

LLMP REPORT 2019



EASTERN WORKFORCE
INNOVATION BOARD

Acknowledgements

The Eastern Workforce Innovation Board would like to thank our community partners for their continued support and valuable contributions in developing this planning document.

The Board would also like to acknowledge the efforts of Sandra Wright, Labour Market Analyst, who was hired to prepare this Local Labour Market Planning Report.



EASTERN WORKFORCE
INNOVATION BOARD

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

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1.0 The Eastern Workforce Innovation Board

THE MISSION: To work collaboratively with community partners in identifying labour market challenges and to develop opportunities in addressing these challenges.

The Eastern Workforce Innovation Board is one of twenty-six (26) workforce planning areas in the province of Ontario.

The Eastern Workforce Innovation Board (formerly the 1000 Islands Region Workforce Development Board) was first incorporated in 1996 and has been in operation for over 23 years. It has spearheaded over 150 projects and partnerships in the community relating to workforce development. The volunteer Board of Directors includes representatives from Labour, Business, Educators, Trainers and Equity Groups.

The 1000 Islands Region consists of the counties of Frontenac, Leeds and Grenville and Loyalist Township (within the county of Lennox and Addington).

Funded by the Ministry of Training, Colleges and Universities, the Board works to provide timely and accurate labour market information to community organizations and employers to assist in their strategic planning. The Local Board gathers local labour market intelligence through consultations with community stakeholders and through the review and analysis of numerous studies and data.

The Eastern Workforce Innovation Board provides an annual labour market report that outlines trends and statistical analysis. The development of this report engages communities in a locally-driven and evidence-based process to identify and respond to the key local labour market challenges (and opportunities) in their local labour markets.

2.0 Background/Context

2.1 THE LLMP PLANNING PROCESS OVERVIEW

The planning process involved conducting an outreach strategy with employers and community partners including one-on-one telephone consultations. In addition to the outreach strategy, labour market research was undertaken by reviewing local studies and reports, and by compiling and analyzing relevant labour market data. The LLMP report was translated and presented at an annual consultation meeting held in December.



3.0 Trends, Challenges & Opportunities

TOP 10 Demographic Trends

1. Low unemployment rates
2. Job Growth
3. Growing Economy
4. Projected Population Growth
5. Ageing Population and Workforce
6. Population growth dependent on migration
7. English remains dominant language
8. Little mobility in residency - indicates a stable population base
9. Significant number of the working age population without a high school diploma
10. Substantially fewer females with apprenticeship or trades education (more than twice as many males)

TOP 5 Trends & Challenges of the Workforce

1. Labour Shortages - Competitive Labour Market
2. Mismatch of Skills
3. Mental Health Issues of Clients
4. Soft Skills, Literacy and Basic Skills, Lack of Grade 12
5. Transportation and Affordable Housing

4.0 Community Consultations

■ 4.1 - EMPLOYMENT SERVICE PROVIDER & ECONOMIC DEVELOPMENT CONSULTATIONS - 2019

During the months of June, July and August 2019, a survey was conducted with 24 Employment Service Providers and Economic Development Organizations to discuss labour market challenges, gaps and opportunities. A discussion paper highlighting significant trends and challenges from the previous year was shared in advance of these discussions.

Overall, respondents reported experiencing a robust economy and labour market in both counties of Leeds Grenville and Frontenac. They indicated that there are many employment opportunities available covering a wide array of skills, albeit, many jobs are remaining unfilled. Agencies commented that many of the job seekers who were job ready have found employment and the clients remaining have more demanding challenges and require more assistance in finding suitable employment.

Many agencies in the area work collaboratively in developing creative programs and activities to address the needs of their clients and have been very successful in doing so. Although the agencies contacted were optimistic about the economy in the area, they were very concerned about the political climate and the potential negative effects from the reduction of programs and services affecting education, employment and health services.



4.0 Community Consultations Continued

Below is a list of significant trends and/or challenges reported throughout these consultations. Many of them were similar to those reported last year.

1. **Labour Shortages - Competitive Labour Market**
Many respondents reported a labour shortage in the counties of Leeds Grenville and Frontenac and not just in the skilled trades. Many jobs are being left unfilled including very skilled and high paying jobs such as engineers, welders, mechanics, and truck drivers. It is felt that employers need to “up their game” and become more creative in attracting and retaining employees in this competitive labour market.
2. **Mismatch of Skills** - While there appears to be an actual labour shortage, there is also a mismatch of job skills/qualifications versus the skills/qualifications of job seekers. Some employment service providers commented that the expectations of some employers are unrealistic and too many good candidates are being screened out unnecessarily. It was suggested that many employers struggling to find workers have outdated screening tools for today's labour market or have made it too complex.
3. **Mental Health Issues of Clients** - Mental health issues, in particular anxiety and PTSD, were reported as the most common challenge of job seekers.
4. **Soft Skills, Literacy and Basic Skills, Lack of Grade 12**-Agencies and employers alike agree that job seekers need to have better soft skills which include: work ethic, teamwork, flexibility/adaptability, interpersonal skills, communication skills, problem solving skills and leadership skills. There are still many clients who do not have their grade 12 and/or the literacy and basic skill requirements.
5. **Transportation and Affordable Housing**
- Availability and the cost of transportation continue to be a significant challenge of clients. And the lack of affordable housing is a deterrent to many clients trying to find work in close proximity to where they live.



Other Trends & Challenges (not in order of priority)
Many of the trends and challenges listed below have been reconfirmed by the agencies contacted in this survey.

1. Untapped labour markets ie: those not in the workforce;
2. Lack of programs for older workers;
3. Steady increase of older workers 50+;
4. Many graduates continue to leave the area to seek employment;
5. Seasonal employers need to hire with a mix of students and other workers to cover seasonal employment shifts;
6. Difficulty in changing careers – restructuring;
7. Lack of internet coverage in rural areas;
8. Clients require more cross training and multi-tasking skills
9. Living wage still not met (study shows \$17.00 per hour required in Leeds Grenville)
10. Increase of retirees re-entering the workforce;
11. Significant numbers re-locating from larger cities;
12. Lack of communication strategies with employers;
13. Training Programs are Lacking or Too Restrictive – need for short term training programs;
14. Many Job Seekers - Under-Employed - working 2 or more jobs;
15. Pre-employment programs needed;
16. International Students 900 SIN numbers- no one looks after their needs ie: over 900 – cannot register for assisted services
17. Difficulty in getting job seekers interested in other occupations where there are shortages;
18. Employers continue to hire based on want vs need;
19. Prior assessment Recognition;
20. Language Barriers;

The above items have been organized into the following categories below for further discussions.

4.0 Community Consultations Continued

A: Francophones

Top Employment Challenges of Francophones

- Lack of Soft Skills - communication skills, interpersonal skills, work ethic etc.
- Mental Health Issues – anxiety
- Job Retention
- Lack of Affordable Housing/Child Care/Transportation

Challenges/Issues:

- Lots of jobs but low wages
- Most employers do not pay a premium to have a Francophone employee
- Clients – majority of Franco-Ontarians - approximately 15% are outside of Ontario
- Canadian citizens and permanent residents – no problem accessing English services but others ie: military families cannot access these services
- More clients seeking employment than last year - 25% to 30% of clients are looking for jobs
- Mismatch of skills of workforce vs skills of jobs in most cases but also skills shortages in some occupations ie: skilled trades
- Lack of affordable housing and child care
- Employers use hiring incentives but once incentives are gone so is the job
- Youth issues - lack of literacy in English and math skills – high school diploma
- Lack of resilience in a job – first issue at work and they quit
- Language barrier (most employment is in English)
- Lack of Access To English Services
- Interprovincial regulations governing employment and educational credentials - barrier
- Clients with 900 SIN numbers ie: foreign students - cannot obtain assisted employment services

Projects/Activities of the Francophone Community

- La Foire de la francophonie/Franco Foire (French Services Fair) including a mini job fair for employers who are seeking bilingual candidates
- ACFO offers daycare services in the summer months by appointment for job related activities
- Inter-cultural Workshops
- Other activities working with other agencies - working collaboratively



B: Immigrants

According to WES (World Education Services), the five most common barriers skilled immigrants face are:

- ***Language and Communication***
“Although skilled immigrants have years of experience in their respective fields, most of them do not have experience working in Canada. Being unfamiliar with common workplace lingo and terminologies could slow down career progress. In addition to language and communication development, the process of highlighting relevant skills and marketing yourself effectively is also important in getting hired.
- ***Credential Recognition***
Skilled immigrants, may be confident in their educational credentials, but their credentials may not be recognized by Canadian employers. When applying for jobs, employers may overlook their credentials simply because they are unfamiliar with the name of the education institution they graduated from.

4.0 Community Consultations Continued

- **Getting Licensed in a Regulated Profession**

As a skilled worker in a regulated profession (for example, an accountant, nurse, or teacher), it may be difficult to start working in the same role in a new country. This is because many professional regulatory bodies are decentralized and have different licensing requirements based on each province/territory. The process of relicensing in Canada is costly and time-consuming.

- **Networking**

For skilled immigrants in Canada, language and cultural differences can make networking difficult. Lacking professional connections continues to be an obstacle for skilled immigrants who are new to Canada.

- **Lack of Local Experience/Discrimination**

Many skilled immigrants in Canada find themselves being discriminated against by employers because they do not have work experience in Canada. It can be extremely frustrating because skilled immigrants feel that this requirement for every position to apply to is “disguised discrimination,” as a way to screen out newcomers from the hiring process. The Ontario Human Rights Commission (OHRC) created a policy to ensure that a lack of work experience in Canada cannot stand as a barrier for newly arrived skilled immigrants in Ontario. Regardless of this legislation, employers still consider local experience as an important factor in the hiring process.

Racial Minority Immigrants

Racial minority immigrants share the same challenges as listed above but also face discrimination based on colour, race and religion. There is a sense of exclusion as they are less socially integrated into Canadian society. This is more prevalent in small communities. There is also a question of religious diversity where some beliefs or practices such as regarding gender equality and enforcement of religious codes may undermine social cohesion because they clash too much with mainstream Canadian society.

Additional Concerns

In addition to the challenges and issues stated above, other concerns were noted including:

- Refugees - main concern is the language barrier - need more flexibility in when ESL training is available as child care is often an issue
- Accents - Immigrant may understand and speak English but may have a very strong accent prohibiting this person from some employment opportunities
- International Students – not eligible for registered employment services



C: Older Workers

There is a continued trend of older job seekers over the age of fifty (50) looking for employment or setting up a business. This is consistent with the aging population demographics. KEYS, in Kingston, reported a 15% increase in older workers in their case load. There is also an increase in retirees re-entering the workforce. Many discover that they cannot live on their Canada Pension and the Old Age Supplement.

The younger older workers are still looking for a career and want employment in their fields with an appropriate salary. The retirees re-entering the workforce are more flexible in employment options and are usually looking for part-time work to supplement their retirement monies. They are not looking for another career at this stage in their life.

The older worker brings a lot of skills, experience and expertise to the workplace but they continue to face challenges including:

- Difficulty in changing careers – restructuring
- Physical limitations
- Lack of training programs for the older worker

(TIOW – Targeted Initiative for Older Workers was discontinued)

- Competition from younger job-seekers
- Age discrimination from employers

D: Persons With Disabilities

Unfortunately, this client group continues to face many challenges and barriers in seeking employment and with job retention. Again respondents reported an increase of job-seekers reporting mental health issues - particularly social anxiety and depression. This increase could be attributed to better diagnosis or self-recognition due to less stigmatism. But regardless of the reason, many service providers recognized this issue as one of the most significant barriers for their clients in finding and retaining employment. This issue is most prevalent with the youth population. It has added an additional workload and dimension of skills required of service providers working with this clientele.

Other challenges include:

- Lack of secondary and post-secondary education to complete in job-market;
- Lack of coping strategies;
- Continued need for soft-skills training such as life skills and employment skills;
- Require more hand-holding – job coaching;
- Online job applications can be daunting for many;
- Difficult to convince employers to carve out a position for persons with disabilities;
- More expectations of employers
- Want employees who are cross-trained with more skills
- Takes more time to work with employers to convince them to hire persons with disabilities
- When wage subsidy gone for employers then usually the client is out of a job
- Negative effects of Bill 148 with wage increases and benefits - employers want more
- Ignorant of the value of hiring persons with disabilities -
- Over-inflated job descriptions
- Fear of losing productivity
- Continued stigma of hiring persons with disabilities - labeling;
- Revolving door of employment - difficulty with job retention;
- Lots of jobs - difficulty finding a fit

Many persons with disabilities, with little concessions from employers, would make productive and

dedicated employees if given the opportunity of employment.

Potential Opportunities

- Better education and awareness for employers about hiring PWDS and their value - marketing campaign
- Public awareness campaign
- Mentoring and job coaching programs
- More funding to assist persons with disabilities in finding employment
- Short term training
- Reduce funding segmentation of client groups
- Focus on long-term commitments with employers; clients and job developers

E: Ontario Works' Clients

Service providers working with these clients noted that on average, clients are on Ontario Works benefits longer and that there are more challenges in getting them “job ready”. They have confirmed that the following challenges reported last year continue to be in place. These challenges include:

- Lack of education and work experience – many without grade 12;
- Out of workforce for a significant amount of time - skills not up to date;
- Newcomers with language barrier and/or lack of recognition of qualifications;
- Many in part-time work and casual employment;
- Older worker – no employment programs to assist - computer skills not up to date;
- Challenges with online job applications - cannot not afford Internet services - lack of knowledge
- criminal record issues;
- increase in mental health and addiction;
- lack of attachment to the workforce resulting in lack of understanding of employer expectations;
- transportation for rural clients;
- affordable housing an issue;
- lack of clear direction or goals;
- lack of motivation to work – cycle of poverty and assistance – on assistance so long it is difficult to motivate;
- fear of lack of benefits – financial supports;
- lack of funding for pre-employment training for those who are not job-ready and short-term training; Second Career program is not flexible to allow short-term training.

4.0 Community Consultations Continued



There was difficulty in recruiting employees for the following jobs:

- Cooks
- Housekeepers
- Customer Service Representatives
- Carpenters
- Landscapers
- Painters
- Retail Sales Reps
- Machine Operators
- Office Equipment Technicians
- Gas Technician
- General Labourer
- Kitchen Staff
- Licensed Insurance Brokers
- Personal Support Workers

10 or 20% of employers survey reported that they had no difficulty finding suitable labour but did report they had fewer applicants than in previous years. Some of these employers mentioned that they paid more than minimum wage and offered benefits which they felt were an added attraction to find good workers.

Skill Shortages or Mismatch of Labour

45 or 86% of employers surveyed believe that there is a labour shortage in the skilled trades. 38 or 73% of employers felt there may be a labour shortage overall due to fewer applicants applying for jobs and in both skilled and unskilled labour. 7 or 14% of employers did not believe there is a labour shortage. They feel there are sufficient people looking for work but that they do not have the skills or training for the jobs available.

The Economy

The majority of employers surveyed were optimistic about the state of the local economy. They felt it had improved over the last year. However, some expressed concerns about technological change, value of the loonie against US markets, rising interest rate and trade uncertainties heading into the future.

According to the BDC (Business Development Bank of Canada), “Entrepreneurs who want to take advantage of the current upswing to grow their business need to be agile and focus on attracting

■ 4.2 EMPLOYER CONSULTATIONS - 2019

During the months from June to August 2019, 52 employers were surveyed about labour market conditions and their challenges and concerns. A summary of their responses are as follows:

Finding Qualified Labour

42 or 80% responded that they had problems finding and/or keeping qualified workers. Common reasons cited for these problems were:

- Lack of motivation and ambition;
- Unrealistic wage expectations;
- Did not want to work shift work or weekends;
- Poor work ethics - late for work, often calling into work sick or not calling at all
- Poor attitude – don’t listen to the boss
- Think they know it all
- Entitlement attitude
- Few job applicants

These comments were mainly aimed at the younger worker 25 years and under. The same employers were disappointed not only in the quality of applicants for jobs but also in the low number of applicants.

and retaining the right talent. Employing under-used resources such as immigrants or older workers, and a focus on technology will help productivity and improve competitiveness.”

In summary, the small sample of employers surveyed, while cautiously optimistic about the labour market and economy, are concerned about the availability of a qualified labour pool. Although, there was a similar situation reported last year, it was more prominent in this year’s survey.



■ 4.3 EMPLOYERONE SURVEY HIGHLIGHTS 2018/19

In addition to the above employer survey, the Eastern Workforce Innovation Board also conducts the EmployerOne survey of employers to better understand labour market demand and supply in our region. They have been doing this since 2015 and to date, 328 responses have been received from Frontenac County and Loyalist Township employers and 209 from businesses located in the united Counties of Leeds and Grenville.

The 2018-2019 survey conducted between October 1 2018 and January 31, 2019 generated 51 responses from Frontenac County businesses, 2 from Loyalist Township (included in the Frontenac County tabulations) and 54 responses from Leeds and Grenville. Some of the findings support the comments from employers in the survey above. Below are the highlights of the 2018-19 EmployerOne Survey:

- In Frontenac County, 24 of 53 respondents (45.3%) increased their workforce in the past year. Twenty-two of 24 respondents (91.7%) had experienced employees who had left their employment (separations) in the past year. Twenty of the 24 respondents (80%) plan to hire in the coming year.
- In Leeds and Grenville, 23 of the 54 respondents (42.6%) increased their workforce in the past year. Twelve of 23 (52.2%) had experienced separations in the past year and 14 of 23 (61%) expect to hire in the coming year. Few employers in either area expected to downsize in the coming year.
- Throughout the region, the majority of separations occurred as a result of employees resigning. In a strong economy with a low rate of unemployment, employees may be attracted to new opportunities or may feel confident that other employment is available if they are dissatisfied.
- Sixty-eight per cent of Frontenac County employers identified positions that were difficult to fill compared to 35% in Leeds and Grenville. When asked to rank worker availability employers in both areas ranked Skilled Trades and Technicians/Technologists availability of greatest concern.
- Companies with a large number of employees were more likely to experience difficulty in filling positions.
- A lack of applicants was most often cited as the reason positions were difficult to fill.
- Work ethic, dedication and dependability were the most valued worker attributes. Problem-solving and creativity; teamwork and customer service skills are the most valued competencies. Only 30% of employers identified ‘technical skills’ as most valued
- Businesses locally are satisfied with the availability of training locally and most likely to participate in co-operative education, training and wage subsidy programs. One in four Frontenac County businesses and fifty per cent of Leeds and Grenville businesses do not participate in these programs.

4.0 Community Consultations Continued

4.4 SNAPSHOT OF BUSINESS RETENTION AND EXPANSION SURVEY (BR&E) Leeds Grenville 2019

Below is a snapshot of the workforce component of the BR&E Survey recently conducted in the United Counties of Leeds Grenville. For a complete report please visit www.leedsgrenville.com.

The Base Survey was completed by 300 businesses. Some businesses also completed an additional survey based on their economic sector. There were 30 Downtown Retail, 22 Local Food, 39 Tourism and 26 Agriculture surveys completed. All economic sectors in Leeds Grenville were well represented in the survey.

The BR+E survey strongly indicates that workforce availability and workforce development are presently key issues for employers. When asked to specify what positions or skills they have difficulty recruiting the top answers were labourers, skilled trades, sales associates and drivers.

Of the companies surveyed, 28% indicated that their expansion plans will lead to 349 new jobs and 13% indicated that expansion will lead to an increase in floor space of 139,390 square feet.

Employers reported that the economy is globally affected by NAFTA, China and the United States Trade wars. Also, indicated that the increase in the minimum wage had a negative impact on business.

Workforce Related Highlights of the BR&E Report

1. Business Attitude Doing Business in the Area
 - 30% has been more positive
 - 22% more negative
 - 48% no change
2. Business Climate in Future Plans (in the next 18 months)
 - 48% to remain the same
 - 40% to expand
 - 2% downsizing
 - 4% relocating
 - 1% closing
 - 1% selling
3. # Employee Change from the past 3 years
 - 39% increase in #employees
 - 50% no change
 - 11% decrease
4. Availability of Qualified Labour
 - 5% excellent
 - 21% good
 - 20% fair
 - 36% poor
 - 18% no response
5. Stability of Workforce
 - 11% excellent
 - 30% good
 - 20% fair
 - 16% poor
 - 23% no response
6. Ability to Attract New Employees
 - 5% excellent
 - 22% good
 - 25% fair
 - 24% poor
 - 24% no response
7. Ability to Retain New Employees
 - 14% excellent
 - 35% good
 - 14% fair
 - 12% poor
 - 25% no response
8. Difficulty Retaining Employees
 - 80% No
 - 22% Yes
9. Why Difficulty in Retaining Employees
 - 29% seasonal work
 - 19% wages
 - 15% work environment
 - 13% competition
 - 24% other
10. Hiring Challenges
 - 33% - Lack of Appropriate Skills
 - 26% - Too Few Applicants
 - 25% - Lack of Relevant Experience
 - 16% - Other

11. Difficulty Recruiting – TOP 5

- Labourer
- Skilled Trades
- Sales Associate
- Drivers
- Cooks/Chefs

12. Skills Required from Employees

- Customer Services
- Reliability
- Computer Skills
- Education

5.0 Demographics



Leeds Grenville has a total population of 103,777. (projected 2019 population EMSI analyst). This is a growth of projected population of 1580 or 2% from 2014. This rate of growth is substantially lower than the population growth projected for Ontario of 6% during this same period.)

Leeds Grenville is made up of 13 municipalities (9 townships, 1 village, 2 towns, 1 city). This geographical area encompasses approximately 3400 square kilometres. Population density is estimated at 29.7 people per square kilometre (2016 Census)

The area is surrounded by the shores of the St. Lawrence River and the 1000 Islands to the south, and the banks of the Rideau Canal to the north. It is found within a few hours' drive from many larger Canadian centres, including Ottawa, our Nation's Capital to the North; Kingston, Quinte Region and Toronto to the west, and Montreal to the east. There is easy access from highways 15, 401 and 416. Two international bridges on our southern shores allow easy access to and from the United States.



Frontenac County has a total population of 162,482. (projected 2019 population EMSI analyst). This is a growth of projected population of 9,277 or 6% from 2014. This rate of growth is the same as for Ontario at 6% during the same period.

Frontenac County is made up of 5 municipalities (4 townships, 1 city (Kingston)). This geographical area encompasses approximately 3800 square kilometres. Population density is estimated at 39.7 people per square kilometre (2016 Census)

The region is rich in diversity in areas such as tourism, agriculture, forestry, services and government. This vast landscape offers music, art, fishing, hiking, canoeing, ATVing, camping, sailing, beaches, snowmobiling, artisan food, festivals and more, the experiences are endless. Frontenac County is recognized for its' pristine natural environment and lifestyle choices, commitment to and promotion of strong, resilient, diverse, rural communities.

■ 5.2 POPULATION CHARACTERISTICS (refer to Appendix – Tables 1-9)

Population Projection

Median Age

Area	2014 Pop.	2019 Pop.	Change	Median Age 2011	Median Age 2016	Difference
Leeds Grenville	102,197	103,777	1,530 (1.5%)	46.7	49.3	2.6
Frontenac	153,205	162,482	9,277 (6.1%)	41.6	43.6	2.0
Ontario	13,617,553	14,451,254	833,701 (6.1%)	40.4	41.3	0.9
Canada	35,437,435	37,412,832	1,975,397 (5.6%)	<i>Source: Statistics Canada, 2016 Census</i>		

Source: EMSI Analyst Projection 2019

Local Intelligence

Population data projections show that there are significant increases in the older population groupings ages 60-74 and 75+. However, during the same time period there are significant decreases in the number of people in the prime working ages of 45-59. This is no surprise as the impact of the ageing baby boomers. Baby boomers are those born between the years 1946 to 1964 (with ages now between 55 and 73).

This data suggests an increasing older workforce and a possible shortage of labour. These trends are further supported antidotal by recent community surveys where the majority of respondents reported an increase in the number of older workers in the workforce and those seeking employment. They also reported a shortage of labour – not just in the skilled trades – but generally in all occupations. This was also confirmed by employers who were surveyed. Over 80% of employers indicated that they had difficulty in finding qualified workers due a lack of applicants possibly as a result of a labour shortage.

It is interesting to note that in the counties of Leeds Grenville there are population declines in all cohorts up to the age of 59. This area has reported having a surplus of jobs not being filled and labour shortages are very much a challenge in this area. There are no significant changes in the percentage of females to males in the population. The number of females continues to slightly outnumber the number of males. This is consistent with Leeds Grenville, Frontenac and Ontario.

Population Languages

Source: Statistics Canada, 2016 Census

	Leeds Grenville 2016	Frontenac 2016	Ontario 2016
Total - Knowledge of official languages for the total population - excluding institutional residents - 100% data	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 & French	11625 (11.7%)	18130 (12.3%)	1490390 (11.2%)
Neither English or French	120 (0.1%)	660 (0.4%)	326935 (2.5%)

Local Intelligence

Despite extensive employment services available to Francophones, this area continues to be predominantly Anglophone.

■ 5.3 EDUCATIONAL CHARACTERISTICS (refer to Appendix – Tables 10-11)

2016 Labour Force By Educational Attainment - Leeds & Grenville

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

Labour Force by Educational Attainment - Frontenac

	TOTAL	MALE	FEMALE
Total Population aged 15+ by highest certificate, diploma or degree	124725	59565 (47.8%)	65160 (52.2%)
No certificate, Diploma or Degree	17785 (14.3%)	9310	8475
High School Certificate or Equivalent	34955 (28.0%)	17650	17300
Apprenticeship or Trades Certificate or Diploma	8000 (6.4%)	5835	2165
College, CEGEP or Other Non-University Certificate or Diploma	30015 (24.1%)	11385	18625
University Certificate, Degree or Diploma below the bachelor level	1930 (1.5%)	680	1250
University Certificate, Degree or Diploma at or above the bachelor level	32040 (25.7%)	14700	17340

Source: Statistics Canada - National Household Survey 2016

Local Intelligence

In Frontenac County 42.3% of the population over 15 have an educational attainment of high school or less. 51.3% of the population has a college or university certificate, diploma or degree. More males have no certificate, diploma or degree. Over twice as many males have more apprenticeship or trades certificates or diplomas than females. But females have significantly more college and university credentials.

■ 5.4 JOBS and WAGES (refer to Appendix – Tables 12-19)

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

Local Intelligence - The seemingly high median posting duration may reflect the concerns from employers that they are experiencing difficulty in finding workers. The economy in these areas is doing well and the unemployment rates are low. This would also contribute to a lengthy posting duration.

Local Intelligence - North Grenville had 42.5% of the job postings since November 2017. This area is within close proximity to Ottawa with many businesses servicing the capital.

Top 10 Largest Occupations - Leeds Grenville

Source: EMSI Analyst Projection 2019

Occupation	2014 Jobs	2019 Jobs	Change in Jobs (2014-2019)	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

Local Intelligence - Jobs in sales and services have been historically the largest occupational grouping in Leeds Grenville. Unfortunately these jobs are the low paying. Most of the occupational groupings have experienced growth in the last year and a half reflecting a strong economy in the area. Leeds Grenville offers many high paying employment opportunities within the sectors of management, sciences, education and health. Not surprisingly, jobs in the health care sector are the fastest growing. With increase demand for health care services by an ageing population this growth is expected.

Largest Occupations - Frontenac

Source: EMSI Analyst Projection 2019

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

Local Intelligence - Similar to Leeds Grenville, Frontenac has the most jobs in sales and services. These jobs are also the lowest paying jobs in this area. Six of the 10 groupings have experienced significant growth in the last year. These include jobs in sales and service, education, health and business. But there were noteworthy declines in management and manufacturing jobs. Frontenac is also experiencing a healthy economy with low unemployment.



■ 5.5 LABOUR FORCE DYNAMICS (refer to Appendix – Tables 20-30)

3-Month Moving Averages Seasonally Unadjusted Data	Employment			Unemployment		
	July 2019 (‘000)	July 2018 (‘000)	Yearly Variation (%)	July 2019 (%)	July 2018 (%)	Yearly Variation (% points)
Ontario	7 524,4	7 352,5	2,3	5,7	5,9	-0,2
Economic Regions						
Ottawa	749,9	719,6	4,2	5,0	4,8	0,2
Kingston - Pembroke	223,2	205,0	8,9	5,1	5,8	-0,7
Muskoka - Kawarthas	176,3	179,5	-1,8	5,9	6,1	-0,2
Toronto	3 693,4	3 573,0	3,4	6,0	6,5	-0,5
Kitchener - Waterloo - Barrie	764,2	739,3	3,4	5,3	5,3	0,0
Hamilton - Niagara Peninsula	765,3	760,8	0,6	5,3	5,5	-0,2
London	330,5	345,9	-4,5	5,7	5,9	-0,2
Windsor - Sarnia	303,2	303,7	-0,2	6,2	5,8	0,4
Stratford - Bruce Peninsula	161,7	160,4	0,8	3,8	3,0	0,8
Northeast	250,8	257,4	-2,6	6,8	6,0	0,8
Northwest	106,0	107,8	-1,7	5,6	4,9	0,7

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

Local Intelligence - The Kingston-Pembroke economic region experienced employment gains of 18,200 (+8.9%) between July 2018 and July 2019, leading to overall improved labour market conditions. The regional unemployment declined by 0.7 percentage points to reach 5.1%.

The Ottawa economic region experienced employment gains of 30,300 (+4.2%) between July 2018 and July 2019, also leading to overall improved labour market conditions. The regional unemployment increased by 0.2 percentage points to reach 5.0%. The counties of Leeds and Grenville are within the Ottawa economic region and the figures reported for this Region may or may not reflect that of Leeds Grenville.

2016 Labour Force Status By Sex – Leeds & Grenville

Source: Statistics Canada, 2016 NHS

	Leeds and Grenville	Male	Female
Characteristics			
Total population 15 years and over	84765	41230	43540
In the labour force	50805	26305	24500
Employed	46870	24035	22835
Unemployed	3935	2270	1665
Not in the labour force	33960	14920	19040
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%

Local Intelligence - 2016 vs 2011 LEEDS & GRENVILLE

- Increase in Population 15 years & over
- Decrease of persons in the labour force
- Decrease in participation rates
- Increase in unemployment rates (but as indicated by a recent Labour Force Survey – July 2019, the Unemployment rate has significantly declined)

2016 Labour Force Status By Sex – Frontenac

Source: Statistics Canada, 2016 NHS

	Frontenac	Male	Female
Characteristics			
Total population 15 years and over	124725	59560	65160
In the labour force	77390	38800	38590
Employed	71620	35770	35850
Unemployed	5775	3030	2745
Not in the labour force	47330	20765	26570
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%

Local Intelligence - 2016 vs 2011 FRONTENAC

- Increase in Population 15 years & over
- Decrease of persons in the labour force
- Decrease in participation rates
- Decrease in unemployment rates

2016 Labour Force By Occupation - Leeds & Grenville

Top 5 Occupations 2016	Top 5 Occupations - Male	Top 5 Occupations - Female
1. Sales & Service	1. Trades	1. Sales & Service
2. Trades	2. Sales & Service	2. Business
3. Business	3. Management	3. Education, Law, Government
4. Management	4. Natural and Applied Sciences	4. Health
5. Education, Law, Government	5. Business	5. Management

2016 Labour Force By Occupation - Frontenac

Top 5 Occupations 2016	Top 5 Occupations - Male	Top 5 Occupations - Female
1. Sales & Service	1. Trades	1. Sales & Service
2. Trades	2. Sales & Service	2. Business
3. Business	3. Management	3. Education, Law, Government
4. Health	4. Natural and Applied Sciences	4. Health
5. Education, Law, Government	5. Education, Law, Government	5. Management

LABOUR FORCE PARTICIPATION ANALYSIS – LEEDS GRENVILLE

KEY POINTS

Labour Market Supply – Leeds Grenville

- Labour force participation of males age 45 and older is very low compared to Ontario
- 3,580 males and 5,350 females age 45 to 64 are not in the labour force
- Labour force participation of males age 20 to 44 without a secondary school diploma is very low compared to Ontario
- Labour force participation of males age 45 and older with a university degree is very low compared to Ontario. Labour force participation of females age 45 and older with an apprenticeship certificate, college diploma or university credential is very low compared to Ontario
- 8,455 males and 11,090 females without post-secondary education are not participating in the labour force 6,470 males and 7,940 females with post-secondary education are not participating in the labour force

Labour Market Demand – Leeds Grenville

- 9 major occupational groups experience labour force participation at 90% or lower and an unemployment rate of 0.0% indicate a high level of labour market demand. Occupations in Group 32, 41, 42, 52 and 62 also experience a high volume of vacancies further highlighting demand.
- 5 major occupational groups demonstrate high employee turnover with participation rates at 90% or lower and unemployment rates at 6.0% or higher
- Occupations in Groups 12, 40 and 75 also experience a high volume of vacancies reinforcing employer dissatisfaction with candidates and/or the need for employee retention improvements.

LABOUR FORCE PARTICIPANT ANALYSIS – FRONTENAC

KEY POINTS

Labour Market Supply - Frontenac

- Labour force participation of males age 50 to 59 is very low compared to Ontario. Overall, participation of males age 45 and older is lower compared to Ontario
- 2,305 males age 50 to 59 are not in the labour force
- Labour force participation of males without a secondary school diploma ages 20 to 65 years is very low compared to Ontario
- Labour force participation of males with a university degree at all age cohorts (age 15 to 65 years and older) is very low compared to Ontario
- Labour force participation of males with an apprenticeship or trades certificate age 45 and older is very low compared to Ontario
- Labour force participation of females without a secondary school diploma age 25 to 44 is very low compared to Ontario
- Labour force participation of females with a secondary school diploma age 45 and older is very low compared to Ontario
- 11,310 males and 14,480 females without post-secondary education are not participating in the labour force
- 9,455 males and 12,090 females with post-secondary education are not participating in the labour force

Labour Market Demand - Frontenac

- 6 major occupational groups experience labour force participation at 90% or lower and an unemployment rate of 0.0% indicate a high level of labour market demand Occupations in Group 30 also experience a high volume of vacancies further highlighting demand.
- 7 major occupational groups demonstrate high employee turnover with participation rates at 90% or lower and unemployment rates at 6.0% or higher. Occupations in Groups 14 and 65 also experience a high volume of vacancies reinforcing employer dissatisfaction with candidates and/or the need for employee retention improvements.

■ 5.6 MOBILITY CHARACTERISTICS (refer to Appendix – Table 31)

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 (Intra-provincial migrants)	13.1% (18,260)	16.6% (15,700)
Lived in different province or territory 5 years ago (Inter-provincial)	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

Local Intelligence - From 2011-2016, the majority of the population remained at the same resident or moved within the same municipality (81.0% Frontenac and 80.8% Leeds & Grenville). There was a modest movement from within Ontario but again very little movement from other parts of Canada or from another country. This continues to support a very stable population base from a longer period of time (5 years).

■ 5.7 IMMIGRANTS - (refer to Appendix – Tables 32 - 39)

Source: Statistics Canada, Census 2016

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

Local Intelligence - As of the 2016 Census only 1710 or 1.7% of the population are not Canadian citizens in Leeds Grenville and 5360 or 3.6% are not Canadian citizens in Frontenac. These rates are significantly lower than compared to 7.7% in Ontario.



PERIOD OF IMMIGRATION	Leeds Grenville	Frontenac	Ontario
Total Population (using 25% sample)	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

Local Intelligence - Immigrants represent 7.2 %, 12.0% and 29.1% respectively of the total population for Leeds Grenville, Frontenac and Ontario. The largest age grouping for Immigrants is in the working age group of 24-44 at 32.1%, 38.1% and 41% respectively for Leeds Grenville, Frontenac and Ontario. Most immigrants for Leeds Grenville and Frontenac come from Europe. But most immigrants for Ontario are from Asia.

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

Source: Statistics Canada, Census 2016

Local Intelligence - 79.1% are third generation immigrants in Leeds Grenville compared to 70.1% in Frontenac and 45.8% in Ontario.

ADMISSION CATEGORY 1980-2016	Leeds Grenville	Frontenac	Ontario
Total	2580	9220	2825480
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

Local Intelligence - There is a balance of economic and family sponsored immigrants in Leeds Grenville. In Frontenac and Ontario the main admission category are economic immigrants.

■ 5.8 EQUITY GROUP CHARACTERISTICS - (refer to Appendix – Tables 40 - 43)

5.8A: Age By Equity Groups - Eastern Workforce Innovation Board Region

Population	Total Population 15 years and over	Visible minority population	Aboriginal identity population	Francophone population
Total - Population 15 years and over	222790	11635 (5.2%)	7450 (3.3%)	8475 (3.8%)
15 to 24 years	31210	2480	1645	835
15 to 19 years	14825	1090	810	425
20 to 24 years	16395	1390	830	410
25 to 44 years	59030	4785	2625	2225
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
45 years and over	132545	4370	3180	5415
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

Notes:

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

Source: Statistics Canada, Census 2016



■ 5.8B Education By Equity Groups - Eastern Workforce Innovation Board Region

Population	Total Population 15 years and over	Visible minority population	Aboriginal identity population	Francophone population
Total - Highest certificate, diploma or degree	222790	11635	7450	8475
No certificate, diploma or degree	34715	1275	1790	975
Certificate, diploma or degree	188075	10360	5660	7500
Secondary (high) school diploma or equivalent 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

Notes:

Source: Statistics Canada, Census 2016

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

■ 5.8C Labour Force By Equity Groups - Eastern Workforce Innovation Board Region

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

Notes:

Source: Statistics Canada, Census 2016

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

■ 5.8D Gender By Equity Groups - Eastern Workforce Innovation Board Region

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

Notes:

Source: Statistics Canada, Census 2016

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

■ 5.9 EMPLOYERS (refer to Appendix – Tables 44 - 50)

5.9A: Employers by Employee Size Range – Frontenac & Leeds & Grenville

Employee Size Range	Number of Employers Frontenac	% of Total ERS	Number of Employers Leeds & Grenville	% of Total ERS	Number of Employers Ontario	% of Total ERS
0	10012	66.5%	6075	66.9%	1149109	70.4%
ERs with ees	5048	33.5%	3009	33.1%	483063	29.6%
1 – 4	2579	17.1%	1607	17.7%	283011	17.3%
5 – 9	964	6.4%	691	7.6%	82508	5.1%
10 – 19	760	5.0%	367	4.0%	56079	3.4%
20-49	515	3.4%	223	2.5%	38112	2.3%
50-99	137	0.9%	74	0.8%	13085	0.8%
100-199	52	0.3%	27	0.3%	5956	0.4%
200-499	28	0.2%	15	0.2%	3084	0.2%
500+	13	0.1%	5	0.1%	1228	0.1%
Total	15060	100.0%	9084	100.0%	1632172	100.0%

Source: Statistics Canada, Canadian Business Counts

In 2019, Frontenac County had 66.5 % of employers with no employees. This was similar to the counties of Leeds & Grenville with 66.9%. Ontario had significantly more employers with 0 employees at 70.4%. Small business with less than 10 employees accounted for 23.5% of employers in Frontenac, 25.3% in Leeds & Grenville and 22.4% in Ontario. Businesses with 10+ employees accounted for only 10.0% of employers in Frontenac, 7.8% in Leeds & Grenville and 7.2% in Ontario.

■ 5.9B: Employers by Employee Size Range - Leeds & Grenville - June 2017 vs June 2019

Employee Size Range	Number of Employers Leeds & Grenville 2017	Number of Employers Leeds & Grenville 2019	Variance	% Variance
0	6063	6075	12	0.2%
#ERs with ees	2977	3009	32	1.1%
1 - 4	1582	1607	25	1.6%
5 - 9	688	691	3	0.4%
10 - 19	368	367	-1	-0.3%
20 - 49	218	223	5	2.3%
50 - 99	65	74	9	13.8%
100 -199	32	27	-5	-15.6%
200 - 499	18	15	-3	-16.7%
500+	6	5	-1	-16.7%
Total	9040	9084	44	0.5%

Source: Statistics Canada, Canadian Business Counts

Local Intelligence - The total number of employers increased slightly by 44 or 0.5% from 2017 in Leeds Grenville. Employers with 0 employees represent 66.9% of all employers. The biggest increase was with employers who employ 1-4 employees. This group increased by 25 employers or 1.6%.

■ 5.9C: Employers by Employee Size Range - Frontenac County - June 2017 vs June 2019

Employee Size Range	Number of Employers Frontenac 2017	Number of Employers Frontenac 2019	Variance	% Variance
0	8972	10012	1040	11.6%
#ERs with ees	4578	5048	470	10.3%
1 - 4	2241	2579	338	15.1%
5 - 9	942	964	22	2.3%
10 - 19	705	760	55	7.8%
20 - 49	459	515	56	12.2%
50 - 99	143	137	-6	-4.2%
100 -199	48	52	4	8.3%
200 - 499	28	28	0	0.0%
500+	12	13	1	8.3%
Total	13,550	15060	1510	11.1%

Source: Statistics Canada, Canadian Business Counts

Local Intelligence - The total number of employers increased by 1510 or 11.1% from 2017 in Frontenac County. But the biggest increase was with employers who are self-employed with 0 employees. This group increased by 1040 employers or 11.6% and represents 66.5% of all employers. Employers with employees had the largest increase in those that employ 1-4 employees. This group increased by 338 or 15.1%

6.0 Employment Ontario (EO) Data

(refer to Appendix - Tables 51-57)

The Ministry of Training Colleges and Universities provides Local Boards with aggregated Employment Ontario data relevant to each individual Local Board geographical area. This data captures client and program information. There was also regional, provincial and data by Census Division provided to offer comparative context. The data elements are to serve as the basis for discussions that relate to local service and provide evidence which may identify service issues-gaps, overlaps and under-served populations.

The Ministry strives to keep the data elements, derived from the different programs, as consistent as possible to allow for identification of cross-program commonalities. But it should be noted there are possible limitations to this data. It is important to keep in mind that the Ministry has conducted a careful review of the data to ensure that it does not compromise client confidentiality. The data was provided in aggregated form and individual client or organization cannot be identified. Also, to ensure confidentiality, any data counts lower than 10 participants were suppressed and were reflected as zero in the data reports.



6.1 APPRENTICESHIP

Apprenticeship Highlights (2017 vs 2018)

2017 vs 2018 (1000 Islands Region)

- Increase of new registrations
- Increase in number of active clients
- Decrease in number of Certificates of Apprenticeship (C of A) Issued
- Slight increase in number of new female registrations
- Increase in new male registrations

TOP New Registrations by Occupations 2017 vs 2018

1000 Islands Region 2018

- Automotive Service Technician (68)
- Electrician – Construction & Maintenance (63)
- Hairstylist (60)
- Plumber (58)
- General Carpenter (69)
- Truck and Coach Technician (39)

1000 Islands Region 2017

- Automotive Service Technician (77)
- Electrician – Construction & Maintenance (72)
- Hairstylist (50)
- General Carpenter (56)
- Truck & Coach Technician (38)
- Plumber (20)

Other – 2018

- Most new registrants ages 15-44 (approximately evenly split between 15-24 & 25-44)
- Predominantly male registrants – 84.5%
- Secondary School - Highest level of Education at Intake – over 80%
- Minimal registrations in Designated Groups
- Limited opportunities to do apprenticeship in French in the 1000 Islands Region

■ 6.2 CANADA ONTARIO JOB GRANT

HIGHLIGHTS 1000 Islands Region 2017 vs 2018

Employers

- Stream: all Employers in the under 25 Stream
- Number of Employees: Frontenac – 86% less than 50 employees, 14% with 50-150 employees; Leeds & Grenville – 100% less than 50 employees
- Provider Types: - mainly Product vendor and Registered Private Career College
- Outcome at Exit: over 90% increase in training productivity and training met workforce needs

Clients

- Ages: Frontenac – 55.9% ages 24-44; 34.0% ages 45-64; Leeds & Grenville – 51.4 ages 25-44; 36.7 - ages 45-64
- Gender: Frontenac - 68.5% male; Leeds & Grenville – 58.8% male
- Highest Level of Education At Intake - mainly certificate/Diploma & Applied/Associate/Bachelor
- Designated Groups - few
- Labour Force Attachment - majority full-time employed
- Sources of Income - employed

■ 6.3 EMPLOYMENT SERVICE - HIGHLIGHTS

Number of Clients

- Decrease in number of clients from 2017 of 20.2% from 17,577 to 14,035 clients.
- Decrease in both Unassisted R&I Clients and EA clients. Significant decrease in Unassisted R&I clients of 25.9%
- 66.4% of clients are Unassisted R &I Clients

Clients by Age Group

- Similar ratios in age groups compared to last year
- Most clients in the 25-44 age group

Gender

- Similar ratios from 2017 – slightly more males

Designated groups

- Similar ratios from 2017
- Persons with Disabilities - 42.4%

Educational attainment at intake

- Highest intakes are in Completion of Secondary School and Certificate/Diplomas
- Ratios similar to previous year

Source of Income

- Main source is still – No Source of Income followed by Other and Ontario Works

Length of Time Out of Employment/Training

- Continues to be less than 3 months – followed by greater than 12 months

Outcomes at Exit

- About 70% of clients are employed
- Similar ratios from 2017

Employment Outcomes at Exit

- About 40% employed full-time
- Similar ratios from 2017

■ 6.4 - LITERACY & BASIC SKILLS - HIGHLIGHTS

Number of Learners - 19% decrease in number of learners number of learners. Approximately 60% of learners are in-person new learners vs 40% carry-over learners. Numbers and percentages similar in 2017.

Number of Learners by Service Provider

Stream- 93.3% in Anglophone stream. Slight increase in Francophone Stream.

Number of Learners by Service Sector - School

Board Sector is the largest sector – increase from 2017. Decreased ratio of community college learners from 34.4% to 16.3%.

Clients by Age – No significant changes over last year. Largest client group – ages 25-44.

Gender - More females than males. 60% vs 40%. No significant changes from 2017.

Designated Groups - 56.2% of learners are persons with disabilities.

Educational Attainment At Intake – new category – most intake in categories of less than Grade 12 and completion of secondary - significant intake also from completion of college

Source of Income - Approximately 86% of learners had some source of income. Only 21% from employment. Approximately 40% had their source of income from government supports. Similar to last year.

Learner's Goal Path - Employment and secondary school completion were the main goals of the learners. Significant decrease in post-secondary goal. .

Labour Force Attachment - Over 70% of the learners were unemployed. Slightly higher than 2017.

Employed Outcomes At Exit – Employed and in education and training outcomes are most significant

- Length of Time Out of Employment/Training - Mainly less than 3 months and between 3-6 months.
- Outcomes at Exit - Mainly employed at exit or after 12 months.

SECOND CAREER - Skills Training Programs

1000 Islands Region WDB - 2018

- Transport Truck Drivers
- Medical Administrative Assistants Heavy

1000 Islands Region WDB - 2017

- Transport Truck Drivers
- Equipment Operators (Except Crane)
- Home Support Workers, Housekeepers and Related Occs.

6.6 YOUTH JOB CONNECTION - HIGHLIGHTS

- Majority of clients between 15-24 (79%)
- More male than female applicants (58.5% vs 41.5%)
- Highest Level of Education at Intake - Completion of Secondary (47.2%); less than grade 12 (41.0%)
- Designated Groups - 225 or 51.9% of clients are in designated groups - 76.4% or 172 are persons with disabilities
- Sources of Income - Main sources – Ontario Works and No Source of Income

6.5 SECOND CAREER - HIGHLIGHTS

- Number of Clients - Number of Clients have decreased 22.6% (36) from 2017.
- Clients by Age Group - 25-44 – 51.7%; 45-64 – 48.3% - Increase in clients aged 44-65
- Gender - Increase in female clients - 50.4% vs 36.5%
- Designated groups – All clients were in the designated group of Persons with Disabilities (23.5%).
- Educational attainment at intake - Ratios similar to 2017. Intake mainly in completion of secondary and college education.
- Source of Income - Main sources of income from Employment Insurance; similar to last year.



7.0 Action Plan Update

This action plan outlines proposed partnerships currently underway or are planned to be undertaken by the Eastern Workforce Innovation Board.

Summary List of Partnerships with Employment Ontario Community

- Action #1: Service Coordination Update 2018-19
- Action #2: Service Coordination 2019-20
- Action #3: EmployerOne Update 2018-19
- Action #4: EmployerOne 2019-20
- Action #5: In Demand Skilled Trades Project 2019-20

Action #1: Service Coordination Update 2018/19		
Challenge To Be Addressed: Through the community consultations for the LLMP report, partnership projects and other sources, much of the LMI gleaned from the individual stakeholder pillars are telling a similar story. Feedback from consultations and evaluations indicate that LMI is required but accessing and utilizing it is not easy. Although the LLMP report captures this LMI in one report, an ongoing information forum would facilitate a streamed and coordinated picture.		
Objective(s): The Board will produce a quarterly newsletter outlining the results of the collection of local labour market information. Employer engagement and service coordination are not mutually exclusive. This newsletter will focus on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market.		
Lead	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	Employment Ontario Service Providers, Employers, Employer Organizations, Ontario Works, Educators/Trainers, ODSP, Frontenac/Leeds Grenville Mental Health, LBS Providers, LLEO, MTCU, Employer based associations, EDCOs, Chamber of Commerce, Unions, etc.	<ul style="list-style-type: none"> Q1 The Board developed a newsletter. The Board collected local LMI from sources (ie media, publications, etc.). Focus Feature generated for the Newsletter which as published end of quarter. Host ENC Q2 Newsletter produced using Q1 format. Continue to host ENC meeting. Focus feature Automation and impact on workforce. Q3 Newsletter will be produced using Q1 format. Focus feature Union Q & A Focus features to be presented at December 13 community consultation. Q4 Milestone Newsletter will be produced.
Expected Outcomes/Outputs		
The Board will source data/LMI and stakeholders will provide LMI pertaining to their organization. This will be compiled and presented in a format that combines the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning.		
Update		
All Outcomes and Outputs were met		

Action #2: Service Coordination 2019/2020

Challenge To Be Addressed: As the Board conducted consultations with Employment Network Committees, local stakeholders and other invested community members. The main theme, that has been a priority for a number of years, is the lack of current and relevant information related to the needs of the workforce

Objective(s): The Board will produce a quarterly newsletter outlining the results of the collection of local labour market information. This newsletter focuses on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market. The Board will work with partners to augment the visibility of services available to the community and clients in order to maximize the access and use of programs and services. The strategy will include a series of workshops where service provider employees will work through actual client scenarios with the intent to learn about what services are available in the community.

Lead	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	Economic Development Officers and agencies, -Employer Organizations, Employment Ontario Network, Employment Ontario Service Providers in Leeds and Grenville Employment Service Providers Frontenac, La Rue-La Route du Savoir, Literacy and Basic Skills Literacy Link Eastern Ontario, MTCU	<p>Q1 Milestone</p> <ul style="list-style-type: none"> The Board will utilized the existing newsletter template to capture an organized format to present information. The Board will collect local LMI from sources (ie media, publications, etc.). Newsletter published end of each quarter. Continue to host ENC meetings. <p>Q2 Milestone</p> <ul style="list-style-type: none"> Continued outreach to the community and sourcing of LMI through other options Newsletter was published end of quarter. Continue to host ENC meeting. <p>Q3 Milestone</p> <ul style="list-style-type: none"> Continued outreach to the community and sourcing of LMI through other options. Newsletter published end of quarter. Execute with partners SC workshops. Continue to host ENC meeting. <p>Q4 Milestone</p> <ul style="list-style-type: none"> Execute with partners SC workshops Continued outreach to the community and sourcing of LMI through other options Final partnership project report generated, translated and posted to the website. Continue to host ENC meetings

Expected Outcomes/Outputs

The Board will source data/LMI and stakeholders will provide LMI pertaining to their organization. This will be compiled and presented in a format that combines the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning . •Stakeholders will be brought together to heighten the profile of services available to specific target groups within the population in order for them to access the appropriate services when they need it. A quarterly newsletter will be published. There will be 2 half-day workshops in L & G and 2 workshops in Frontenac. A final report outlining the Service Coordination initiatives will be generated.

Update

On track to meet Q3 and Q4 objectives

Action #3: EmployerOne 2018/2019

Challenge: To Be Addressed:

Through the consultation process there continues to be a constant theme of a need for more information about the needs of employers and how it relates to the workforce. Employer engagement is difficult to secure. A combined effort from the community will lead to understanding employer issues and challenges which will address the need for current local market workforce information.

Objective(s): Conduct EmployerOne survey in the regions of Leeds Grenville and Frontenac Counties. The completed surveys will build on 2 years prior EmployerOne database. This will provide opportunities to identify trends and a comprehensive basis to validate responses

Lead	Potential Partners	Timelines
Eastern Workforce Innovation Board	<ul style="list-style-type: none">City of BrockvilleUnited Counties of Leeds and GrenvilleKEDCO	<ul style="list-style-type: none">Q1 The Board explored potential partner(s) to execute EmployerOne survey in Leeds & Grenville. UCLG were not able to partner. Further discussion with KEDCO resulted in a partnership in Frontenac.Q2. Established partnership with KEDCO. Partnership with UCLG was not established. To develop own L & G database.Q3 Monitor progress of survey completions and work with partner to ensure on track.Q4 Completed surveys will be sent to consultant to be analyzed and interpreted and a report will be produced. The report will be sent to translator and French and English versions will be provided to MAESD. Final reports will be distributed to stakeholders and posted to Board's website

Expected Outcomes/Outputs

Survey results are assessed communicated and action plans developed; outreach to businesses to support significance of trained workforce, education and continued learning to address workforce issues. Employers will utilize survey result to aid in current and future HR needs. The results will provide a HR planning tool. The Board will also use results to analyze in depth the vision of both current and projected industry trends as well as overall status of LLM. This will allow the WDB to identify possible action plans required to address issues or opportunities.

A Final report will be generated in English and French to be submitted to MTCU and the community.

Update

All outcomes and outputs were met.

Action 4 : EmployerOne 2019-2020

Challenge To Be Addressed Through the consultation process there continues to be a constant theme of a need for more information about the needs of employers and how it relates to the workforce. Employer engagement is difficult to secure. A combined effort from the community will lead to understanding employer issues and challenges which will address the need for current local market workforce information. The results from this survey will validate the data from the LLMP report employer consultations.

Objectives : Conduct EmployerOne survey in the regions of Leeds Grenville and Frontenac Counties. The completed surveys will build on 3 years prior EmployerOne database. This will provide opportunities to identify trends and a comprehensive basis to validate responses. This year the survey will be standardized with the other Boards in the Eastern region, with a consistent execution strategy and timeframe. This will allow a regional analysis of the data..

Lead	Potential Partners	Timelines
Eastern Workforce Innovation Board	<ul style="list-style-type: none">• City of Brockville• -United Counties of Leeds and Grenville• -KEDCO	<ul style="list-style-type: none">• Q1 Milestone -The Board will explore and secure potential partner(s) to execute EmployerOne survey in Leeds & Grenville. Further discussion with KEDCO to determine potential of building on Frontenac survey. The Boards in the Eastern Region will determine common questions for the survey and a timeframe for the survey to be administered.• Q2 Milestone - Continue to work with the other Boards to establish launching strategies and develop an approach for common branding of EmployerOne.• Q3 Milestone -Working with partners, the survey will be administered. Monitor progress of survey completions and work with partner to ensure on track.• Q4 Milestone - Completed surveys will be sent to consultant to be analyzed and interpreted and a report will be produced.. Final reports will be distributed to stakeholders and posted to Board's website. The raw data will be provided to the Ministry for analysis and "roll up" for the Eastern Region.

Expected Outcomes/Outputs

Survey results are assessed communicated and action plans developed; outreach to businesses to support significance of trained workforce, education and continued learning to address workforce issues. Employers will utilize survey result to aid in current and future HR needs. The results will provide a HR planning tool. The Board will also use results to analyze in depth the vision of both current and projected industry trends as well as overall status of LLM. This will allow the WDB to identify possible action plans required to address issues or opportunities. Data collected from the surveys will be analyzed and a final report will be generated in French and English which will be submitted to MTCU.

Update

On track to meet Q3 and Q4 objectives

Action #5: In-Demand Skilled Trades 2019/2020		
Challenge To Be Addressed- There is heightened public discussion about the growing demand for skilled tradespeople in Ontario, as well as gaps between the workers employers are looking for and the availability of tradespeople to fill them.		
Objective(s) : This In-Demand Skilled Trades Project aims to provide insights on the local labour market conditions for the skilled trades through engagement with local employers at a level of granularity unavailable in most data sets and reports.		
Lead	Potential Partners	Timelines
Eastern Workforce Innovation Board	Employers, Unions, Employer Associations, Workforce Development Boards, School Boards	Q-2 Secure consultants to collect data and LMI and execute employer engagement. Purchase employer data from Info Canada to develop contact list. Q-3 Employers will be contacted in Frontenac, Loyalist and Leeds and Grenville. Q-4 Final report will generated and submitted to MTCU. This report will be translated and distributed to stakeholders and posted on website
Expected Outcomes/Outputs		
The evidence collected from the project will help inform how government, industry and local communities can work together to increase the talent pipeline to help business growth and support industry competitiveness in the province, particularly in key sectors such as automotive, manufacturing and construction. The evidence will also help to inform steps to modernize and transform Ontario's skilled trades and apprenticeship system		
Update		
On track to complete Q-3 and Q-4.		

8.0 Community Consultation Participants

Community Consultation Participants – 2019

Employment Service Providers and Economic Development Organizations

Survey Respondents

Ann Weir - *United Counties Leeds Grenville*

Ashley Johnson - *John Howard Society of Kingston & District*

Carl Sadler - *ACFOMI*

Catherine Thomson - *Social Services, Kingston*

Cathy Keates - *Queen's University, Employment Services*

Chad Noonan - *Career Services, Brockville*

Chantal Hudon - *La Route du Savoir*

Chantale Blanchette - *Francophone Immigration*

Diane Sabourin - *ACFOMI*

Elaine Lewis - *St. Lawrence College, Kingston*

Gillian Watters - *KEYS, Kingston*

Jackie Aalders - *ACFOMI*

Julie Langlois Caisse - *ACFOMI*

8.0 Community Consultation Participants Con't

Julie Marshall - *CSE Consulting*

Kim Gratton - *ACFOMI*

Kim Little - *Community & Social Development, L&G*

Manassé Maniragaba - *ACFOMI*

Melissa Francis- *St. Lawrence - Rideau*

Immigration Partnership

Michèle Dubois - *ACFOMI*

Natália Martins - *ACFOMI*

Patrick Gravel - *ACFOMI*

Sam Laldin- *Eastern Workforce Innovation Board*

Shannon Liscumb - *CSE Consulting*

Sharon Smith- *Social Services, Kingston*

Susan Watts- *Employment & Education Centre*

Trish McNamara - *KEYS, Gananoque*

Community Consultation Participants – 2019

Employers - Survey Respondents

1000 Islands KOA Campground, Mallorytown

3M Canada, Brockville

A&W Restaurant, Brockville

Aaben Windows & Doors, Kingston

Andola Fibres Ltd., Kingston

Bayfield Manor, Kemptville

Beach Home Hardware, Athens

Beattie Dodge Chrysler Jeep Ltd., Brockville

Bickerton Brokers Ltd. Brokerage, Gananoque

Brockville Chiropractor, Brockville

Bryan's Pharmacy, Kingston

Colonade Golf & Country Club, Joyceville

Confederation Place Waterfront Hotel, Kingston

Dawson Renovations, Lyndhurst

Dewar's Inn on The River, Prescott

G. Tackaberry & Sons, Athens

Gananoque Inn, Gananoque

Gordon's Downsizing & Estate Services Ltd., Kingston

Home Hardware Building Centre, Brockville

Hopkins Chitty Land Surveyors Inc, Kingston

Howard Campbell, Lyn

K.D. Construction & Equipment Rentals, Brockville

Kelsey's Restaurant, Brockville

Kouri's Kopters, Gananoque

Krown Rust Protection, Kingston

Lafarge Construction, Kingston

Landmark Cinemas, Kingston

Mayfield Retirement Residence, Prescott

McDonald's, Kingston

Motel 6, Kingston

Nurse Next Door, Prescott

Oosterhof Electrical, Kingston

Peter Vichos Enterprises, Kemptville

Planet Fitness, Kingston

Pryer's Construction Ltd. , Brockville

Rapid Valley Restaurant, Lansdowne

Red Lobster, Kingston

Ritchie's Wholesale Ltd, Brockville

Rosen Tri Heat Anglin, Kingston

Rosewood Retirement Residence, Kingston

Salt Therapy Lounge, Kemptville

Smuggler's Glen, Lansdowne

Speedy Glass, Brockville

St. Lawrence Lodge, Brockville

The Brock Pub, Brockville

The Green Greko, Lyndhurst

The Holiday Inn Express & Suites, Gananoque

The Junction Restaurant, Seeley's Bay

The Woodview Inn, Gananoque

Upper Canada Office Systems, Kingston

Wing's Live Bait and Tackle, Lyndhurst