

# LMI BULLETIN

Issue #1 | April 2025



EASTERN WORKFORCE  
INNOVATION BOARD



## Land Acknowledgement

We acknowledge that our office is situated on the traditional Haudenosaunee Mohawk Territories with gratitude and respect, we acknowledge the significant contributions indigenous peoples have made to preserve the land around us.

## Sections of the LMI Bulletin

- Section One Words from the Executive Director
- Section Two Global News
- Section Three Statistics Canada – Labour Market Characteristics Update
- Section Four Local Job Demand
- Section Five LMI Help Desk Response to Local Labour Market Question

## Section One: Words From the ED



I would like to introduce our first monthly Labour Market Information (LMI) Bulletin.

These bulletins will be replacing our quarterly newsletters and will focus more on labour market data. These bulletins will have five (5) sections as outlined in the bulletin. We plan to provide news affecting us on the global platform (i.e. tariffs), monthly labour market characteristics, and monthly local job postings (job demand). We will also be providing special data research responding to our LMI Help Desk, addressing questions pertaining to our local labour market. We hope you find these bulletins useful. Please send any comments to me at [frank@workforcedev.ca](mailto:frank@workforcedev.ca).



## Section Two: Global News – TARIFFS, TARIFFS, TARIFFS

The global trade war continues. This is a very unpredictable trade environment. Tariffs remain the priority focus for many companies, employees, consumers and investors. In order to have a better understanding of tariffs, EWIB has provided some information provided by Export Development Canada.

### **Tariffs 101: What are tariffs and how do they impact international trade?**

Author: Susan Redding, Senior International Trade Writer, Export Development Canada (EDC)  
(for full-report [click here](#))

#### **What is a tariff?**

Tariffs are taxes that governments put on goods coming in from another country. Just as you pay sales tax when you buy something at a store, you may have to pay tariffs or duties on items you import into Canada. If you export goods outside Canada, your international customers may have to pay tariffs on the goods they buy from you.

#### **How do tariffs work? Why do governments use them?**

There are a few reasons governments choose to put tariffs on imported goods:

- 1. Tariffs generate revenue.** Governments collect tariffs as they would income or sales tax. The money collected is put in the treasury and rolled into the state's overall budget.
- 2. Tariffs can protect domestic industries.** Officials may put a tariff on specific goods from outside the country if they feel a free flow of goods is hurting their regional or domestic producers. In this case, the government's goal is to help domestic companies compete by making imported goods more expensive. The tariffs may also work as a deterrent for countries that are considering dumping surplus goods, which can undermine local pricing and put domestic companies out of business.

#### **How do I know if I'll have to pay tariffs?**

Canadian exporters can use the [Canada Tariff Finder](#) to get tariff information for specific products and countries where Canada has an FTA.

The [Government of Canada](#) has additional online tools to search for tariffs by product and country.

But not all trade is between two countries. The emergence of global supply chains over the past few decades means many products contain inputs from several countries. Goods may cross borders multiple times before they reach the final buyer. Knowing if you or your buyer will be subject to tariffs can be complicated if your business is part of such a supply chain. For this, you need to understand rules of origin.

**3. Tariffs may be deployed as a diplomatic tool.** Governments sometimes limit or ban the import or export of goods and services from another country to influence behaviour in non-economic matters such as human rights, treaty violations, or war. A recent example is the package of [economic sanctions that Canada imposed on Russia for its destructive war against Ukraine](#). Rather than ban trade outright, governments may choose to impose high tariffs as an indirect trade sanction. The tariffs limit the offending country's competitiveness by making their export goods prohibitively expensive, ultimately hurting its economy.

### **Who pays the tariff?**

The buyer in the international sales transaction is usually responsible for paying tariffs. Tariffs are a tax on imported goods, typically paid by the person or company that imported them (formally known as the "importer of record"). Many importers pass these costs down to consumers by charging higher prices.

While tariffs are collected by the government that imposes them, tariffs aren't paid by one government to another.

### **How do tariffs impact my business?**

Tariffs imposed on Canadian goods make your products more expensive for buyers in the market where the tariffs are in force. Conversely, tariffs can also make the goods you import into your supply chain, or sell domestically, more expensive.

Here's how tariffs can influence your price competitiveness:

1. Importers: [Canadian-imposed tariffs](#) can drive up the cost of making your product. For example, if you import aluminum wire for your jewelry business and this input is subject to a new 10% tariff, you'll pay more for the material. To compensate, you'll either have to charge more for the finished items or accept a lower profit.

2. Exporters: Tariffs are a trade barrier that make it harder to compete in international markets by raising prices for your goods or services. It's important to know if the goods you're shipping abroad will be subject to tariffs (also called duties) in the destination country. If your goods are subject to a tariff and your competitors' goods aren't, you may find it challenging to succeed in that market. Customers may look elsewhere if your goods are more expensive because they're subject to a tariff.



## Section Three: Statistics Canada – Labour Market Characteristics Update (Monthly Labour Force Survey)

### Statistics Canada

This section reports on labour market characteristic changes from the monthly Labour Force Survey and key economic indicators focusing on Canada, Ontario and other regions (if data is available).

Statistics Canada is the national statistical office. The agency ensures Canadians have the key information on Canada's economy, society and environment that they require to function effectively as citizens and decision makers.

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

### Labour Force Characteristics

#### Labour Force Characteristics by Ontario

	February 2025	March 2025	February to March 2025	March 2024 to March 2025	February to March 2025	March 2024 to March 2025
	thousands (except rates)	thousands (except rates)	change in thousands (except rates)	change in thousands (except rates)	% change	% change
<b>Ontario</b>						
Population	13,642.9	13,662.2	19.3	388.5	0.1	2.9
Labour force	8,910.9	8,896.9	-14	216.8	-0.2	2.5
Employment	8,257.3	8,229.8	-27.5	134.3	-0.3	1.7
Full-time employment	6,753.5	6,721.8	-31.7	57.2	-0.5	0.9
Part-time employment	1,503.8	1,508.0	4.2	77.1	0.3	5.4
Unemployment	653.7	667.2	13.5	82.6	2.1	14.1
Participation rate	65.3	65.1	-0.2	-0.3	...	...
Unemployment rate	7.3	7.5	0.2	0.8	...	...
Employment rate	60.5	60.2	-0.3	-0.8	...	...

Source: Statistics Canada, Table 14-10-0287-03 Labour force characteristics by province, seasonally adjusted

... not applicable

The sum of individual categories may not always add up to the total as a result of rounding.

## Labour Force Characteristics by Census Metropolitan Area

	February 2025	March 2025	February to March 2025	March 2024 to March 2025	February to March 2025	March 2024 to March 2025
	thousands (except rates)	thousands (except rates)	change in thousands (except rates)	change in thousands (except rates)	% change	% change
<b>Kingston CMA, Ontario</b>						
Population	161.3	161.5	0.2	4.3	0.1	2.7
Labour force	103.5	104.2	0.7	6.8	0.7	7
Employment	97	97.7	0.7	7.4	0.7	8.2
Unemployment	6.5	6.5	0	-0.6	0	-8.5
Participation rate	64.2	64.5	0.3	2.5	...	...
Unemployment rate	6.3	6.2	-0.1	-1.1	...	...
Employment rate	60.1	60.5	0.4	3.1	...	...

Source: Statistics Canada, Table 14-10-0459-02 Labour force characteristics by census metropolitan area, three-month moving average, seasonally adjusted

... not applicable

The sum of individual categories may not always add up to the total as a result of rounding.

Kingston CMA consists of the City of Kingston and Townships of South Frontenac, Loyalist, and Frontenac Islands

Labour force characteristics in Kingston saw positive growth in population, labour force, and employment compared to last year and to the previous month.

Unemployment rates fell 1.1% from last year and 0.1% from the previous month.



## Section Four: Local Job Demand

This section provides information on local jobs that are in demand by reviewing data of the job hubs on the EWIB web-site. [Click here](#) to visit the EWIB’s job board. [Click here](#) to search for specific job demand data for the current month.

### Job Postings - EWIB Region

	# New Job Postings	Job Type			Job Duration		
		Full-Time	Part-time	Casual	Permanent	Contract	Temporary
March 2025	1,912	1,829	74	9	1,816	49	47
February 2025	1,688	1,496	177	15	1,582	61	45
March 2024	2,129	1,648	481	0	1,824	220	85
% Change Since Previous Month	13.3%	22.3%	-58.2%	-40.0%	14.8%	-19.7%	4.4%
% Change Over Last Year	-10.2%	11.0%	-84.6%	#DIV/0!	-0.4%	-77.7%	-44.7%

Source: Job Demand Report - Job Hubs - EWIB

EWIB Region includes Leeds & Grenville Counties, Frontenac County and Loyalist Township

March 2025 showed 1,912 new job postings. This was an increase over the previous month of February of 13.3% but was a decrease of 10.2% from a year ago in March 2024. The majority of job postings are full-time and permanent.



## Job Postings by Top 20 Occupations in March 2025 - EWIB Region

NOC Code	Occupational Title	# Job Postings
64100	Retail salespersons and visual merchandisers	89
65201	Food counter attendants, kitchen helpers and related support occupations	75
63200	Cooks	56
44101	Home support workers, caregivers and related occupations	55
42201	Social and community service workers	45
65310	Light duty cleaners	39
31301	Registered nurses and registered psychiatric nurses	36
60020	Retail and wholesale trade managers	34
73300	Transport truck drivers	33
65200	Food and beverage servers	32
32101	Licensed practical nurses	31
64409	Other customer and information services representatives	30
64410	Security guards and related security service occupations	28
65102	Store shelf stockers, clerks and order fillers	27
75110	Construction trades helpers and labourers	25
13110	Administrative assistants	24
75101	Material handlers	21
62010	Retail sales supervisors	18
73201	General building maintenance workers and building superintendents	18
13100	Administrative officers	17

Source: Job Demand Report - Job Hubs - EWIB



## Section Five: Selected LMI Help Desk Response

### Job Demand for Veterinarian Assistant, Technician and Technologist (NOC 32104)

EWIB provides a free Labour Market Information (LMI) Help Desk Service to the public. Questions can be submitted by completing an online form and a response will be sent to you within 5 business days. [Click here](#) to request local labour market information from our LMI Help Desk.

A labour market information request was recently submitted to EWIB pertaining to the demand for veterinarian assistants in the region. The following information was provided.

Information provided to the client included:

- An Occupational Profile
- Employment Projections and Wages
- Job Postings by Job Type and Job Duration
- Job Postings by Employers
- Glossary

### Occupation Profile – Animal health technologists and veterinary technicians (NOC 32104)

Animal health technologists and veterinary technicians provide technical support to veterinarians by caring for animals and assisting in the diagnosis and treatment of animal health disorders. They are employed in veterinary clinics, animal hospitals, animal shelters, humane societies, zoos, animal research laboratories, pharmaceutical companies and government. Animal health technologists and veterinary technicians who are supervisors are included in this unit group. (NOTE: more detailed profile information was included in the actual response)



## **Index of titles**

### Example titles

- Animal care technician
- Animal care technologist
- Animal health technician
- Animal health technician – agriculture
- Animal health technologist
- Animal health technologist supervisor
- Animal operating room attendant
- Laboratory animal technician
- Laboratory animal technologist
- Registered animal health technologist (RAHT)
- Registered veterinary technician (RVT)
- Veterinarian assistant
- Veterinary laboratory technician
- Veterinary technician
- Veterinary technician supervisor
- Veterinary technologist

## **Main duties**

### **This group performs some or all of the following duties**

- Provide nursing care and rehabilitation therapy for animals
- Handle, restrain and care for animals undergoing treatment and surgery
- Produce radiographs, collect and analyse samples and perform other laboratory tests to assist in diagnosis of animal health problems
- Assist veterinarian with animals before, during and following surgery by preparing surgical equipment, administering and monitoring anaesthetics and cleaning up after surgery
- Prepare and administer medications and vaccines under direction of a veterinarian
- Administer treatments as prescribed by a veterinarian
- Provide wound and bandage care
- Conduct specialized procedures such as animal identification and hoof trimming
- Educate and advise clients on animal health care including nutrition and home care
- Assist in laboratory research
- Perform routine animal dental procedures and assist veterinarians with animal dentistry
- May perform a variety of office management and clerical duties.

## Employment Requirements

- Completion of a two- or three-year animal health/veterinary technology college program is required.
- Successful completion of a national registration examination may be required in some employment settings.
- Registration with provincial animal health technologists' or veterinary technicians' associations is available, and is mandatory in some provinces.

## Additional Information

- With experience, animal health technologists and veterinary technicians may progress to supervisory positions.

## Exclusions

- Pet groomers and animal care workers ([65220](#)).

## Employment Projection - Veterinary Assistants, Technicians & Technologists (NOC 32104)

Location	2025 Jobs	2028 Jobs	2025 - 2028 Change	2025 - 2028 % Change	2023 Median Wages
Leeds & Grenville Counties	59	63	5	8%	\$42,716.37
Frontenac County	185	196	11	6%	\$43,477.19
Brockville (city)	10	<10	Insf. Data	Insf. Data	Insf. Data
Kingston (city)	166	176	10	6%	\$43,477.19
North Grenville (municipality)	10	<10	Insf. Data	Insf. Data	Insf. Data

Source: Lightcast Q3, 2024

## Job Postings - 2 Year Period - April 2023 - March 2025

	# New Job Postings	Job Type		Job Duration		
		Full-Time	Part-time	Permanent	Contract	Temporary
Leeds & Grenville Counties	57	44	13	57	0	0
Frontenac County	39	24	15	34	4	1

Source: Job Demand Report - Job Hubs - EWIB

## Job Postings by Employer - Leeds & Grenville Counties

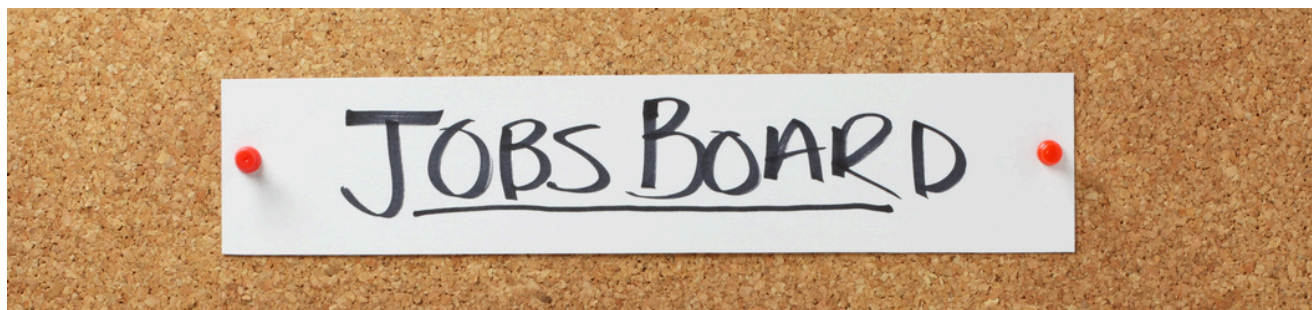
Company	Job Postings - April 2023 - March 2025
Ontario SPCA and Humane Society	12
Gananoque Veterinary Clinic	7
NVA Canada	6
National Veterinary Associates	5
Island City Animal Hospital	4
Eastern Ontario Spay Neuter Management Corporation	3
Gananoque and District Humane Society	3
Seaway Veterinary Clinic	3
The Aquatarium at Tall Ships Landing	3
Brockville Tourism - C/O Aquatarium	2
Ethos Veterinary Health	2
Prescott Animal Hospital	4
Thousand Islands Veterinary Services	2
Perth and Westport Veterinary clinic	1

Source: Job Demand Report - Job Hubs EWIB

## Job Postings by Employer - Frontenac County

Company	Job Postings - April 2023 - March 2025
Queen's University	26
Kingston Humane Society	4
VCA Animal Hospitals	3
Bayridge Animal Hospital	1
Employment Options	1
Gardiners Road Animal Hospital	1
Sydenham Veterinary Service	1

Source: Job Demand Report - Job Hubs EWIB



## GLOSSARY

**Job Demand Report:** A report produced by a dynamic tool that shows employment recruiting and job search behaviour data. It is generated by the Eastern Workforce Innovation Board's Local Jobs Hub using data collected from national, provincial and local job boards.

**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 classification and description of occupations in the Canadian economy that identifies and categorizes occupations based on the training, education, experience and responsibilities (TEER) required to work in an occupation. More information about the NOC can be found [here](#).

