

Local Labour Market Planning Report

LLMP

December 2018

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1.0 OVERVIEW

This Local Labour Market Planning (LLMP) Report is a comprehensive document replacing the LLMP Report of October 2017. This report focuses on the Job Seeker from the perspectives of local employment service providers, employers and analysis of local labour market information. This document can be used as standalone report on the local labour market in the 1000 Islands Region. It is a compilation of facts and figures together with community input. It outlines labour market trends and potential challenges in workforce development. It also provides an action plan that outlines activities and projects that community partners are undertaking to address some of the labour market challenges.

The 1000 Islands Region Workforce Development Board Area

This report is intended to provide local labour market information for the 1000 Islands Region Workforce Development Board which includes the counties of Leeds & Grenville, Frontenac and the Township of Loyalist. For the purposes of this document and due to the availability of data, the focus is at the county level. There is also some inferred data analysis gleaned from labour market information available within larger geographical areas such as Economic Regions.

2.0 ABOUT THE BOARD

The 1000 Islands Region Workforce Development Board (1000 Islands Region WDB) is one of twenty-six (26) workforce planning boards across Ontario. Its mission is to work collaboratively with community partners to address the region's key labour force needs.

The 1000 Islands Region WDB was first incorporated in 1996 and has been in operation for over 22 years and has spearheaded over 150 projects and partnerships in the community relating to workforce development. The volunteer Board of Directors includes representatives from Labour, Business, Educators, Trainers and Equity Groups.

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

The Local Board Objectives are to:

- Provide the community with high quality local labour market information for planning by collecting, analyzing and disseminating reliable local labour market information to local stakeholders and employers. The Local Board is to gather intelligence and identify priority issues through consultation with community stakeholders. This process will lead to a local labour market report that identifies key issues and proposes consensus-based strategies to address them.
- Foster, develop and generate new partnerships to execute projects that address labour market issues such as local skills misalignment, workforce development challenges and gaps in service. Partners will include but are not limited to providers of employment, training, human, social and other related programs and services. The Board will establish relationships with various levels of government (for example, municipalities, other Ontario ministries, and federal agencies), post-secondary institutions, employers, business associations, industry and unions and labour organizations. There is to be a focus on promoting available labour market programs and services with stakeholders, particularly employers.
- Facilitate service coordination and planning by collecting and interpreting local labour market and Employment Ontario program information to assist decision making and planning; to link employers, service providers, other ministries/levels of government and broader support agencies; to promote a comprehensive and seamless system of client services and identify service delivery gaps, overlaps, duplications and potential areas for further collaboration and coordination across employment, training and other related programs and services.

Each year, local boards undertake a comprehensive local labour market planning (LLMP) process. This process engages communities in a locally-driven and evidence-informed process to identify and respond to the key local labour market challenges (and opportunities) in their local labour markets.

3.0 THE LOCAL LABOUR MARKET PLANNING (LLMP) REPORT

3.1 THE LLMP REPORT

The LLMP Report is the result of a process involving local labour market partners, giving them a voice in setting local priorities in their communities. Workforce Planning Boards of Ontario support a community development process that identifies, assesses and prioritizes the skills and knowledge needs of the community, employers and individual participants and learners in the local labour market. The results of this process are then translated into a Local Labour Market Plan (LLMP). This is a comprehensive report replacing the October 2017 Local Board LLMP Report.

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

3.2 THE PLANNING PROCESS OVERVIEW

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

Specific Timelines and Activities of the Local Planning Process	
April – August 2018	Outreach Strategy Conducted - One-on-One Meetings with Community Partners - Economic Developers; Chamber of Commerces; Employment Service Providers; Job Developers; Equity Groups etc
April - August 2018	Cross section of employers contacted to discuss labour market trends and issues and to obtain their input relating to supply and demand
July – Sept 2018	Labour Market Research Conducted - Review current studies, reports. Other sources: Stats Canada; Conference Board of Canada; Analyst; Employer One Survey Results; LMI Newsletter (Board & Job Bank); Labour Force Survey; Data purchases by MTCU; Data was analysed to update the LLMP and core indicators and Employment Ontario data
October 1, 2018	Summary of Outreach Strategy prepared from one-on-one consultations and shared with community partners.
October 17, 2018	Consultation Meeting held with community partners to present, discuss and prioritize labour market trends and issues in the 1000 Islands Region Workforce Development Board
November 23, 2018	LLMP Report & LLMP Brochure Finalized
December 18, 2018	LLMP Translated

January 31, 2019	Final Translated Report to be Submitted to MTCU and shared with Community Partners

4.0 KEY TRENDS & CHALLENGES & OPPORTUNITIES– 2018

4.1 SUMMARY OF KEY TRENDS & CHALLENGES

The following trends have been identified by analyzing local labour market data from various sources together with input from community partners including employers. The trends reflect factual and intuitive information. (Refer to Section 5.0 and Section 7.0 for detailed information).

- Economy growing steady – construction, services sector and whole/retail trade growing – manufacturing promising (good recovery)
- Stable unemployment rates
- Job growth forecasted - many jobs unfilled – mismatch of qualifications – job shortages
- Low population growth (natural net increase negative in Leeds & Grenville: more deaths than births)
- Decreasing birth rates
- Older median age of population than Ontario – Leeds & Grenville significantly higher
- Out-migration of youth (Leeds & Grenville)
- Net out-flow of labour
- Employment increase of older workers working - delaying retirement or re-entering the workforce from retirement
- Increase of mental health issues of job seekers
- Lack of affordable housing and transportation in rural area
- Communication gaps – with employers/job seekers and service providers

4.1.1 POPULATION TRENDS

Low population growth due to:

- Decreasing birth rates
- Negative natural increase in population (more deaths than births)
- Growth dependent on migration (international, interprovincial & intraprovincial for Frontenac; Intraprovincial for Leeds & Grenville)

Older population demographics compared to Ontario

- Median age of the population from Census 2016 figures has increased compared to 2011 figures with an increase in Frontenac County from 41.6 to 43.6 and an increase in the counties of Leeds and Grenville from 46.7 to 49.3. Ontario had an increase from 40.4 to 41.3.

Differences in Distribution of population compared to Ontario

- Lower distribution of workers in the key income earning ages of 25-49

- Lower distribution of youth in the ages 15 and under
- Higher percentage of older workers

Population Languages

- English is still by far the dominant language of spoken and understood in this area

4.1.2 MOBILITY TRENDS – 2016 NHS

There was a slight or no movement in residency within the municipality reported which indicates a stable population base.

Few reported a change in residency from other parts of Canada or another country which may indicate that this area is not attractive to migrants outside of the municipalities – may stifle population growth.

4.1.3 EDUCATION TRENDS - 2016 NHS

Levels of Education

- Still a significant number of the working age population without a high school diploma
- 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.
- 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.
- Substantial fewer females with apprenticeship or trades education (more than twice as many males)
- Significantly more females have college and university credentials
- Generally, persons with a post-secondary education have higher rates of employment.

4.1.4 INCOME TRENDS - 2016 NHS

Income Levels

- Family Incomes
 - Significant median and average family income disparities between Frontenac and Leeds & Grenville with incomes being higher in Frontenac County.
These same income levels are greater in Frontenac County compared to Ontario but are lower in Leeds & Grenville in comparison to Ontario.
- Gender & Income
 - Less women work in full-time employment than men
 - Average and median income of women in full-time employment is substantially less than that of men
- Education & Income

- It was consistent in all areas that the higher the education levels achieved, the higher earnings in full-time employment

4.2 POTENTIAL OPPORTUNITIES (refer to Section 7.o & 8.o for more details)

The following 8 opportunities were identified by community partners as achievable in the area.

1. Diversity In the Workplace Awareness and Education Workshops for Employers;
2. Employer and Job Seeker Interactive Workshops – Job Expectations from Both Sides;
3. Co-ordination Strategies among agencies to Market and Solicit Employers;
4. Education and Coping Strategies Pertaining to Anxiety In the Workplace;
5. Client Workshop: How To Get the Job and How To Keep It;
6. Employment Opportunities - Knowing the Labour Market and Where The Jobs Are;
7. Development of a Real-time roadmap of Services, Activities, Projects Among Service Providers;
8. Employer Workshop – Creating Job Descriptions that Meet Needs Not Wants.

Opportunity	Actions, Next Steps
1. Diversity In the Workplace Awareness and Education Workshops for Employers;	Tools that can be accessed at work are needed - webinars, online training etc. Bring the info to them rather than expecting employers to come to events. Action: Series of Chamber of Commerce Breakfast Meetings
2. Employer and Job Seeker Interactive Workshops –	Action: Complete a series of videos on needed employment opportunities. Have existing experts describe the educational process, job roles and a potential demo of tasks. These can also use humour for attention (what NOT to do). Action: Incorporate panel discussions at planned job fairs
3. Co-ordination Strategies among agencies to Market and Solicit Employers;	Action: Annual meeting of Employment Service Providers and other agencies who regularly contact employers: - to develop a common marketing strategy by co-ordinating and sharing lists of employers to contact as well as who should contact them. Action: Work with sector groups that target specific employer groups such as EMC (Excellence in Manufacturing Consortium) HRP, Chamber of Commerce and other service groups
4. Education and Coping Strategies Pertaining to Anxiety In the Workplace;	Action: Host a meeting of professionals in the field to discuss coping strategies and other possible interventions with Employment Service Providers Action: Develop a road map to assist the individual and the employer to accommodate anxiety...develop a tool kit, guidelines

	<p>etc.</p> <p>Action: Create a local HR community hub for employers to tap into for ad-hoc resources.</p>
<p>5. Client Workshop: How To Get the Job and How To Keep It</p>	<p>Action: Develop an app to house an index of you-tube video resources and workshops on tips and resources on finding and keeping jobs</p> <p>Action: Teach job seekers how to tell their story</p> <p>Action: Teach tips & tricks e.g. how to leverage technology and social media to get the job.</p>
<p>6. Employment Opportunities - Knowing the Labour Market and Where The Jobs Are;</p>	<p>Action: Create links to update data and make it available to employers</p> <p>Action: Identify resources that employers are using to promote their job opportunities. The job bank is a great resource with an outlook of jobs by region, wages and more.</p>
<p>7. Development of a Real-time roadmap of Services, Activities, Projects Among Service Providers;</p>	<p>Action: Develop an online tool. ie: "Where to Turn" existed in book form but never evolved to an online document</p> <p>Action: Develop a strategy to better understand who the audience is - and what other attempts are made to address this (libraries, MPP offices, health units, other 'community hub's', municipalities)</p> <p>Action: Ensure that all providers are aware of the ENC meetings</p>
<p>8. Employer Workshop – Creating Job Descriptions that Meet Needs Not Want</p>	<p>Action: Develop engaging, proactive approaches to recruitment and thinking outside of the box</p> <p>Action: Work with employers to use language that makes sense to the job seeker</p>

5.0 LOCAL LABOUR MARKET STATUS AND SIGNIFICANT CHANGES

This section of the report attempts to provide an overview of the current labour market status and reports on significant changes based on statistical data and survey results with community stakeholders.

The purpose of the data and information outlined in this document is to lay the groundwork for short and long-term planning and decision making by community partners in developing a skilled and adaptable workforce.

Below are the components outlined in this section:

- 5.1 Key Sources of Information
- 5.2 Data Limitations
- 5.3 The Labour Market In Perspective
- 5.4 Population & Languages
- 5.5 Mobility
- 5.6 Labour Force Dynamics
- 5.7 Jobs
- 5.8 Employers
- 5.9 Education
- 5.10 Income

5.1 KEY SOURCES OF INFORMATION

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

- 2011 and 2016 Census Data, Statistics Canada
- 2011 & 2016 National Household Survey, Statistics Canada
- Canadian Business Counts, Statistics Canada
- Taxfiler, Statistics Canada
- Annual Demographic Estimates – 2017, Statistics Canada
- Employment Ontario Data, Ministry of Training, Colleges and Universities
- Environmental Scan - Ontario - Spring 2018 - Service Canada Ontario Region Labour Market and Socio-economic Information Directorate
- Job Bank - www.jobbank.gc.ca

5.2 DATA LIMITATIONS

It is important to recognize the availability and limitations of sources of labour market information. The Population Census and accompanying National Household Survey (NHS) are conducted every five years with the latest undertaken in May 2016. (Refer to the schedule below) There is a wealth of information that is produced by Statistics Canada as a result of these surveys and some of it is discussed in this report. This data is the most reliable available when analyzing information from small geographical areas i.e.: county or smaller level. However, some of the data is considered “old” because of the 5 year turn around period. But in most instances, it is the best information available and is still valuable for analytical purposes.

CENSUS 2016 PROGRAM (Population and NHS Release Dates)

February 8, 2017	Population and dwelling counts
May 3, 2017	Age and Sex; Type of Dwelling
May 10, 2017	Census of Agriculture
August 2, 2017	Families, households and marital status; Language
September 13, 2017	Income
October 25, 2017	Immigration and ethno cultural diversity; Housing; Aboriginal Peoples
November 29, 2017	Education; Labour; Journey to Work; Language to Work; Mobility and Migration

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

Canadian Business Counts

Starting with the June 2015 reference period “Canadian Business Patterns” has changed its name to “Canadian Business Counts.” (refer to the Glossary for more details on the Canadian Business Counts.)

NOTE: In 2015, Statistics Canada reclassified data that the local boards have analyzed and compared annually to report on the “total number of employers” and “changes in local industries”. Statistics Canada has stated that there will be no historical revision of the CBC data. Therefore, future year comparisons will be based on the 2015-16 fiscal start date.

5.3 POPULATION & LANGUAGES

This section contains information on population using counts from Census data as it is the most reliable data for reporting changes in population at a county level.

However, Annual Demographic Estimates for population are also included in this section. This provides some insight to the changing factors of population growth at a local level.

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

KEY POINTS

- Low population growth compared to Ontario (except Loyalist Township)
- Negative natural birth increases (more deaths than births)
- Net International Migration increasing
- Net Intraprovincial Migration (“intra” within Ontario) increasing

5.3A: Population Growth 2006 - 2016

Table 5.3A: Population Growth

GEOGRAPHY	2006	2011	2016	Population Change 2011-2016 (%)
Frontenac County	143,865	149,738	150,475	0.5
Leeds & Grenville Counties	99,206	99,306	100,546	1.2
Loyalist Township	15,062	16,221	16,971	4.6
1000 Islands Region (TOTAL)	258,133	265,265	267,992	1.0
ONTARIO	12,160,282	12,851,821	13,448,494	4.6

Source: Statistics Canada, 2006, 2011, 2106 Census

Population Growth - Table 5.3A:

The population for the 1000 Islands Region had a modest growth rate of 1.0% from 2011 - 2016, which is much less than the national growth of 5.0% and Ontario's growth of 4.6%.

- The population in Frontenac County grew by a mere 0.5%, while the counties of Leeds & Grenville experienced a healthy growth of 1.2%. Loyalist Township, which is included in the boundaries of the 1000 Islands Region, experienced significant growth of population at 4.6%.

5.3B: Factors of Population Growth

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

This area relies heavily on external factors in increasing its population and labour supply. There is little or no natural increase in population growth. There were more deaths in Leeds and Grenville than births. This area needs to continue to focus on attracting more migrants to the area from not only Ontario and the rest of the country but internationally as well. Estimates for Net International Migration increased from June 2016 to June 2017.

The fact is the area is still able to attract migrants indicates a stable economy but presents a potential concern if there is no longer the desire to move to this area.

Table 5.3B-1: Factors of Population Growth from July 2016 to June 2017*

		July 2016 to June 2017					
	Population 2014 (July 1)	Natural Increase	Net International Migration	Net Interprovincial Migration	Net Intraprovincial Migration	Total Net Migration	TOTAL GROWTH
Kingston CMA	173862	72	624	767	968	2359	2431

Frontenac	161893	36	632	662	885	2179	2215
Leeds & Grenville	101823	-351	62	121	527	710	359
Ontario	14193384	41346	150029	25689	0	175718	217064

*Annual Demographic Estimates: Sub-Provincial 2016 – 2017 , Statistics Canada – Catalogue No. 91-214-X , July 2017 - released Feb 2018

Table 5.3B-2: Factors of Population Growth from July 2015 to June 2016*

	Population 2015 (July 1)	July 2015 to June 2016					TOTAL GROWTH
		Natural Increase	Net International Migration	Net Interprovincial Migration	Net Intraprovincial Migration	Total Net Migration	
Kingston CMA	171,372	-38	540	637	813	1,990	1,952
Frontenac	159,558	-79	529	617	630	1,776	1,697
Leeds & Grenville	101,097	-340	-24	12	266	254	-86
Ontario	13,982,984	44,543	135,249	6,154	0	141,403	185,946

*Annual Demographic Estimates: Sub-Provincial 2015 – 2016 , Statistics Canada – Catalogue No. 91-214-X , July 2016 – released Feb 2017

5.3C: Population By Age Characteristics

KEY POINTS – 1000 Islands Region compared to Ontario

- Older Median Population – especially in the counties of Leeds & Grenville
- Lower % Youth between the ages of 0-14
- Lower % prime worker ages – significantly lower % in Leeds & Grenville
- Higher % older population 50 - significantly higher % in Leeds & Grenville

Table 5.3C: Population By Age Characteristics 2016 - 1000 Islands Region

AGE COHORT	Population Distribution by Age - 1000 Islands Region								Ontario (%)
	1000 Islands Region	1000 Islands Region %	Frontenac	Frontenac (%)	Leeds & Grenville	Leeds & Grenville (%)	Loyalist	Loyalist (%)	
Total Population by Age Group	267,992	100.0%	150,475	100%	100,546	100%	16,971	100%	100%
0 to 4	11,960	4.5%	7,035	4.7%	4,120	4.1%	805	4.70%	5.20%
5 to 9	13,325	5.0%	7,605	5.1%	4,790	4.8%	930	5.50%	5.60%
10 to 14	13,385	5.0%	7,380	4.9%	5,130	5.1%	875	5.20%	5.60%
0-14	38,670	14.4%	22,020	14.6%	14,040	14.0%	2,610	15.4%	16.4%

15 to 19	14,935	5.6%	8,345	5.5%	5,700	5.7%	890	5.20%	6.00%
20 to 24	16,575	6.2%	10,710	7.1%	5,000	5.0%	865	5.10%	6.70%
25 to 29	15,545	5.8%	10,170	6.8%	4,490	4.5%	885	5.20%	6.50%
30 to 34	15,015	5.6%	9,435	6.3%	4,560	4.5%	1020	6.00%	6.40%
35 to 39	14,625	5.5%	8,685	5.8%	4,845	4.8%	1,095	6.50%	6.30%
40 to 44	15,225	5.7%	8,270	5.5%	5,825	5.8%	1,130	6.70%	6.50%
45 to 49	17,505	6.5%	9,560	6.4%	6,845	6.8%	1,100	6.50%	7.00%
19 - 49	109,425	40.8%	65,175	43.3%	37,265	37.1%	6,985	41.2%	45.4%
50 to 54	21,700	8.1%	11,760	7.8%	8,515	8.5%	1,425	8.40%	7.90%
55 to 59	21,535	8.0%	11,430	7.6%	8,820	8.8%	1,285	7.60%	7.40%
60 to 64	20,160	7.5%	10,380	6.9%	8,525	8.5%	1,255	7.40%	6.30%
65 to 69	18,675	7.0%	9,485	6.3%	7,955	7.9%	1235	7.30%	5.50%
70 to 74	13,800	5.1%	7,075	4.7%	5,820	5.8%	905	5.30%	3.90%
75 to 79	9,800	3.7%	5,180	3.4%	4,075	4.1%	545	3.20%	2.90%
80 to 84	7,065	2.6%	3,950	2.6%	2,760	2.7%	355	2.10%	2.20%
85 +	7,195	2.7%	4,030	2.7%	2,785	2.8%	380	2.20%	2.20%
50+	119,930	44.8%	63,290	42.1%	49,255	49.0%	7,385	43.5%	38.3%
Median age of the population			43.6		49.3		45		41.3
% of the population aged 15 and over	85.6		85.4		86		84.7		83.7

Source: Statistics Canada, 2016 Census

5.3D: Median Age of Population

Table 5.3D: Median Age of The Population

	2011 Census	2016 Census	Difference
Frontenac	41.6	43.6	2.0
Leeds & Grenville	46.7	49.3	2.6
Loyalist	43.6	45.0	1.4
Ontario	40.4	41.3	0.9

Source: Statistics Canada, 2016 Census

Since 2011, the median age of the population has increased in the four areas noted above. The most significant increase in the United Counties of Leeds and Grenville with a change of 2.6 years. Leeds and Grenville also has the oldest median population in the 1000 Islands Region. This is no surprise due to lower birth rates and an aging population.

5.3E: Population Languages – Census 2016

		L&G - 2016		FRONTENAC - 2016		ONTARIO - 2016	
CHARACTERISTICS	Note	Total	%	Total	%	Total	%
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	#1	99220		147500		13312865	
English only		87415	88.1%	128445	87.1%	11455500	86.0%
French only		55	0.1%	270	0.2%	40040	0.3%
English and French		11625	11.7%	18130	12.3%	1490390	11.2%
Neither English nor French		120	0.1%	660	0.4%	326935	2.5%
Total - First official language spoken for the total population excluding institutional residents - 100% data	#2	99220		147500		13312865	
English		95885	96.6%	141545	96.0%	12394325	93.1%
French		3105	3.1%	4770	3.2%	504130	3.8%
English and French		125	0.1%	560	0.4%	92940	0.7%
Neither English nor French		105	0.1%	625	0.4%	321480	2.4%
Total - Mother tongue for the total population excluding institutional residents - 100% data	#3	99220		147500		13312870	
Single responses		98510		145645		12946960	
Official languages		94760	96.2%	132295	90.8%	9393040	72.6%
English		91530	92.9%	127565	87.6%	8902320	68.8%
French		3225	3.3%	4735	3.3%	490715	3.8%
Non-official languages		3750	3.8%	13345	9.2%	3553920	27.4%
Aboriginal languages		25	0.7%	35	0.3%	22765	0.6%
Total - Language spoken most often at home for the total population excluding institutional residents - 100% data	#4	99220		147500		13312865	
Single responses		98380		144665		12522045	
Official languages		97510	99.1%	139570	96.5%	10605725	84.7%
English		96615	98.2%	137325	94.9%	10328680	82.5%
French		895	0.9%	2240	1.5%	277045	2.2%
Non-official languages		875	0.9%	5095	3.5%	1916315	15.3%
Aboriginal languages		0	0.0%	10	0.2%	9210	0.5%

Source: Statistics Canada, 2016 Census

Notes:

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

- #2: First official language spoken is specified within the framework of the Official Languages Act. It refers to the first official language (i.e. English or French) spoken by the person.
- #3: Mother tongue refers to the first language learned, at home in childhood and still understood by the person at the time the data was collected. If the person no longer understands the first language learned the mother tongue is the second language learned. For a person who learned two languages at the same time in early childhood, the mother tongue is the language this person spoke most often at home before starting school. The person has two mother tongues only if the two languages were used equally often and are still understood by the person. For a child who has not yet learned to speak, the mother tongue is the language spoken most often to this child at home. The child has two mother tongues only if both languages are spoken equally often so that the child learns both languages at the same time.
- #4: Language spoken most often at home refers to the language the person speaks most often at home at the time of data collection. A person can report more than one language as 'spoken most often at home' if the languages are spoken equally often.

5.4 MOBILITY

Table 5.4A: - 2016 Mobility Status

	Frontenac 2016 NHS Reference Population (145,345)	Leeds & Grenville 2016 NHS Reference Population (97,920)
Lived at same address 1 year ago (non-movers)	84.8% (123,205)	89.1% (87,295)
Changed addresses within the same municipality 1 year ago (non-migrants)	9.1% (13,215)	4.6% (4550)
Moved to another municipality within Ontario 1 year ago (Intraprovincial migrants)	4.2% (6045)	5.2% (5125)
Lived in a different province or territory 1 year ago (Interprovincial)	1.2% (1690)	0.7% (680)
Lived in a different country 1 year ago (External Migrants)	0.8% (1200)	0.3% (275)

Source: Statistics Canada, 2016 NHS

A significant number of the population reported that they had not moved from their place of residence from 1 year ago (84.8% Frontenac and 89.1% Leeds & Grenville). There was a modest movement from within the same municipality and from within Ontario but very little movement from other parts of Canada or from another country. This indicates a very stable population base.

Table 5.4B: 2016 - Mobility Status 5 Year Ago

	Frontenac 2016 NHS Reference Population (139,660)	Leeds & Grenville 2016 NHS Reference Population (94,685)
Lived at same address 5 years ago (non-movers)	59.4% (82,940)	68.0% (64,365)
Changed addresses within the same municipality 5 years ago (non-migrants)	21.6% (30,230)	12.8% (12,155)
Moved to another municipality within Ontario 5 years ago (Intraprovincial migrants)	13.1% (18,260)	16.6% (15,700)
Lived in different province or territory 5 years ago (Interprovincial)	3.4% (4715)	2.0% (1860)
Lived in a different country 5 years ago (External Migrants)	2.5% (3520)	0.6% (610)

Source: Statistics Canada, 2016 NHS

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 for a longer period of time (5 years).

Table 5.4C: 2011 Mobility Status

	Frontenac 2011 NHS Reference Population (143,685)	Leeds & Grenville 2011 NHS Reference Population (96,935)
Lived at same address 1 year ago (non-movers)	85.7% (123,225)	89.7% (86,960)
Changed addresses within the same municipality 1 year ago (non-migrants)	8.5% (12,140)	4.2% (4115)
Moved to another municipality within Ontario 1 year ago (Intraprovincial migrants)	4.2% (6010)	5.1% (4930)
Lived in a different province or territory 1 year ago (Interprovincial)	1.1% (1545)	0.7% (670)
Lived in a different country 1 year ago (External Migrants)	0.5% (765)	0.3% (255)

Source: Statistics Canada, 2011 NHS

From the 2011 NHS, a significant number of the population reported that they had not moved from their place of residence from 1 year ago (85.7% Frontenac and 89.7% Leeds & Grenville). There was a modest movement from within the same municipality and from within Ontario but very little movement from other parts of Canada or from another country. This indicates a very stable population base.

Table 5.4D: 2011 Mobility Status 5 Year Ago

	Frontenac 2011 NHS Reference Population (137,795)	Leeds & Grenville 2011 NHS Reference Population (93,235)
Lived at same address 5 years ago (non-movers)	58.1% (80,065)	67.3% (62,785)
Changed addresses within the same municipality 5 years ago (non-migrants)	22.3% (30,765)	13.7% (12,785)
Moved to another municipality within Ontario 5 years ago (Intraprovincial migrants)	14.0% (19,280)	16.0% (14,905)
Lived in different province or territory 5 years ago (Interprovincial)	3.5% (4765)	2.0% (1860)
Lived in a different country 5 years ago (External Migrants)	2.1% (2920)	1.0% (910)

Source: Statistics Canada, 2011 NHS

From 2006 - 2016, the majority of the population remained at the same resident or moved within the same municipality (80.4% Frontenac and 81.0% 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 for a longer period of time (5 years).

5.5 LABOUR FORCE DYNAMICS

2016 – NHS Labour Force Results

Table 5.5A: 2016 Labour Force Status by Sex - Frontenac

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

Force)			
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Source: Statistics Canada, 2016 NHS

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

Table 5.5B: 2011 Labour Force Status by Sex - Frontenac

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

Source: Statistics Canada, 2011 NHS

Table 5.5C: 2016 Labour Force Status By Sex – Leeds & Grenville

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

Source: Statistics Canada, 2016 NHS

Table 5.5D: 2011 Labour Force Status By Sex – Leeds & Grenville

	Leeds and Grenville	Male	Female
Characteristics			
Total population 15 years and over	82765	40260	42505
In the labour force	51190	26390	24805
Employed	47590	24325	23260
Unemployed	3600	2060	1535
Not in the labour force	31575	13875	17700
Participation rate (Total Labour /Pop 15yrs+)	61.8%	65.5%	58.4%

Employment rate (# Employed/Pop 15yrs+)	57.5%	60.4%	54.7%
Unemployment rate (# Unemployed/Labour Force)	7.0%	7.8%	6.2%

Source: Statistics Canada, 2011 NHS

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

Table 5.5E: 2016 Labour Force Status by Sex – Ontario

	Ontario	Male	Female
Characteristics			
Total population 15 years and over	11038440	5342755	5695680
In the labour force	7141675	3689625	3452055
Employed	6612150	3414255	3197895
Unemployed	529525	275370	254160
Not in the labour force	3896765	1653130	2243630
Participation rate (Total Labour /Pop 15yrs+)	64.7%	69.1%	60.6%
Employment rate (# Employed/Pop 15yrs+)	59.9%	63.9%	56.1%
Unemployment rate (# Unemployed/Labour Force)	7.4%	7.5%	7.4%

Source: Statistics Canada, 2016 NHS

Table 5.5F: 2011 Labour Force Status by Sex – Ontario

	Ontario	Male	Female
Characteristics			
Total population 15 years and over	10,473,670	5,064,715	5,408,950
In the labour force	6,864,990	3,542,030	3,322,955
Employed	6,297,005	3,249,165	3,047,840
Unemployed	567,985	292,865	275,120
Not in the labour force	3,608,685	1,522,690	2,085,990
Participation rate (Total Labour /Pop 15yrs+)	65.5%	69.9%	61.4%
Employment rate (# Employed/Pop 15yrs+)	60.1%	64.2%	56.3%
Unemployment rate (# Unemployed/Labour Force)	8.3%	8.3%	8.3%

Source: Statistics Canada, 2011 NHS

2016 vs 2011 ONTARIO

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

Table 5.5G: 2016 Labour Force By Occupation - Frontenac

	TOTAL	Male	Female
Total Population 15+ in the Labour Force	77390	38800	38590
Occupation – not Applicable	1770	915	860
Total Occupations by NOC -2016 (see note below)	75620	37885	37730
0 Management Occupations	7145	4445	2700
1 Business, Finance and Administration Occupations	10430	2765	7660
2 Natural and Applied Sciences and Related Occupations	4230	3420	805
3 Health Occupations	7570	1830	5730
4 Occupations in Education, Law & Social, Community and Government Services	13820	5950	7865
5 Occupations in Art, Culture, Recreation and Sport	2240	960	1280
6 Sales and Service Occupations	18900	8160	10740
7 Trades, Transport and Equipment Operators and Related Occupations	8665	8240	425
8 Natural Resources, Agriculture and Related Production Occupations	1055	840	215
9 Occupations in Manufacturing and Utilities	1570	1275	295

Source: Statistics Canada - National Household Survey 2016

FRONTENAC

TOP 5 OCCUPATIONS 2016

Sales & Service
Education, Law, Govt
Business
Trades
Health

TOP 5 OCCUPATIONS – MALE

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

TOP 5 OCCUPATIONS – FEMALE

Sales & Service
Education, Law, Govt
Business
Health
Management

Table 5.5H: 2011 Labour Force By Occupation - Frontenac

	TOTAL	Male	Female
Total Population 15+ in the Labour Force	78860	39,280	39,580
Occupation – not Applicable	1400	550	850
Total Occupations by NOC -2011 (see note below)	77460	38,730	38,735
0 Management Occupations	8065	4845	3220
1 Business, Finance and Administration Occupations	11250	2930	8325
2 Natural and Applied Sciences and Related Occupations	4575	3485	1095
3 Health Occupations	6445	1415	5035
4 Occupations in Education, Law & Social, Community and Government Services	14780	6475	8310
5 Occupations in Art, Culture, Recreation and Sport	2280	920	1355

6 Sales and Service Occupations	18840	8305	10540
7 Trades, Transport and Equipment Operators and Related Occupations	8980	8480	505
8 Natural Resources, Agriculture and Related Production Occupations	795	700	95
9 Occupations in Manufacturing and Utilities	1440	1175	260

Source: Statistics Canada - National Household Survey 2011

FRONTENAC

TOP 5 OCCUPATIONS 2011

Sales & Service
Education, Law, Govt
Business
Trades
Management

TOP 5 OCCUPATIONS – MALE

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

TOP 5 OCCUPATIONS – FEMALE

Sales & Service
Business
Education, Law, Govt
Health
Management

Table 5.5I: 2016 Labour Force By Occupation - Leeds & Grenville

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

Source: Statistics Canada - National Household Survey 2016

LEEDS & GRENVILLE

TOP 5 OCCUPATIONS 2016

Sales & Service
Trades
Business
Management
Education, Law, Govt

TOP 5 OCCUPATIONS – MALE

Trades
Sales & Service
Management
Natural & Applied Sciences
Business

TOP 5 OCCUPATIONS – FEMALE

Sales & Service
Business
Education, Law, Govt
Health
Management

Table 5.5J: 2011 Labour Force By Occupation - Leeds & Grenville

	TOTAL	Male	Female
Total Population 15+ in the Labour Force	51190	26390	24805
Occupation – not Applicable	815	310	505
Total Occupations by NOC -2011 (see note below)	50375	26080	24295
0 Management Occupations	5605	3610	1995
1 Business, Finance and Administration Occupations	7105	1855	5335
2 Natural and Applied Sciences and Related Occupations	3200	2575	625
3 Health Occupations	3645	515	3135
4 Occupations in Education, Law & Social, Community and Government Services	5410	1720	3685
5 Occupations in Art, Culture, Recreation and Sport	1000	225	775
6 Sales and Service Occupations	11855	4975	6885
7 Trades, Transport and Equipment Operators and Related Occupations	7970	7540	425
8 Natural Resources, Agriculture and Related Production Occupations	1565	1175	390
9 Occupations in Manufacturing and Utilities	2935	1895	1040

Source: Statistics Canada - National Household Survey 2011

LEEDS & GRENVILLE

TOP 5 OCCUPATIONS 2011

Sales & Service
Trades
Business
Management
Education, Law, Govt

TOP 5 OCCUPATIONS – MALE

Trades
Sales & Service
Management
Natural & Applied Sciences
Manufacturing

TOP 5 OCCUPATIONS – FEMALE

Sales & Service
Business
Education, Law, Govt
Health
Management

Table 5.5K: 2016 Labour Force By Industry - Frontenac

	TOTAL	MALE	FEMALE
Total Labour Force population aged 15 years and over by Industry (NAIC)	77395	38800	38595
Industry - NAICS2012 - not applicable	1770	910	860
All industry categories	75620	37885	37730
11 Agriculture; forestry; fishing and hunting	665	425	235
21 Mining; quarrying; and oil and gas extraction	140	130	15
22 Utilities	485	385	90
23 Construction	5010	4495	520
31-33 Manufacturing	3155	2450	700
41 Wholesale trade	1500	1060	440
44-45 Retail trade	8695	4145	4545
48-49 Transportation and warehousing	1975	1510	460
51 Information and cultural industries	1090	625	460

52 Finance and insurance	2175	800	1375
53 Real estate and rental and leasing	1400	795	605
54 Professional; scientific and technical services	3670	1950	1725
55 Management of companies and enterprises	40	20	20
56 Administrative and support; waste management and remediation services	3555	2085	1470
61 Educational services	9760	3850	5910
62 Health care and social assistance	12105	2685	9420
71 Arts; entertainment and recreation	1705	815	890
72 Accommodation and food services	6665	2855	3810
81 Other services (except public administration)	2995	1355	1640
91 Public administration	8855	5445	3410

Source: Statistics Canada - National Household Survey 2016

FRONTENAC

TOP 5 INDUSTRIES 2016

Health Care
Educational Services
Public Admin
Retail
Accommodation & Food

TOP 5 INDUSTRIES – MALE

Public Admin
Construction
Retail
Educational Services
Accommodation & Food

TOP 5 INDUSTRIES – FEMALE

Health Care
Educational Services
Retail
Accommodation & Food
Public Admin

Table 5.5L: 2016 Labour Force By Industry - Leeds & Grenville

	TOTAL	MALE	FEMALE
Total Labour Force population aged 15 years and over by Industry (NAIC)	50805	26310	24500
Industry - NAICS2012 - not applicable	980	465	510
All industry categories	49835	25845	23990
11 Agriculture; forestry; fishing and hunting	1665	1200	465
21 Mining; quarrying; and oil and gas extraction	125	120	10
22 Utilities	310	280	25
23 Construction	4520	4010	510
31-33 Manufacturing	4470	3235	1235
41 Wholesale trade	1640	1135	505
44-45 Retail trade	6410	2990	3415
48-49 Transportation and warehousing	2395	1715	685
51 Information and cultural industries	725	415	310
52 Finance and insurance	1140	400	745
53 Real estate and rental and leasing	840	425	415
54 Professional; scientific and technical services	2310	1190	1115
55 Management of companies and enterprises	20	0	10
56 Administrative and support; waste management and remediation services	2625	1490	1140
61 Educational services	3045	825	2220
62 Health care and social assistance	6665	1010	5655

71 Arts; entertainment and recreation	1230	615	610
72 Accommodation and food services	3625	1470	2155
81 Other services (except public administration)	2125	1110	1020
91 Public administration	3945	2215	1735

Source: Statistics Canada - National Household Survey 2016

LEEDS & GRENVILLE

TOP 5 INDUSTRIES 2016

Health Care
Retail
Construction
Manufacturing
Public Admin

TOP 5 INDUSTRIES – MALE

Construction
Manufacturing
Retail
Public Admin
Admin

TOP 5 INDUSTRIES – FEMALE

Health Care
Retail
Educational Services
Accommodation & Food
Manufacturing

5.6 JOBS

Tables 5.6A-E show a snap shot of employment opportunities posted on the National Job Bank (www.jobbank.gc.ca) for Kingston, Brockville and Gananoque as reported on August 20, 2018. It is not known how many jobs are publicly advertised but this will provide the reader with a glimpse of the kind of jobs available.

Snap Shot of Jobs Available on August 20, 2018

Table 5.6A - Jobs by Period of Employment – August 20, 2018

Period of Employment	Kingston	Brockville	Gananoque	TOTAL
Full-time	163	48	10	221
Part-time	58	12	2	72
Sub-Total	221	60	12	293
Unknown	47	25	2	74
TOTAL	268	85	14	367

Source: National Job Bank – www.jobbank.gc.ca

75.4% of jobs with a known period of employment were in full-time work.

Table 5.6B - Jobs by Language At Work – August 20, 2018

Language At Work	Kingston	Brockville	Gananoque	TOTAL
English	214	60	12	286
French	4	0	0	4
Bilingual	3	0	0	3
Sub-Total	221	60	12	293
Unknown	47	25	2	74
TOTAL	268	85	14	367

Source: National Job Bank – www.jobbank.gc.ca

97.6% of jobs with a known language advertised for English.

Table 5.6C - Jobs by Education Level – August 20, 2018

Education Level	Kingston	Brockville	Gananoque	TOTAL
Management	16	5	0	21
University	31	7	0	38
College or Apprenticeship	89	17	0	106
Secondary	97	42	8	147
Experience In the Job	27	8	4	39
Will Train	8	6	2	16
TOTAL	268	85	14	367

Source: National Job Bank – www.jobbank.gc.ca

55.0% of jobs require education levels of secondary school or less; 39.2% require college or university education; 5.7% were jobs in management positions.

Table 5.6D - Jobs by Job Type – August 20, 2018

Job Type	Kingston	Brockville	Gananoque	TOTAL
Permanent	149	42	8	199
Temporary	10	0	0	10
Seasonal	50	12	4	66
Casual	12	6	0	18
Sub-Total	221	60	12	293
Unknown	47	25	2	74
TOTAL	268	85	14	367

Source: National Job Bank – www.jobbank.gc.ca

67.9% of the known jobs were permanent in nature and **22.5%** were seasonal.

Table 5.6E - Jobs by Occupation – August 20, 2018

Job Type	Kingston	Brockville	Gananoque	TOTAL
Store Clerks	56	25	4	85
Customer Service Reps	25	3	1	29
Health Occupations	31	20		51
Hospitality	60	13	7	80
Trades/Labourers	45	8	1	54
Business Related	18	8		26
Drivers	12	4	1	17
Other	21	4		25
TOTAL	268	85	14	367

Source: National Job Bank – www.jobbank.gc.ca

Most of the jobs were advertised in 7 main occupational areas. The top 4 were: **23.1%** as Store Clerks; **21.8%** in Hospitality; **14.7%** in Trades and **13.9%** in Health Occupations.

5.7 EMPLOYERS

NOTE: In 2015, Statistics Canada reclassified the data that the local boards analyzed and compared annually, to report on the “total number of employers” and “changes in local industries”. Statistics Canada has stated that there will be no historical revision of the CBP data. Therefore, the CBP data is no longer comparable to previous years prior to 2015. Future year comparisons will be based on the 2015-16 fiscal start date. The name of Canadian Business Patterns has also been changed to [Canadian Business Counts](#). Refer to Glossary of Terms for further information on Canadian Business Counts.

**Table 5.7A # Employers by Employee Size Range – Frontenac & Leeds & Grenville
June 2017**

Employee Size Range	Number of Employers Frontenac 2017	% of Total ERS	Number of Employers Leeds & Grenville 2017	% of Total ERs	Number of Employers Ontario 2017	% of Total ERS
0	8972	66.2%	6063	67.1%	1058931	69.8%
1 – 4	2241	16.5%	1582	17.5%	264317	17.4%
5 – 9	942	7.0%	688	7.6%	81850	5.4%
10 – 19	705	5.2%	368	4.1%	53470	3.5%
20-49	459	3.4%	218	2.4%	36046	2.4%
50-99	143	1.1%	65	0.7%	12705	0.8%
100-199	48	0.4%	32	0.4%	5765	0.4%
200-499	28	0.2%	18	0.2%	3010	0.2%
500+	12	0.1%	6	0.1%	1224	0.1%
Total	13550	100.0%	9040	100.0%	1517318	100.0%

Source: Statistics Canada, Canadian Business Counts (formerly Canadian Business Patterns)

In 2017, Frontenac County had **66.2 %** of employers with no employees. This was similar to the counties of Leeds & Grenville with **67.1%**. Small business with less than 10 employees accounted for **23.5%** of employers in Frontenac and **25.1%** in Leeds & Grenville while businesses with 10+ employees accounted for only **10.4%** of employers in Frontenac and **7.9%** in Leeds & Grenville.

Table 5.7B # Employers by Employee Size Range - Frontenac County
June 2016 vs June 2017

Employee Size Range	Number of Employers Frontenac 2016	Number of Employers Frontenac 2017	Variance	% Variance
0	8679	8972	293	3.4%
1 - 4	2281	2241	-40	-1.8%
5 - 9	916	942	26	2.8%
10 - 19	673	705	32	4.8%
20 - 49	439	459	20	4.6%
50 - 99	155	143	-12	-7.7%
100 -199	45	48	3	6.7%
200 - 499	34	28	-6	-17.6%
500+	12	12	0	0.0%
Total	13,234	13,550	316	2.4%

Source: Statistics Canada, Canadian Business Counts (formerly Canadian Business Patterns)

The number of employers increased **2.4%** from last year in Frontenac County.

Table 5.7C # Employers by Employee Size Range - Leeds & Grenville
June 2016 vs June 2017

Employee Size Range	Number of Employers Leeds & Grenville 2016	Number of Employers Leeds & Grenville 2017	Variance	% Variance
0	5934	6063	129	2.2%
1 - 4	1591	1582	-9	-0.6%
5 - 9	672	688	16	2.4%
10 - 19	348	368	20	5.7%
20 - 49	228	218	-10	-4.4%
50 - 99	80	65	-15	-18.8%
100 -199	31	32	1	3.2%
200 - 499	18	18	0	0.0%
500+	4	6	2	50.0%
Total	8906	9040	134	1.5%

Source: Statistics Canada, Canadian Business Counts (formerly Canadian Business Patterns)

The number of employers increased **2.2%** from last year in Leeds & Grenville.

5.8 EDUCATION

Table 5.8A – 2016 Labour Force by Educational Attainment - Frontenac

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

Source: Statistics Canada - National Household Survey 2016

2016 NHS - FRONTENAC

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.

Table 5.8B - 2011 - Labour Force by Educational Attainment - Frontenac

	TOTAL	Male	Female
Total Population aged 15+ by highest certificate, diploma or degree	122820	58685 (47.8%)	64130 (52.2%)
No certificate, Diploma or Degree	19355 (15.7%)	9404	9950
High School Certificate or Equivalent	32800 (26.6%)	15835	16965
Apprenticeship or Trades Certificate or Diploma	10160 (8.3%)	7015	3145

College, CEGEP or Other Non-University Certificate or Diploma	27585 (22.5%)	11165	16420
University Certificate, Degree or Diploma below the bachelor level	3280 (2.6%)	1295	1980
University Certificate, Degree or Diploma at or above the bachelor level	29640 (24.3%)	13965	15680

Source: Statistics Canada - National Household Survey 2011

2011 NHS - FRONTENAC

In Frontenac County 42.3% of the population over 15 have an educational attainment of high school or less. 49.4% of the population has a college or university certificate, diploma or degree.

More females 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.

Table 5.8C – 2016 Labour Force By Educational Attainment - Leeds & Grenville

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

Source: Statistics Canada - National Household Survey 2016

2016 NHS – LEEDS & GRENVILLE

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.

Over twice as many males have more apprenticeship or trades certificates or diplomas than females, but females have significantly more college and university credentials.

Table 5.8D – 2011 Labour Force By Educational Attainment - Leeds & Grenville

	TOTAL	Male	Female
Total Population aged 15+ by highest certificate, diploma or degree	82765	40265 (48.6%)	42500 (51.4%)
No certificate, Diploma or Degree	16210 (19.6%)	8275	7935
High School Certificate or Equivalent	24320 (29.4%)	11665	12660
Apprenticeship or Trades Certificate or Diploma	7865 (9.5%)	5640	2230
College, CEGEP or Other Non-University Certificate or Diploma	20595 (24.9%)	8330	12265
University Certificate, Degree or Diploma below the bachelor level	2235 (2.7%)	1070	1170
University Certificate, Degree or Diploma at or above the bachelor level	11530 (13.9%)	5280	6250

Source: Statistics Canada - National Household Survey 2011

2011 NHS – LEEDS & GRENVILLE

In the counties of Leeds & Grenville 49.0% of the population over 15 have an educational attainment of high school or less.

But 41.5% of the population has a college or university certificate, diploma or degree.

More males than females 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.

5.9 INCOME

Table 5.9A – Income – 2015 (before taxes)

Characteristic	Frontenac	Leeds & Grenville	Ontario
Median Family Income	\$89,253	\$83,423	\$91,089
Average Family Size	2.8	2.0	3.1
Individual Median Income	\$35,438	\$34,329	\$33,539

Source: Statistics Canada – Census 2016

5.10 EQUITY GROUPS

5.10.1 Age By Equity Groups

1000 Islands Region Workforce Development Board

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

2016 Custom Census Table

Notes:

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

5.10.2 Education By Equity Groups

1000 Islands Region Workforce Development Board

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

Notes:

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

5.10.3 Labour Force By Equity Groups

1000 Islands Region Workforce Development Board

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

Notes:

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

5.10.4 Gender By Equity Groups

1000 Islands Region Workforce Development Board

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

Notes:

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

6.0 EMPLOYMENT ONTARIO (EO) DATA

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

The Ministry 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 than 10 participants were suppressed and were reflected as zero in the data reports.

The findings from this data are included in this section of the LLMP.

GENERAL COMMENTS:

1. There are no target numbers or percentages used to measure outcomes of the E.O. data which makes it difficult in determining success of interventions.
2. It would be beneficial to have specific measurements against individual clients' goals. This E.O. data does not provide that feedback.
3. It is difficult to assess the degree of success or impact of services with this E.O. data without #1 and #2 in place. We can compare numbers and percentages over previous years and different regions but not any degree of impact of the interventions.

TABLE 6.1: APPRENTICESHIP

Apprenticeship Highlights (2017 vs 2018)

2017 vs 2018 (1000 Islands Region)

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

TOP New Registrations by Occupations 2018 vs 2017

1000 Islands Region 2018

Automotive Service Technician (68)
Electrician – Construction & Maintenance (63)
Hairstylist (60)
Plumber (58)
General Carpenter (56)
Truck and Coach Technician (39)

1000 Islands Region 2017

Automotive Service Technician (77)
Electrician – Construction & Maintenance (72)
General Carpenter (69)
Hairstylist (50)
Truck & Coach Technician (38)
Plumber (20)

Other – 2018

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

APPRENTICESHIP – 2018 VS 2017

#1: APPRENTICESHIP	1000 Islands Region 2018	1000 Islands Region 2017	Variance 2018 vs 2017	%Variance 2018 vs 2017
Apprenticeship				
Number of Active Apprentices	1554	1352	252	18.6%
Number of CofAs Issued	196	232	-36	-15.5%
Number of Modular Training Registrations	156	146	10	6.8%
Average Age of Apprentices Registrations	28	27	1	
Number of New Registrations	574	493	81	16.4%
Female	89	81	8	9.9%
Male	485	412	73	17.7%

TABLE 6.2: CANADA ONTARIO JOB GRANT

HIGHLIGHTS – 1000 Islands Region

Employers

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

Clients

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

#2: CANADA ONTARIO JOB GRANT	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
CANADA ONTARIO JOB GRANT - EMPLOYER					
NUMBER OF CLIENTS					
Number of Employers	128	90	34	1203	4784
Number of Applications - Under 25 Stream	128	90	34	1199	4688
Number of Applications - Over 25 stream and Consortium					96
# OF EMPLOYEES IN COMPANY					
Less than 50	99	68	28	855	3205
50-150	16	13		189	807
151 - 300				79	303
301 - 500				20	122
501 - 1,500				46	199
1,501 - 10,000				14	145
over 10,000					
Unknown					
TRAINING PROVIDER TYPE					
Private Trainer	13	13		151	687
Product Vendor	39	22	15	298	1324
Public College	22	13		180	487
Registered Private Career College	52	41		501	1905
School Board					
Union Based Training Centre					11
University				68	357
Unknown					
OUTCOME AT EXIT DETAIL					
Increase in trainee productivity	94%	92%	95%	92%	92%
Training met workforce needs	96%	97%	95%	96%	97%
CANADA ONTARIO JOB GRANT - PARTICIPANT					
NUMBER OF CLIENTS	574	451	114	4910	25278

#2: CANADA ONTARIO JOB GRANT	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
CLIENTS BY AGE					
15-24	59	45	13	566	2699
25-44	309	248	56	2662	13681
45-64	194	151	40	1584	8538
65 and older	12			95	340
Unknown					20
GENDER					
Female	192	142	47	2195	9743
Male	382	309	67	2707	15435
Other					
Prefer not to disclose					81
Trans					
Unknown					
HIGHEST LEVEL OF EDUCATION AT INTAKE					
a. Less than Grade 9					45
b. Less than Grade 12				52	314
c. Completion of Secondary	43	34		383	1953
d. Certificate of Apprenticeship / Journey Person				85	521
e. Certificate/Diploma	136	81	54	1285	4675
f. Applied/Associate/Bachelor Degree	59	49		510	3538
g. Post Graduate	35	30		151	1242
h. Other (Some Apprenticeship/College/University)	18	15		121	784
i. Unknown	271	234	34	2321	12206
DESIGNATED GROUPS					
Aboriginal Group				27	363
Deaf					
Deaf/Blind					
Francophone				125	326
Internationally Trained Professionals	23	18		166	2000
Newcomer				47	404
Person with Disability				51	169
Visible Minority	13			112	891
LABOUR FORCE ATTACHMENT					
Employed Full Time	543	437	97	4397	23461
Employed Part Time	24		15	333	962
Full Time Student				20	63
Part Time Student					16

#2: CANADA ONTARIO JOB GRANT	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
Self Employed					79
Under Employed					22
Unemployed				142	632
Unknown					43
SOURCE OF INCOME					
Canada Pension Plan					
Crown Ward					
Dependent of EI					
Dependent of OW/ODSP					18
Employed	565	445	111	4719	24237
Employment Insurance				93	318
No Source of Income				54	401
Ontario Disability Support Program					
Ontario Works					36
Other				23	117
Pension					
Self Employed				12	102
Unknown					43
LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING					
Less than 3 months				97	1906
3 - 6 months				23	129
6 - 12 months				14	94
More than 12 months				33	322
Unknown	567	446	112	4743	22827
OUTCOME AT EXIT SUMMARY					
Employed	697	412	266	5248	32041
In Training/Education				2	13
Other (Independent, Unable to Work, Volunteer)				2	14
Unemployed				3	56
Unknown				26	529
OUTOME AT EXIT DETAIL					
a. Employed	473	371	97	3671	15852
b. In Education/Training					
c. Other (Independent, Unable to Work, Volunteer)					12
d. Unemployed					36
e. Unknown				98	344
f. Employed Full-Time	463	370	88	3306	14609
g. Employed Part-Time				86	302
h. Employed Apprentice					23
i. Employed - Other (employed in a more suitable				276	886

#2: CANADA ONTARIO JOB GRANT	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
job, employed in a prof occ/trade, employed in area of training/choice)					
e. Both employed and in education					19
f. Both employed and in training					
g. Self-Employed					
h. In Education					
i. In Training					
j. Independent					
k. Volunteer					
l. Failed Course					
m. Unable to Work					
n. Unemployed					36
o. Unknown				98	344

TABLE 6.3: EMPLOYMENT SERVICE

HIGHLIGHTS

Number of Clients

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

Clients by Age Group

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

Gender

- ✓ Similar ratios from 2017 – slightly more males

Designated groups

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

Educational attainment at intake

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

Source of Income

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

Length of Time Out of Employment/Training

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

Outcomes at Exit

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

Employment Outcomes at Exit

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

Employment History - Layoff Industry (2 Digit NAIC) Top 5

1000 Islands Region WDB – 2018

Accommodation and food services
Retail Trade
Construction
Administrative and support
Manufacturing

1000 Islands Region WDB - 2017

Accommodation and food services
Construction
Retail Trade
Administrative and support
Health Care & Social Services

Employment History - Layoff Occupation (2 Digit NOC) Top 5

1000 Islands Region WDB - 2018

Service Support and Other Service Occupations
Trades Helpers, construction labourers and related
Service reps and other customer and personal services
Service reps and salesperson – wholesale and retail trade
Service Supervisors and technical service occupations

1000 Islands Region WDB - 2017

Service Support and Other Service Occupations
Trades Helpers, construction labourers and related
Service reps and other customer and personal services
Sales reps and salespersons – wholesale and retail trade
Office Support Occupations

Employment History - Employed Industry (2 Digit NAIC) Top 5

1000 Islands Region WDB - 2018

Accommodation and food services
Retail Trade
Manufacturing
Administrative and support
Construction

1000 Islands Region WDB - 2017

Accommodation and food services
Retail Trade
Administrative and support
Health Care and social assistance
Construction

Employment Outcome - Employed Occupation (2 Digit NOC) Top 5

1000 Islands Region WDB - 2018

Service Support and Other Service Occupations
Labourers in processing, manufacturing and utilities
Service representative and other customer and personal services
Trades Helpers, construction labourers and related
Sales representatives and salespersons – wholesale and retail trade

1000 Islands Region WDB - 2017

Service Support and Other Service Occupations
Office Support Occupations
Service reps and other customer and personal services
Sales reps and salespersons – wholesale and retail trade
Trades Helpers, construction labourers and related

EMPLOYMENT SERVICE – COMPARISON 2018 VS 2017 – 1000 Islands Region

#3: EMPLOYMENT SERVICE	1000 Islands Region 2018	%	1000 Islands Region 2017	%	Variance 2018 vs 2017	%Variance 2018 vs 2017
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Number of Clients						
Unassisted R&I Clients	9314	66.4%	12565	71.5%	-3251	-25.9%
ES Assisted Service Clients	4721	33.6%	5012	28.5%	-291	-5.8%
Total # of Clients	14035	100%	17577	100%	-3542	-20.15%
Clients by Age Group						
15-24	1236	26.2%	1315	26.2%	-79	-6.0%
25-44	2019	42.8%	2135	42.6%	-116	-5.4%
45-64	1389	29.4%	1494	29.8%	-105	-7.0%
65 and older	73	1.5%	68	1.4%	5	7.4%
Total by Age Group	4717	100%	5012	100%	-295	-5.9%
Gender						
Female	2199	46.6%	2346	46.8%	-147	-6.3%
Male	2499	52.9%	2655	53.0%	-156	-5.9%
Undisclosed	23	0.5%	11	0.2%	12	109.1%
Total by Gender	4721	100%	5012	100%	-291	-5.8%
Designated Groups						
Aboriginal Group	192	8.2%	230	10.2%	-38	-16.5%
Deaf	13	0.6%			13	#DIV/0!
Deaf/Blind						#DIV/0!
Francophone	124	5.3%	128	5.7%	-4	-3.1%
Internationally Trained Professionals	366	15.5%	364	16.1%	2	0.5%
Newcomer	287	12.2%	294	13.0%	-7	-2.4%
Person with Disability	999	42.4%	863	38.3%	136	15.8%
Visible Minority	374	15.9%	375	16.6%	-1	-0.3%
Total by Designated Groups	2355	100%	2254	100%	101	4.5%
Educational Attainment at Intake						
a. Less than Grade 9	62	1.3%	49	1.0%	13	26.5%
b. Less than Grade 12	597	12.6%	578	11.5%	19	3.3%
c. Completion of Secondary	1701	36.0%	1905	38.0%	-204	-10.7%
d. Certificate of Apprenticeship / Journey Person	90	1.9%	97	1.9%	-7	-7.2%
e. Certificate/Diploma	1399	29.6%	1531	30.5%	-132	-8.6%
f. Applied/Associate/Bachelor Degree/Post Graduate	616	13.0%	642	12.8%	-26	-4.0%
h. Other (Some Apprenticeship/College/University)	256	5.4%	210	4.2%	46	21.9%
i. Unknown	0	0.0%	0	0.0%	0	#DIV/0!
Total by Educational Attainment at Intake	4721	100%	5012	100%	-291	-5.8%

Source of Income						
Crown Ward	0	0.0%	0	0.0%	0	#DIV/0!
Dependent of OW/ODSP	81	1.7%	68	1.4%	13	19.1%
Employed	582	12.3%	489	9.8%	93	19.0%
Employment Insurance	609	12.9%	835	16.7%	-226	-27.1%
No Source of Income	1383	29.3%	1460	29.2%	-77	-5.3%
Ontario Disability Support Program	292	6.2%	265	5.3%	27	10.2%
Ontario Works	747	15.8%	721	14.4%	26	3.6%
Other	950	20.2%	1115	22.3%	-165	-14.8%
Self Employed	70	1.5%	49	1.0%	21	42.9%
Dependent of EI	0	0.0%	0	0.0%	0	#DIV/0!
Unknown	0	0.0%	0	0.0%	0	#DIV/0!
Total by Source of Income	4714	100%	5002	100.00%	-288	-5.8%
Length of Time Out of Employment/Training						
Less than 3 months	1923	40.7%	2387	47.6%	-464	-19.4%
3 - 6 months	726	15.4%	724	14.4%	2	0.3%
6 - 12 months	560	11.9%	649	12.9%	-89	-13.7%
More than 12 months	973	20.6%	1010	20.2%	-37	-3.7%
Unknown	539	11.4%	242	4.8%	297	122.7%
Total by Length of Time Out of Employment/Training	4721	100%	5012	100%	-291	-5.8%
Outcomes at Exit						
Employed	3331	70.6%	3533	70.5%	-202	-5.7%
Training/Education	609	12.9%	589	11.8%	20	3.4%
Other	183	3.9%	219	4.4%	-36	-16.4%
Unemployed	267	5.7%	344	6.9%	-77	-22.4%
Unknown	331	7.0%	327	6.5%	4	1.2%
Total by Outcomes at Exit	4721	100%	5012	100%	-291	-5.8%
Employment Outcomes At Exit						
a. Employed Full-Time	1994	42.2%	2045	40.8%	-51	-2.5%
b. Employed Part-Time	821	17.4%	859	17.1%	-38	-4.4%
c. Employed Apprentice	27	0.6%	32	0.6%	-5	-15.6%
d. Employed - Other (employed in a more suitable job, employed in a prof occ/trade, employed in area of training/choice)	286	6.1%	417	8.3%	-131	-31.4%
e. Both employed and in education	41	0.9%	46	0.9%	-5	-10.9%
f. Both employed and in training	13	0.3%	39	0.8%	-26	-66.7%
g. Self-Employed	149	3.2%	95	1.9%	54	56.8%
h. In Education	235	5.0%	194	3.9%	41	21.1%
i. In Training	374	7.9%	395	7.9%	-21	-5.3%
j. Independent	32	0.7%	51	1.0%	-19	-37.3%

k. Volunteer	14	0.3%	15	0.3%	-1	-6.7%
m. Unable to Work	137	2.9%	153	3.1%	-16	-10.5%
n. Unemployed	267	5.7%	344	6.9%	-77	-22.4%
o. Unknown	331	7.0%	327	6.5%	4	1.2%
Total by Employment Outcomes at Exit	4721	100%	5012	100%	-291	-5.8%

TABLE 6.4: LITERACY AND BASIC SKILLS

HIGHLIGHTS

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

Number of Learners by Service Provider Stream - 93.3% in Anglophone stream. Slight increase in Francophone Stream.

Number of Learners by Service Sector - School Board Sector is the largest sector – increase from 2017. Decreased ratio of community college learners from 34.4% to 16.3%.

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

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

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

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

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

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

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

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

LITERACY AND BASIC SKILLS – COMPARISON 2018 VS 2017 – 1000 ISLANDS REGION

#4: LITERACY AND BASIC SKILLS	1000 Islands Region 2018	%	1000 Islands Region 2017	%	Variance 2018 vs 2017	%Variance 2018 vs 2017
Number of Learners						

In Person						
Number of In-Person Learners (New)	566	62.3%	700	62.4%	-134	-19.1%
Number of In-Person Learners (Carry-Over)	343	37.7%	421	37.6%	-78	-18.5%
Total # of In-Person Learners	909	100.0%	1121	100.0%	-212	-18.9%
E-Channel						
Number of E-Channel Learners (New)	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Number of E-Channel Learners (Carry-over)	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Total Number of E-Channel Learners	0		0		0	0
Number of Learners by S. Provider Stream						
# In Anglophone Stream	848	93.3%	1070	95.5%	-222	-20.7%
# In Francophone Stream	61	6.7%	51	4.5%	10	19.6%
# Learners in Deaf Stream	0	0.0%	0	0.0%	0	#DIV/0!
# Learners in Native Stream	0	0.0%	0	0.0%	0	#DIV/0!
# Learners in Non-Designated Stream	0	0.0%	0	0.0%	0	#DIV/0!
Total # by Service Provider Stream	909	100.0%	1121	100.0%	-212	-18.9%
Number of Learners by S. Provider Sector						
# in Community Agency Sector	255	28.1%	245	21.9%	10	4.1%
# School Board Sector	506	55.7%	490	43.7%	16	3.3%
# Community College Sector	148	16.3%	386	34.4%	-238	-61.7%
Total # by Service Provider Sector	909	100.0%	1121	100.0%	-212	-18.9%
Clients by Age Group						
15-24	241	26.5%	301	26.9%	-60	-19.9%
25-44	364	40.0%	458	41.0%	-94	-20.5%
45-64	230	25.3%	289	25.9%	-59	-20.4%
65 and older	74	8.1%	69	6.2%	5	7.2%
Total by Age Group	909	100.0%	1117	100.0%	-208	-18.6%
Gender						
Female	552	60.2%	669	59.9%	-117	-17.5%
Male	365	39.8%	447	40.1%	-82	-18.3%
Undisclosed	0	0.0%	0	0.0%	0	#DIV/0!
Total by Gender	917	100.0%	1116	100.0%	-199	-17.8%
Designated Groups						
Newcomer	53	10.4%	60	10.2%	-7	-11.7%
Visible Minority	35	6.8%	43	7.3%	-8	-18.6%
Person with Disability	287	56.2%	347	59.2%	-60	-17.3%
Aboriginal Group	69	13.5%	75	12.8%	-6	-8.0%

Deaf or Deaf/Blind	0	0.0%	0	0.0%	0	#DIV/0!
Francophone	67	13.1%	61	10.4%	6	9.8%
Total by Designated Groups	511	100.0%	586	100.0%	-75	-12.8%
Educational Attainment at Intake						
a. Less than Grade 9	50	5.5%	58	5.2%	-8	-13.8%
b. Less than Grade 12	275	30.5%	307	27.4%	-32	-10.4%
c. Completion of Secondary	290	32.2%	365	32.6%	-75	-20.5%
d. Certificate of Apprenticeship / Journey Person	15	1.7%	14	1.3%	1	7.1%
e. Certificate/Diploma	148	16.4%	188	16.8%	-40	-21.3%
f. Applied/Associate/Bachelor Degree	41	4.6%	55	4.9%	-14	-25.5%
g. Post Graduate		0.0%	11	1.0%	-11	-100.0%
h. Other (Some Apprenticeship/College/University)	82	9.1%	121	10.8%	-39	-32.2%
i. Unknown		0.0%		0.0%	0	#DIV/0!
Total by Educational Attainment at Intake	901	100.0%	1119	100.0%	-30	-2.7%
Source of Income						
Canada Pension Plan						
Crown Ward						
Dependent of EI						
Dependent of OW/ODSP	35	3.9%	51	4.6%	-16	-31.4%
Employed	193	21.3%	266	23.8%	-73	-27.4%
Employment Insurance	35	3.9%	65	5.8%	-30	-46.2%
No Source of Income	125	13.8%	150	13.4%	-25	-16.7%
Ontario Disability Support Program	131	14.5%	168	15.0%	-37	-22.0%
Ontario Works	207	22.9%	219	19.6%	-12	-5.5%
Other	160	17.7%	176	15.8%	-16	-9.1%
Pension		0.0%		0.0%	0	#DIV/0!
Self Employed	19	2.1%	22	2.0%	-3	-13.6%
Unknown		0.0%		0.0%	0	#DIV/0!
Total by Source of Income	905	100.0%	1117	100.0%	-212	-19.0%
Learners' Goal Path						
Apprenticeship	22	2.4%	18	1.6%	4	22.2%
Employment	335	36.9%	357	31.8%	-22	-6.2%
Independence	140	15.4%	131	11.7%	9	6.9%
Postsecondary	159	17.5%	359	32.0%	-200	-55.7%
Secondary School Credit	253	27.8%	256	22.8%	-3	-1.2%
Total by Learners' Goal Path	909	100.0%	1121	100.0%	-212	-18.9%

Labour Force Attachment						
Employed Full Time	102	11.4%	134	12.1%	-32	-23.9%
Employed Part-Time	126	14.1%	169	15.2%	-43	-25.4%
Full Time Student		0.0%	12	1.1%	-12	-100.0%
Part Time Student	11	1.2%	0	0.0%	11	#DIV/0!
LFA Self-Employed	25	2.8%	33	3.0%	-8	-24.2%
Under Employed		0.0%	12	1.1%	-12	-100.0%
Unemployed	628	70.4%	750	67.6%	-122	-16.3%
Total by Labour Force Attachment	892	100.0%	1110	100.0%	-218	-19.6%
Employed Outcome At Exit						
Employed Apprentice	0	0.0%	0	0.0%	0	#DIV/0!
Employed Full-Time	82	14.2%	86	13.2%	-4	-4.7%
Employed Part-Time	39	6.7%	60	9.2%	-21	-35.0%
Employed - Other	0	0.0%	11	1.7%	-11	-100.0%
Self-Employed	34	5.9%	27	4.1%	7	25.9%
Both employed and in education	16	2.8%	12	1.8%	4	33.3%
Both employed and in training	0	0.0%	0	0.0%	0	#DIV/0!
In Education	102	17.6%	144	22.1%	-42	-29.2%
In Training	18	3.1%	28	4.3%	-10	-35.7%
Independent	39	6.7%	28	4.3%	11	39.3%
Volunteer	52	9.0%	57	8.7%	-5	-8.8%
Unable to Work	23	4.0%	40	6.1%	-17	-42.5%
Unemployed	54	9.3%	74	11.3%	-20	-27.0%
Unknown	119	20.6%	86	13.2%	33	38.4%
Total by Employed Outcome at Exit	578	100.0%	653	100.0%	-75	-11.5%

TABLE 6.5: ONTARIO EMPLOYMENT ASSISTANCE

#5: ONTARIO EMPLOYMENT ASSISTANCE	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
NUMBER OF CLIENTS				553	7721
CLIENTS BY AGE GROUP					

#5: ONTARIO EMPLOYMENT ASSISTANCE	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
15-24				114	1427
25-44				240	3508
45-64				181	2559
65 and older				11	152
Unknown					75
GENDER					
Female				253	3604
Male				297	4083
Other					3
Prefer not to disclose					18
Trans					
Unknown					11
HIGHEST LEVEL OF EDUCATION AT INTAKE					
Applied/Associate/Bachelor Degree				46	909
Certificate of Apprenticeship / Journey Person					97
Certificate/Diploma				153	1754
Completion of Secondary				150	2241
Less than Grade 12				68	1022
Less than Grade 9				16	168
Post Graduate				17	340
Other (Some Apprenticeship/College/University)					
Unknown					
DESIGNATED GROUPS					
Aboriginal Group				30	40
Deaf					
Deaf/Blind					
Francophone					
Internationally Trained Professionals					
Newcomer					
Person with Disability				362	4990
Visible Minority				48	787
SOURCE OF INCOME					
Crown Ward					
Dependent of OW/ODSP					90
Employed					
Employment Insurance				31	592
No Source of Income				102	1609
Ontario Disability Support Program				168	2050
Ontario Works				132	1675
Other				104	1414

#5: ONTARIO EMPLOYMENT ASSISTANCE	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
Self Employed					
Dependent of EI					
Unknown					259

TABLE 6.6: SECOND CAREER

HIGHLIGHTS

- **Number of Clients** - Number of Clients have decreased 22.6% (36) from 2017.
- **Clients by Age Group** - 25-44 – 51.7%; 45-64 – 48.3% - Increase in clients aged 44-65
- **Gender** - Increase in female clients - 50.4% vs 36.5%
- **Designated groups** – All clients were in the designated group of Persons with Disabilities (23.5%).
- **Educational attainment at intake** - Ratios similar to 2017. Intake mainly in completion of secondary and college education.
- **Source of Income** - Main sources of income from Employment Insurance; similar to last year.
- **Length of Time Out of Employment/Training** - Mainly less than 3 months and between 3-6 months.
- **Outcomes at Exit** - Mainly employed at exit or after 12 months.

SECOND CAREER - Skills Training Programs

1000 Islands Region WDB - 2018

Transport Truck Drivers
Medical Administrative Assistants

1000 Islands Region WDB - 2017

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

SECOND CAREER COMPARISONS – 2018 VS 2017

#6: SECOND CAREER	1000 Islands Region 2018	%	1000 Islands Region 2017	%	Variance 2018 vs 2017	%Variance 2018 vs 2017
Number of Clients						
Number of Clients	123	100.0%	159	100.0%	-36	-22.6%

Total # of Clients	123	100.0%	159	100.0%	-36	-22.6%
Clients by Age Group						
15-24			11	7.0%	-11	-100.0%
25-44	61	51.7%	81	51.3%	-20	-24.7%
45-64	57	48.3%	66	41.8%	-9	-13.6%
65 and older	0	0.0%	0	0.0%	0	#DIV/0!
Total by Age Group	118	100.0%	158	100.0%	-40	-25.3%
Gender						
Female	62	50.4%	58	36.5%	4	6.9%
Male	61	49.6%	101	63.5%	-40	-39.6%
Undisclosed						
Total by Gender	123	100.0%	159	100.0%	-36	-22.6%
Designated Groups						
Aboriginal Group						
Deaf						
Deaf/Blind						
Francophone						
Internationally Trained Professionals						
Newcomer						
Person with Disability	29	100.0%	22	100.0%	7	31.8%
Visible Minority						
Total by Designated Groups	29	100.0%	22	100.0%	7	31.8%
Educational Attainment at Intake						
a. Less than Grade 9						
b. Less than Grade 12	13	12.4%	14	10.3%	-1	-7.1%
c. Completion of Secondary	41	39.0%	70	51.5%	-29	-41.4%
d. Certificate of Apprenticeship / Journey Person						
e. Certificate/Diploma	39	37.1%	41	30.1%	-2	-4.9%
f. Applied/Associate/Bachelor Degree						
g. Post Graduate						
h. Other (Some Apprenticeship/College/University)			11	8.1%	-11	-100.0%
i. Unknown	12	11.4%			12	#DIV/0!
Total by Educational Attainment at Intake	105	100.00%	136	100.00%	-31	-22.8%

Source of Income						
Canada Pension Plan						
Crown Ward						
Dependent of EI						
Dependent of OW/ODSP						
Employed						
Employment Insurance	61	55.0%	75	52.8%	-14	-18.7%
No Source of Income	26	23.4%	31	21.8%	-5	-16.1%
Ontario Disability Support Program						
Ontario Works	11	9.9%	13	9.2%	-2	-15.4%
Other	13	11.7%	23	16.2%	-10	-43.5%
Pension						
Self Employed						
Unknown						
Total by Source of Income	111	100.0%	142	100.0%	-31	-21.8%
Length of Time Out of Employment/Training						
Less than 3 months	53	46.9%	74	49.0%	-21	-28.4%
3 - 6 months	28	24.8%	28	18.5%	0	0.0%
6 - 12 months	16	14.2%	22	14.6%	-6	-27.3%
More than 12 months	16	14.2%	27	17.9%	-11	-40.7%
Time out unknown						
Total by Length of Time Out ...	113	100.0%	151	100.0%	-38	-25.2%
Outcomes at Exit						
a. Employed	43	41.7%	64	53.3%	-21	-32.8%
b. In Education/Training						
c. Other (Independent, Unable to Work, Volunteer)						
d. Unemployed	33	32.0%	56	46.7%	-23	-41.1%
e. Unknown	27	26.2%			27	
Total by Outcomes at Exit	103	100.0%	120	100.0%	-17	-14.2%
Outcome at 12 Months						
Employed	99	56.3%	119	88.8%	-20	-16.8%
Training/Education						
Unemployed			15	11.2%	-15	-100.0%
Unknown	77	43.8%			77	#DIV/0!

Total by Outcomes at 12 Months	176	100.0%	134	100.0%	42	31.3%
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TABLE 6.7: YOUTH JOB CONNECTION

HIGHLIGHTS

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

#7: YOUTH JOB CONNECTION	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
NUMBER OF CLIENTS	433	300	133	2106	12958
CLIENTS BY AGE GROUP					
15-24	340	228	112	1667	10236
25-44	93	72	21	439	2722
45-64					
65 and older					
Unknown					
GENDER					
Female	177	121	56	878	5455
Male	250	175	75	1199	7345
Other				11	44
Prefer not to disclose					36
Trans				15	78
Unknown					
HIGHEST LEVEL OF EDUCATION AT INTAKE					
Applied/Associate/Bachelor Degree				55	528
Certificate of Apprenticeship / Journey Person					32
Certificate/Diploma	31	26		133	912
Completion of Secondary	197	144	53	1017	6155
Less than Grade 12	171	103	68	719	3954

#7: YOUTH JOB CONNECTION	1000 Islands Region 2018	Frontenac 2018	Leeds and Grenville 2018	Eastern Region 2018	Ontario 2018
Less than Grade 9				48	296
Post Graduate					104
Other (Some Apprenticeship/College/University)	18	15		111	869
Unknown				14	108
DESIGNATED GROUPS					
Aboriginal Group	24	16		143	961
Deaf					12
Deaf/Blind					
Francophone				128	394
Internationally Trained Professionals				28	365
Newcomer	12	12		62	715
Person with Disability	172	135	37	730	2724
Visible Minority	17	17		161	1611
SOURCE OF INCOME					
Crown Ward				47	186
Dependent of OW/ODSP				91	433
Employed					
Employment Insurance				19	109
No Source of Income	183	144	39	986	7500
Ontario Disability Support Program	47	30	17	148	708
Ontario Works	155	99	56	718	3325
Other	24	16		82	575
Self Employed					
Dependent of EI					
Unknown					

7.0 COMMUNITY CONSULTATIONS

Overview

During the months of June, July and August 2018, a one-on-one outreach strategy was conducted with seventy- six (76) community partners to discuss labour market challenges, gaps and opportunities. Community partners included 25 Employment Service Providers and 51 Employers. A discussion paper highlighting significant trends and challenges from the previous year was shared in advance of the discussions with Employment Service Providers in preparation for one-on-one meetings. On October 17, 2018 a Community Consultation Meeting was held to discuss the results of the outreach strategy and develop community plans of actions. Below is a summary of these consultations.

PART 1: SUMMARY OF THE OUTREACH ONE-ON-ONE CONSULTATIONS

Trends and Challenges (in no particular order)

Below is a list of significant trends and/or challenges reported by community partners who participated in the LLMP outreach consultations.

1. Steady increase of older workers 50+;
2. Increase of retirees re-entering the workforce;
3. Significant numbers re-locating from larger cities;
4. Increase of jobs being unfilled;
5. Increase of mental health issues of clients;
6. Continued disconnect with employers;
7. Lack of communication strategies with employers;
8. Mismatch of qualifications of job seeker vs qualification of job opportunity;
9. Labour Shortages Becoming Apparent;
10. Equity Groups continue to face unique employment challenges;
11. Training Programs are Lacking or Too Restrictive – need for short term training programs;
12. Many Job Seekers - Under-Employed - working 2 or more jobs;
13. Lack of Transportation for rural clients - local solar farms had 80 jobs but no public transportation was available;
14. Lack of affordable housing ;
15. Too much segmentation of client groups;
16. Insufficient long term intervention programs - seeing suicide threats – mental health under-staffed- need credit counselling – labour shortage;
17. Pre-employment programs needed;

18. Apprenticeship Ratio Issue;
19. Skills Communication Gap;
20. What Jobs are Really Out There?
21. Job Seekers Want Jobs in their field ;
22. Lack of collaborate Information – who is doing what;
23. Need skilled supply chain;
24. Job Retention is the key to success;
25. Skills Gap;
26. Instant gratification of job seekers;
27. International Students 900 SIN numbers- no one looks after their needs ie: over 900 – cannot register for assisted services – big numbers;
28. Difficulty in getting job seekers interested in other occupations where there are shortages;
29. Employers continue to hire based on want vs need;
30. Lack of skilled and qualified workers with good work ethic to meet the demands of employer;
31. Prior assessment Recognition;
32. Language Barriers;
33. Lack of basic literacy and soft skills.

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

A: Older Workers

There is a steady 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:

- lack of training programs for the older worker (TIOW – Targeted Initiative for Older Workers was discontinued)
- competition from younger job-seekers
- difficulty in starting a new career
- age discrimination from employers

B: Persons With Disabilities

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

Other challenges include:

- lack of secondary and post-secondary education to complete in job-market;
- lack of coping strategies;
- continued need for soft-skills training such as life skills and employment skills;
- require more hand-holding – job coaching;
- online job applications can be daunting for many;
- difficult to convince employers to carve out a position for persons with disabilities;
 - more expectations of employers
 - want employees who are cross-trained with more skills
 - takes more time to work with employers to convince them to hire persons with disabilities
 - when wage subsidy gone for employers then usually the client is out of a job
 - negative effects of Bill 148 with wage increases and benefits - employers want more
 - ignorant of the value of hiring persons with disabilities -
 - over-inflated job descriptions
 - fear of losing productivity
 - continued stigma of hiring persons with disabilities - 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.

Potential Opportunities

- ✓ better education and awareness for employers about hiring PWDS and their value - marketing campaign
- ✓ public awareness campaign
- ✓ mentoring and job coaching programs

- ✓ more funding to assist persons with disabilities in finding employment
- ✓ short term training
- ✓ reduce funding segmentation of client groups
- ✓ focus on long-term commitments with employers; clients and job developers

C: Ontario Works' Clients

Despite many successes, Ontario Works' clients have an array of challenges affecting employment outcomes. Service providers working with these clients have identified the following challenges - many are common to other job seekers and may have already been noted. The challenges include:

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

Organizations try to be as flexible as possible within programming guidelines. For instance, some funds are used for short-term training but are very limited. Other initiatives include: providing monthly bus passes - to help cover transportation costs to employment and training; providing some gas money; assisting clients in

cleaning up criminal record – lengthy and expensive; and participating in various partnerships with other community partners to provide workshops i.e.: conflict resolution, empowerment; piloting paid internships – good outcomes but not sustainable and costly.

Several gaps in services were noted such as: lack of pre-employment programs; need programs for those who are not job ready; need more public awareness of needs and challenges facing this group; require a better mechanism to keep abreast of all the programs and services available - like the “Where to Turn” in the past.

D: Visible Minorities

Visible Minorities face the same challenges that have previously been mentioned but the significant employment barriers with first generation clients (not born or educated in Canada) continue to be: acceptance; language; prior assessment recognizing education and skills; and job retention.

Second generation job seekers fare better as they are born and educated here but sometimes acceptance can be still an issue particularly in smaller communities.

E: Francophones

The majority of Francophone clients in Kingston and surrounding area are immigrants -- many with limited English. This is certainly a disadvantage for job seekers when employment opportunities are predominantly in English. Other challenges include:

- over-qualification of francophone clients for jobs;
- lack of recognition of education credentials;
- employers not wanting to pay a premium for a French/English position;
- lack of employment satisfaction of clients -- Some return to school, or take a low paying job or return from where they came from;
- competition of employment services for Francophones;
- lack of a road map of services for Francophones.

F: EMPLOYERS - Two Perspectives

The Employer

51 employers were contacted to comment on challenges and concerns they were having in finding suitable and qualified labour. The overall summation is that the majority are experiencing difficulty in finding the right employees to meet their employment needs. It was often expressed that they had to “settle” with what labour choices were

available. Not only were many job applicants unqualified for the job but there were fewer people applying for the jobs compared to the last several years. There is a perceived trend that the area is not only experiencing a skills shortage but that there is now a labour shortage in general.

Bill 148 has increased costs to employers, not just in the increase of wages but also with the increase of other benefits to the employee. This has forced employers to increase the costs of or reduce products and services. In many cases employers have had to lay off staff and add more duties and responsibilities to remaining employees. Employees are expected to have more skills for the job and have the ability to multi-task.

Other labour challenges reported by employers include:

- entitlement issue of worker (mainly younger job seekers);
- poor work ethic (late for work, calling in sick, not showing up to work with no notice);
- service providers trying to “sell” clients to them -- want them to make concessions in the work place – employers would lose productivity; cannot “babysit” employees;
- continued apprenticeship ratio issue;
- many job seekers are not job ready – do not have the necessary skills, education or experience for the job.

Employers say they need a break. Not only do they need to contend with the costs inherent in Bill 148, but with other factors such as the high cost of gasoline and the high rate of exchange of the US dollar (for those who purchase material from the United States). They say there are too many government policies and regulations that directly or indirectly cost them money. On the bright side, many employers contacted, indicated the economy had improved from last year.

The Service Provider & The Employer

Employment service providers recognize that there are many pressures on local employers. But at the same time they need to be realistic about their employment requirements. Many commented that the job expectations of employers do not reflect the actual skills and requirements of the job and that the employers often “bloat” job descriptions. Hence, employers complain that they cannot find qualified workers. Making it more difficult for job seekers is that employers are combining aspects of different jobs creating employment opportunities that require employees to be multi-skilled in a variety of areas. This has made it more difficult for service providers to encourage employers to “carve” out positions for their clients.

It was noted that employers do not offer sufficient training for employees. They expect the employees to be job ready, equipped with all the education, skills and experience already in place. When a senior employee leaves a company, the employer often looks for an employee to jump in and immediately replace this worker, not realizing the amount of work it took to get the senior employee to that level.

Most employment service providers agree that there seems to be a surplus of jobs that are left unfilled and not just in low wage positions. It is not an employer's market anymore, where there was an unlimited supply of labour. Employers need to be aware of this and understand that certain employment compromises need to be made. They need to consider other sources of labour that they have never considered before.

Service providers commented that there needs to be an extensive marketing campaign educating employers about the labour supply and the numerous options they have to help in finding the right person for the job. In addition to focusing on the bottom line, employers need to adjust to the new labour market and client availability.

G: Youth and Women

Comments from this outreach process did not focus on challenges of youth per se. Many of their issues are included in those already mentioned within the other clients groups. However, it was felt that there are sufficient programs and services meeting the needs of youth albeit more assistance is needed with mental health issues.

There was also little mentioned about the specific issues of women. Not to say there are not employment challenges related to this group, but many of the issues cited were not gender or age specific.

H: Training Programs are Lacking or Too Restrictive

There were several comments pertaining to training programs. Specifically, that there is a lack of funding programs geared to the older worker such as the former Target Initiative for Older Workers (TIOWs).

It was also noted that the Second Career Program would be more successful if there was an option for clients to take short-term training. Many clients do not need a career change to obtain employment but that a few courses would be beneficial.

There is also a need for Pre-employment programs for clients as many of them are not job ready.

PART 2: COMMUNITY CONSULTATION MEETING – OCTOBER 17, 2018

A community consultation meeting held on October 17, 2018. There were over 60 participants. The purpose of the meeting was to share findings of the one-on-one outreach consultations, to obtain feedback on the emerging issues and to gather actionable ideas and expressions of interest for follow-up activities. The ultimate objective was the pursuit of balancing the supply and demand of labour to create a skilled and adaptable local workforce.

After the presentation of the results of the outreach consultations, the participants were presented with eight emerging opportunities:

1. Diversity In the Workplace Awareness and Education Workshops for Employers;
2. Employer and Job Seeker Interactive Workshops – Job Expectations from Both Sides;

3. Co-ordination Strategies among agencies to Market and Solicit Employers;
4. Education and Coping Strategies Pertaining to Anxiety In the Workplace;
5. Client Workshop: How To Get the Job and How To Keep It
6. Employment Opportunities - Knowing the Labour Market and Where The Jobs Are;
7. Development of a Real-time roadmap of Services, Activities, Projects Among Service Providers;
8. Employer Workshop – Creating Job Descriptions that Meet Needs Not Want.

The group brainstormed potential responses to these opportunities, noted work currently underway, and highlighted the best strategies and quick wins for each opportunity. At the end of the session, participants were asked to express their interest in following up with the TIWDB on a specific opportunity.

Below are the top ideas from each opportunity.

Opportunity	Actions, Next Steps
1. Diversity In the Workplace Awareness and Education Workshops for Employers;	Tools that can be accessed at work are needed - webinars, online training etc. Bring the info to them rather than expecting employers to come to events. Action: Series of Chamber of Commerce Breakfast Meetings
2. Employer and Job Seeker Interactive Workshops –	Action: Complete a series of videos on needed employment opportunities. Have existing experts describe the educational process, job roles and a potential demo of tasks. These can also use humour for attention (what NOT to do). Action: Incorporate panel discussions at planned job fairs
3. Co-ordination Strategies among agencies to Market and Solicit Employers;	Action: Annual meeting of Employment Service Providers and Other Agencies who regularly contact employers: - to develop a common marketing strategy by co-ordinating and sharing lists of employers to contact as well as who should contact them Action: Work with sector groups that target specific employer groups such as EMC (Excellence in Manufacturing Consortium, HRPA, Chamber of Commerce and other service groups
4. Education and Coping Strategies Pertaining to Anxiety In the Workplace;	Action: Host a meeting of professionals in the field to discuss coping strategies and other possible interventions with Employment Service Providers Action: Develop a road map to assist the individual and the employer to accommodate anxiety...develop a tool kit, guidelines etc. Action: Create a local HR community hub for employers to tap into

	for ad-hoc resources.
5. Client Workshop: How To Get the Job and How To Keep It	<p>Action: Develop an app to house an index of you-tube video resources and workshops on tips and resources on finding and keeping jobs</p> <p>Action: Teach job seekers how to tell their story</p> <p>Action: Teach tips & tricks e.g. how to leverage technology and social media to get the job.</p>
6. Employment Opportunities - Knowing the Labour Market and Where The Jobs Are;	<p>Action: Create links to update data and make it available to employers</p> <p>Action: Identify resources that employers are using to promote their job opportunities. The job bank is a great resource with an outlook of jobs by region, wages and more.</p>
7. Development of a Real-time roadmap of Services, Activities, Projects Among Service Providers;	<p>Action: Develop an online tool. ie: "Where to Turn" existed in book form but never evolved to an online document</p> <p>Action: Develop a strategy to better understand who the audience is - and what other attempts are made to address this (libraries, MPP offices, health units, other 'community hub's', municipalities)</p> <p>Action: Ensure that all providers are aware of the ENC meetings</p>
8. Employer Workshop – Creating Job Descriptions that Meet Needs Not Want	<p>Action: Develop engaging, proactive approaches to recruitment and thinking outside of the box</p> <p>Action: Work with employers to use language that makes sense to the job seeker</p>

Prioritization of Opportunities

Item	What are the FOUR most compelling opportunities
1	Diversity In the Workplace Awareness and Education Workshops for Employers;
2	Employer and Job Seeker Interactive Workshops – Job Expectations from Both Sides;
3	Co-ordination Strategies among agencies to Market and Solicit Employers;
4	Education and Coping Strategies Pertaining to Anxiety In the Workplace;

Outreach Participants – 2018

Employment Service Providers and Economic Development Organizations

1	Blanchette	Chantale	RSIFEO	Francophone Immigrants
2	Dubois	Michele	ACFOMI	Francophones
3	Fraser	Kim	KFLA - Addiction & Mental Health	Persons with Disabilities
4	Gilmer	Matt	North Grenville, Economic Development	Economic Development
5	Grimshaw	Chris	March of Dimes	Persons with Disabilities
6	Keates	Cathy	Queen's University, Employment Services	Employment Services
7	Laldin	Sam	1000 Islands Region Workforce Development Board	Visible Minorities
8	Leslie	Sandra	RESTART	Ontario Service Provider
9	Lewis	Elaine	St. Lawrence College, Kingston	Ontario Service Provider
10	Liscumb	Shannon	CSE Consulting, Brockville, Prescott, Kemptville	Ontario Service Provider
11	Little	Kimberly	Community & Social Services, Leeds & Grenville	Ontario Works
12	Marshall	Julie	CSE Consulting, Brockville, Prescott, Kemptville	Ontario Service Provider
13	Smith	Sharon	Social Services, Kingston	Ontario Works
14	Sparring	Cynthia	Career Services of Brockville	Employment Services
15	Stewart	Bill	Greater Kingston Chamber of Commerce	Employers
16	Thomson	Catherine	Social Services, Kingston	Ontario Works
17	Turkovic	Dijana	KEDCO (Kingston Economic Development Corporation)	Economic Development
18	Watters	Gillian	KEYS, Kingston	Ontario Service Provider
19	Watts	Susan	Employment & Education Centre, Brockville	Ontario Service Provider
20	White	Lori	KFLA - Addiction & Mental Health	Persons with Disabilities
21	Whitten	Jennifer	City of Brockville - BR&E Program	Economic Development
22		Namakau	Sharbot Lake (Ottawa)	Ontario Service Provider
23	Gratton	Kim	ACFOMI	Francophones
24	Sadler	Carl	ACFOMI	Francophones
25	Dostaoer	Andres	MTCU	Francophones

Outreach Participants – 2018

Employers

1	A&W	Brockville
2	Ambassador Conference Resort	Kingston
3	Bangma Concrete Pumping	Mallorytown
4	Bayfield Manor	Kemptville
5	Beach Home Hardware	Athens
6	BGM Metalworks Inc.	Kingston
7	Brunet Climate Experts	Kingston
8	Burger King	Prescott
9	Canadian Tire	Kingston
10	Canadian Tire	Prescott
11	Cancoil Thermal Corporation	Gananoque

12	Colonial Resort and Spa	Gananoque
13	Confederation Place Hotel	Kingston
14	Cousins Restaurant	Gananoque
15	Dr. Bernstien Clinic	Kingston
16	Fairfield Manor East	Kingston
17	Fedorki Performance Systems	Brockville
18	Five Star Restaurant	Kemptville
19	Four Points Sheraton	Kingston
20	Funeral Tech	Kingston
21	G. Tackaberry & Sons	Athens
22	Gananoque Boat Line	Gananoque
23	Gananoque Home Hardware	Gananoque
24	Glen House Resort	Lansdowne
25	Home Depot	Brockville
26	Hopkins Chitty Surveying Inc.	Kingston
27	KD Construction	Brockville
28	Kingston General Hospital	Kingston
29	Lafarge Construction	Brockville
30	Lawnscape	Brockville
31	Leon's	Kingston
32	Maple View Lodge	Athens
33	Marriott Kingston	Kingston
34	Maxville Tank Lines	Kemptville
35	Mayfield Retirement Home	Prescott
36	MCS Mechanical Contracting Services Ltd.	Kingston
37	Montana's Restaurant	Kingston
38	Old English Pub	Gananoque
39	Overhead Door	Kingston
40	Pharmasave	Gananoque
41	Physiotherapy Kingston	Kingston
42	Pizza Hut	Brockville
43	Planes Precast Concrete Ltd.	Prescott
44	Ramada Inn	Gananoque
45	Rideau Crest Home	Kingston
46	Running's Auto	Gananoque
47	Ships Anchor Inn	Prescott
48	Staples	Brockville
49	Subway	Prescott
50	Tim Hortons	Gananoque
51	Transcom	Brockville

Workforce Improvement Community Consultation Participants – October 17, 2018

Amanda Trafford
Amy Webb

Town of Gananoque
The Township of Leeds and The Thousand Islands

Brent Pickering	Limestone District School Board
Cam Jay	Board Member TIRWDB
Cecilia Clapson-Anderson	Employment & Education Centre
Chad Noonan	Career Services of Brockville
Chantal Hudon	La Route du Savoir
Chantale Blanchette	FISNEO
Chris Grimshaw	March of Dimes Canada
Dana Valentyne	Town of Prescott
David Osmond	St. Lawrence College
Diane Soucie	Net Success Inc.
Doug Noyes	Literacy Link Eastern Ontario
Elaine Lewis	St. Lawrence College Employment Services
Ellen Barton	Proctor & Gamble
Erik Lockhart	Queen's Executive Decision Centre
Frank O'Hearn	1000 Islands Region Workforce Development Board
George Horton	Economic Development TLTI
Gillian Watters	KEYS Job Centre
Glenna Schaille	St. Lawrence College
Golda Horton	UCDSB/LBS Program
Jennifer McDonald	Upper Canada District School Board
Jessie Hardman	Amigo Immigration Consulting
Joe Watkins	J. Watkins & Associates Inc.
John Holmes	Board Member TIRWDB
Julie Marshall	CSE Consulting
Katherine Graham	Township of Leeds and the Thousand Islands
Kim Barkley	Employment & Education Centre
Laura Rabbie	City of Kingston – Housing & Social Services
Leigh Bursey	City of Brockville
Liz Strong	MTCU
Liza Nelson	ISAGENIX
Louise Richer	Ontario Regional Services Branch
Marianne Paddle	United Counties of Leeds and Grenville
Maureen Keeler	1000 Islands Region Workforce Development Board
Melissa Francis	St. Lawrence – Rideau Immigration Partnership
Michael Teglas	Academy of Learning Career College
Michèle Dubois	ACFOMI Employment Services
Nadine Doyle	KEYS Job Centre
Nuray Yilmaz	ReStart
Rod Palmer	CSE Consulting
Roxane McDonell	Upper Canada District School Board-TR Leger
Sam Laldin	Board Member TIRWDB
Sandra Leslie	ReStart
Sandra Wright	LMI Research
Sandy Shortt-Hawley	Limestone – LBS
Sharon Mason	Service Canada
Tamara Baldwin	Employment & Education Centre
Terry Leclair	March of Dimes Canada
Vicki Leahey	TLTI
Wendy Bonnell	Limestone District School Board
Will Geris	Algonquin Lakeshore District Catholic School Board

8.0 ACTION PLAN UPDATE

This action plan outlines proposed partnerships developed by community stakeholders that would attempt to address some of the workforce challenges identified from labour market intelligence presented in Section 4.0. This is not intended to be an exhaustive list of partnerships in the 1000 Islands Region. It is only a list of partnerships that were developed as a result of community consultations undertaken by the 1000 Islands Region Workforce Development Board.

Summary of Opportunities - Section 4.0

- #1 Diversity In the Workplace Awareness and Education Workshops for Employers;
- #2 Employer and Job Seeker Interactive Workshops – Job Expectations from Both Sides;
- #3 Co-ordination Strategies among agencies to Market and Solicit Employers;
- #4 Education and Coping Strategies Pertaining to Anxiety In the Workplace;
- #5 Client Workshop: How To Get the Job and How To Keep It
- #6 Employment Opportunities - Knowing the Labour Market and Where The Jobs Are;
- #7 Development of a Real-time roadmap of Services, Activities, Projects Among Service Providers;
- #8 Employer Workshop – Creating Job Descriptions that Meet Needs Not Want.

Summary List of Partnerships with Employment Ontario Community

Action #1:	Service Coordination Update 2017/18
Action #2:	Service Coordination 2018/19
Action #3:	EmployerOne Update 2017/18
Action #4:	EmployerOne 2018/19
Action #5:	Diversity in the Workplace Awareness & Education Workshops for Employers
Action #6:	Employer and Job Seeker Interactive Workshops – Job Expectations from Both Sides
Action #7:	Co-ordination Strategies Amongst Agencies To Market and Solicit Employers
Action #8:	Education and Coping Strategies Pertaining to Anxiety in the Workplace

Action #1: Service Coordination Update 2017/18		
Challenge: To Be Addressed: Through the community consultations for the LLMP report, partnership projects and other sources, much of the LMI gleaned from the individual stakeholder pillars are telling a similar story. Feedback from consultations and evaluations indicate that LMI is required but accessing and utilizing it is not easy. Although the LLMP report captures this LMI in one report, an ongoing information forum would facilitate a streamed and coordinated picture.		
Objective(s): The Board will produce a quarterly newsletter outlining the results of the collection of local labour market information. Employer engagement and service coordination are not mutually exclusive. This newsletter will focus on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market.		
Lead	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	Employment Ontario Service Providers, Employers, Employer Organizations, Ontario Works, Educators/Trainers, ODSP, Frontenac/Leeds Grenville Mental Health, LBS Providers, LLEO,	Q1 The Board developed a newsletter. The Board collected local LMI from sources (ie media, publications, etc.). Focus Feature generated for the Newsletter which as published end of

	MTCU, Employer based associations, EDCOs, Chamber of Commerce, Unions, etc.	quarter. Host ENC Q2 Newsletter produced using Q1 format. Continue to host ENC meeting. Focus feature Automation and impact on workforce. Q3 Newsletter will be produced using Q1 format. Focus feature Union Q & A Focus features to be presented at December 13 community consultation. Q4 Milestone Newsletter will be produced.
Expected Outcomes/Outputs		
The Board will source data/LMI and stakeholders will provide LMI pertaining to their organization. This will be compiled and presented in a format that combines the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning.		
Update		
All Outcomes and Outputs were met		

Action #2: Service Coordination 2018/19		
Challenge To Be Addressed: As the Board conducted consultations with Employment Network Committees, local stakeholders and other invested community members. The main theme, that has been a priority for a number of years, is the lack of current and relevant information related to the needs of the workforce.		
Objective(s): •The Board will produce a quarterly newsletter outlining the results of the collection of local labour market information. This newsletter focuses on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market. •The Board will work with partners to augment the visibility of services available to the community and clients in order to maximize the access and use of programs and services. The strategy will include a series of workshops where service provider employees will work through actual client scenarios with the intent to learn about what services are available in the community.		
Lead	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	-Economic Development Officers and agencies, -Employer Organizations, Employment Ontario Network, Employment Ontario Service Providers in Leeds and Grenville Employment Service Providers Frontenac, La Rue-La Route du Savoir, Literacy and Basic Skills Literacy Link Eastern Ontario, MTCU	Q1 Milestone •The Board will utilized the existing newsletter template to capture an organized format to present information. The Board will collect local LMI from sources (ie media, publications, etc.). Newsletter published end of each quarter. •Continue to host ENC meetings. 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. •Execute with partners SC workshops. •Continue to host ENC meeting.

		<p>Q4 Milestone</p> <ul style="list-style-type: none"> •Execute with partners SC workshops •Continued outreach to the community and sourcing of LMI through other options •Final partnership project report generated, translated and posted to the website. •Continue to host ENC meetings.
Expected Outcomes/Outputs		
<p>•The Board will source data/LMI and stakeholders will provide LMI pertaining to their organization. This will be compiled and presented in a format that combines the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning .•Stakeholders will be brought together to heighten the profile of services available to specific target groups within the population in order for them to access the appropriate services when they need it. A quarterly newsletter will be published. There will be 2 half-day workshops in L & G and 2 workshops in Frontenac. A final report outlining the Service Coordination initiatives will be generated.</p>		
Update		
On track to meet Q3 and Q4 objectives		

Action #3: EmployerOne 2017/18		
Challenge To Be Addressed		
<p>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.</p>		
Objective(s):		
<p>Conduct EmployerOne survey in the regions of Leeds Grenville and Frontenac Counties. The completed surveys will build on 2 years prior EmployerOne database. This will provide opportunities to identify trends and a comprehensive basis to validate responses.</p>		
Lead	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> -City of Brockville -United Counties of Leeds and Grenville -KEDCO 	<p>-Q1 The Board explored potential partner(s) to execute EmployerOne survey in Leeds & Grenville. UCLG were not able to partner. Further discussion with KEDCO resulted in a partnership in Frontenac.</p> <p>- Q2. Established partnership with KEDCO. Partnership with UCLG was not established. To develop own L & G database.</p> <p>-Q3 Monitor progress of survey completions and work with partner to ensure on track.</p> <p>-Q4 Completed surveys will be sent to consultant to be analyzed and interpreted and a report will be produced. The report will be sent to translator and French and English versions will be provided to MAESD. Final reports will be distributed to stakeholders and posted to Board's website</p>
Expected Outcomes/Outputs		
<p>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.</p>		

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

Update

All outcomes and outputs were met.

Action #4: EmployerOne 2018/19

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 will build on 3 years prior EmployerOne database. This will provide opportunities to identify trends and a comprehensive basis to validate responses. This year the survey will be standardized with the other Boards in the Eastern region, with a consistent execution strategy and timeframe. This will allow a regional analysis of the data.

Lead	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	City of Brockville, United Counties of Leeds and Grenville, KEDCO	<p>-Q1 Milestone The Board will explore and secure potential partner(s) to execute EmployerOne survey in Leeds & Grenville. Further discussion with KEDCO to determine potential of building on Frontenac survey. The Boards in the Eastern Region will determine common questions for the survey and a timeframe for the survey to be administered.</p> <p>Q2 Milestone Continue to work with the other Boards to establish launching strategies and develop an approach for common branding of EmployerOne.</p> <p>Q3 Milestone Working with partners, the survey will be administered. Monitor progress of survey completions and work with partner to ensure on track.</p> <p>Q4 Milestone Completed surveys will be sent to consultant to be analyzed and interpreted and a report will be produced.. Final reports will be distributed to stakeholders and posted to Board's website. The raw data will be provided to the Ministry for analysis and "roll up" for the Eastern Region.</p>

Expected Outcomes/Outputs

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

This will allow the WDB to identify possible action plans required to address issues or opportunities. Data collected from the surveys will be analyzed and a final report will be generated in French and English which will be submitted to MTCU.

Update

On track to meet Q3 and Q4 objectives

Action #5: Diversity in the Workplace Awareness & Education

Challenge To Be Addressed

Employers are indicating that it has become more difficult to hire qualified labour. But there is a large, un-tapped labour resource of equity group job-seekers that employers may not be aware of. The challenge is to make employers aware of this valuable resource.

Objective(s): To develop tools that can be accessed at employer's place of business. ie: webinars, online, training - bring the info to the employers rather than expecting employers to come to events.

Specific Activities: Present at Chamber of Commerce Breakfast Meetings - have guest speakers from representatives of: Visible Minorities: Persons With Disabilities: Francophones; New Immigrants - promoting the benefits & opportunities of hiring workers from these groups. Record a video or prepare a written summary for those who are unable to attend.

Facilitator	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	Immigration Partnership Proctor & Gamble - Ellen Barton J. Watkins & Associates Township of Leeds & Thousand Islands (Amy Webb) Ec. Dev. Officer KEYS March of Dimes - Terry Leclair Amigo Immigration Consulting - Jessie Hardman ACFOMI ReStart	2018-2019

Expected Outcomes/Outputs

- Employers would have a more in-depth understanding of the benefits of having a more diversified workforce
- Employers would hire a more diversified workforce.

Related Actions to Date

- "We Are Neighbours" (Immigration Partnership) initiative - general awareness raising about welcoming communities.
- Local refugee newcomer has secured job at Cardinal Health - was keen to hire her - no special supports or training required to prepare her for job. Spouse has also secured local employment. They also prepare Syrian food and sell in market.
- STEP program offers workplace culture training (general, not specific to newcomers)
- EEC hosts HR Essentials program - what can an employer do to create a welcoming environment, other employees understanding and helping to support newcomer staff. Employers slowly seeing benefits of hiring newcomers
- Employees able to try out job via Virtual Reality technology. This defines expectations for the job.

- Women in Trades encouraging non-traditional pathways for women.
- KEYS organizes annual Diversity Works symposium

Action #6 Employer and Job Seeker Interactive Workshops

Challenge To Be Addressed:

Employers indicate that many job seekers are not qualified or prepared for the employment opportunities they offer. Job seekers believe that in many instances the employer is asking for many qualifications that are not required for the job. The challenge is to open communications between these two groups so they can share their expectations.

Objective(s): To explore job expectations from both employers and job seekers.

Specific Activities: To complete a series of videos on employment opportunities. Have existing experts describe the educational process, job roles and develop demos of tasks required. These demos can also use humour for attention (ie: what NOT to do). To be used with youth to assist them in making choices for their future.

Facilitator	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Employment Education Centre - KEYS - Township of Leeds & Thousand Islands - Chambers of Commerces - Employment Services Providers 	2018-19

Expected Outcomes/Outputs

- Employers will be more successful in finding qualified employees.
- Job seekers will be better equipped to target employment opportunities to find suitable employment.

Actions to Date

- Business Support Network in TLT/Gan is a partnership with Chamber of Commerce, KEYS and Libraries to host at least two annual workshops - one specifically on small business in the fall. It is also followed up with social media workshops.
- KEYS Job Fair - employers are present to receive resumes from potential employees.
- Guest speakers and industry experts providing training and sharing stories - 'from the horses mouth' is helpful.
- Job development team and employer relations do a really good job at focusing on necessary job skills and wading through the fluff of the job (why are you asking for these qualifications for this job task). Changing employer perspectives.

Action #7: Co-ordination Strategies Amongst Agencies to Solicit Employers

Challenge To Be Addressed:

Agencies believe there should be a strategy developed to co-ordinate contact with employers to avoid duplication and make the best use of services.

Objective(s):

To develop and co-ordinate strategies in contacting employers to avoid duplication of marketing of services.

Specific Activities:

- Host an annual meeting of Employment Service Providers and other agencies who regularly contact employers in order to discuss strategies for contacting employers, to co-ordinate and share listings of employers and persons who contact these

employers, in order to develop a common marketing strategy. <ul style="list-style-type: none"> • Work with sector groups that target specific employer groups such as EMC (Excellence in Manufacturing consortium and HRP, Chamber of Commerce and other service groups). • Organizations or agencies such as municipal EcDev offices can facilitate discussion and action items to market/solicit employers and businesses. • Nominate an ambassador/representative per sector of employer groups to attend sessions and bring back the message to the group. Be a connector and rotate the role annually, this way employers are involved but not always away from work. 		
Facilitator	Potential Partners	Timelines
1000 Islands Region Workforce Development Board	<ul style="list-style-type: none"> - Township of Leeds & Thousand Islands - Employment Service Providers - Employers and ER Associations 	2018-2019
Expected Outcomes/Outputs		
<ul style="list-style-type: none"> • Marketing of services to employers will be more effective. 		
Actions To Date		
<ul style="list-style-type: none"> • EEC has HR program geared to small ER's building HR skills 		

Action #8: Education & Coping Strategies re: Anxiety in the Workplace		
Challenge To Be Addressed: Employment Service Providers have indicated that there has been a significant increase in the number of job seekers experiencing anxiety which creates significant challenges in securing employment.		
Objective(s): To reduce job seeker/employee anxiety in the workplace.		
Specific Activities: <ul style="list-style-type: none"> • Host a Meeting of Professionals in the field to discuss coping strategies and other possible interventions with Employment Service Providers. • Develop a road map to assist the individual and the employer to accommodate anxiety issues - route if already diagnosed, or yet to be understood will vary. How can we enable assistance - develop a tool kit, guidelines etc. Should be a partnership to work on this and use best practices. • Create a local HR community hub for employers to tap into for ad-hoc resources. Services can be tailored to the need, size of business, and causes that arise. • Partner with local Canadian Mental Health Agencies to bring in specialized training for management and individual staff. • Create an awareness campaign on how/where help can be found. 		
Facilitator	Potential Partners	Timelines
Thousand Islands Region Workforce Development Board	<ul style="list-style-type: none"> - CSE Consulting - Employment Education Centre - Other Employment Service Providers 	2018-2019
Expected Outcomes/Outputs		
<ul style="list-style-type: none"> • Decrease the number of clients experiencing anxiety in the workplace • Increase the number of employment service providers trained in identifying and managing clients with anxiety issues 		

- Increase the number of employers willing to hire persons with anxiety issues and to provide accommodations as necessary in the workplace

Actions to Date

- Individual actions addressing issue.

9.0 GLOSSARY

Ageing (of a population)

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

Average age

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

Business Register

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

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

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

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

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

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

Canadian Business Counts (former Canadian Business Patterns)

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

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

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

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

Census Division

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

Census metropolitan area (CMA)

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

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

All CMAs are subdivided into census tracts.

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

Components of demographic growth

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

Economic region (ER)

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

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

Emigrant

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

Employment Rate

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

Immigrant

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

In-Migrant

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

Intraprovincial migration

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

International migration

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

Interprovincial migration

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

Labour Force

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

Labour Force Activity

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

Marginalized Workforce

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

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

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

Median age

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

NAIC

North American Industry Classification System

Natural increase

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

Net internal migration

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

Net international migration

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

Net interprovincial migration

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

Net intraprovincial migration

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

Net non-permanent residents

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

Net temporary emigrants

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

NOC

National Occupation Classification

Non-permanent residents

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

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

Out-Migrant

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

Participation Rate

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

Place of Residence

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

Place of Work

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

Population

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

Population estimates

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

Population growth or total growth

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

Population Segment Definitions

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

Returning emigrant

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

Total net migration

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

Unemployment Rate

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