

ALL YOU NEED TO KNOW ABOUT YOUR LOCAL LABOUR MARKET



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.



SECTION 1: WORDS FROM THE ED

We are pleased to provide our ninth monthly labour market bulletin to the community. This edition is focused on the executive summary of our annual Local Labour Market Planning Report. This report reflects the process and the results of our outreach to our various community partners and the various labour market data sources that we utilize. It includes the various challenges our community is facing and a snapshot of our regions local job postings. It is no secret that our region has significant and complex challenges. These issues are not isolated to our region or large urban communities as they are evident across the province. The key issue in responding to these challenges is to continue our communities work in coordinating the delivery of programs and services to these complex labour market challenges in a team approach. Many good positive actions are happening – often quietly.

Thank you for your continued support to our work. Please feel free to contact me.

Sincerely yours,
Frank O'Hearn
frank@workforcedev.ca

SECTIONS OF THE LMI BULLETIN

WORDS FROM THE
EXECUTIVE DIRECTOR

LOCAL LABOUR MARKET
WORKFORCE PLANNING

LOCAL JOB POSTINGS

LMI HELP DESK



SECTION 2: LOCAL LABOUR MARKET WORKFORCE PLANNING

The overall goal of workforce planning is to develop a skilled and adaptable supply of labour to meet the job demands of employers. Workforce planning is crucial because it ensures organizations have the right people, with the right skills, in the right roles, at the right time - helping businesses stay flexible, reduce costs, and achieve long-term success. It ensures stable employment, fair wages, and sustainable economic growth. When supply and demand are misaligned, economies may experience labour shortages or unemployment, leading to major social and economic challenges.

Workforce planning for employers is not just an HR function. It is a strategic business approach that directly impacts profitability, innovation, and sustainability. By forecasting staffing needs, companies can reduce unnecessary labour costs, avoid overstaffing and minimize expensive last-minute hiring. Workforce planning helps to identify future skill shortages and to proactively address them through recruitment

In short, a balanced labour market is the foundation of economic stability and social well-being. Excess supply wastes human potential, while excess demand reduces productivity. The challenge for policymakers, businesses, and workers is to continuously adapt to shifting economic conditions to keep this balance intact.

The purpose of this report is to identify challenges faced by the local labour force and employers in the EWIB catchment area and to

determine viable opportunities to address them. To facilitate this, EWIB compiles and analyses both quantitative and qualitative information. Together, the data and anecdotal information, is examined to produce the key findings as outlined in the LLMP (Local Labour Market Planning) report.

The LLMP document outlines labour market challenges that impact our workforce, which have been consolidated and summarized into the following six (6) categories:

- A. Supply and Demand**
- B. Social**
- C. Economy**
- D. Infrastructure**
- E. Other**
 - a. Employer Workforce Challenges
 - b. Francophone Employment Challenges

Employers across the region in several sectors reported facing supply and demand challenges in addressing their employment needs. Difficulties with workforce recruitment and retention in healthcare, childcare, construction, hospitality/tourism and related professions across the catchment area were identified by participants during consultations. The high rate of unemployment for young people remains a concern. Demographics is a significant factor driving labour supply. The aging workforce is reducing the supply of labour while migration helps to fill the gaps. Technology and automation shift demand toward new skill sets which may require retraining. Globalization – Outsourcing and international competition affect both supply and demand dynamics. Workforce skills must be aligned with industry requirements to prevent gaps.

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The following four (4) key workforce challenges have been identified in the EWIB region:

Challenge #1: To increase participation in the labour force.

Challenge #2: To continue development of workforce planning for employers.

Challenge #3: To ensure training, education and experience of workforce match requirements of job opportunities.

Challenge #4: To continue development and access to local labour market information.

Social challenges, including mental illness and addictions as well as homelessness, impact the workforce in many ways. While such challenges have traditionally been restricted to the larger urban centres in the province, they are now evident in rural areas. The lack of ready access to inpatient bedded capacity, paired with the complexities of providing round-the-clock outreach services to isolated areas, affects the ability of employers to meet their employment needs.

The economy in the region has remained relatively stable in 2025. However, employers are worried about how tariffs on aluminum, steel, lumber, and agricultural goods will affect their ability to keep workers. The upcoming 2026 review of CUSMA also raises concerns.

Infrastructure issues including housing, childcare and transportation were of concern to many employers during our consultations. A shortage of available and affordable housing, combined with high rental costs, impacts on current residents as well as newcomers. Accessing childcare can be a significant impediment to participation in the workforce, particularly for women. Transportation is also a barrier both in cities and in rural areas of the region.

Alongside workforce challenges in the area, opportunities were also reported. Communities in this region are diverse, ranging from bustling urban centres to picturesque rural areas. Each offers a unique blend of cultural experiences, recreational activities and business opportunities, making the region a vibrant place to live and work.



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SECTION 3: 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	Nov-25	Oct-25	Nov-24	Nov 2025 vs Oct 2025	Nov 2025 vs Nov 2024
0	Legislative and senior management occupations	8	5	8	3	0
1	Business, finance and administration occupations	224	222	272	2	(48)
2	Natural and applied sciences and related occupations	95	118	74	(23)	21
3	Health occupations	190	175	144	15	46
4	Occupations in education, law and social, community and government services	127	148	183	(21)	(56)
5	Occupations in art, culture, recreation and sport	16	21	20	(5)	(4)
6	Sales and service occupations	527	536	529	(9)	(2)
7	Trades, transport and equipment operators and related occupations	274	277	175	(3)	99
8	Natural resources, agriculture and related production occupations	15	13	8	2	7
9	Occupations in manufacturing and utilities	44	62	32	(18)	12
X	Unclassified occupation	14	32	25	(18)	(11)
Total Across All Occupations		1534	1609	1,470	(75)	64

Source: Lightcast

EWIB Region includes the counties of Leeds & Grenville and Frontenac and the township of Loyalist.

November 2025 reported 1,534 new job postings. This was a decrease of 75 job postings from the previous month of October and an increase of 64 job postings from a year ago reported in November 2024. The most significant increase in job postings from last month was in health care of 15 jobs. Compared to last year, the largest net increase of job postings was in trades, transport and equipment operator occupations of 99 jobs.

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Top 20 Job Postings by Occupations November 2025 - EWIB Region

NOC Code	Occupational Title	# Job Postings
64100	Retail salespersons and visual merchandisers	74
31301	Registered nurses and registered psychiatric nurses	47
64101	Sales and account representatives - wholesale trade (non-technical)	38
75101	Material handlers	36
65201	Food counter attendants, kitchen helpers and related support occupations	34
65102	Store shelf stockers, clerks and order fillers	32
74100	Mail and parcel sorters and related occupations	31
64409	Other customer and information services representatives	31
73300	Transport truck drivers	29
33102	Nurse aides, orderlies and patient service associates	24
60020	Retail and wholesale trade managers	25
64410	Security guards and related security service occupations	24
13100	Administrative officers	24
44101	Home support workers, caregivers and related occupations	23
63200	Cooks	23
65311	Specialized cleaners	21
65200	Food and beverage servers	20
21300	Civil engineers	15
41300	Social workers	16

Source: Lightcast Job Postings November 2025



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SECTION 4: 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.

A graphic with a light blue to yellow gradient background. The text reads: "LMI HELP DESK ASK THE EXPERT". At the bottom, it includes the website "WWW.WORKFORCEDEV.CA/LMI-HELP-DESK/" and the Eastern Workforce Innovation Board logo.

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