>(29.9%)</b>	12460	12920
Apprenticeship or Trades Certificate or Diploma	7090 <b>(8.4%)</b>	5280	1805
College, CEGEP or Other Non-University Certificate or Diploma	23395 <b>(27.6%)</b>	9310	14085
University Certificate, Degree or Diploma below the bachelor level	1545 <b>(1.8%)</b>	695	845
University Certificate, Degree or Diploma at or above the bachelor level	12280 <b>(14.5%)</b>	5530	6745

Source: Statistics Canada - National Household Survey 2016

### Local Intelligence

In the counties of Leeds & Grenville 47.7% of the population over 15 have an educational attainment of high school or less. 43.9% of the population has a college or university certificate, diploma or degree. More males than females have no certificate, diploma or degree.

## Table 11: Education Characteristics

### Labour Force by Educational Attainment - Frontenac

	TOTAL	Male	Female
<b>Total Population aged 15+ by highest certificate, diploma or degree</b>	<b>124725</b>	<b>59565</b> <b>(47.8%)</b>	<b>65160</b> <b>(52.2%)</b>
No certificate, Diploma or Degree	17785 <b>(14.3%)</b>	9310	8475
High School Certificate or Equivalent	34955 <b>(28.0%)</b>	17650	17300
Apprenticeship or Trades Certificate or Diploma	8000 <b>(6.4%)</b>	5835	2165
College, CEGEP or Other Non-University Certificate or Diploma	30015 <b>(24.1%)</b>	11385	18625
University Certificate, Degree or Diploma below the bachelor level	1930 <b>(1.5%)</b>	680	1250

University Certificate, Degree or Diploma at or above the bachelor level	32040 (25.7%)	14700	17340
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Source: Statistics Canada - National Household Survey 2016

**Table 12: Job Postings Summary - November 2017 to June 2019**

	Leeds Grenville	Frontenac
Unique Job Postings	11691	21,441
Median Posting Duration	23 days	20 days

Source: EMSI Analyst Projection 2019

**Table 12a: Job Postings by Census Subdivisions - Leeds Grenville**

Census Subdivision (CSD)	Unique Postings (Nov 2017 - June 2019)
North Grenville	4,986
Brockville	2,363
Augusta	1,004
Elizabethtown-Kitley	915
Gananoque	890
Other CSDs in area	1533
<b>TOTAL</b>	<b>11691</b>

Source: EMSI Analyst Projection 2019

**Table 12b: Job Postings Regional Breakdown - Frontenac**

Census Subdivision	Unique Postings (Nov 2017 - June 2019)
Kingston	18,682
South Frontenac	2,182
Frontenac Islands	371
Central Frontenac	185
North Frontenac	21
<b>TOTAL</b>	<b>21441</b>

Source: EMSI Analyst Projection 2019

**Table 13: Job Posting SNAP-SHOT - August 28, 2020 - 1000 Islands Region**

Occupation	# Positions	Wages
<b>Management</b>	<b>20</b>	
General Manager - Financial, Communications And Other Business Services	1	\$53.50
Operations Manager - Trade, Broadcasting And Other Services	1	\$47.25
Manager, Finance	1	\$88,005 to \$102,022
Sales Manager, Insurance	1	\$46.50
Sales And Marketing Manager	1	\$41.50
Computer Programs Manager	1	\$48.50

Director, Veterans' Services	1	\$111,000 to \$148,000
Store Manager - Retail	1	\$16.00 to \$20.00
Customer Service Manager - Automobiles	1	Not available
Assistant Department Manager - Retail	1	\$34.19
Restaurant Assistant Manager	2	\$18.10
Restaurant manager	2	\$18.25
Senior Project Manager, Construction	1	\$83,000 to \$105,000
Project Manager, Construction	2	\$64,505
Home Renovator - Manager	2	\$15.00 to 30.00
Vice-president Head Of Technology And Operations	1	\$53.37
<b>Professional</b>	<b>13 Jobs</b>	
Investment Advisor - Personal Finances	1	\$34.61
Marketing Assistant	1	\$47,148
Communications Adviser	1	\$47,184
Land Surveyor	2	\$44,000 to \$48,000
Veterinarian	4	\$80,000 to \$100,000
Mental Health Counsellor	1	\$27.00
College Teacher	4	\$48.00
Personal Counsellor - Education	1	\$60,674
Student Services Counsellor	1	\$30.50
<b>Administration &amp; Administration Support</b>	<b>12 Jobs</b>	
Office Manager	1	\$26.50
Admissions Officer - Post-secondary Educational Institution	1	\$24.50
Office Administrator	1	\$24.50
Event Co-ordinator	1	\$47,184
Administrative Assistant	2	\$22 - \$25
Family Law Legal Assistant	2	\$40,000 to \$47,000
Underwriter, Accident And Sickness - Insurance	2	Not available
Payroll Clerk	1	\$21.00
Sorter, Mail	1	23.00 \$/hour
<b>Technical &amp; Paraprofessional</b>	<b>12 Jobs</b>	
Landscaper	1	Not available
Web Technician	1	\$32.00 to \$34.00
Network Administrator	2	\$32.50
Help Desk Technician	2	\$29.00
Registered Practical Nurse (R.P.N.)	2	\$25.00 to \$27.00
Early Childhood Educator (E.C.E.)	1	\$18.00 to \$20.00
Photographer	1	\$15.50 to \$15.51
Kitchen Designer	1	Not available
Glass Blower	1	\$17.50 to \$20.00
<b>Personal &amp; Customer Information Services</b>	<b>61 Jobs</b>	
Child Caregiver - Private Home	1	\$15.00 to \$16.00

Child Care Live-in Caregiver	2	\$15.00
Attendant For Persons With Disabilities - Home Care	2	\$19.00
Restaurant Supervisor	2	\$15.00 to \$16.00
Shift Manager - Fast Food Restaurant	1	\$15.50
Food Service Supervisor	2	\$15.00 to \$16.50
Restaurant Supervisor	1	\$18.75
Carwash Supervisor	2	\$23.00
Chef De Cuisine	1	Not available
Specialist Chef	1	\$24.25 to \$27.00
Sous-chef	1	\$18.00 to \$20.00
Specialty Foods Chef	1	\$24.50
Cook	4	\$14.00 to \$17.00
Waiter/waitress	1	Not available
Customer Service Representative - Bus Line	1	Not available
Guard, Security	1	\$15.00
Customer Service Representative	5	\$15.40 to \$16.00
Inbound Customer Service Representative	1	\$15.00 to \$17.00
Customer Service Representative - Insurance	2	\$18.00
Kitchen Helper	1	\$15.00 to \$18.00
Dishwasher	1	Not available
Dining Room Assistant	1	Not available
Cook's Helper	1	Not available
Housekeeping Room Attendant	4	\$14.50 to \$16.00
Light Duty Cleaner	1	\$15.00 to \$16.00
Cleaner	2	\$24.00
Building Caretaker	7	\$16.30
Building Maintenance Worker	3	\$18.00 to \$20.00
Car Jockey	8	\$14.00
<b>Sales</b>	<b>28 Jobs</b>	
Retail Store Supervisor	9	\$17 to \$18
Sales Representative - Retail	15	\$14.00
Customer Service Cashier	1	\$14.00 to \$15.00
Cashier	2	\$14.00
Shelf Stocker - Retail	1	\$14.00
<b>Industrial, Construction &amp; Equipment Operation Trades</b>	<b>46 Jobs</b>	
Welder	8	\$18.00 to \$32.00
Steamfitter-pipefitter	5	\$16.00 to \$30.00
Gas Technician	1	\$18.00 to \$30.00
Carpenter, Restoration	1	\$18.00 to \$25.00
Interior Finish Carpenter	2	\$25.00 to \$30.
Carpenter	2	\$22.00
Carpenter Lead Hand	4	\$25.00
Carpenter, Renovation	1	\$18.00 to \$25.00
Drywall Installer And Finisher	9	\$30.00 to \$35.00

Stucco Plasterer	1	\$30.00
Roofer	1	\$23.00 to \$24.00
Roofer, Metal	1	\$18.00 to \$25.00
Painter	3	\$20.00 to \$21.00
Floor Covering Installer	7	\$19.00 to \$21.00
<b>Workers &amp; Labourers in Transport and Construction</b>	<b>41 Jobs</b>	
Window Installer	1	\$30,000 to \$50,000
Kitchen Cabinet Installer	10	\$24.04
Aluminum Window Installer	12	\$24.04
Loader-unloader - Material Handling	1	\$14.75
Handler, Materials	1	\$14.75
Moving Van Driver	3	\$18.00 to \$25.00
Driver, Truck	1	\$22.00
Fuel Oil Truck Driver	2	\$23.00 to \$27.00
Fuel Oil Truck Driver	1	\$27.00 to \$27.50
School Bus Driver	5	\$17.00
Delivery And Courier Service Drivers	3	\$16.00 to \$20.00
Construction Labourer	1	\$24.04 to \$25.00
<b>Natural Resources, Agriculture &amp; Related Production Occupations</b>	<b>2 Jobs</b>	
Landscape Labourer	2	\$16.75 to \$18.00
<b>Occupations in Manufacturing &amp; Utilities</b>	<b>3 Jobs</b>	
Production Labourer - Food Processing	3	\$18.00 to \$20.00

Source: www.jobbank.gc.ca

**Table 14: Top 10 Largest Occupations - Leeds Grenville**

Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-2019)	% Change	2018 Median Hourly Wages
Sales and service occupations	9,121	9,635	514	6%	\$15.94
Business, finance and administration occupations	4,750	5,249	499	11%	\$25.58
Trades, transport and equipment operators and related occupations	3,978	4,387	409	10%	\$23.39
Occupations in education, law and social, community and government services	3,654	4,107	453	12%	\$33.14
Health occupations	2,715	3,269	554	20%	\$28.94
Management occupations	2,668	2,449	(219)	(8%)	\$42.88
Natural and applied sciences and related occupations	2,348	2,499	151	6%	\$38.14
Occupations in manufacturing and utilities	1,866	1,900	34	2%	\$20.25
Natural resources, agriculture and related production occupations	741	618	(123)	(17%)	\$16.37
Occupations in art, culture, recreation and sport	643	732	89	14%	\$18.21

Source: EMSI Analyst Projection 2019

**Table 15: Highest Paying Occupations - Leeds Grenville**

Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-2019)	% Change	2018 Median Hourly Wages
Management occupations	2,668	2,449	(219)	(8%)	\$42.88
Natural and applied sciences and related occupations	2,348	2,499	151	6%	\$38.14
Occupations in education, law and social, community and government services	3,654	4,107	453	12%	\$33.14
Health occupations	2,715	3,269	554	20%	\$28.94
Business, finance and administration occupations	4,750	5,249	499	11%	\$25.58
Trades, transport and equipment operators and related occupations	3,978	4,387	409	10%	\$23.39
Occupations in manufacturing and utilities	1,866	1,900	34	2%	\$20.25
Occupations in art, culture, recreation and sport	643	732	89	14%	\$18.21
Natural resources, agriculture and related production occupations	741	618	(123)	(17%)	\$16.37
Sales and service occupations	9,121	9,635	514	6%	\$15.94

Source: EMSI Analyst Projection 2019

**Table 16: Fastest Growing Occupations - Leeds Grenville**

Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-2019)	% Change	2018 Median Hourly Wages
Health occupations	2,715	3,269	554	20%	\$28.94
Sales and service occupations	9,121	9,635	514	6%	\$15.94
Business, finance and administration occupations	4,750	5,249	499	11%	\$25.58
Occupations in education, law and social, community and government services	3,654	4,107	453	12%	\$33.14
Trades, transport and equipment operators and related occupations	3,978	4,387	409	10%	\$23.39
Unclassified	455	713	258	57%	\$0.00
Natural and applied sciences and related occupations	2,348	2,499	151	6%	\$38.14
Occupations in art, culture, recreation and sport	643	732	89	14%	\$18.21
Occupations in manufacturing and utilities	1,866	1,900	34	2%	\$20.25
Natural resources, agriculture and related production occupations	741	618	(123)	(17%)	\$16.37

Source: EMSI Analyst Projection 2019

**Table 17: Largest Occupations - Frontenac**

Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-	% Change	2018 Median Hourly
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			2019)		Wages
Sales and service occupations	20,676	23,347	2,671	13%	\$15.32
Occupations in education, law and social, community and government services	11,363	13,838	2,475	22%	\$34.42
Business, finance and administration occupations	11,228	12,211	983	9%	\$23.72
Trades, transport and equipment operators and related occupations	10,273	9,903	(370)	(4%)	\$23.45
Health occupations	6,722	8,773	2,051	31%	\$30.39
Natural and applied sciences and related occupations	4,442	5,138	696	16%	\$31.53
Management occupations	4,187	3,968	(219)	(5%)	\$39.86
Occupations in manufacturing and utilities	2,916	2,637	(279)	(10%)	\$22.91
Occupations in art, culture, recreation and sport	1,312	1,443	131	10%	\$17.61
Unclassified	1,071	1,727	656	61%	\$0.00

Source: EMSI Analyst Projection 2019

**Table 18: Highest Paying Occupations - Frontenac**

Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-2019)	% Change	2018 Median Hourly Wages
Management occupations	4,187	3,968	(219)	(5%)	\$39.86
Occupations in education, law and social, community and government services	11,363	13,838	2,475	22%	\$34.42
Natural and applied sciences and related occupations	4,442	5,138	696	16%	\$31.53
Health occupations	6,722	8,773	2,051	31%	\$30.39
Business, finance and administration occupations	11,228	12,211	983	9%	\$23.72
Trades, transport and equipment operators and related occupations	10,273	9,903	(370)	(4%)	\$23.45
Occupations in manufacturing and utilities	2,916	2,637	(279)	(10%)	\$22.91
Natural resources, agriculture and related production occupations	975	925	(50)	(5%)	\$18.04
Occupations in art, culture, recreation and sport	1,312	1,443	131	10%	\$17.61
Sales and service occupations	20,676	23,347	2,671	13%	\$15.32

Source: EMSI Analyst Projection 2019

**Table 19: Fastest Growing Occupations - Frontenac**



Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-2019)	% Change	2018 Median Hourly Wages
Sales and service occupations	20,676	23,347	2,671	13%	\$15.32
Occupations in education, law and social, community and government services	11,363	13,838	2,475	22%	\$34.42
Health occupations	6,722	8,773	2,051	31%	\$30.39
Business, finance and administration occupations	11,228	12,211	983	9%	\$23.72
Natural and applied sciences and related occupations	4,442	5,138	696	16%	\$31.53
Unclassified	1,071	1,727	656	61%	\$0.00
Occupations in art, culture, recreation and sport	1,312	1,443	131	10%	\$17.61
Natural resources, agriculture and related production occupations	975	925	(50)	(5%)	\$18.04
Management occupations	4,187	3,968	(219)	(5%)	\$39.86
Occupations in manufacturing and utilities	2,916	2,637	(279)	(10%)	\$22.91

Source: EMSI Analyst Projection 2019

**Table 20: Ontario Monthly Labour Force Statistics, by Economic Region**

**August 2019 vs August 2020**

3-Month Moving Averages	Employment			Unemployment Rate		
	Aug-19	Aug-20	Yearly Variation	Aug-19	Aug-20	Yearly Variation
Seasonally Unadjusted Data	('000)	('000)	(%)	(%)	(%)	(% points)
<b>Ontario</b>	8019.3	7967.7	-0.6	6	12.1	6.1
<b>Economic Regions</b>						
<b>Ottawa</b>	802.7	777.5	-3.1	5.2	9.8	4.6
<b>Kingston - Pembroke</b>	232.6	220.6	-5.2	6	10.1	4.1
<b>Muskoka - Kawarthas</b>	187.3	195.9	4.6	5.9	9.1	3.2
<b>Toronto</b>	3945.6	3986.4	1.0	6.3	14.2	7.9
<b>Kitchener - Waterloo - Barrie</b>	804.1	791.9	-1.5	5.5	10.7	5.2
<b>Hamilton - Niagara Peninsula</b>	814.7	798.5	-2.0	5.3	10.6	5.3
<b>London</b>	358.0	370.0	3.4	6.5	9	2.5
<b>Windsor - Sarnia</b>	324.5	301.0	-7.2	7	11.3	4.3
<b>Stratford - Bruce Peninsula</b>	168.4	154.3	-8.4	4.3	8.7	4.4
<b>Northeast Ontario</b>	269.7	271.2	0.6	6.7	8.6	1.9
<b>Northwest Ontario</b>	111.9	100.3	-10.4	5.5	8.4	2.9

Source: Statistics Canada Labour Force Survey - Table 14-10-0293, formerly CANSIM 282-0122

**Table 21: 2016 Labour Force Status By Sex – Leeds & Grenville**

	Leeds and Grenville	Male	Female
<b>Characteristics</b>			
<b>Total population 15 years and over</b>	<b>84765</b>	<b>41230</b>	<b>43540</b>
<b>In the labour force</b>	<b>50805</b>	<b>26305</b>	<b>24500</b>
Employed	46870	24035	22835
Unemployed	3935	2270	1665
<b>Not in the labour force</b>	<b>33960</b>	<b>14920</b>	<b>19040</b>
Participation rate (Total Labour /Pop 15yrs+)	59.9%	63.8%	56.3%
Employment rate (# Employed/Pop 15yrs+)	55.3%	58.3%	52.4%
Unemployment rate (# Unemployed/Labour Force)	7.7%	8.6%	6.8%

Source: Statistics Canada, 2016 NHS

**Table 22: 2011 Labour Force Status By Sex – Leeds & Grenville**

	Leeds and Grenville	Male	Female
<b>Characteristics</b>			
<b>Total population 15 years and over</b>	<b>82765</b>	<b>40260</b>	<b>42505</b>
<b>In the labour force</b>	<b>51190</b>	<b>26390</b>	<b>24805</b>
Employed	47590	24325	23260
Unemployed	3600	2060	1535
<b>Not in the labour force</b>	<b>31575</b>	<b>13875</b>	<b>17700</b>
Participation rate (Total Labour /Pop 15yrs+)	61.8%	65.5%	58.4%
Employment rate (# Employed/Pop 15yrs+)	57.5%	60.4%	54.7%
Unemployment rate (# Unemployed/Labour Force)	7.0%	7.8%	6.2%

Source: Statistics Canada, 2011 NHS

**Table 23: 2016 Labour Force Status by Sex - Frontenac**

	Frontenac	Male	Female
<b>Characteristics</b>			
<b>Total population 15 years and over</b>	<b>124725</b>	<b>59560</b>	<b>65160</b>
<b>In the labour force</b>	<b>77390</b>	<b>38800</b>	<b>38590</b>
Employed	71620	35770	35850
Unemployed	5775	3030	2745
<b>Not in the labour force</b>	<b>47330</b>	<b>20765</b>	<b>26570</b>
Participation rate (Total Labour /Pop 15yrs+)	62.0%	65.1%	59.2%
Employment rate (# Employed/Pop 15yrs+)	57.4%	60.1%	55%
Unemployment rate (# Unemployed/Labour Force)	7.5%	7.8%	7.1%

Source: Statistics Canada, 2016 NHS

**Table 24: 2011 Labour Force Status by Sex - Frontenac**

	Frontenac	Male	Female
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Characteristics			
<b>Total population 15 years and over</b>	<b>122820</b>	<b>58685</b>	<b>64135</b>
<b>In the labour force</b>	<b>78855</b>	<b>39275</b>	<b>39580</b>
Employed	72520	36185	36330
Unemployed	6340	3090	3250
<b>Not in the labour force</b>	<b>43960</b>	<b>19410</b>	<b>24555</b>
Participation rate (Total Labour /Pop 15yrs+)	64.2%	66.9%	61.7%
Employment rate (# Employed/Pop 15yrs+)	59.0%	61.7%	56.6%
Unemployment rate (# Unemployed/Labour Force)	8.0%	7.9%	8.2%

Source: Statistics Canada, 2011 NHS

**Table 25: 2016 Labour Force By Occupation - Leeds & Grenville**

	TOTAL	Male	Female
<b>Total Population 15+ in the Labour Force</b>	<b>50810</b>	<b>26310</b>	<b>24500</b>
<b>Occupation – not Applicable</b>	<b>975</b>	<b>465</b>	<b>515</b>
<b>Total Occupations by NOC -2016 (see note below)</b>	<b>49830</b>	<b>25845</b>	<b>23990</b>
<b>0 Management Occupations</b>	5665	3545	2120
<b>1 Business, Finance and Administration Occupations</b>	7050	1970	5085
<b>2 Natural and Applied Sciences and Related Occupations</b>	2625	2060	570
<b>3 Health Occupations</b>	3800	570	3230
<b>4 Occupations in Education, Law &amp; Social, Community and Government Services</b>	5135	1635	3500
<b>5 Occupations in Art, Culture, Recreation and Sport</b>	1145	455	685
<b>6 Sales and Service Occupations</b>	11805	4705	7105
<b>7 Trades, Transport and Equipment Operators and Related Occupations</b>	8615	7970	640
<b>8 Natural Resources, Agriculture and Related Production Occupations</b>	1280	1030	250
<b>9 Occupations in Manufacturing and Utilities</b>	2705	1900	800

Source: Statistics Canada - National Household Survey 2016

**Table 26: 2016 Labour Force By Occupation - Frontenac**

	TOTAL	Male	Female
<b>Total Population 15+ in the Labour Force</b>	<b>77390</b>	<b>38800</b>	<b>38590</b>
<b>Occupation – not Applicable</b>	<b>1770</b>	<b>915</b>	<b>860</b>
<b>Total Occupations by NOC -2016 (see note below)</b>	<b>75620</b>	<b>37885</b>	<b>37730</b>
<b>0 Management Occupations</b>	7145	4445	2700

<b>1 Business, Finance and Administration Occupations</b>	<b>10430</b>	<b>2765</b>	<b>7660</b>
<b>2 Natural and Applied Sciences and Related Occupations</b>	<b>4230</b>	<b>3420</b>	<b>805</b>
<b>3 Health Occupations</b>	<b>7570</b>	<b>1830</b>	<b>5730</b>
<b>4 Occupations in Education, Law &amp; Social, Community and Government Services</b>	<b>13820</b>	<b>5950</b>	<b>7865</b>
<b>5 Occupations in Art, Culture, Recreation and Sport</b>	<b>2240</b>	<b>960</b>	<b>1280</b>
<b>6 Sales and Service Occupations</b>	<b>18900</b>	<b>8160</b>	<b>10740</b>
<b>7 Trades, Transport and Equipment Operators and Related Occupations</b>	<b>8665</b>	<b>8240</b>	<b>425</b>
<b>8 Natural Resources, Agriculture and Related Production Occupations</b>	<b>1055</b>	<b>840</b>	<b>215</b>
<b>9 Occupations in Manufacturing and Utilities</b>	<b>1570</b>	<b>1275</b>	<b>295</b>

Source: Statistics Canada - National Household Survey 2016

**Table 27 – Labour Market Supply – Data Tables - Leeds Grenville**

<b>Participation Rate of Leeds Grenville compared to Ontario * by Age and Gender</b>				
<b>Age Cohort</b>	<b>Male</b>		<b>Female</b>	
15 to 24	67.4	Higher	65.3	Higher
15 to 19	53.5	Higher	52.1	Higher
20 to 24	82.7	Higher	81.2	Higher
25 to 44	88.5	Similar	83.9	Higher
25 to 29	86.6	Similar	83.1	Similar
30 to 34	89.3	Similar	81.5	Similar
35 to 39	88.9	Lower	82.1	Similar
40 to 44	89.0	Lower	87.9	Higher
45 and over	54.0	Very Low	44.9	Lower
45 to 49	88.3	Lower	85.2	Similar
50 to 54	85.6	Lower	79.2	Similar
55 to 59	76.7	Lower	65.9	Lower
60 to 64	59.4	Similar	46.1	Similar
65 years and over	19.8	Similar	10.9	Similar
Total Population 15 years and over	63.8	Very Low	56.3	Lower

Source: Statistics Canada Census, 2016

\* Ontario data does not include Toronto

\*\*A low participation rate is defined as being more than two percentage points lower than the corresponding rate for Ontario (minus Toronto). A very low participation rate is more than five percentage points lower than the corresponding rate for Ontario (minus Toronto)

<b>Number and employment status of males in the labour force by age - Leeds Grenville</b>				
<b>Age Cohort</b>	<b>In the Labour Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in the Labour Force</b>
15 to 24	3,740	3,040	700	1,800
15 to 19	1,540	1,265	270	1,345
20 to 24	2,205	1,775	435	460
25 to 44	8,465	7,795	670	1,105
25 to 29	2,000	1,775	230	310
30 to 34	1,920	1,730	190	235
35 to 39	2,080	1,940	135	260

40 to 44	2,460	2,350	110	305
45 and over	14,100	13,200	900	12,020
45 to 49	2,820	2,665	150	380
50 to 54	3,535	3,375	170	590
55 to 59	3,265	3,040	225	985
60 to 64	2,380	2,150	235	1,625
65 +	2,090	1,970	115	8,445

Source: Statistics Canada Census, 2016

<b>Number and employment status of females in the labour force by age - Leeds Grenville</b>				
<b>Age Cohort</b>	<b>In the Labour Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in the Labour Force</b>
15 to 24	3,345	2,745	595	1,770
15 to 19	1,445	1,210	240	1,335
20 to 24	1,900	1,540	360	440
25 to 44	8,380	7,940	445	1,600
25 to 29	1,775	1,640	135	355
30 to 34	1,920	1,790	125	435
35 to 39	2,035	1,950	85	440
40 to 44	2,650	2,560	90	370
45 and over	12,775	12,145	630	15,665
45 to 49	3,075	2,935	145	530
50 to 54	3,420	3,250	170	900
55 to 59	2,970	2,835	135	1,535
60 to 64	2,040	1,955	85	2,385
65 +	1,265	1,175	90	10,315

Source: Statistics Canada Census, 2016

<b>Participation Rate compared to Ontario ** by Age, Gender and Educational Attainment – Leeds Grenville</b>				
<b>Educational Attainment - 15 to 24 years</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	42.0	Higher	44.0	Higher
High school certificate or equiv.	82.2	Higher	73.1	Higher
Apprenticeship or trades certificate or diploma	100.0	Higher	78.6	Similar
College, CEGEP or other non-university certificate or diploma	93.6	Higher	92.6	Higher
University certificate or diploma or Degree	80.5	Higher	88.1	Higher
<b>Total</b>	67.4	Higher	65.3	Higher
<b>Educational Attainment - 20 to 24 years</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	45.5	Very Low	54.1	Higher
High school certificate or equiv.	84.7	Higher	75.8	Higher
Apprenticeship or trades certificate or diploma	100.0	Higher	80.0	Lower
College, CEGEP or other non-university certificate or diploma	94.1	Higher	93.0	Higher
University certificate or diploma or Degree	81.0	Higher	87.1	Higher
<b>Total</b>	82.7	Higher	81.2	Higher
<b>Educational Attainment - 25 to 44 years</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	67.3	Very Low	56.8	Higher
High school certificate or equiv.	85.5	Lower	75.8	Higher
Apprenticeship or trades certificate or diploma	93.5	Similar	80.0	Similar
College, CEGEP or other non-university certificate or diploma	94.8	Similar	88.5	Similar
University certificate or diploma or Degree	94.2	Similar	91.8	Higher

Total	88.5	Similar	83.9	Higher
<b>Educational Attainment - 45 years and over</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	37.0	Lower	21.2	Similar
High school certificate or equiv.	57.0	Lower	41.5	Lower
Apprenticeship or trades certificate or diploma	52.9	Similar	42.2	Very Low
College, CEGEP or other non-university certificate or diploma	64.0	Lower	54.9	Very Low
University certificate or diploma or Degree	54.4	Very Low	54.6	Very Low
Total	54.0	Very Low	44.9	Lower

Source: Statistics Canada Census, 2016

\*Ontario data does not include Toronto

\*\*A low participation rate is defined as being more than two percentage points lower than the corresponding rate for Ontario (minus Toronto). A very low participation rate is more than five percentage points lower than the corresponding rate for Ontario (minus Toronto)

<b>Number and employment status of males in the labour force by educational attainment – Leeds Grenville</b>				
<b>Educational Attainment</b>	<b>In the Labour Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in the Labour Force</b>
No certificate, diploma or degree	3,380	2,870	510	4,575
High school certificate or equivalent	8,575	7,755	825	3,880
Apprenticeship or trades certificate or equivalent	3,375	3,130	250	1,910
College or other non-university certificate or diploma	6,980	6,530	450	2,325
University certificate, diploma or degree	3,990	3,755	235	2,235

Source: Statistics Canada Census, 2016

<b>Number and employment status of females in the labour force by educational attainment –Leeds Grenville</b>				
<b>Educational Attainment</b>	<b>In the Labour Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in the Labour Force</b>
No certificate, diploma or degree	2,235	1,960	280	4,900
High school certificate or equivalent	6,720	6,095	625	6,190
Apprenticeship or trades certificate or equivalent	905	840	75	895
College or other non-university certificate or diploma	9,385	8,950	425	4,705
University certificate, diploma or degree	5,250	4,990	260	2,340

Source: Statistics Canada Census, 2016

**Table 28 – Labour Demand – Data Tables - Leeds Grenville**

<b>Occupations where the demand for labour may be highest - Leeds Grenville</b>		
<b>Major Group</b>	<b>Occupations with 0.0% unemployment</b>	<b>Participation Rate</b>
06	Middle management occupations in retail/wholesale trade and customer services	79.4
32	Technical occupations in health	87.5
41	Professional occupations in law, social, community and government	83.3
42	Paraprofessional occupations in law, social, community and government	80.0
51	Professional occupations in arts and culture	70.0
52	Technical occupations in art, culture, recreation and sport	66.7
62	Retail sales supervisors and specialized sales occupations	77.8
86	Harvesting, landscaping and natural resources labourers	85.1
94	Processing and manufacturing machine operators and related production workers	75.0

Source: Statistics Canada Census, 2016

Occupations where high employee turnover may exist - Leeds Grenville			
Major Group	Occupation	Participation Rate	Unemployment Rate
12	Administrative/financial supervisors and administrative occupations	84.8	14.3
40	Professional occupations in education services	79.3	8.7
72	Industrial, electrical and construction trades	88.5	8.7
75	Transport & heavy equipment operation & related maintenance	80.0	12.5
95	Assemblers in manufacturing	85.7	33.3

Source: Statistics Canada Census, 2016

Participant Rates by two-digit occupations as compared to Ontario - Leeds Grenville					
Occupation (2-digit)	Leeds and Grenville			Ontario (minus Toronto)	
	Total LF*	P.R.* (%)	U.R.* (%)	P.R.* (%)	U.R.* (%)
00 Senior management occupations	25	100.0	0.0	94.2	1.5
01-05 Specialized middle management occupations	135	96.3	0.0	95.6	2.9
06 Middle management occupations in retail and wholesale trade and customer services	170	79.4	0.0	94.8	2.6
07-09 Middle management occupations in trades, transportation, production and utilities	165	93.9	0.0	93.4	3.1
11 Professional occupations in business and finance	75	100.0	0.0	94.3	3.6
12 Administrative and financial supervisors and administrative occupations	165	84.8	14.3	92.1	4.0
13 Finance, insurance and related business administrative occupations	35	100.0	0.0	88.6	3.6
14 Office support occupations	150	93.3	7.1	88.8	5.6
15 Distribution, tracking and scheduling coordination occupations	50	100.0	0.0	93.0	4.5
21 Professional occupations in natural and applied sciences	145	93.1	7.4	95.7	3.7
22 Technical occupations related to natural and applied sciences	100	95.0	0.0	93.9	4.3
30 Professional occupations in nursing	60	91.7	0.0	94.9	1.7
31 Professional occupations in health (except nursing)	105	95.2	0.0	95.5	1.7
32 Technical occupations in health	80	87.5	0.0	95.0	2.3
34 Assisting occupations in support of health services	100	95	10.5	94.3	2.5
40 Professional occupations in education services	145	79.3	8.7	89.5	5.3
41 Professional occupations in law and social, community and government services	90	83.3	0.0	93.2	3.5
42 Paraprofessional occupations in legal, social, community and education services	50	80.0	0.0	92.3	4.3
43 Occupations in front-line protection services	30	100.0	33.3	95.7	1.4
44 Care providers in educational, legal and public protection support occupations	55	100.0	0.0	86.1	4.4
51 Professional occupations in art and culture	50	70.0	0.0	86.0	5.3
52 Technical occupations in art, culture, recreation and sport	45	66.7	0.0	86.0	6.5
62 Retail sales supervisors and specialized sales occupations	45	77.8	0.0	94.2	2.8
63 Service supervisors and specialized service occupations	145	96.6	0.0	92.6	4.8
64 Sales representatives and salespersons - wholesale and retail trade	105	95.2	10.0	88.8	6.5
65 Service representatives and other customer and	75	93.3	0.0	91.6	6.0

personal services occupations					
66 Sales support occupations	105	100.0	0.0	86.7	7.6
67 Service support & other service occupations, n.e.c.	205	85.4	5.7	88.6	5.4
72 Industrial, electrical and construction trades	130	88.5	8.7	92.9	4.7
73 Maintenance and equipment operation trades	80	93.8	0.0	94.0	3.0
74 Other installers, repairers and servicers and material handlers	70	100.0	21.4	92.7	7.1
75 Transport and heavy equipment operation and related maintenance occupations	100	80.0	12.5	95.0	2.8
76 Trades helpers, construction labourers and related occupations	30	100.0	33.3	91.4	9.2
82 Supervisors and technical occupations in natural resources, agriculture and related production	20	100.0	0.0	93.3	5.4
84 Workers in natural resources, agriculture and related production	25	100.0	0.0	86.0	10.5
86 Harvesting, landscaping and natural resources labourers	30	83.3	0.0	85.1	9.9
92 Processing, manufacturing and utilities supervisors and central control operators	20	100.0	0.0	96.2	2.5
94 Processing and manufacturing machine operators and related production workers	40	75.0	0.0	94.3	3.6
95 Assemblers in manufacturing	35	85.7	33.3	94.6	4.7
96 Labourers in processing, manufacturing & utilities	75	100.0	0.0	89.6	4.7
Total**	3,375	90.2	4.8	92.4	4.4

Source: Statistics Canada Census, 2016

LF - Labour Force

P.R. - Participation Rate

U.R. – Unemployment Rate

\*\* Excludes Occupations – Not Applicable

<b>Occupations with the greatest number of vacancies – Ottawa Region</b>		
<b>Major Group</b>	<b>Occupation</b>	<b>Average No. of Vacancies per Quarter</b>
01-05	Specialized middle management	496
12	Administrative and financial supervisors and administrative occupations	567
14	Office support occupations	452
21	Professional occupations in natural and applied science	1,174
22	Technical occupations in natural and applied science	464*
30	Professional occupations in nursing	225*
32	Technical occupations in health	245
34	Assisting occupations in support of health services	261*
40	Professional occupations in education services	310*
41	Professional occupations in legal, social, community and government	352
42	Paraprofessional occupations in legal, social community and government	446
52	Technical occupations in art, culture, recreation and sport	354*
62	Retail sales supervisors	294
63	Service supervisors	713
64	Sales representatives – wholesale and retail	869*
65	Service representatives and other customer service	1,455
66	Sales support occupations	710*
67	Service support and other service occupations	1,865
73	Maintenance and equipment operation trades	397*
75	Transport truck and heavy equipment operation	704

Source: Statistics Canada Vacancy and Wage Report – Jan 2018 to Mar 31 2019



\* Information not available for all quarters

**Table 29 – Labour Market Supply – Data Tables - Frontenac**

Participation Rate in Frontenac compared to Ontario * by Age and Gender				
Age Cohort	Male		Female	
15 to 24	64.0	Higher	67.0	Higher
15 to 19	46.7	Similar	52.6	Higher
20 to 24	78.2	Similar	77.5	Similar
25 to 44	87.4	Lower	82.4	Similar
25 to 29	85.0	Lower	83.4	Similar
30 to 34	88.3	Lower	81.4	Similar
35 to 39	88.6	Lower	82.4	Similar
40 to 44	87.8	Lower	82.3	Similar
45 and over	53.8	Very Low	45.9	Lower
45 to 49	88.5	Similar	83.7	Similar
50 to 54	82.5	Very Low	81.1	Similar
55 to 59	74.2	Very Low	67.8	Similar
60 to 64	57.3	Lower	48.1	Similar
65 years and over	18.7	Similar	10.4	Similar
Total Population 15 years and over	65.1	Lower	59.2	Similar

Source: Statistics Canada Census Data, 2016

\* Ontario data does not include Toronto

\*\*A low participation rate is defined as being more than two percentage points lower than the corresponding rate for Ontario (minus Toronto). A very low participation rate is more than five percentage points lower than the corresponding rate for Ontario (minus Toronto)

Number and employment status of males in the labour force by age - Frontenac				
Age Cohort	In the Labour Force	Employed	Unemployed	Not in the Labour Force
15 to 24	6,195	4,940	1,255	3,490
15 to 19	2,040	1,560	475	2,335
20 to 24	4,155	3,380	780	1,150
25 to 44	15,060	14,100	955	2,180
25 to 29	4,125	3,775	355	730
30 to 34	3,885	3,605	280	515
35 to 39	3,655	3,490	165	470
40 to 44	3,395	3,240	155	470
45 and over	17,545	16,725	815	15,095
45 to 49	4,010	3,845	165	520
50 to 54	4,605	4,360	245	980
55 to 59	3,825	3,640	190	1,325
60 to 64	2,760	2,630	135	2,065
65 +	2,345	2,255	90	10,200

Source: Statistics Canada Census, 2016

Number and employment status of females in the labour force by age - Frontenac				
Age Cohort	In the Labour Force	Employed	Unemployed	Not in the Labour Force
15 to 24	6,170	5,145	1,025	3,040
15 to 19	2,065	1,630	440	1,855

20 to 24	4,105	3,520	585	1,185
25 to 44	15,250	14,265	985	3,255
25 to 29	4,265	3,865	400	855
30 to 34	3,905	3,605	300	890
35 to 39	3,590	3,370	220	760
40 to 44	3,495	3,420	70	745
45 and over	17,165	16,430	735	20,270
45 to 49	4,050	3,865	185	795
50 to 54	4,795	4,625	170	1,110
55 to 59	4,150	3,930	220	1,980
60 to 64	2,585	2,490	95	2,790
65 +	1,585	1,520	65	13,600

Source: Statistics Canada Census, 2016

<b>Participation Rate in Frontenac compared to Ontario ** by Age, Gender and Educational Attainment</b>				
<b>Educational Attainment - 15 to 24 years</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	35.4	Similar	36.3	Similar
High school certificate or equiv.	76.2	Higher	74.6	Higher
Apprenticeship or trades certificate or diploma	92.7	Higher	93.3	Higher
College, CEGEP or other non-university certificate or diploma	89.2	Similar	90.4	Higher
University certificate or diploma or Degree	68.5	Very Low	75.8	Lower
<b>Total</b>	64	Higher	67.0	Higher
<b>Educational Attainment - 20 to 24 years</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	52.2	Very Low	52.9	Higher
High school certificate or equiv.	79.9	Higher	72.3	Similar
Apprenticeship or trades certificate or diploma	94.4	Higher	92.3	Higher
College, CEGEP or other non-university certificate or diploma	88.8	Similar	91.0	Higher
University certificate or diploma or Degree	69.1	Very Low	75.8	Lower
<b>Total</b>	78.2	Similar	77.5	Similar
<b>Educational Attainment- 25 to 44 years</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	63.7	Very Low	40.2	Very Low
High school certificate or equiv.	85.4	Lower	70.6	Lower
Apprenticeship or trades certificate or diploma	93.4	Similar	83.8	Higher
College, CEGEP or other non-university certificate or diploma	93.2	Similar	89.1	Higher
University certificate or diploma or Degree	88.3	Very Low	86.5	Similar
<b>Total</b>	87.4	Lower	82.4	Similar
<b>Educational Attainment - 45 years and over</b>	<b>Male</b>		<b>Female</b>	
No certificate, diploma or degree	31.0	Very Low	18.2	Lower
High school certificate or equiv.	55.8	Lower	38.7	Very Low
Apprenticeship or trades certificate or diploma	48.4	Very Low	47.2	Similar
College, CEGEP or other non-university certificate or diploma	63.5	Lower	55.8	Lower
University certificate or diploma or Degree	60.3	Very Low	56.6	Very Low
<b>Total</b>	53.8	Very Low	45.9	Lower

Statistics Canada Census, 2016

\* Ontario data does not include Toronto

\*\*A low participation rate is defined as being more than two percentage points lower than the corresponding rate for Ontario (minus Toronto). A very low participation rate is more

than five percentage points lower than the corresponding rate for Ontario (minus Toronto)

<b>Number and employment status of males in the labour force by educational attainment - Frontenac</b>				
<b>Educational Attainment</b>	<b>In the Labour Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in the Labour Force</b>
No certificate, diploma or degree	3,435	2,935	500	5,870
High school certificate or equivalent	12,220	10,850	1,365	5,440
Apprenticeship or trades certificate or equivalent	3,530	3,315	215	2,305
College or other non-university certificate or diploma	8,725	8,295	425	2,665
University certificate, diploma or degree	10,895	10,370	525	4,485

Source: Statistics Canada Census, 2016

<b>Number and employment status of females in the labour force by educational attainment - Frontenac</b>				
<b>Educational Attainment</b>	<b>In the Labour Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in the Labour Force</b>
No certificate, diploma or degree	2,190	1,900	290	6,290
High school certificate or equivalent	9,110	8,175	930	8,190
Apprenticeship or trades certificate or equivalent	1,260	1,175	85	905
College or other non-university certificate or diploma	12,955	12,150	810	5,675
University certificate, diploma or degree	13,080	12,450	630	5,510

Source: Statistics Canada Census, 2016

### Table 30 – Labour Demand – Data Tables - Frontenac

<b>Occupations where the demand for labour may be highest - Frontenac</b>		
<b>Major Group</b>	<b>Occupations with 0.0% unemployment</b>	<b>Participation Rate</b>
00	Senior management occupations	88.2
07-09	Middle management occupations in trades, transport, production and utilities	83.3
11	Professional occupations in business and finance	87.5
30	Professional occupations in nursing	85.7
51	Professional occupations in arts and culture	72.7
95	Assemblers in manufacturing	83.3

Source: Statistics Canada Census, 2016

<b>Occupations where high employee turnover may exist - Frontenac</b>			
<b>Major Group</b>	<b>Occupation</b>	<b>Participation Rate</b>	<b>Unemployment Rate</b>
14	Office support occupations	89.9	6.5
44	Care providers in educational, legal and public protection support	89.8	6.8
64	Sales representatives and salespersons - wholesale and retail trade	87.9	10.3
65	Service reps and other customer and personal services occupations	89.0	8.6
66	Sales support occupations	83.8	9.7
72	Industrial, electrical and construction trades	85.5	6.4
96	Labourers in processing, manufacturing and utilities	66.7	33.3

Source: Statistics Canada Census, 2016

<b>Participation Rates for all two-digit occupations as compared to Ontario - Frontenac</b>					
<b>Occupation (2-digit)</b>	<b>Frontenac</b>			<b>Ontario (minus Toronto)</b>	
	<b>Total LF*</b>	<b>P.R.* (%)</b>	<b>U.R.* (%)</b>	<b>P.R.* (%)</b>	<b>U.R.* (%)</b>
00 Senior management occupations	85	88.2	0.0	94.2	1.5
01-05 Specialized middle management occupations	400	92.5	4.1	95.6	2.9
06 Middle management occupations in retail and wholesale trade and customer services	435	92.0	0.0	94.8	2.6
07-09 Middle management occupations in trades, transportation, production and utilities	90	83.3	0.0	93.4	3.1
11 Professional occupations in business and finance	320	87.5	0.0	94.3	3.6
12 Administrative and financial supervisors and administrative occupations	510	83.3	2.4	92.1	4.0
13 Finance, insurance and related business administrative occupations	70	92.9	0.0	88.6	3.6
14 Office support occupations	345	89.9	6.5	88.8	5.6
15 Distribution, tracking and scheduling coordination occupations	65	100.0	0.0	93.0	4.5
21 Professional occupations in natural and applied sciences	475	94.7	2.2	95.7	3.7
22 Technical occupations related to natural and applied sciences	230	91.3	11.9	93.9	4.3
30 Professional occupations in nursing	175	85.7	0.0	94.9	1.7
31 Professional occupations in health (except nursing)	575	97.4	1.8	95.5	1.7
32 Technical occupations in health	205	85.4	5.7	95.0	2.3
34 Assisting occupations in support of health services	215	97.7	0.0	94.3	2.5
40 Professional occupations in education services	1,170	87.6	4.9	89.5	5.3
41 Professional occupations in law and social, community and government services	365	94.5	2.9	93.2	3.5
42 Paraprofessional occupations in legal, social, community and education services	230	91.3	7.1	92.3	4.3
43 Occupations in front-line protection services	125	96.0	0.0	95.7	1.4
44 Care providers in educational, legal and public protection support occupations	245	89.8	6.8	86.1	4.4
51 Professional occupations in art and culture	165	72.7	0.0	86.0	5.3
52 Technical occupations in art, culture, recreation and sport	135	92.6	0.0	86.0	6.5
62 Retail sales supervisors and specialized sales occupations	140	100.0	0.0	94.2	2.8
63 Service supervisors and specialized service occupations	530	93.4	2.0	92.6	4.8
64 Sales representatives and salespersons - wholesale and retail trade	330	87.9	10.3	88.8	6.5
65 Service representatives and other customer and personal services occupations	455	89.0	8.6	91.6	6.0
66 Sales support occupations	185	83.8	9.7	86.7	7.6
67 Service support & other service occupations, n.e.c.	685	84.7	5.2	88.6	5.4
72 Industrial, electrical and construction trades	275	85.5	6.4	92.9	4.7
73 Maintenance and equipment operation trades	105	95.2	0.0	94.0	3.0
74 Other installers, repairers and servicers and material handlers	55	100.0	0.0	92.7	7.1
75 Transport and heavy equipment operation and related maintenance occupations	185	94.6	0.0	95.0	2.8
76 Trades helpers, construction labourers and related occupations	85	94.1	0.0	91.4	9.2
82 Supervisors and technical occupations in natural	10	0	0	93.3	5.4

resources, agriculture and related production					
84 Workers in natural resources, agriculture and related production	25	100.0	0.0	86.0	10.5
86 Harvesting, landscaping and natural resources labourers	15	0	0	85.1	9.9
92 Processing, manufacturing and utilities supervisors and central control operators	15	100.0	0.0	96.2	2.5
94 Processing and manufacturing machine operators and related production workers	45	100.0	0.0	94.3	3.6
95 Assemblers in manufacturing	30	83.3	0.0	94.6	4.7
96 Labourers in processing, manufacturing & utilities	45	66.7	33.3	89.6	4.7
Total**	9,870	89.8	4.0	92.4	4.4

Source: Statistics Canada Census, 2016

LF - Labour Force      P.R. - Participation Rate      U.R. – Unemployment Rate

\*\* Excludes Occupations – Not Applicable

Occupations with the greatest number of vacancies – Kingston-Pembroke Region		
Major Group	Occupation	Average No. of Vacancies per Quarter
01-05	Specialized middle management	82
12	Administrative and financial supervisors and administrative occupations	100
14	Office support occupations	98*
30	Professional occupations in nursing	162
32	Technical occupations in health	128
34	Assisting occupations in support of health services	143*
65	Service representatives and other customer service	303*
67	Service support and other service occupations	460
75	Transport truck and heavy equipment operation	343*
94	Processing and manufacturing machine operators	125*

Source: Statistics Canada Vacancy and Wage Report – Jan 2018 to Mar 31 2019

\* Information not available for all quarters

## Table 31 – Mobility Characteristics

### Mobility Status 5 Year Period

	Frontenac 2016 NHS Reference Population (139,660)	Leeds & Grenville 2016 NHS Reference Population (94,685)
Lived at same address 5 years ago (non-movers)	59.4% (82,940)	68.0% (64,365)
Changed addresses within the same municipality 5 years ago (non-migrants)	21.6% (30,230)	12.8% (12,155)
Moved to another municipality within Ontario 5 years ago (Intraprovincial migrants)	13.1% (18,260)	16.6% (15,700)

Lived in different province or territory 5 years ago (Interprovincial)	3.4% (4715)	2.0% (1860)
Lived in a different country 5 years ago (External Migrants)	2.5% (3520)	0.6% (610)

Source: Statistics Canada, 2016 NHS

**Table 32 – Citizenship**

CITIZENSHIP	Leeds Grenville	Frontenac	Ontario
<b>Total Population (using 25% sample)</b>	98785	146715	13242160
Canadian citizens	97080	141350	12223065
Not Canadian citizens	1710	5360	1019095

Source: Statistic Canada – Census 2016

**Table 33 – Period Of Immigration**

PERIOD OF IMMIGRATION	Leeds Grenville	Frontenac	Ontario
<b>Total Population (using 25% sample)</b>	98785	146715	13242160
Non-immigrants	91515	127430	9188815
Immigrants	7115	17590	3852145
Before 1981	4615	8615	1077745
1981 to 1990	825	1960	513995
1991 to 2000	540	2170	834510
2001 to 2010	750	3175	953730
2001 to 2005	340	1505	490560
2006 to 2010	405	1665	463170
2011 to 2016	380	1675	472170
Non-permanent residents	160	1695	201200

Source: Statistics Canada - Census 2016

**Table 33a – Migration Characteristics  
Leeds and Grenville  
2013-2018**

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	3,730	2,792	938
18-24	1,914	3,113	-1,199
25-44	5,963	5,801	162
45-64	5,571	3,554	2,017
65+	2,644	2,423	221
<b>Total</b>	<b>19,822</b>	<b>17,683</b>	<b>2,139</b>

Source: Statistics Canada, Taxfiler

**Table 33b – Migration Characteristics  
Frontenac  
2013-2018**

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	6,672	5,938	734
18-24	7,213	4,927	2,286
25-44	16,267	13,497	2,770
45-64	6,615	5,454	1,161
65+	3,135	2,400	735
<b>Total</b>	<b>39,902</b>	<b>32,216</b>	<b>7,686</b>

Source: Statistics Canada, Taxfiler

**Table 34 – Age of Immigrants**

AGE OF IMMIGRANTS	Leeds Grenville	Frontenac	Ontario
<b>Total</b>	<b>7115</b>	<b>17595</b>	<b>3852145</b>
Under 5 years	1170	2245	369955
5 to 14 years	1555	3595	685085
15 to 24 years	1750	3990	855475
25 to 44 years	2285	6695	1579500
45 years and over	350	1070	362130

Source: Statistics Canada

**Table 35 – Birth Places of Immigrants**

<b>BIRTH PLACES OF IMMIGRANTS</b>	<b>Leeds Grenville</b>	<b>Frontenac</b>	<b>Ontario</b>
<b>Total</b>	7115	17595	3852145
Americas	1370	2675	598950
Europe	4500	8855	1144295
Africa	155	1120	226770
Asia	1010	4780	1869805
Oceania and other places of birth	75	155	12330

Source: Statistics Canada – Census 2016

**Table 36 – Top Birth Places of Immigrants**

TOP Places of Birth for Immigrant Population

<b>Leeds Grenville</b>	<b># Immigrants</b>	<b>Frontenac</b>	<b>#Immigrants</b>
<b>Europe</b>	<b>4500</b>	<b>Europe</b>	<b>8855</b>
United Kingdom	2200	United Kingdom	3485
Netherlands	835	Portugal	1300
Germany	595	Germany	760
		Netherlands	750
<b>Americas</b>	<b>1370</b>	<b>Americas</b>	<b>2675</b>
United States	1000	United States	1440
		Jamaica	185
		El Salvador	175
		Brazil	115
<b>Asia</b>	<b>1010</b>	<b>Asia</b>	<b>4780</b>
Philippines	220	China	965
India	200	India	745
China	190	Philippines	520
		South Korea	345
		Iran	295
<b>Africa</b>	<b>155</b>	<b>Africa</b>	<b>1120</b>
South Africa	50	Egypt	260
		South Africa	150
<b>Oceania and other</b>	<b>75</b>	<b>Oceania and other</b>	<b>155</b>

Source: Statistics Canada – Census 2016

**Table 37 – Birth Places of Recent Immigrants**

<b>BIRTH PLACES OF RECENT IMMIGRANTS (Jan 2011 – May 2016)</b>	<b>Leeds Grenville</b>	<b>Frontenac</b>	<b>Ontario</b>
Total - Selected places of birth for the recent immigrant population in private households - 25% sample data	385	1675	472170
Americas	90	265	60700
Europe	55	235	45295
Africa	35	210	39380
Asia	195	960	324820
Oceania and other	10	10	1980

Source: Statistics Canada – Census 2016



**Table 38 – Generation of Immigrants**

GENERATION OF IMMIGRANTS	Leeds Grenville	Frontenac	Ontario
<b>Total</b>	<b>98785</b>	<b>146715</b>	<b>13242160</b>
First generation	7820	20495	4122840
Second generation	12870	23375	3049835
Third generation or more	78095	102840	6069485

Source: Statistics Canada – Census 2016

**Table 39 – Admission of Immigrants**

ADMISSION CATEGORY 1980-2016	Leeds Grenville	Frontenac	Ontario
<b>Total</b>	<b>2580</b>	<b>9220</b>	<b>2825480</b>
Economic immigrants	1215	5265	1364380
Principal applicants	535	2060	540795
Secondary applicants	680	3205	823580
Immigrants sponsored by family	1155	2825	940405
Refugees	190	1105	482665
Other immigrants	20	30	38035

Source: Statistics Canada – Census 2016

**Table 40 – Equity Group by Population**

Eastern Workforce Innovation Board Region

Population	Total Population 15 years and over	Visible minority population	Aboriginal identity population	Francophone population
<b>Total - Population 15 years and over</b>	<b>222790</b>	<b>11635 (5.2%)</b>	<b>7450 (3.3%)</b>	<b>8475 (3.8%)</b>
<b>15 to 24 years</b>	<b>31210</b>	<b>2480</b>	<b>1645</b>	<b>835</b>
15 to 19 years	14825	1090	810	425
20 to 24 years	16395	1390	830	410
<b>25 to 44 years</b>	<b>59030</b>	<b>4785</b>	<b>2625</b>	<b>2225</b>
25 to 29 years	15260	1435	775	490
30 to 34 years	14575	1340	605	495
35 to 39 years	14275	1030	675	590
40 to 44 years	14920	980	580	650
<b>45 years and over</b>	<b>132545</b>	<b>4370</b>	<b>3180</b>	<b>5415</b>
45 to 49 years	17220	940	715	740
50 to 54 years	21270	940	655	865
55 to 59 years	21295	690	605	970
60 to 64 years	19810	525	440	730
65 years and over	52955	1285	760	2115

Source: Statistics Canada – Census 2016

**Table 41 – Equity Group by Education  
Eastern Workforce Innovation Board Region**

<b>Population</b>	<b>Total - Population 15 years and over</b>	<b>Visible minority population</b>	<b>Aboriginal identity population</b>	<b>Francophone population</b>
<b>Total - Highest certificate, diploma or degree</b>	<b>222790</b>	<b>11635</b>	<b>7450</b>	<b>8475</b>
No certificate, diploma or degree	34715	1275	1790	975
Certificate, diploma or degree	188075	10360	5660	7500
Secondary (high) school diploma or equivalency certificate	64485	2545	2165	2160
Apprenticeship or trades certificate or diploma	16105	330	630	820
College, CEGEP or other non-university certificate or diploma	57455	1630	2080	2245
University certificate, diploma or degree	50035	5860	795	2275
University certificate or diploma below bachelor level	3630	375	85	215
University certificate or degree (bachelor and above)	46405	5480	710	2060
Bachelor's degree	28950	2695	435	1235
University certificate or diploma above bachelor level	2595	220	45	90
Degree in medicine, dentistry, veterinary medicine or optometry	1870	455	15	50
Master's degree	9430	1425	170	440
Earned doctorate	3560	685	45	245

**Source: Statistics Canada – Census 2016**

**Notes:**

1. *POR - Place of Residence*
2. *Population 15 years and over in private households*

**Table 42 – Equity Group by Labour Force**  
Eastern Workforce Innovation Board Region

Population	Total - Population 15 years and over	Visible minority population	Aboriginal identity population	Francophone population
<b>Total - Labour force status</b>	<b>222790</b>	<b>11635</b>	<b>7450</b>	<b>8475</b>
In the labour force	136795	7635	4645	5170

Source: Statistics Canada – Census 2016

**Notes:**

1. POR - Place of Residence
2. Population 15 years and over in private households

**Table 43 – Equity Group by Gender**  
Eastern Workforce Innovation Board Region

	Total Population 15 years and over	Visible minority population	Aboriginal identity population	Francophone population
<b>Total</b>	<b>222790</b>	<b>11635</b>	<b>7450</b>	<b>8475</b>
Male	107250	5670	3450	4055
Female	115540	5965	4000	4425

Source: Statistics Canada – Census 2016

**Notes:**

1. POR - Place of Residence
2. Population 15 years and over in private households

**Table 44 – Employers by Size Range**  
Employers by Employee Size Range – Frontenac & Leeds & Grenville & Ontario  
June 2020

Employee Size Range	Number of Employers Frontenac 2020	% of Total ERS	Number of Employers Leeds & Grenville 2020	% of Total ERS	Number of Employers Ontario 2020	% of Total ERS
<b>0</b>	<b>9944</b>	<b>66.2%</b>	<b>5855</b>	<b>65.8%</b>	<b>1128303</b>	<b>69.8%</b>
<b>ERs with ees</b>	<b>5082</b>	<b>33.8%</b>	<b>3042</b>	<b>34.2%</b>	<b>487909</b>	<b>30.2%</b>
1– 4	2563	17.1%	1609	18.1%	285631	17.7%
5– 9	1000	6.7%	704	7.9%	84053	5.2%
10 – 19	763	5.1%	368	4.1%	55646	3.4%
20-49	520	3.5%	235	2.6%	38911	2.4%
50-99	142	0.9%	78	0.9%	13249	0.8%
100-199	52	0.3%	26	0.3%	6141	0.4%
200-499	31	0.2%	17	0.2%	3027	0.2%

500+	11	0.1%	5	0.1%	1251	0.1%
<b>Total</b>	<b>15026</b>	<b>100%</b>	<b>8897</b>	<b>100%</b>	<b>1616212</b>	<b>100%</b>

Source: Statistics Canada, Canadian Business Counts

**Table 45 – Employers by Size Range – Leeds Grenville – 2019 vs 2020**

**Employers by Employee Size Range - Leeds & Grenville  
June 2019 vs June 2020**

Employee Size Range	Number of Employers Leeds & Grenville 2019	Number of Employers Leeds & Grenville 2020	Variance	% Variance
<b>0</b>	<b>6075</b>	<b>5855</b>	<b>-220</b>	<b>-3.6%</b>
<b>#ERs with ees</b>	<b>3009</b>	<b>3042</b>	<b>33</b>	<b>1.1%</b>
1-4	1607	1609	2	0.1%
5-9	691	704	13	1.9%
10-19	367	368	1	0.3%
20 - 49	223	235	12	5.4%
50 - 99	74	78	4	5.4%
100 -199	27	26	-1	-3.7%
200 - 499	15	17	2	13.3%
500+	5	5	0	0.0%
<b>Total</b>	<b>9084</b>	<b>8897</b>	<b>-187</b>	<b>-2.1%</b>

**Table 46 – Employers by Size Range – Frontenac – 2019 vs 2020**

**Employers by Employee Size Range - Frontenac County  
June 2019 vs June 2020**

Employee Size Range	Number of Employers Frontenac 2019	Number of Employers Frontenac 2020	Variance	% Variance
<b>0</b>	<b>10012</b>	<b>9944</b>	<b>-68</b>	<b>-0.7%</b>
<b>#ERs with ees</b>	<b>5048</b>	<b>5082</b>	<b>34</b>	<b>0.7%</b>
1-4	2579	2563	-16	-0.6%
5-9	964	1000	36	3.7%
10-19	760	763	3	0.4%
20 - 49	515	520	5	1.0%
50 - 99	137	142	5	3.6%
100 -199	52	52	0	0.0%
200 - 499	28	31	3	10.7%

500+	13	11	-2	-15.4%
<b>Total</b>	<b>15,060</b>	<b>15,026</b>	<b>-34</b>	<b>-0.2%</b>

Source: Statistics Canada, Canadian Business Counts

### Table 47 – Employers With No Employees – Leeds Grenville 2020

#### TOP 20 Employers WITH NO EMPLOYEES and CLASSIFIED by 3-digit NAIC LEEDS GRENVILLE - June 2020

NAICS	#ERS	% ERS
531 - Real estate	1330	25.0%
541 - Professional, scientific and technical services	633	11.9%
238 - Specialty trade contractors	357	6.7%
112 - Animal production and aquaculture	260	4.9%
523 - Securities, commodity contracts, and other financial investment and related activities	248	4.7%
111 - Crop production	243	4.6%
621 - Ambulatory health care services	210	3.9%
236 - Construction of buildings	172	3.2%
561 - Administrative and support services	167	3.1%
813 - Religious, grant-making, civic, and professional and similar organizations	136	2.6%
811 - Repair and maintenance	126	2.4%
812 - Personal and laundry services	126	2.4%
484 - Truck transportation	110	2.1%
611 - Educational services	70	1.3%
624 - Social assistance	69	1.3%
721 - Accommodation services	58	1.1%
453 - Miscellaneous store retailers	53	1.0%
454 - Non-store retailers	52	1.0%
711 - Performing arts, spectator sports and related industries	51	1.0%
713 - Amusement, gambling and recreation industries	48	0.9%
<b>SUB-TOTAL - Top 20 Employers with NO Employees</b>	<b>4519</b>	<b>85.0%</b>
<b>TOTAL #EMPLOYERS with NO EMPLOYEES &amp; Classified</b>	<b>5319</b>	<b>100.0%</b>

Source: Statistics Canada, Canadian Business Counts

### Table 48 – Employers With No Employees – Frontenac - 2020

#### TOP 20 Employers WITH NO EMPLOYEES and CLASSIFIED by 3-digit NAIC FRONTENAC - June 2020

NAICS	#ERS	%ERS
531 - Real estate	3413	37.6%
541 - Professional, scientific and technical services	958	10.6%
621 - Ambulatory health care services	780	8.6%
523 - Securities, commodity contracts, and other financial investment and	511	5.6%

related activities		
238 - Specialty trade contractors	351	3.9%
561 - Administrative and support services	239	2.6%
236 - Construction of buildings	221	2.4%
812 - Personal and laundry services	201	2.2%
813 - Religious, grant-making, civic, and professional and similar organizations	195	2.1%
112 - Animal production and aquaculture	145	1.6%
624 - Social assistance	132	1.5%
811 - Repair and maintenance	112	1.2%
611 - Educational services	110	1.2%
485 - Transit and ground passenger transportation	109	1.2%
711 - Performing arts, spectator sports and related industries	106	1.2%
111 - Crop production	94	1.0%
551 - Management of companies and enterprises	85	0.9%
722 - Food services and drinking places	85	0.9%
484 - Truck transportation	83	0.9%
721 - Accommodation services	76	0.8%
<b>SUB-TOTAL - Top 20 Employers with NO Employees</b>	<b>8006</b>	<b>88.2%</b>
<b>TOTAL # EMPLOYERS with NO EMPLOYEES &amp; Classified</b>	<b>9075</b>	<b>100.0%</b>

Source: Statistics Canada, Canadian Business Counts

## Table 49 – Employers With Employees – Leeds Grenville - 2020

### TOP 20 Employers WITH EMPLOYEES and CLASSIFIED by 3-digit NAIC LEEDS GRENVILLE - June 2020

NAICS	#ERS	%ERS
238 - Specialty trade contractors	321	11.1%
541 - Professional, scientific and technical services	248	8.6%
722 - Food services and drinking places	179	6.2%
621 - Ambulatory health care services	177	6.1%
236 - Construction of buildings	151	5.2%
561 - Administrative and support services	126	4.4%
531 - Real estate	109	3.8%
813 - Religious, grant-making, civic, and professional and similar organizations	106	3.7%
811 - Repair and maintenance	103	3.6%
445 - Food and beverage stores	83	2.9%
812 - Personal and laundry services	78	2.7%
112 - Animal production and aquaculture	67	2.3%
484 - Truck transportation	54	1.9%
453 - Miscellaneous store retailers	53	1.8%
441 - Motor vehicle and parts dealers	52	1.8%
713 - Amusement, gambling and recreation industries	51	1.8%
721 - Accommodation services	51	1.8%
624 - Social assistance	46	1.6%
623 - Nursing and residential care facilities	44	1.5%
446 - Health and personal care stores	40	1.4%
<b>SUB-TOTAL - Top 20 Employers with Employees</b>	<b>2139</b>	<b>73.9%</b>

Source: Statistics Canada, Canadian Business Counts

**Table 50 – Employers With Employees – Frontenac****TOP 20 Employers WITH EMPLOYEES and CLASSIFIED by 3-digit NAIC**

FRONTENAC - June 2020

NAICS	#ERS	%ERS
621 - Ambulatory health care services	610	12.7%
238 - Specialty trade contractors	436	9.1%
541 - Professional, scientific and technical services	434	9.0%
722 - Food services and drinking places	338	7.0%
531 - Real estate	209	4.3%
561 - Administrative and support services	189	3.9%
236 - Construction of buildings	181	3.8%
813 - Religious, grant-making, civic, and professional and similar organizations	171	3.6%
811 - Repair and maintenance	147	3.1%
812 - Personal and laundry services	141	2.9%
445 - Food and beverage stores	140	2.9%
448 - Clothing and clothing accessories stores	107	2.2%
446 - Health and personal care stores	88	1.8%
624 - Social assistance	84	1.7%
523 - Securities, commodity contracts, and other financial investment and related activities	83	1.7%
453 - Miscellaneous store retailers	70	1.5%
441 - Motor vehicle and parts dealers	69	1.4%
611 - Educational services	67	1.4%
721 - Accommodation services	61	1.3%
522 - Credit intermediation and related activities	57	1.2%
<b>SUB-TOTAL - Top 20 Employers with Employees</b>	<b>3682</b>	<b>76.6%</b>
<b>TOTAL # EMPLOYERS with EMPLOYEES and CLASSIFIED</b>	<b>4808</b>	<b>100.0%</b>

Source: Statistics Canada, Canadian Business Counts

**Table 51 – Employment Ontario Data – Apprenticeship  
APPRENTICESHIP – 2019 VS 2020**

APPRENTICESHIP	1000 Islands Region 2019	1000 Islands Region 2020	Variance 2019 vs 2020	%Variance 2019 vs 2020
<b>Number of Active Apprentices</b>	<b>1603</b>	<b>1515</b>	<b>-88</b>	<b>-5.5%</b>
Number of CofAs Issued	226	164	-62	-27.4%
Number of Modular Training Registrations	132	117	-15	-11.4%

Average Age of Apprentices Registrations	27	27	0	0%
<b>Number of New Registrations</b>	<b>641</b>	<b>538</b>	<b>-103</b>	<b>-16.1%</b>
<b>Female</b>	86	71	-15	-17.4%
<b>Male</b>	555	464	-91	-16.4%

**Table 52 – Employment Ontario Data – Canada Ontario Job Grant**

<b>CANADA ONTARIO JOB GRANT</b>	<b>1000 Islands Region 2020</b>	<b>Frontenac 2020</b>	<b>Leeds and Grenville 2020</b>	<b>Eastern Region 2020</b>	<b>Ontario 2020</b>
<b>CANADA ONTARIO JOB GRANT - EMPLOYER</b>					
<b>Number of Employers</b>	<b>112</b>	<b>70</b>	<b>37</b>	<b>815</b>	<b>3232</b>
Number of Applications - Under 25 Stream	112	70	37	804	3169
Number of Applications - Over 25 stream and Consortium				11	63
<b># OF EMPLOYEES IN COMPANY</b>					
Less than 50	85	52	29	622	2302
50-150	11			118	563
151 - 300				35	135
301 - 500				16	86
501 - 1,500				12	78
1,501 - 10,000					56
over 10,000					12
Unknown					
<b>TRAINING PROVIDER TYPE</b>					
Private Trainer	57	32	21	456	1842
Product Vendor				38	211
Public College	12			85	261
Registered Private Career College	37	27		191	694
School Board					
Union Based Training Centre					12
University				34	199
Unknown					
<b>OUTCOME AT EXIT DETAIL</b>					
Increase in trainee productivity	92%	96%	86%	94%	92%
Training met workforce needs	95%	96%	93%	98%	97%



<b>CANADA ONTARIO JOB GRANT - PARTICIPANT</b>					
<b>NUMBER OF CLIENTS</b>	342	208	120	2636	14073
<b>CLIENTS BY AGE</b>					
15-24	60	40	18	383	1527
25-44	180	104	67	1531	8240
45-64	97	60	34	703	4141
65 and older				18	158
Unknown					
<b>GENDER</b>					
Female	124	67	57	1015	5502
Male	217	141	62	1605	8488
Other					
Prefer not to disclose				12	73
Trans					
Unknown					
<b>HIGHEST LEVEL OF EDUCATION AT INTAKE</b>					
a. Less than Grade 9					22
b. Less than Grade 12				29	181
c. Completion of Secondary	35	23		179	1077
d. Certificate of Apprenticeship / Journey Person	15			57	233
e. Certificate/Diploma	107	48	56	509	2377
f. Applied/Associate/Bachelor Degree	50	27	18	226	2155
g. Post Graduate	12			77	747
h. Other (Some Apprenticeship/College/University)				60	419
i. Unknown	112	83	27	1498	6862
<b>DESIGNATED GROUPS</b>					
Aboriginal Group				24	175
Deaf					
Deaf/Blind					
Francophone				115	228
Internationally Trained Professionals	11			165	1319
Newcomer				44	365
Person with Disability				33	118
Visible Minority				88	597
<b>LABOUR FORCE ATTACHMENT</b>					
Employed Full Time	313	193	107	2331	12783
Employed Part Time	15			161	599
Full Time Student					18
Part Time Student					
Self Employed					35

Under Employed					20
Unemployed				123	565
Unknown					49
<b>SOURCE OF INCOME</b>					
Canada Pension Plan					
Crown Ward					
Dependent of EI					
Dependent of OW/ODSP					
Employed	325	198	114	2481	13247
Employment Insurance				56	218
No Source of Income				65	385
Ontario Disability Support Program					14
Ontario Works					22
Other				14	79
Pension					
Self Employed				11	58
Unknown					49
<b>LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING</b>					
Less than 3 months				112	643
3 - 6 months				22	109
6 - 12 months				14	92
More than 12 months				46	303
Unknown	329	200	116	2442	12926
<b>OUTCOME AT EXIT SUMMARY</b>					
Employed	497	342	141	2746	15240
In Training/Education					
Other (Independent, Unable to Work, Volunteer)					
Unemployed					12
Unknown				20	284
<b>OUTCOME AT EXIT DETAIL</b>					
a. Employed Full-Time	492	342	136	2573	14224
b. Employed Part-Time				70	224
c. Employed Apprentice					
d. Employed - Other (employed in a more suitable job, employed in a prof occ/trade, employed in area of training/choice)				100	702
e. Both employed and in education					
f. Both employed and in training					78
g. Self-Employed					
h. In Education					
i. In Training					
j. Independent					
k. Volunteer					

l. Failed Course					
m. Unable to Work					
n. Unemployed					12
o. Unknown				20	284

**Table 53 – Employment Ontario Data – Employment Service**

<b>EMPLOYMENT SERVICE</b>	<b>1000 Islands Region 2019</b>	<b>%</b>	<b>1000 Islands Region 2020</b>	<b>%</b>	<b>Variance 2019 vs 2020</b>	<b>%Variance 2019 vs 2020</b>
<b>Number of Clients</b>						
Unassisted R&I Clients	14836	71.4%	10537	68.7%	-4299	-29.0%
ES Assisted Service Clients	5957	28.6%	4794	31.3%	-1163	-19.5%
<b>Total # of Clients</b>	<b>20793</b>	<b>100%</b>	<b>15331</b>	<b>100%</b>	<b>-5462</b>	<b>-26.3%</b>
<b>Clients by Age Group</b>						
15-24	1580	26.6%	1136	23.7%	-444	-28.1%
25-44	2486	41.8%	1996	41.7%	-490	-19.7%
45-64	1776	29.9%	1511	31.6%	-265	-14.9%
65 and older	102	1.7%	145	3.0%	43	42.2%
<b>Total by Age Group</b>	<b>5944</b>	<b>100%</b>	<b>4788</b>	<b>100%</b>	<b>-1156</b>	<b>-19.4%</b>
<b>Gender</b>						
Female	2833	47.7%	2295	48.1%	-538	-19.0%
Male	3107	52.3%	2476	51.9%	-631	-20.3%
Undisclosed					0	#DIV/0!
<b>Total by Gender</b>	<b>5940</b>	<b>100%</b>	<b>4771</b>	<b>100%</b>	<b>-1169</b>	<b>-19.7%</b>
<b>Designated Groups</b>						
Aboriginal Group	260	9.1%	216	8.6%	-44	-16.9%
Deaf		0.0%		0.0%	0	#DIV/0!
Deaf/Blind		0.0%				
Francophone	173	6.1%	143	5.7%	-30	-17.3%
Internationally Trained Professionals	325	11.4%	311	12.3%	-14	-4.3%
Newcomer	322	11.3%	303	12.0%	-19	-5.9%
Person with Disability	1391	48.8%	1203	47.6%	-188	-13.5%
Visible Minority	377	13.2%	349	13.8%	-28	-7.4%
<b>Total by Designated Groups</b>	<b>2848</b>	<b>100%</b>	<b>2525</b>	<b>100%</b>	<b>-323</b>	<b>-11.3%</b>

<b>Educational Attainment at Intake</b>						
a. Less than Grade 9	55	0.9%	57	1.2%	2	3.6%
b. Less than Grade 12	736	12.4%	604	12.6%	-132	-17.9%
c. Completion of Secondary	2259	38.1%	1775	37.0%	-484	-21.4%
d. Certificate of Apprenticeship / Journey Person	73	1.2%	100	2.1%	27	37.0%
e. Certificate/Diploma	1755	29.6%	1366	28.5%	-389	-22.2%
f. Applied/Associate/Bachelor Degree/Post Graduate	780	13.2%	662	13.8%	-118	-15.1%
h. Other (Some Apprenticeship/College/University)	266	4.5%	230	4.8%	-36	-13.5%
i. Unknown		0.0%				
<b>Highest Level of Education</b>	<b>5924</b>	<b>100%</b>	<b>4794</b>	<b>100%</b>	<b>-1130</b>	<b>-19.1%</b>
<b>Source of Income</b>						
Crown Ward						
Dependent of OW/ODSP	0	0.0%	34	0.7%	34	#DIV/0!
Employed	751	12.8%	566	11.8%	-185	-24.6%
Employment Insurance	712	12.2%	526	11.0%	-186	-26.1%
No Source of Income	2038	34.8%	1679	35.1%	-359	-17.6%
Ontario Disability Support Program	384	6.6%	347	7.3%	-37	-9.6%
Ontario Works	932	15.9%	849	17.7%	-83	-8.9%
Other	960	16.4%	723	15.1%	-237	-24.7%
Self Employed	72	1.2%	61	1.3%	-11	-15.3%
Dependent of EI		0.0%				
Unknown		0.0%				
<b>Total by Source of Income</b>	<b>5849</b>	<b>100%</b>	<b>4785</b>	<b>100%</b>	<b>-1064</b>	<b>-18.2%</b>

<b>Length of Time Out of Employment/Training</b>						
Less than 3 months	2413	40.5%	1931	40.3%	-482	-20.0%
3 - 6 months	879	14.8%	635	13.2%	-244	-27.8%
6 - 12 months	780	13.1%	625	13.0%	-155	-19.9%
More than 12 months	1112	18.7%	958	20.0%	-154	-13.8%
Unknown	773	13.0%	645	13.5%	-128	-16.6%
<b>Total by Length of Time Out of Employment/Training</b>	<b>5957</b>	<b>100%</b>	<b>4794</b>	<b>100%</b>	<b>-1163</b>	<b>-19.5%</b>
<b>Outcomes at Exit - Summary</b>						
Employed	4295	72.1%	3375	70.4%	-920	-21.4%
Training/Education	568	9.5%	519	10.8%	-49	-8.6%
Other	258	4.3%	228	4.8%	-30	-11.6%
Unemployed	386	6.5%	320	6.7%	-66	-17.1%
Unknown	450	7.6%	352	7.3%	-98	-21.8%
<b>Total by Outcomes at Exit</b>	<b>5957</b>	<b>100%</b>	<b>4794</b>	<b>100%</b>	<b>-1163</b>	<b>-19.5%</b>
<b>Outcomes At Exit - Detail</b>						
a. Employed Full-Time	2613	44.2%	1906	39.8%	-707	-27.1%
b. Employed Part-Time	1035	17.5%	868	18.1%	-167	-16.1%
c. Employed Apprentice	14	0.2%	15	0.3%	1	7.1%
d. Employed - Other (employed in a more suitable job, employed in a prof occ/trade, employed in area of training/choice)	425	7.2%	408	8.5%	-17	-4.0%
e. Both employed and in education	50	0.8%	49	1.0%	-1	-2.0%
f. Both employed and in training	16	0.3%	34	0.7%	18	112.5%
g. Self-Employed	120	2.0%	95	2.0%	-25	-20.8%
h. In Education	230	3.9%	203	4.2%	-27	-11.7%
i. In Training	338	5.7%	316	6.6%	-22	-6.5%
j. Independent	42	0.7%	66	1.4%	24	57.1%
k. Volunteer	0	0.0%	0	0.0%	0	#DIV/0!
m. Unable to Work	198	3.3%	153	3.2%	-45	-22.7%
n. Unemployed	386	6.5%	320	6.7%	-66	-17.1%
o. Unknown	450	7.6%	352	7.4%	-98	-21.8%
<b>Total by Employment Outcomes at Exit</b>	<b>5917</b>	<b>100%</b>	<b>4785</b>	<b>100%</b>	<b>-1132</b>	<b>-19.1%</b>

**Table 54 – Employment Ontario Data – Literacy and Basic Skills**

<b>LITERACY AND BASIC SKILLS</b>	<b>1000 Islands Region 2019</b>	<b>%</b>	<b>1000 Islands Region 2020</b>	<b>%</b>	<b>Variance 2019 vs 2020</b>	<b>%Variance 2019 vs 2020</b>
<b>Number of Learners</b>						
<b>In Person</b>						
Number of In-Person Learners (New)	939	63.7%	746	60.1%	-193	-20.6%
Number of In-Person Learners (Carry-Over)	534	36.3%	495	39.9%	-39	-7.3%
<b>Total # of In-Person Learners</b>	<b>1473</b>	<b>100%</b>	<b>1241</b>	<b>100%</b>	<b>-232</b>	<b>-15.8%</b>
<b>E-Channel</b>						
Number of E-Channel Learners (New)	0		0		0	
Number of E-Channel Learners (Carry-over)	0		0		0	
<b>Total Number of E-Channel Learners</b>	<b>0</b>		<b>0</b>		<b>0</b>	<b>0</b>
<b>Number of Learners by S. Provider Stream</b>						
# In Anglophone Stream	1417	96.2%	1184	95.4%	-233	-16.4%
# In Francophone Stream	56	3.8%	57	4.6%	1	1.8%
# Learners in Deaf Stream	0		0		0	
# Learners in Native Stream	0		0		0	
# Learners in Non-Designated Stream	0		0		0	
<b>Total # by Service Provider Stream</b>	<b>1473</b>	<b>100%</b>	<b>1241</b>	<b>100%</b>	<b>-232</b>	<b>-15.8%</b>
<b>Number of Learners by S. Provider Sector</b>						
# in Community Agency Sector	455	30.9%	225	18.1%	-230	-50.5%
# School Board Sector	580	39.3%	613	49.4%	33	5.7%
# Community College Sector	439	29.8%	403	32.5%	-36	-8.2%
<b>Total # by Service Provider Sector</b>	<b>1474</b>	<b>100%</b>	<b>1241</b>	<b>100%</b>	<b>-233</b>	<b>-15.8%</b>
<b>Clients by Age Group</b>						
15-24	443	30.2%	362	29.2%	-81	-18.3%
25-44	585	39.9%	500	40.4%	-85	-14.5%
45-64	329	22.4%	257	20.8%	-72	-21.9%
65 and older	111	7.6%	119	9.6%	8	7.2%
<b>Total by Age Group</b>	<b>1468</b>	<b>100%</b>	<b>1238</b>	<b>100%</b>	<b>-230</b>	<b>-15.7%</b>
<b>Gender</b>						
Female	878	60.0%	746	60.7%	-132	-15.0%
Male	585	40.0%	484	39.3%	-101	-17.3%
Undisclosed						
<b>Total by Gender</b>	<b>1463</b>	<b>100.0%</b>	<b>1230</b>	<b>100.0%</b>	<b>-233</b>	<b>-15.9%</b>

<b>Designated Groups</b>						
Newcomer	86	10.1%	94	12.5%	8	9.3%
Visible Minority	104	12.2%	100	13.3%	-4	-3.8%
Person with Disability	484	56.7%	395	52.5%	-89	-18.4%
Aboriginal Group	111	13.0%	90	12.0%	-21	-18.9%
Deaf or Deaf/Blind	0	0.0%	0		0	
Francophone	69	8.1%	73	9.7%	4	5.8%
<b>Total by Designated Groups</b>	<b>854</b>	<b>100%</b>	<b>752</b>	<b>100%</b>	<b>-102</b>	<b>-11.9%</b>
<b>Highest Level of Education</b>						
a. Less than Grade 9	71	5.0%	53	4.3%	-18	-25.4%
b. Less than Grade 12	411	28.7%	356	28.9%	-55	-13.4%
c. Completion of Secondary	470	32.8%	388	31.5%	-82	-17.4%
d. Certificate of Apprenticeship / Journey Person	0	0.0%	0	0.0%	0	#DIV/0!
e. Certificate/Diploma	247	17.2%	216	17.5%	-31	-12.6%
f. Applied/Associate/Bachelor Degree	64	4.5%	59	4.8%	-5	-7.8%
g. Post Graduate	20	1.4%	21	1.7%	1	5.0%
h. Other (Some Apprenticeship/College/University)	150	10.5%	138	11.2%	-12	-8.0%
i. Unknown						
<b>Total by Highest Level of Education</b>	<b>1433</b>	<b>100%</b>	<b>1231</b>	<b>100%</b>	<b>-202</b>	<b>-14.1%</b>
<b>Source of Income</b>						
Canada Pension Plan						
Crown Ward						
Dependent of EI						
Dependent of OW/ODSP	66	4.6%	61	4.9%	-5	-7.6%
Employed	380	26.6%	346	28.1%	-34	-8.9%
Employment Insurance	55	3.8%	49	4.0%	-6	-10.9%
No Source of Income	229	16.0%	180	14.6%	-49	-21.4%
Ontario Disability Support Program	184	12.9%	150	12.2%	-34	-18.5%

Ontario Works	245	17.1%	193	15.7%	-52	-21.2%
Other	250	17.5%	226	18.3%	-24	-9.6%
Pension		0.0%				
Self Employed	21	1.5%	28	2.3%	7	33.3%
Unknown						
<b>Total by Source of Income</b>	<b>1430</b>	<b>100%</b>	<b>1233</b>	<b>100%</b>	<b>-197</b>	<b>-13.8%</b>
<b>Learners' Goal Path</b>						
Apprenticeship	31	2.1%	40	3.2%	9	29.0%
Employment	477	32.8%	330	26.6%	-147	-30.8%
Independence	203	13.9%	203	16.4%	0	0.0%
Postsecondary	452	31.0%	402	32.4%	-50	-11.1%
Secondary School Credit	293	20.1%	266	21.4%	-27	-9.2%
<b>Total by Learners' Goal Path</b>	<b>1456</b>	<b>100%</b>	<b>1241</b>	<b>100%</b>	<b>-215</b>	<b>-14.8%</b>
<b>Labour Force Attachment</b>						
Employed Full Time	189	13.1%	185	15.3%	-4	-2.1%
Employed Part-Time	216	15.0%	184	15.2%	-32	-14.8%
Full Time Student		0.0%				
Part Time Student	0	0.0%	0	0.0%	0	#DIV/0!
Self-Employed	52	3.6%	32	2.6%	-20	-38.5%
Under Employed	11	0.8%	15	1.2%	4	36.4%
Unemployed	970	67.5%	795	65.6%	-175	-18.0%
<b>Total by Labour Force Attachment</b>	<b>1438</b>	<b>100%</b>	<b>1211</b>	<b>100%</b>	<b>-227</b>	<b>-15.8%</b>
<b>Employed Outcome At Exit</b>						
Employed Apprentice						
Employed Full-Time	155	18.1%	100	13.8%	-55	-35.5%
Employed Part-Time	83	9.7%	63	8.7%	-20	-24.1%
Employed - Other		0.0%				
Self-Employed	12	1.4%	12	1.7%	0	0.0%
Both employed and in education	14	1.6%	26	3.6%	12	85.7%
Both employed and in training		0.0%				
In Education	210	24.5%	173	23.9%	-37	-17.6%
In Training	16	1.9%	31	4.3%	15	93.8%
Independent	55	6.4%	61	8.4%	6	10.9%
Volunteer	16	1.9%	32	4.4%	16	100.0%
Unable to Work	31	3.6%	53	7.3%	22	71.0%
Unemployed	113	13.2%	71	9.8%	-42	-37.2%
Unknown	152	17.7%	101	14.0%	-51	-33.6%
<b>Total by Employed Outcome at Exit</b>	<b>857</b>	<b>100%</b>	<b>723</b>	<b>100%</b>	<b>-134</b>	<b>-15.6%</b>



**Table 55 – Employment Ontario Data – Ontario Employment Assistance**

<b>ONTARIO EMPLOYMENT ASSISTANCE</b>	<b>Eastern Region 2020</b>	<b>Ontario 2020</b>
<b>NUMBER OF CLIENTS</b>	446	6867
<b>CLIENTS BY AGE GROUP</b>		
15-24	79	1461
25-44	207	3153
45-64	152	2100
65 and older	0	119
Unknown	0	34
<b>GENDER</b>		
Female	182	3194
Male	257	3599
Other		14
Prefer not to disclose		35
Trans		24
Unknown		34
<b>HIGHEST LEVEL OF EDUCATION AT INTAKE</b>		
Applied/Associate/Bachelor Degree	58	958
Certificate of Apprenticeship / Journey Person		69
Certificate/Diploma	95	1611
Completion of Secondary	120	1759

Less than Grade 12	57	687
Less than Grade 9	14	153
Post Graduate	20	502
Other (Some Apprenticeship/College/University)	76	1015
Unknown	0	113
<b>DESIGNATED GROUPS</b>		
Aboriginal Group	18	187
Deaf		
Deaf/Blind		
Francophone		
Internationally Trained Professionals		
Newcomer		
Person with Disability	295	4402
Visible Minority	18	455
<b>SOURCE OF INCOME</b>		
Canada Pension		0
Crown Ward		
Dependent of OW/ODSP	14	118
Employed		
Employment Insurance	21	311
No Source of Income	91	1687
Ontario Disability Support Program	186	1887
Ontario Works	70	1196
Other	63	1391
Self Employed		
Dependent of EI		
Unknown		269

**Table 56 – Employment Ontario Data – Second Career**

SECOND CAREER	1000 Islands Region 2019	%	1000 Islands Region 2020	%	Variance 2019 vs 2020	%Variance 2019 vs 2020
	<b>Number of Clients</b>					
Number of Clients	119	100.0%	77	100.0%	-42	-35.3%
<b>Total # of Clients</b>	<b>119</b>	<b>100%</b>	<b>77</b>	<b>100%</b>	<b>-42</b>	<b>-35.3%</b>
<b>Clients by Age Group</b>						
15-24	0		0		0	
25-44	64	64.6%	39	54.2%	-25	-39.1%
45-64	35	35.4%	33	45.8%	-2	-5.7%
65 and older	0		0		0	
<b>Total by Age Group</b>	<b>99</b>	<b>100%</b>	<b>72</b>	<b>100%</b>	<b>-27</b>	<b>-27.3%</b>
<b>Gender</b>						
Female	62	52.1%	37	48.1%	-25	-40.3%
Male	57	47.9%	40	51.9%	-17	-29.8%
Undisclosed						
<b>Total by Gender</b>	<b>119</b>	<b>100%</b>	<b>77</b>	<b>100%</b>	<b>-42</b>	<b>-35.3%</b>
<b>Designated Groups</b>						
Aboriginal Group						
Deaf						
Deaf/Blind						
Francophone						
Internationally Trained Professionals						
Newcomer						
Person with Disability	29	100.0%	16	100.0%	-13	-44.8%
Visible Minority						
<b>Total by Designated Groups</b>	<b>29</b>	<b>100.0%</b>	<b>16</b>	<b>100%</b>	<b>-13</b>	<b>-44.8%</b>
<b>Highest Level of Education</b>						
a. Less than Grade 9						
b. Less than Grade 12	13	12.4%	0	0.0%	-13	-100.0%
c. Completion of Secondary	41	39.0%	27	42.9%	-14	-34.1%

d. Certificate of Apprenticeship / Journey Person						
e. Certificate/Diploma	39	37.1%	20	31.7%	-19	-48.7%
f. Applied/Associate/Bachelor Degree						
g. Post Graduate						
h. Other (Some Apprenticeship/College/University)						
i. Unknown	12	11.4%	16	25.4%	4	33.3%
<b>Total by Highest Level of Education</b>	<b>105</b>	<b>100%</b>	<b>63</b>	<b>100%</b>	<b>-42</b>	<b>-40.0%</b>
<b>Source of Income</b>						
Canada Pension Plan						
Crown Ward						
Dependent of EI						
Dependent of OW/ODSP						
Employed						
Employment Insurance	58	81.7%	41	67.2%	-17	-29.3%
No Source of Income	13	18.3%	20	32.8%	7	53.8%
Ontario Disability Support Program						
Ontario Works	0	0.0%	0	0.0%	0	#DIV/0!
Other	0	0.0%	0	0.0%	0	#DIV/0!
Pension						
Self Employed						
Unknown						
<b>Total by Source of Income</b>	<b>71</b>	<b>100%</b>	<b>61</b>	<b>100%</b>	<b>-10</b>	<b>-14.1%</b>
<b>Length of Time Out of Employment/Training</b>						
Less than 3 months	53	82.8%	31	58.5%	-22	-41.5%
3 - 6 months	11	17.2%	22	41.5%	11	100.0%
6 - 12 months	0	0.0%	0	0.0%	0	#DIV/0!
More than 12 months	0	0.0%	0	0.0%	0	#DIV/0!
Time out unknown						
<b>Total by Length of Time Out ...</b>	<b>64</b>	<b>100%</b>	<b>53</b>	<b>100%</b>	<b>-11</b>	<b>-17.2%</b>
<b>Outcomes at Exit Summary</b>						

a. Employed	36	48.6%	23	39.0%	-13	-36.1%
b. In Education/Training						
c. Other (Independent, Unable to Work, Volunteer)						
d. Unemployed	27	36.5%	19	32.2%	-8	-29.6%
e. Unknown	11	14.9%	17	28.8%	6	54.5%
<b>Total by Outcomes at Exit</b>	<b>74</b>	<b>100%</b>	<b>59</b>	<b>100%</b>	<b>-15</b>	<b>-20.3%</b>
<b>Outcome at 12 Months</b>						
Employed	75	67.6%	58	65.2%	-17	-22.7%
Training/Education						
Unemployed						
Unknown	36	32.4%	31	34.8%	-5	-13.9%
<b>Total by Outcomes at 12 Months</b>	<b>111</b>	<b>100%</b>	<b>89</b>	<b>100%</b>	<b>-22</b>	<b>-19.8%</b>

**Table 57 – Employment Ontario Data – Youth Job Connection**

<b>YOUTH JOB CONNECTION</b>	<b>1000 Islands Region 2020</b>	<b>Frontenac 2020</b>	<b>Leeds &amp; Grenville 2020</b>	<b>Eastern Region 2020</b>	<b>Ontario 2020</b>
<b>NUMBER OF CLIENTS</b>	383	266	117	1836	12036
<b>CLIENTS BY AGE GROUP</b>					
15-24	312	212	117	1476	9588
25-44	70	53	100	356	2431
45-64					18
65 and older					
Unknown					25
<b>GENDER</b>					
Female	150	102	48	775	5210
Male	226	162	64	1031	6654
Other				11	54
Prefer not to disclose					50
Trans				12	95
Unknown					
<b>HIGHEST LEVEL OF EDUCATION AT INTAKE</b>					

Applied/Associate/Bachelor Degree				50	536
Certificate of Apprenticeship / Journey Person					23
Certificate/Diploma	24	16		118	819
Completion of Secondary	170	137	33	811	5602
Less than Grade 12	149	91	58	675	3838
Less than Grade 9	14		11	49	292
Post Graduate					102
Other (Some Apprenticeship/College/University)	22	16		124	827
Unknown					24
<b>DESIGNATED GROUPS</b>					
Aboriginal Group	43	37		180	1154
Deaf					0
Deaf/Blind					
Francophone	14	14		129	391
Internationally Trained Professionals				33	474
Newcomer	18	16		90	1089
Person with Disability	197	155	42	787	3856
Visible Minority	22	20		204	2400
<b>SOURCE OF INCOME</b>					
Crown Ward	14			45	202
Dependent of OW/ODSP	18			99	415
Employed					
Employment Insurance				12	76
No Source of Income	176	132	44	874	7468
Ontario Disability Support Program	41	25	16	173	842
Ontario Works	108	82	26	559	2664
Other	21		12	71	362
Self Employed					
Dependent of EI					
Unknown					24

# GLOSSARY

## **Ageing (of a population)**

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

## **Average age**

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

## **Business Register**

The Business Register is a repository of information reflecting the Canadian business population and exists primarily for the purpose of supplying frames for all economic surveys in Statistics Canada. It is designed to provide a means of coordinating the coverage of business surveys and of achieving consistent classification of statistical reporting units. It also serves as a data source for the compilation of business demographic information.

The major source of information for the Business Register is updates from the Statistics Canada survey program and from Canada Revenue Agency's (CRA) Business Number account files. This CRA administrative data source allows for the creation of a universe of all business entities.

-Included in the Business Register are all Canadian businesses which meet at least one of the three following criteria:

- 1 Have an employee workforce for which they submit payroll remittances to CRA; or
- 2 Have a minimum of \$30,000 in annual revenue; or
- 3 Are incorporated under a federal or provincial act and have filed a federal corporate income tax form within the past three years.

The data provided in the products of Statistics Canada reflects counts of statistical locations by industrial activity (North American Industry Classification System), geography codes and employment size ranges.

The name for the product of Canadian businesses is "Canadian Business Counts" (formerly known as Canadian Business Patterns).

## **Canadian Business Counts (former Canadian Business Patterns)**

Is the product name of Canadian Businesses (refer to Business Register) It provides counts of active establishments and locations by various geography levels, industry classification and employment size. Canadian Business Counts is compiled from the Business Register, which is a repository of information on the Canadian business population.

Starting with the June 2015 reference period the name Canadian Business Patterns changed to Canadian Business Counts.

A number of changes that occurred for the December 2014 reference period resulted in a significant increase in the total number of businesses in Canada. The changes are made in an effort to be more coherent with the definition.

**NOTE: In 2015, Statistics Canada reclassified data that the local boards have analyzed and compared annually to report on the "total number of employers" and "changes in local industries". Statistics Canada has stated that there will be no historical revision of the CBC data. Therefore, the CBC data is no longer comparable to previous year prior to 2015.**

## **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 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 centered 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.

**NOTE:** The Kingston CMA consists of the City of Kingston, South Frontenac, Loyalist Township and Frontenac Islands

### **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-migrant** with reference to the region of destination.

### **International migration**

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

### **Interprovincial migration**

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

### **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”.

## **NAIC**

North American Industry Classification System

## **Natural increase**

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

## **Net internal migration**

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

## **Net international migration**

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

## **Net interprovincial migration**

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

## **Net intraprovincial migration**

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

## **Net non-permanent residents**

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

## **Net temporary emigrants**

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

## **NOC**

National Occupation Classification

## **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 dependents on a person claiming refugee status, or holding one of the permit listed above and living in Canada.

## **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 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 estimates

- (a) **Postcensal:** Population estimate produced by using data from the most recent available census adjusted for **census net under coverage** (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 under coverage** (including adjustment for incompletely enumerated Indian reserves) of censuses preceding and following the year in question.

### Population growth or total growth

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

### Population Segment Definitions

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

Participation rate	Ratio of labour force to total population 15 years+
Unemployment rate	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