

LMI BULLETIN

Issue #5 | August 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.

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- Section One Words from the Executive Director
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Section One: Words From the ED

This is our fifth monthly bulletin to the community and we certainly trust that you find the information pertinent and useful. The issue of literacy in our community and across the province is certainly not a new topic of discussion. It is a complex issue and it continues to be a focus of discussion. The need to focus resources to assist this population continues and many of this disadvantaged population are often hidden. Some in fact are working, some struggle in securing gainful employment and many are simply lost within the system. The good news is that there are a number of agencies and citizens who provide exceptional support to this population within our community. This newsletter provides an overview of this population and the services that are available to assist those in need. We would like to acknowledge the excellent services provided by Literacy Link Eastern Ontario and the various agencies linked to their work in addressing literacy issues in our region. We encourage you to refer to Literacy Links web site for information on their good work and services. (<https://www.lleo.ca/>)



Our newsletter also contains excellent information regarding our local employment postings and the availability of our Local Labour Market Help Desk.

As noted in our last newsletter, we will be asking for your input in October of 2025 and February of 2026 in respect to our communications. Thanks again for your continued support – questions and input always welcomed.

Stay cool everyone – Frank O’Hearn

frank@workforcedev.ca

Section Two: The Impact of Literacy on Employment

As a Province, Ontario has long prided itself as having an educated and literate population. In recent years, however, Employment Service provider agencies, Regional Literacy Networks and community social service organizations have noted discrepancies in this perspective. Employers anecdotally report that a significant number of persons applying for positions or already in positions lack basic literacy and problem-solving skills. A CBC Cost of Living Report in 2021 indicated that despite relatively high education rates, an analysis of international assessments by Statistics Canada showed that more than [one in six](#) adult Canadians fell short of passing the most basic set of literacy tests. Realistically, how does Literacy impact on persons who are seeking Employment?

According to Metro Toronto’s Movement for Literacy, many clients’ seeking gainful employment lack the skills necessary to effectively complete job searches. (<https://www.mtml.ca/>). As employers and employment service providers have moved to digital platforms including job boards, persons who lack literacy skills face a distinct disadvantage. In addition, some employers test prospective employees as a condition of employment. According to the paper, persons who lack literacy skills may set unrealistic employment goals, not understand the level of training required to perform posted positions, lack overall confidence in their abilities or become entrapped in the self-perpetuating myth that they are unable to do better financially if they go off social assistance. A separate study indicates that those with low literacy skills also experience more social isolation, and consequently more mental health issues. Low literacy skills are also connected to an increased risk of incarceration. <https://www.proliteracy.org/news/future-of-work-building-a-stronger-workforce-through-literacy/>

Literacy Link Eastern Ontario (LLEO) <https://www.lleo.ca/> is a non-profit charitable regional support network for literacy and basic skills service providers in the Eastern Ontario region. LLEO works with seven (7) LBS service providers in the counties of Leeds and Grenville and Frontenac. Links to these providers are included directly below. The LBS service providers provide an array of services for adult learners which provide tangible opportunities to improve skills. They provide resources including school supplies and workbooks, tools including literacy awareness tip sheets and many other valuable resources for clients and potential employers. The Eastern Workforce Innovation Board is pleased to be able to work in

collaboration with Literacy Link of Eastern Ontario to address client needs as well as advocate for persons who are experiencing literacy challenges.

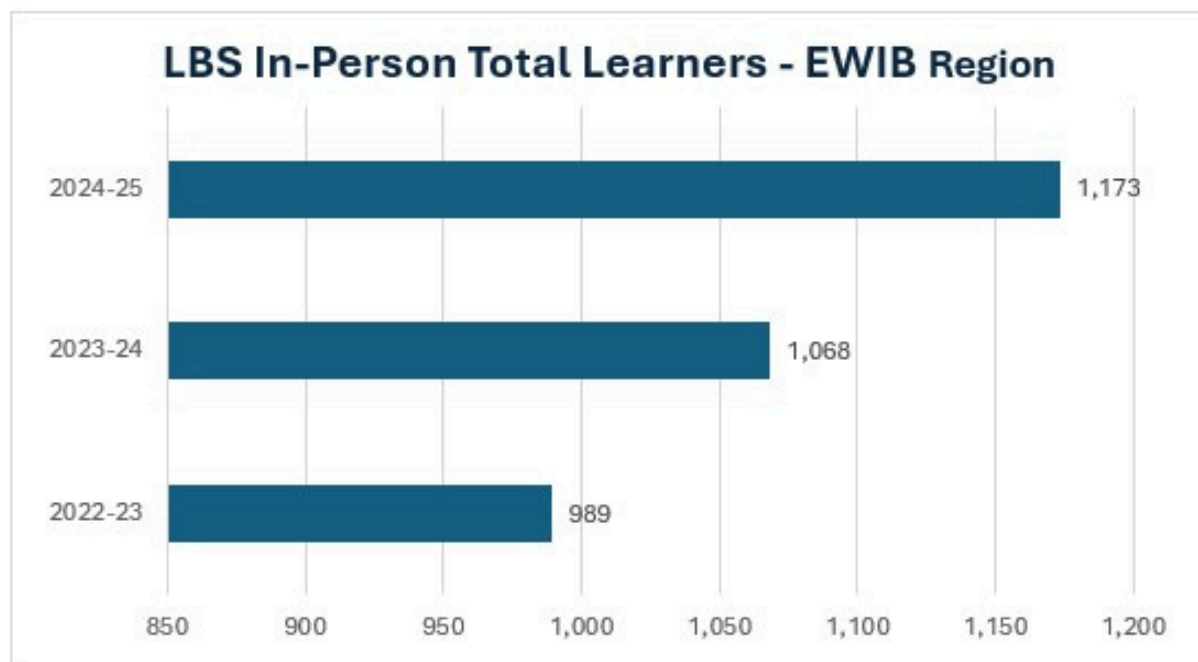
Literacy Provider Links;

1. [TR Leger Step Program.](#)
2. [St. Lawrence Career and College Prep](#)
3. [Limestone Community Education](#)
4. [Algonquin Catholic District School Board – Open Book Loyola](#)
5. [Kingston Literacy and Skills](#)
6. [La Route du Savoir](#)
7. [Connections Adult Learning](#)

Section Three: Literacy and Basic Skills (LBS) – Local Statistics

Literacy & Basic Skills (LBS)

Chart 1



Source: Employment Ontario Data

Table 1: LBS Total In-Person & E-Channel Learners by County

Region	2022-2023	2023-24	2024-25
Leeds and Grenville	337	291	357
Frontenac	652	777	816

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

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

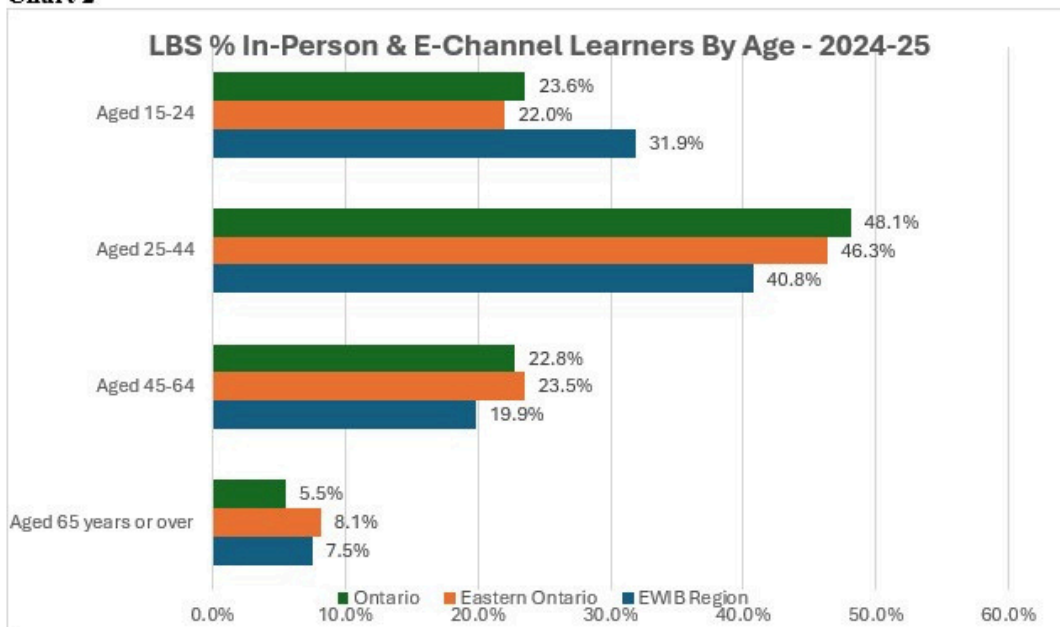
	2022-23	2023-24	2024-25
EWIB Region	989	1,068	1,173
Eastern Region	6,755	7,924	7,885
Ontario	42,107	48,274	46,792

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 1,068 to 1,173 or 9.8%. Both counties in the EWIB catchment area saw increases in the number of in-person learners from the previous year. LBS in-person learners include both new and carry-over learners.

Eastern Ontario and Ontario experienced a decrease in total LBS learners. The common reported genders of women and men learners represented 60.0% and 38.3% respectively in the EWIB region. Gender ratios were slightly higher for women in Eastern Ontario and Ontario with both reporting similar ratios of 60.2% and 60.6% 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.

Table 3: LBS Total In-Person Learners by Education Attainment - 2024-25

EWIB Region	Clients	Percentage
Less than Grade 9	64	5.5%
Less than Grade 12	299	25.5%
Completion of Secondary	348	29.7%
Certificate of Apprenticeship/Journey Person	17	1.5%
Certificate/Diploma	210	17.9%
Applied/Associate/Bachelor Degree	90	7.7%
Post Graduate	53	4.5%
Other (Some Apprenticeship/College/University)	91	7.8%
Unknown	X	

Source: Employment Ontario Program Data

Totals may not add due to unknown suppressed data represent by X. (counts less than 10)

31.0% of learners had educational attainments lower than grade 12. 29.7% of learners completed grade 12 and the remainder of learners, 39.4%, had educational attainments of college diploma, apprenticeship or university.

Table 4: LBS % Total In-Person & E-Channel Learners by Exit Outcome - 2024-25

Region	Employed	In-Education / Training	Other (Independent, Unable to Work, Volunteer)	Unemployed	Unknown
EWIB Region	30.1%	27.2%	13.7%	10.5%	18.6%
Eastern Ontario	26.5%	19.5%	14.1%	16.2%	23.7%
Ontario	23.6%	24.5%	10.9%	16.2%	24.8%

Source: Employment Ontario Program Data - does not include unknown responses

E-Channel Learners are reported only for Ontario

In the EWIB Region 57.3% of learners had an employment or in-education/training exit outcome compared to 46.0% for Eastern Ontario and 48.1% for Ontario.



Section 4: Local Job Postings

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.

Job Postings by Occupation in EWIB

NOC	Occupation	July 2025	June 2025	July 2024	July 2025 vs June 2025	July 2025 vs July 2024
0	Legislative and senior management occupations	7	4	5	3	2
1	Business, finance and administration occupations	317	273	287	44	30
2	Natural and applied sciences and related occupations	116	103	79	13	37
3	Health occupations	254	219	197	35	57
4	Occupations in education, law and social, community and government services	170	209	179	(39)	(9)
5	Occupations in art, culture, recreation and sport	27	32	36	(5)	(9)
6	Sales and service occupations	688	574	607	114	81
7	Trades, transport and equipment operators and related occupations	260	218	219	42	41
8	Natural resources, agriculture and related production occupations	9	11	5	(2)	4
9	Occupations in manufacturing and utilities	50	62	47	(12)	3
X	Unclassified occupation	29	20	18	9	11
Total Across All Occupations		1,920	1,721	1,679	199	241

Source: Lightcast

EWIB Region includes Leeds & Grenville Counties, Frontenac County and Loyalist Township July 2025 showed 1,920 new job postings. This was an increase over the previous month of June of 199 job postings and an increase of 241 job postings from a year ago reported in July 2024. The most significant increase in job postings from last month was in sales and service occupations of 114 jobs. From last year the largest increase was also in the sales and services occupations.

This area continues to experience employment stability.



Top 20 Job Postings by Occupations July 2025 - EWIB Region

NOC Code	Occupational Title	# Job Postings
64100	Retail salespersons and visual merchandisers	105
31301	Registered nurses and registered psychiatric nurses	67
44101	Home support workers, caregivers and related occupations	54
65200	Food and beverage servers	50
63200	Cooks	46
64101	Sales and account representatives - wholesale trade (non-technical)	48
60020	Retail and wholesale trade managers	44
64409	Other customer and information services representatives	41
73300	Transport truck drivers	38
13100	Administrative officers	38
65102	Store shelf stockers, clerks and order fillers	40
65201	Food counter attendants, kitchen helpers and related support occupations	37
65311	Specialized cleaners	36
75101	Material handlers	35
11100	Financial auditors and accountants	27
65100	Cashiers	25
33102	Nurse aides, orderlies and patient service associates	24
62020	Food service supervisors	21
10010	Financial managers	19
30010	Managers in health care	19

Source: Lightcast Job Postings July 2025



Section 5: LMI Help Desk

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.

