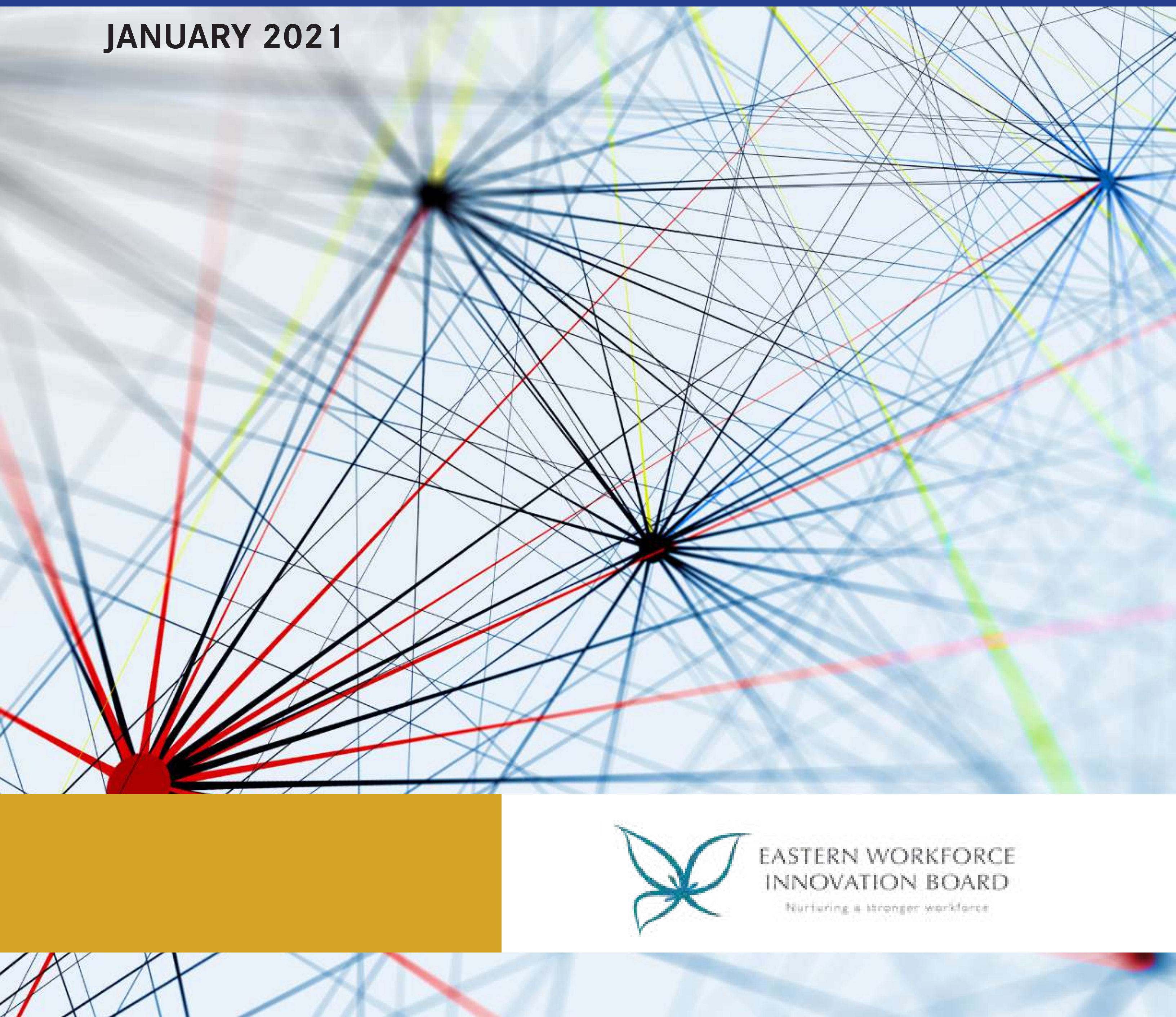
LOCAL LABOUR MARKET PLANNING REPORT

LLMP

JANUARY 2021



EASTERN WORKFORCE INNOVATION BOARD

Nurturing a stronger workforce

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.

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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.

The mission: to work collaboratively with community partners in identifying labour market challenges and to develop opportunities in addressing these challenges.

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1 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 24 years. It has spearheaded numerous 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 Labour, Training and Skills Development, 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.

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2 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 to community partners in February 2021.

“

The Gananoque Curling Club, like many businesses in the area, has lost a lot of revenue due to the impact of the pandemic. The curling season was cut short and many rentals and events have been and continue to be cancelled in keeping with the necessary protocols.”

Jayne Curtis, Manager, Gananoque Curling Club

3 TRENDS, CHALLENGES & OPPORTUNITIES (COMMUNITY CONSULTATIONS)

3.1 OVERVIEW

During the months of June, July and August, one-on-one consultations were conducted with **thirty-five (35) community partners** including Employment Service Providers, Economic Development Organizations, Labour Associations, Chambers of Commerce and other agencies. The purpose was to discuss changes in 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.

Fifty-one (51) employers were also contacted to obtain their current labour market issues and challenges. Due to the current COVID-19 pandemic, discussions focused on the impact it has had on the operations of the various agencies and employers and how this has affected the clients they serve. It is noted that the participants confirmed many of the issues and challenges noted in previous years still exist, however, they have taken a temporary back seat to the immediate needs created by the pandemic.

There is no denying that COVID-19 has taken its toll on everyone across the globe.

Many people have lost their jobs and unemployment has skyrocketed. Businesses are closing or operating at below capacity. The economy is in turmoil. In Canada, government organizations at all levels have been quick to respond and implement many incentive measures to assist affected businesses and workers in the short-term. But there is a lot of uncertainly and anxiety about what is going to happen in the future.

The results of these outreach consultations are a snapshot of what labour market challenges our businesses, workers and community partners are experiencing in this area.

3.2 MAJOR TRENDS – INFLUENCED BY COVID-19

Below are 5 major trends that have become apparent as of a result of this pandemic.

1 CHANGING BUSINESS MODELS

Employers will need to adapt to changing business models by:

- Increasing their online presence for offering training/education, sales and services;
- Allowing more opportunities for employees to work from home;
- Increasing safety protocols for workers and clients;
- Purchasing and learning digital platforms to accommodate the new way of doing business.

2 INCREASING OPPORTUNITIES TO WORK REMOTELY

Many employees were given opportunities to work remotely, usually out of their home, during this pandemic and it is expected that many will continue to do so post-COVID. However, it expected that there may be a blended service offered in some instances i.e.: working part-time in an office and part-time at home.

3 INCREASING ONLINE ACCESS FOR SERVICES, PRODUCTS, EDUCATION, AND TRAINING

Clients, customers and students needed to adapt quickly to access training, education and services online. As well there was an increase of online purchasing. This is also expected to continue post-COVID.

4 GROWING IMBALANCE OF THE HAVES VS THE HAVE-NOTS

It soon became apparent, during this pandemic, of the inequities of the haves and the have-nots. Not everyone had the opportunity to earn a living from home by working remotely or the financial means to stay at home with their children. And many did not have the resources to pay for electronic devices needed and the internet services required to maintain an online presence. As a result, many students were not able to benefit from online education in the same way as their peers. And, similarly, some clients and customers were not able to effectively access online services.

5 INADEQUATE INTERNET SERVICES

Access to essential fast-speed internet was not available in many rural areas and many people were not able to participate in online services, training and education.

3.3 IMMEDIATE WORKFORCE CHALLENGES

The immediate issues and challenges resulting from the pandemic overshadow the ongoing challenges listed below. However, these other challenges still exist and need to be recognized and addressed.

1. UNCERTAINTY OF COVID-19 – HIGH UNEMPLOYMENT

The uncertainty of COVID-19 is one of the major concerns impacting the workforce. Many workers do not want to return to work, especially as front-line workers, while the pandemic still exists.

Unemployment Rates have more than doubled in many parts of Canada. In the Kingston Census Metropolitan Area (CMA), unemployment rates have increased from 5.7% in March 2020 to a high of 12.4% in June but decreased to 11.3% in July. Similar rates have been reported for Ontario and Canada.

Unemployment Rates

Geography	March 2020	June 2020	July 2020
Kingston CMA	5.7%	12.4%	11.3%
Ontario	6.1%	12.4%	12.4%
Canada	6.3%	13.0%	12.3%

Source: Labour Force Survey – Statistics Canada

There is a great concern about the financial impact on workers when the financial incentives of the government are no longer available.

2. GROWING MENTAL HEALTH ISSUES OF CLIENTS

A significant increase in mental health issues, in particular anxiety, depression and PTSD, were reported by both employment service providers and employers. This increase is mainly attributed to the pandemic.

3. MISMATCH OF SKILLS & RESKILLING

There continues to be a mismatch of job skills/ qualifications required by the employer versus the skills/ qualifications of the job seeker. Service providers indicated that there is a need for short-term training and courses in re-skilling to meet the needs of certain sectors such as manufacturing and construction. There are also short-term courses required for workers and clients to assist them with online learning and to be able to work remotely.

Some employment service providers commented that the expectations of some employers continue to be 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 todays' labour market or have made it too complex.

4. LABOUR SHORTAGES - COMPETITIVE LABOUR MARKET

Last year, many respondents reported a labour shortage in the counties of Leeds Grenville and Frontenac and not just in the skilled trades. They indicated that many jobs were being left unfilled including very skilled and high paying jobs. It was difficult to ascertain if this is still the case this year. There continues to be many jobs being unfilled but the reasons cited relate to fact that many workers do not feel it is safe to return to work or there is a mismatch of skills and qualifications. This is not to negate the notion that there still may be actual labour shortages in the area.

5. 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.

6. TRANSPORTATION, AFFORDABLE HOUSING AND CHILD CARE

Availability and the cost of transportation continue to be a significant challenge for clients.

The lack of affordable housing is a detriment to many clients trying to find work in close proximity to where they live.

Lack of sufficient and affordable childcare continues to be a deterrent to employment for job seekers.

3.3.1 ONGOING WORKFORCE CHALLENGES (NOT IN ORDER OF PRIORITY)

Many of the challenges reported in the 2019 LLMP still exist as listed below.

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

“Ontario Works clients working in the hospitality and retail sectors were significantly and immediately impacted by the effects of the COVID-19 shutdown. The loss of wages to top up assistance received made a difficult time still more challenging for those living in poverty.”

Kim Little, Manager, Integrated Program Delivery, Ontario Works, Leeds Grenville

3.4 CHALLENGES, ISSUES AND OPPORTUNITIES - EMPLOYERS

During the months of June, July and August, one-on-one consultations were conducted with fifty-one (51) employers. These meetings were conducted by telephone and in-person and provided a snapshot of the issues and challenges facing local employers. Because of the pandemic, immediate challenges were the first and foremost to be discussed by employers. However, this is not to negate other issues that were identified last year and noted again in this report.

3.4.1 IMPACT OF COVID-19

It is safe to assume that all businesses have been affected to some extent due the pandemic. Many businesses have experienced and continue to experience a negative impact with a loss of revenue, closures, additional costs for protocols to re-open and layoffs of staff.

Many businesses took advantage of the government incentives but still anticipate substantial losses and are worried about what will happen when the incentives are no longer available.

Despite government incentives, it is estimated that many small businesses will be closing (estimated at 35% for Canada and as many as 20% in this region).

SECTORS

All industry sectors were affected differently by the impact of COVID-19.

- Economic slowdown in region especially in tourism, hospitality, personal services, and retail - due to closures, late stages of re-opening, fewer people shopping and lack of tourists - borders closed and – people staying close to home
- Growing business opportunities: delivery services, e-commerce, information technology
- Strong industry sectors - health care; public administration; construction; manufacturing; agriculture
- Construction in the area facing a lumber shortage due to suppliers - substantial increase in lumber costs
- Supply chains have been affected (locally and internationally) - due to this the cost of lumber has increased substantially

Small businesses particularly in the tourism, hospitality and retail sector have been hit the hardest and it is expected that there will be numerous closures in these sectors.

It is estimated that over 70% of people in this area were employed in essential businesses (this estimation is based on the industries that employed workers).

This is fortunate for our region. However, this does not mean that all employees continued employment. Many businesses although they were deemed essential did not require the same number of employees to service customers as people were staying at home i.e.: gasoline stations, hotels, etc.

EMPLOYEES

Unemployment rates have doubled since pre-COVID and the number of people on government assistance, in particular Employment Insurance (CERB included) has increased substantially.

- Initially many employees were laid off and were eligible to collect government assistance (CERB). Other employees were able to continue to work through a wage subsidy for eligible employers. There is a lot of uncertainty as to what will happen when the subsidies are no longer available.
- Many businesses, where possible had employees working remotely and this may continue.
- Contract and casual workers were the first to lose jobs.
- Retrained in safety measures and additional protocols that needed to be put in place.
- 40% of essential workers did not want to be the hero and continue working (recent survey from Kingston District Labour Council) - very difficult for essential workers.

JOBS

Despite the pandemic there continued to be job opportunities in specific and good paying sectors such as construction and manufacturing but many jobs were not being filled due to the fear of the virus and the benefits of government incentives such as CERB. The region at this time is now in Phase 3 and there are many more job openings but there continues to be a reluctance to work especially for front-line workers.

With re-opening in the tourism, personal services and retail sectors, businesses have reported having difficulty finding employees willing to return to work because of COVID fears and but they could not wait for them to return and had to hire other workers. There is a concern of what will happen to workers once there is no longer any financial support.

PROTOCOLS

All businesses were required to implement numerous health and safety protocols which proved to be very costly. Some of these costs were offset with government assistance.

Please refer to page 21 and 22 for additional information.

3.4.2 ONGOING CHALLENGES

Although, the challenges and issues created by the pandemic have taken precedent, the challenges from the previous year still exist.

FINDING QUALIFIED LABOUR

Finding qualified labour continues to be a concern for some businesses. The majority of businesses obviously do not have any problem as this region has a healthy employed labour force. However, businesses that have expressed difficulty in finding qualified labour have cited the following reasons.

- 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;
- Entitlement attitude; and,
- Few job applicants.

SKILL SHORTAGES OR MISMATCH OF LABOUR

Employers surveyed believe that there continues to be a labour shortage in the skilled trades. But with other jobs they believe there is a more of a mismatch of skills between what the employer wants and that of the job seeker.

THE ECONOMY

The majority of employers surveyed were very cautious about the future of the economy over the next year. As long as the virus is still active, they believe there will be little growth in the economy. The virus needs to be eradicated, borders need to open and people need to feel safe to travel.

3.5 CHALLENGES, ISSUES AND OPPORTUNITIES - AGENCIES & CLIENTS

During the months of June, July and August, one-on-one consultations were conducted with 35 community partners including Employment Service Providers, Economic Development Organizations, Labour Associations, Chambers of Commerce and other agencies.

3.5.1 IMPACT OF COVID-19

IMPACT ON OPERATIONS

- Many Agencies were fortunate enough to continue to receive government funding to operate but with significant changes in the way they needed to conduct business during the pandemic
- To continue with operations, most staff were required to work from home and to provide online services to clients
- Working at Home Issues
    - Lack of high speed internet in remote areas
    - Lack of online materials and platform for delivering services remotely
    - Communications platform to be determined for staff to staff meetings and with clients
    - Online learning curve to deliver services to clients - needed additional devices and training – also need for additional resources
    - Lack of child care
    - Difficulty in offering appropriate services to the most vulnerable
- Some agencies that can re-open to the public are considering blended services of in person and online and working in the office and from home - one-on-one office meetings with clients will be by appointment where applicable with all the necessary safety protocols in place
- Some agencies are questioning the need for the same office space as staff may be sharing offices and some are considering downsizing
- Not able to offer walk-in resource centres for clients
- Difficulty in meeting Ministry targets

IMPACT ON CLIENTS (ACCORDING TO AGENCIES)

- Many clients have adjusted well to online services but some have indicated the following issues:
  - Lack of devices and high speed internet
  - Do not learn well online
  - Lack of child care
- Clients reluctant to return to work – fear of COVID-19 – want to continue on CERB until it is exhausted
- Fear of financial instability

OTHER COMMENTS

- Agencies are still concerned with ongoing employment related issues reported in the past year but at this point they are trying to find ways of offering some services to clients
- Mental Health Issues have been compounded by the pandemic
- Fear of isolation and abusive behavior in homes
- Fear of what will happen when government incentives are no longer available
- Need for short-term retraining/re-skilling
- On-the-Job training incentives for employers
- Continued mismatch of job requirements to qualifications of workers (supply & demand mismatch)
- Many jobs going unfilled
- Many feel government at all levels have done a great job addressing this pandemic
- Concern for immigrant workers in agriculture

3.5.2 ONGOING CHALLENGES

Challenges and issues created by the pandemic have taken precedent, but the challenges from the previous year still exist and include:

- Increase in mental health issues particularly anxiety and depression.
- Time on assistance a barrier – many are over a year on assistance.
- Distance from the labour market an issue.
- Skills are dated.
- Concern about clients on Ontario Works who have good education – i.e.: with grade 12 and some post-secondary - why are they not working?
- Increase of caseload for older workers.
- Lack of internet or phone (significant cost for a phone with data so client can access services remotely).
- Concern about what the caseload will look like in post-COVID.
- 2020 Targets for “exits to employment” likely will not be met.
- Lack of education and work experience – many without grade 12.
- Newcomers with language barrier and/or lack of recognition of qualifications.
- Many in part-time work and casual employment.
- Challenges with online job applications - cannot not afford internet services - lack of knowledge.
- Criminal record issues.
- 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 - short-term training required.

"Despite COVID- 19, Leeds Grenville continues to have many employment opportunities in-demand jobs that require skilled labour."

Sue Watts, Executive Director , Employment & Education Centre, Brockville

3.6 CHALLENGES BY SECTOR

3.6.1 FRANCOPHONES

The agencies serving francophone clients continued offering their services albeit remotely. There was a learning curve not only for clients but for the staff as well. Clients who were not tech savvy or had no internet access were serviced by telephone.

Agencies plan to offer services in person in the fall on an appointment basis. Staff will be juggling working at the office and at home as required.

Francophone clients, for the most part, are well educated and very skilled. But in a predominantly Anglophone area, the biggest challenge is language.

TOP EMPLOYMENT CHALLENGES PERTAINING TO FRANCOPHONE CLIENTS

- Employment language barrier - most employment opportunities in this area are in English – some Franchophone clients may only have entry level English which is not sufficient for some employment
- Employers reluctant to pay a premium to have a Francophone (bilingual) employee
- Reaching out to employers to target the hiring of Francophones (especially difficult during pandemic)
- Accessing English as a Second Language (ESL) i.e.: for military family members

COMMON CHALLENGES/ISSUES: (THESE ISSUES ARE COMMON AMONGST OTHER CLIENT GROUPS)

- Lots of jobs but low wages
- Mismatch of skills of workforce vs skills of jobs in most cases but also skill shortages in some occupations i.e.: skilled trades
- Employers use hiring incentives but once incentives are gone so is the job
- Interprovincial regulations governing employment and educational credentials - barrier
- Clients with 900 SIN numbers i.e.: foreign students - cannot obtain assisted employment services
- Fear of beginning employment or returning to work due to pandemic
- Lack of Affordable Housing/Child Care/Transportation

3.6.2 IMMIGRANTS AND RACIAL MINORITIES

Immigrants and Racial Minorities face many of the same challenges as other workers due to COVID-19. They are concerned about their safety if they return to work and the financial implications this will have. Many of them lost their jobs too. But they also continue to face unique challenges as listed below:

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

A skilled immigrant may be confident in their educational credentials, but they 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.

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 English as a Second Language (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
- **Temporary Foreign Workers** - workers that were permitted to work i.e.: in Agricultural sectors were impacted significantly by the virus as many of them got it. So there is the continued fear for the safety of these workers.

3.6.3 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. 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
- Competition from younger job-seekers
- Age discrimination from employers

> "Workers displaced from the hospitality and retail sectors will need access to micro-skilling and short, focused training to prepare them for work in other sectors where employment opportunities exist."

Gillian Watters, Director of Programs, KEYS Job Centre, Kingston

3.6.4 PERSONS WITH DISABILITIES

This group faces similar challenges as all workers affected by COVID-19. However, they also face some unique challenges and barriers in seeking employment and retaining employment.

Agencies reported an increase of job-seekers reporting mental health issues - particularly social anxiety and depression. Many service providers recognized that mental health issues are one of the most significant barriers for their clients in finding and retaining employment. This issue is most prevalent with the youth population and 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 compete 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 - labelling;
- 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.

3.6.5 ONTARIO WORKS' CLIENTS

Ontario Works' service providers were declared essential during the pandemic. Some workers were able to continue work in their offices, but most employees were required to work from home.

COVID-19 RELATED CHALLENGES:

- In person client service was closed for a period of time – some staff continuing to work from home
- Change in employment opportunities for clients – some resulting in hour reductions or job losses – loss of income
- Pre-COVID – more caseloads with employment – now a reduction of employment
- Many clients left OW for CERB
- Difficulty serving clients remotely – many do not have phones or internet
- Face to face limited

3.6.6 ORGANIZED LABOUR

Many unionized employees in this region were able to continue work throughout this pandemic albeit with various protocols in place. Some employees, however, were laid off or their contracts were not renewed such as part-time contract workers and casual labour. Many student positions were not filled.

Employees who worked for businesses who supplied services to colleges and the universities had to lay – off many unionized employees i.e.: Sodexo Food & Management.

A lot of employees were required to work at home and many continue to do so. Some were required to deploy to other departments where the need was greatest. It was reported that some staff were held back with little opportunities to obtain practical experience (especially in health care sector.) There were extensive costs for employers for re-tooling.

Some businesses used curbside pick-up put in place i.e.: libraries as Queen's University.

There is a lot of anxiety, especially for front-line workers and the need for child-care is critical.

3.7 THE UPSIDE

Communities have been very resilient and remain positive throughout the uncertainly as summarized by the comments below.

It is estimated that over 70% of people in this area were employed in essential businesses

There are many job opportunities.

Unemployment rates are declining.

The economy is bouncing back. Low interest rates.

Businesses have become very innovative offering sales and service opportunities to their customers.

Growing business opportunities: delivery services, e-commerce, information technology

Strong industry sectors - health care; public administration; construction; manufacturing; agriculture.

Organizations and businesses have found creative ways to offer services to clients which balances work and home responsibilities.

Working remotely has freed up time allowing for more productivity and more time with family.

Many health and safety protocols put in place are expected to continue post-COVID to prevent the spread of other infections.

Governments are investing in initiatives to create a more even playing field of services to remote and impoverished areas.

More online training and education allows learning in the convenience of one's home.

EMPLOYMENT BY INDUSTRY BY PLACE OF WORK (#JOBS)
EASTERN WORKFORCE INNOVATION BOARD AREA
STATISTICS CANADA - NATIONAL HOUSEHOLD SURVEY (NHS 2016)

PLACE OF WORK	TOTAL EMPLOYED	% OF INDUSTRY	WORKED AT HOME	WORKED AT USUAL PLACE
INDUSTRY BY NAIC				
11 Agriculture, forestry, fishing and hunting	2,280	2.0%	1325	960
21 Mining, quarrying, and oil and gas extraction	150	0.1%	10	140
22 Utilities	710	0.6%	15	690
23 Construction	4,625	4.1%	555	4,070
31-33 Manufacturing	7,485	6.7%	360	7,125
41 Wholesale trade	2,955	2.6%	250	2,705
44-45 Retail trade	14,605	13.0%	645	13,960
48-49 Transportation and warehousing	3,165	2.8%	180	2,990
51 Information and cultural industries	1,615	1.4%	260	1,355
52 Finance and insurance	3,355	3.0%	380	2,975
53 Real estate and rental and leasing	2,000	1.8%	480	1,520
54 Professional, scientific and technical services	5,580	5.0%	1710	3,870
55 Management of companies and enterprises	65	0.1%	10	55
56 Administrative and support, waste management and remediation services	4,210	3.7%	510	3700
61 Educational services	11,955	10.6%	540	11,415
62 Health care and social assistance	18,320	16.3%	810	17,505
71 Arts, entertainment and recreation	2,520	2.2%	395	2,125
72 Accommodation and food services	9,395	8.3%	195	9,205
81 Other services (except public administration)	4,755	4.2%	615	4,135
91 Public administration	12,780	11.4%	265	12,515
TOTALS	**112,525**	**100.0%**	**9510**	**103,015**

*** Includes the counties of Leeds & Grenville, Frontenac and Loyalist Township*

LIST OF COVID-19 ESSENTIAL WORKPLACES - ONTARIO

In April 2020, the provincial government released its list of essential workplaces, which is comprised of 74 categories of businesses and services that are permitted to remain open for the duration of the emergency order. The list includes businesses across many different industries, including in supply chain, manufacturing, construction, financial activities, transportation, and health care, among others.

The following is an overview of the some of the businesses that Ontario has deemed to be providing essential services and were allowed to remain open:

- Businesses that supply other essential businesses or essential services with support, supplies, systems or services;
- Businesses that extract, manufacture, process and distribute goods, products, equipment and materials, including businesses that manufacture inputs to other manufacturers;
- Businesses, facilities and services that support and facilitate the two-way movement of essential goods within North American and global supply chains;
- Retailers and wholesaling businesses such as grocery and convenience stores, pharmacies, pet stores, liquor stores, gas stations and hardware stores;
- Certain maintenance and construction operations, including construction projects associated with the healthcare, transportation and energy sectors;
- Construction work and services in the industrial, commercial, institutional and residential sectors;
- Utility companies, including electricity providers, waste collection, water treatment plants, and natural gas distributors;
- Most transportation providers;
- All police, fire and emergency medical services;
- Some manufacturing and production facilities, farming businesses, and businesses that support environmental management, spill clean-up and response;
- Newspaper publishers, radio and television broadcasting, telecommunications businesses and their technical facilities and data centres;
- Capital markets, banking activities, businesses that provide pension services, employee benefits and payroll processing;
- Some resources suppliers, including mining operations, mineral exploration and businesses that ensure the global continuity of forestry products and petroleum;
- Rental and leasing services, including automobile, commercial and light industrial machinery and equipment rental;
- Mailing, shipping, courier and delivery services;
- Professional services including lawyers, paralegals, engineers, accountants and translators;
- Funeral services;
- Land registration services and real estate agent services; and
- Most health care, seniors care and social services, including health care professionals providing emergency care, laboratories, manufacturers of pharmaceuticals and medical supplies, mental health services, and other organizations that support the provision of food, shelter, safety or protection, and/or social services and other necessities of life to economically disadvantaged and other vulnerable individuals.
- *Gyms and recreation centres, shopping malls, retail stores, salons and spas, theatres, sporting and concert venues and museums were some of the businesses that are were not considered essential services.*

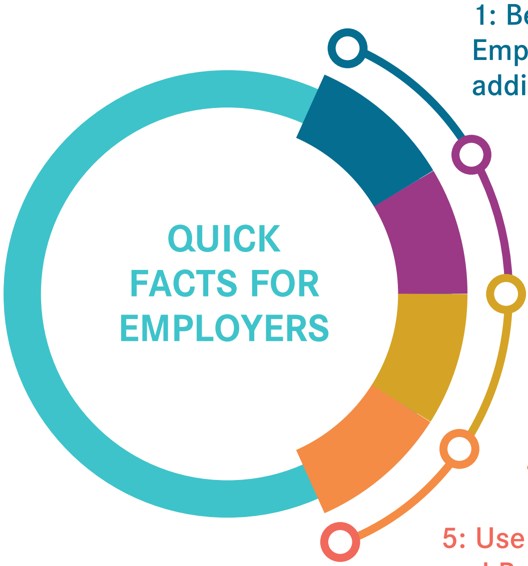
Teleworking and online commerce were permitted at all times for all businesses.

"The government, at all levels, should be commended for acting so quickly to assist affected workers and businesses during this pandemic."

Rose Gavin, Manager, Employment and Career Services, St. Lawrence College

4 QUICK FACTS - JOB SEEKERS AND EMPLOYERS

4.1 QUICK FACTS FOR EMPLOYERS



1: Be Prepared For Change. Changing Business Models for Employers with increases of online presence, remote work, additional health & safety protocols.

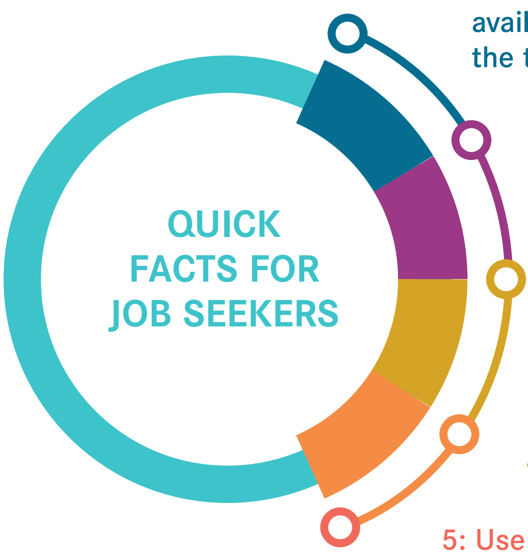
2: Explore your Labour Supply. Consider hiring older workers, newcomers, Francophones, persons with disabilities, racial minorities.

3: Evaluate Job Descriptions. Ensure they are realistic and do not unnecessarily screen out potential qualified candidates.

4: Offer/Increase Training for Employees.

5: Use the Services of our Employment Ontario and Literacy and Basic Skills offices. They can assist you with your employment needs.

4.2 QUICK FACTS FOR JOB SEEKERS



1: Research Career Information. There is a vast amount of information available locally, provincially and national about career choices and the training and information required. Do your homework.

2: Explore Job Opportunities. There are many jobs available despite the current pandemic. Check out the numerous jobs banks available. i.e.: www.jobbank.gc.ca. Many high-skilled good paying jobs available in skilled trades, health care and manufacturing.

3: Be Flexible and Willing to Multi-task. Employers are looking for employees who have the ability and skills to multi-task.

4: Keep your Skills and Qualifications Current.

5: Use the Services of our Employment Ontario and Literacy and Basic Skills offices. They can assist you with your employment needs.

5 DEMOGRAPHICS

TOP DEMOGRAPHIC HIGHLIGHTS - SOME OF THESE TRENDS ARE AS RESULT FROM THE IMPACT OF THE CURRENT PANDEMIC

1. High unemployment rates
2. Significant loss of self-employed businesses
3. Significant job losses in hospitality and tourism sectors
4. Employment opportunities in IT, health care, manufacturing and construction
5. Uncertainty of Economy
6. Projected Population Growth
7. Aging Population and Workforce
8. Population growth dependent on migration
9. English remains dominant language
10. Little mobility in residency - indicates a stable population base
11. Significant number of the working age population without a high school diploma
12. Substantially fewer females with apprenticeship or trades education (more than twice as many males)

5.1 DEMOGRAPHIC OVERVIEW

LEEDS GRENVILLE

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

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

Region	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

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

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

	LEEDS GRENVILLE 2016		FRONTENAC 2016		ONTARIO 2016	
Characteristics	Total	%	Total	%	Total	%
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	99220		147500		13312865	
English only	87,415	88.1%	128,445	87.1%	11,455,500	86.0%
French only	55	0.1%	270	0.2%	40,040	0.3%
English and French	11,625	11.7%	18,130	12.3%	1,490,390	11.2%
Neither English nor French	120	0.1%	660	0.4%	326,935	2.5%

Source: Statistics Canada - Census 2016

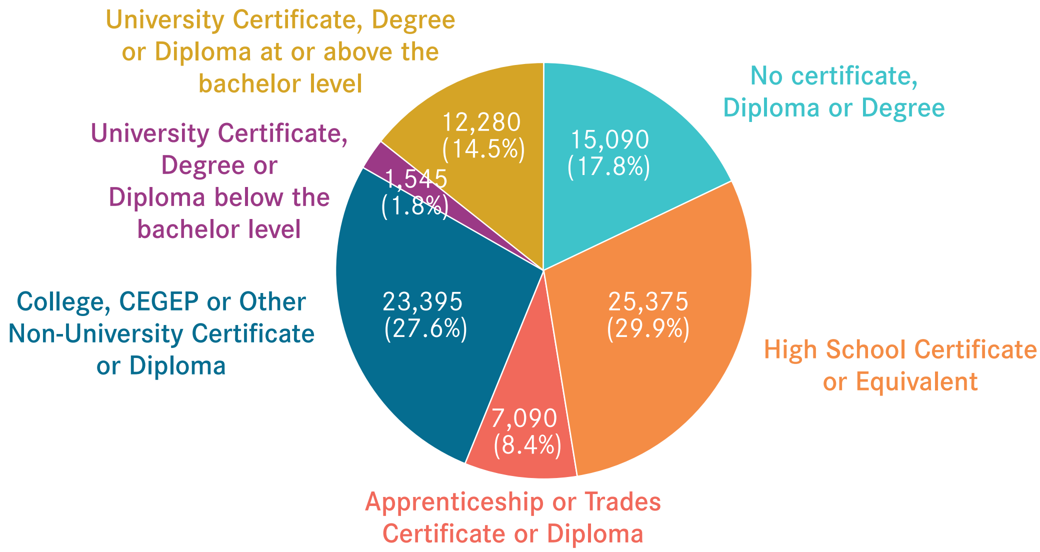
LOCAL INTELLIGENCE

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

In Leeds & Grenville 43.9% of the population has a college or university certificate, diploma or degree. In Frontenac County 51.3% of the population has a college or university certificate, diploma or degree.

5.3 EDUCATIONAL CHARACTERISTICS (REFER TO APPENDIX – TABLES 10-11)

2016 LABOUR FORCE BY EDUCATIONAL ATTAINMENT - LEEDS & GRENVILLE



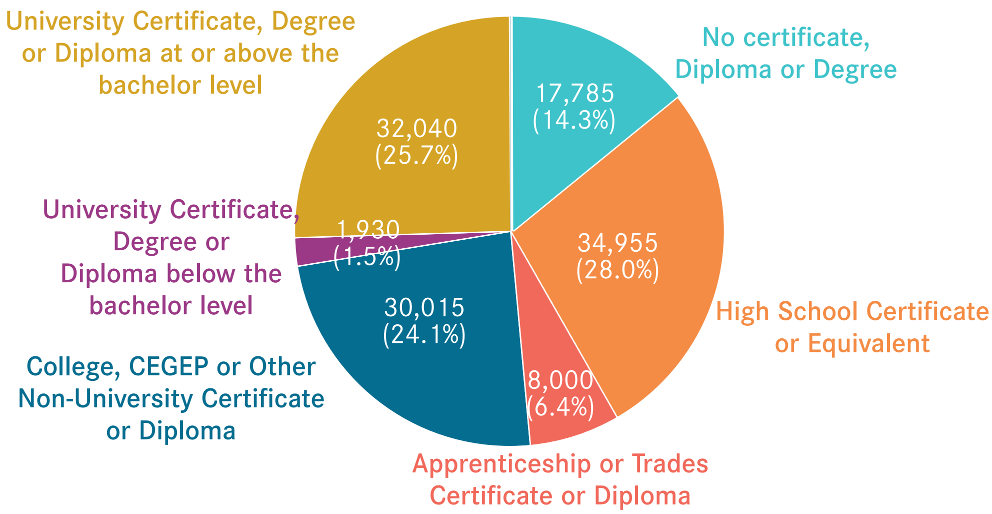
	Total	Male	Female
Total Population aged 15+ by highest certificate, diploma or degree	84,770	41,230 (48.6%)	43,540 (51.4%)
No certificate, Diploma or Degree	15,090 (17.8%)	7,955	7,135
High School Certificate or Equivalent	25,375 (29.9%)	12,460	12,920
Apprenticeship or Trades Certificate or Diploma	7,090 (8.4%)	5,280	1,805
College, CEGEP or Other Non-University Certificate or Diploma	23,395 (27.6%)	9,310	14,085
University Certificate, Degree or Diploma below the bachelor level	1,545 (1.8%)	695	845
University Certificate, Degree or Diploma at or above the bachelor level	12,280 (14.5%)	5,530	6,745

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.

2016 LABOUR FORCE BY EDUCATIONAL ATTAINMENT - FRONTENAC



	Total	Male	Female
Total Population aged 15+ by highest certificate, diploma or degree	124,725	59,565 (47.8%)	65,160 (52.2%)
No certificate, Diploma or Degree	17,785 (14.3%)	9,310	8,475
High School Certificate or Equivalent	34,955 (28.0%)	17,650	17,300
Apprenticeship or Trades Certificate or Diploma	8,000 (6.4%)	5,835	2,165
College, CEGEP or Other Non-University Certificate or Diploma	30,015 (24.1%)	11,385	18,625
University Certificate, Degree or Diploma below the bachelor level	1,930 (1.5%)	680	1,250
University Certificate, Degree or Diploma at or above the bachelor level	32,040 (25.7%)	14,700	17,340

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	11,691	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

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

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.

TOP 10 LARGEST 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
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

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.

JOB POSTING SNAP-SHOT - AUGUST 28, 2020 -1000 ISLANDS REGION

Occupation	# Positions
Management	20 Jobs
Professional	13 Jobs
Administration & Administration Support	12 Jobs
Technical & Paraprofessional	12 Jobs
Personal & Customer Information Services	61 Jobs
Sales	28 Jobs
Industrial, Construction & Equipment Operation Trades	46 Jobs
Workers & Labourers in Transport and Construction	41 Jobs
Natural Resources, Agriculture & Related Production Occupations	2 Jobs
Occupations in Manufacturing & Utilities	3 Jobs
TOTAL	238 Jobs

Source: www.jobbank.gc.ca

LOCAL INTELLIGENCE

Despite the economic uncertainty caused by the pandemic, this area continues to generate many employment opportunities in a cross section of occupations. A sample of jobs in the area was taken on August 28, 2020 from the Federal's government job bank. 238 unique jobs were listed in the area, many offering a good salary. (refer to Table 13 in the Appendix for more details)

5.5 LABOUR FORCE DYNAMICS (REFER TO APPENDIX – TABLES 20-30)

ONTARIO MONTHLY LABOUR FORCE STATISTICS, BY ECONOMIC REGION AUGUST 2019 VS AUGUST 2020

3-Month Moving Averages		Employment			Unemployment Rate	
Seasonally Unadjusted Data	Aug 19 ('000)	Aug 20 ('000)	Yearly Variation (%)	Aug 19 (%)	Aug 20 (%)	Yearly Variation (% points)
Ontario	8,019.3	7967.7	-0.6	6	12.1	6.1
Economic Regions						
Ottawa	802.7	777.5	-3.1	5.2	9.8	4.6
Kingston - Pembroke	232.6	220.6	-5.2	6	10.1	4.1
Muskoka - Kawarthas	187.3	195.9	4.6	5.9	9.1	3.2
Toronto	3,945.6	3,986.4	1.0	6.3	14.2	7.9
Kitchener - Waterloo - Barrie	804.1	791.9	-1.5	5.5	10.7	5.2
Hamilton - Niagara Peninsula	814.7	798.5	-2.0	5.3	10.6	5.3
London	358.0	370.0	3.4	6.5	9	2.5
Windsor - Sarnia	324.5	301.0	-7.2	7	11.3	4.3
Stratford - Bruce Peninsula	168.4	154.3	-8.4	4.3	8.7	4.4
Northeast Ontario	269.7	271.2	0.6	6.7	8.6	1.9
Northwest Ontario	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

LOCAL INTELLIGENCE

The Kingston-Pembroke economic region experienced employment losses of 12,000 jobs (-5.2%) between August 2019 and August 2020. The regional unemployment increased by 4.1 percentage points to reach a high of 10.1%. This is not surprising given the impact of the pandemic on the economy.

The Ottawa economic region experienced employment losses of 25,200 (-3.1%) between August 2019 and August 2020. The regional unemployment increased by 4.6 percentage points to reach 9.8%. 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. But is expected that this area has also had significant job losses and a high unemployment rate.

2016 LABOUR FORCE STATUS BY SEX – LEEDS & GRENVILLE

	Leeds and Grenville	Male	Female
Characteristics			
Total population 15 years and over	84,765	41,230	43,540
In the labour force	50,805	26,305	24,500
Employed	46,870	24,035	22,835
Unemployed	3,935	2,270	1,665
Not in the labour force	33,960	14,920	19,040
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

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

	Frontenac	Male	Female
Characteristics			
Total population 15 years and over	124,725	59,560	65,160
In the labour force	77,390	38,800	38,590
Employed	71,620	35,770	35,850
Unemployed	5,775	3,030	2,745
Not in the labour force	47,330	20,765	26,570
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

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
Sales & Service	Trades	Sales & Service
Trades	Sales & Service	Business
Business	Management	Education, Law, Govt
Management	Natural & Applied Sciences	Health
Education, Law, Govt	Business	Management

2016 LABOUR FORCE BY OCCUPATION - FRONTENAC

TOP 5 OCCUPATIONS 2016	TOP 5 OCCUPATIONS MALE	TOP 5 OCCUPATIONS FEMALE
Sales & Service	Trades	Sales & Service
Education, Law, Govt	Sales & Service	Education, Law, Govt
Business	Education, Law, Govt	Business
Trades	Management	Health
Health	Natural & Applied Sciences	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.

From 2011-2016, the majority of the population remained at the same residence or moved within the same municipality (81.0% Frontenac and 80.8% Leeds & Grenville).

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 (Intraprovincial migrants)	13.1% (18,260)	16.6% (15,700)
Lived in different province or territory 5 years ago (Interprovincial)	3.4% (4,715)	2.0% (1,860)
Lived in a different country 5 years ago (External Migrants)	2.5% (3,520)	0.6% (610)

Source: Statistics Canada, 2016 NHS

LOCAL INTELLIGENCE

From 2011-2016, the majority of the population remained at the same residence 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)

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

Source: Statistic Canada – Census 2016

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)	98,785	146,715	13,242,160
Non-immigrants	91,515	127,430	9,188,815
Immigrants	7,115	17,590	3,852,145
Before 1981	4,615	8,615	1,077,745
1981 to 1990	825	1,960	513,995
1991 to 2000	540	2,170	834,510
2001 to 2010	750	3,175	953,730
2001 to 2005	340	1,505	490,560
2006 to 2010	405	1,665	463,170
2011 to 2016	380	1,675	472,170
Non-permanent residents	160	1,695	201,200

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	98,785	146,715	13,242,160
First generation	7,820	20,495	4,122,840
Second generation	12,870	23,375	3,049,835
Third generation or more	78,095	102,840	6,069,485

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	2,580	9,220	2,825,480
Economic immigrants	1,215	5,265	1,364,380
Principal applicants	535	2,060	540,795
Secondary applicants	680	3,205	823,580
Immigrants sponsored by family	1,155	2,825	940,405
Refugees	190	11,05	482,665
Other immigrants	20	30	38,035

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.

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
Total	19,822	17,683	2,139

Source: Statistics Canada, Taxfiler

LOCAL INTELLIGENCE
Over the 5 year period from 2013 - 2018, there were net in-migrants in all age categories in Leeds Grenville, except the group aged 18-24. There was a significant out migration which is a normal transition of youth at that age to go to more urban areas.

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
Total	39,902	32,216	7,686

Source: Statistics Canada, Taxfiler

LOCAL INTELLIGENCE
Over the 5 year period from 2013 - 2018, there were net in-migrants in all age categories in the County of Frontenac. This has been consistent in previous years. The city of Kingston is an attractive urban area.

5.8 EQUITY GROUP CHARACTERISTICS (REFER TO APPENDIX – TABLES 40 - 43)

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	222,790	11,635 (5.2%)	7,450 (3.3%)	8,475 (3.8%)
15 to 24 years	31,210	2,480	1,645	835
15 to 19 years	14,825	1,090	810	425
20 to 24 years	16,395	1,390	830	410
25 to 44 years	59,030	4,785	2,625	2,225
25 to 29 years	15,260	1,435	775	490
30 to 34 years	14,575	1,340	605	495
35 to 39 years	14,275	1,030	675	590
40 to 44 years	14,920	980	580	650
45 years and over	132,545	4,370	3,180	5,415
45 to 49 years	17,220	940	715	740
50 to 54 years	21,270	940	655	865
55 to 59 years	21,295	690	605	970
60 to 64 years	19,810	525	440	730
65 years and over	52,955	1,285	760	2,115

Source: Statistic Canada – Census 2016

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

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	222,790	11,635	7,450	8,475
No certificate, diploma or degree	34,715	1,275	1,790	975
Certificate, diploma or degree	188,075	10,360	5,660	7,500
Secondary (high) school diploma or equivalency certificate	64,485	2,545	2,165	2,160
Apprenticeship or trades certificate or diploma	16,105	330	630	820
College, CEGEP or other non-university certificate or diploma	57,455	1,630	2,080	2,245
University certificate, diploma or degree	50,035	5,860	795	2,275
University certificate or diploma below bachelor level	3,630	375	85	215
University certificate or degree (bachelor and above)	46,405	5,480	710	2,060
Bachelor’s degree	28,950	2,695	435	1,235
University certificate or diploma above bachelor level	2,595	220	45	90
Degree in medicine, dentistry, veterinary medicine or optometry	1,870	455	15	50
Master’s degree	9,430	1,425	170	440
Earned doctorate	3,560	685	45	245

Source: Statistics Canada – Census 2016

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

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	222,790	11,635	7,450	8,475
In the labour force	136,795	7,635	4,645	5,170

Source: Statistics Canada – Census 2016

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

GENDER BY EQUITY GROUPS EASTERN WORKFORCE INNOVATION BOARD REGION

	Total Population 15 years and over	Visible minority population	Aboriginal identity population	Francophone population
Total	222,790	11,635	7,450	8,475
Male	107,250	5,670	3,450	4,055
Female	115,540	5,965	4,000	4,425

Source: Statistics Canada – Census 2016

Notes:
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 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
0	9,944	66.2%	5,855	65.8%	1,128,303	69.8%
ERs with ees	5,082	33.8%	3,042	34.2%	487,909	30.2%
1– 4	2,563	7.1%	1,609	18.1%	285,631	17.7%
5– 9	1,000	6.7%	704	7.9%	84,053	5.2%
10 – 19	763	5.1%	368	4.1%	55,646	3.4%
20-49	520	3.5%	235	2.6%	38,911	2.4%
50-99	142	0.9%	78	0.9%	13,249	0.8%
100-199	52	0.3%	26	0.3%	6,141	0.4%
200-499	31	0.2%	17	0.2%	3,027	0.2%
500+	11	0.1%	5	0.1%	1,251	0.1%
Total	15,026	100%	8,897	100%	1,616,212	100%

Source: Statistics Canada, Canadian Business Counts

LOCAL INTELLIGENCE

In 2020, Frontenac County had 66.2 % of employers with no employees. This was similar to the counties of Leeds & Grenville with 65.8%. Ontario had 69.8%. Small business with less than 10 employees accounted for 23.8% of employers in Frontenac, 26.0% in Leeds & Grenville and 22.9% in Ontario. Businesses with 10+ employees accounted for only 10.1% of employers in Frontenac, 8.2% in Leeds & Grenville and 7.3% in Ontario.

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
0	6,075	5,855	220	-3.6%
#ERs with ees	3,009	3,042	33	1.1%
1-4	1,607	1,609	2	0.1%
5-9	691	704	704	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%
Total	9,084	8,897	-187	-2.1%

Source: Statistics Canada, Canadian Business Counts

LOCAL INTELLIGENCE

The total number of employers decreased 187 or -2.1% from 2019 in Leeds Grenville. There was a significant decrease of 220 employers with 0 employees. This could be explained by the negative economic impact of the pandemic. There was an increase in the number of employers who had employees of 1.1%.

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
0 0	10,012	9,944	-68	-0.7%
#ERs with ees	5,048	5,082	34	0.7%
1-4	2,579	2,563	-16	-0.6%
5-9	964	1,000	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%
Total	15,060	15,026	34	-0.2%

Source: Statistics Canada, Canadian Business Counts

LOCAL INTELLIGENCE

The total number of employers decreased by 34 or -0.2% from 2019 in Frontenac County. But the biggest decrease was with employers who are self-employed with 0 employees. This group decreased by 68 employers or -0.7%. Employers with employees had the largest increase in those that employ 5-9 employees. This group increased by 36 or 3.7%.

COVID-19 is having a negative impact on small business in the area. Many employers have been forced to close their doors. It is expected that there will be a significant decrease in the number of self-employed businesses and many small businesses in 2021.

6 EMPLOYMENT ONTARIO DATA (DECEMBER 2019 VS JULY 2020 REFER TO APPENDIX TABLES 51-57 FOR DETAILS)

The Ministry of Labour, Training and Skills Development 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-serviced populations.

The Ministry strived 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 than10 participants were suppressed and were reflected as zero in the data reports.

COVID-19 negatively impacted on the numbers and outcomes of this data during this period. Employment Service providers recognized this resulting in little discussion about comparative numbers to identify issues-gaps. However, highlights of this data are noted in this section.

6.1 APPRENTICESHIP

APPRENTICESHIP HIGHLIGHTS (2019 VS 2020)

2019 vs 2020 (1000 Islands Region)

- Decrease of new registrations
- Decrease in number of active clients
- Decrease in number of Certificates of Apprenticeship (C of A) Issued
- Decease in both male and female registrations

This period of comparison was over 6 months. Three of these months covered the months of April, May and June 2020 were activity was slowed by the impact of COVID-19.

TOP NEW REGISTRATIONS BY OCCUPATIONS 2019 VS 2020

1000 Islands Region 2019

Electrician – Construction & Maintenance (115)
Automotive Service Technician (104)
General Carpenter (73)
Hairstylist (49)
Truck and Coach Technician (49)
Sheet Metal Worker (24)

1000 Islands Region 2020

Electrician – Construction & Maintenance (99)
Automotive Service Technician (88)
General Carpenter (71)
Hairstylist (36)
Truck & Coach Technician (35)
Plumber (24)

These have been the main occupations targeted for apprenticeships in this area.

COMMENTS – 2020

- New registrants ages: similar rates compared to 2019
  - 15-24 – 50.9%; 25-44 – 45.8%; 45-64 – 3.3%
- Predominantly male registrants – 86.7% (86.6% in 2019) and women 13.3% - *yet women represent of 49.3% of the labour force in the combined areas of Leeds Grenville and Frontenac*
- Secondary School - Highest level of Education at Intake – 86.7% followed by Less that grade 12 at 13.4% (similar rates as in 2019)
- Minimal registrations in Designated Groups – only 18 Francophones or 3.3% of total new registrations (3.8% in labour force) and 17 Aboriginals or 3.2% of total new registrations (3.4% in the labour force) – *There were no registrations for persons with disabilities, visible minorities, new comers or internationally trained immigrants.*

6.2 CANADA ONTARIO JOB GRANT

HIGHLIGHTS – 1000 ISLANDS REGION 2020

EMPLOYERS

- Stream: all Employers in the under 25 Stream
- Number of Employees in Company : Frontenac – 2020 - 82.5% employers with less than 50 employees; 2020 - 17.5% employers with 50-150 employees; Leeds & Grenville – 100% less than 50 employees in 2020 – (although 4% of employers have 50+ employees in Leeds Grenville)
- Provider Types: - mainly Private Trainers (53.8%) and Registered Private Career Colleges (34.9%)
- Outcome at Exit: Frontenac - 96% increase in productivity and 96% training met workforce needs; Leeds & Grenville - 86% increase in productivity and 93.0% training met workforce needs

CLIENTS

- Ages: Frontenac – 19.6% ages 15-24, 51.0% ages 24-44, 29.4% ages 45-64; Leeds & Grenville – 15.1% ages 15-24, 56.3% ages 25-44, 28.6% - ages 45-64
- Gender: Frontenac - 67.8% male; Leeds & Grenville – 52% male
- Highest Level of Education At Intake - mainly certificate/Diploma & Applied/Associate/Bachelor
- Designated Groups - very minimal (only 11 clients as internationally trained professionals)
- Labour Force Attachment - 95.4% employed full-time
- Sources of Income - 100% employed

6.3 EMPLOYMENT SERVICE

HIGHLIGHTS – 2019 VS 2020

NUMBER OF CLIENTS
- Decrease in number of clients since 2019 by 26.3% from 20,793 to 15,331.
- Decrease in both Unassisted R&I Clients and EA clients by -29.0% and – 19.5% respectively.
- 71.4% of clients are Unassisted R &I Clients

CLIENTS BY AGE GROUP
- Similar ratios in age groups compared to last year
- 23.7% - ages 15-24; 41.7% - ages 25-44; 31.6% - ages 45-64; 3.0% - 65 and over

GENDER
- Similar ratios from 2019 – slightly more males

DESIGNATED GROUPS
- Similar ratios across groupings from 2019 albeit numbers have decreased
- Persons with Disabilities represented the largest group – 47.6%

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 Ontario Works and Other

LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING
- Continues to be less than 3 months as the dominant grouping

OUTCOMES AT EXIT
- About 58.2% of clients are employed (39.8% full-time)
- Similar ratios from 2019

EMPLOYMENT OUTCOMES AT EXIT
- 61.7% employed (44.2% employed full-time)
- Similar ratios from 2019

6.4 LITERACY AND BASIC SKILLS

HIGHLIGHTS - 2019 VS 2020

NUMBER OF LEARNERS
- 20.6% decrease in number of learners
- Approximately 60% of learners are (new) in-person learners vs 40% (carry-over) in-person learners

NUMBER OF LEARNERS BY SERVICE PROVIDER STREAM
- 95.4% in Anglophone stream
- 4.6% in Francophone Stream

NUMBER OF LEARNERS BY SERVICE SECTOR
- School Board Sector is the largest sector – increase of 5.7% from last year
- Significant decrease in the number of learners in the community agency sector (-50.5%)

CLIENTS BY AGE
- Largest client group – ages 25-44

GENDER
- More females than males, 60.7% vs 39.3%
- No significant changes in ratios from 2019

DESIGNATED GROUPS
- 52.57% of learners are persons with disabilities

EDUCATIONAL ATTAINMENT AT INTAKE
- Most intake in categories of less than Grade 12 and completion of secondary - significant intake also from completion of college (similar to 2019)

SOURCE OF INCOME
- Approximately 85.4% of learners had some source of income similar to 2019 - only 28.1% from employment
- Approximately 36.8% had their source of income from government supports - also similar to last year

LEARNER'S GOAL PATH
- Employment and post-secondary school completion were the main goals of the learners

LABOUR FORCE ATTACHMENT
- Over 65% of the learners were unemployed
- 30.5% employed

EMPLOYMENT OUTCOMES AT EXIT
- Employed and in education outcomes are most significant

6.5 SECOND CAREER

HIGHLIGHTS – 2019 VS 2020

NUMBER OF CLIENTS
- Decrease in number of clients

CLIENTS BY AGE GROUP
- % significant decrease in ages 25-44

GENDER
- Slight decrease in ratio of females to males 48.1% and 51.9% respectively

DESIGNATED GROUPS
- All clients in these groupings are Persons with Disabilities

EDUCATIONAL ATTAINMENT AT INTAKE
- Intake mainly in completion of secondary and certificate/diploma

SOURCE OF INCOME
- Only source of income reported was from Employment Insurance at 67.2%. 32.8% had no sources of income

LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING
- Significant % increase of time out of employment/training from 17.2% in 2019 to 41.5%
- Significant % decrease of less than 3 months from 82.8% in 2019 to 58.5%

OUTCOMES AT EXIT AT 12 MONTHS
- Mainly employed at exit after 12 months

SECOND CAREER - SKILLS TRAINING PROGRAMS

1000 ISLANDS REGION WDB - 2019	1000 ISLANDS REGION WDB - 2020
Transport Truck Drivers	Transport Truck Drivers
Medical Administrative Assistants	Medical Administrative Assistants

6.6 YOUTH JOB CONNECTION

HIGHLIGHTS - 2020
- Majority of clients between 15-24 (81.6%)
- More male than female applicants (60.1% vs 39.9%)
- Highest Level of Education at Intake - Completion of Secondary (44.9%); less than grade 12 (39.4%)
- Designated Groups - 67% of clients are in the designated group of persons with disabilities – 14.6% aboriginals
- Sources of Income - Main sources – No Source of Income (46.6%) and Ontario Works (28.6%)

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

7 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 2019-2020
Action #2:	Service Coordination 2020-2021
Action #3:	EmployerOne Update 2019-2020
Action #4:	Employer Engagement – Webinar Series 2020-2021
Action #5:	In Demand Skilled Trades Project 2019-2020

Action #1:
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 produced a quarterly newsletter outlining the results of the collection of local labour market information. This newsletter focused 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 worked 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 included a series of workshops where service provider employees worked through actual client scenarios with the intent to learn about what services are available in the community.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

- 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

TIMELINES:

Q1 Milestone

- The Board utilized the existing newsletter template to capture an organized format to present information. The Board collected local LMI from sources (i.e. media, publications, etc.). Newsletter published end of each quarter.
- Continued to host ENC meetings.

Q2 Milestone

- Continued outreach to the community and sourcing of LMI through other options Newsletter was published end of quarter.
- Continue to host ENC meeting.

Q3 Milestone

- Continued outreach to the community and sourcing of LMI through other options. Newsletter published end of quarter.
- Executed with partners SC workshops.
- Continued to host ENC meeting.

Q4 Milestone

- Executed 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.
- Continued to host ENC meetings.

EXPECTED OUTCOMES/OUTPUTS:

- The Board sourced data/LMI and stakeholders which provided LMI pertaining to their organization. This was compiled and presented in a format that combined the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning .
- Stakeholders were 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 was published.
- There were 2 half-day workshops in L & G and 2 workshops in Frontenac.
- A final report outlining the Service Coordination initiatives were generated.

UPDATE:

- All outcomes and outputs were met

Action #2:
Service Coordination Update 2020/2021

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 facilitates 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: • Eastern Workforce Innovation Board **POTENTIAL PARTNERS:** • 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.	**TIMELINES:** **Q1 Milestone** • The Board developed a newsletter. The Board collected local LMI from sources (i.e. media, publications, etc.). Focus Feature generated for the Newsletter which as published end of quarter. Will host ENC meetings **Q2 Milestone** • Newsletter produced using Q1 format. Continue to host ENC meetings. **Q3 Milestone** • Newsletter will be produced using Q1 format. Continue to host ENC meetings. **Q4 Milestone** • Newsletter will be produced. 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.	
UPDATE: • EWIB is on track to meet milestones	

Action #3: 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.

OBJECTIVE(S):

- Conduct EmployerOne survey in the regions of Leeds Grenville and Frontenac Counties. The completed surveys built on 3 years prior EmployerOne database. This provided 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:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

- City of Brockville
- United Counties of Leeds and Grenville
- KEDCO

TIMELINES:

Q1 Milestone

- The Board explored and secured 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 determined common questions for the survey and a timeframe for the survey to be administered.

Q2 Milestone

- Continued to work with the other Boards to establish launching strategies and develop an approach for common branding of EmployerOne.

Q3 Milestone

- Worked with partners, the survey was administered.
- Monitored progress of survey completions and worked with partner to ensure on track.

Q4 Milestone

- Completed surveys were sent to consultant to be analyzed and interpreted and a report was produced. Final reports were distributed to stakeholders and posted to Board's website. The raw data was 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:

- Outcomes and outputs were met

It is imperative to continually strive to develop a skilled and adaptable workforce to meet the ever-changing employment needs of today's employers to ensure a prosperous economy.

Action #4:
Employer Engagement – Webinar Series 2020/2021

CHALLENGE TO BE ADDRESSED:

- Prior to the COVID-19 pandemic, local businesses struggled with attracting human resources as a result of record-high employment. Also EO data and employers indicated that retention was a challenge. With the shutdown of the economy in March 2020 and subsequent gradual opening three months later, human resource challenges continue to evolve. There is a need to support and offer education to employers at this time.

OBJECTIVE(S):

- Employers and other stakeholders will be provided with a minimum of three one-hour webinars focusing on areas of importance to Frontenac and Leeds and Grenville businesses as they continue to recover from the COVID-19 Possible webinar topics include the Shifting Local Labour Market, Recruitment and Retention, Employee Wellness and Mental Health in the Workplace. Topics will be finalized based on input from economic developers and participants in business recovery taskforces.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

- Kingston Chamber of Commerce
- United Counties of Leeds and Grenville Ec Dev
- KEDCO

TIMELINES:

Q1 Milestone

- The Board will make contact with potential partners to inform them of the opportunity informational webinars provide local businesses and secure support for the project. A strategy will be developed to engage businesses to obtain their input on the focus of the webinar series. Consultant(s) will be acquired to execute project. The EWIB website HR Hub will be updated and utilized as a resource for the project.

Q2 Milestone

- Outreach will be conducted to secure employers and other stakeholders to participate in the workshops. An outline of workshops will be developed, presenters secured, and deliverables confirmed. Various webinar platforms will be reviewed to identify the most suitable online training vehicle. Webinar evaluation surveys will be developed for implementation at the completion of each online workshop.

Q3 Milestone

- A minimum of two webinars for employers and other relevant stakeholders will be conducted and evaluated. A minimum of six individuals will participate in each webinar. Ongoing promotion of the webinars will continue along with outreach to confirm topics of greatest relevance to employers.

Q4 Milestone

- A minimum of one webinar for employers and other relevant stakeholders will be conducted and evaluated. Results of the workshops will be compiled and captured in a final report that will be translated to French and both English and French will be posted on EWIB website.

EXPECTED OUTCOMES/OUTPUTS:

- Employers and other stakeholders will receive important information about human resource strategies and resources available to them. A minimum of three one-hour webinars focused on a range of potential topics of importance to local businesses including the shifting labour market, recruitment and retention, employee wellness and mental health in the workplace. EWIB will facilitate a minimum of three webinars with specific topics.

UPDATE:

- Workshops are ongoing

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: • Eastern Workforce Innovation Board **POTENTIAL PARTNERS:** • Employers, Unions, Employer Associations, Workforce Development Boards, School Boards	**TIMELINES:** **Q2 Milestone** • Q-2 Secured consultants to collect data and LMI and execute employer engagement. Purchase employer data from Info Canada to develop contact list. **Q3 Milestone** • Q-3 Employers were contacted in Frontenac, Loyalist and Leeds and Grenville. **Q4 Milestone** • Q-4 Final report was generated and submitted to MLTSD. This report was translated, 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: • All deliverables were met.	

8 COMMUNITY CONSULTATION PARTICIPANTS

8.1 AGENCIES/ORGANIZATIONS

Ashley Gilmore	Kingston Literacy & Skills, Kingston
Barb DeRoche	CUPE Local 1974
Bill Stewart	Greater Kingston Chamber of Commerce
Carl Sadler	KEYS
Cathy Keates	Queen's University, Employment Services
Chantal Hudon	La Route du Savoir
Charles Guillemette	ACFOMI
Chris Grimshaw	March of Dimes
Craig Desjardins	City of Kingston
Dave Doran	OPSEU & Mayor's Recovery Committee
Dave Paul	EWIB Member
Diane Kirkby	EWIB Member
Donna Ferguson	SEIU
Donna Gillespie	KEDCO
Doug Noyes	Literacy Link
Doug Yearwood	PSAC
Gillian Watters	KEYS, Kingston
George Horton	EWIB Member
Jackie Aalders	ACFOMI
John Holmes	EWIB Member
Julie Lynch	CUPE Local 109
Julie Marshall	CSE Consulting - Prescott/Kemptville
Karen McGregor	St. Lawrence College, Sharbot Lake
Kim Gratton	ACFOMI
Kim Little	Community & Social Development, L&G
Lesely Jameson	Kingston District Labour Council
Laurianne Montpetit	ACFOMI
Melissa Francis	St. Lawrence - Rideau Immigration Partnership
Michèle Dubois	ACFOMI
Rosemarie Gavin	St. Lawrence College -
Shannon Liscumb	CSE Consulting - Prescott/Kemptville
Sue Moore	Kingston Musicians Union
Sunita Gupta	Kingston Immigrant Partnership
Susan Watts	Employment & Education Centre
Trish McNamara	KEYS, Gananoque

8.2 EMPLOYERS

3M Canada	Brockville
Bayfield Manor	Kemptville
Beach Home Hardware	Athens
BLU Martini	Kingston
Braebury Homes Corporation	Kingston
Brockberry Grill & Suites	Brockville
Bud's on the Bay	Brockville
Bulk Barn	Kingston
Burchell Fencing	Brockville
Burger King	Prescott
Canadian Tire	Brockville
Circle K	Kingston
Dollarama	Kingston
Eggsquis Kingston	Kingston
English Pub	Gananoque
Esso Gas	Gananoque
Ford Chiropractic Clinic	Gananoque
Funeral Tech	Kingston
G. Tackaberry & Sons	Athens
Gananoque Boat Line	Gananoque
Gananoque Curling Club	Gananoque
Gananoque Golf Club	Gananoque
Gananoque Inn and Spa	Gananoque
Glen House	Lansdowne
Grizzly Grill	Kingston
Holiday Inn Express and Suites	Kingston
Holiday Inn Express Brockville	Brockville
Home Depot	Kingston
Home Hardware Building Centre	Gananoque
Home Hardware Building Centre	Brockville
Hopkins Chitty Land Surveyors Inc	Kingston
Ken Miller Excavating	Brockville
Kingston Laser & Cosmetic Clinic	Kingston
Knapp's Paving & Landscaping Ltd	Brockville
K-TOWN Physiotherapy (Downtown)	Kingston
Machado masonry limited	Kingston
Mapleview Homes	Brockville
Mayfield Retirement Residence	Prescott
McDonald's Restaurant	Kemptville
Meadowbrook Variety	Kingston
Mega Dollar	Gananoque
Planes Precast Concrete Ltd.	Prescott
Providence Care	Kingston
Rapid Valley Restaurant	Lansdowne
Rona	Kingston
Runnings Auto	Gananoque
Safety Work Paving Co Ltd	Kingston
Smuggler's Glen	Lansdowne
Stone's Mills Family Health Centre	Gananoque
The Green Greko	Lyndhurst
Wing's Live Bait and Tackle	Lyndhurst