LOCAL LABOUR MARKET PLANNING REPORT

LLMP 2024/25

FEBRUARY 2025

EASTERN WORKFORCE INNOVATION BOARD

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ACKNOWLEDGMENTS

The Eastern Workforce Innovation Board wishes to extend our sincere appreciation to our community partners for their engagement and invaluable contributions to this planning report. Local labour market information (LLMI) is a fundamental component of fostering growth within our local economies and supporting the well-being of our communities.

In light of the evolving global landscape, the role of the workforce development board and the services it provides have become increasingly vital. As we progress, we must strategically address challenges related to immigration and tariffs, demanding our concerted focus and action.

Now is the opportune moment for local labour market information to play a vital role, and we would like to acknowledge the dedicated efforts of Sandra Wright in this regard.

Furthermore, I would like to recognize our board of directors for their steadfast support of our initiatives and their commitment to community engagement. We are fortunate to have a diverse and actively involved board, and we aspire to make a meaningful difference during these challenging times.

George Horton
Board Chair and Business Representative
Eastern Workforce Innovation Board

EASTERN WORKFORCE INNOVATION BOARD
Nurturing a stronger workforce

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the Government of Ontario.

We would like to honor all the ancestral stewards of this land on which we create this report for our region and all First Peoples of our indigenous communities .

The views expressed in this document do not necessarily reflect those of the Government of Canada or
the Government of Ontario.

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01 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 consists of volunteer representatives from Labour, Business, Education, Trainers and Equity Groups.

Directors
George Horton, Chair and Business Representative
David Paul, Vice Chair and Business Representative
Sam Laldin, Treasurer and Visible Minority Representative
John Holmes, Labour Representative
James Roy, Labour Representative
Julia Lynch, Labour Representative
Christine Forman, Business Representative
Terry Childs, Business Representative
Dale Jones, Director at Large
Diane Kirkby, Education
Diane Sabourin, Francophone Representative
Paris Escandon, Persons with Disabilities

Staff
Frank O'Hearn, Executive Director
Maureen Keeler, Project Manager

Consultants
Social Schmoes Marketing, Social Media
Gail Bradley, Social Media
Louise Adam, Bookkeeper
Dave Webster, IT Consultant
Diane Soucie, LMIA Consultant
Sandra Wright, LMIA Consultant

The Eastern Workforce Innovation Board (EWIB) is one of twenty-five (25) workforce planning areas in the province of Ontario. This Board was incorporated in 1996 and has been in operation for over 29 years. The EWIB catchment area consists of the counties of Frontenac, Leeds and Grenville and Loyalist Township (within the county of Lennox and Addington). It receives its core funding from the Ministry of Labour, Immigration, Training and Skills Development.

The EWIB gathers intelligence information regarding the supply and demand concerns of the local labour market by working collaboratively with community partners. Members of the Board actively engage with both local organizations and community partners in local labour market endeavors.

The EWIB has designed an interactive and informative website that offers a wide variety of resources for the community to access. The website features several career videos, trending news articles, as well as an array of labour market information that includes current and past Local Labour Market Planning (LLMP) reports. It features an LMI Help Desk or "Ask the Expert" service where users can click on a link and ask questions about the labour market and receive a timely response from EWIB. This is a free service.

You are encouraged to visit the EWIB's website at https://www.workforcedev.ca and to utilize the information provided to address your individual labour market concerns.

PROJECTS AND PARTNERSHIPS 2024-25
The EWIB is involved in multiple projects and partnerships. Details of these initiatives and those of community partners can be found in section 7.0 of this report.

02 BACKGROUND/ CONTEXT

2.1 THE LLMP REPORT & PLANNING PROCESS OVERVIEW

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

This 2024-25 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 including:

- Employment Ontario Data
- Canadian Business Counts
- Community Data Program
- 2016 Census and 2021 Census Profiles
- Labour Force Survey
- Taxfiler Data
- Lightcast – data modelling
- Employment Insurance Data
- Statistics Canada
- IRCC (Immigration, Refugees and Citizenship Canada)
- National Job Bank

Qualitative data has been compiled from information gathered from various outreach initiatives conducted throughout the year involving local employers, workers, service providers, educators and other community agencies. One hundred and fifty-two (152) agency representatives and employers participated in local consultations and/or surveys. The valuable input gathered from these stakeholders helped to inform the EWIB regarding current challenges and opportunities within the local labour market.

03 KEY TRENDS AND CHALLENGES

Section 3.0 identifies key trends and challenges in the community. Information in this section combines qualitative (non-numeric) with quantitative data (numeric). Qualitative information is compiled from information gathered from consultations with community partners. Quantitative data is gathered from research analysis from various sources within the region. Local data may be supported by provincial or national data to provide a thorough understanding of the subject.

3.1 ONTARIO'S FALL ECONOMIC STATEMENT – ECONOMIC INDICATORS

It is important to understand the economic directions and priorities of the Ontario government and how they impact our local labour market trends and challenges.
Below are some highlights from the Ontario's Fall Economic Statement released on October 30, 2024. For more details click here.

EMPLOYMENT GROWTH
Moderate growth is expected.
- 2.4% growth in 2023
- 1.4% growth in 2024
- 1.5% growth in 2025
- 1.4% growth in 2026
- 1.2% growth in 2027

UNEMPLOYMENT RATES
The average unemployment rate dating back from January 1976 to September 2024 was 7.4%. The Ontario unemployment rate was 6.9 per cent as of September 2024.

During this same period, the all-time record low unemployment rate of 4.7 percent was recorded in both June and October of 1989; the peak unemployment rate during the 2008–2009 Global Financial Recession reached 9.6 percent in June 2009; and the peak unemployment rate during the COVID-19 pandemic of 14.0 percent, all-time record high, in May 2020.
- 7.4% - average rate January 1976 to September 2024 (span of approx. 48 years)
- 4.7% - all-time low – June & October 1989
- 9.6% - peak during the 2008-09 Global Financial Recession
- 14.0% - all-time record high – May 2020 during COVID-19 pandemic
- 6.9% - September 2024
- 6.9% - 2025
- 6.3% - 2026
- 6.0% - 2027

ECONOMIC GROWTH
Real Gross Domestic Product (GDP)
- 0.9 growth in 2024
- 1.7% growth in 2025
- 2.3% growth in 2026 and 2027

Nominal GDP
- 3.8% growth in 2024
- 3.9% growth in 2025
- 4.4% growth in 2026 and 2027

CPI (CONSUMER PRICE INDEX) INFLATION:
The rate of inflation is expected to ease.
- 3.8% CPI Inflation rate annual average in 2023
- 2.5% CPI inflation rate in 2024
- 2.1% CPI inflation rate in 2025
- 2.0% CPI inflation rate in 2026 and 2027

COMPENSATION AND HOUSEHOLD SPENDING
As employment growth slows and wage gains moderate, growth in compensation of employees is projected to continue to ease as well.
- 6.9% in 2023
- 5.5% in 2024
- 4.8% in 2025
- 4.3% in 2026 and 2027

HOUSING MARKET
Despite the reduction in borrowing costs, Ontario's housing market performance remains subdued.
Several challenges remain. While mortgage rates have declined modestly, they still remain elevated.
Looking ahead, lower mortgage rates and more accommodative mortgage regulations recently announced by the federal government are expected to help housing demand recover. However, challenges around housing affordability are expected to moderate gains in home resale and in price growth during the projection period.

Housing Resales
- 2.0% growth in 2024
- 13.4% growth in 2025
- 5.5% growth in 2026
- 1.2% growth in 2027

Home Resale Prices
- 0.3% growth in 2024
- 4.7% growth in 2025
- 4.0% growth in 2026 and 2027

INTEREST RATES

A slow decline of prime interest rates is predicted.
- 2.9% - January 2015
- 4.7% - July 2022
- 7.2% - July 2023
- 6.0% - October 2024
- 5.0% - 2025

CAPITAL PLAN TO BUILD A BETTER ONTARIO

Ontario's Plan to Build includes the most ambitious capital plan in Ontario's history, with planned investments over the next 10 years totalling $191.3 billion, including $26.3 billion in 2024–25. To address the current historic infrastructure deficit, this plan aims to get shovels in the ground to build highways, hospitals and other critical assets, to lay the foundation for a better Ontario.

Key highlights in the capital plan include the following:

- **Building Highways:** A total of $27.8 billion over 10 years has been set aside to support the planning and construction of highway expansion and rehabilitation projects across the province.
- **Building Transit:** A total of $68.2 billion over 10 years has been budgeted for public transit, with a variety of projects already underway.
- **Building Hospitals and Health Infrastructure:** Almost $50 billion over the next 10 years will be invested in health infrastructure, including over $36 billion in capital grants to support more than 50 hospital projects. These investments will add approximately 3,000 new beds over the next decade, significantly increasing access to health care across the province.
- **Building Long-Term Care Homes:** Planned investments that totally a historic $6.4 billion since 2019 have been earmarked to build 58,000 new long-term care beds across the province, and upgrade existing beds to modern design standards, by 2028. As of September 2024, 18,439 beds (113 projects) are either completed, under construction, or have received approval to start construction.
- **Building Schools and Child Care Spaces:** Approximately $23 billion will be invested over the next 10 years, including about $16 billion in capital grants, to build more schools, to increase the number of childcare spaces, and to support the revitalisation of existing schools.
- **Building Postsecondary Education Infrastructure:** $6.1 billion will be invested in the Postsecondary Education sector over the next 10 years, including over $2.3 billion in capital grants, to help colleges, universities and Indigenous Institutes modernize facilities by upgrading technology, supporting critical repairs and improving energy efficiency.
- **Building High-Speed Internet:** Nearly $4 billion, since the beginning in 2019–20, has been designated to ensure every community across the province has access to high-speed internet by the end of 2025. Multiple programs are underway to provide access to internet service and better cellular connectivity, such as Southwestern Integrated Fibre Technology and Eastern Ontario Regional Network initiatives. As of September 2024, over 100,000 homes and businesses have been connected to high-speed internet through these various programs.
- **Building Housing-Enabling Municipal Infrastructure:** Nearly $2 billion has been designated to help build municipal housing-enabling infrastructure projects through the Housing-Enabling Water Systems Fund (HEWSF) and Municipal Housing Infrastructure Program (MHIP). Under the first intake for the HEWSF, the province is investing in 54 water infrastructure projects across 60 municipalities that will help enable the construction of approximately 500,000 new homes across Ontario. In August 2024, the second intake for HEWSF and MHIP Housing-Enabling Core Servicing Stream was launched.

HELPING THE TAXPAYER

Key highlights include the following:

- Providing a **$200 taxpayer rebate** early next year, which would give immediate relief for Ontario families in the face of high interest rates and the federal carbon tax.
- Proposing to further extend the temporary **gas and fuel tax rate cuts** so that the rate of tax on gasoline and fuel (diesel) would remain at 9 cents per litre until June 30, 2025. This would save Ontario households $380, on average, over the three years since July 2022. This relief is especially important as the federal carbon tax is set to increase again on April 1, 2025.
- Starting in 2026, the government is investing an estimated $88 million over three years to expand **Learn and Stay grants** for 1,360 eligible undergraduate students that c**ommit to practice family medicine** with a full roster of patients once they graduate. This includes $17.7 million for the 2026–27 academic year. It is estimated the total investment will enable

the connection of an additional 1.36 million people to primary care based on average attachment rates for family doctors. The funding will cover all tuition and other direct educational costs like books, supplies, and equipment in exchange for a term of service as a physician in any community across Ontario.

- Connecting job seekers with employers in in-demand sectors like manufacturing, construction, and health care by increasing investment in the **Skills Development Fund Training Stream** by up to an additional $260 million in the current fifth round of the fund. This latest round of funding brings Ontario's total investment through the Skills Development Fund to $1.4 billion.
- Helping workers save for their retirement by finalizing regulations to enable a **permanent target benefit pension plan framework** to come into effect on January 1, 2025. Target benefit pension plans, often created by a union or association within a specific industry, provide a monthly stream of income in retirement at a predictable cost for employers.
- Empowering Ontario's drivers by enabling more consumer choice when purchasing **auto insurance** through regulatory changes that make statutory accident benefits, other than medical, rehabilitation, and attendant care, optional for consumers to purchase.

3.2 LABOUR MARKET CHALLENGES

This section outlines changes, challenges and opportunities in the local labour market within the EWIB catchment area as identified by community partners. Community outreach included consultations and/or surveys with 152 community stakeholders representing 7 employment service agencies, 10 economic development agencies, 2 chambers of commerce and 50 employers. Local information/data may be supported by provincial or national data to provide a thorough understanding of the subject.

The common labour market challenges have been consolidated and summarized into the following four (4) categories below.

A. SUPPLY AND DEMAND
B. SOCIAL
C. ECONOMY
D. INFRASTRUCTURE

A. SUPPLY AND DEMAND

Since COVID19, labour shortages and the lack of qualified job seekers have been cited as key issues facing the local labour market. This year, many employers have indicated that they are getting more applicants applying for jobs and for the most part are able to fill their demand. However, over the last two years there has been a significant decrease in the number of job postings and therefore a decline in demand for workers.

Despite some improvement in the number of available workers, there continues to be significant labour shortages in specific sectors such as health care, education, construction and hospitality and tourism.

A.1 HEALTH CARE

The family doctor shortage has become dire in many municipalities across the region and across Ontario. Municipalities are competing in developing strategies to attract family doctors. (Refer to section 3.4 for more about the shortage). As mentioned, starting in 2026, the provincial government is investing an estimated $88 million over three years to expand **"Learn and Stay grants"** for 1,360 eligible undergraduate students that commit to practice family medicine with a full roster of patients once they graduate.

There continues to be a shortage of nurses and personal support workers (PSWs). It is expected that Ontario will need 33,200 more nurses and 51,000 more personal support workers by 2032, over and above those currently being educated in the system. Retention and recruitment are both challenges. Nurses are leaving the profession due to increased workloads, high rates of burnout, stress, anxiety and depression. Others have left the country to work in less stressful and better paying environments. PSWs work closely with elderly, disabled, and chronically ill clients and this can be emotionally challenging leading to burnout. In the 2024 budget, the provincial government has invested $743 million to continue to grow this workforce through increased enrollment and retention programs – and an additional $2 billion to continue work to grow and modernize the home and community care sector.
Early childhood educators (ECEs) are in continued demand, impacting childcare. The province expects to be short 8,500 ECEs by 2026. The low wages offered and the lack of benefit packages in this occupation are contributing factors to this shortage.

A.2 CONSTRUCTION

The construction industry in this region is facing difficulty in filling skilled trade jobs. The top 10 in-demand skilled trades in the EWIB region are:

- Construction millwrights and industrial mechanics
- Residential electricians
- Automotive mechanics
- Carpenters
- Plumbers
- Industrial electricians
- Heavy-duty equipment mechanics
- HVAC
- Welders
- Construction supervisors, managers and contractors

The shortage of skilled trades workers in Ontario is having a direct impact on our province's economy. According to BuildForce Canada, Ontario will need to recruit over 100,000 workers in the construction industry alone by 2030 to replace retiring workers and to keep up with the increased demand for skilled workers.

On October 15, 2024, the province announced $2.1 million in funding through the Skills Development Fund (SDF) to train over 700 workers and young people for careers in the skilled trades in Leeds-Grenville. This investment includes $840,912 to the Kemptville Campus Education and Community Centre and the Upper Canada District School Board (UCDSB), to expand their apprenticeship programs in the motive power sector. Forty-five apprentices and workers will work towards Red Seal Certification through the Commercial Vehicle and Equipment Apprenticeship (CVEA) program. This investment will also enable the Campus and UCDSB to deliver one-day training programs to over 500 students in grades 7-12, encouraging youth to start a career in the skilled trades.

A.3 HOSPITALITY AND TOURISM

These sectors continually report shortages that can be attributed to retention and recruitment issues. Low wages, a lack of benefits and poor job security are the main issues affecting these shortages. The shortage of these workers has had significant financial implications for hospitality and tourism businesses. Increased competition for workers has led to rising labour costs, as businesses are forced to offer higher wages and better benefits to attract and retain workers.

A.4 WORKFORCE DEMOGRAPHICS

There are two main demographic issues that are currently affecting the labour market. Firstly, is the significant exodus of the aging workforce due to retirements and secondly is the low birth rates in this region. Yet, the population and labour force continue to grow. This growth, which is mainly due to migration, helps to maintain the supply of labour to meet the demand for workers in this region. (refer to Section 6 for detailed information on the labour force)

A.5 OTHER WORKFORCE CHALLENGES

There remains a continued need for training for workers and job seekers in literacy and basics skills including customer service, communications, conflict resolution, digital skills and time management. There is also a need for strategies to deal with programs addressing short-term retraining, re-skilling and pre-employment skills.

Post-secondary programming needs to ensure it meets the demand of the local labour market.

Due to the shortage of skilled trade workers in the area, community partners would like to see the return of skilled trades programs at the Brockville campus of St. Lawrence College.

There is also a need to significantly reduce the backlog of immigrant approvals and to decrease the time required to recognize the credentials of newcomers to the region. There is a concern about the government's plan of reducing the number of international students allowed to study in Canada and the impact this will have on retail, hospitality and tourism industries. Many of these students work in these industries while attending school in the area. Employers need to recognize and address generational workforce differences such as the demand for increased work-life balance.

B. SOCIAL CHALLENGES

B.1 MENTAL ILLNESS AND ADDICTION

It has become increasingly apparent that as a community we are facing a pandemic of mental health problems, an increase in substance use fed by a deadly toxic drug supply. Recent national data and modelling projections about opioid overdose deaths corroborates the adverse effect COVID-19 has had on the escalating numbers of overdose related deaths.

B.1.1 Canadian Facts and Statistics (reported by Canadian Mental Health Association (CMHA)

- In any given year, 1 in 5 Canadians experience a mental illness.
- Young people aged 15-24 are more likely to experience mental illness and/or substance use disorders than any other age group.
- 39% of Ontario high-school students indicate a moderate-to-serious level of psychological distress (symptoms of anxiety and depression). A further 17% indicate a serious level of psychological distress.
- Men have higher rates of substance use disorders than women, while women have higher rates of mood and anxiety disorders.
- Mental and physical health are linked. People with a long-term physical health condition such as chronic pain are much more likely to also experience mood disorders and people with a mood disorder are at much higher risk of developing a long-term medical condition.
- People with a mental illness are twice as likely to have a substance use disorder compared to the general population. At least 20% of people with a mental illness have a co-occurring substance use disorder. For people with schizophrenia, the number may be as high as 50%.
- Similarly, people with substance use disorders are up to 3 times more likely to have a mental illness. More than 15% of people with a substance use disorder have a co-occurring mental illness.

- Canadians in the lowest income group are 3 to 4 times more likely than those in the highest income group to report poor to fair mental health.
- Studies in various Canadian cities have indicated that between 23% and 67% of homeless people may have a mental illness.

B.1.2 Wait Times

Wait times for services can be long, especially for children and youth. In January, 2020, about 28,000 children and youth were on waiting lists for mental health treatment. This number has more than doubled since 2017. (more current data is not available). The average wait time for children and youth is 67 days for counselling and therapy and 92 days for more intensive treatment. Access to these services differs based on geographical area. In some areas, children and youth are able to access services almost immediately, while in others, wait times can be as long as 2.5 years.

B.1.3 Costs to Society

The annual economic cost of mental illness in Canada is estimated at over $50 billion per year. This includes health care costs, lost productivity, and often results in reductions in health-related quality of life.

The annual economic cost of substance use in Canada is estimated at nearly $40 billion. This includes costs related to healthcare, criminal justice trials and incarcerations, and lost productivity.

- Alcohol and tobacco are responsible for more than two thirds of these costs ($14.6 billion and $12 billion, respectively).
- The next highest ranked substances are opioids ($3.5 billion) and cannabis ($2.8 billion).

Individuals with a mental illness are much less likely to be employed. Unemployment rates are as high as 70% to 90% for people with the most severe mental illnesses.

The cost of a workplace disability leave for a mental illness is about double the cost of a leave due to a physical illness.

B.2 HOMELESSNESS

The EWIB region is experiencing an increase in homelessness, particularly in the more populated areas. Homelessness describes the situation of an individual, family or community without stable, safe, permanent, and appropriate housing, or the lacking of resources to act immediately to acquire this housing.

Lack of income security combined with the lack of affordable housing are key factors contributing to the increase in the numbers of homeless.

In Ontario, there is an estimated homeless population of 234,000. The Housing Ministry indicates that the province's shelter system is 97% full and that tens of thousands of new supportive housing units are required to significantly reduce this number.

The Ministry also reports that 59,100 people receiving Ontario Work (OW) and Ontario Disability Support Program (ODSP) payments were homeless as of April 2024 – about six percent of the total number of OW and ODSP recipients. As of December 2022, 176,804 households were waiting to access "subsidized housing" across the province. There were 2.6 people in the average Ontario household in 2021. As of about a year ago, 72,700 "supportive housing" spaces in the province were in use, with about 30,000 more needed across Ontario.

Mental health and addiction issues are prevalent among homeless people, with more than half of these people experiencing a mental health issue (63 percent) and/or a substance use issue (58 percent).

Wait times for supportive housing can be up to seven years. Approximately 27,000 adults with developmental disabilities are waiting for residential supports and services in the province.

B.3 LOW INCOME

Low income itself is not a measurement of poverty. But like poverty, low income can be associated with a host of health risks, social and emotional wellbeing issues and lack of education.

According to Statistics Canada Census data, the counties of Leeds and Grenville and Frontenac County had lower rates of low income in 2020 compared to 2015. The Low-Income Measure (LIM) is not considered to be a measure of poverty but it does indicate that a person is financially worse off than others. The LIM is a fixed percentage (50%) of the median adjusted family income, which takes family needs into account. LIM-AT measures low income after tax.

The threshold for LIM-AT in 2020 was $26,503 for a one-person household, $37,480 for a two-person household, and $53,005 for a four-person household.

In 2020, there were 17,050 persons, or 10.1% of the population in Kingston CMA with an income below LIM-AT. This is 3,540 less persons than in 2015.

Within the Kingston CMA, the City of Kingston had the highest rate of low income (14.8%). The lowest rate was in South Frontenac (7.7%). The prevalence of low-income areas can be found in numerous locations across the City of Kingston but is particularly concentrated in the downtown core area.

In the counties of Leeds and Grenville in 2020, there were 10,005 people, or 9.8% of the population with an income below the LMI-AT 2020, a decrease from 13% reported in 2015.

The prevalence of low income based on LIM-AT in Ontario was 10.1% in 2020 and 14.4% in 2015.

C. ECONOMY

The EWIB region reported that the economy is stabilizing and may be growing. In Ontario, the economy continued to grow in the first half of 2024, despite the challenges of high interest rates, cost of living and geopolitical uncertainty.

Economic indicators discussed in Section 3.1 of this report support a growing economy.

D. INFRASTRUCTURE

D.1 HOUSING

Lack of available and affordable housing for residents and migrants to the area continues to be a significant challenge. Although housing prices are leveling off, high interest rates are a deterrent in making new purchases and there is still the issue of the availability of suitable homes. Rental costs also continue to be high.

However, there is a lot of residential construction underway in this area. This may be due to the numerous federal initiatives in place attempting to address the housing shortage. Some of these initiatives include:

- **The Apartment Construction Loan Program (ACLP)**
  The ACLP will boost the construction of rental housing by providing low-cost repayable loans to builders and developers. Canada's Housing Plan is making the program even better by:
  - adding an additional $15 billion in new loan funding, starting in 2025-26, bringing the program's total to over $55 billion
  - making it easier to use so developers can get more projects done faster
  - providing $100 million in low-cost loans specifically to build housing above existing shops and businesses
  - providing $500 million low-cost financing for prefabricated or innovative homebuilding techniques

- **Canada Builds**
  The federal government is taking a Team Canada approach to building affordable homes for the middle class by combining federal low-cost loans with provincial and territorial investments to scale up construction on rental homes.

- **Housing Accelerator Fund**
  Restrictive zoning practices, excessive red tape and outdated processes slows the constructions of housing and increases costs. The Housing Accelerator Fund provides incentives for local governments to remove these barriers, to speed up permitting and to support the development of affordable, inclusive, equitable and climate-resilient communities.

- **Public Lands for Homes Plan**
  High costs and a shortage of land makes the homebuilding process more expensive and prevents homes from being built. The Public Lands for Homes Plan is unlocking government surplus, underused and vacant lands across the country. They are partnering with homebuilders and housing providers to build homes on every possible site.

- **Canada Secondary Suite Loan Program (In development)**
  The new Secondary Suite Loan Program will provide low-interest loans to enable homeowners to add a secondary suite to their homes.

- **Mortgage Insurance to Incentivize Densification (In development)**
  To support recent municipal zoning reforms in Canada's major cities, the government intends to make targeted changes to mortgage insurance rules to encourage densification. This will enable homeowners to add density to their current homes or properties by, among other things, increasing the applicable insured mortgage limit.

D.2 CHILD CARE

There is a shortage of available and affordable childcare to support workers and encourage workers (usually women) to re-join the workforce. There is an extensive wait list for spaces. Childcare agencies that have entered into an agreement with the National Child Care Program have alleviated some of financial burden for parents. However, some agencies are not entering into agreements due to the paperwork involved and the large demand for existing spaces with clients willing to pay the going rates for these spaces.

Many childcare agencies do not have the capacity, willingness or the staff to accommodate more spaces. It has already been noted that there is a shortage of ECEs required to work at these facilities.

There is also the challenge of finding available childcare on evenings and weekends to accommodate the work schedule of many employees.

D.3 TRANSPORTATION
The lack of transportation (access to a vehicle, license or public transportation), continues to be a challenge for both workers and employers. This is especially troublesome in rural areas, or where work sites are located away from public transportation routes.

Public transportation is not always convenient for meeting the scheduling needs of workers. Some areas are experimenting with bussing workers to other places for work.

3.3 EMPLOYER SURVEY RESULTS

EWIB undertook a sample survey with 50 local employers to obtain an overall perspective on hiring challenges from their viewpoint. This is not a statistically valid survey but the results do provide some information for future discussions.

Employers were asked the following questions:

1. Are you having difficulty in finding workers?
2. If you answered yes to Q2, please list the occupations where you are having difficulty finding workers.
3. Explain why you think you are having difficulty in finding qualified workers. Select all the reasons that apply. (from a supplied list)
4. As an employer, what activities or initiatives are you undertaking or planning to undertake to ensure you attract and hire the most suitable candidates for your job openings. Select all that apply. (from a supplied list)

RESPONSES:

Q.1: Twenty-two (22) or 44% of employers said they were having difficulty in finding workers. 95% of employers said they had difficulty the previous year.

Q.2: Occupations in which employers were experiencing difficulties in finding workers include: nurses, personal support workers, early childhood educators, cooks, servers, dishwashers, fast-food workers, room cleaners, front desk attendants, automotive mechanic, carpenters, truck driver, and heavy-duty equipment mechanic.

Q.3: 50% of employers reported that a lack of qualified workers was the main reason they were having difficulty in filling job vacancies. This was compared to 75% last year. Other reasons included unrealistic job expectations and jobseekers not interested in the job and as a result interviewed poorly.

Q.4: The top three (3) responses to this question were increasing wages, working with employer service providers to find workers, and increasing the use of marketing initiatives.

Other results found in the survey:

> Many employers were concerned about increased operating costs due to inflation and the increased costs of supplies and materials. This has led to an increase in the cost of goods and services that is passed on to consumers.
>
> Employers reported having to increase wages to recruit new employees, but they do not have the revenue to increase the wages of existing employees and they are now worried about the retention of these workers.
>
> Some employers mentioned that they are being more proactive in their hiring practices by offering flexibility in hours and days of work, by offering hybrid working arrangements and by offering bonuses. They are also reviewing job descriptions for their job advertisements to ensure that they reflect actual job requirements.
>
> Several employers are investigating the process for hiring foreign workers.

Overall, employers contacted believed that there were more people looking for jobs and available to work than in the last several years.

3.4 THE FAMILY DOCTOR SHORTAGE IN ONTARIO

Currently, 2.5 million Ontarians do not have access to a family doctor and that number is expected to grow to 4.4 million by 2026.

Factors Contributing to the Shortage of Family Doctors

1. **A significant number of family doctors are expected to retire (40% within the next 5 years).**
   A recent survey of family doctors (2023) by the Ontario College of Family Physicians shows nearly 65 percent of family doctors are planning to change or leave their practice.
2. **A fewer number of family medicine graduates are entering the profession.**
   There is a clear downward trend in family doctors choosing to work in comprehensive family medicine and to provide the full spectrum of support that Ontarians depend on.
3. **Population growth in Ontario requiring more doctors.**
4. **Lack of retention strategies of current family doctors.**
   The profession is under enormous strain right now because family doctors are spending too much time on unnecessary administrative tasks and do not have the support needed from interprofessional teams to manage an aging, and increasingly complex population.

The Ontario Medical Association says underfunding in OHIP revenue and rising costs due to inflation are making family practices unsustainable.

ONTARIO COLLEGE OF FAMILY PHYSICIANS (OCFP)
The OCFP represents more than 15,000 family doctors who support Ontarians in both urban and rural communities in our province. Our members have direct insight into the unique healthcare needs of Ontario's varying populations.

The Ontario College of Family Physicians is calling on the Ontario government to protect the health of Ontarians and support family physicians by implementing immediate solutions:

- **Ensure all Ontarians have access to family doctors working in teams with other health care providers.** Ontarians who have family doctors working in teams have far greater access to the care they need because their physicians are supported by nurses, pharmacists, dietitians, social workers and more. Having easy access to a team of healthcare providers led by a family physician means patients can get the right care from the right provider – and frees up time for family doctors to focus on patients that most need their expertise. Right now, 70 percent of family doctors and their patients do not have access to team-based support.
- **Ensure family doctors are able to spend time caring for patients—not tackling unnecessary paperwork.** On average, family doctors spend 19 hours a week on administrative tasks such as writing sick notes and filling out lengthy insurance forms. Simple measures such as eliminating sick note requirements and standardizing insurance forms, would mean more time treating patients.

ONTARIO MEDICAL ASSOCIATION
The OMA represents over 43,000 physicians, medical students and retired physicians in the province.

The OMA agrees with these solutions.

Actions of the Province of Ontario – Ministry of Health

- Added more than 10,400 new doctors since 2018.
- Expanded medical school access by adding hundreds of undergraduate and medical seats with 60 percent of seats reserved for family medicine.
- Invested tens of millions of dollars to launch the largest expansion of new interdisciplinary primary care teams
- Reduced the administrative burden on doctors through the Bilateral Burnout Task Force, a joint committee involving both the Ministry of Health and the OMA that was created in 2022 to address burnout among physicians. The task force has already "significantly accelerated work" to simplify forms doctors must fill out, and the government is also seeking to replace fax machines at all Ontario healthcare providers with digital alternatives, to streamline communications.

3.5 FRANCOPHONE EMPLOYMENT CHALLENGES

While many established Francophones are doing well economically, newcomers with limited English face significant challenges. This can be due in part to the fact that there are no opportunities for training and professional development, in French, outside of literacy and basic skills. Unlike other regions in Ontario, Kingston is fortunate to have a French Literacy and Basic Skills (LBS) provider, La Route du Savoir. However, when it comes to other skills development opportunities, the options are limited if not absolutely non-existent. Forklift, Working at Heights, and First Aid courses are only available in English. Even courses for obtaining your driver's licence with French instruction is extremely difficult to find. There are no locally available college programs delivered in French and the training programs funded by the Skills Development Fund are only available in English in Kingston and the surrounding areas. To have access to training in French, job seekers need to move to Ottawa or Toronto. Although many Francophones especially newcomers, face the possibility of a lengthy job search process, many still choose to relocate to Kingston and remain positive that they will be able to improve their English language skills.

English as a Second Language (ESL) classes are only free for immigrant newcomers. People arriving from Quebec, for example military spouses, don't have access to these classes for free in Kingston. In order to help with these language acquisition challenges, ACFOMI has partnered with the Kingston Frontenac Public Library, the Kingston Military Family Resource Centre and the Centre Cultural Frontenac to offer the Café Franglish, a weekly opportunity for people to practise both official languages and gain confidence in their speaking abilities. This allows French speakers to improve their English and facilitate their integration into the workplace and allows English speakers who have learned French in the past to feel more confident that they can interact with Francophones in their workplace.

There is growing support from local municipalities and organizations to recruit Francophones and a willingness to offer more services in French. More businesses and organizations are looking to hire Francophones. However, many employers still lack the resources to effectively hire French-speaking employees. Some of the hindrances are a lack of French-speaking HR staff, job postings often only in English, even when seeking Francophone candidates, as well as workplace policies, training materials that are often only available in English.

04 THE UPSIDE

Highlights of some positive trends are identified in the chart below.

- Increasing Labour Supply
- Wages Increasing
- Steady unemployment
- National child care program providing affordable daycare
- Inflation rates decreasing
- Projected job growth over the next 5 years
- Interest rates declining
- Highly educated workforce
- Lots of Residential Construction
- Transportation challenges on the radar and initiatives being developed and implemented
- Growing economy
- Initiatives being developed to attract more family physicians

05 EMPLOYMENT SERVICES TRANSFORMATION

On February 12, 2019, the provincial government announced its plan to transform the province's employment services, making Ontario's employment services more efficient, streamlined and outcome focused.

As part of the transformation, the new service delivery model integrates social assistance employment services, and other government employment services, into Employment Ontario. The new system is more responsive to the needs of job seekers, businesses and local communities.

These changes to Ontario's employment services are being implemented over several years.

There are fifteen (15) catchment areas within Ontario that have Service System Managers (SSMs). SSMs oversee the operation of employment service providers. Details of phases and geographical boundaries of the SSMs across Ontario are listed below.

Table 1: System Services Managers - Ontario by Geography

Prototype	SSM Catchment Area	Census Divisions	Within Economic Region	SSM	SSM REGION	Start Date
1	Peel	Peel	3530Toronto	WCB Services	Central West	01-Jan-21
2	Hamilton-Niagara	Hamilton, Niagara, Haldimand-Norfolk, Brant	3550Hamilton--Niagara Peninsula	FEDCAP Canada	Western	01-Jan-21
3	Muskoka-Kawartha	Peterborough, Northumberland, Kawartha Lakes, Haliburton, Muskoka	3520Muskoka--Kawarthas	Fleming College	Eastern	01-Jan-21
Phase 1	SSM Catchment Area	Census Divisions	Within Economic Region	SSM	SSM REGION	Start Date
4	York	York	3530Toronto	WCB Services	Central West	01-Apr-23
5	Halton	Halton	3530Toronto and 3550Hamilton--Niagara Peninsula	FEDCAP Canada	Central West	01-Apr-23
6	Stratford-Bruce Peninsula	Perth, Huron, Bruce, Grey	3580Stratford--Bruce Peninsula	Corporation of the County of Bruce	Western	01-Apr-23
7	Kingston-Pembroke	Frontenac County (CD), Lennox & Addington County (CD), Hastings County (CD), Prince Edward, Renfrew County (CD)	3515Kingston--Pembroke	Serco	Eastern	01-Oct-23
Phase 2	SSM Catchment Area	Census Divisions	Within Economic Region	SSM	SSM REGION	Start Date
8	Durham	Census Division - Regional Municipality	3530Toronto	The Regional Municipality of Durham	Central East	01-Feb-24
9	London	Oxford County (CD), Elgin County (CD), Middlesex County (CD)	3560London	Corporation of the City of London	Western	01-Feb-24
10	Ottawa	Stormont, Dundas & Glengary Counties (CD), Prescott & Russell Counties (CD), Ottawa CD, Leeds and Grenville Counties (CD), Lanark County (CD)	3510Ottawa	WCB Services	Eastern	01-Feb-24
11	Windsor-Sarnia	Chatham-Kent, Essex County (CD), Lambton County (CD)	3570Windsor--Sarnia	Corporation of the City of Windsor	Western	01-Feb-24
12	Kitchener-Waterloo-Barrie	Dufferin County (CD), Wellington County (CD), Waterloo, Simcoe County (CD)	3540Kitchener--Waterloo--Barrie	Serco	Central West	01-Feb-24
Phase 3	SSM Catchment Area	Census Divisions	Within Economic Region	SSM	Employment Ontario - SSM Titles (Central, Eastern etc.)	Start Date
13	Toronto	Census Division	3530Toronto	WCB Services	Central West	01-Mar-25
14	North East	Nipissing, Parry Sound, Manitoulin, Sudbury, Greater Sudbury, Timiskaming, Cochrane, Algoma	3590Northeast	College Boreal	Northern	01-Mar-25
15	North West	Thunder Bay, Rainy River, Kenora	3595Northwest	Serco	Northern	01-Mar-25

Sources: Making It Work - Delivering The Transformation Promise In Ontario - www.Firstwork.org; Employment Ontario data; Statistics Canada geographical definitions

EWIB AND SERVICE SYSTEM MANAGERS (SSMS)
Since October 1, 2023, EWIB's catchment area falls within two (2) Service System Manager (SSM) areas – SERCO and WCG Services. Employment service providers in Frontenac County and Loyalist Township are included in the economic region of Kingston-Pembroke and employment service operations are now overseen by the SSM - SERCO. The united counties of Leeds and Grenville are included in the economic region of Ottawa and its employment service providers are managed by the SSM – WCG Services.

ROLE OF SERVICE SYSTEM MANAGERS
The SSMs oversee the operations of employment service providers in Ontario.

5.1 EMPLOYMENT ONTARIO PROGRAM DATA

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) provides Workforce Planning Boards with aggregate Employment Ontario (EO) program data relevant to each individual Board's geographical area. This data captures client and program information on an annual basis.

Since October 1, 2023, the Employment Services (ES) client data for EWIB has been collected within this new SSM system now known as Integrated Employment Services (IES). Because this transition occurred during mid fiscal year, there will be no data analysis provided for the Employment Services or the Integrated Employment Services in this year's report. The following year will see the beginning of the analysis and comparison of the IES data.

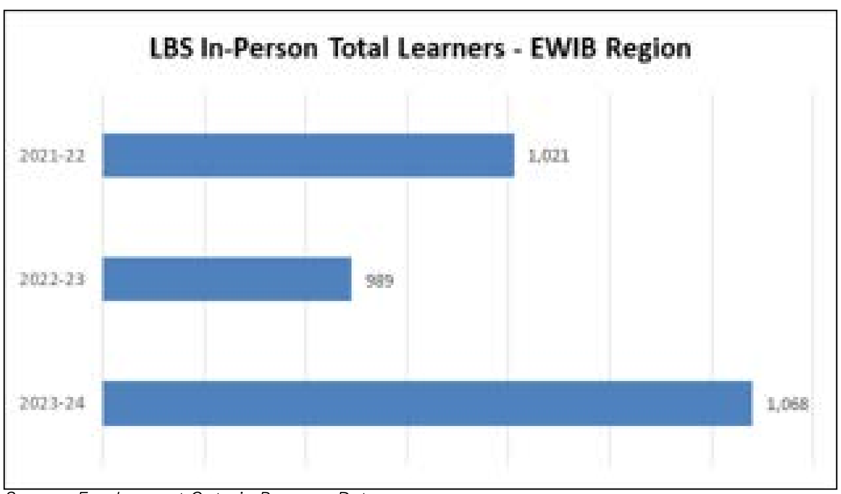
The LLMP report for this year will present three-year trends in the EWIB's catchment area, as well as comparisons to Eastern Region and Ontario, for the following EO programs:

- Literacy and Basic Skills (LBS)
- Apprenticeship
- Canada-Ontario Job Grant (COJG) – employer and participant
- Better Jobs Ontario

The data elements are to serve as the basis for discussions that relate to local service and to provide evidence which may identify service issues-gaps, overlaps and under-serviced populations.

5.2 LITERACY & BASIC SKILLS (LBS)

Chart 1



Source: Employment Ontario Program Data

Table 2: LBS Total In-Person & E-Channel Learners by County

Region	2021-22	2022-2023	2023-24
Leeds and Grenville	324	337	291
Frontenac	697	652	777

Source: Employment Ontario Program Data

Table 3: LBS Total In-Person & E-Channel Learners

	2021-22	2022-23	2023-24
EWIB Region	1,021	989	1,068
Eastern Region	6,550	6,755	7,924
Ontario	41,705	42,107	48,274

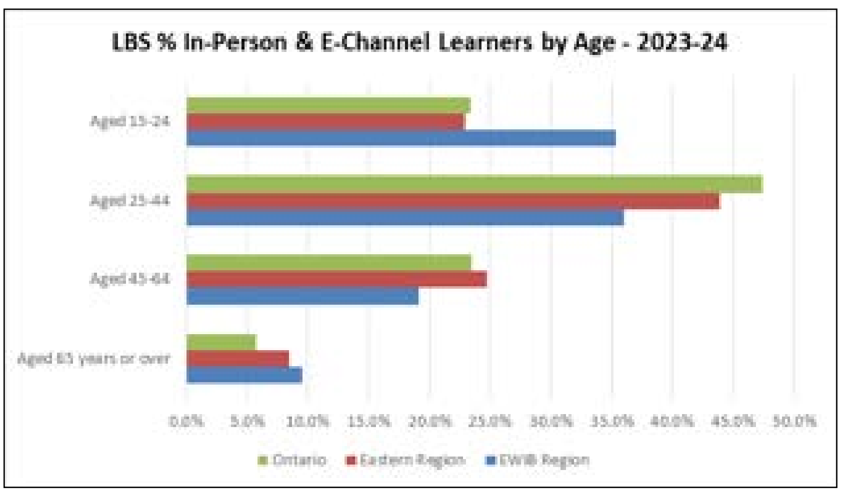
Source: Employment Ontario Program Data
E-Channel Learners are reported only for Ontario

The total number of in-person LBS learners in the EWIB region increased last year from 989 to 1,068. This increase was due in part to the increase in the number of learners in Frontenac County. Leeds and Grenville experienced a decline in the number of learners. LBS in-person learners include both new and carry-over learners.

Both Eastern Ontario and Ontario had an increase in LBS learners (which include E-Channel learners for Ontario).

The common reported genders of women and men learners represented 56.2% and 42.0% respectively in the EWIB region. Gender ratios were higher for women in Eastern Ontario and Ontario with both reporting similar ratios of 60.7% and 60.9% respectively.

Chart 2



Source: Employment Ontario Program Data
E-Channel Learners are reported only for Ontario

Higher percentages of LBS learners are within the age categories of 25-44 for all regions, followed closely by those aged 15-24 in the EWIB region.

Table 4: LBS Total In-Person Learners by Education Attainment – 2023-24

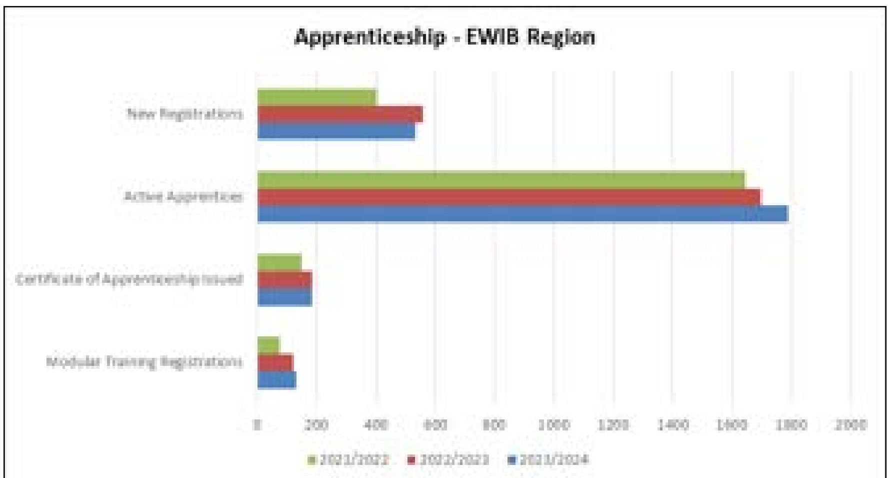
EWIB Region	Clients	Percentage
Less than Grade 9	42	3.9%
Less than Grade 12	306	28.8%
Completion of Secondary	316	29.7%
Certificate of Apprenticeship/Journey Person	14	1.3%
Certificate/Diploma	169	15.9%
Applied/Associate/Bachelor Degree	92	8.6%
Post Graduate	36	3.4%
Other (Some Apprenticeship/College/University)	89	8.4%
Unknown	X	

Source: Employment Ontario Program Data
Totals may not add due to unknown suppressed data X.

32.7% of learners had educational attainments lower than grade 12. 29.7% of learners completed grade 12 and the remainder of learners, 37.6%, had educational attainments of college diploma, apprenticeship or university.

5.3 APPRENTICESHIP

Chart 3



Source: Employment Ontario Program

Table 5: Apprenticeship in EWIB

	New Registrations	Active Apprentices	Certificate of Apprenticeship Issued	Modular Training Registrations
2023/2024	533	1,790	186	130
2022/2023	559	1,696	185	120
2021/2022	402	1,644	148	75

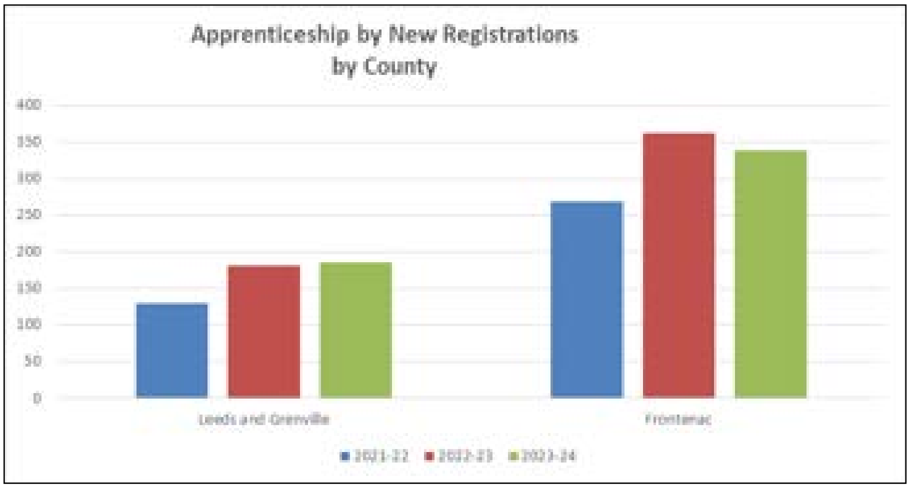
Source: Employment Ontario Program

All measurements, except for new apprenticeship registrations, have increased in 2023-24 from the previous year. There has been a decrease of 26 (-4.7%) in the number of new apprenticeship registrations and a slight increase of 0.5% in the number of active apprentices. Modular training numbers have increased by 8.3%. Modular training is on-the-job training that is provided in response to skills needs or health and safety concerns. In conjunction with industry, the Ministry of Labour, Immigration, Training and Skills Development program develops training standards, administers the modular training programs, and certifies the trainees.

New registrations have jumped 5.3% in Eastern Ontario but decreased 3.2% in Ontario as a whole, compared to last year.

The number of certificates of apprenticeships awarded (CofAs) has increased in all three areas, EWIB region, Eastern Ontario and Ontario. This increase in CofAs is encouraging in helping to offset the labour challenges in meeting the demand for skilled trade workers.

Chart 4



Source: Employment Ontario Program

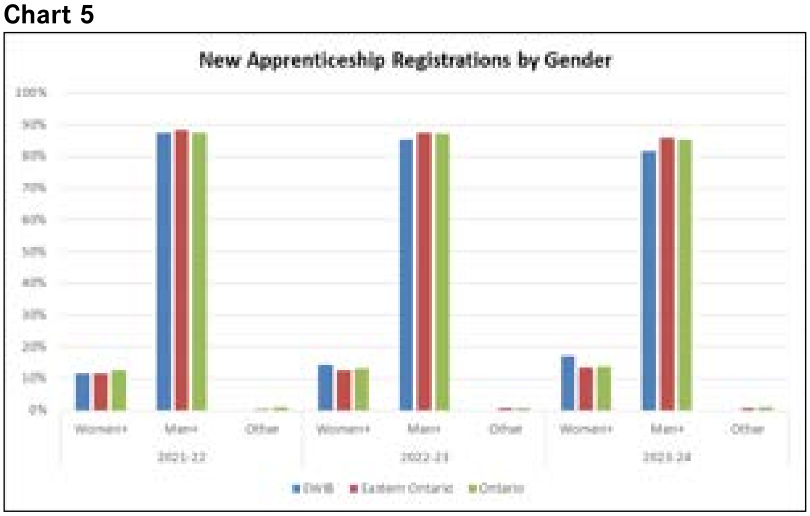
New apprenticeship registrations have continued to increase in the United Counties of Leeds and Grenville but have declined in Frontenac County.

Table 6: New Apprenticeship Registrations by County

Region	2021-22	2022-23	2023-24
Leeds and Grenville	130	181	186
Frontenac	268	362	339

Source: Employment Ontario Program

Chart 5



Source: Employment Ontario Program

Men still dominate the number of new apprenticeship registrations. However, the number of registrations of women increased from 14% last year to 17% in the EWIB region. Eastern Ontario also had the same percentage of women as last at 13% but Ontario saw a small increase in the number of registrations of women up to14% this year.

Table 7: Top 10 New Apprenticeship Registrations by Occupation – EWIB Region

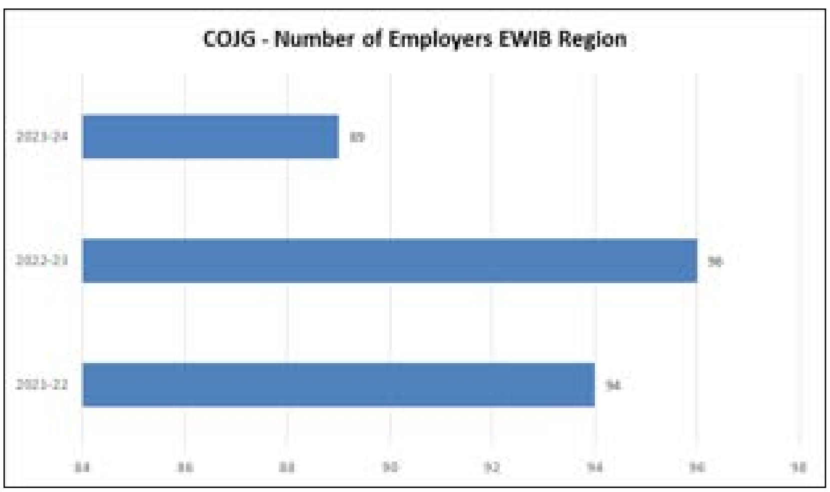
Top 10 Registrations 2021-22	Top 10 Registrations 2022-23	Top 10 Registrations 2023-24
General Carpenter	Electrician - Construction and Maintenance	General Carpenter
Electrician - Construction and Maintenance	General Carpenter	Electrician - Construction and Maintenance
Automotive Service Technician	Automotive Service Technician	Automotive Service Technician
Plumber	Hairstylist	Hairstylist
Hairstylist	Plumber	Truck and Coach Technician
Sheet Metal Worker	Truck and Coach Technician	Plumber
Truck and Coach Technician	Welder	Industrial Mechanic Millwright
Industrial Mechanic Millwright	Industrial Mechanic Millwright	Sheet Metal Worker
Welder	Sheet Metal Worker	Child Development Practitioner
Brick and Stone Mason	Child Development Practitioner	n/a

Source: Employment Ontario Program

5.4 CANADA-ONTARIO JOB GRANT (COJG)

The Canada-Ontario Job Grant program (COJG) provides opportunities for employers to invest in their workforce, with help from the government.

Chart 6



Source: Employment Ontario Program

EMPLOYER

The number of employers in the EWIB region participating in the Canada-Ontario Job Grant program decreased in 2023-24 from the previous two years. There was a significant decrease in the number of employers participating in the program in both Eastern Ontario and Ontario as a whole. This decrease could indicate that employers do not have the resources to invest in their workforce despite assistance from the government. The majority of participating employers reported having less than 50 employees, similar to numbers in past years.

Training was provided by a mix of private trainers, public colleges, and registered private career colleges.

Table 8: Canada-Ontario Job Grant - Number of Employers

	2021-22	2022-23	2023-24
EWIB	94	96	89
Eastern Region	714	659	553
Ontario	2,837	2,468	2,347

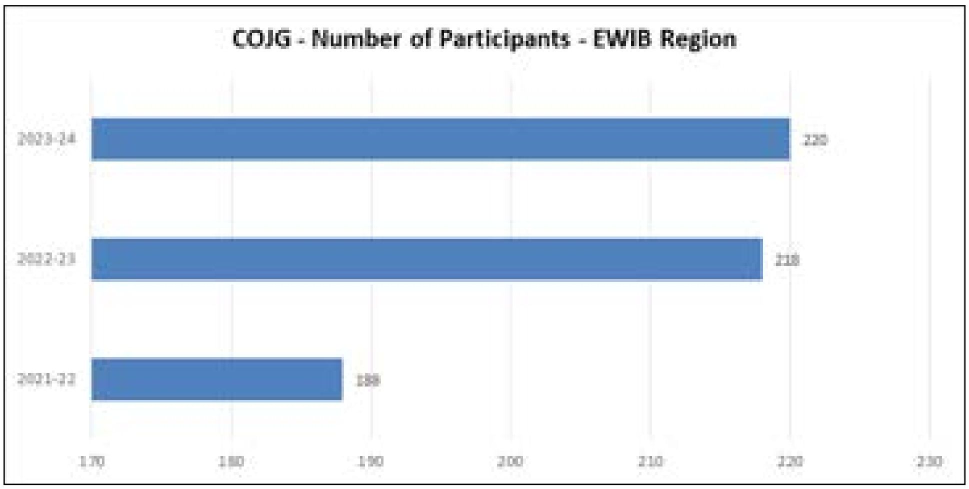
Source: Employment Ontario Program

Table 9: Canada-Ontario Job Grant - Number of Employers by County

	2021-22	2022-23	2023-24
Leeds and Grenville	37	32	32
Frontenac	55	62	55

Source: Employment Ontario Program

Chart 7



Source: Employment Ontario Program

PARTICIPANT

Although the number of employers participating in the COJG program decreased slightly over last year, the number of participants remained relatively the same. The loss of participating employers in the COJG program in Eastern Ontario and Ontario resulted in losses of participants in the program.

Most participants in the COJG program tend to be in the prime working ages of 25-44.

Table 10: Canada-Ontario Job Grant - Number of Participants

	2021-22	2022-23	2023-24
EWIB	188	218	220
Eastern Region	1,912	1,662	1,562
Ontario	10,767	8,951	8,706

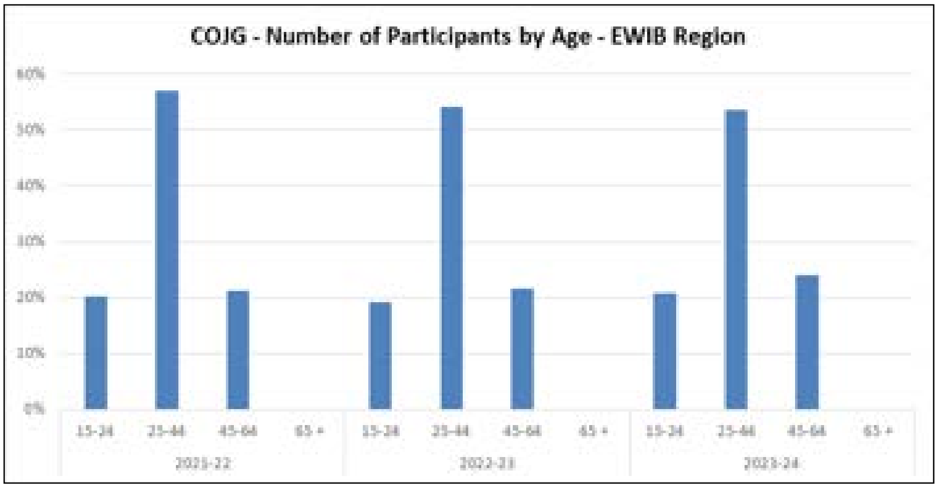
Source: Employment Ontario Program

Table 11: Canada-Ontario Job Grant - Number of Participants by County

	2021-22	2022-23	2023-24
Leeds and Grenville	71	72	96
Frontenac	115	144	119

Source: Employment Ontario Program

Chart 8



Source: Employment Ontario Program

Table 12: COJG - Participants by Gender (2023-24)

Region	Women+	Men+	Other
EWIB	44.5%	54.1%	X
Eastern Ontario	43.2%	54.5%	1.8%
Ontario	37.6%	60.5%	1.8%

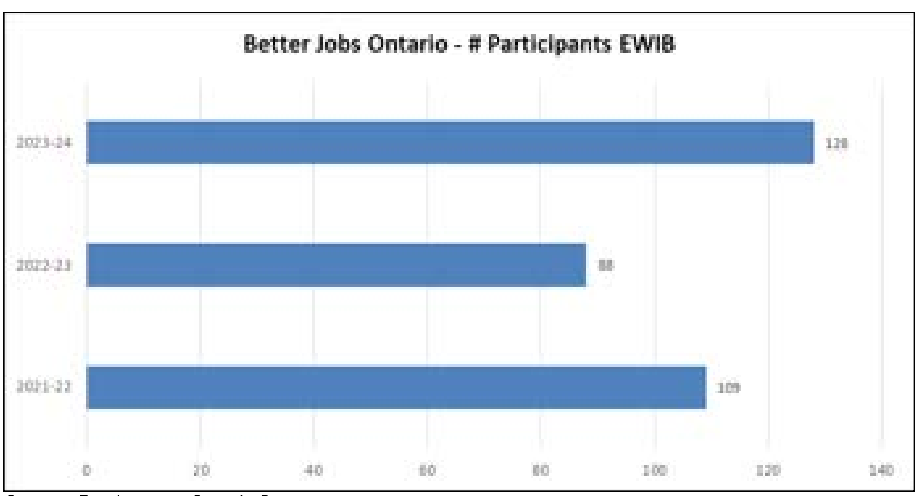
Source: Employment Ontario Program
**An X field indicates data suppression due to insufficient amount of data*

Men represent the majority of participants in the current COJG program. These numbers are similar to those of the previous year and so is the gender breakdown of participants in Eastern Ontario and Ontario.

5.5 BETTER JOBS ONTARIO

The Better Jobs Ontario (formerly Second Career) program is an application-based grant program that provides unemployed individuals with vocational skills training. This training program, which takes up to 52 weeks to complete, is available to unemployed individuals for which skills training has been determined to be is the most appropriate intervention to transition them into high-skill, in-demand occupations. This program is available to unemployed individuals, who have been laid-off or are from a low-income household and are experiencing challenges attaching to the labour market.

Chart 9



Source: Employment Ontario Program

PARTICIPANTS

The number of participants in the Better Jobs program in the EWIB area significantly increased from last year. The number of participants also increased in Eastern Ontario and Ontario within the same time period. This indicates a growing demand for vocational skills training.

Table 13: Better Jobs Ontario - Number of Participants

	2021-22	2022-23	2023-24
EWIB	109	88	128
Eastern Region	742	774	971
Ontario	3,777	3,064	3,401

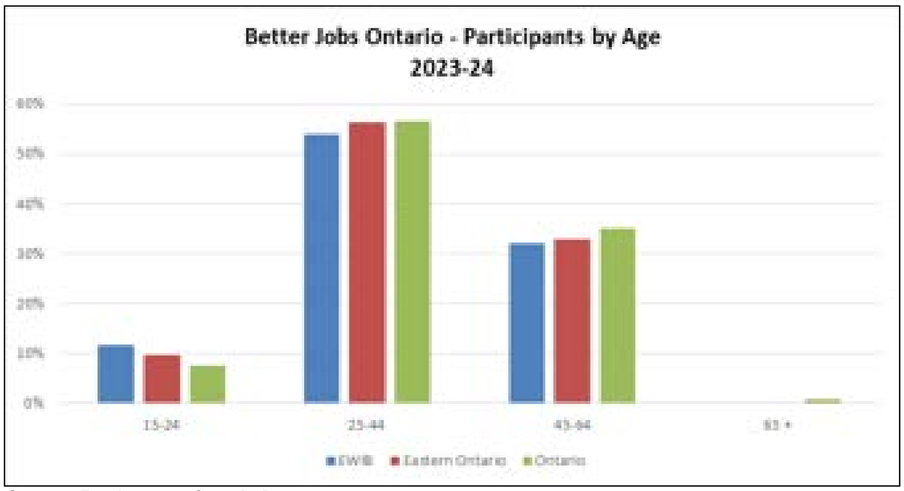
Source: Employment Ontario Program

Table 14: Better Jobs Ontario - Number of Participants by County

	2021-22	2022-23	2023-24
Leeds and Grenville	50	37	51
Frontenac	57	48	70

Source: Employment Ontario Program

Chart 10



Source: Employment Ontario Program

Most participants in Better Jobs tend to be in the prime working ages of 25-44 followed by the number of participants in the age group of 45-64.

Table 15: Better Jobs Ontario - Participants by Age Group (2023-24)

Region	15-24	25-44	45-64	65 +
EWIB	11.7%	53.9%	32.0%	X
Eastern Ontario	9.8%	56.4%	32.9%	X
Ontario	7.5%	56.5%	35.0%	0.9%

Source: Employment Ontario Program
An 'X' filed indicates data suppression due to insufficient amount of data.

Table 16: Better Jobs Ontario - Participants by Gender (2023-24)

Region	Women+	Men+	Other
EWIB	39.8%	58.6%	X
Eastern Ontario	35.7%	63.2%	X
Ontario	38.6%	60.7%	0.4%

Source: Employment Ontario Program
**An X field indicates data suppression due to insufficient amount of data*

There is a significant difference in the number of women participants compared to the number of men participants in the EWIB, Eastern Ontario and Ontario.

Table 17: Better Jobs Ontario – Registrations by Occupations EWIB Region

Registrations 2021-22	Registrations 2022-23	Registrations 2023-24
Transport Truck Driver (32)	Transport Truck Driver (34)	Transport Truck Driver (47)
Medical Administrative Assistants (13)	Medical Administrative Assistants (11)	Social and Community Service Workers (11)

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

Much of the data for 2023-24 identifying individual participant registration in the EWIB region was unavailable at the time of writing this report. However, the two occupations listed above having significant registrations were transport truck driver and social and community service workers.

06 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 Population
6.2 Working Age Population
6.3 Components of Population Growth
6.4 Education
6.5 Postsecondary Enrolments
6.6 Labour Force Characteristics
6.7 Income
6.8 Employment Changes and Outlook by Occupation
6.9 Employment Changes and Outlook by Industry
6.10 Place of Work Status of Residents
6.11 Top 10 Industries by Place of Residence
6.12 Commuting Flow of Workers
6.13 Business Counts
6.14 Employment Insurance Beneficiaries
6.15 Hiring Demand
6.16 Migration Characteristics
6.17 Immigration Data

6.1 POPULATION

Total Population Overview of the EWIB Region

Table #18: Population Comparison - EWIB Region

Geography	2016	2021	Change	%Change
Frontenac	150,470	161,770	11,300	7.5%
Leeds and Grenville	100,545	104,075	3,530	3.5%
Loyalist Township	16,975	17,945	970	5.7%
EWIB (Total)	267,990	283,790	15,800	5.9%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

The 2021 Census data reported that there was an overall increase in population in the EWIB region of 15,800 or 5.9%. This is a greater rate of population increase compared to Ontario and Canada at 5.5% and 5.2% respectively.

The population of men in 2021 represented 49.0% of the population compared to the population of women at 51.0%. The population of men grew faster than the population of women at 6.4% compared to 5.4%.

Table 19: Median Age of Population

Region	Median Age 2016	Median Age 2021	Change
Leeds Grenville	49.3	50.8	1.5
Frontenac	43.6	43.2	-0.4
Loyalist	44.8	45.2	0.4
Ontario	41.3	41.6	0.3
Canada	41.2	41.6	0.4

Source: Statistics Canada Census Population Data, 2016, 2021

The county of Leeds Grenville is aging at a faster rate than the other listed areas. In 2021, the median age in Leeds Grenville increased to 50.8 years compared to Ontario and Canada at 41.6 years and 41.6 years respectively. The median age in Frontenac County decreased slightly to 43.2 reflecting a younger population similar to Ontario and Canada. Loyalist Township showed a small increase in the median age of its population.

6.2 WORKING AGE POPULATION – AGED 15 YEARS AND OVER

This section will focus on the working age population aged 15 and over.

Table 20: Working Age Population Aged 15 and over - EWIB Region

Population 15+	EWIB	Leeds and Grenville	Frontenac	Loyalist
2016	229,320	86,505	128,460	14,355
2021	244,050	89,910	139,020	15,120
Change 1	4,730	3,405	10,560	765
% Change	6.4%	3.9%	8.2%	5.3%

Source: Statistics Canada Census Population Data - 100% Sample

In 2021, the working age population 15 years and over in the EWIB region represented 86.0% of the total population which is slightly lower than the rate in 2016 of 86.6%. These percentages are higher than those in Ontario at 84.2% in 2021 and 83.6% in 2016.

In the EWIB region, the working age population has grown in number by 14,730 or 6.4% since 2016.

Table 21: Working Age Population by Indigenous and Racialized Populations EWIB Region

EWIB	Total Population 15+	Total Indigenous Population 15+	% Total Pop 15+	Total Racialized Population 15+	% Total Pop 15+
2016	229,320	7,445	3.2%	11,645	5.1%
2021	244,050	8,780	3.6%	17,420	7.1%
Change	14,730	1,335		5,775	
% Change	6.4%	17.9%		49.6%	

Source: Statistics Canada Data Tables, Custom Census Tabulations - OneHub 2016, 2021

The Indigenous population in the EWIB region represents 3.6% of the working age population, aged 15 and older, which is an increase of 1,335 or 17.9% since 2016. Ontario's share of the Indigenous population was 2.6% in 2021.

The racialized population represents 7.1% of the working age population, aged 15 and older. This is an increase of 5,775 workers or 49.6% since 2016. Ontario's working age population has a significantly higher share of the racialized population at 32.6% in 2021.

The significant growth of the racialized populations 15 and over is largely reflective of the increase in migration to the EWIB region.

Table 22: Newcomers by Working Age Population by Age – EWIB Region

Immigration Period 2016-2021	Leeds & Grenville	Frontenac	Loyalist Twsp	EWIB Region	Ontario
15-24	50	295	10	355	62,005
25-54	290	1,650	40	1,735	376,850
55+	60	170	10	230	49,565
Total Newcomers 15+	400	2,115	60	2,320	488,420
Total Pop 15+	89,905	139,005	15,145	244,055	11,975,150
Newcomer Pop 15+/Total Pop 15+	0.4%	1.5%	0.4%	1.0%	4.1%

Source: Statistics Canada. Custom Data Tables 2021 (One-Hub) - Tables 2A, 2B - 25% Sample Data
Totals may not add due to rounding.

During the immigration period 2016 to 2021, there were 2,320 newcomers aged 15 years and over that came to reside in the EWIB catchment area. This newcomer population represented 1.0% of the total working population in the area, which is low compared to the 4.1% share for Ontario. The greatest share of the immigrants came to Frontenac County, most likely to reside in the city of Kingston.

Table 23: % Working Age Population 15 and over by Age - EWIB

EWIB	2016	2021
15-24	14%	13%
25-54	43%	41%
55+	43%	46%
Total Population 15+	100.0%	100.0%

Source: Statistics Canada Census Population Data 2016, 2021 - 100% Sample

In the EWIB area, the age group 55 and over has the largest share of the working age population at 46% with an increase from 43% in 2016. In Ontario, the age group 25-54 has the largest share of the working age population. The largest increase from 2016 to 2021 was in the older group of 55 and over.

The Indigenous and racialized groups have a much younger working age population compared to the total working age population of the EWIB region as shown in the tables below. This represents a valuable source of labour to draw from.

Table 24: % Indigenous Working Age Population by Age - EWIB

Age	Total 2016	Total 2021
15-24	22.1%	20.4%
25-54	53.7%	48.6%
55+	24.2%	31.0%
Total Indigenous Population 15+	100.0%	100.0%

Source: Statistics Canada. Data Tables 2021 Census - Table 98-10-0266-01
Source: Statistics Canada. Data Tables 2016 Census - 98-400-X2016156

Table 25: Racialized Working Age Population by Age - EWIB

Age	Total 2016	Total 2021
15-24	21.3%	22.6%
25-54	57.3%	56.2%
55+	21.4%	21.2%
Total Racialized Population 15+	100.0%	100.0%

Source: Statistics Canada. Data Tables 2021 Census - Table 98-10-0352-01
Source: 2016 Custom Tabulations - One Hub - Table 5 - POR CD and CSD

Gender ratios of women are higher than that of men in the working population for all groups as follows: 51.1% for the total working age population; 52.3% for the Indigenous groups; 51.2% for the racialized groups and 54.2% for newcomers.

6.3 COMPONENTS OF POPULATION GROWTH

Population growth is just one of many population characteristics. Studying how and why populations grow (or shrink) helps economists make more accurate and useful predictions about future changes in population sizes and growth rates.

The main components of population change are births, deaths, and migration. "Natural increase" is defined as the difference between live births and deaths. "Net migration" is defined as the difference between the number of people moving into an area and the number of people moving out.

Table 26: Annual Components of Population Change - 2022-23

Geography	Leeds & Grenville	Frontenac	Ontario	Canada
Births	765	1,398	137,748	357,903
Deaths	1,294	1,691	122,874	330,379
Immigrants	111	899	199,297	468,817
Net emigration	94	262	14,241	35,337
Emigrants	258	543	42,454	94,576
Returning emigrants	164	281	28,213	59,239
Net temporary emigration	..	..	..	..
Net interprovincial migration	-44	-371	-41,929	0
Net intraprovincial migration	1,930	1,318	0	0
Net non-permanent residents	32	2,462	305,362	697,701
NET POPULATION GROWTH 2022-23	1,406	3,753	463,363	1,158,705

Source: Statistics Canada. Table 17-10-0153-01, Annual Components of Population - released data May 22, 2024

The four geographical areas in table 26 all experienced a net population growth in 2022-23. The population growth for the counties of Leeds and Grenville and Frontenac was due solely to migration as both of these counties had more deaths than births. This was especially true in Leeds and Grenville which reflects their older population. Both Ontario and Canada had more births than deaths, but it was also migration that significantly contributed to their population growth.

Definitions

Net Emigration	Net emigration is obtained as follows: Emigrants plus Net temporary emigration less Returning emigrants.
Emigrants	People leaving Canada to reside in another country.
Returning Emigrants	People who have returned to live in Canada.
Interprovincial migration	Persons who moved to a different city, town, township, village or Indian reserve within Canada but stayed within the same province or territory.
Intra provincial migration	Person who moved from one province or territory to another involving a change in usual place of residence.
Non-permanent residents	Person from another country with a usual place of residence in Canada and who has a work or study permit or who has claimed refugee status (asylum claimant).
Immigrants	Immigrant refers to a person who is, or who has ever been, a landed immigrant or permanent resident.
NET Population Growth	# Births minus # Deaths plus Net Migration (Immigrants minus Net Emigrants plus Net Interprovincial migrants + Intraprovincial Migration) plus Net Non-permanent residents.

6.4 EDUCATION

Table 27: Highest Level of Educational Attainment by Labour Force Status - 2016 vs 2021 – EWIB Region

	Labour force status	No certificate, diploma or degree	High (secondary) school diploma or equivalency certificate	Apprenticeship or trades certificate or diploma	College, CEGEP or other non-university certificate or diploma	University	Total Labour Force Status
2016	Total - Labour force status	34,710	64,485	16,100	57,460	50,035	222,790
	In the labour force	11,925	39,285	9,700	41,140	34,730	136,780
	Employed	10,255	35,315	9,045	38,840	33,050	126,505
	Unemployed	1,665	3,965	655	2,305	1,685	10,275
	Not in the labour force	22,790	25,195	6,390	16,305	15,300	85,980
	Participation rate	34.4%	60.9%	60.2%	71.6%	69.4%	61.4%
	Employment rate	29.5%	54.8%	56.2%	67.6%	66.1%	56.8%
	Unemployment rate	14.0%	10.1%	6.8%	5.6%	4.9%	7.5%
2021	Total - Labour force status	31,265	70,930	14,160	61,555	59,920	237,830
	In the labour force	10,405	40,235	7,975	41,420	40,375	140,410
	Employed	8,465	33,490	7,040	37,420	37,750	124,165
	Unemployed	1,945	6,745	935	3,995	2,625	16,245
	Not in the labour force	20,860	30,695	6,185	20,135	19,540	97,415
	Participation rate	33.3%	56.7%	56.3%	67.3%	67.4%	59.0%
	Employment rate	27.1%	47.2%	49.7%	60.8%	63.0%	52.2%
	Unemployment rate	18.7%	16.8%	11.7%	9.6%	6.5%	11.6%

Source: Statistics Canada - Custom Tabulations - 2021 Census - Tables 1B - Persons 15 years and over
Source: Statistics Canada - Custom Tabulations - 2016 Census - Table 3 POR - Persons 15 years and over
Totals may not add due to rounding

Statistics Canada collects detailed information on educational attainment for the working age population (aged 15 years and over) every five years as part of the Census.

This table illustrates the labour force characteristics of the population in relation to their educational attainment. In general, the data suggests that the higher the educational attainment, the higher the employment rate and the lower the unemployment rate. This is a similar trend in both 2016 and 2021. However, it cannot be inferred as to whether or not the person is employed in a job equivalent to their education level.

The rates of those participating in the labour force with less than a high school education, are less than half of those with a college or university education. The unemployment rate of this same group is double the rate of those with a college education and triple the rate of those with a university education.

Although the working age population (total labour force status) without a high school diploma has declined in 2016, it is disconcerting that the working age population of those with an apprenticeship diploma also declined from 2016 especially when there is such a demand for skilled tradespersons.

University educational attainment has significantly increased since 2016 in the EWIB area. There is data, however, that suggests there is not a match to the number of jobs in the area that require a university education. This would indicate that many people may be working in jobs below their educational level.

Refer to 2022-23 LLMP for additional information on educational attainment.

Refer to the glossary in this document for definitions.

6.5 POSTSECONDARY ENROLLMENTS

Table 28: Post-Secondary Enrollments -10 Year Comparison

	Year	Queen's University	% Total Enrollments Queen's	St. Lawrence College	% Total Enrollments St. Lawrence
Total # Enrollments	2013-2014	25,452	100.0%	13,476	100.0%
	2014-2015	26,823	100.0%	9,873	100.0%
	2015-2016	27,615	100.0%	8,115	100.0%
	2016-2017	28,107	100.0%	8,463	100.0%
	2017-2018	28,272	100.0%	10,527	100.0%
	2018-2019	29,610	100.0%	10,149	100.0%
	2019-2020	30,387	100.0%	10,050	100.0%
	2020-2021	31,785	100.0%	10,305	100.0%
	2021-2022	33,717	100.0%	9,918	100.0%
	2022-2023	33,840	100.0%	12,048	100.0%
Canadian Enrollments	2013-2014	23,613	92.8%	12,651	93.9%
	2014-2015	24,666	92.0%	9,135	92.5%
	2015-2016	25,242	91.4%	7,374	90.9%
	2016-2017	25,431	90.5%	7,092	83.8%
	2017-2018	25,170	89.0%	7,293	69.3%
	2018-2019	26,013	87.9%	6,906	68.0%
	2019-2020	26,352	86.7%	6,324	62.9%
	2020-2021	28,140	88.5%	6,084	59.0%
	2021-2022	29,568	87.7%	5,613	56.6%
	2022-2023	29,658	87.6%	5,373	44.6%
International Enrollments	2013-2014	1842	7.2%	825	6.1%
	2014-2015	2,154	8.0%	735	7.4%
	2015-2016	2,373	8.6%	744	9.2%
	2016-2017	2,676	9.5%	1,371	16.2%
	2017-2018	3,099	11.0%	3,234	30.7%
	2018-2019	3,594	12.1%	3,243	32.0%
	2019-2020	4,035	13.3%	3,726	37.1%
	2020-2021	3,645	11.5%	4,197	40.7%
	2021-2022	4,149	12.3%	4,107	41.4%
	2022-2023	4,185	12.4%	6,663	55.3%
No Student Status	2013-2014	..	..	..	..
	2014-2015	..	..	..	..
	2015-2016	..	..	..	..
	2016-2017	..	..	..	..
	2017-2018	..	..	..	..
	2018-2019	..	..	..	..
	2019-2020	..	..	3	0.0%
	2020-2021	..	..	27	0.3%
	2021-2022	..	..	195	2.0%
	2022-2023	..	..	12	0.1%

Source: Statistics Canada. Table 37-1--0277-01 (formerly) 37-10-0234-01 Postsecondary enrolments, by detailed field of study, institution, and program and student characteristics - last data release November 20, 2024 Note: .. Indicates data not available for a specific reference period

In 2013-14, Canadian student enrolments represented 92.8% and international student enrolments represented 7.2% of the total student enrolments at Queen's University. In 2022-23 there was a decline in the percentage of Canadian student enrolments and an increase of international student enrolments at 87.6% and 12.4% respectively.

Canadian student enrolments represented 93.9% in 2013-14 compared to international student enrolments at 6.1% at St. Lawrence College. Compared to 2022-23 there was a significant decrease of Canadian student enrolments at 44.6% and a significant increase of international student enrolments representing 55.4% of total enrolments at St. Lawrence College.

STUDY PERMIT CAPS IN CANADA

International students enrich our communities and are a critical part of Canada's social, cultural and economic fabric. In recent years, the integrity of the international student system has been threatened. Some institutions have significantly increased their intakes to drive revenues, and more students have been arriving in Canada without the proper supports they need to succeed. Rapid increases in the number of international students arriving in Canada also puts pressure on housing, health care and other services. The government of Canada has moved forward with measures to stabilize the number of international students in Canada.

The Government of Canada will set an intake cap on international student permit applications to stabilize new growth for a period of two years. For 2024, the cap is expected to result in approximately 360,000 approved study permits, a decrease of 35% from 2023. In the spirit of fairness, individual provincial and territorial caps have been established, weighted by population, which will result in much more significant decreases in provinces where the international student population has seen the most unsustainable growth. Study permit renewals will not be impacted. Those pursuing master's and doctoral degrees, and elementary and secondary education are not included in the cap. Current study permit holders will not be affected.

IRCC will allocate a portion of the cap to each province and territory, who will then distribute the allocation among their designated learning institutions. In implementing the cap, as of January 22, 2024, every study permit application submitted to IRCC will also require an attestation letter from a province or territory. Provinces and territories were expected to establish a process for issuing attestation letters to students by no later than March 31, 2024.

These temporary measures will be in place for two years, and the number of new study permit applications that will be accepted in 2025 will be re-assessed at the end of this year. During this period, the Government of Canada will continue to work with provinces and territories, designated learning institutions and national education stakeholders on developing a sustainable path forward for international students, including finalizing a recognized institution framework, determining long-term sustainable levels of international students and ensuring post-secondary institutions are able to provide adequate levels of student housing.

In order to better align the Post-Graduation Work Permit Program, there are now changes to the eligibility criteria:

- Starting September 1, 2024, international students who began a study program that is part of a curriculum licensing arrangement will no longer be eligible for a post¬graduation work permit upon graduation. Under curriculum licensing agreements, students physically attend a private college that has been licensed to deliver the curriculum of an associated public college. These programs have seen significant growth in attracting international students in recent years, though they have less oversight than public colleges and they act as a loophole with regards to post-graduation work permit eligibility.
- Graduates of master's degree programs will soon be eligible to apply for a 3-year work permit. Under current criteria, the length of a post¬graduation work permit is based solely on the length of an individual's study program, hindering master's graduates by limiting the amount of time they have to gain work experience and potentially transition to permanent residence.

Open work permits will only be available to spouses of international students in master's and doctoral programs. The spouses of international students in other levels of study, including undergraduate and college programs, will no longer be eligible.

The reforms to the International Student Program aim to ensure genuine students receive the support they require and have the resources they need for an enriching study experience in Canada, while at the same time stabilizing the overall number of students arriving and alleviating pressures on housing, health care and other services in Canada.

6.6 LABOUR FORCE CHARACTERISTICS

The Labour Force Survey (LFS), released monthly by Statistics Canada, tracks economic indicators for select geographies. The data is reported as a three-month moving average unadjusted or adjusted for seasonality with the target population being the non-institutionalised population 15 years of age and over. This information is crucial to understand trends in local labour markets and can be used to compare these trends to similar regions or the province as a whole.

LFS data is used to produce the unemployment rate as well as other standard labour market indicators such as the employment rate and the participation rate. The LFS also provides employment estimates by industry, occupation, public and private sector, hours worked and much more, all cross-classifiable by a variety of demographic characteristics. Estimates are produced for Canada, the provinces, the territories and a large number of sub-provincial regions. For employees, data on wage rates, union status, job permanency and establishment size are also produced.

The LFS data is used by different levels of government for evaluation and planning of employment programs in Canada. Regional unemployment rates are used by Employment and Social Development Canada to determine eligibility, level, and duration of insurance benefits for persons living within a particular employment insurance region. The data is also used by labour market analysts, economists, consultants, planners, forecasters and academics in both the private and public sector.

The monthly LFS sample size is approximately 68,000 households resulting in the collection of labour market information for approximately 100,000 individuals.

Monthly labour force characteristics are gathered for the Kingston Census Metropolitan Area (CMA) which is within the EWIB region. 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 region, but the data is skewed to Ottawa because of its size relative to other areas in the CMA.

MONTHLY LABOUR FORCE CHARACTERISTICS OF THE KINGSTON CMA
Table 29: Labour Force Characteristics - Kingston CMA

Labour Force Characteristics	Sep-22	Sep-23	Sep-24	Change 2024 vs 2022	Change 2024 vs 2023
Population (15+)	148,700	154,500	161,600	8.7%	4.6%
Labour force	95,900	97,900	99,500	3.8%	1.6%
Employment	90,500	93,100	92,600	2.3%	-0.5%
Full-time	72,800	75,900	75,100	3.2%	-1.1%
Part-time	17,700	17,200	17,500	-1.1%	1.7%
Unemployment	5,400	4,800	6,900	27.8%	43.8%
Not In the Labour Force	52,800	56,600	62,100	17.6%	9.7%
Unemployment rate	5.6%	4.9%	6.9%		
Participation rate	64.5%	63.4%	61.6%		
Employment rate	60.9%	60.3%	57.3%		

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

In September 2024, there was an increase in the working age population (ages 15 and over) marking an increase in the labour force activity and an increase in those not in the labour force. Employment grew 2.3% from 2022 but declined 0.5% from 2023.

Unemployment figures grew to 6.9% in September 2024.

ANNUAL LABOUR FORCE CHARACTERISTICS:

Table 30: Kingston-Pembroke Economic Region - Annual Labour Force Characteristics

Characteristic	2019	2020	2021	2022	2023
Population (x 1,000)	391.3	394.2	396.8	401.8	408.2
Unemployment rate (%)	5.8	8.6	7.3	4.6	5
Participation rate (%)	59.4	56.4	59	61.2	58.7
Employment rate (%)	56	51.6	54.7	58.4	55.8

Source: Statistics Canada. Table 14-10-0393-01 - Release Date - January 5, 2024

Table 31: Kingston CMA - Annual Labour Force Characteristics

Characteristic	2019	2020	2021	2022	2023
Population (x 1,000)	139.8	142.2	144.6	148.2	153.6
Unemployment rate (%)	5.5	8.6	7.5	5.5	4.7
Participation rate (%)	63.5	61.6	60.8	62.8	63.2
Employment rate (%)	60	56.3	56.2	59.3	60.2

Source: Statistics Canada. Table 14-10-0385-01 - Release Date - January 5, 2024

Table 32: Ontario – Annual Labour Force Characteristics

Characteristic	2019	2020	2021	2022	2023
Population (x 1,000)	12050.7	12217.7	12341 1	2517.2 1	2809.6
Unemployment rate (%)	5.6	9.8	8.1	5.6	5.7
Participation rate (%)	65.3	63.7	65.2	65.4	65.5
Employment rate (%)	61.6	57.5	59.9	61.8	61.8

Source: Statistics Canada. Table 14-10-0393-01 - Release Date - January 5, 2024

6.7 INCOME

Annual income estimates are provided for the development and dissemination of annual small area socio-economic data for Canadians and their families. These data, collected primarily from income tax returns submitted to the Canada Revenue Agency (CRA), provide income and demographic information for sub-provincial geographic areas. Data are used by municipal, provincial and federal government departments to evaluate programs and support policy recommendations. Data are used in business and educational fields to learn more about the targeted markets. Academics and researchers use the data for analyses of socio-economic conditions. The most recent data was released on June 27, 2024 for data collected in 2022.

There were only two geographical areas, within or covering parts of the EWIB region–Kingston Census Metropolitan Area (CMA) and Brockville Census Agglomeration (CA) area.

Table 33: Number of Taxfilers by Total Income – Kingston Census Metropolitan Area (CMA)

Income Groups	2017	2022	Change	% Change
Under $10,000	11,990	10,860	-1,130	-9.4%
$10,000 – $24,999	28,130	23,940	-4,190	-14.9%
$25,000 - $49,999	34,940	34,780	-160	-0.5%
$50,000 - $74,999	22,640	26,820	4,180	18.5%
$75,000 - $99,999	12,810	15,620	2,810	21.9%
$100,000 - $149,999	7,760	11,900	4,140	53.4%
$150,000 - $199,999	2,040	3,130	1,090	53.4%
Above $200,000	1,540	2,650	1,110	72.1%
All Persons With Income	121,850	129,700	7,850	6.4%
Median Total Income	$39,190	$46,280	$7,090 18.1%	

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income

Data released June 27, 2024

In 2022, in the Kingston CMA, there was an increase in the total number of taxfilers of 7,850 or 6.4% since 2017. There was a decrease in the number of taxfilers who had incomes of less than $50,000. All the other income groups had an increase in the number of taxfilers, most prominently those reporting income of $50,000 - $75,000 and $100,000 - $150,000.

The median total income of taxfilers increased significantly over the last five years by $7,090 or 18.1%.

This indicates a growing labour market in 2022 in the Kingston CMA.

Table 34: Number of Taxfilers by Total Income – Brockville Census Agglomeration (CA)

Income Groups	2017	2022	Change	% Change
Under $10,000	2,460	1,770	-690	-28.0%
$10,000 – $24,999	7,130	5,450	-1,680	-23.6%
$25,000 - $49,999	8,840	8,050	-790	-8.9%
$50,000 - $74,999	4,420	5,190	770	17.4%
$75,000 - $99,999	2,180	2,420	240	11.0%
$100,000 - $149,999	1,190	1,670	480	40.3%
$150,000 - $199,999	280	380	100	35.7%
Above $200,000	240	320	80	33.3%
All Person With Income	26,740	25,250	-1,490	-5.6%
Median Total Income	$34,560	$41,200	$6,640	19.2%

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income

Data released June 27, 2024

In 2022, in the Brockville CA, there was a decrease in the total number of taxfilers of 1,490 or 5.6%. There was also a decrease in the number of taxfilers who had incomes of less than $50,000. All the other income groups had an increase in the number of taxfilers, most prominently those reporting income of $50,000 to $75,000 followed by $100,000 to $150,000.

The decrease in the number of taxfilers indicates a slowdown of the labour market in 2022 in the Brockville CA.

Table 35: Number of Taxfilers by Total Income by GENDER

Kingston Census Metropolitan Area - Year 2022					
Income Groups	Total	Men	Women	%Men	%Women
Under $10,000	10,860	4,770	6,090	43.9%	56.1%
$10,000 – $24,999	23,940	9,830	14,120	41.1%	59.0%
$25,000 - $49,999	34,780	14,630	20,140	42.1%	57.9%
$50,000 - $74,999	26,820	12,850	13,970	47.9%	52.1%
$75,000 - $99,999	15,620	8,470	7,150	54.2%	45.8%
$100,000 - $149,999	11,900	6,830	5,070	57.4%	42.6%
$150,000 - $199,999	3,130	2,050	1,090	65.5%	34.8%
Above $200,000	2,650	1,800	840	67.9%	31.7%
All Persons With Income	129,700	61,230	68,470	47.2%	52.8%
Median Total Income	$46,280	$52,500	$41,710		

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income – Data released June 27, 2024

In the Kingston CMA, there were more women taxfilers than men in 2022 representing 52.8% of taxfilers. Women taxfilers reported greater shares of income in the lower income ranges under $75,000. Men taxfilers had greater shares of income in the higher wage ranges over $75,000. There was significant income disparity between genders with the number of men earning over $150,00, twice the number of women.

Table 36: Number of Taxfilers by Total Income by GENDER

Brockville Census Agglomeration (CA) Year 2022					
Income Groups	Total	Men	Women	%Men	%Women
Under $10,000	1,770	750	1,020	42.4%	57.6%
$10,000 – $24,999	5,450	2,230	3,220	40.9%	59.1%
$25,000 - $49,999	8,050	3,380	4,660	42.0%	57.9%
$50,000 - $74,999	5,190	2,580	2,610	49.7%	50.3%
$75,000 - $99,999	2,420	1,370	1,050	56.6%	43.4%
$100,000 - $149,999	1,670	1,010	670	60.5%	40.1%
$150,000 - $199,999	380	260	120	68.4%	31.6%
Above $200,000	320	220	100	68.8%	31.3%
All Person With Income	25,250	11,800	13,450	46.7%	53.3%
Median Total Income	$41,200	$46,510	$37,130		

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income
Data released June 27, 2024

In the Brockville CA, there were also more women taxfilers than men in 2022 representing 53.3% of taxfilers. Similar to the Kingston CMA, women taxfilers reported greater shares of income in the lower income ranges under $75,000. Men taxfilers had greater shares of income in the higher wage ranges over $75,000. The greatest income disparity between genders was again with the number of men earning over $150,000, over twice the number of women.

Table 37: Occupations Earning over $75,000 – Leeds and Grenville

NOC	Description	Median Wages	Total Employment	% Men	% Women
00	Legislative and senior managers	$169,969.95	510	59.2%	40.8%
20	Specialized middle management occupations in engineering, architecture, science and information systems	$126,514.32	265	67.9%	32.1%
40	Managers in public administration, in education and social and community services and in public protection services	$123,931.70	460	55.4%	44.6%
10	Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	$115,373.17	790	45.3%	54.7%
30	Specialized middle management occupations in health care	$110,200.77	145	13.3%	86.7%
90	Middle management occupations in manufacturing and utilities	$106,813.41	235	72.3%	27.7%
21	Professional occupations in natural and applied sciences	$98,173.23	1,325	72.2%	27.8%
70	Middle management occupations in trades and transportation	$96,817.88	830	81.7%	18.3%
41	Professional occupations in law, education, social, community and government services	$92,915.99	2,665	33.2%	66.8%
93	Central control and process operators and aircraft assembly assemblers and inspectors	$92,216.22	150	89.7%	10.3%
31	Professional occupations in health	$86,792.56	1,640	16.2%	83.8%
50	Specialized middle management occupations in art, culture, recreation and sport	$84,651.77	65	33.3%	66.7%
11	Professional occupations in finance and business	$80,246.13	1,145	43.9%	56.1%
	Total Number of Jobs Earning $75,000 or more		10,225		
	Total Employment by Classified Occupations		45,415	52.4%	47.7%

Sources: Lightcast Q1, 2023 - Wages; Custom Tabulations - Onehub - 2021 Census - Table 6A - Employed Labour Force (includes self-employed)
Totals may not add due to rounding

In Leeds and Grenville 10,225 or 22.5% of employed workers earn more than $75,000 in median wages. The top three (3) occupations with the highest median wages are:

- Legislative and senior managers
- Specialized middle management occupations in engineering, architecture, science and information systems
- Managers in public administration, in education and social and community services and in public protection services

Table 38: Occupations Earning over $75,000 - Frontenac

NOC	Description	Median Wages	Total Employment	% Men	% Women
00	Legislative and senior managers	$150,831.03	835	68.3%	31.7%
20	Specialized middle management occupations in engineering, architecture, science and information systems	$116,951.87	420	78.3%	21.7%
30	Specialized middle management occupations in health care	$110,419.98	205	25.0%	75.0%
40	Managers in public administration, in education and social and community services and in public protection services	$107,358.55	1,530	58.0%	42.0%
10	Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	$102,213.13	1,290	45.1%	54.9%
90	Middle management occupations in manufacturing and utilities	$96,938.89	195	69.2%	30.8%
41	Professional occupations in law, education, social, community and government services	$92,469.63	7,320	40.7%	59.3%
70	Middle management occupations in trades and transportation	$89,232.17	985	82.7%	17.3%
31	Professional occupations in health	$87,765.06	4,695	27.2%	72.8%
80	Middle management occupations in production and agriculture	$86,216.79	375	70.7%	29.3%
21	Professional occupations in natural and applied sciences	$85,574.28	3,075	72.2%	27.8%
93	Central control and process operators and aircraft assembly assemblers and inspectors	$82,373.55	50	100.0%	0.0%
11	Professional occupations in finance and business	$78,635.74	2,315	44.5%	55.5%
83	Occupations in natural resources and related production	$75,886.06	10	100.0%	0.0%
	Total Number of Jobs Earning $75,000 or more		23,300		
	Total Employment by Classified Occupations		71,180	50.7%	49.2%

Sources: Lightcast Q1, 2023 - Wages; Custom Tabulations - Onehub - 2021 Census - Table 6A – Employed Labour Force (includes self-employed)
Total may not add due to rounding

In Frontenac 23,300 or 32.7% of employed workers earn more than $75,000 in median wages. The top three (3) occupations with the highest median wages are:

- Legislative and senior managers
- Specialized middle management occupations in engineering, architecture, science and information systems
- Specialized middle management occupations in health care

6.8 EMPLOYMENT CHANGES AND OUTLOOK BY OCCUPATION

CHANGES IN EMPLOYMENT

Table 39: Changes in Employment by Occupation – EWIB Region

NOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	2019 - 2024 % Change
0	Legislative and senior management occupations	393	420	28	7.0%
1	Business, finance and administration occupations	19,068	21,377	2,309	12.1%
2	Natural and applied sciences and related occupations	8,685	10,479	1,793	20.6%
3	Health occupations	12,353	13,846	1,493	12.1%
4	Occupations in education, law and social, community and government services	19,885	21,687	1,802	9.1%
5	Occupations in art, culture, recreation and sport	2,305	2,225	(80)	-3.5%
6	Sales and service occupations	35,198	33,921	(1,277)	-3.6%
7	Trades, transport and equipment operators and related occupations	16,952	19,899	2,947	17.4%
8	Natural resources, agriculture and related production occupations	1,639	1,685	46	2.8%
9	Occupations in manufacturing and utilities	5,581	5,857	276	5.0%
X	Unclassified occupations	2,139	2,403	264	12.3%
	Total Employment	124,198	133,799	9,601	7.7%

Source: Lightcast Q3,2024 (does not include self-employment)

EWIB Region
In the EWIB region, employment numbers increased by 9,601 or 7.7% from 2019 to 2024. Employment increased in all of the occupational categories with the exceptions of art, culture, recreation and sport, and sales and service occupations.

The top three (3) occupational categories that had the largest increases in employment were:
- Trades, transport and equipment operators and related occupations (2,947),
- Business, finance and administration occupations (2,309), and
- Occupations in education, law and social, community and government services (1,802)

Occupations that had decreases in employment were:
- Sales and service occupations (1,277), and
- Occupations in art, culture, recreation and sport (80)

Leeds and Grenville
In Leeds and Grenville, employment numbers increased by 2,860 or 7.8% from 2019 to 2024. Employment increased in seven (7) of the ten (10) occupational categories.

The top three (3) occupational categories showing the largest increases in employment were:
- Natural and applied sciences and related occupations (840),
- Business, finance and administration occupations (602), and
- Occupations in education, law and social, community and government services (497)

Occupations that had decreases in employment were:
- Occupations in manufacturing and utilities (100),
- Occupations in art, culture, recreation and sport (79), and
- Legislative and senior management occupations (5)

Frontenac County
In Frontenac County, employment increased by 4,226 or 5.0% from 2019 to 2024. Employment increased in seven (7) of the ten (10) occupational categories.

The top three (3) occupational categories that had the largest increases in employment were:

- Trades, transport and equipment operators and related occupations (2,038),
- Business, finance and administration occupations (1,204), and
- Health occupations (1,048)

Occupations that had decreases in employment were:

- Sales and service occupations (1,768),
- Natural resources, agriculture and related production occupations (175), and
- Occupations in art, culture, recreation and sport (35)

EMPLOYMENT OUTLOOK

Table 40: Employment Outlook by Occupation - EWIB Region

NOC	Description	2024 Employment	2029 Jobs Employment	2024 - 2029 Change	2024 - 2029 % Change
0	Legislative and senior management occupations	420	435	15	3.5%
1	Business, finance and administration occupations	21,377	22,386	1,009	4.7%
2	Natural and applied sciences and related occupations	10,479	11,168	689	6.6%
3	Health occupations	13,846	15,263	1,417	10.2%
4	Occupations in education, law and social, community and government services	21,687	22,730	1,043	4.8%
5	Occupations in art, culture, recreation and sport	2,225	2,347	122	5.5%
6	Sales and service occupations	33,921	35,282	1,361	4.0%
7	Trades, transport and equipment operators and related occupations	19,899	21,461	1,563	7.9%
8	Natural resources, agriculture and related production occupations	1,685	1,746	61	3.6%
9	Occupations in manufacturing and utilities	5,857	6,168	311	5.3%
X	Unclassified occupations	2,403	2,542	139	5.8%
	Total Employment	133,799	141,528	7,729	5.8%

Source: Lightcast Q3,2024 (does not include self-employment)

EWIB Region
Growth is expected in all occupational categories throughout the EWIB region over the next five (5) years from, 2024 to 2029. Employment is forecasted to grow by 7,729 jobs or 5.8% by 2029.
The top three (3) occupational categories with the highest projected employment increases are:

- Trades, transport and equipment operators and related occupations (1,563),
- Health occupations (1,417), and
- Sales and service occupations (1,361)

Leeds and Grenville
Growth is expected in all occupational categories throughout Leeds and Grenville over the next five (5) years, from 2024 to 2029. Employment is forecasted to grow by 2,183 jobs or 5.5% by 2029.

The top three (3) occupational categories with the highest projected employment increases are:
- Sales and service occupations (430),
- Trades, transport and equipment operators and related occupations (410), and
- Natural and applied sciences and related occupations (352).

Frontenac County
Growth is expected in all occupational categories throughout Frontenac over the next five (5) years, from 2024 to 2029. Employment is forecasted to grow by 4,693 jobs or 5.3% by 2029.

The top three (3) occupational categories with the highest projected employment increases are:
- Health occupations (1,076),
- Trades, transport and equipment operators and related occupations (982), and
- Sales and service occupations (816).

6.9 EMPLOYMENT CHANGES AND OUTLOOK BY INDUSTRY

CHANGES IN EMPLOYMENT

Table 41: Changes in Employment by Industry - EWIB Region

NAICS	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	2019 - 2024 % Change
11	Agriculture, forestry, fishing and hunting	838	906	68	8.1%
21	Mining, quarrying, and oil and gas extraction	90	43	(47)	-52.4%
22	Utilities	680	660	(21)	-3.0%
23	Construction	7,105	7,315	209	2.9%
31-33	Manufacturing	9,327	9,859	532	5.7%
41	Wholesale trade	3,524	3,697	173	4.9%
44-45	Retail trade	15,160	14,880	(280)	-1.8%
48-49	Transportation and warehousing	3,887	4,530	643	16.5%
51	Information and cultural industries	1,512	1,084	(428)	-28.3%
52	Finance and insurance	2,964	2,925	(40)	-1.3%
53	Real estate and rental and leasing	2,178	2,143	(35)	-1.6%
54	Professional, scientific and technical services	4,315	5,580	1,265	29.3%
55	Management of companies and enterprises	150	172	21	14.2%
56	Administrative and support, waste management and remediation services	5,512	5,360	(151)	-2.7%
61	Educational services	13,801	15,604	1,802	13.1%
62	Health care and social assistance	18,634	21,876	3,243	17.4%
71	Arts, entertainment and recreation	2,304	2,026	(277)	-12.0%
72	Accommodation and food services	11,529	11,860	331	2.9%
81	Other services (except public administration)	4,219	3,670	(549)	-13.0%
91	Public administration	14,324	17,191	2,867	20.0%
X0	Unclassified	2,139	2,403	264	12.3%
	Total Employment	124,198	133,799	9,601	7.7%

Source: Lightcast Q3, 2024 (does not include self-employment)

EWIB Region
In the EWIB region, employment numbers increased by 9,601 or 7.7% from 2019 to 2024. Employment increased in eleven (11) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:
- Health care and social assistance (3,243),
- Public administration (2,867), and
- Educational services (1,802).

The top three (3) industry sectors that had the most decreases in employment were:
- Other services (except public administration) (549),
- Information and cultural industries (428) and,
- Retail trade (280).

Leeds and Grenville
In Leeds and Grenville, employment numbers increased by 2,860 or 7.8% from 2019 to 2024. Employment increased in twelve (12) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:
- Public administration (804),
- Health care and social assistance (689), and
- Professional, scientific and technical services educational services (558).

The top three (3) industry sectors that had the most decreases in employment were:
- Manufacturing (237),
- Retail trade (280), and
- Information and cultural industries (59).

Frontenac County
In Frontenac, employment numbers increased by 4,226 or 5.0% from 2019 to 2024. Employment increased in eight (8) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:
- Health care and social assistance (2,146),
- Public administration (1,391), and
- Educational services (1,333).

The top three (3) industry sectors that had the most decreases in employment were:
- Other services (except public administration) (700),
- Administrative and support, waste management and remediation services (399) and,
- Information and cultural industries retail trade (368).

EMPLOYMENT OUTLOOK

Table 42: Employment Outlook by Industry - EWIB Region

NAICS	Description	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change
11	Agriculture, forestry, fishing and hunting	906	895	(11)	-1.2%
21	Mining, quarrying, and oil and gas extraction	43	34	(9)	-20.8%
22	Utilities	660	677	17	2.5%
23	Construction	7,315	7,533	218	3.0%
31-33	Manufacturing	9,859	10,486	627	6.4%
41	Wholesale trade	3,697	3,688	(9)	-0.3%
44-45	Retail trade	14,880	15,006	126	0.8%
48-49	Transportation and warehousing	4,530	5,035	505	11.2%
51	Information and cultural industries	1,084	976	(107)	-9.9%
52	Finance and insurance	2,925	3,007	82	2.8%
53	Real estate and rental and leasing	2,143	2,273	130	6.0%
54	Professional, scientific and technical services	5,580	5,983	403	7.2%
55	Management of companies and enterprises	172	195	23	13.5%
56	Administrative and support, waste management and remediation services	5,360	5,800	439	8.2%
61	Educational services	15,604	16,326	722	4.6%
62	Health care and social assistance	21,876	24,041	2,165	9.9%
71	Arts, entertainment and recreation	2,026	2,115	88	4.4%
72	Accommodation and food services	11,860	12,712	852	7.2%
81	Other services (except public administration)	3,670	3,857	187	5.1%
91	Public administration	17,191	18,341	1,150	6.7%
X0	Unclassified	2,403	2,542	139	5.8%
	Total Employment	133,782	141,520	7,738	5.8%

Source: Lightcast Q3, 2024 (does not include self-employment)

EWIB Region
Growth is expected in sixteen (16) of twenty (20) industry sectors throughout the EWIB region over the next five (5) years from 2024 to 2029. Employment is forecasted to grow by 7,738 jobs or 5.8% by 2029.

The top three (3) industry sectors with the highest projected employment increases are:
- Health care and social assistance (2,165),
- Public administration (1,150), and
- Accommodation and food services (852).

The top three (3) industry sectors with the highest projected employment decreases are:
- Information and cultural industries (107),
- Agriculture, forestry, fishing and hunting (11),
- Wholesale trade (9).

Leeds and Grenville
Growth is expected in sixteen (16) of twenty (20) industry sectors throughout Leeds and Grenville over the next five (5) years from 2024 to 2029. Employment is forecasted to grow by 2,183 jobs or 5.5% by 2029.

The top three (3) industry sectors with the highest projected employment increases are:
- Health care and social assistance (436),
- Public administration (354), and
- Manufacturing (209).

The top three (3) industry sectors with the highest projected employment decreases are:
- Retail trade (10),
- Agriculture, forestry, fishing and hunting (3),
- Information and cultural industries (3).

Frontenac County
Growth is expected in sixteen (16) of twenty (20) industry sectors throughout Frontenac over the next five (5) years from 2024 to 2029. Employment is forecasted to grow by 4,693 jobs or 5.3% by 2029.

The top three (3) industry sectors with the highest projected employment increases are:
- Health care and social assistance (1,593),
- Accommodation and food services (633), and
- Public administration (532).

The top three (3) industry sectors with the highest projected employment decreases are:
- Information and cultural industries (102),
- Wholesale trade (63), and
- Agriculture, forestry, fishing and hunting (10).

6.10 PLACE OF WORK STATUS OF RESIDENTS

Table 43: Place of Work Status of Residents

	Place of Residence									
Geography	Leeds and Grenville		Frontenac		Loyalist Township		EWIB Region		Ontario	
Place of Work Status	# Employed Residents	% Total	# Employed Residents	% Total	# Employed Residents	% Total	# Employed Residents	% Total	# Employed Residents	% Total
Total	45,430	100.0%	71,160	100.0%	7,555	100.0%	124,145	100.0%	6,492,895	100.0%
Worked at home	9,030	19.9%	17,860	25.1%	1,495	19.8%	28,385	22.9%	1,929,765	29.7%
Worked outside Canada	170	0.4%	185	0.3%	20	0.3%	375	0.3%	29,740	0.5%
No fixed workplace address	6,335	13.9%	7,710	10.8%	805	10.7%	14,850	12.0%	765,180	11.8%
Usual place of work	29,895	65.8%	45,405	63.8%	5,235	69.3%	80,535	64.9%	3,768,210	58.0%

Source: Statistics Canada. Census 2021, Table 98-10-0469-01 Place of work status
Totals may not add due to rounding.

Table 43 provides information on where the residents work by place of work status. Place of work status refers to whether a person worked at home, worked outside Canada, had no fixed workplace address, or worked at a specific address (usual place of work). A usual place of work could be the same location where the resident lives or it could be a different location. (This is discussed further in Commuting Flows in Section 6.12 of this report). Place of residence refers to the home or residence of the person.

According to the 2021 census, there are 124,145 employed residents living in the EWIB region. 80,535 or 64.9% of the residents have employment at a usual place of work compared to the Ontario rate of 58.0%. 22.9% of residents work at home in the EWIB region compared to 29.7% working at home in Ontario.

6.11 TOP 10 INDUSTRIES BY PLACE OF RESIDENCE VS PLACE OF WORK VS WORKING AT HOME

Table 44: Top 10 Industries by Place of Residence (POR) vs Place of Work (POW) vs Working at Home

EWIB REGION	Employment by Place of Residence - POR (with a usual place of work)	Employment by Place (location)of Work - POW (with a usual place of work)	# Residents that Work at Home in EWIB Region
62 Health care and social assistance	17,690	17,485	2,210
44-45 Retail trade	12,455	12,430	1,025
91 Public administration	8,680	8,650	4,835
31-33 Manufacturing	6,605	6,165	840
61 Educational services	6,275	6,350	6,170
72 Accommodation and food services	5,970	6,045	335
23 Construction	4,025	3,740	865
54 Professional, scientific and technical services	2,985	2,760	3,870
81 Other services (except public administration)	2,825	2,540	1,010
48-49 Transportation and warehousing	2,740	2,625	445
Total Top 10 Industries by Place of Residence Employment	70,250	68,790	21,605
Total Employment - All Industry Sectors - (NAICS)	80,535	78,410	28,385
% Top 10 Industries/All Industries	87.2%	87.7%	76.1%

Source: Statistics Canada 2021 Census, Table 98-10-0469-01 - Employment of Residents (Place of Residence - POR)
Source: Statistics Canada 2021 Census, Table: 98-10-0491-01 - Employment (Jobs) of Employers in respective geographical area - Place of Work (POW)
Totals may not add due to rounding.

Table 44 provides information on the top 10 industries in which the residents of the EWIB region work, compared to the number of jobs that are located in the EWIB region and to the number of residents that work at home.

A total of 80,535 residents reside in the EWIB region and work at a usual place of business. The usual place of business may or may not be located in the EWIB region. There is a total of 78,410 people who work at a usual place of work located in the EWIB region. This means there are 78,410 jobs located in the EWIB region. Therefore, some of the employed residents in this area would have employment located outside of the EWIB region.

The top three industries where the residents of the EWIB work at a usual place of business are:

- Health care and social assistance
- Retail trade
- Public Administration

Table 45: Top 10 Industries by Place of Residence (POR) Employment vs Place of Work (POW) and Working at Home

LEEDS & GRENVILLE	Employment by Place of Residence - POR (with a usual place of work)	Employment by Place (location)of Work - POW (with a usual place of work)	# Residents that Work at Home in Leeds & Grenville
62 Health care and social assistance	5,495	4,495	790
44-45 Retail trade	5,015	4,525	400
31-33 Manufacturing	3,555	2,985	450
91 Public administration	2,365	1,480	1,530
72 Accommodation and food services	1,875	1,810	135
23 Construction	1,820	1,285	365
61 Educational services	1,655	1,420	1,100
48-49 Transportation and warehousing	1,385	1,070	160
81 Other services (except public administration)	1,150	800	350
54 Professional, scientific and technical services	1,110	805	1,35
Total Top 10 Industries by Place of Residence Employment	25,425	20,675	6,630
Total Employment - All Industry Sectors - (NAICS)	29,895	24,095	9,030
% Employment Top 10/All Industries	85.0%	85.8%	73.4%

Source: Statistics Canada 2021 Census, Table 98-10-0469-01 - Employment of Residents (Place of Residence - POR)
Source: Statistics Canada 2021 Census, Table: 98-10-0491-01 - Employment (Jobs) of Employers in respective geographical area - Place of Work (POW)
Totals may not add due to rounding.

A total of 29,895 residents reside in Leeds and Grenville and work at a usual place of business. The usual place of business may or may not be located in Leeds and Grenville. There is a total of 24,095 people who work at a usual place of work located in the EWIB region. In other words, there are 24,095 jobs located in Leeds and Grenville. This would mean that some of the employed residents in this area would have employment located outside of Leeds and Grenville.

The top three industries where the residents of the EWIB work at a usual place of business are:

- • Health care and social assistance
- • Retail trade
- • Manufacturing

Table 46: Top 10 Industries by Place of Residence (POR) Employment vs Place of Work (POW) and Working at Home

FRONTENAC	Employment by Place of Residence - POR (with a usual place of work)	Employment by Place (location)of Work - POW (with a usual place of work)	# Residents that Work at Home in Frontenac
62 Health care and social assistance	11,105	12,530	1,255
44-45 Retail trade	6,625	7,715	560
91 Public administration	5,595	6,145	3,050
61 Educational services	4,230	4,685	4,825
72 Accommodation and food services	3,820	4,145	200
31-33 Manufacturing	2,635	2,885	360
23 Construction	1,895	2,315	485
54 Professional, scientific and technical services	1,700	1,865	2,330
81 Other services (except public administration)	1,485	1,695	580
56 Administrative and support, waste management and remediation services	1,215	1,510	570
Total Top 10 Industries by Place of Residence Employment	40,305	45,490	14,215
Total Employment - All Industry Sectors (NAICS)	45,405	51,315	17,860
% Employment Top 10/All Industries	88.8%	88.6%	79.6%

Source: Statistics Canada 2021 Census, Table 98-10-0469-01 - Employment of Residents (Place of Residence - POR)
Source: Statistics Canada 2021 Census, Table: 98-10-0491-01 - Employment (Jobs) of Employers in respective geographical area - Place of Work (POW)
Totals may not add due to rounding.

A total of 45,405 residents reside in Frontenac County and work at a usual place of business. The usual place of business may or may not be located in Frontenac County. There is a total of 51,315 people who work at a usual place of work located in Frontenac. In other words, there are 51,315 jobs located in Frontenac County. This means that there are more jobs in Frontenac then the number of employed people who live in that area. Therefore, workers would need to commute from other locations outside of Frontenac to fill these jobs.

The top three industries where the residents of the EWIB work at a usual place of business are:

- • Health care and social assistance
- • Retail trade
- • Public Administration

6.12 COMMUTING FLOW OF WORKERS

Table 47: Commuting Flow from Geography of Residence (County) to Counties of Leeds & Grenville

County of Residence (Census Division)	Usual Place of Work in Leeds & Grenville (# Jobs)	% Usual Place of Work in Leeds & Grenville
Leeds and Grenville	20,425	85.0%
Ottawa	1,130	4.7%
Frontenac	840	3.5%
Stormont, Dundas and Glengarry	775	3.2%
Lanark	545	2.3%
Prescott and Russell	55	0.2%
Lennox and Addington	45	0.2%
Toronto	45	0.2%
Gatineau	35	0.1%
Hastings	30	0.1%
Top Ten # Commuters to Jobs in Leeds & Grenville	23,925	99.5%
Total # Jobs in Leeds & Grenville (with Usual Place of Work)	24,040	100.0%

Source: Statistics Canada - 2021 Census. Table 98-10-0466-01 Commuting flow from geography of residence to geography of work - Census divisions
Usual Place of Work - refers to residents going to a specific location/business address for work

There are 24,040 jobs in Leeds and Grenville that have a usual place of work. 20,425 or 85.0% of those jobs are filled by people residing in Leeds and Grenville. The other 15% of jobs are filled by people living in other counties and who are commuting to Leeds and Grenville. 1,130 or 4.7% of the jobs are filled by commuters from Ottawa. There are 840 commuters that travel from Frontenac County to fill jobs in Leeds and Grenville.

According to Table 43, there are 29,895 residents living in Leeds and Grenville and working at a usual place of work. If 24,040 of these residents also work in Leeds and Grenville than the difference of 5,855 are the number of residents who commute to other counties to work.

Table 48: Commuting Flow from County Residence (County) to Frontenac County

County of Residence (Census Division)	Usual Place of Work in Frontenac (# Jobs)	% Usual Place of Work in Frontenac
Frontenac	40,255	78.6%
Lennox and Addington	5,625	11.0%
Leeds and Grenville	2,525	4.9%
Hastings	595	1.2%
Stormont, Dundas and Glengarry	350	0.7%
Lanark	210	0.4%
Ottawa	205	0.4%
Toronto	180	0.4%
Prescott and Russell	175	0.3%
Prince Edward	85	0.2%
Top Ten # Commuters to Jobs in Frontenac	50,205	98.1%
Total # Jobs in Frontenac (with Usual Place of Work)	51,185	100.0%

Source: Statistics Canada - 2021 Census. Table 98-10-0466-01 Commuting flow from geography of residence to geography of work - Census divisions
Usual Place of Work - refers to residents going to a specific location/business address for work

There are 51,185 jobs in Frontenac County that have a usual place of work. 40,255 or 78.6% of those jobs are filled by people residing in Frontenac County. The other 21.4% of jobs are filled by people living in other counties and commuting to Frontenac County. For example, 5,625 or 11.0% of the jobs are filled by commuters from Lennox and Addington. There are 2,525 commuters that travel from Leeds and Grenville to fill jobs in Frontenac County.

In Table 43, it was reported that there are 45,405 residents living in Frontenac County and working at a usual place of work. If 40,255 of these residents also work in Frontenac County than the difference of 5,150 are the number of residents who commute to other counties to work.

6.13 BUSINESS COUNTS

Table 49: Number of Businesses by 2-Digit Industry and Size - June 2024 - Leeds & Grenville

2-Digit Industry (NAIC)	Total Number of Businesses	Without ees	Total, with ees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
11 - Agriculture, forestry, fishing and hunting	701	580	121	80	24	8	5	2	2	0	0
21 - Mining, quarrying, and oil and gas extraction	14	7	7	2	4	1	0	0	0	0	0
22 - Utilities	46	38	8	4	0	3	0	0	1	0	0
23 - Construction	1,164	629	535	330	129	50	23	2	0	1	0
31-33 - Manufacturing	237	117	120	37	24	19	20	7	5	8	0
41 - Wholesale trade	177	75	102	49	31	14	8	0	0	0	0
44-45 - Retail trade	722	310	412	151	122	68	45	18	4	4	0
48-49 - Transportation and warehousing	264	175	89	43	15	9	15	5	2	0	0
51 - Information and cultural industries	82	47	35	19	9	5	0	2	0	0	0
52 - Finance and insurance	405	310	95	40	26	19	9	1	0	0	0
53 - Real estate and rental and leasing	1,680	1,555	125	99	15	7	3	1	0	0	0
54 - Professional, scientific and technical services	946	677	269	213	33	13	10	0	0	0	0
55 - Management of companies and enterprises	41	36	5	2	1	0	0	2	0	0	0
56 - Administrative and support, waste management and remediation services	353	213	140	77	36	21	4	2	0	0	0
61 - Educational services	98	65	33	20	1	4	4	0	1	1	2
62 - Health care and social assistance	643	352	291	126	72	49	20	13	7	2	2
71 - Arts, entertainment and recreation	177	117	60	19	17	10	8	4	1	0	1
72 - Accommodation and food services	356	128	228	56	56	52	51	13	0	0	0
81 - Other services (except public administration)	752	467	285	168	78	29	7	2	1	0	0
91 - Public administration	23	1	22	0	0	6	4	6	4	2	0
Sub-Total Classified	8,881	5,899	2,982	1,535	693	387	236	80	28	18	5
Unclassified	832	690	142	115	18	6	2	1	0	0	0
Total # Businesses	9,713	6,589	3,124	1,650	711	393	238	81	28	18	5

Source: Statistics Canada, Canadian Business Counts - OneHub Custom Tabulations - June 2024
Totals may not add due to rounding

In June 2024, there were 9,713 total businesses and 8,881 classified businesses in Leeds and Grenville. Of these businesses, 6,589 or 67.8%, were businesses without any employees (self-employed), and 3,124, or 32.2%, were businesses with employees. Over twice as many businesses in the area have no employees compared to those with employees—a ratio that appears to be consistent over past years.

In 2024, the top three (3) subsectors with the highest number of businesses (with or without employees) in Leeds and Grenville were:

- Real estate (1,680 businesses),
- Construction (1,164 businesses), and
- Professional, scientific and technical services (946 businesses).

The top three (3) subsectors with the highest number of businesses with employees were:
- Construction (535 businesses),
- Retail (412 businesses), and
- Health Care and social assistance (291 businesses).

The top three (3) subsectors with the highest number of businesses without employees were:
- Real estate (1,555 businesses),
- Professional, scientific and technical services (677 businesses), and
- Construction (629).

Table 50: Number of Businesses by 2-Digit Industry and Size - June 2024 – Frontenac County

2-Digit Industry (NAIC)	Total Number of Businesses	Without ees	Total, with ees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
11 - Agriculture, forestry, fishing and hunting	306	265	41	28	7	5	1	0	0	0	0
21 - Mining, quarrying, and oil and gas extraction	22	10	12	3	5	3	0	1	0	0	0
22 - Utilities	56	43	13	4	1	1	2	3	2	0	0
23 - Construction	1,308	673	635	334	144	89	50	14	3	1	0
31-33 - Manufacturing	249	99	150	43	33	32	29	7	3	2	1
41 - Wholesale trade	215	97	118	40	19	32	17	7	1	2	0
44-45 - Retail trade	1,078	370	708	218	194	170	75	38	9	4	0
48-49 - Transportation and warehousing	588	456	132	58	26	21	16	8	2	1	0
51 - Information and cultural industries	172	95	77	31	16	23	4	3	0	0	0
52 - Finance and insurance	774	592	182	95	33	16	28	7	1	2	0
53 - Real estate and rental and leasing	4,721	4,495	226	165	23	18	13	5	2	0	0
54 - Professional, scientific and technical services	1,535	1,074	461	301	61	54	30	11	4	0	0
55 - Management of companies and enterprises	105	84	21	11	2	4	3	1	0	0	0
56 - Administrative and support, waste management and remediation services	499	283	216	98	47	28	30	10	1	2	0
61 - Educational services	184	117	67	26	13	14	10	0	1	0	3
62 - Health care and social assistance	1,952	1,138	814	527	92	105	58	16	4	9	3
71 - Arts, entertainment and recreation	259	172	87	35	14	17	15	4	2	0	0
72 - Accommodation and food services	595	192	403	60	93	103	102	40	3	2	0
81 - Other services (except public administration)	988	549	439	250	96	53	29	4	5	2	0
91 - Public administration	21	0	21	3	1	4	3	3	2	2	3
Sub-Total Classified	15,627	10,804	4,823	2,330	920	792	515	182	45	29	10
Unclassified	1,383	1,118	265	204	32	15	13	1	0	0	0
Total # Businesses	17,010	11,922	5,088	2,534	952	807	528	183	45	29	10

Source: Canadian Business Counts - Classified Businesses - OneHub Custom Tabulations - June 2024
Totals may not add due to rounding

In June 2024, there were 17,010 total businesses and 15,627 classified businesses in Frontenac County. Of these businesses, 11,922 or 70.1%, were businesses without any employees (self-employed), and 5,088, or 29.9%, were businesses with employees. Over twice as many businesses in the area have no employees compared to those with employees–a ratio that appears to be consistent over past years.

In 2024, the top three (3) subsectors with the highest number of businesses (with or without employees) in Frontenac were:

- Real estate (4,721 businesses),
- Health Care and social assistance (1,952), and
- Professional, scientific and technical services (1,535 businesses).

The top three (3) subsectors with the highest number of businesses with employees were:

- Health Care and social assistance (814 businesses),
- Retail (708 businesses), and
- Construction (635 businesses).

The top three (3) subsectors with the highest number of businesses without employees were:

- Real estate (4,495 businesses)
- Health Care and social assistance (1,138 businesses), and
- Professional, scientific and technical services (1,074 businesses).

Table 51: Five-Year Change In Business Counts by Business Size in Leeds & Grenville

Business Size	June 2019	June 2023	June 2024	Five Year Change 2019-2024	1 Year Change 2023-2024	% Change over 5 years	% Change over 1 year
TOTAL # BUSINESSES	9,084	9,143	9,571	487	428	5.4%	4.7%
Total, without employees	6,075	6,136	6,589	514	453	8.5%	7.4%
Total, with employees	3,009	3,007	2,982	-27	-25	-0.9%	-0.8%
1-4	1,607	1,594	1,535	-72	-59	-4.5%	-3.7%
5-10	691	697	693	2	-4	0.3%	-0.6%
10-19	367	381	387	20	6	5.4%	1.6%
20-49	223	215	236	13	21	5.8%	9.8%
50-99	74	75	80	6	5	8.1%	6.7%
100-199	27	25	28	1	3	3.7%	12.0%
200-499	15	17	18	3	1	20.0%	5.9%
500 +	5	3	5	0	2	0.0%	66.7%

Source: Canadian Business Counts, Classified & Unclassified Businesses - Custom Tabulations - OneHub
Total may not add due to rounding

In June 2024, there was a net increase of 428 businesses from the previous year, an increase of 4.7%. Businesses without employees had an increase of 453 businesses or growth of 7.4%, while businesses with employees had a net loss of 25 businesses or -0.8% over last year.

Small businesses with fewer than 5 employees lost the most number of businesses.

There was a significant increase in the number of businesses with 20-49 employees with an increase of 5.8% over a five-year period and 9.8% since last year.

Table 52: Five-Year Change in Business Counts by Business Size in Frontenac County

Business Size	June 2019	June 2023	June 2024	Five Year Change 2019-2024	1 Year Change 2023-2024	% Change over 5 years	% Change over 1 year
TOTAL # BUSINESSES	15,060	16,073	17,010	1,950	937	12.9%	5.8%
Total, without employees	10,012	11,016	11,922	1,910	906	19.1%	8.2%
Total, with employees	5,048	5,057	5,088	40	31	0.8%	0.6%
1-4	2,579	2,536	2,534	-45	-2	-1.7%	-0.1%
5-10	964	980	952	-12	-28	-1.2%	-2.9%
10-19	760	786	807	47	21	6.2%	2.7%
20-49	515	513	528	13	15	2.5%	2.9%
50-99	137	154	183	46	29	33.6%	18.8%
100-199	52	47	45	-7	-2	-13.5%	-4.3%
200-499	28	31	29	1	-2	3.6%	-6.5%
500 +	13	10	10	-3	0	-23.1%	0.0%

Source: Canadian Business Counts, Classified & Unclassified Businesses - Custom Tabulations - OneHub
Total may not add due to rounding

In June 2024, there was a net increase of 937 businesses from the previous year, an increase of 5.8%. Businesses without employees had an increase of 906 businesses or a growth of 8.2%, while businesses with employees had a slight increase of 31 businesses or an increase of 0.6% over last year.

Small businesses with fewer than 10 employees lost the most number of businesses.

There was a significant increase in the number of businesses with 50-99 employees with an increase of 33.6% over a five-year period and 18.8% since last year. There was also a substantial increase in the number of businesses with 10-49 employees.

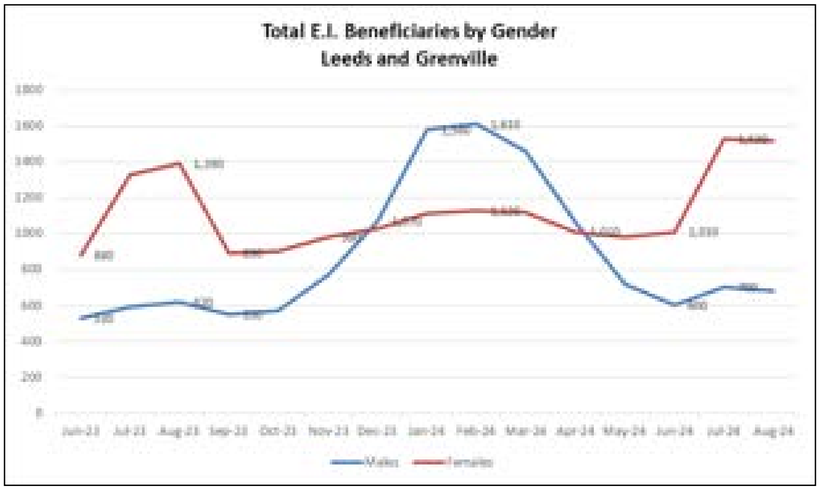
6.14 EMPLOYMENT INSURANCE BENEFICIARIES

The Employment Insurance (EI) program provides temporary income support to unemployed workers while they look for employment or seek to upgrade their skills. The EI program also provides special benefits to workers who take time off work due to specific life events such as illness or pregnancy.

The Canada Employment Insurance Commission (CEIC) plays a leadership role in overseeing the EI program. The CEIC is also responsible for setting the annual EI premium rate.

The following charts show monthly numbers of EI beneficiaries over the last 15 months from June 2023 to August 2024.

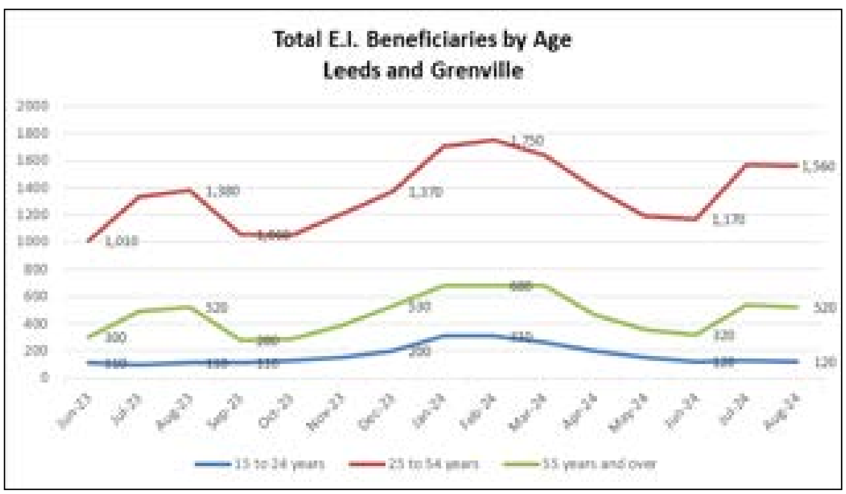
Chart 11



Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

Chart 11 shows different trends of EI beneficiaries for men and women in Leeds and Grenville. EI benefits for women peaked during the summer months. This may be due to an increased demand to care for children during their summer vacation. EI benefits increased for men during the winter months, reflecting seasonal layoffs.

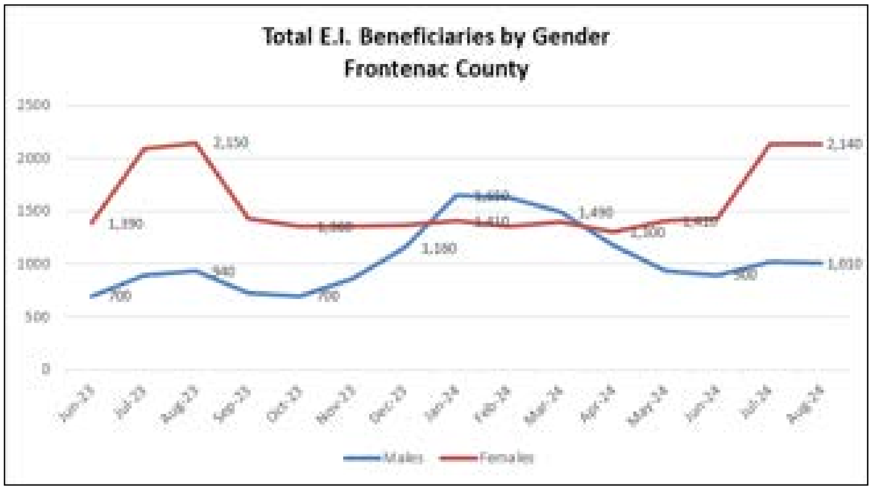
Chart 12



Source: Statistics Canada. Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

Workers in the age group of 25-54 accounted for the highest number of claimants, more than doubling the numbers of those ages 55 and over. These numbers are proportionate to their share of participation in the labour force.

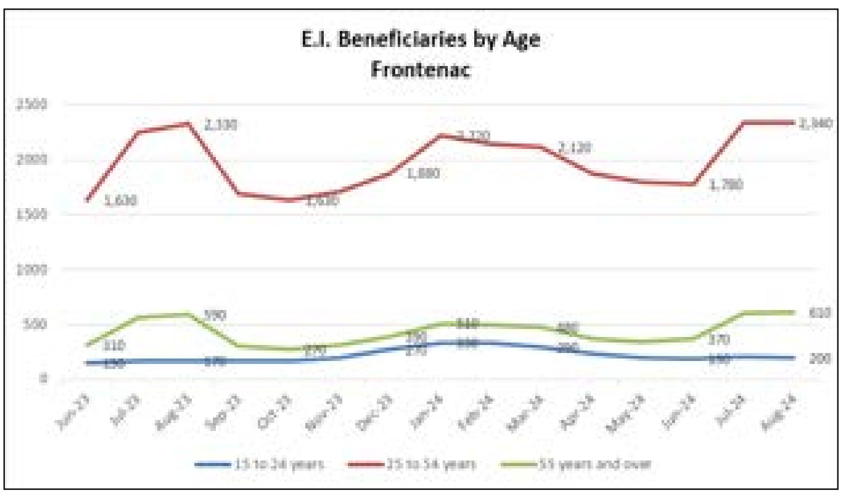
Chart 13



Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

The above chart shows a similar pattern to that of Leeds and Grenville. In Frontenac County the number of women collecting EI benefits also peaked during the summer months. As mentioned, this is most likely due to an increased demand to care for children during the summer months. EI beneficiaries peaked for men during the winter months, reflecting seasonal layoffs.

Chart 14



Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

In Frontenac County, workers in the age group of 25-54 accounted for the highest number of claimants, more than four times the numbers of those ages 55 and over. These numbers are reflective of their respective share of participation in the labour force.

6.15 HIRING DEMAND

EWIB uses Lightcast to compile job posting information. Lightcast is a subscription-based software tool that estimates labour market information using trend analysis and econometrics. The economic projections are largely derived from Statistics Canada datasets including the Labour Force Survey, Survey of Employment, Payroll and Hours, and Canadian Occupational Projection System (COPS). Projections of the labour market are not perfect, but can lend insight into the general trends. Lightcast's Canadian job postings data is gathered by scouring company career sites, national and local job boards, and job posting aggregators.

Table 53: Top 25 Job Postings - Oct 2022 - Sep 2024 - Leeds & Grenville

NOC	Occupation	Unique Postings from Oct 2022 - Sep 2024	% Total Job Postings	Median Annual Wages 2023
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	567	7.5%	$41,607
3130	Nursing and allied health professionals	315	4.2%	$82,925
6520	Food support occupations	267	3.5%	$34,462
6440	Customer and information services representatives	242	3.2%	$45,494
1120	Human resources and business service professionals	227	3.0%	$78,447
4410	Home care provider occupations	190	2.5%	$46,508
4220	Paraprofessional occupations in legal, social, community and education services	177	2.4%	$51,548
6202	Service supervisors	175	2.3%	$45,084
6531	Cleaners	175	2.3%	$40,943
6002	Retail and wholesale trade managers	167	2.2%	$74,718
7510	Longshore workers and material handlers	156	2.1%	$42,701
1001	Administrative services managers	155	2.1%	$118,837
6320	Cooks, butchers and bakers	154	2.0%	$36,082
7330	Transport truck and transit drivers	154	2.0%	$49,064
9510	Labourers in processing, manufacturing and utilities	144	1.9%	$43,875
1410	Office support and court services occupations	133	1.8%	$45,282
6510	Cashiers and other sales support occupations	129	1.7%	$32,094
1310	Administrative, property and payroll officers	127	1.7%	$62,737
4122	Secondary, elementary and kindergarten school teachers	121	1.6%	$93,738
1440	Supply chain logistics, tracking and scheduling coordination occupations	118	1.6%	$46,504
1110	Auditors, accountants and investment professionals	115	1.5%	$82,745
2123	Computer, software and Web designers and developers	105	1.4%	$102,638
1311	Office administrative assistants - general, legal and medical	98	1.3%	$55,099
3310	Assisting occupations in support of health services	98	1.3%	$47,736
7241	Automotive service technicians	94	1.2%	$55,643
	Total TOP 25 Job Postings	4,403	58.5%	
	Total New Job Postings - Oct 2022 - Sep 2024	7,529	100.0%	$63,715

Source: Lightcast Q3, 2024

There were 7,529 new job postings in Leeds and Grenville over a two-year period from October 2022 to September 2024.

The top 25 new job postings accounted for 58.5% of the total number of postings.

The top five (5) occupations reporting new job postings are:
- Retail salespersons and non-technical wholesale trade sales and account representatives
- Nursing and allied health professionals
- Food support occupations
- Customer and information services representatives
- Human resources and business service professionals

The top in-demand common skills required by employers in Leeds and Grenville during the period of October 2022 to September 2024 were:

- Customer Service
- Communications
- Sales
- Interpersonal Communication
- Management

Table 54: Top 25 Job Postings - Oct 2023 - Sep 2024 - Frontenac County

NOC	Occupation	Unique Postings from Oct 2022 - Sep 2024	% Total Job Postings	Median Annual Wages 2023
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	2,099	8.7%	$36,388
6520	Food support occupations	823	3.4%	$33,110
4220	Paraprofessional occupations in legal, social, community and education services	751	3.1%	$53,199
1410	Office support and court services occupations	658	2.7%	$45,000
6531	Cleaners	656	2.7%	$41,745
6440	Customer and information services representatives	646	2.7%	$39,720
3130	Nursing and allied health professionals	642	2.7%	$83,519
1120	Human resources and business service professionals	626	2.6%	$72,440
1310	Administrative, property and payroll officers	620	2.6%	$55,345
6002	Retail and wholesale trade managers	563	2.3%	$72,943
6202	Service supervisors	558	2.3%	$46,443
6320	Cooks, butchers and bakers	556	2.3%	$35,528
4410	Home care provider occupations	524	2.2%	$41,678
7330	Transport truck and transit drivers	512	2.1%	$44,082
1001	Administrative services managers	429	1.8%	$101,615
1311	Office administrative assistants - general, legal and medical	417	1.7%	$51,039
3310	Assisting occupations in support of health services	375	1.6%	$50,141
6510	Cashiers and other sales support occupations	361	1.5%	$31,647
7511	Trades helpers and labourers	342	1.4%	$43,008
1110	Auditors, accountants and investment professionals	331	1.4%	$86,683
7510	Longshore workers and material handlers	327	1.4%	$51,631
6441	Security guards and related security service occupations	284	1.2%	$38,593
3212	Medical technologists and technicians	279	1.2%	$74,290
1440	Supply chain logistics, tracking and scheduling coordination occupations	244	1.0%	$54,687
3120	Therapy and assessment professionals	244	1.0%	$91,261
	Total TOP 25 Job Postings	13,867	57.5%	
	Total New Job Postings - Oct 2022 - Sep 2024	24,107	100.0%	$60,178

Total New Job Postings - Oct 2022 - Sep 2024
Source: Lightcast Q3, 2024

Hiring Demand – Frontenac County
There were 24,107 new job postings in Frontenac County over a two-year period from October 2022 to September 2024.

The top 25 new job postings accounted for 57.5% of the total number of postings.

The top five (5) occupations reporting new job postings are:
- Retail salespersons and non-technical wholesale trade sales and account representatives
- Food support occupations
- Paraprofessional occupations in legal, social, community and education services
- Office support and court services occupations
- Cleaners

The top in-demand common skills employers in Frontenac County were looking for during the period of October 2022 to September 2024 were:
- Communication
- Multitasking
- Sales
- Leadership
- Problem Solving

6.16 MIGRATION CHARACTERISTICS

LEEDS & GRENVILLE

Table 55: Migration Patterns 2016-2021 - Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,056	2,811	1,245
18-24	2,031	2,667	-636
25-44	6,709	5,740	969
45-64	6,287	3,621	2,666
65+	3,062	2,566	496
Total	22,145	17,405	4,740

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Table 56: Percent (%) Migration Patterns 2016-2021 - Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	18.3%	16.2%	26.3%
18-24	9.2%	15.3%	-13.4%
25-44	30.3%	33.0%	20.4%
45-64	28.4%	20.8%	56.2%
65+	13.8%	14.7%	10.5%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Over the five-year period from 2016 - 2021, there was an increase in net-migrants of 4,740 people who moved w to Leeds and Grenville.

There was an increase in net-migrants in all age categories, except in the group aged 18-24 where out-migrants exceeded in-migrants. This is a normal transition of youth moving to urban areas to work and/or further their education. It is hoped that they will return to their home communities later in life.

The largest increase of net-migrants of 2,666 people was in the older population age group of 45-64 indicating the presence of reliable employment and retirement opportunities in the area. This age group represents 56.2% of the net-migrants moving to Leeds and Grenville from 2016 to 2021.

Ontario had the largest increase in net-migrants in the prime working age population ages 25-44, again indicating the availability of sound employment opportunities in the area. This age group represents 60.8% of the net-migrants moving to Ontario from 2016 to 2021.

FRONTENAC COUNTY

Table 57: Migration Patterns 2016-2021 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	7,034	5,621	1,413
18-24	7,718	5,225	2,493
25-44	17,167	13,368	3,799
45-64	6,928	5,333	1,595
65+	3,349	2,445	904
Total	42,196	31,992	10,204

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Table 58: Percent (%) Migration Patterns 2016-2021 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	16.7%	17.6%	13.8%
18-24	18.3%	16.3%	24.4%
25-44	40.7%	41.8%	37.2%
45-64	16.4%	16.7%	15.6%
65+	7.9%	7.6%	8.9%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Over the five-year period from 2016 - 2021, there was an increase in net-migrants of 10,204 people who moved to Frontenac County.

There was an increase in net-migrants in all age categories. This area is an attractive metropolitan area with the city of Kingston as its hub.

The largest increase in net-migrants of 3,799 people was in the prime working age population ages 25-44 indicating reliable employment opportunities in the area. This age group represents 37.2% of the net-migrants moving to Frontenac County from 2016 to 2021. There was also a substantial net-migration population growth of those aged 18-24 or 2,493 people, representing 24.4% of the net-migrants moving to this area. This area has an attractive base of post-secondary education facilities, including a university which attracts youth to migrate to the area to further their education.

6.17 IMMIGRATION DATA

ADMISSION OF PERMANENT RESIDENTS

Immigration, Refugees and Citizenship Canada (IRCC) is the Canadian government agency responsible for immigration, refugees, and citizenship.

IRCC works to facilitate the legitimate entry of visitors, economic immigrants, sponsored family members and those seeking protection in Canada, while at the same time safeguarding the health, safety and security of Canadians

Table 59: Admission of Permanent Residents 2015-2023

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Leeds & Grenville County	105	85	90	90	80	60	125	95	140
Frontenac County	380	525	465	560	565	370	965	935	1130
Loyalist Township	5	5	5	20	25	--	10	25	10
EWIB Region	490	615	560	670	670	430	1,100	1,055	1,280

Source: Immigrants, Refugees and Citizenship Canada (IRCC)

Table 59 shows the number of permanent residents that were admitted to the selected geographical areas. Over the last 3 years 2021-2023, the number of permanent residents admitted to the EWIB region increased significantly compared to previous years. During this period, Ontario also experienced significant increases in immigration.

The province explains that after immigration declined in 2020 and 2021 due to the impacts of the COVID-19 pandemic, Ontario admitted a record-breaking number of immigrants. This was largely the result of the easing of pandemic border restrictions, efforts to lessen the administrative backlog and higher immigration targets introduced by the federal government.

RECENT IMMIGRANTS BY PLACE OF BIRTH

The 2021 Census questionnaire (Form 2AL) asked immigrants, who were admitted from January 1, 2016 to May 11, 2021, to list their place of birth. The totals are not the same as the numbers reported by IRCC in Table 59. This is because a partial year was used for 2021in Table 60 below and it reflects estimations based on a 25% survey sample. Data from the IRCC are actual number of admissions.

However, the place of birth of recent immigrants in Table 60 is a good approximation.

Table 60: Place of Birth of Recent Immigrants1 - 2016 - 2021

EWIB REGION	Total	% Total
Americas	490	15.4%
United States of America	320	
Other places of birth in Americas	50	
Brazil	30	
Jamaica	25	
Mexico	25	
Venezuela	20	
Europe	330	10.4%
United Kingdom	105	
Other places of birth in Europe	70	
France	35	
Germany	30	
Ireland	15	
Italy	15	
Ukraine	15	
Africa	455	14.3%
Other places of birth in Africa	140	
Egypt	90	
Nigeria	70	
Burundi	35	
Ethiopia	30	
Somalia	25	
South Africa, Republic of	20	
Eritrea	15	
Congo, Democratic Republic of the	10	
Asia	1,895	59.5%
Syria	480	
India	425	
China	235	
Philippines	190	
Pakistan	90	
Other places of birth in Asia	80	
Iran	60	
Bangladesh	45	
Iraq	35	
Turkey	35	
Korea, South	30	
Jordan	25	
Lebanon	25	
Japan	20	
Viet Nam	15	
United Arab Emirates	10	
Oceania and other	15	0.5%
Australia	10	
TOTAL NUMBER OF RECENT IMMIGRANTS	3,185	100.0%

Source: Statistics Canada - Census Profiles 2021 – 25% sample
Totals may not add due to rounding and/or insufficient data.

Superscript:
1. Recent Immigrant refers to an immigrant who first obtained their landed immigrant or permanent resident status between January 1, 2016 and May 11, 2021

EWIB REGION – BASED ON INFORMATION FROM 3,185 RECENT IMMIGRANTS

Place of Birth by Continent
- Asia (59.5%)
- Americas (15.4%)
- Africa (14.3%)
- Europe (10.4%)
- Oceania and other (0.5%)

Place of Birth by Top 3 Countries
- Syria (480)
- India (425)
- USA (320)

LEEDS AND GRENVILLE – BASED ON INFORMATION FROM 465 RECENT IMMIGRANTS

Place of Birth by Continent
- Asia (48.4%)
- Americas (26.9%)
- Europe (18.3%)
- Africa (6.5%)
- Oceania and other (0.0%)

Place of Birth by Top 3 Countries
- USA (100)
- Syria (80)
- United Kingdom (35)

FRONTENAC COUNTY – BASED ON INFORMATION FROM 2,645 RECENT IMMIGRANTS

Place of Birth by Continent
- Asia (61.8%)
- Africa (16.1%)
- Americas (12.9%)
- Europe (8.7%)
- Oceania and other (0.6%)

Place of Birth by Top 3 Countries
- India (400)
- Syria (400)
- China (225)

ONTARIO – BASED ON INFORMATION FROM 584,685 RECENT IMMIGRANTS

Place of Birth by Continent
- Asia (68.7%)
- Americas (11.7%)
- Africa (11.1%)
- Europe (8.1%)
- Oceania and other (0.4%)

Place of Birth by Top 3 Countries
- India (139,660)
- Syria (54,645)
- China (45,645)

07 ACTION PLAN UPDATE

This action plan outlines proposed partnerships that are currently underway and those that are scheduled to be carried out by the Eastern Workforce Innovation Board

Summary List of Partnerships with Employment Ontario Community

Action #1: Help Desk/Job Tools – 2024-2025
Action #2: Service Coordination - 2024-2025

Action #1:
Help Desk 2024/2025

CHALLENGE TO BE ADDRESSED:

- There is labour market information available, but it is not always at a granular local level. There is a need for local data to help job seekers, employers and community partners make informed decisions. Statistics Canada and the National Job Bank are complimentary sources of data, however, specific knowledge and skill sets are required r to effectively obtain, analyze and interpret the data to use it effectively.

OBJECTIVE(S):

- Continue to provide a Labour Market Information Help Desk to community stakeholders, businesses, jobseekers, and local media, etc.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

- Continue to promote help desk through social media, our web site and all outreach activities to the community and to our various stakeholders throughout the fiscal year

Q2 Milestone

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

Q3 Milestone

- Continue to actively promote the Help Desk through outreach, media and social media.

Q4 Milestone

- Continue marketing strategies for Help Desk. Plan for following fiscal.

POTENTIAL PARTNERS:

- Economic Development Agencies / Chambers of Commerce / Employment Ontario service providers and all other agencies in our community that provides employment related services

EXPECTED OUTCOMES/OUTPUTS:

- Respond to labour market information requests as submitted. Informal feedback from a wide variety of organizations that have utilized this service is very positive. Data provided is utilized in project planning and project submissions, as well as to assist individual clients in making decisions pertaining to career paths.

UPDATE:

- EWIB is on track to meet these milestones.

Action #2:
Service Coordination 2024/2025

CHALLENGE TO BE ADDRESSED:

- The lack of current and relevant information related to the needs of the workforce continues to be a priority. This includes the need for continued discussions and consultation within the stakeholder community involved in the provisions of employment related employment related programs and services. Economic development agencies and our local chambers are included in this exercise. The Board conducted consultations with Employment Network Committees (as the chair), local stakeholders and other invested community members on an ongoing basis. This includes our extensive and direct consultations with our key stakeholders across our region pertaining to their input to the communities Local Labour Market Planning Report , the boards quarterly newsletter and the promotion of our Labour Market Information Help Desk.

OBJECTIVE(S):

- To produce quarterly newsletters outlining the results of the collection of local labour market information. These newsletters 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. They also includes an update from the board on how our region is responding (positive messaging) to the some of the major issues affecting our local labour market i.e. affordable housing, mental health etc.. Each newsletter does an individual report on how the community is responding to these serious challenges. The newsletter also includes an overview of input provided from our Employment Ontario community on what they are experiencing from the employer and client community. The Board is working 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.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

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

TIMELINES:

Q1 Milestone

- The Board utilized the existing newsletter template to capture an organized format to present information. The Board collected local LMI from sources (i.e. media, publications, etc.). Newsletter published end of each quarter.
- Continued to host and chair the Employment Network Committee meetings for our entire region.

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 will be published end of quarter.
- Continue to host ENC meeting.

Q4 Milestone

- Continued outreach to the community and sourcing of LMI through other options
- Continue to host ENC meetings.

EXPECTED OUTCOMES/OUTPUTS:

- The Board sources data/LMI and stakeholders input 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 to be published.

UPDATE:

- EWIB is on track to meet these milestones.

Initiatives of Employment Service Providers

There are six (6) Employment Ontario service provider agencies serving the EWIB region. Their duties include:
- Providing service and support to help individuals meet career or hiring goals,
- Provide opportunities to make it easier for individuals to improve their skills through education and training, and
- Working with employers and communities to build the highly skilled, highly educated workforce Ontario needs to be competitive

These agencies undertake numerous activities and co-ordinate many projects and events in this area aimed at addressing local labour market challenges. This report includes examples of labour market initiatives undertaken by two employment service provider agencies in this area: The Employment + Education Centre (EEC) and CSE Consulting.
EWIB would like to thank these agencies for their contribution to this report and for their dedication and hard work.

EMPLOYMENT + EDUCATION CENTRE (EEC) – AS REPORTED BY SUSAN WATTS, EXECUTIVE DIRECTOR
Over the past year EEC has been involved in the following labour force initiatives.

- Hosted 2 job fairs for 50 employers with 460 job seekers attending in total
- Provided skilled trades workforce recruitment for employers with SDF funding using a 4-stage process that includes testing and CareerLabsVR
- Created and implemented **Options in Motor Technician Trades** (OMTT) which provides an experiential focused program that will engage, inform, and prepare vulnerable people for employment in skilled trades. Options in Technician Trades will also promote four service trades that are locally in-demand: Automotive Service Technician, Agriculture Equipment Technician, Truck-Trailer Service Technician, and Truck and Coach Technician. This was in response to employers' demand in these sectors.
- Created and implemented **Taste A Trade** which prepares participants, using experiential training methods, to enter one of the identified in-demand trades, Cook, Process Operator – Food Manufacturing, Assistant Cook, Chef and Baker. This was in response to employers' demands in this sector.
- Created and implemented **We Are The Change**, an employment preparation program, that combines interactive workshops and virtual reality with practical, on-the-job training to equip our youth participants with the skills and experiences needed to build tiny homes. This program not only helped with labour shortages in the trades, but it also helped alleviate some of our housing crisis.
- Created and implemented **Point of Sale (POS) /Cashier Training** provides the opportunity for people to learn to navigate a (POS) computer system confidently, practice counting cash and making change, master using the POS computer to take customer orders, complete debit/credit transactions, and fix common mistakes made during transactions. This was created in response to employer requests and has led to increased confidence for job seekers in these skill areas, making finding employment much easier.

CSE CONSULTING – AS REPORTED BY SHANNON LISCUMB, EXECUTIVE DIRECTOR
The CSE has undertaken the following labour market initiatives over the past year.

1. Local Labour Market Initiatives
   The local labour market faces a number of significant challenges that affect the ability of workers to access and sustain employment. At CSE Consulting, we have experienced an increase in the number of people facing food insecurities, housing and financial instability, transportation barriers, digital access barriers, mental health and childcare concerns. Without the appropriate support systems and resources, these barriers hinder and/or prevent individuals planning to enter the workforce, reinforcing cycles of poverty, instability, and underemployment. In response to these labour market challenges, CSE has implemented several successful initiatives across Grenville County over the past year:
   - 'Tools for Launch' in partnership with the South Grenville Food Bank, providing two (2) weeks worth of healthy lunches for those newly employed.
   - Clothing voucher programs in partnership with House of Lazarus, Salvation Army, To Be Continued and La Boutique Thrift to provide free interview/work clothing.

- ‘In Motion & Momentum+’, developed by the Canadian Career Development Foundation, a group-based intensive pre-employability program for those most distant from the labour market.
- ‘Ready, Set, Serve’ workshop series to upskill and prepare workers for the hospitality industry.
- Employer education webinar series on DEI and hiring diverse workforces in collaboration with the St. Lawrence-Rideau Immigration Partnership.
- Spring and Fall Hiring and Training Fairs to support immediate matches to local labour market needs as well as upskilling and higher education opportunities.
- Access to in-house Financial Literacy workshops in collaboration with the Volunteer Centre of St. Lawrence-Rideau.
- Student Employment Preparedness Workshops in conjunction with High School Careers classes to prepare youth for the transition to future work.

2. Good News Story

The ‘Tools for Launch’ program, a community initiative that CSE Consulting and the South Grenville Food Bank have partnered on since 2021, provides two (2) weeks worth of healthy lunches for newly employed individuals in Grenville County. Access to healthy meals plays a critical role in the overall well-being of individuals, especially as they transition to new employment. For many individuals entering the workforce, especially those from low-income backgrounds or experiencing financial hardship, the expense of daily meals can quickly become a barrier. The program thus far has assisted over 70 new hires with lunches for work, supporting higher energy and focus, socialization and team bonding opportunities, higher engagement and job satisfaction, self-sufficiency and long-term job retention. By providing lunches, we are not just offering food, we are offering support that alleviates one fewer anxiety during what can be a stressful transition. We are proud to be part of an initiative that has been shown to have a positive impact on both individuals and the broader community.

08 COMMUNITY CONSULTATION PARTICIPANTS

8.1 EMPLOYMENT SERVICE PROVIDERS

ACFOMI	Kingston	6 participants
CSE Consulting	Prescott	4 participants
Employment & Education Centre	Brockville	6 participants
KEYS	Gananoque	4 participants
KEYS	Kingston	15 participants
ReStart Employment Services	Kingston	8 participants
St. Lawrence College Employment Services	Kingston	8 participants

8.2 ECONOMIC DEVELOPMENT & OTHER AGENCIES

Kingston Economic Development
Frontenac Economic Development Group
City of Kingston
City of Brockville
Immigration Partnership
Literacy Link Eastern Ontario (LLEO)
North Grenville
Town of Gananoque
Town of Prescott
United Counties of Leeds and Grenville

8.3 CHAMBERS OF COMMERCE

Brockville Chamber of Commerce	Brockville
Kingston Chamber of Commerce	Kingston

8.4 EMPLOYERS

3M Canada Company Tape Plant	Brockville
Bayshore Home Health	Kingston
Beck's Construction	South Grenville
Bespoke Skin MD	Kingston
Boardwalk Dental Centre	Brockville
Brockville Chiropractic & Health	Brockville
Burnbrae Farms Ltd.	Brockville
Canadian Tire	Gananoque
Canarm	Brockville
Cardinal Health	Gananoque
Comfort Inn Hotel	Brockville
Compass Accounting Services	North Grenville
Cooke's Old World Shop	Kingston
Cornwall's Pub	Rockport

Countrywide Kitchens Inc.	Kingston
Eternal Care Cremation	South Grenville
G. Tackaberry & Sons	Athens
Gananoque Inn and Spa	Gananoque
Giant Tiger	Kingston
Greenfield Global Inc.	South Grenville
Hampton Inn	Brockville
Holiday Inn Kingston Waterfront	Kingston
Home Health Care	Brockville
Hopkins Chitty Land Surveyors Inc	Kingston
Howard Travel	Brockville
Jonsson's Independent Grocer	North Grenville
Ken Miller Excavating	South Grenville
KIMCO Steel Sales Ltd.	Kingston
Kingston 1000 Islands Cruises	Kingston
Kingston Windows and Doors	Kingston
Luna Pizzeria	Brockville
MacEwen Petroleum Inc.	North Grenville
Maple Leaf Restaurant	Gananoque
Maple Leaf Tours	Kingston
Marriott Courtyard	Kingston
Mavericks Restaurant	Gananoque
McDonald's Restaurant	North Grenville
Moroni's Restaurant	Gananoque
NAPA Auto Parts	Gananoque
Northern Cables	South Grenville
Old English Pub	Gananoque
Pam's Flower Garden	Kingston
Providence Care	Kingston
St. Lawrence Cruise Lines	Kingston
The Flower Shop	North Grenville
The Ivy Restaurant	Ivy Lea
The Odd Spot	South Grenville
The Waterford Retirement Residence	Kingston
Thomson Fasteners Inc	Gananoque
Weller Pharmacy	Kingston

09 GLOSSARY

Average Annual Wages: An average annual wage (sometimes called a mean hourly wage) is calculated by adding up all of the annual wages of your sample and dividing the total by the number in your sample.

Canadian Business Counts: Canadian business counts are produced by Statistics Canada to provide numbers of active businesses by industry classification and categories based on employee size for Canada and the provinces and territories.

Census Division: Group of neighbouring municipalities joined together for the purposes of regional planning and managing common services.

Census Metropolitan Area (CMA): A large population centre (known as the core) together with adjacent fringe and rural areas that have a high degree of social and economic integration with the core. A CMA has a population of at least 100,000 of which 50,000 or more must live in the core.

Economic Region: A grouping of complete census divisions (with one exception in Ontario) created as a standard geographic unit for analysis of regional economic activity.

Emigrants: People leaving Canada to reside in another country. Returning emigrants refer to people who have returned to live in Canada.

Employment Rate: Number of employed persons expressed as a percentage of the population 15 years of age and over.

Gender: Gender refers to an individual's personal and social identity as a man, woman or non-binary person. Men+ includes men (and/or boys), as well as some non-binary persons. Women+ includes women (and/or girls), as well as some non-binary persons.

Immigrant: Immigrant refers to a person who is, or who has ever been, a landed immigrant or permanent resident.

Indigenous Population: In Canada, the term Indigenous peoples (or Aboriginal peoples) refers to First Nations, Métis and Inuit peoples.

Intraprovincial Migrants: Persons who moved from one province or territory to another involving a change in usual place of residence.

Interprovincial Migrants: Persons who moved to a different city, town, township, village or Indian reserve within Canada but stayed within the same province or territory.

Labour Force: Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed and actively seeking work. This is the sum of those employed and unemployed.

Labour Force Status: The sum of the number of persons, aged 15 years and over, in the labour force and those not in the labour force.

Lightcast: A subscription-based software tool that estimates labour market information using trend analysis and econometrics. The economic projections are largely derived from Statistics Canada datasets including the Labour Force Survey, Survey of Employment, Payroll and Hours, and Canadian Occupational Projection System (COPS). Projections of the labour market are not perfect, but can lend insight into the general trends. Lightcast's Canadian job postings data is gathered by scraping company career sites, national and local job boards, and job posting aggregators.

Median Annual Wages: The median annual wage is the boundary between the highest-paid 50 percent of jobs and the lowest-paid 50 percent of jobs. Half of all jobs have an annual wage less than or equal to the median and half are paid more than or equal to the median.

National Occupational Classification (NOC): The National Occupational Classification (NOC) is Canada's national system for describing occupations. The NOC can be used to find where an occupation is classified, its educational requirements or other useful information. More information about the NOC can be found here.

Non-Permanent Residents: People from another country with a usual place of residence in Canada and who have a work or study permit or who have claimed refugee status (asylum claimants).

North American Industry Classification System (NAICS): The NAICS is an industry classification system developed by the statistical agencies of Canada, Mexico and the United States. Statistics Canada uses NAICS as means to standardize the classification of the industrial structure. More information on the NAICS can be found here.

Not in the Labour Force: Refers to persons who were neither employed nor unemployed. It includes students, homemakers, retired workers, seasonal workers in an 'off' season who were not looking for work, and persons who could not work because of a long-term illness or disability.

OneHub: A tool used to share custom tabulations purchased from Statistics Canada by the Ministry of Labour, Immigration, Training and Skills Development. This data is shared with workforce planning boards across Ontario to assist them with local labour market analysis.

Participation Rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force of that group expressed as a percentage of the population for that group.

Place of Residence (POR): The location where a person usually lives, or considers their primary and permanent home.

Place of Work (POW): The geographical location in which a person's job is located.

Place of Work Status: Refers to whether a person worked at home, worked outside Canada, had no fixed workplace address, or worked at a specific address (usual place of work).

Racialized Population: The racialized population encompasses all people that are non-Caucasian in race or non-white in colour.

Unemployment Rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, one defined by age, sex, or marital status) is the number of unemployed persons in that group expressed as a percentage of the labour force for that same group.

Working Age Population: The portion of the population that is 15 years of age or older.