

LOCAL LABOUR MARKET PLANNING REPORT

LLMP
2021/22

FEBRUARY 2022



EASTERN WORKFORCE
INNOVATION BOARD

Nurturing a stronger workforce

ACKNOWLEDGEMENTS

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

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



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1 THE EASTERN WORKFORCE INNOVATION BOARD

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

BOARD OF DIRECTORS

The Board of Directors of the EWIB includes volunteer representatives from Labour, Business, Educators, Trainers and Equity Groups.

Directors

Martin Santyr - Chair
George Horton - Vice Chair
John Holmes - Treasurer
Dale Jones
David Paul
Sam Laldin
Chantale Blanchette
Wendy Vuyk
Diane Kirkby
Teanne Larocque
Liam McMunagle

Staff

Frank O'Hearn - Executive Director
Maureen Keeler - Project Manager
Louise Adam - Bookkeeper

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

The Board was incorporated in 1996 and has been in operation for over 25 years. The EWIB catchment area consists of the counties of Frontenac, Leeds and Grenville and Loyalist Township (within the county of Lennox and Addington).

The EWIB gathers intelligence about the supply of labour and the demand side of the local labour market by working collaboratively with community partners. They actively engage organizations and community partners in local labour market projects.

The EWIB has a very interactive and informative web-site offering a wide variety of resources for the community to utilize. It includes recent news articles that focus on the labour market; job boards; community profiles of our municipal partners; labour market information; Local Labour Market Planning reports and various projects. We encourage you to seek out our website and utilize the information that is provided. Check out our web site! <https://www.workforcedev.ca>

2021/22 PROJECTS AND PARTNERSHIPS:

Here is a sample of some of the projects and partnerships the Board has been involved in or will be undertaking in 2021/22:

LLMP REPORT:

This is an annual report that gathers local labour market information on trends, issues and opportunities in the EWIB catchment area. It involves conducting outreach strategies throughout the year with employers, workers and community partners through meetings, surveys and one-on-one telephone consultations. In addition to the outreach strategies, labour market research is undertaken by reviewing studies and reports, and by compiling and analyzing relevant labour market data. The LLMP report is translated and presented to community partners during late fall or winter.

SERVICE COORDINATION:

The Board publishes LMI newsletters throughout the year. These newsletters provide an overview of local labour market trends within the communities of the EWIB. The Board also hosts Employment Network Committee (ENC) meetings in the Loyalist, Frontenac and Leeds and Grenville regions.

EMPLOYER ENGAGEMENT:

The board hosted three webinars focused on topics relevant to employers: Recruitment/Retention; Leadership; Transitioning Online

WORKER IMPACT STUDY (WIS):

The WIS project was a partnership with other workforce planning boards across Eastern Ontario. The EWIB was the lead Board in this initiative. The objectives of the WIS project were to:

- Understand the labour market supply and barriers to employment for those most impacted by the COVID-19 pandemic and
- Identify what hinders employment service providers, educators and government decision-makers in identifying, adapting, prioritizing and delivering the programs and services most helpful to individuals and businesses to support economic recovery in Eastern Ontario. Ninety-seven (97) community partners and one-thousand and four (1004) workers participated in this project within Eastern Ontario. The final report is posted on the web-site of the EWIB at www.workforcedev.ca.

LMI HELP DESK OLMP 2020-2023:

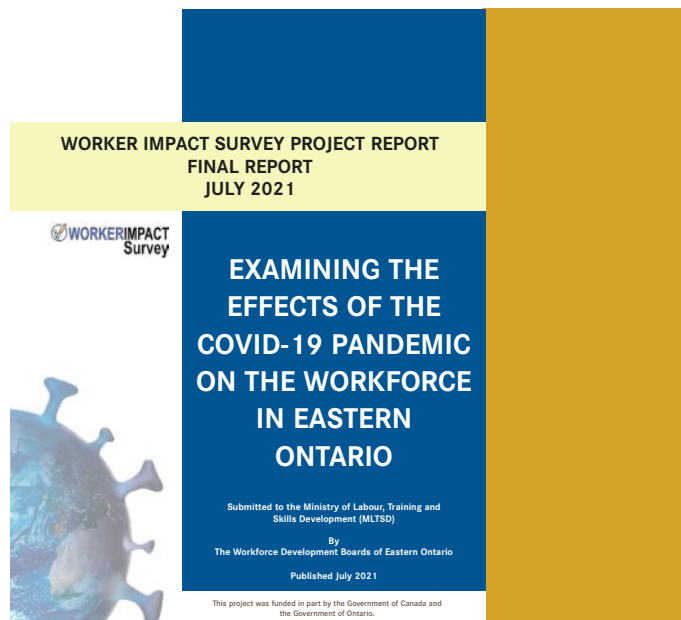
The LMI Help Desk is a partnership with Workforce Development Boards in Eastern Ontario and is led by the Workforce Development Board from Peterborough. The help desk is an on-demand LMI service to answer questions pertaining to local labour market concerns. This service can assist employment support agencies, economic developers, industry associations, employers, and individuals by providing information to support a better understanding of the local labour market. Click here to find out more: <http://www.workforcedev.ca/index.php/en/local-labour-resources/lmi-help-desk>

JOB TOOLS 2020-2023:

The Job Tools application will soon be available the EWIB's website: www.workforcedev.ca
The tools include a searchable list and regional map of over 2000 job postings from over 30 online job boards all in one place. One can cross-reference job postings on the map with nearby transit routes, employment services, training supports, childcare, schools, healthcare services and more.

EDGE FACTOR- CAREER PATHWAYS:

The Edge Factor platform is a cloud-based delivery system that equips students, parents, teachers, guidance counsellors, community organizations and job seekers of all ages to explore industries and career pathways and provide a mechanism for companies and schools to raise awareness of local career and training opportunities. This project is being led by the Workforce Development Board in Peterborough. The videos are being developed and the hub will be published and marketed soon.



2 BACKGROUND/CONTEXT

2.1 THE LLMP PLANNING PROCESS OVERVIEW

The Local Labour Market Planning (LLMP) Report is an annual report that highlights changes in local labour market information including demographics, industry and occupational composition and job trends. It also identifies key workforce challenges and opportunities in the Eastern Workforce Innovation Board (EWIB) region.

This 2020-21 LLMP Report is comprised of both quantitative and qualitative data. The quantitative information found in the document is derived from a number of data sources as follows:

- Employment Ontario
- 2016 Census
- Labour Force Survey
- Taxfiler Data
- Canadian Business Counts
- EMSI Analyst
- Statistics Canada

Qualitative data has been compiled from undertaking various outreach initiatives throughout the year with local employers, workers, service providers, educators and other community agencies. Over eighty (80) community organizations and employers participated in local consultations and/or surveys. Over 200 workers participated in the online “Worker Impact Survey”. The valuable input gathered informed the EWIB on current challenges and opportunities within the local labour market.



3 KEY TRENDS AND CHALLENGES

Section 3.0 identifies key trends and challenges combining the data knowledge from Section 6 with findings from consultations and surveys with community partners and employers as highlighted later in this section.

3.1 ECONOMIC OVERVIEW & CONTRADICTIONS

The good news is that in September 2021, around 19.13 million people were employed in Canada – the same as in February 2020. This marked a significant milestone in Canada’s recovery from the pandemic.

However, it appears that Canada’s job market plagued by contradictions. Matt Lundy, Economic Reporter for the Globe and Mail, cites the following significant contradictions.

Small-business owners report labour shortages as the number one factor restraining sales. On the other hand, two million people are jobless and want work – up 29 per cent from the 2019 average.

Although Canada has reached pre-COVID-19 employment levels, there are millions who remain on COVID-19 financial support.

The reopening process has given way to lively debate over government support programs, and the extent to which they’re keeping workers sidelined. In many respects, it’s a battle over the low end of the wage spectrum. The hospitality industry, which includes restaurants and hotels, accounts for nearly all of the remaining job losses.

Local information supports these findings. The EWIB catchment area is facing a labour shortage. Many local employers are reporting they cannot find employees – job seekers are just not available or not looking for work. There are numerous jobs being advertised across all industry sectors but why are they not being filled? Employers and employment agencies are asking the same question. There are multi-pronged reasons that may explain the chronic labour shortage in this region and are discussed later in this section. One explanation, as mentioned above, are the number of people receiving benefits from the Canada Recovery Benefit (CRB) program. Total and regular income benefits have more than doubled from over a year ago. Regular claimants have increased to almost 80% of total claimants compared to 60% a year ago.

Since the pandemic most job losses were reported in the sectors of accommodation and food services, retail and arts, entertainment and recreation. However, it is encouraging to report that there has been a significant slow down in job losses and the EWIB has actually experienced modest employment gains in September 2021 compared to September 2020.



3.2 COVID-19 UPDATE

For much of 2020, lockdowns and physical distancing guidelines limited the ability to conduct business as usual. 2021 began with a trend similar to 2020 and in April 2021 there was a 3rd lockdown due to the increase in the delta variant. But from June to mid-July, Ontario went through the first three steps of its “Roadmap To Re-Open Plan” which was an economic boost to the economy.

This roadmap was paused indefinitely in August. On October 22, 2021, Ontario announced a timeline roadmap plan to lift restrictions and on October 25th, the capacity limit restrictions were lifted in settings where showing proof of vaccination is required.

However, most recently, on November 10, 2021, Ontario paused its plan to lift capacity limits in remaining higher-risk settings “out of an abundance of caution as the province monitors public health trends.” This was in response to increasing cases.

The Canada Recovery Benefits (CRB) for workers ended on October 23, 2021. The Canada Recovery Caregiver Benefits (CRCB) was extended until November 20, 2021 but may be extended until May 7, 2022. The Canada Recovery Sickness Benefit (CRSB) ends on November 20, 2021.

3.3 LABOUR MARKET TRENDS

(refer to Section 6.0 for more details)

1. Change in Demographics
 - a. Growing population – especially the older population
 - b. Decline in population ages 45-59
 - c. Over 40% with less than grade 12 education
2. Increase in Employment Opportunities
3. Increase in self-employed businesses (without employees)
4. Decrease in businesses with employees creating overall job losses
5. Modest employment growth projection in the next 4 years
 - a. Health care and social assistance
 - b. Retail Trade
 - c. Education, law and community and government services
6. Increasing Employment Opportunities
7. Labour Shortages
8. Changing Culture of Work – to address Labour Shortages



3.4 KEY LABOUR MARKET CHALLENGES

The common labour market challenges raised by employers and the community have been consolidated and summarized into the following five categories:

1. Workforce,
2. Education/training,
3. Social,
4. Infrastructure, and
5. Effects of COVID-19.

Through over 80 consultations and surveys with community partners we were informed of challenges and opportunities within the local labour market. Community partners included local employers, economic development, employment services providers, and educators.

Where feasible these challenges are supported with data reported in Section 6 of this report.

1. WORKFORCE

- Labour Shortage - difficulty in finding suitable workers across all employment sectors – not just in skilled labour occupations
- Shortage of job applicants
- Career Shifts
- Withdrawing from the labour force
- Continued high levels of unemployment – many collecting Canada Recovery Benefit
- Concerns about work ethics of workers – lack of motivation, increased absenteeism, lack of dedication and loyalty
- Coping with an aging workforce, along with difficulty finding young workers with the necessary skills and/or experience.
- Difficulties attracting and retaining talent in rural areas.
- Impact on job-seekers once government incentives are no longer available
- Impact on newcomers – meeting immigrant targets
- Lack of labour supply in agricultural sector

2. EDUCATION/TRAINING

- Education, Skills and Experience – lack of appropriate levels of education, skills and experience to meet job requirements of employers
- Literacy and Basic Skills – continued need for these skills especially with communication
- Digital literacy of workers.
- New hires lack soft/employability skills including: customer service, communications, conflict resolution, time management. A high percentage of employers indicated issues with attendance and absenteeism.
- Ensuring post-secondary programming matches the local labour market. Suggestions that there is an opportunity to better connect education and industry beginning in high school.
- Students aren't aware of, or don't consider, less conventional career pathways that are in-demand locally.
- Need for short-term retraining/re-skilling
- On-the-Job training incentives for employers

3. SOCIAL

- Addiction and mental health as a barrier to employment or negatively impacting productivity.
- Physical and Mental Abilities – increase in addiction and mental health issues due to pandemic, reluctance to hire, lack of employer willingness to make accommodations
- Poverty - living in poverty resulting in poor health, lack of access to employment and resources
- Impact of isolation and abusive behavior in homes

4. INFRASTRUCTURE

- Lack of access to technology and broadband connectivity, especially in rural areas.
- Lack of transportation (access to a vehicle, license or public transportation), especially in rural areas, or where work sites are located away from public transportation routes.
- Lack of affordable housing to attract and retain migrants to the area.
- Lack of affordable child care to encourage workers (usually women) to re-join the workforce. Ontario is holding out signing the National Child Care Program agreement citing they are not being offered a fair share of the funding. This is a very pressing issue in this region acknowledged by most of the community partners.

5. EFFECTS OF COVID-19

- Increase stress, addiction and mental illness.
- High degree of uncertainty in the hospitality and tourism sector.
- Employers have adapted their work environments making them more flexible. Many are now offering hybrid business models, where appropriate, allowing workers to combine working in the office and working at home.
- Many occupations deemed “essential” during the pandemic are in-demand but are low paying and have poor working conditions.
- Many workers are opting-out of precarious and seasonal industries and finding other employment.
- COVID-19 fatigue – many individuals and businesses are becoming complacent in following protocols and are confused over changing restrictions.
- PPE costs as an added business expense, as well as customer limits due to physical distancing as long as restrictions remain in effect.
- Small businesses lack time or knowledge to expand online/into e-commerce.

3.5 WHY THE LABOUR SHORTAGE?

This issue deserves further discussion as labour shortages has become so prominent in this area and throughout Canada. There are help wanted signs everywhere, from billboards to window advertisements. Many have felt the extra workload in their own job and are aware of co-workers who are leaving their jobs to find other employment.

According to an August survey by the National Federation of Independent Businesses, 50% of companies say that they can't fill their open positions. The Conference Board of Canada reports that the number increases to 86% for companies trying to hire blue collar positions. That's the highest rate in history.

Locally, employers and other community stakeholders are saying the same thing. We may not have hard data to support actual numbers but certainly from a qualitative perspective we are struggling to fill jobs. What is happening?

Prior to the pandemic, employers and employment agencies were reporting labour shortages particularly in the skilled trades, health, and food and beverage sectors. But since the pandemic and most notably this year, a chronic labour shortage is being cited across the EWIB catchment area. There are many jobs being posted that are going unfilled and many of them are good, high paying jobs in the sectors of manufacturing, IT, health, and construction. Reasons for the shortage are multi-pronged and there is no one solution.

Local stakeholders offered the following reasons for the labour shortages. The top 5 reasons related to:

- A. Government Income Support
- B. Culture of the Workplace
- C. Career shifts
- D. Withdrawing from the Labour Force
- E. Unattractive Jobs



A: GOVERNMENT INCOME SUPPORTS

Many employers believe that the reason they cannot find workers is because of the financial support the government has been offering. They claim that workers would rather stay at home and collect employment insurance benefits rather than return to work. There is some data to support the increase in the number of people collecting government benefits.

In April 2020, the federal government implemented the Canada Emergency Response Benefit. Within one-week the number of applicants grew from 3.5 million to 7.1 million across Canada. This program ended on September 26, 2020. The government then announced the Canada Recovery Benefits (CRB) program which was a modified employment insurance (E.I.) benefit program. This program ran from September 27, 2020 and ended on October 23, 2021.

At the time of this report, there was only local data on the number of EI claimants until August 2021. This data shows that the number of EI claimants in the counties of Leeds and Grenville have tripled from 1,180 in August 2019 (pre-COVID-19) to 3,490 in August 2021. In Frontenac County, the number of regular claimants had also tripled from 1,870 to 5,760 in the same time period. This in itself would have a significant impact of the availability of workers in the area. (Refer to Section 6.10 for more details on EI claimants).

The CRB ended on October 23, 2021 and it will be interesting to see what impact this will have on the availability of workers moving ahead.

B: CULTURE OF THE WORKPLACE

There are many advocates throughout the EWIB catchment area that claim that the culture of the workplace is mainly responsible for employers not being able to fill their jobs with suitable employees. Employers need to foster an inclusive and diverse workplace where people with all kinds of differences and disabilities feel welcome and valued for their contributions.

Some aspects of an inclusive and diverse culture:

- Assumes everyone is capable of doing a good job
- Provides equal access to growth opportunities
- Rewards talent and hard work
- Invites participation from all people
- Communicates inclusivity and diversity as good for business

It is believed that employers who embrace an inclusive and diverse workplace will not have any issues in finding workers.

It is interesting to note that in the Kingston Census Metropolitan Area (CMA) there is a large pool of potential workers who are not actively looking for work and make up the 'Not in the Labour Force' characteristics of the labour. It is estimated that as of September 2021 there were 19,600 people between the ages of 25 and 65 not in the labour force. (Refer to Section 6.4 for more details).

C: CAREER SHIFTS

During the pandemic, many workers have had an opportunity to re-evaluate their career goals and expectations, especially those working in precarious occupations in sectors such as the food services. Many workers reported that they are tired of working in minimum wage jobs and gruelling work conditions. With many job opportunities available workers have switched to other employment.

D: WITHDRAWING FROM THE LABOUR FORCE

There has been a significant increase in the older worker group ages 55-65 leaving the labour force. It is believed many of these workers have chosen to take early retirement, especially from employment that offered good retirement benefits.

E: UNATTRACTIVE JOBS

There will always be jobs that few people want to do. Many of those jobs are in the traditional blue-collar jobs and while they are good paying, many people do not want to work in those occupations. These jobs usually involve hard, physical labour in dirty work environments. There is also an abundance of agricultural jobs which we know are mostly filled by temporary foreign workers.



3.6 COMMUNITY CONSULTATIONS AND SURVEY RESULTS

EMPLOYMENT AGENCIES

Thirty-two (32) employment agencies participated in an online “Worker Impact Survey (WIS)” and/or consultations conducted in 2021 to provide input on issues and challenges facing their organizations and the clients they serve.

EMPLOYMENT SERVICE DELIVERY UPDATE

Many employment agencies reported that since July they are able to resume normal business operations at their offices. However, some agencies have adopted a hybrid working model for staff allowing them to work remotely and at the office depending on work commitments. Staff are now more experienced with communication platforms and have the internet capabilities to continue to work remotely if that is an option.

CLIENT BARRIERS

60.8% of employment agencies respondents in the WIS reported a change in the demographics of their clients. The top five (5) changes reported were:

- Increase in challenges
- Decrease in the number of clients requiring services
- Increase of those on government assistance including employment insurance
- Increase of older worker clients

LABOUR MARKET CHALLENGES

Refer to Section 3.4 for details on key labour market challenges.

WORKER IMPACT SURVEY

In April 2021, a “Worker Impact Survey” was conducted in Eastern Ontario and there were 203 respondents from the EWIB catchment area. What became evident from the responses was that many workers did not appear to have any job/career pathway despite the availability of employment supports in their area.

Over 80% reported that they needed employment related assistance. Although, many respondents were aware of the employment agencies, many did not have a full understanding of how they could assist them and many did not take advantage of the services.

58% of the respondents indicated that they were not sure or did not have confidence in finding a better job once the COVID-19 situation improves. The respondents who were no longer working are still interested in finding work. Many

had a fear of financial instability once the government supports are no longer available.

EMPLOYERS

Since the pandemic most job losses were reported in the sectors of accommodation and food services, retail and arts, entertainment and recreation. But since July, as the government started lifting restrictions, many employers had started to re-open and re-hire or expanded their operations. Unfortunately, finding employees to fill vacancies has become an unsurmountable problem. Through consultations with employers, it was reported that labour shortages are plaguing businesses across all sectors, not just sectors that lost jobs due to the pandemic. A labour shortage has been on the horizon prior to the pandemic but has been exacerbated.

Many employers suggest that the labour shortage they are experiencing is because many employees are still on government assistance. There is some sound evidence pertaining to this as the number of employment assistance claimants in the EWIB catchment area has more than doubled since a year ago August. And in some age categories such as 30-55 the numbers have tripled. This trend may begin to reverse this fall/winter once the Canada Recovery Benefits end. The CRB for workers ended on October 23, 2021.

From one-on-one telephone consultations with 48 employers, all but two, indicated they are hiring or intend to hire in the new future. But of the employers who are currently hiring, most are having difficulty finding suitable employees mainly because they have few applicants. Because of this some employers are not able to operate at full capacity, especially in the restaurant business.

However, it is encouraging that this area is seeing a slowdown of job losses and a renewed albeit guarded confidence in the economy.

And it should be noted that not all industries reported job losses. Some industries experienced job growth throughout the pandemic such as public administration; finance, insurance, real estate, rental and leasing; and information, culture and recreation.

Refer to Section 3.5 for more discussion on Labour Shortages.

DESIGNATED GROUPS

There are many common labour market issues shared across all job-seekers but some groups experience unique challenges as identified below:

FRANCOPHONES

Since July, agencies serving francophone clients are able to offer full in-office services to their clients albeit COVID-19 protocols still being in effect.

Francophone clients, for the most part, are well educated and very skilled. But in a predominantly Anglophone area, the biggest challenge is language. A shortage of French immersion teachers has been reported.

Top Employment Challenges Pertaining to Francophone Clients

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

Common Challenges/Issues: (these issues are common among other client groups)

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

NEWCOMERS/IMMIGRANTS

When the COVID-19 pandemic was declared, newcomer families to Canada were among those hit particularly hard. Regularly accessed community programs shut down, jobs were lost and the sense of isolation grew.

Newcomers to Canada face unique difficulties and, in particular, the challenges of integration into the labour market. They have been disproportionately impacted in low wage and precarious sectors that were the hardest hit by COVID-19.

The barriers they face, including inadequate language skills and credential recognition issues, are reflected in the widening gaps in labour market outcomes relative to native-born Canadians. This has quickly become one of Canada's most pressing public policy challenges as immigrants now account for more than 1-in-5 Canadians.

And with the continuing retirement of the baby boomer generation, immigration's role in the Canadian economy will only grow.

Unfortunately, Canada did not reach its planned target for immigration in 2020 due to the impact of COVID-19 and border closures. But it is expected that targets will be met in 2021.

Unique Challenges to Newcomers:

Workforce Equity, Diversion and Inclusion

In this region, it is estimated that 80% of newcomers are looking for work in unregulated occupations. One of the main employment challenges is finding employers that value equity, diversion and inclusion in the workforce.

Many skilled immigrants in Canada find themselves being discriminated against by employers because they do not have work experience in Canada. It can be extremely frustrating because skilled immigrants feel that this requirement for is "disguised discrimination," as a way to screen out newcomers from the hiring process.

The Ontario Human Rights Commission (OHRC) created a policy to ensure that a lack of work experience in Canada cannot stand as a barrier for newly arrived skilled immigrants in Ontario. Regardless of this legislation, employers still consider local experience as an important factor in the hiring process.

The "Black Lives Matter" movement has had a positive impact in the area bringing focus to racial injustices.

Digital Divide

Newcomers were more likely to be negatively affected accessing online programs, training and services. This is due to lack of computer skills and/or access to technology and limited or no access to internet services.

Credential Recognition

A skilled immigrant may be confident in their educational credentials, but they may not be recognized by Canadian employers. When applying for jobs, employers may overlook their credentials simply because they are unfamiliar with the name of the education institution they graduated from.

Getting Licensed in a Regulated Profession

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

The process of relicensing in Canada is costly and time-consuming.

Language and Communication

Many of the newcomers, especially refugees, are experiencing a language barrier in their efforts to secure employment. For some they lack the basic understanding of English or perhaps their strong accent is a communication barrier. Skilled immigrants who have had years of experience in their respective fields in their home countries may be unfamiliar with common workplace lingo and terminologies of their workplace in Canada.

In addition to language and communication development, the process of highlighting relevant skills and marketing yourself effectively is also important in getting hired.

Networking

Language and cultural differences can make networking difficult. Lacking professional connections continues to be an obstacle for skilled immigrants who are new to Canada. This has been exacerbated by COVID-19.

OLDER WORKERS

There is a continued trend of older job seekers over the age of fifty (50) looking for employment or setting up a business. This is consistent with the aging population demographics. There is also an increase in retirees re-entering the workforce as indicated by the increase in numbers not in the labour force. Many discover that they cannot live on their Canada Pension and the Old Age Supplement.

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

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

- Difficulty in changing careers – restructuring
- Physical limitations
- Lack of training programs for the older worker
- Competition from younger job-seekers
- Age discrimination from employers

PERSONS WITH DISABILITIES

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

Agencies reported an increase of job-seekers reporting mental health issues - particularly social anxiety and depression. Many service providers recognized that mental health issues are one of the most significant barriers for their clients in finding and retaining employment.

This issue is most prevalent with the youth population and it has added an additional workload and dimension of skills required of service providers working with this clientele.

Other challenges include:

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

Many persons with disabilities, with little concessions from employers, would make productive and dedicated employees if given the opportunity of employment.

ONTARIO WORKS' CLIENTS

Ontario Works' service providers were declared essential during the pandemic. Since July 2021 employees have all been working from the office and it is business as usual.

ORGANIZED LABOUR

Many unionized employees in this region to continue work throughout this pandemic albeit with various protocols in place. Some employees, however, were laid off or their contracts were not renewed such as part-time contract workers and casual labour. Many student positions were not filled. In a unionized environment it is more difficult to offer a flexible working environment for its workers.

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

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

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

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

Organized labour supports the need for a guaranteed base of income – a living wage.



3.7 THE UPSIDE

Communities have been very resilient and remain optimistic throughout the uncertainty. Highlights of some positive trends are identified in the chart below.



4 QUICK TIPS - JOB SEEKERS AND EMPLOYERS

4.1 QUICK TIPS FOR EMPLOYERS



4.2 QUICK TIPS FOR JOB SEEKERS



5 EMPLOYMENT ONTARIO PROGRAM DATA

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

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

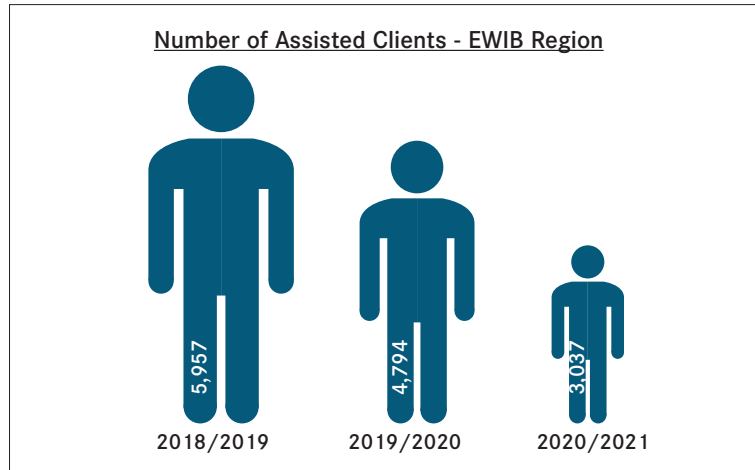
This year's LLMP report will present three-year trends in the EWIB's catchment area, as well as comparisons to Eastern Region and Ontario, for the following EO programs:

- Employment Services (ES)
- Literacy and Basic Skills (LBS)
- Apprenticeship
- Canada-Ontario Job Grant (COJG) – employer and participant
- Second Career



EMPLOYMENT SERVICES (ES)

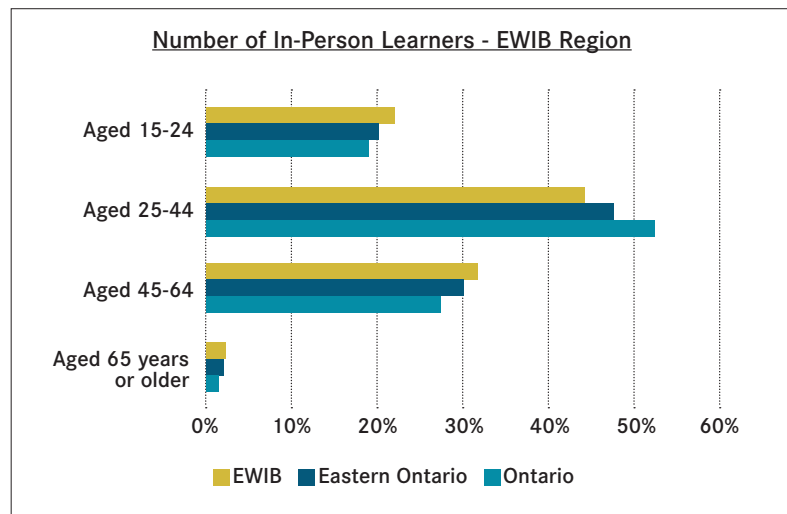
Chart 1



Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

The number of ES assisted clients declined in 2020-21 from the previous two years. In 2020-21, 48.8% of assisted clients were male while 50.8% were female (0.4% other). Outcome at exit data indicated that in the EWIB region 66.0% of clients were employed, 13.1% were in education or training, 7.1% were unemployed, and 13.8% fell in the other or unknown categories.

Chart 2



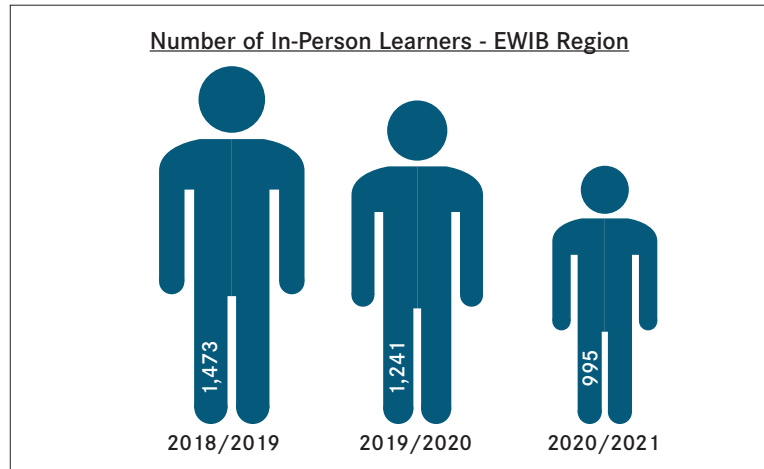
Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

Notably for ES providers in EWIB's catchment area, a higher percentage of their clients are in the youth category than Eastern Ontario (22.6%) or Ontario (20.7%). They also serve a higher relative portion of clients in the 45-64 and 65+ age categories, which is offset by a lower number of assisted clients between the ages of 25 and 44.

LITERACY & BASIC SKILLS (LBS)

The total number of in-person LBS learners has declined steadily over the last three years in EWIB's catchment area. LBS in-person learners includes both new and carry-over learners.

Chart 3



Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

In 2020-21, 65% of the total in-person learners were female and 35% were male. 29.3% of learners did not finish grade 12, while 31.3% had attained a secondary school diploma as their highest level of education. The remainder of learners had attained a college diploma, certificate of apprenticeship or university degree.

Table 1: LBS Total In-Person Learners by Gender - EWIB Region

Clients by Gender	Female	Male
2020/2021	65%	35%

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

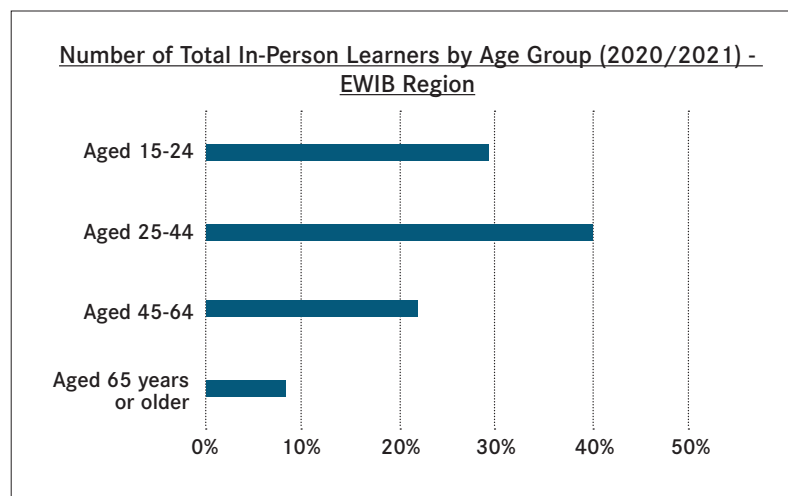
Table 2: LBS Total In-Person Learners by Education Attainment - EWIB Region

Clients By Educational Attainment	Clients	Percentage
Less than Grade 9	36	3.7%
Less than Grade 12	252	25.6%
Completion of Secondary	308	31.3%
Certificate/Diploma	202	20.5%
Certificate of Apprenticeship/Journey Person	X	X
Applied/Associate/Bachelor Degree	50	5.1%
Post Graduate	22	2.2%
Other (Some Apprenticeship/College/University)	104	10.6%
Unknown	11	1.1%

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

Though the 25-44 year old age group is the highest in absolute number of in-person learners, LBS providers in the EWIB’s catchment area serve a low proportion of clients in this age group relative to Eastern Ontario and Ontario. This is offset by higher relative percentage of clients served in the age groups of 15-24 and 65+.

Chart 4



Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

Table 3: LBS Total In-Person Learners by Age (2020/2021) - EWIB Region

Region	Aged 15-24	Aged 25-44	Aged 45-64	Aged 65 years or over
EWIB	29.5%	40.3%	21.8%	8.3%
Eastern Ontario	24.4%	44.5%	23.9%	7.1%
Ontario	25.6%	48.7%	21.8%	3.8%

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

There has been a steady decline of in-person learners over the last two years in the counties of Leeds and Grenville and Frontenac.

Table 4: Literacy & Basic Skills In-Person Total Learners by County

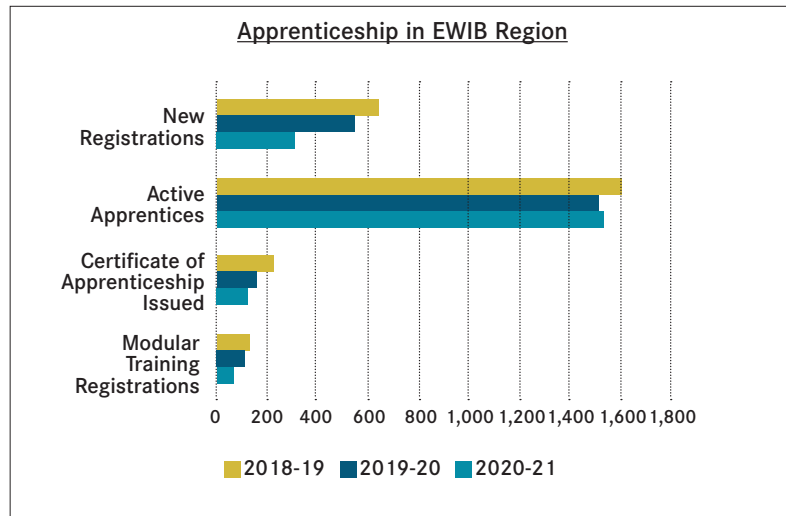
Region	2018-19	2019-20	2020-21
Leeds and Grenville	420	437	345
Frontenac	829	804	650

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

APPRENTICESHIP

All apprenticeship measurements have decreased since 2018-19 and all but one has declined further since 2019-20. There was a slight increase in active apprentices compared to last year. Modular training is on-the-job training that is provided in response to skills needs or health and safety concerns. Working with industry, the Ministry of Labour, Training and Skills Development develops training standards, administers the modular training programs, and certifies the trainees.

Chart 5



Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

Table 5: Apprenticeship Clients – EWIB Region

Number of Clients	2018-19	2019-20	2020-21
Modular Training Registrations	132	117	69
Certificate of Apprenticeship Issued	226	164	129
Active Apprentices	1,603	1,515	1,535
New Registrations	641	538	312

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

87% of apprenticeship clients were male, while 13% were female. The majority were between 25 and 44 years of age 46.3%, with 46.3% falling between 15 and 24 years of age and 3.5% between the ages of 45-64. Over the last two years, the top six (6) registrations were in the same occupation as identified below.

Table 6: Apprenticeship Clients by Gender – EWIB Region

Clients by Gender	Female	Male
2020/2021	13 %	87 %

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

Table 7: Top Registrations by Occupation – EWIB Region

Top Registrations 2019-20	Top Registrations 2020-21
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
Automotive Service Technician	Automotive Service Technician
General Carpenter	General Carpenter
Hairstylist	Hairstylist
Truck and Coach Technician	Truck and Coach Technician
Plumber	Plumber
Sheet Metal Worker	Welder

Source: *Employment Ontario Program Data, Ministry of Labour, Training and Skills Development*

New registrations in Leeds and Grenville and Frontenac have declined over the last year and are substantially lower than reported in 2018-19. However, active apprentices in these counties have increased since last year and are higher than two years ago.

Table 8: New Apprenticeship Registrations by County

Region	2018-19	2019-20	2020-21
Leeds and Grenville	143	164	120
Frontenac	430	365	189

Source: *Ministry of Labour, Training and Skills Development, Employment Ontario Program Data*

Table 9: Active Apprentices by County

Region	2018-19	2019-20	2020-21
Leeds and Grenville	419	445	472
Frontenac	1,017	1,047	1,042

Source: *Ministry of Labour, Training and Skills Development, Employment Ontario Program Data*

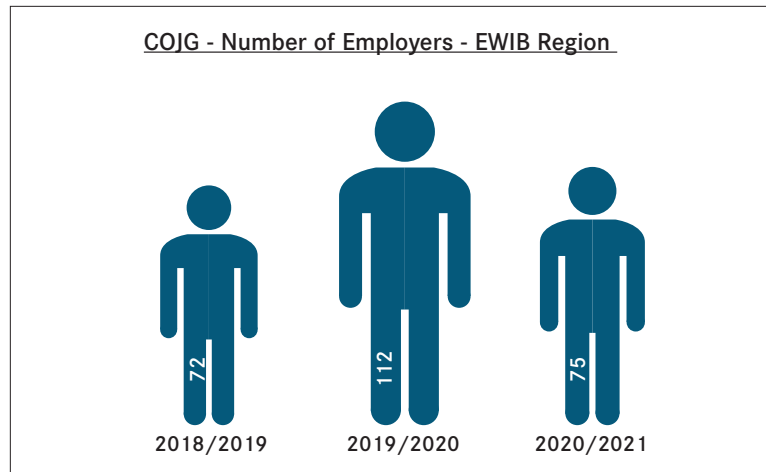
CANADA-ONTARIO JOB GRANT (COJG)

EMPLOYER

The number of employers participating in the Canada-Ontario Job Grant significantly increased in 2019-20 compared to the previous year. However, in 2020-21 numbers have fallen to 2018-19 levels. The majority of the 75 employers in the EWIB's catchment area that received the COJG in 2020-21 had fewer than 50 employees (88.5%), while businesses with 50-150 employees accounted for 11.5%. Training was provided by a mix of private trainers, public colleges, and registered private career colleges.

Frontenac County usually has twice as many employers participating in this program compared to the counties of Leeds and Grenville.

Chart 6



Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

Table 10: COJG - Number of Employers by County

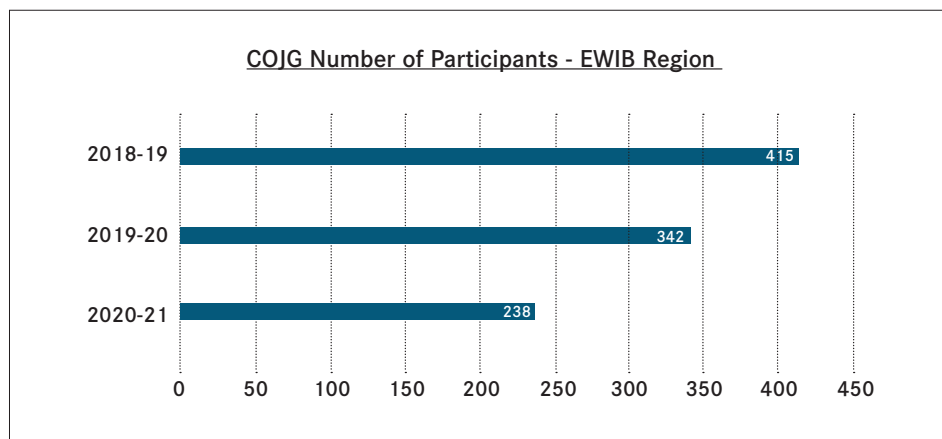
Region	2018-19	2019-20	2020-21
Leeds & Grenville	39	37	24
Frontenac	72	70	51

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

PARTICIPANT

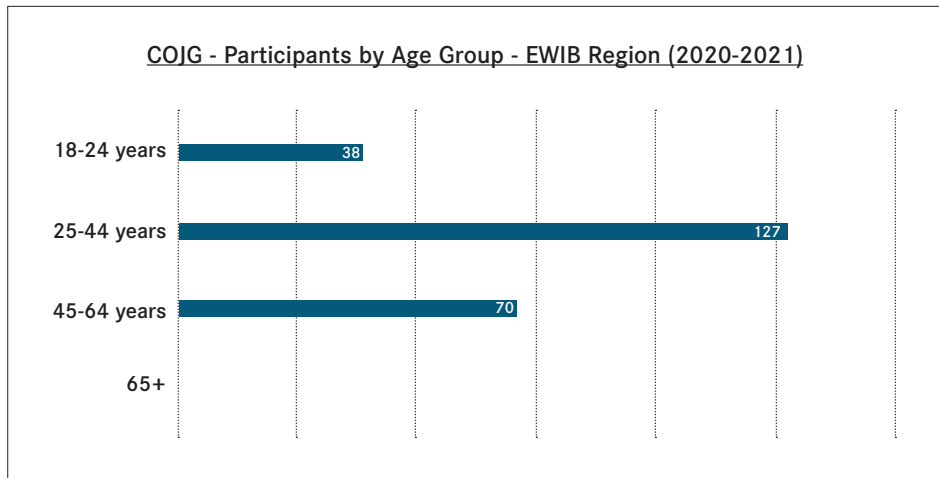
As would be expected, the number of participants in COJG programs has declined alongside the number of employers. Participation has dropped by similar levels in both counties in the EWIB’s catchment area. Most participants in COJG tend to be in the prime working ages of 25-44.

Chart 7



Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

Chart 8



Source: Employment Ontario Program Data, Ministry of Labour, Training and Skills Development

Table 11: COJG - Number of Participants by County

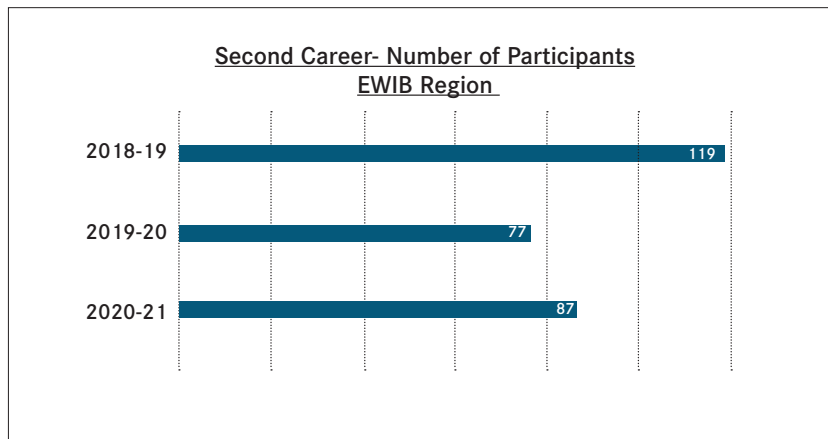
Region	2018-19	2019-20	2020-21
Leeds & Grenville	140	120	82
Frontenac	271	208	156

Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

SECOND CAREER

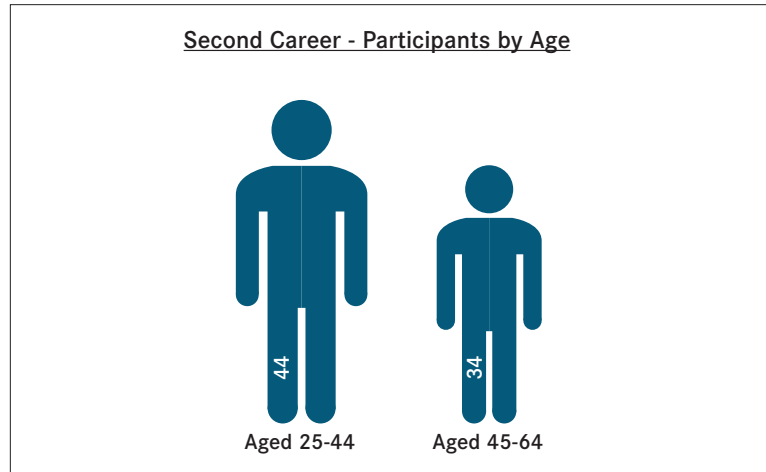
Although the number of participants increased in 2020-21 since last year, the numbers remain significantly lower than 2018-19. Most participants in this program are within the age groups of 25-44 and 45-65.

Chart 9



Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data

Chart 10



Source: Ministry of Labour, Training and Skills Development, Employment Ontario Program Data



6 LOCAL LABOUR MARKET DATA UPDATES

In section 6.0, we discuss changes in regional labour market data that can be used to support local government, educators and community partners in making informed decisions pertaining to local working force and economic planning and decision-making.

The following labour market information is reviewed in this section:

- 6.1 Census 2021 Release Dates
- 6.2 Data Highlights
- 6.3 Population
- 6.4 Labour Force Survey
- 6.5 Changes in Employment by Industry and Wages
- 6.6 Changes in Employment by Occupation and Wages
- 6.7 Industry Outlook
- 6.8 Occupational Outlook
- 6.9 Business Counts
- 6.10 Employment Insurance Claimants
- 6.11 Jobs
- 6.12 Migration

6.1 CENSUS 2021 RELEASE DATES

FEBRUARY 9, 2022

- Canada's growing population and where they are living

APRIL 27, 2022

- Canada's shifting demographic profile

JULY 13, 2022

- Portrait of Canada's families and households
- Contemporary portrait of Canadian Veterans
- Income profile of Canadians

AUGUST 17, 2022

- Linguistic diversity and use of English and French in Canada

SEPTEMBER 21, 2022

- First Nations people, Métis and Inuit in Canada
- Canada's housing portrait

OCTOBER 26, 2022

- Portrait of citizenship and immigration in Canada
- Ethnocultural and religious composition of the population
- Mobility and migration

NOVEMBER 30, 2022

- Education in Canada
- The changing dynamics of the Canadian labour force and how people get to work
- Instruction in the official minority language

6.2 DATA HIGHLIGHTS

LEEDS AND GRENVILLE

Population Section 6.3

- Growth in population 2.5% – less than growth in Ontario at 6.0%
- Significant increase in older population 60+
- Significant decrease in ages 45-59
- 47.7% high school or less

Employment By Industry Section 6.5 Comparison 2020 to 2021

- Top Industries with employment **growth**
 - Health care and social assistance
 - Retail trade
 - Public Administration
- Top Industries with employment **decline**
 - Agriculture, forestry, fishing and hunting
 - Wholesale trade
 - Arts and entertainment and recreation
- Top 3 Industries – **Highest Employment Numbers**
 - Health care and social assistance
 - Retail Trade
 - Manufacturing
- Top 3 **Highest Paying** Industries
 - Utilities
 - Mining, quarrying, and oil and gas extraction
 - Public administration

Employment By Occupation & Wages Section 6.6 Comparison 2020 to 2021

- Top Occupations with employment **growth**
 - Health
 - Education, law and social, community and government
 - Trades, transport and equipment operators
- Top Occupations with employment **decline**
 - Natural and applied sciences and related
 - Management
 - Business, finance and administration
- Top 3 Occupations – **Highest Employment Numbers**
 - Sales and service
 - Business, finance and administration
 - Trades, transport and equipment operators
- Top 3 **Highest Paying** Occupations
 - Management
 - Natural and applied science
 - Education, law and social, community and government services

Industry Outlook Section 6.7 Comparison 2021 to 2024

Slow growth forecasted of 1.9% over 4-year period.

- Top Industries with employment **growth**
 - Health care and social assistance
 - Retail trade
 - Administrative and support, waste management and remediation
- Top Industries with employment **decline**
 - Agriculture, forestry, fishing and hunting

Occupation Outlook
Section 6.8
Comparison 2021 to 2024

Slow growth forecasted of 1.9% over 4-year period.

- Top Industries with employment **growth**
 - Health
 - Education, law and community and government services
 - Sales and service
- Top Industries with employment **decline**
 - No significant declines

Employment Insurance Claimants
Section 6.10
Comparison Aug 2019 to Aug 2021

- Total Benefit Claimants more than **doubled**
- Regular Claimants almost **tripled**
- Regular Claimants share of Total Claimants increased to 78.1% from 59.0%
- More female claimants (in both total and regular)
- All age groups increased in number of claimants – most have doubled – some have tripled
- Ages 30-55 had the largest increase in the number of total and regular claimants followed by increases in ages 55+
- Females comprise a higher percentage of claimants in all age groups especially in the age groups of 30-55 and 55-65 age groupings compared to males

Business Counts
Section 6.9
Comparison June 2020 to June 2021

Net increase in the total number of businesses BUT estimated significant loss of employment.

- Self-employed businesses (no employees) are over double the number of businesses having employees
- Increase in number of self-employed businesses (no employees)
- Decrease in number of employers with employees
- Decreases in number of employers with 20-49 and 50-99 employees create significant losses in employment
- Top Industry Sub-Sectors **without employees**
 - Real Estate
 - Professional, Scientific and Technical Services
 - Specialty Trade Contractors
 - Animal Production
 - Securities, Commodity Contracts and other Financial Investment and related activities
- Top Industry Sub-Sectors **with employees**
 - Specialty Trade Contractors
 - Professional, Scientific and Technical Services
 - Ambulatory Health Care Services
 - Food Services and Drinking Places
 - Construction of Buildings

Jobs
Section 6.11
Snap-Shot: Sept 2020 to Sept 2021

- Unique job postings – 12,267
- Median posting duration – 27 days
- Median advertised salary - \$20.00 per hour
- Most job postings in North Grenville, followed by Brockville
- 77% of postings listed no education required
- 61% of postings listed no experience required
- Top 3 Job Postings by Occupation
 - Retail salespersons
 - Other customer and information service representatives
 - Home support workers, housekeepers and related
- Top 3 Job Postings by Industry
 - Health care and social assistance
 - Retail trade
 - Administrative and support and waste management and remediation services
- Top 5 Common Skills Requested
 - Communications
 - Customer Service
 - Management
 - Detailed Oriented
 - Valid Driver's License

Migration
Section 6.12
2014 – 2019

- Increase of net-migration in all age categories except youth aged 18-24

FRONTENAC

Population
Section 6.3

- Growth in population 4.5% – less than growth in Ontario at 6.0%
- Significant increase in older population 60+
- Significant decrease in ages 45-59
- Significant increase in ages 30-44
- 42.5% high school or less

Employment By Industry & Wages
Section 6.5
Comparison 2020 to 2021

- Top Industries with employment growth
 - Health care and social assistance
 - Public Administration
 - Finance and Insurance
- Top Industries with employment decline
 - Real estate and rental and leasing
 - Other service except public administration
 - Management of companies and enterprises
- Top 3 Industries – **Highest Employment Numbers**
 - Health care and social assistance
 - Public administration
 - Educational services
- Top 3 **Highest Paying** Industries
 - Utilities
 - Construction
 - Public administration

Employment By Occupation & Wages
Section 6.6
Comparison 2020 to 2021

- Top Occupations with employment **growth**
 - Health
 - Education, law and social, community and government
 - Sales and service
- Top Occupations with employment **decline**
 - Management
 - Trades, transport and equipment operators
 - Natural and applied sciences and related
- Top 3 Occupations – **Highest Employment Numbers**
 - Sales and service
 - Education, law and social, community and government
 - Business, finance and administration
- Top 3 **Highest Paying** Occupations
 - Management
 - Education, law and social, community and government services
 - Natural and applied science

Industry Outlook
Section 6.7
Comparison 2021 to 2024

Slow growth forecasted of 2.5% over 4-year period.

- Top Industries with employment **growth**
 - Health care and social assistance
 - Public administration
 - Administrative and support, waste management and remediation
- Top Industries with employment **decline**
 - No significant declines

Occupation Outlook
Section 6.8
Comparison 2021 to 2024

Slow growth forecasted of 2.5% over 4-year period.

- Top Industries with employment **growth**
 - Health
 - Sales and service
 - Education, law and community and government services
- Top Industries with employment **decline**
 - Management

Business Counts
Section 6.9
Comparison June 2020 to June 2021

Net increase in the total number of businesses BUT estimated significant loss of employment.

- Self-employed businesses (no employees) are over double the number of businesses having employees
- Increase in number of self-employed businesses (no employees)
- Decrease in number of employers with employees
- Decreases in number of employers with 20-49, 50-99 and 100-199 employees create significant losses in employment
- Top Industry Sub-Sectors **without employees**
 - Real Estate
 - Professional, Scientific and Technical Services
 - Ambulatory Health Care Services
 - Securities, Commodity Contracts and other Financial Investment and related activities
 - Specialty Trade Contractors
- Top Industry Sub-Sectors **with employees**
 - Ambulatory Health Care Services
 - Professional, Scientific and Technical Services
 - Specialty Trade Contractors
 - Food Services and Drinking Places
 - Real Estate

Employment Insurance Claimants
Section 6.10
Comparison Aug 2019 to Aug 2021

- Total and Regular Benefit Claimants more than **doubled**
- Regular Claimants share of Total Claimants increased to 79.4% from 59.6%
- More female claimants (in both total and regular)
- All age groups increased in number of claimants – most have doubled – some have tripled
- Ages 30-55 had the largest increase in the number of total and regular claimants followed by increases in ages 15-29 and 55+
- Females comprise a higher percentage of claimants in all age groups especially in the age groups of 30-55 and 15-29

Jobs
Section 6.11
Snap-Shot: Sept 2020 to Sept 2021

- Unique job postings – 20,142
- Median posting duration – 29 days
- Median advertised salary - \$20.52 per hour
- Most job postings in Kingston, followed by South Frontenac
- 77% of postings listed no education required
- 58% of postings listed no experience required
- Top 3 Job Postings by Occupation
 - Retail salespersons
 - Home support workers, housekeepers and related
 - Other customer and information service representatives
- Top 3 Job Postings by Industry
 - Retail trade
 - Health care and social assistance
 - Educational Services
- Top 5 Common Skills Requested
 - Communications
 - Customer Service
 - Management
 - Detailed Oriented
 - Sales

Migration
Section 6.12
2014 – 2019

- Increase of net-migration in all age categories especially in the youth 18-24 and the prime working age group of 25-44

KINGSTON CMA

Labour Force Characteristics
Section 6.4
Comparison 2020 to 2021

- Growth in working age population
- Still feeling the negative effects of COVID-19
- Decline in labour force
- Overall employment numbers – little change
- Decrease in full-time jobs
- Increase in part-time jobs
- Decrease in unemployment numbers BUT increase in those not in the labour force
- Declines in the participation rate and employment rate
- Females lost jobs – Males gained jobs
- Significant job growth for older workers 55+
- Males almost double females in number unemployed
- Significant number of older workers 55-65 not in the labour force
- Significant decrease of youth (15-24) not in the labour force

Employment By Occupation
Section 6.6
Comparison 2020 to 2021

- Top Occupations with employment **growth**
 - Business, finance and administration
 - Management
 - Health
- Top Occupations with employment **decline**
 - Education, law and social, community and government
 - Sales and service
 - Art, culture, recreation and sport

Employment By Industry
Section 6.5
Comparison 2020 to 2021

- Top Industries for employment **growth** – Public Administration; Finance, insurance, real estate; Information, culture and recreation
- Top Industries for employment **decline** – Educational Services; Wholesale and retail trade; Health care and social assistance

6.3 POPULATION

The demographic data in this overview is compiled from StatCan CANSIM datasets using a specialized process. Sources include annual estimates by census division, birth and mortality rates, and projected population estimates by province. Produced by EMSI.

Table 12: Population Projection Comparisons

Area	2017 Estimated Population	2021 Estimated Population	Change	% Change
Leeds Grenville	103,217	105,754	2,537	2.5%
Frontenac	158,021	165,193	7,172	4.5%
Ontario	14,070,141	14,912,237	842,096	6.0%
Canada	36,545,295	38,416,114	1,870,819	5.1%

Source: EMSI Analyst Projection 2021

POPULATION OVERVIEW OF LEEDS & GRENVILLE

Leeds Grenville is made up of 13 municipalities (9 townships, 1 village, 2 towns, 1 city). This geographical area encompasses approximately 3400 square kilometres. Population density is estimated at 31.1 people per square kilometre.

Leeds Grenville has a projected population of 105,754 for 2021. This is a growth of 2,537 or 2.5% from 2017. This rate of growth is substantially lower than the population growth projected for Ontario of 6% during this same period.

Significant population losses are projected in the prime working cohorts especially ages 45-59. Significant growth is projected in the older age groups from 60-75 and 75+. This is expected as the baby-boomers continue to move through those age cohorts.

Females represent over half of the population at 50.7% with males at 49.3%.

Table 13: Population Projections by Age Cohort - Leeds and Grenville

Age Cohort	2017 Population	2021 Population	Change	% Change	% 2021 Total Cohort
0-14	14,054	13,896	-158	-1.1%	13.1%
15-29	16,075	16,184	109	0.7%	15.3%
30-44	15,669	15,351	-318	-2.0%	14.5%
45-59	24,386	23,004	-1,382	-5.7%	21.8%
60-75	23,003	25,405	2,402	10.4%	24.0%
75+	10,030	11,915	1,885	18.8%	11.3%
Total	103,217	105,755	2,538	2.5%	100.0%

Source: EMSI Analyst Projection 2021



Chart 11

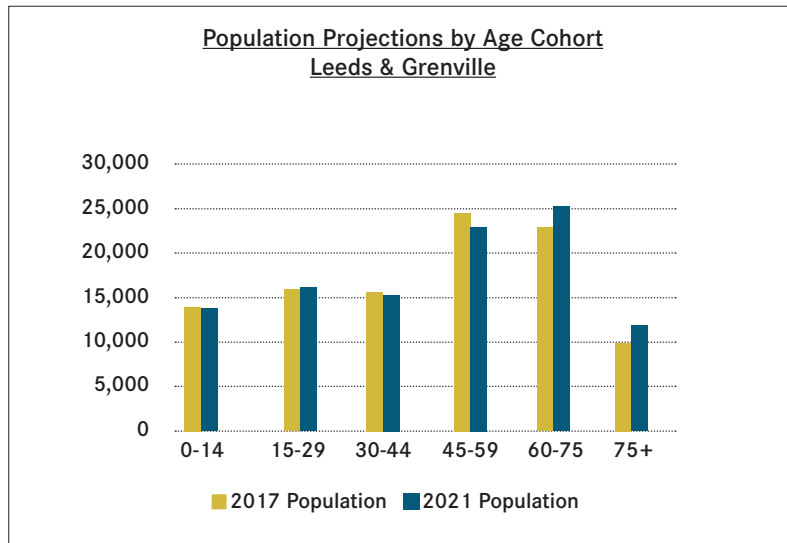
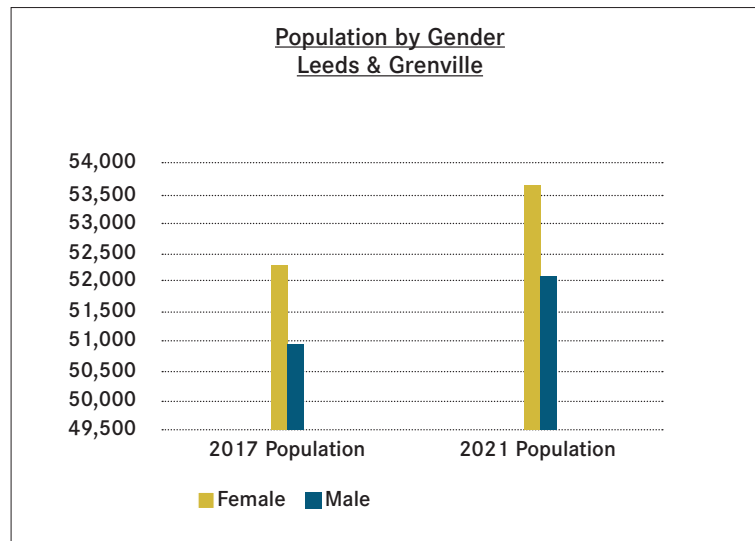


Table 14: Population Projections by Gender - Leeds and Grenville

Gender	2017 Population	2021 Population	Change	% Change	% 2021 Cohort
Female	52,280	53,654	1,374	2.6%	50.7%
Males	50,937	52,100	1,163	2.3%	49.3%
Total	103,217	105,754	2,537	2.5%	100.0%

Source: EMSI Analyst Projection 2021

Chart 12



POPULATION OVERVIEW OF FRONTENAC

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

Frontenac County has a projected population of 165,195 for 2021. This is a growth of 7,174 or 4.5% from 2017. This rate of growth is lower than the population growth projected for Ontario of 6% during this same period.

Significant population losses are projected in the older worker cohort of 45-59. This loss of population is likely to negatively affect the availability of labour in this area. Significant growth is projected in the older age groups from 60-75 and 75+. This is expected as the baby-boomers continue to move through those age cohorts.

Females represent over half of the population at 50.8% with males at 49.2%.



Table 15: Population Projections by Age Cohort - Frontenac

Age Cohort	2017 Population	2021 Population	Change	% Change	% of 2021 Total Cohort
0-14	22,294	22,520	226	1.0%	13.6%
15-29	32,311	33,975	1,664	5.1%	20.6%
30-44	28,775	31,446	2,671	9.3%	19.0%
45-59	33,001	30,607	-2,394	-7.3%	18.5%
60-75	28,020	30,917	2,897	10.3%	18.7%
75+	13,620	15,730	2,110	15.5%	9.5%
Total	158,021	165,195	7,174	4.5%	100.0%

Source: EMSI Analyst Projection 2021

Chart 13

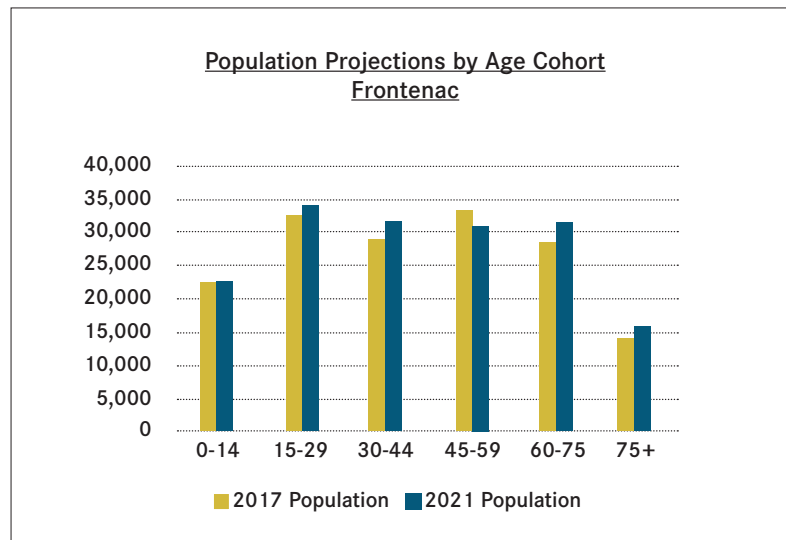
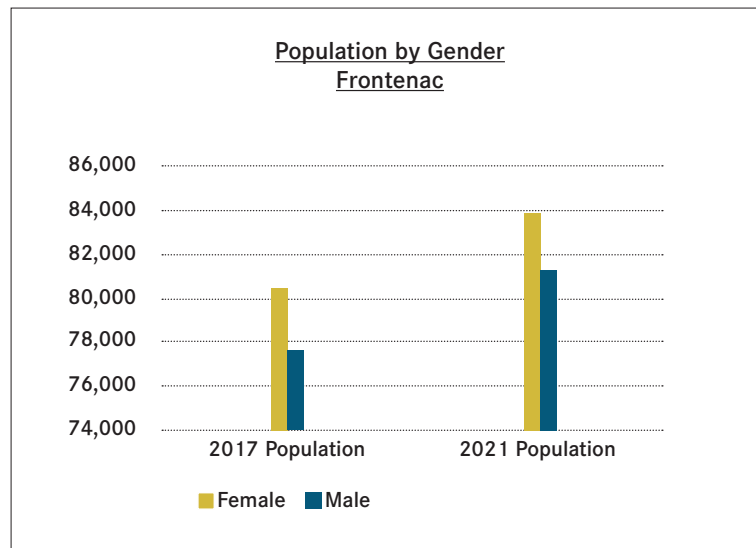


Table 16: Population Projections by Gender - Frontenac

Gender	2017 Population	2021 Population	Change	% Change	% 2021 Cohort
Female	80,399	83,895	3,496	4.3%	50.8%
Males	77,622	81,299	3,677	4.7%	49.2%
Total	158,021	165,194	7,173	4.5%	100.0%

Source: EMSI Analyst Projection 2021

Chart 14



MEDIAN AGE OF POPULATION

The following data remains unchanged. It will be updated in February 2022 when population data from the 2021 Census becomes available.

Table 17: Median Age of Population

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

Source: Statistics Canada, 2016 Census

LANGUAGE CHARACTERISTICS OF THE POPULATION

The following data remains unchanged. It will be updated in August 2022 when Census 2021 data relating to language characteristics becomes available.

Table 18: Language Characteristics of the Population

Characteristics	Leeds Grenville 2016		Frontenac 2016		Ontario 2016	
	Total	%	Total	%	Total	%
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	99,220		147,500		13,312,865	
English only	87,415	88.1%	128,445	87.1%	11,455,500	86.0%
French only	55	0.1%	270	0.2%	40,040	0.3%
English and French	11,625	11.7%	18,130	12.3%	1,490,390	11.2%
Neither English nor French	120	0.1%	660	0.4%	326,935	2.5%

Source: Statistics Canada - Census 2016

Only 11.7% of the population in Leeds & Grenville and 12.3 % in Frontenac have knowledge of both official languages. Knowledge of the English language only continues to dominate at 88.1% and 87.1% respectively.

EDUCATIONAL CHARACTERISTICS OF THE POPULATION

The following data remains unchanged. It will be updated in November 2022 when Census 2021 data relating to educational characteristics becomes available.

Table 19: Educational Characteristics - Leeds & Grenville

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

Source: Statistics Canada - National Household Survey 2016

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

Table 20: Educational Characteristics - Frontenac

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

Source: Statistics Canada - National Household Survey 2016

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.

6.4 LABOUR FORCE CHARACTERISTICS

Monthly, labour force statistics are collected by the national Labour Force Survey (LFS). The monthly Labour Force Survey measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial and regional employment and unemployment rates. The survey results are used to make important decisions regarding job creation, education and training, retirement pensions and income support.

Because of data suppression there is no labour force characteristic data available at the county level. Therefore, there is no information for the counties of Leeds and Grenville and Frontenac. However, every five years, the Census, provides labour force data at the county level. Census 2021 data will be available in November 2022.

To understand the current change in labour force in the EWIB catchment area, data is presented at the Kingston CMA level. The Kingston CMA consists of the Census Divisions of Kingston, South Frontenac, Loyalist and Frontenac Islands. Unfortunately, there is no CMA level data that accurately covers the counties of Leeds and Grenville. The Ottawa CMA covers this area but the data is skewed to Ottawa.

LABOUR FORCE CHARACTERISTICS OF THE KINGSTON CMA

Table 21: Labour Force Characteristics - Kingston CMA

Labour Force Characteristics	Sep-19	Sep-20	Sep-21	2021 vs 2019	2021 vs 2020
Population (15+)	140,400	142,400	144,900	3.2%	1.8%
Labour force	89,800	89,800	88,100	-1.9%	-1.9%
Employment	84,000	80,800	80,700	-3.9%	-0.1%
Full-time	66,500	64,900	64,100	-3.6%	-1.2%
Part-time	17,500	15,900	16,600	-5.1%	4.4%
Unemployment	5,800	9,000	7,400	27.6%	-17.8%
Not In Labour Force	50,600	52,600	56,800	12.3%	8.0%
Unemployment rate	6.5%	10.0%	8.4%	1.9pts	-1.6pts
Participation rate	64.0%	63.1%	60.8%	-3.2pts	-2.3pts
Employment rate	59.8%	56.7%	55.7%	-4.1pts	-1.0pts

Source: Statistics Canada, Table 14-10-0378-01 - Labour Force Characteristics, three month moving average, unadjusted for seasonality - Figures may not add due to rounding

Compared to the last two years, there has been little positive activity shown in the labour force characteristics in Kingston CMA. Although the numbers of unemployed decreased from 2020, there was no increase in total employment. The increase in part-time jobs was offset by the loss in full-time jobs. The figures reported in September 2021 are still well behind figures reported in the September 2019 (pre-COVID-19).

Despite the working age population increasing over the last few years, the labour force in the Kingston CMA saw a decrease. This increase in the working age population was reflected in the increase of people not in the labour force. There are various explanations for the exodus from the labour market such as retirements, discouragement or the return to school.

From the perspective of the labour force characteristics, the Kingston CMA shows little if any economic recovery from the impact of the pandemic.

Table 22: Employed Labour Force by Gender & Age - Kingston CMA

Employment	Sep-19	Sep-20	Sep-21	% Change 2021 vs 2019	% Change 2021 vs 2020
Total Employment	84,000	80,800	80,700	-3.9%	-0.1%
Male	43,200	41,100	43,000	-0.5%	4.6%
Female	40,800	39,700	37,700	-7.6%	-5.0%
15-24	14,200	11,500	11,300	-20.4%	-1.7%
25-54	51,700	52,200	49,100	-5.0%	-5.9%
55-65	14,300	13,000	15,100	5.6%	16.2%
65+	3,800	4,100	5,300	39.5%	29.3%

Source: Statistics Canada, Table 14-10-0378-01 - Labour Force Characteristics, three month moving average, unadjusted for seasonality - Figures may not add due to rounding

Total employment fell by 3,200 or 3.9% from 2019 but remained relatively the same since last year. Employment continued to fall for women and since 2019 there has been a loss 3100 jobs. Males, however, have reached almost the same employment levels since the pandemic with an increase of 1,900 jobs from 2020.

All age categories experienced continued declines in employment except workers aged 55+. They have had an increase in employment surpassing pre-COVID number. This is surprising as antidotally, community partners are indicating this age group is exiting the labour force by taking early retirements or have been let go by employers. Youth between the ages of 15-24 lost significant employment over the last two years. This age group is most likely to be in precarious industries most affected by the pandemic such as accommodation and food services and would have lost their jobs. They also, could have left the labour market and returned to school.

Table 23: Unemployed Labour Force by Gender - Kingston CMA

Unemployment By Gender	Sep-19	Sep-20	Sep-21	% Change 2021 vs 2019	% Change 2021 vs 2020
Total Unemployment	5,800	9,000	7,400	27.6%	-17.8%
Male	3,000	4,500	4,700	56.7%	4.4%
Female	2,800	4,500	2,700	-3.6%	-40.0%

Source: Statistics Canada, Table 14-10-0378-01 - Labour Force Characteristics, three month moving average, unadjusted for seasonality - Figures may not add due to rounding

Males appear to be much more affected by the pandemic than females. Since 2019 there was a 56.7% increase in the number of unemployed males. Females experienced high unemployment figures in 2020 compared to 2019 but returned to pre-pandemic numbers in 2021.

In 2019 and 2020, males and females had similar number of unemployed – almost a 50/50 split. But in 2021 males represent 63.5% of the number of unemployed in the Kingston CMA area.

Table 24: Not In Labour Force by Gender & Age - Kingston CMA

Not In Labour Force	Sep-19	Sep-20	Sep-21	% Change 2021 vs 2019	% Change 2021 vs 2020
Total Not In Labour Force	50,600	52,600	56,800	12.3%	8.0%
Male	20,900	22,700	24,800	18.7%	9.3%
Female	29,600	29,800	32,000	8.1%	7.4%
15-24	5,300	5,800	4,300	-18.9%	-25.9%
25-54	8,500	9,400	9,200	8.2%	-2.1%
55-64	8,300	8,500	10,400	25.3%	22.4%
65+	28,500	28,800	32,900	15.4%	14.2%

Source: Statistics Canada, Table 14-10-0378-01 - Labour Force Characteristics, three month moving average, unadjusted for seasonality - Figures may not add due to rounding

An interesting labour force characteristic is the number of people who are not in the labour force. Not only do these numbers indicate an ample pool of untapped labour but they lead us to look at the reasons why such a significant portion of our working age population is not working or actively looking for work.

In the Kingston CMA there has been an increase in those not in the labour force for the past two years. This has been across all age groups except for that age group from 15-24 which experience a decrease in numbers. Because this age group also lost jobs during this same time period, it assumes many joined the ranks of the unemployed.

6.5 CHANGES IN EMPLOYMENT BY INDUSTRY AND WAGES

KINGSTON CMA

Table 25: Employment By Industry - Labour Force Survey - Kingston CMA

Industry (North American Industry (NAIC))	Sep-2019 ('000)	Sep-2020 ('000)	Sep-2021 ('000)	Change 2021 vs 2019	Change 2021 vs 2020	% Total Industry Cohort 2021
Total Employed - All Industries	84	81	81	-3.3	-0.1	98.8%
Goods-producing sector	11.6	12.4	12.1	0.5	-0.3	15.0%
Agriculture	x	x	x			
Forestry, fishing, mining, quarrying, oil and gas	x	x	x			
Utilities	x	x	x			
Construction	5.8	6.3	6.2	0.4	-0.1	7.7%
Manufacturing	4.8	4.8	4.7	-0.1	-0.1	5.8%
Services-producing sector	72.3	68.4	68.6	-3.7	0.2	85.0%
Wholesale and retail trade	9.7	11.6	10.1	0.4	-1.5	12.5%
Transportation and warehousing	2.9	1.6	2.1	-0.8	0.5	2.6%
Finance, insurance, real estate, rental and leasing	4.4	3.6	5.4	1.0	1.8	6.7%
Professional, scientific and technical services	3.4	5.1	4.7	1.3	-0.4	5.8%
Business, building and other support services	3.7	3	3.4	-0.3	0.4	4.2%
Educational services	9.3	10.1	8.3	-1.0	-1.8	10.3%
Health care and social assistance	18.5	14.7	14.1	-4.4	-0.6	17.5%
Information, culture and recreation	3.4	2.8	4	0.6	1.2	5.0%
Accommodation and food services	7	6.7	6.2	-0.8	-0.5	7.7%
Other services (except public administration)	3.4	2.8	2.3	-1.1	-0.5	2.9%
Public administration	6.6	6.4	8.2	1.6	1.8	10.2%

Source: Statistics Canada, Table 14-10-0379-01 - Labour Force Characteristics, three month moving average, unadjusted for seasonality - Figures may not add due to rounding, x means data is suppressed

KINGSTON CMA

TOP 3 INDUSTRY CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2020

Public Administration (+1,800 jobs)
 Finance, insurance, real estate, rental and leasing (+1,800 jobs)
 Information, culture and recreation (+1,200 jobs)

TOP 3 INDUSTRY CATEGORIES WITH EMPLOYMENT LOSSES: 2021 VS 2020

Educational Services (-1,800 jobs)
 Wholesale and retail trade (-1,500 jobs)
 Health care and social assistance (-600 jobs)

LEEDS AND GRENVILLE

Table 26: Changes in Employment by Industry - Leeds & Grenville

NAICS - Sector	2017 Jobs	2020 Jobs	2021 Jobs	2017 - 2021 Change	2020 - 2021 Change	Avg. Wages Per Job
11 - Agriculture, forestry, fishing and hunting	872	641	622	(250)	(19)	\$30,962
21 - Mining, quarrying, and oil and gas extraction	44	40	41	(4)	1	\$77,141
22 - Utilities	213	208	209	(3)	2	\$94,085
23 - Construction	1,680	1,618	1,618	(63)	(1)	\$52,902
31-33 - Manufacturing	3,546	3,605	3,607	61	2	\$63,366
41 - Wholesale trade	1,792	1,485	1,469	(323)	(16)	\$52,466
44-45 - Retail trade	4,851	4,648	4,662	(190)	13	\$25,328
48-49 - Transportation and warehousing	1,804	1,713	1,717	(87)	4	\$52,950
51 - Information and cultural industries	420	310	306	(114)	(3)	\$46,965
52 - Finance and insurance	463	592	600	137	8	\$48,644
53 - Real estate and rental and leasing	351	360	362	11	2	\$41,829
54 - Professional, scientific and technical services	862	839	843	(19)	4	\$53,939
55 - Management of companies and enterprises	44	62	65	22	3	\$62,077
56 - Administrative and support, waste management and remediation services	1,948	1,770	1,776	(173)	6	\$33,017
61 - Educational services	2,012	2,081	2,087	76	6	\$62,754
62 - Health care and social assistance	5,159	5,201	5,283	124	82	\$48,141
71 - Arts, entertainment and recreation	1,135	678	670	(464)	(8)	\$35,244
72 - Accommodation and food services	3,284	2,312	2,310	(974)	(2)	\$19,536
81 - Other services (except public administration)	1,019	873	870	(149)	(3)	\$39,719
91 - Public administration	1,636	1,874	1,886	249	12	\$70,658
X0 - Unclassified Jobs	648	527	529	(119)	2	\$58,568
Total Industry Jobs	33,783	31,438	31,532	(2251)	94	\$46,341

Source: EMSI Analyst (2021.1)

Over a four-year period from 2017 to 2021 there has been a loss of 2251 industry jobs across most sectors in the counties of Leeds and Grenville. The hardest hit sectors were in accommodation and food services (-974); arts, entertainment and recreation (-464); wholesale trade (-323). Many of these jobs losses would have resulted from the impact of the pandemic. However, during this same time period there were substantial employment increases in the sectors of public administration (+249), finance and insurance (+137) and health care and social services (+124).

The positive news is that over the last year, industries in Leeds and Grenville started to regain some of these lost jobs reporting a small but encouraging growth of 94 jobs.

LEEDS AND GRENVILLE

TOP 3 INDUSTRY CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2020

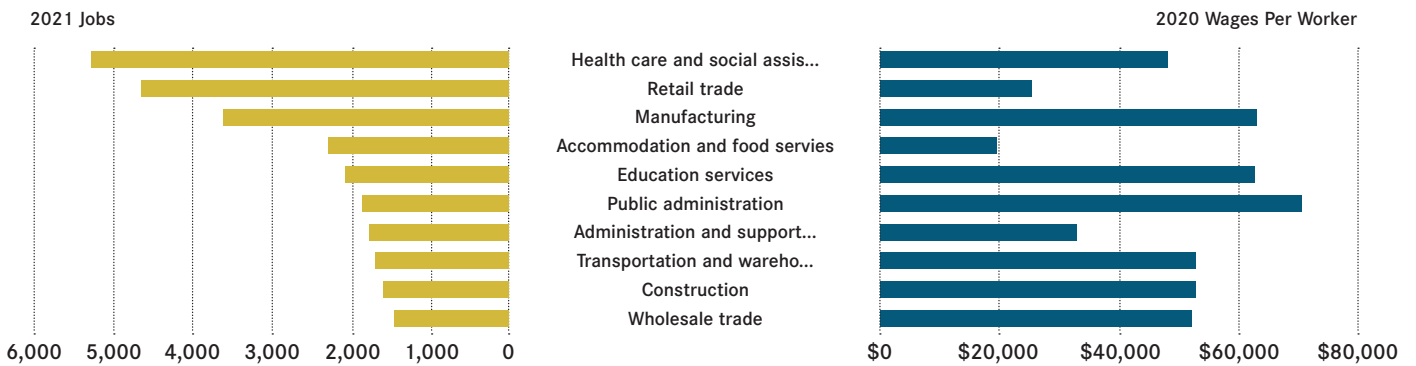
- Health care and social assistance (+82 jobs)
- Retail trade (+13 jobs)
- Public administration (+12 jobs)

TOP 3 INDUSTRY CATEGORIES WITH EMPLOYMENT LOSSES: 2021 VS 2020

- Agriculture, forestry, fishing and hunting (-19 jobs)
- Wholesale trade (-16 jobs)
- Arts, entertainment and recreation (-8 jobs)

Chart 15

Highest Number of Jobs by Industry in Leeds and Grenville



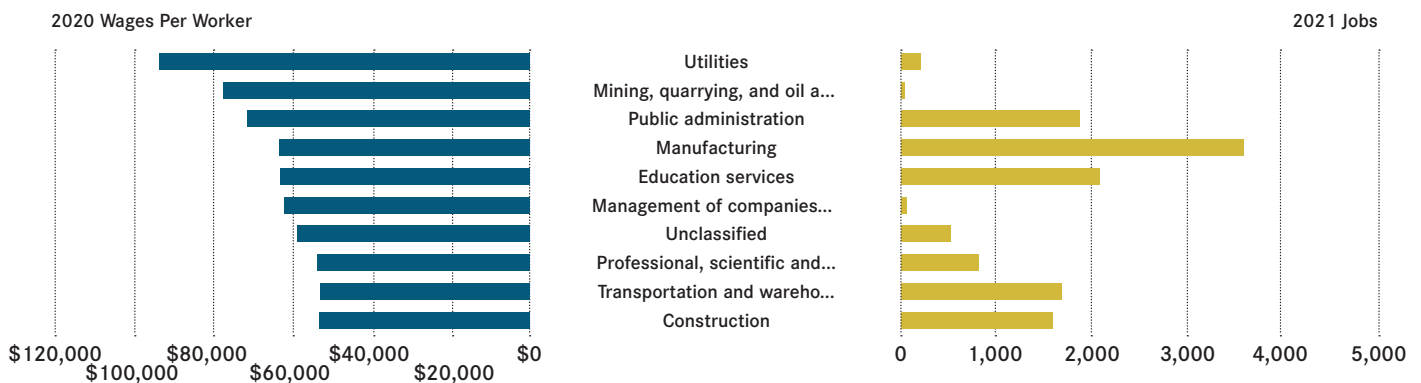
Source: EMSI Analyst (2021.1)

TOP 3 INDUSTRIES WITH HIGHEST NUMBER OF JOBS IN LEEDS AND GRENVILLE

- Health care and social assistance
- Retail trade
- Manufacturing

Chart 16

Highest Paying Wages by Industry in Leeds & Grenville



Source: EMSI Analyst (2021.1)

TOP 3 HIGHEST PAYING INDUSTRIES IN LEEDS AND GRENVILLE

- Utilities
- Mining, quarrying, and oil and gas extraction
- Public administration

FRONTENAC

Table 27: Changes in Employment by Industry - Frontenac

NAICS - Sector	2017 Jobs	2020 Jobs	2021 Jobs	2017 - 2021 Change	2020 - 2021 Change	Avg. Wages Per Job
11 - Agriculture, forestry, fishing and hunting	231	225	224	(6)	(0)	\$21,597
21 - Mining, quarrying, and oil and gas extraction	110	116	121	11	5	\$58,066
22 - Utilities	384	411	412	28	1	\$93,891
23 - Construction	5,089	4,724	4,738	(351)	14	\$73,362
31-33 - Manufacturing	3,420	3,374	3,377	(42)	3	\$59,608
41 - Wholesale trade	2,094	2,310	2,347	253	36	\$62,118
44-45 - Retail trade	9,056	8,330	8,324	(732)	(6)	\$27,887
48-49 - Transportation and warehousing	1,615	1,524	1,523	(91)	(1)	\$51,965
51 - Information and cultural industries	963	1,060	1,071	109	11	\$43,765
52 - Finance and insurance	1,500	1,986	2,033	533	47	\$55,721
53 - Real estate and rental and leasing	1,796	1,455	1,436	(360)	(18)	\$42,477
54 - Professional, scientific and technical services	2,436	2,820	2,864	429	44	\$55,786
55 - Management of companies and enterprises	61	70	63	3	(7)	\$42,173
56 - Administrative and support, waste management and remediation services	4,223	4,057	4,093	(130)	37	\$44,320
61 - Educational services	10,394	10,592	10,587	193	(5)	\$57,841
62 - Health care and social assistance	12,282	12,334	12,547	266	213	\$54,796
71 - Arts, entertainment and recreation	1,304	938	956	(348)	18	\$27,884
72 - Accommodation and food services	7,750	5,425	5,424	(2326)	(1)	\$20,184
81 - Other services (except public administration)	2,960	2,415	2,403	(557)	(12)	\$38,492
91 - Public administration	9,499	10,775	10,872	1373	97	\$69,478
X0 - Unclassified Jobs	1,573	1,307	1,315	(258)	8	\$58,568
Total Industry Jobs	78,736	76,248	76,733	(2002)	485	\$51,858

Source: EMSI Analyst (2021.1)

Over a four-year period from 2017 to 2021 there has been a loss of 2002 industry jobs across most sectors in Frontenac County. The hardest hit sectors were in accommodation and food services (-2,326); retail trade (-732); and other services except public administration (-557). Similar to the area of Leeds and Grenville, many of these jobs losses would have resulted from the impact of the pandemic. However, during this same time period there were substantial employment increases in the sectors of public administration (+1,373), finance and insurance (+533) and health care and social services (+266).

The positive news is that over the last year, industries in Frontenac rebounded with a gain of 485 jobs and there were no significant industry job losses.

FRONTENAC

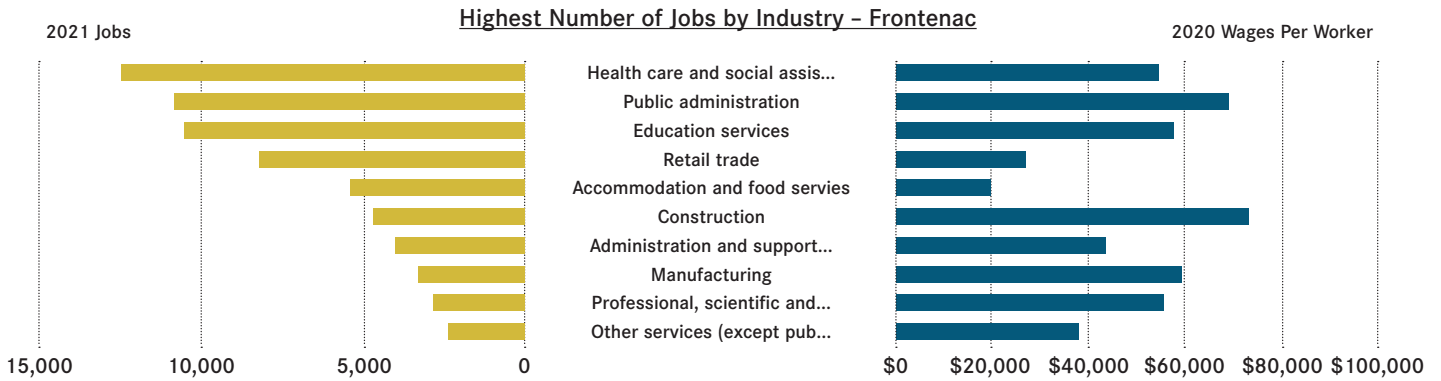
TOP 3 INDUSTRY CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2020

- Health care and social assistance (+213 jobs)
- Public administration (+97 jobs)
- Finance and insurance (+47 jobs)

TOP 3 INDUSTRY CATEGORIES WITH EMPLOYMENT LOSSES: 2021 VS 2020

- Real estate and rental and leasing (-18 jobs)
- Other services except public administration (-12 jobs)
- Management of companies and enterprises (-7 jobs)

Chart 17

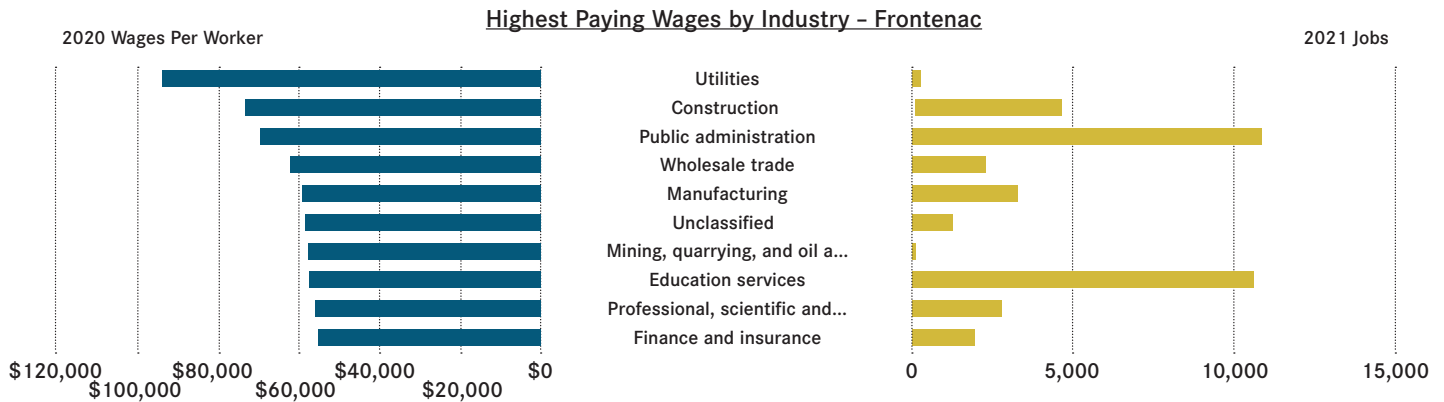


Source: EMSI Analyst (2021.1)

TOP 3 INDUSTRIES WITH HIGHEST NUMBER OF JOBS IN FRONTENAC

- Health care and social assistance
- Public administration
- Educational services

Chart 18



Source: EMSI Analyst (2021.1)

TOP 3 HIGHEST PAYING INDUSTRIES IN FRONTENAC

- Utilities
- Construction
- Public Administration

6.6 CHANGES IN EMPLOYMENT BY OCCUPATION AND WAGES

Table 28: Employment By Occupation - Labour Force Survey – Kingston CMA

National Occupational Classification (NOC)	Sep-2019 ('000)	Sep-2020 ('000)	Sep-2021 ('000)	Change 2021 vs 2019 ('000)	Change 2021 vs 2020 ('000)	% Total Industry Cohort 2021
Total employed, all occupations	84	80.8	80.7	-3.3	-0.1	98.6%
Management occupations	5.6	5.4	7.2	1.6	1.8	8.9%
Business, finance and administration occupations	12.4	11.3	13.9	1.5	2.6	17.2%
Natural and applied sciences and related occupations	4.6	5.4	5	0.4	-0.4	6.2%
Health occupations	12.3	8.8	9.6	-2.7	0.8	11.9%
Occupations in education, law and social, community and government services	12.8	13.3	10.3	-2.5	-3.0	12.8%
Occupations in art, culture, recreation and sport	2.1	3.1	2.7	0.6	-0.4	3.3%
Sales and service occupations	20.3	21.5	19.7	-0.6	-1.8	24.4%
Trades, transport and equipment operators and related occupations	11.2	9.1	9.2	-2.0	0.1	11.4%
Natural resources, agriculture and related production occupations	x	x	x			
Occupations in manufacturing and utilities	2.1	1.9	2	-0.1	0.1	2.5%

Source: Statistics Canada, Table 14-10-0381-01 - Labour Force Characteristics, three month moving average, unadjusted for seasonality - Figures may not add due to rounding, x means data is suppressed

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2020

Business, finance and administration (+2,600 jobs)
 Management (+1,800)
 Health (+800)

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT LOSSES: 2021 VS 2020

Education, law and social, community and government services (-3,000 jobs)
 Sales and services (-1,800 jobs)
 Art, culture, recreation and sport (-400 jobs)

Table 29: Change in Employment by Occupation - Leeds & Grenville

NOC - Occupation	2017 Jobs	2020 Jobs	2021 Jobs	2017 - 2021 Change	2020 - 2021 Change	2020 Avg. Hourly Wages
0 - Management occupations	2,350	2,145	2,136	(214)	(9)	\$49.98
1 - Business, finance and administration occupations	4,869	4,543	4,540	(329)	(3)	\$29.78
2 - Natural and applied sciences and related occupations	2,356	2,163	2,148	(207)	(15)	\$41.26
3 - Health occupations	3,007	2,812	2,859	(148)	47	\$31.34
4 - Occupations in education, law and social, community and government services	3,691	3,731	3,771	80	40	\$35.47
5 - Occupations in art, culture, recreation and sport	757	614	616	(141)	2	\$22.83
6 - Sales and service occupations	9,404	8,541	8,553	(851)	13	\$18.37
7 - Trades, transport and equipment operators and related occupations	4,276	4,091	4,110	(167)	19	\$25.57
8 - Natural resources, agriculture and related production occupations	667	609	607	(60)	(2)	\$20.53
9 - Occupations in manufacturing and utilities	1,758	1,662	1,664	(95)	1	\$23.03
X - Unclassified Jobs	648	527	529	(120)	2	\$0.00
Total Jobs by Occupation	33,783	31,437	31,532	(2251)	95	\$27.94

Source: EMSI Analyst (2021.1)

Over a four-year period from 2017 to 2021 there has been a loss of 2,251 occupational jobs across all but one category in the counties of Leeds and Grenville. The hardest hit occupations were in sales and service (-851); business, finance and administration (-329) and management (-214). In the same period of time the only occupational category that saw an increase in jobs was in education, law and social, community and government services (+80)

Since last year, there was a small net increase of 95 jobs and no there were no significant occupational job losses in Leeds and Grenville.

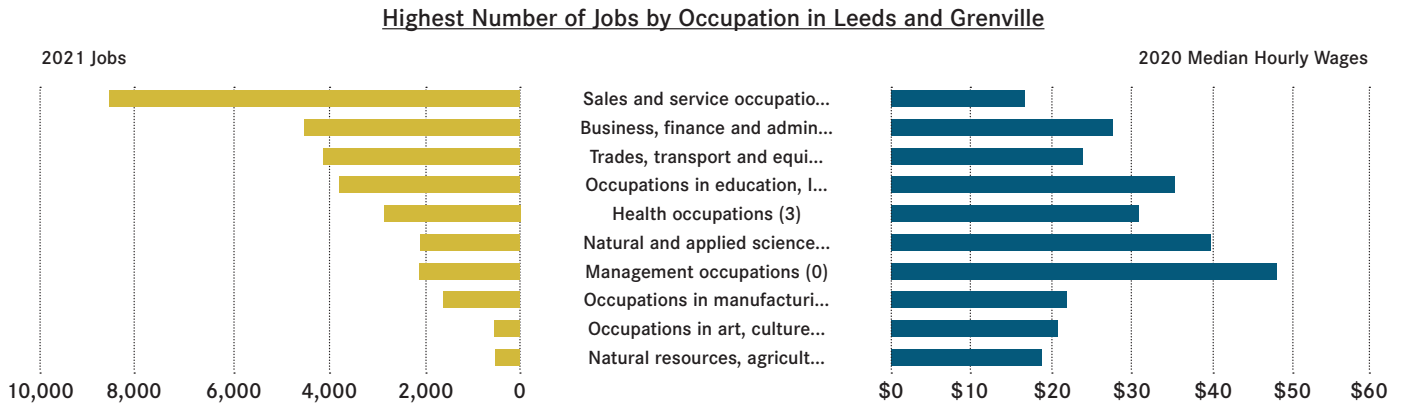
TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2020

- Health (+47 jobs)
- Education, law and social, community and government services (+40)
- Trades, transport and equipment operators and related (+19 jobs)

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT LOSSES: 2021 VS 2020

- Natural and applied sciences and related (-15 jobs)
- Management (-9 jobs)
- Business, finance and administration (-3 jobs)

Chart 19

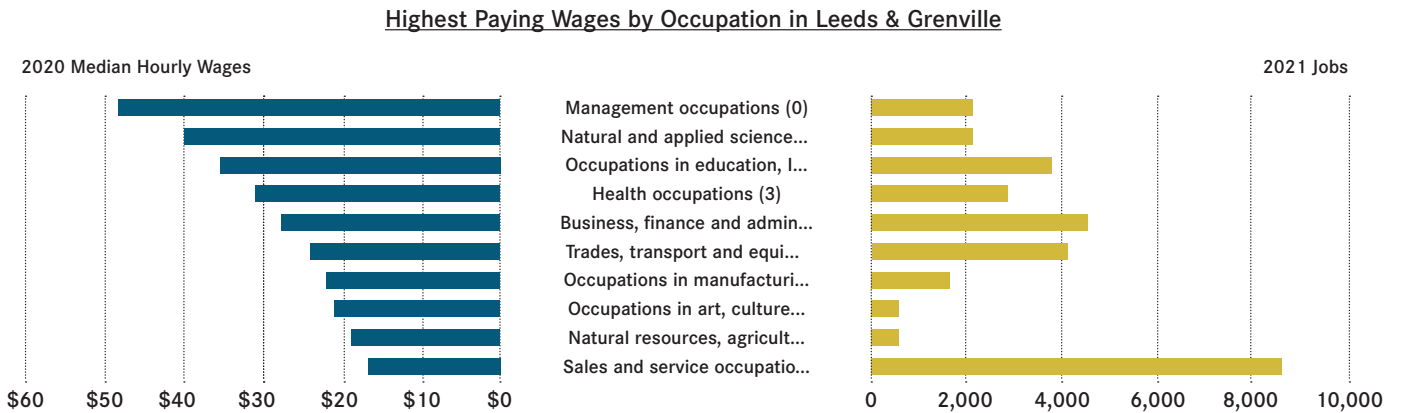


Source: EMSI Analyst (2021.1)

TOP 3 OCCUPATIONS WITH HIGHEST NUMBER OF JOBS IN LEEDS AND GRENVILLE

Sales and service
 Business, finance and administration
 Trades, transport and equipment operators

Chart 20



Source: EMSI Analyst (2021.1)

TOP 3 HIGHEST PAYING OCCUPATIONS IN LEEDS AND GRENVILLE

Management
 Natural and applied science
 Occupations in education, law and social, community and government services

Table 30: Change in Employment by Occupation - Frontenac

NOC - Occupation	2017 Jobs	2020 Jobs	2021 Jobs	2017 - 2021 Change	2020 - 2021 Change	2020 Avg. Hourly Wages
0 - Management occupations	3,842	3,476	3,437	(405)	(39)	\$42.73
1 - Business, finance and administration occupations	11,555	11,872	11,917	362	45	\$26.44
2 - Natural and applied sciences and related occupations	4,566	4,474	4,459	(107)	(15)	\$33.64
3 - Health occupations	7,669	8,041	8,280	611	239	\$30.91
4 - Occupations in education, law and social, community and government services	12,906	12,717	12,848	(58)	131	\$37.39
5 - Occupations in art, culture, recreation and sport	1,434	1,373	1,392	(42)	19	\$21.25
6 - Sales and service occupations	21,932	20,557	20,658	(1274)	101	\$17.77
7 - Trades, transport and equipment operators and related occupations	9,827	9,143	9,121	(706)	(22)	\$25.91
8 - Natural resources, agriculture and related production occupations	936	896	905	(31)	8	\$19.87
9 - Occupations in manufacturing and utilities	2,496	2,392	2,400	(96)	8	\$27.11
X - Unclassified Jobs	1,573	1,307	1,315	(258)	8	\$0.00
Total Jobs by Occupation	78,736	76,248	76,733	(2003)	485	\$26.90

Source: EMSI Analyst (2021.1)

Over a four-year period from 2017 to 2021 there has been a loss of 2003 jobs across all but two occupational categories in the counties of Frontenac. The hardest hit occupations were in sales and service (-1,274); trades, transport and equipment operators (-706) and management (-405). In the same period of time, there was employment growth in health occupations (+611) and business, finance and administration occupations (+362)

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2020

- Health (+239 jobs)
- Education, law and social, community and government services (+131)
- Sales and service (+101 jobs)

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT LOSSES: 2021 VS 2020

- Management occupations (-39 jobs)
- Trades, transport and equipment operators and related (-22 jobs)
- Natural and applied sciences and related occupations (-15 jobs)

Chart 21

Highest Number of Jobs by Occupation in Frontenac

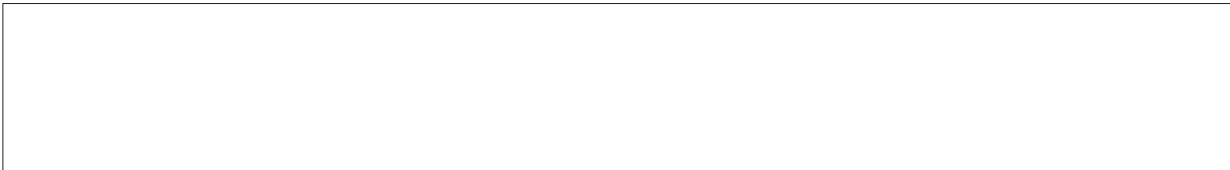
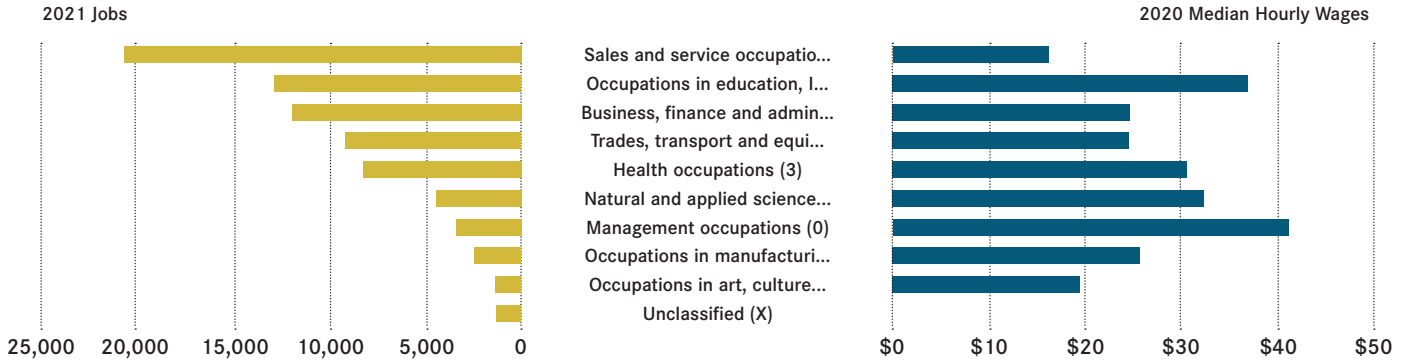
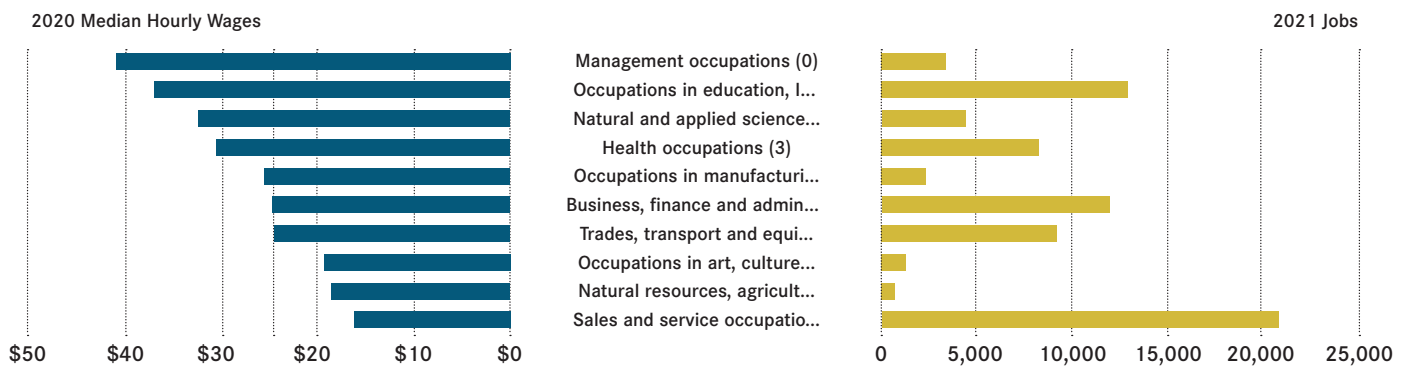


Chart 22

Highest Paying Wages by Occupation in Frontenac



TOP 3 HIGHEST PAYING OCCUPATIONS IN FRONTENAC
 Management
 Occupations in education, law and social, community and government services
 Natural and applied science

6.7 INDUSTRY OUTLOOK

Table 31: Industry Outlook - Leeds & Grenville

NAICS - Sector	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change
11 - Agriculture, forestry, fishing and hunting	622	582	(40)	-6.5%
21 - Mining, quarrying, and oil and gas extraction	41	42	1	3.4%
22 - Utilities	209	215	5	2.6%
23 - Construction	1,618	1,618	1	0.0%
31-33 - Manufacturing	3,607	3,616	9	0.2%
41 - Wholesale trade	1,469	1,454	(15)	-1.0%
44-45 - Retail trade	4,662	4,738	76	1.6%
48-49 - Transportation and warehousing	1,717	1,759	42	2.4%
51 - Information and cultural industries	306	303	(4)	-1.2%
52 - Finance and insurance	600	629	28	4.7%
53 - Real estate and rental and leasing	362	373	11	3.1%
54 - Professional, scientific and technical services	843	869	26	3.1%
55 - Management of companies and enterprises	65	73	8	12.1%
56 - Administrative and support, waste management and remediation services	1,776	1,827	51	2.9%
61 - Educational services	2,087	2,123	36	1.7%
62 - Health care and social assistance	5,283	5,572	290	5.5%
71 - Arts, entertainment and recreation	670	665	(6)	-0.9%
72 - Accommodation and food services	2,310	2,340	30	1.3%
81 - Other services (except public administration)	870	873	4	0.4%
91 - Public administration	1,886	1,915	29	1.6%
X0 - Unclassified Jobs	529	539	10	1.9%
Total Industry Jobs	31,532	32,124	592	1.9%

Over the next four years, there is a modest projected growth of 592 jobs in Leeds and Grenville. Growth is expected in most industries especially in health care and social assistance. A decline in jobs is most notable in the industry of agriculture, forestry, fishing and hunting.

TOP 3 INDUSTRIES WITH EMPLOYMENT GROWTH: 2021 TO 2024

Health care and social assistance (+290 jobs)

Retail Sales (+76 jobs)

Administrative and support, waste management and remediation services (+51 jobs)

Table 32: Industry Outlook - Frontenac

NAICS - Sector	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change
11 - Agriculture, forestry, fishing and hunting	224	224	(1)	-0.3%
21 - Mining, quarrying, and oil and gas extraction	121	135	14	11.8%
22 - Utilities	412	418	6	1.4%
23 - Construction	4,738	4,777	39	0.8%
31-33 - Manufacturing	3,377	3,394	17	0.5%
41 - Wholesale trade	2,347	2,460	113	4.8%
44-45 - Retail trade	8,324	8,394	69	0.8%
48-49 - Transportation and warehousing	1,523	1,545	22	1.4%
51 - Information and cultural industries	1,071	1,110	38	3.6%
52 - Finance and insurance	2,033	2,173	140	6.9%
53 - Real estate and rental and leasing	1,436	1,421	(16)	-1.1%
54 - Professional, scientific and technical services	2,864	3,014	150	5.2%
55 - Management of companies and enterprises	63	49	(15)	-22.9%
56 - Administrative and support, waste management and remediation services	4,093	4,264	170	4.2%
61 - Educational services	10,587	10,645	58	0.5%
62 - Health care and social assistance	12,547	13,276	729	5.8%
71 - Arts, entertainment and recreation	956	1,022	66	6.9%
72 - Accommodation and food services	5,424	5,507	83	1.5%
81 - Other services (except public administration)	2,403	2,405	2	0.1%
91 - Public administration	10,872	11,107	234	2.2%
X0 - Unclassified Jobs	1,315	1,348	33	2.5%
Total Industry Jobs	76,733	78,687	1,954	2.5%

Over the next four years, there is a modest projected growth of 1,954 jobs in Frontenac. Growth is expected in most industries especially in health care and social assistance. A small projected decline in jobs is noted in three industries.

TOP 3 INDUSTRIES WITH EMPLOYMENT GROWTH: 2021 TO 2024

Health care and social assistance (+729 jobs)

Public Administration (+234 jobs)

Administrative and support, waste management and remediation services (+170 jobs)

6.8 OCCUPATION OUTLOOK

Table 33: Occupational Outlook for Leeds and Grenville

NOC - Occupation	2021 Jobs	2024 Jobs	2021 - 2024 Change	2020 - 2021 % Change
0 - Management occupations	2,136	2,140	4	0.2%
1 - Business, finance and administration occupations	4,540	4,582	42	0.9%
2 - Natural and applied sciences and related occupations	2,148	2,164	16	0.8%
3 - Health occupations	2,859	3,026	167	5.9%
4 - Occupations in education, law and social, community and government services	3,771	3,908	137	3.6%
5 - Occupations in art, culture, recreation and sport	616	631	16	2.5%
6 - Sales and service occupations	8,553	8,688	134	1.6%
7 - Trades, transport and equipment operators and related occupations	4,110	4,192	82	2.0%
8 - Natural resources, agriculture and related production occupations	607	600	(7)	-1.1%
9 - Occupations in manufacturing and utilities	1,664	1,654	(9)	-0.6%
X - Unclassified Jobs	529	539	10	1.9%
Total Jobs by Occupation	31,532	32,125	593	1.9%

Source: EMSI Analyst (2021.1)

Over the next four years, there is a modest projected growth of 593 jobs in Leeds and Grenville. Growth is expected in most occupations especially in health, education, law and social, community and government services and sales and service. A negligible projected decline in jobs is noted in two occupational categories.

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2024

Health (+167 jobs)
 Education, law and social, community and government services (+137 jobs)
 Sales and service (+134 jobs)

Table 34: Occupational Outlook for Frontenac

NOC - Occupation	2021 Jobs	2024 Jobs	2021 - 2024 Change	2020 - 2021 % Change
0 - Management occupations	3,437	3,383	(54)	-1.6%
1 - Business, finance and administration occupations	11,917	12,107	191	1.6%
2 - Natural and applied sciences and related occupations	4,459	4,488	28	0.6%
3 - Health occupations	8,280	8,998	718	8.7%
4 - Occupations in education, law and social, community and government services	12,848	13,251	403	3.1%
5 - Occupations in art, culture, recreation and sport	1,392	1,461	69	4.9%
6 - Sales and service occupations	20,658	21,146	488	2.4%
7 - Trades, transport and equipment operators and related occupations	9,121	9,140	19	0.2%
8 - Natural resources, agriculture and related production occupations	905	939	34	3.8%
9 - Occupations in manufacturing and utilities	2,400	2,426	26	1.1%
X - Unclassified Jobs	1,315	1,348	33	2.5%
Total Jobs by Occupation	76,733	78,687	1954	2.5%

Source: EMSI Analyst (2021.1)

Over the next four years, there is a modest projected growth of 1954 jobs in Frontenac. Growth is expected in all but one occupational category especially in health, sales and service and education, law and social, community and government services. There is a projected decline in jobs only in management jobs.

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2021 VS 2024

Health (+718 jobs)

Sales and service (+488 jobs)

Education, law and social, community and government services (+403 jobs)

6.9 BUSINESS COUNTS

EMPLOYERS BY SIZE RANGE

Table 35: Employers by Size Range 2021 – Counties vs Ontario

Employee Size Range	Number of Employers Frontenac 2021	% Total ERS	Number of Employers Leeds & Grenville 2021	% Total ERS	Number of Employers Ontario 2021	% Total ERS
ERs without ees	10,241	67.1%	5,973	66.9%	1,169,092	71.1%
ERs with ees	5,015	32.9%	2,960	33.1%	475,688	28.9%
1- 4	2,633	52.5%	1,602	54.1%	285,557	60.0%
5- 9	943	18.8%	673	22.7%	80,905	17.0%
10 - 19	760	15.2%	363	12.3%	52,657	11.1%
20-49	464	9.3%	211	7.1%	35,002	7.4%
50-99	133	2.7%	65	2.2%	11,979	2.5%
100-199	42	0.8%	25	0.8%	5,557	1.2%
200-499	31	0.6%	17	0.6%	2,879	0.6%
500+	9	0.2%	4	0.1%	1,152	0.2%
Total	15,256	100.0%	8,933	100.0%	1,644,780	100%

Source: Statistics Canada, Canadian Business Counts (Classified & Unclassified)

There are usually twice as many employers without employees than employers with employees.

In 2021, Frontenac County had 67.1 % of employers had no employees. This was similar to the counties of Leeds and Grenville at 66.9%. Ontario had a higher percentage at 71.1%.

Small business with less than 10 employees accounted for 71.3% of employers who had employees in Frontenac, 76.8% in Leeds & Grenville and 77.0% in Ontario.

Table 36: Employers by Size Range - Four Year Comparison - Leeds Grenville

Employee Size Range	Number of Employers 2017	Number of Employers 2020	Number of Employers 2021	Change 2021 vs 2017	Change 2021 vs 2020	% Cohort 2021
#ERS without ees	6,063	5,855	5,973	-90	118	66.9%
#ERS with ees	2,830	3,042	2,960	130	-82	33.1%
1-4	1,460	1,609	1,602	142	-7	54.1%
5-9	675	704	673	-2	-31	22.7%
10-19	358	368	363	5	-5	12.3%
20 - 49	216	235	211	-5	-24	7.1%
50 - 99	65	78	65	0	-13	2.2%
100 -199	32	26	25	-7	-1	0.8%
200 - 499	18	17	17	-1	0	0.6%
500+	6	5	4	-2	-1	0.1%
Total # Employers	8,893	8,897	8,933	40	36	100.0%

Source: Statistics Canada, Canadian Business Counts (Classified & Unclassified)

Over the last four years, 2017 – 2021, there was a net increase of 40 employers in Leeds and Grenville. This net increase was made up of loss of the number of employers without employees (-90) and an increase of 130 employers who had employees, mainly in the size range of 1-4.

Since 2020 there was a net increase of 36 employers. However, that was due to the significant increase in the number of employers without employees. And although there was a gain of the number of employers, the figures indicate that there was a significant loss of employment due to the loss of employers in the larger employee size ranges of 20-49 and 50-99. At a minimum there would have been job losses of 480 and 750 in those respective size ranges. The increase of 118 employers without employees only means an increase of 118 self employed people. This is undoubtedly the result of the negative impact of the pandemic.

Table 37: Employers by Size Range – Four Year Comparison - Frontenac

Employee Size Range	Number of Employers June 2017	Number of Employers June 2020	Number of Employers June 2021	Change 2021 vs 2017	Change 2021 vs 2020	% Cohort 2021
#ERS without ees	8,972	9,944	10,241	1,269	297	67.1%
#ERs with ees	4,578	5,082	5,015	437	-67	32.9%
1-4	2,241	2,563	2,633	392	70	52.5%
5-9	942	1,000	943	1	-57	18.8%
10-19	705	763	760	55	-3	15.2%
20 - 49	459	520	464	5	-56	9.3%
50 - 99	143	142	133	-10	-9	2.7%
100 -199	48	52	42	-6	-10	0.8%
200 - 499	28	31	31	3	0	0.6%
500+	12	11	9	-3	-2	0.2%
Total # Employers	13,550	15,026	15,256	1,706	230	100.0%

Source: Statistics Canada, Canadian Business Counts (Classified & Unclassified)

Over the last four years, 2017 – 2021, there was an increase of 1706 employers in Frontenac. 74.4% (1,269) of this increase was from an increase in employers without employees while only 25.6% (437) came from an increase in the number of employers with employees. During this four-year period the figures indicate that there would have been an overall increase in employment (including self-employment)

Since 2020 there was a net increase of 230 employers. However, that was due to the significant increase in the number of employers without employees. And similar to Leeds and Grenville, although there was a gain of the number of employers, the figures indicate that there was a significant loss of employment due to the loss of employers in the larger size ranges. At a minimum there would have been job losses of over 2,500 – attributed to the negative impact of the pandemic.

EMPLOYERS BY INDUSTRY

Table 38: Top 20 Classified Industry Sub-sectors (Without Employees) - Leeds and Grenville

Industry (NAICS)	# ERS June 2021	% Total ERS with 0 EEs
531 - Real Estate	1362	25.1%
541 - Professional, Scientific and Technical Services	643	11.9%
238 - Specialty Trade Contractors	384	7.1%
112 - Animal Production	251	4.6%
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	246	4.5%
111 - Crop Production	238	4.4%
621 - Ambulatory Health Care Services	212	3.9%
561 - Administrative and Support Services	193	3.6%
236 - Construction of Buildings	172	3.2%
812 - Personal and Laundry Services	145	2.7%
811 - Repair and Maintenance	125	2.3%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	120	2.2%
484 - Truck Transportation	114	2.1%
721 - Accommodation Services	66	1.2%
611 - Educational Services	65	1.2%
453 - Miscellaneous Store Retailers	64	1.2%
624 - Social Assistance	62	1.1%
722 - Food Services and Drinking Places	62	1.1%
454 - Non-Store Retailers	58	1.1%
711 - Performing Arts, Spectator Sports and Related Industries	55	1.0%
Sub-Total - Top 20 Employers Without Employees	4,637	85.6%
Total # Classified Employers Without Employees	5,416	100.0%

Source: Statistics Canada, Canadian Business Counts, Classified, June 2021

Of the 102 industry sub-sectors in NAIC, the top 20 industry sub-sectors of employers without employees in Leeds and Grenville represent 85.6% of the total number of classified employers without employees.

TOP 5 INDUSTRY SUB-SECTORS (WITHOUT EMPLOYEES) IN LEEDS AND GRENVILLE

Real Estate
Professional, Scientific and Technical Services
Specialty Trade Contractors
Animal Production
Securities, Commodity Contracts, and Other Financial Investment and Related Activities

Table 39: Top 20 Classified Industry Sub-sectors (Without Employees) - Frontenac

Industry (NAICS)	# ERS June 2021	% Total ERS with 0 EEs
531 - Real Estate	3614	38.7%
541 - Professional, Scientific and Technical Services	978	10.5%
621 - Ambulatory Health Care Services	838	9.0%
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	509	5.5%
238 - Specialty Trade Contractors	362	3.9%
561 - Administrative and Support Services	251	2.7%
236 - Construction of Buildings	195	2.1%
812 - Personal and Laundry Services	192	2.1%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	179	1.9%
112 - Animal Production	151	1.6%
624 - Social Assistance	134	1.4%
811 - Repair and Maintenance	118	1.3%
485 - Transit and Ground Passenger Transportation	111	1.2%
611 - Educational Services	110	1.2%
711 - Performing Arts, Spectator Sports and Related Industries	105	1.1%
722 - Food Services and Drinking Places	94	1.0%
551 - Management of Companies and Enterprises	87	0.9%
484 - Truck Transportation	85	0.9%
721 - Accommodation Services	80	0.9%
524 - Insurance Carriers and Related Activities	78	0.8%
Sub-Total - Top 20 Employers Without Employees	8,271	88.6%
Total #Employers Without Employees	9,333	100.0%

Source: Statistics Canada, Canadian Business Counts Classified, June 2021

Of the 102 industry sub-sectors in NAIC, the 20 industry sub-sectors of employers without employees in Frontenac represent 88.6% of the total number of classified employers without employees.

TOP 5 INDUSTRY SUB-SECTORS (WITHOUT EMPLOYEES) IN FRONTENAC

Real Estate

Professional, Scientific and Technical Services

Ambulatory Health Care Services

Securities, Commodity Contracts, and Other Financial Investment and Related Activities

Specialty Trade Contractors

Table 40: Top 20 Classified Industry Sub-Sectors (With Employees) - Leeds Grenville

Industry (NAICS)	# ERS	% Total ERS with EEs
238 - Specialty Trade Contractors	314	11.1%
541 - Professional, Scientific and Technical Services	267	9.5%
621 - Ambulatory Health Care Services	183	6.5%
722 - Food Services and Drinking Places	163	5.8%
236 - Construction of Buildings	133	4.7%
561 - Administrative and Support Services	120	4.3%
531 - Real Estate	105	3.7%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	104	3.7%
811 - Repair and Maintenance	102	3.6%
445 - Food and Beverage Stores	76	2.7%
812 - Personal and Laundry Services	69	2.4%
112 - Animal Production	62	2.2%
453 - Miscellaneous Store Retailers	55	1.9%
624 - Social Assistance	52	1.8%
441 - Motor Vehicle and Parts Dealers	49	1.7%
721 - Accommodation Services	46	1.6%
446 - Health and Personal Care Stores	45	1.6%
484 - Truck Transportation	45	1.6%
713 - Amusement, Gambling and Recreation Industries	45	1.6%
623 - Nursing and Residential Care Facilities	44	1.6%
Sub-Total - Top 20 Employers With Employees	2,079	73.7%
Total #Employers With Employees	2,822	100.0%

Source: Statistics Canada, Canadian Business Counts, Classified, June 2021

Of the 102 industry sub-sectors in NAIC, the top 20 industry sub-sectors of employers with employees in Leeds and Grenville represent 73.7% of the total number of classified employers with employees.

TOP 5 INDUSTRY SUB-SECTORS (WITH EMPLOYEES) IN LEEDS AND GRENVILLE

- Specialty Trade Contractors
- Professional, Scientific and Technical Services
- Ambulatory Health Care Services
- Food Services and Drinking Places
- Construction of Buildings

Table 4-1: Top 20 Classified Industry Sub-sectors (With Employees) - Frontenac

Industry (NAICS)	# ERS	% Total ERS with EEs
621 - Ambulatory Health Care Services	618	13.0%
541 - Professional, Scientific and Technical Services	440	9.3%
238 - Specialty Trade Contractors	419	8.8%
722 - Food Services and Drinking Places	339	7.1%
531 - Real Estate	209	4.4%
561 - Administrative and Support Services	183	3.9%
236 - Construction of Buildings	181	3.8%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	165	3.5%
811 - Repair and Maintenance	147	3.1%
445 - Food and Beverage Stores	142	3.0%
812 - Personal and Laundry Services	123	2.6%
448 - Clothing and Clothing Accessories Stores	100	2.1%
446 - Health and Personal Care Stores	98	2.1%
624 - Social Assistance	83	1.7%
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	81	1.7%
453 - Miscellaneous Store Retailers	69	1.5%
441 - Motor Vehicle and Parts Dealers	65	1.4%
611 - Educational Services	61	1.3%
522 - Credit Intermediation and Related Activities	57	1.2%
721 - Accommodation Services	55	1.2%
Sub-Total - Top 20 Employers With Employees	3,635	76.6%
Total #Employers With Employees	4,743	100.0%

Source: Statistics Canada, Canadian Business Counts Classified, June 2021

Of the 102 industry sub-sectors in NAIC, the top 20 industry sub-sectors of employers with employees in Frontenac represent 76.6% of the total number of classified employers with employees.

TOP 5 INDUSTRY SUB-SECTORS (WITH EMPLOYEES) IN FRONTENAC

- Ambulatory Health Care Services
- Professional, Scientific and Technical Services
- Specialty Trade Contractors
- Food Services and Drinking Places
- Real Estate

6.10 EMPLOYMENT INSURANCE CLAIMANTS

Table 42: Employment Insurance Claimants - Details by Gender & Sex - Leeds & Grenville

	Aug-19	Aug-21	Change	% Change 2021 vs 2019
Total Income Benefit Claimants Ages 15+	2,000	4,470	2,470	123.5%
Male				
15-29	100	400	300	300.0%
30-54	290	720	430	148.3%
55-65+	140	390	250	178.6%
55+	200	630	430	215.0%
Total Male - Total Income Benefits	590	1,750	1160	196.6%
Female				
15-29	320	660	340	106.3%
30-54	800	1,400	600	75.0%
55-65	240	530	290	120.8%
55 +	280	670	390	139.3%
Total Female - Total Income Benefits	1,400	2,730	1330	95.0%
Total Regular Benefit Claimants 15+	1,180	3,490	2310	195.8%
Male				
15-29	80	360	280	350.0%
30-54	210	630	420	200.0%
55-65+	110	330	220	200.0%
55+	160	550	390	243.8%
Total Male - Regular Benefits	450	1,540	1,090	242.2%
Female				
15-29	60	350	290	483.3%
30-54	430	980	550	127.9%
55-65	200	490	290	145.0%
55 +	230	620	390	169.6%
Total Female - Regular Benefits	720	1,950	1,230	170.8%

Source: Statistics Canada, Table 14-10-0323-01- Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality - Figures may not add due to rounding

Total Claimants	% Male Claimants	% Female Claimants
Aug 2019	29.5%	70.5%
Aug 2021	39.1%	60.9%

Total Regular Claimants	% Male Claimants	% Female Claimants
Aug 2019	38.1%	61.9%
Aug 2021	44.1%	55.9%

Total Income Benefits – Leeds and Grenville – Aug 2019 vs Aug 2021

- Total claimants more than doubled since August 2019 (pre-COVID-19)
- Females made up over 61% of total claimants in August 2020 compared to 39% of males.
- All age categories significantly increased in total claimants - most more than doubling
- Ages 30-54 had the largest increase in number of regular claimants, followed by ages 55+. Females comprised almost twice as many total claimants ages 30-54 compared to males.

Total Regular Benefits – Leeds and Grenville – Aug 2019 vs Aug 2021

- In August 2019 regular claimants comprised 59% of the total claimants versus 78.1 % in August 2021
- Regular claimants more than tripled since August 2019 (pre-COVID-19)
- Females made up 55.9% of regular claimants compared to males at 44.1%
- All age categories significantly increased in the number of claimants – most have more than doubled – others have tripled
- Ages 30-54 had largest increase in number of claimants, followed by ages 55+ Females comprised 60.9% of the number of claimants 30-54

Table 43: Employment Insurance Claimants - Details by Gender & Sex - Frontenac

	Aug-19	Aug-21	Change	% Change 2021 vs 2019
Total Income Benefit Claimants Ages 15+	3,140	7250	4,110	130.9%
Male				
15-29	190	810	620	326.3%
30-54	520	1,350	830	159.6%
55-65+	190	480	290	152.6%
55+	270	730	460	170.4%
Total Male - Total Income Benefits	980	2,890	1,910	194.9%
Female				
15-29	490	1,200	710	144.9%
30-54	1,330	2,280	950	71.4%
55-65	300	690	390	130.0%
55 +	340	890	550	161.8%
Total Female - Total Income Benefits	2,160	4,370	2,210	102.3%
Total Regular Benefit Claimants 15+	1,870	5,760	3,890	208.0%
Male				
15-29	160	750	590	368.8%
30-54	390	1,170	780	200.0%
55-65+	160	450	290	181.3%
55+	230	690	460	200.0%
Total Male - Regular Benefits	780	2,610	1,830	234.6%
Female				
15-29	150	770	620	413.3%
30-54	670	1,540	870	129.9%
55-65	250	650	400	160.0%
55 +	280	840	560	200.0%
Total Female - Regular Benefits	1,100	3,150	2,050	186.4%

Source: Statistics Canada, Table 14-10-0323-01, Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality - Figures may not add due to rounding

Total Claimants	% Male Claimants	% Female Claimants
Aug 2019	31.2%	68.8%
Aug 2021	39.7%	60.3%

Total Regular Claimants	% Male Claimants	% Female Claimants
Aug 2019	41.7%	58.3%
Aug 2021	45.3%	54.7%

Total Income Benefits – Frontenac – Aug 2019 vs Aug 2021

- Total claimants more than doubled since August 2019 (pre-COVID-19)
- Females made up 60.3% of total claimants in August 2021 compared to 39.7% of males.
- All age categories significantly increased in claimants - most more than doubling
- Ages 30-54 had the largest increase in number of total claimants, followed by ages 15-29. Females comprised 62.8% of the number of total claimants ages 30-54 compared to males at 37.2%

Total Regular Benefits – Frontenac – Aug 2019 vs Aug 2021

- In August 2019 regular claimants comprised 59.6% of the total claimants versus 79.4% in August 2021
- Regular claimants more than doubled since August 2019 (pre-COVID-19)
- Females made up 54.7% of regular claimants compared to males at 45.3% in August 2021
- All age categories significantly increased in the number of regular claimants – all have more than doubled – some have tripled
- Ages 30-54 had largest increase in number of regular claimants, followed by ages 15-29. Females comprised 56.8% of the number of regular claimants 30-54 compared to males at 43.2%

6.11 JOBS

JOB POSTINGS SUMMARY

Table 44: Job Postings Summary

County	Unique Postings Sep 20 – Sep 21	Total Postings Sep 20 – Sep 21	Posting Intensity	Median Posting Duration
Leeds & Grenville	12267	34526	3 : 1	27 days
Frontenac	20142	63567	3 : 1	29 days

Source: EMSI Analyst Projection 2021

There were 63,567 total job postings in Frontenac County from September 2020 to September 2021, of which 20,142 were unique. These numbers give us a Posting Intensity of 3-to-1, meaning that for every 3 postings there is 1 unique job posting.

There were 34526 total job postings in the counties of Leeds and Grenville from September 2020 to September 2021, of which 12,267 were unique. These numbers give us a Posting Intensity of 3-to-1.

ADVERTISED SALARY

Table 45: Advertised Salary – Leeds & Grenville

Advertised Salary	Observations Sep 20 – Sep 21	% Observations
\$10,000.00-\$34,999.00	1,195	27.7%
\$35,000.00-\$59,999.00	2,310	53.5%
\$60,000.00-\$84,999.00	564	13.1%
\$85,000.00-\$109,999.00	205	4.7%
\$110,000.00-\$134,999.00	42	1.0%
Total Observations	4,316	100.0%

Source: EMSI Analyst Projection 2021

There are 4316 advertised salary observations (35.1% of the 12,267 matching postings). The median advertised salary is \$20.00/hr.

Table 46: Advertised Salary – Frontenac

Advertised Salary	Observations Sep 20 – Sep 21	% Observations
\$10,000.00-\$34,999.00	1,898	26.6%
\$35,000.00-\$59,999.00	3,534	49.5%
\$60,000.00-\$84,999.00	1,161	16.3%
\$85,000.00-\$109,999.00	406	5.7%
\$110,000.00-\$134,999.00	141	2.0%
Total Observations	7,140	100.0%

Source: EMSI Analyst Projection 2021

There are 7,140 advertised salary observations (35.4% of the 20,142 matching postings). The median advertised salary is \$20.52/hr.

JOB POSTINGS BY REGION

Table 47: Job Postings by Region – Leeds & Grenville

Census Subdivision (CD)	Unique Postings Sep 2020 - Sep 2021	% Postings by CD
North Grenville (in Ontario)	4,650	44.9%
Brockville (in Ontario)	2,718	26.2%
Augusta (in Ontario)	1,103	10.7%
Elizabethtown-Kitley (in Ontario)	1,063	10.3%
Gananoque (in Ontario)	821	7.9%
Total Postings	10,355	100.0%

Source: EMSI Analyst Projection 2021

Table 48: Job Postings by Region - Frontenac

Census Subdivision (CD)	Unique Postings Sep 2020 - Sep 2021	% Postings by CD
Kingston (in Ontario)	17,554	87.2%
South Frontenac (in Ontario)	2,047	10.2%
Frontenac Islands (in Ontario)	356	1.8%
Central Frontenac (in Ontario)	167	0.8%
North Frontenac (in Ontario)	18	0.1%
Total Postings	20,142	100.0%

Source: EMSI Analyst Projection 2021

JOB POSTINGS BY EDUCATION & EXPERIENCE

Table 49: Education & Experience Breakdown - Leeds & Grenville

Education Level	Unique Postings	% Total
No Education Listed	9,466	77%
High school or GED	1,228	10%
Associate's degree	475	4%
Bachelor's degree	1,102	9%
Master's degree	284	2%
Ph.D. or professional degree	115	1%
Minimum Experience	Unique Postings	% Total
No Experience Listed	7,517	61%
0 - 1 Years	1,710	14%
2 - 3 Years	2,045	17%
4 - 6 Years	797	6%
7 - 9 Years	103	1%
10+ Years	95	1%

Table 50: Education & Experience Breakdown - Frontenac

Education Level	Unique Postings	% Total
No Education Listed	15,419	77%
High school or GED	2,042	10%
Associate's degree	806	4%
Bachelor's degree	1,434	7%
Master's degree	817	4%
Ph.D. or professional degree	326	2%
Minimum Experience	Unique Postings	% Total
No Experience Listed	11,763	58%
0 - 1 Years	3,318	16%
2 - 3 Years	3,617	18%
4 - 6 Years	1,156	6%
7 - 9 Years	124	1%
10+ Years	164	1%

Source: EMSI Analyst Projection 2021

JOB POSTINGS BY TOP OCCUPATIONS

Table 51: Top Posted Occupations with 200+ Unique Postings - Leeds Grenville

Occupation (NOC)	Total Postings (Sep 2020 - Sep 2021)	Unique Postings (Sep 2020 - Sep 2021)	Median Posting Duration
Retail salespersons	1,915	533	30 days
Other customer and information services representatives	1,476	480	23 days
Home support workers, housekeepers and related occupations	1,415	475	33 days
Registered nurses and registered psychiatric nurses	1,366	410	31 days
Administrative assistants	695	314	17 days
General office support workers	722	305	29 days
Transport truck drivers	832	263	30 days
Other labourers in processing, manufacturing and utilities	1,327	255	29 days
Light duty cleaners	387	210	28 days
Administrative officers	556	208	29 days
Other administrative services managers	505	204	30 days
Material handlers	592	197	28 days

Source: EMSI Analyst Projection 2021

TOP 3 UNIQUE JOB POSTINGS BY OCCUPATION IN LEEDS AND GRENVILLE

Retail Salesperson
 Other customer and information services representatives
 Home support workers, housekeepers and related occupations



Table 52: Top Posted Occupations with 300+ Unique Postings - Frontenac

Occupation (NOC)	Total Postings (Sep 2020 - Sep 2021)	Unique Postings (Sep 2020 - Sep 2021)	Median Posting Duration
Retail salespersons	3,955	1,054	31 days
Home support workers, housekeepers and related occupations	2,459	737	33 days
Other customer and information services representatives	3,350	734	28 days
Administrative assistants	1,945	614	21 days
Registered nurses and registered psychiatric nurses	1,954	531	37 days
Administrative officers	1,481	485	22 days
General office support workers	1,168	428	28 days
Retail and wholesale trade managers	1,295	423	30 days
Other administrative services managers	1,460	370	28 days
Light duty cleaners	700	314	21 days
Delivery and courier service drivers	1,073	300	31 days
Transport truck drivers	915	299	29 days

Source: EMSI Analyst Projection 2021

TOP 3 UNIQUE JOB POSTINGS BY OCCUPATION IN FRONTENAC

- Retail Salesperson
- Home support workers, housekeepers and related occupations
- Other customer and information services representatives

JOB POSTINGS BY TOP INDUSTRIES

Table 53: Top Industries – 200+ Unique Job Listings – Leeds & Grenville

Industry	Total Postings (Sep 2020 - Sep 2021)	Unique Postings (Sep 2020 - Sep 2021)	Median Posting Duration
Health Care and Social Assistance	4,470	1,652	31 days
Retail Trade	5,287	1,616	30 days
Administrative and Support and Waste Management and Remediation Services	3,746	1,000	27 days
Professional, Scientific, and Technical Services	2,661	783	32 days
Educational Services	1,343	676	11 days
Manufacturing	1,729	648	29 days
Accommodation and Food Services	1,736	566	33 days
Construction	1,127	487	30 days
Transportation and Warehousing	1,524	463	28 days
Other Services (except Public Administration)	1,003	423	27 days
Finance and Insurance	1,209	370	23 days
Wholesale Trade	1,040	242	32 days
Public Administration	617	226	21 days
Real Estate and Rental and Leasing	617	204	29 days

Source: EMSI Analyst Projection 2021

TOP 3 UNIQUE JOB POSTINGS BY INDUSTRY IN LEEDS AND GRENVILLE

Health Care and Social Assistance

Retail Trade

Administrative and Support and Waste Management and Remediation Services





Table 54: Top Industries – 300+ Unique Job Listings - Frontenac

Industry	Total Postings (Sep 2020 - Sep 2021)	Unique Postings (Sep 2020 - Sep 2021)	Median Posting Duration
Retail Trade	9,482	2,750	31 days
Health Care and Social Assistance	8,226	2,161	33 days
Educational Services	5,585	1,540	18 days
Professional, Scientific, and Technical Services	3,601	1,225	31 days
Administrative and Support and Waste Management and Remediation Services	3,800	1,208	27 days
Accommodation and Food Services	3,641	1,180	33 days
Construction	2,587	1,012	29 days
Manufacturing	3,023	963	33 days
Other Services (except Public Administration)	2,229	814	24 days
Finance and Insurance	1,916	572	32 days
Transportation and Warehousing	2,309	553	31 days
Public Administration	1,290	367	19 days
Real Estate and Rental and Leasing	1,283	358	31 days
Wholesale Trade	862	319	30 days

Source: EMSI Analyst Projection 2021

TOP 3 UNIQUE JOB POSTINGS BY INDUSTRY IN FRONTENAC

- Retail Trade
- Health Care and Social Assistance
- Educational Services

JOB POSTINGS BY COMMON SKILLS

Table 55: Top Postings by Common Skills - Leeds & Grenville

Skills	Unique Postings	% of Total Postings
Communications	4,104	33%
Customer Service	2,856	23%
Management	1,930	16%
Detail Oriented	1,830	15%
Valid Driver's License	1,757	14%
Sales	1,670	14%
Problem Solving	1,523	12%
Interpersonal Communications	1,329	11%
Operations	1,269	10%
Leadership	1,257	10%
Organizational Skills	1,019	8%
Time Management	987	8%
Written Communication	925	8%
Computer Literacy	907	7%
Planning	868	7%
Lifting Ability	822	7%
Multitasking	815	7%
Microsoft Excel	789	6%
Verbal Communication Skills	748	6%
Presentations	721	6%

Source: EMSI Analyst Projection 2021

TOP 5 COMMON SKILLS BY UNIQUE JOB POSTINGS IN LEEDS AND GRENVILLE

Communications
 Customer Service
 Management
 Detailed Oriented
 Valid Driver's License



Table 56: Top Postings by Common Skills - Frontenac

Skills	Unique Postings	% of Total Postings
Communications	7,775	39%
Customer Service	5,781	29%
Management	3,678	18%
Detail Oriented	3,665	18%
Sales	3,425	17%
Problem Solving	3,068	15%
Valid Driver's License	2,921	15%
Interpersonal Communications	2,732	14%
Leadership	2,442	12%
Operations	2,366	12%
Time Management	2,184	11%
Organizational Skills	2,086	10%
Planning	1,949	10%
Computer Literacy	1,755	9%
Written Communication	1,669	8%
Multitasking	1,603	8%
Presentations	1,580	8%
Microsoft Office	1,562	8%
Research	1,537	8%
Verbal Communication Skills	1,531	8%

Source: EMSI Analyst Projection 2021

TOP 5 COMMON SKILLS BY UNIQUE JOB POSTINGS IN FRONTENAC

- Communications
- Customer Service
- Management
- Detailed Oriented
- Sales

6.12 MIGRATION CHARACTERISTICS

Table 57: Migration Characteristics 2014 - 2019 - Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	3,881	2,824	1,057
18-24	2,001	2,943	-942
25-44	6,223	5,841	382
45-64	5,851	3,653	2,198
65+	2,861	2,462	399
Total	20,817	17,723	3,094

Source: Statistics Canada, Taxfiler

Over the five-year period from 2014 - 2019, there was an increase of net-migrants in all age categories in Leeds Grenville, except the group aged 18-24. There was a significant out migration of this age group which is a normal transition of youth at that age to go to more urban areas.

Table 58: Migration Characteristics 2014 - 2019 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	6,828	5,864	964
18-24	7,598	5,122	2,476
25-44	16,614	13,403	3,211
45-64	6,738	5,538	1,200
65+	3,272	2,403	869
Total	41,050	32,330	8,720

Source: Statistics Canada, Taxfiler

Over the five-year period from 2014 - 2019, there was an increase of net-migrants in all age categories in Frontenac. This has been consistent in previous years. The city of Kingston is an attractive urban area able to attract and retain youth.

7 ACTION PLAN UPDATE

This action plan outlines proposed partnerships currently underway or are planned to be undertaken by the Eastern Workforce Innovation Board.
Summary List of Partnerships with Employment Ontario Community

- Action #1: Service Coordination Update 2020-2021
- Action #2: Service Coordination 2021-2022
- Action #3: Employer Engagement - Webinar Series 2020-2021
- Action #4: Employer Engagement - Webinar Series 2021-2022
- Action #5: Career Pathways - 2021-2022
- Action #6: Help Desk/Jobs Tool - 2020-2022
- Action #7: Workforce Impact Study 2021-2022



Action #1: Service Coordination 2020/2021

CHALLENGE TO BE ADDRESSED:

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

OBJECTIVE(S):

- The Board produced a quarterly newsletter outlining the results of the collection of local labour market information. This newsletter focused on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market.
- The Board worked with partners to augment the visibility of services available to the community and clients in order to maximize the access and use of programs and services. The strategy included a series of workshops where service provider employees worked through actual client scenarios with the intent to learn about what services are available in the community.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

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

Q2 Milestone

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

Q3 Milestone

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

Q4 Milestone

- Continued outreach to the community and sourcing of LMI through other options
- Final partnership project report generated, translated and posted to the website.
- Continued to host ENC meetings.

POTENTIAL PARTNERS:

- Economic Development Officers and agencies, Employer Organizations, Employment Ontario Network, Employment Ontario Service Providers in Leeds and Grenville Employment Service Providers Frontenac, La Rue-La Route du Savoir, Literacy and Basic Skills, Literacy Link Eastern Ontario, MTCU

EXPECTED OUTCOMES/OUTPUTS:

- The Board sourced data/LMI and stakeholders which provided LMI pertaining to their organization. This was compiled and presented in a format that combined the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning .
- A quarterly newsletter was published.
- A final report outlining the Service Coordination initiatives were generated.

UPDATE:

- All outcomes and outputs were met.

Service Coordination Update 2021/2022

CHALLENGE TO BE ADDRESSED:

- Through the community consultations for the LLMP report, partnership projects and other sources, much of the LMI gleaned from the individual stakeholder pillars are telling a similar story. Feedback from consultations and evaluations indicate that LMI is required but accessing and utilizing it is not easy. Although the LLMP report captures this LMI in one report, an ongoing information forum facilitates a streamed and coordinated picture.

OBJECTIVE(S):

- The Board will produce a quarterly newsletter outlining the results of the collection of local labour market information. Employer engagement and service coordination are not mutually exclusive. This newsletter will focus on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

- Q1 The Board developed a newsletter. The Board collected local LMI from sources (ie media, publications, etc.). Focus Feature generated for the Newsletter which as published end of quarter. Will host ENC meetings
- Q2 Newsletter produced using Q1 format. Continue to host ENC meetings. Q3 Newsletter will be produced using Q1 format. Continue to host ENC meetings.
- Q4 Milestone
- Newsletter will be produced. Continue to host ENC meetings.

POTENTIAL PARTNERS:

- Employment Ontario Service Providers, Employers, Employer Organizations, Ontario Works, Educators/ Trainers, ODSP, Frontenac/Leeds Grenville Mental Health, LBS Providers, LLEO, MTCU, Employer based associations, EDCOs, Chamber of Commerce, Unions, etc.

EXPECTED OUTCOMES/OUTPUTS:

- The Board will source data/LMI and stakeholders will provide LMI pertaining to their organization. This will be compiled and presented in a format that combines the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning.

UPDATE:

- EWIB is on track to meet milestones.

Employer Engagement – Webinar Series 2020/2021

CHALLENGE TO BE ADDRESSED:

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

OBJECTIVE(S):

- Employers and other stakeholders were provided with a three one-hour webinar focusing on areas of importance to Frontenac and Leeds and Grenville businesses as they continue to recover from the COVID-19. Webinar topics included the Shifting Local Labour Market, Recruitment and Retention, Employee Wellness and Mental Health in the Workplace.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

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

TIMELINES:

Q1 Milestone

- The Board made contact with potential partners to inform them of the opportunity of informational webinars that would be provided to local businesses. A strategy was developed to engage businesses to obtain their input on the focus of the webinar series. Consultant(s) were acquired to execute project.

Q2 Milestone

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

Q3 Milestone

- A webinar for employers and other relevant stakeholders were conducted and evaluated.

Q4 Milestone

- Results of the workshops were compiled and captured in a final report that was translated to French and both English and French was posted on the EWIB website and submitted to the Ministry.

EXPECTED OUTCOMES/OUTPUTS:

- Employers and other stakeholders received important information about human resource strategies and resources available to them. Three one-hour webinars focusing on a range of potential topics of importance to local businesses including the shifting labour market, recruitment and retention, employee wellness and mental health in the workplace were presented. EWIB facilitated the three webinars.

UPDATE:

- Workshops are ongoing.

Employer Engagement – Webinar Series 2021/2022

CHALLENGE TO BE ADDRESSED:

- Prior to the COVID-19 pandemic, local businesses struggled with attracting human resources as a result of record-high employment. Employment Ontario data and employers themselves indicated the retention was also a challenge. With the shutdown of the economy in March 2020 and subsequent gradual opening three months later, human resource challenges continue to evolve.

OBJECTIVE(S):

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

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

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

EXPECTED OUTCOMES/OUTPUTS:

- Employers and other stakeholders will receive important information about human resource strategies and resources available to them as they continue to recover from the COVID-19 pandemic. A minimum of three one-hour webinars focused on a range of potential topics of importance to local businesses including the Shifting Labour Market; Recruitment and Retention Post-COVID, Employee Wellness and Mental Health in the Workplace; available HR resources including use of the EWIB HR Hub, Diversity in a Workplace, etc. EWIB will facilitate a minimum of three webinars with specific topics to be finalized in consultation with local stakeholders including business representatives, industry associations and economic development officers.

UPDATE:

- Workshops are ongoing.

TIMELINES:

Q1 Milestone

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

Q2 Milestone

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

Q3 Milestone

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

Q4 Milestone

- A minimum of one webinar for employers and other relevant stakeholders will be conducted and evaluated. Results of the workshops will be compiled and captured in a final report that will be translated to French and both English and French will be posted on EWIB website.
- Employers (in general and specific sectors) and other stakeholders will be provided education as it relates to recruitment and retention of required employees. The education will consist of gaining knowledge about the EWIB HR Hub, expert training geared towards recruitment and retention practices to meet the employer needs and help overcome the workforce shortage.

Action #5: Career Pathways 2021/2022

CHALLENGE TO BE ADDRESSED:

- Labour Market Information and community input suggests that there are career pathways that are not being entered due to the lack of knowledge about what career opportunities there are. Individuals may not pursue certain jobs because they are not aware of what the options are and what the labour market data is for the area they reside.

OBJECTIVE(S):

- Participating in an Eastern Ontario project which is funded by Ontario East Economic Development and in partnership with Edge Factor, the objective is to develop, implement, deliver and promote a Workforce Development Community Hub. To create four videos featuring sectors that are in need of workforce.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

- EWIB will have the Workforce Community Hub populated with local labour market information and profile of the organization. Sectors will be selected and businesses secured to participate in the video productions.

Q2 Milestone

- There will be four videos produced and the hub will be updated.

Q3 Milestone

- Promotion of the Workforce Community Hub and the local video content through media and social media.

Q4 Milestone

- Feedback Surveys will be conducted and a final report will be generated.

POTENTIAL PARTNERS:

- Edge Factor
- Workforce Development Board
- School Boards

EXPECTED OUTCOMES/OUTPUTS:

- The project will include the development and delivery of the Edge Factor career pathways. There will be videos produced and posted on the hub. School Boards, students, parents, teachers, guidance counsellors, community organizations and job seekers will be able to explore industries and career pathways.

UPDATE:

- The videos production has been done and finalized. Hub has been populated and will be promoted when complete.

Action #6:

Help Desk/Jobs Tool 2020/2022

CHALLENGE TO BE ADDRESSED:

- There is LMI available but it is not always at a granular local level and only provide for the economic region. Statistics Canada and Job Bank are complimentary sources of data, however, both capacity and skill sets are required in order to effectively obtain, analyze and use the data.

OBJECTIVE(S):

- Participate in Eastern Ontario Regional OLMP. Establish a Labour Market Information Help Desk. Implement a start-up framework to launch a local LMI Helpdesk that adapts the framework of the WDB and Ottawa Employment Hub, which have been providing the Help Desk service for a number of years. Provide LMI to community stakeholders, businesses, jobseekers, local media, etc.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

- Participate in working groups with other training boards. Set up help desk email. Start conversion of website to accommodate Jobs Tool application.

Q2 Milestone

- Promote Help Desk with various stake holders and individuals that will benefit from it. Continue with the website conversion.

Q3 Milestone

- Secure marketing person to actively promote the Help Desk and Jobs Tool through outreach, media and social media.

Q4 Milestone

- Continue marketing strategies for Help Desk and Job Tools. Plan for following fiscal.

POTENTIAL PARTNERS:

EXPECTED OUTCOMES/OUTPUTS:

- Meet the expected 30 requests target. A final report for the 2020/2021 fiscal.

UPDATE:

- Workshops are ongoing.

Action #7: Worker Impact Survey 2020/2021

CHALLENGE TO BE ADDRESSED:

- The COVID-19 pandemic has had an impact on all social and economic aspects of our society. However, there was little information on how this pandemic has affected the workforce locally and throughout Eastern Ontario.

OBJECTIVE(S):

- Undertake an extensive outreach initiative within Eastern Ontario to fully understand barriers to suitable employment for workers, job-seekers, under-utilized workers and labour force non-participants as well identifying their service priorities and programming recommendations.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

- Gather quantitative and qualitative data to enable the creation of a targeted, evidence-based survey and focus group questions. This stage included conducting surveys and/or interviews with community partners to better understand the barriers to employment of the workforce they represent.

Q2 Milestone

- Design the worker impact survey to be conducted with individuals both in and out to the labour force locally and throughout Eastern Ontario.

Q3 Milestone

- Implement the worker impact survey and conduct online focus group meetings with individuals in the workforce.

Q4 Milestone

- Compile the results of the worker impact survey and share with community partners for their input and validation.

Q5 Milestone

- Write a final report and share with the Ministry and the public.

POTENTIAL PARTNERS:

Workforce Development Boards in Eastern Ontario:

- Workforce Development Board (WDB)
- Ottawa Employment Hub (OEH)
- Eastern Ontario Training Board (EOTB)
- Centre for Workforce Development (CFWD)
- Labour Market Group Renfrew, Lanark, Pembroke and Perth (LMGRL)

Other

- Workforce Individuals
- Community Partners including: employment service agencies; educators, economic development organizations, business organizations

EXPECTED OUTCOMES/OUTPUTS:

- Expected 600 individual survey respondents. Achieved 1004 individual respondents. Also had 97 community agencies participate in consultations/surveys and 58 individuals participate in online focus groups.
- Succeeded in obtaining information to fully understand the barriers to suitable employment for workers, job-seekers, under-utilized workers and labour force non-participants as well identifying their service priorities and programming recommendations. This was written in the report: “Examining The Effects of The COVID-19 Pandemic on the Workforce in Eastern Ontario”.

UPDATE:

- All the milestones were completed. This project was finalized in July 2021.

8 COMMUNITY CONSULTATION PARTICIPANTS

8.1 AGENCIES/ORGANIZATIONS

Amanda Vanderhaar	St. Lawrence College
Ashley Gilmore	Kingston Literacy & Skills
Carl Sadler	ACFOMI
Catherine Thomson	City of Kingston Ontario Works
Cathy Keates	Queen's University, Employment Services
Chantal Hudon	La Route du Savoir
Chris Grimshaw	March of Dimes Canada
Christine Birtch	United Counties of Leeds and Grenville
Dajana Turkovic	City of Kingston
Dave Smith	Career Services of Brockville
Doug Noyes	Literacy Link Eastern Ontario
Elaine Lewis	St. Lawrence College Employment Service
Elizabeth Lopez	KEYS Job Centre
Jackie Aalders	ACFOMI Employment Services
Jennifer Fournier	CSE Consulting
Jennifer Ryan	March of Dimes Canada
John Holmes	EWIB - Labour
Julie Langan	ReStart
Karen McGregor	St. Lawrence College Employment Service
Kim Kelsey Job Coach	EEC
Kimberly Little	United Counties of Leeds and Grenville
Madeleine Nerenberg	Newcomer Services - KEYS
Michele Dubois	ACFOMI Employment Services
Natalia Martins	ACFOMI
Peter LeClair	Career Services
Ryan Flannagan	Social Services - UCLG
Sam Laldin	EWIB - Visible Minorities
Shannon Liscumb	CSE Consulting
Steve Garrison	Labour - OECTA Algonquin Lakeshore
Sue Watts	Employment & Education Centre
Teanne Larocque	Employment & Education Centre
Tracy McDonald	CSE Consulting

8.2 EMPLOYERS

A&W Restaurant	Brockville
Ambassador Conference Resort	Kingston
Beach Home Hardware	Athens
Beattie Dodge Chrysler Jeep Ltd.	Brockville
Canadian Tire	Prescott
Colonade Golf & Country Club	Joyceville
Country Squire Resort	Gananoque
Fedorki Performance Systems	Brockville
Ford Chiropractic Clinic	Gananoque
Funeral Tech	Kingston
G. Tackaberry & Sons	Athens
Glen House	Lansdowne
Holiday Inn Express Brockville	Brockville
Home Depot	Kingston
Home Hardware Building Centre	Brockville
Hopkins Chitty Land Surveyors Inc	Kingston
Howard Johnson Inn	Gananoque
K.D. Construction & Equipment Rentals	Brockville
Kingston General Hospital	Kingston
Kouri's Kopters	Gananoque
K-TOWN Physiotherapy (Downtown)	Kingston
Laverne's	Gananoque
Maple View Lodge	Athens
Mapleview Homes	Brockville
Maverick's Restaurant	Gananoque
Mayfield Retirement Residence	Prescott
McDonald's	Kingston
Montana's Restaurant	Kingston
Old English Pub	Gananoque
Physiotherapy Kingston	Kingston
Planes Precast Concrete Ltd.	Prescott
Providence Care	Kingston
Pryer's Construction Ltd.	Brockville
Quality Inn and Suites	Gananoque
Queen's University	Kingston
Rideau Crest Home	Kingston
Riva	Gananoque
Rosen Tri Heat Anglin	Kingston
Running's Auto	Gananoque
Speedy Glass	Brockville
St. Lawrence College	Kingston
St. Lawrence Lodge	Brockville
Subway	Prescott
The Gananoque Inn	Gananoque
The Hot Roast	Gananoque
The Junction Restaurant	Seeley's Bay
Travel Lodge	Gananoque
Woodview Inn	Gananoque