

2025 Local Labour Market Plan (LLMP) Update Of The Eastern Workforce Innovation Board (EWIB)

(United Counties of Leeds and Grenville,
Frontenac County, Loyalist Township)

February 2026



**EASTERN WORKFORCE
INNOVATION BOARD**

THANK YOU

The Eastern Workforce Innovation Board expresses its heartfelt gratitude to our community partners for their involvement and significant contributions to this planning document.

Grass roots information for this report has been collected via diverse consultations with one hundred and eighty-six (186) community partners, encompassing local employers, workers, service providers, educators, economic development organizations and other stakeholders. The valuable feedback from these stakeholders has helped EWIB understand current issues and opportunities within the local job market.

Local labor market data is essential for promoting economic growth in our region and improving the overall quality of life for our residents. This report provides a vast amount of statistical information about local demographics, industry and occupation profiles, employment patterns and much more. This data combined with community input, provides information on key workforce issues and opportunities within the Eastern Workforce Innovation Board (EWIB) area.

As Canada continues to evolve and expand its horizons, we are now focusing on opportunities beyond our established trading relationships. The workforce development board and the services it offers have become increasingly important to assist local governments and agencies to make informed decisions pertaining to labour market and economic development as they are affected by the evolving global landscape.

The staff and LMI consultant working on behalf of EWIB have done an outstanding job in compiling information and producing this document. I would also like to express my appreciation to the board of directors for their unwavering support of our initiatives and their dedication to community engagement. We are fortunate to have a diverse and actively engaged board, and we aim to make a meaningful impact during these challenging times.

George Horton
Board Chair and Business Representative
Eastern Workforce Innovation Board



EASTERN WORKFORCE
INNOVATION BOARD

Nurturing a stronger workforce

For additional information, contact:
Frank O'Hearn, Executive Director
375 William St. S., Suite 142, Gananoque, Ontario K7G 2T2
(613) 893-3334 frank@workforcedev.ca
workforcedev.ca

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario. The views expressed in this document do not necessarily reflect those of the Government of Canada or the Government of Ontario.

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

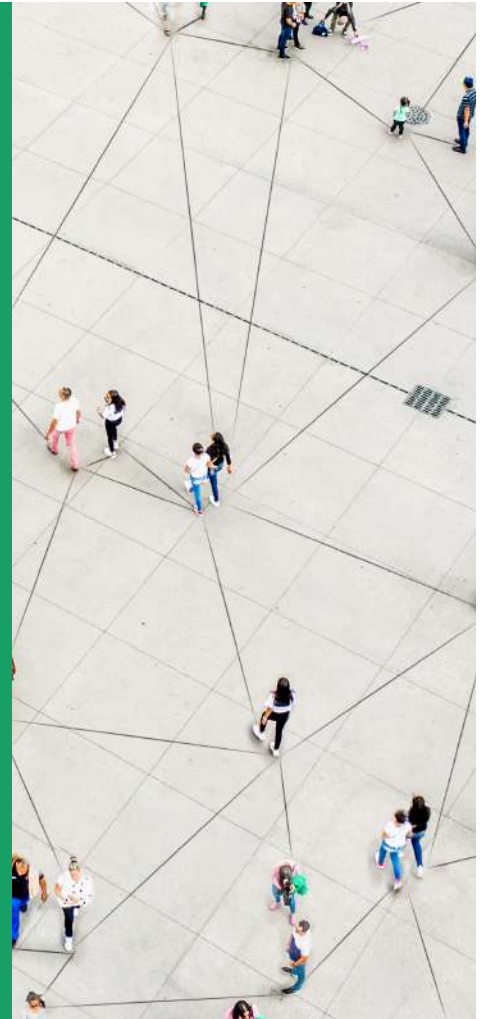


TABLE OF CONTENTS

01	THE EASTERN WORKFORCE INNOVATION BOARD	1
02	BACKGROUND/CONTEXT	2
03	EXECUTIVE SUMMARY	3
04	KEY MARKET TRENDS AND CHALLENGES	5
05	EMPLOYMENT ONTARIO DATA	17
06	SKILLED TRADES ONTARIO (STO)	29
07	LOCAL LABOUR MARKET DATA UPDATE	39
08	ACTION PLAN UPDATE	94
09	COMMUNITY CONSULTATION PARTICIPANTS	99
10	GLOSSARY	101

01 THE EASTERN WORKFORCE INNOVATION BOARD

THE MISSION: To work collaboratively with community partners in identifying challenges affecting the local workforce and in developing opportunities to address 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

James Roy, Treasurer and Labour Representative

Sam Laldin, Visible Minority Representative

John Holmes, Labour Representative

Paris Escandon, Persons with Disabilities

Julia Lynch, Labour Representative

Christine Forman, Business Representative

Terry Childs, Business Representative

Dale Jones, Director at Large

Diane Kirkby, Education

Diane Sabourin, Francophone Representative

Staff

Frank O'Hearn, Executive Director

Colin Slack, Administrative/LMI Assistant

Consultants

Andrew Taggart, Social Schmoes

Gail Bradley, Website Maintenance

Lousie Adam, Bookkeeper

Dave Webster, IT Consultant

Sandra Wright, LMI 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 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 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 an array of labour market information that includes current and past Local Labour Market Planning (LLMP) reports, links to job boards, LMI news bulletins and community profiles. It also features an LMI Help Desk or "Ask the Expert" service where users can click on a link to 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 workforcedev.ca and to utilize the information provided to address your individual labour market concerns.

PROJECTS AND PARTNERSHIPS 2025-26

The EWIB is involved in various projects and partnerships. Details of these initiatives and those of community partners can be found in **section 8.0 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 2025-26 LLMP Report is comprised of both quantitative and qualitative data. The quantitative information found in the document is derived from numerous 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 that involved local employers, workers, service providers, educators and other community agencies. One hundred and eighty-six (186) 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 EXECUTIVE SUMMARY

03

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 this LLMP (Local Labour Market Planning) report.

This 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.

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.

04 KEY LABOUR MARKET TRENDS AND CHALLENGES

04

It is important to mention that many employers have no difficulty in obtaining qualified workers and many job seekers have no problems finding suitable and rewarding employment. However, there remains a significant portion of employers, job seekers and workers who continue to face labour challenges. Employment Service Providers in Ontario play a crucial role in connecting job seekers with appropriate employment opportunities and providing support services. Their responsibilities include the assessment of clients and the establishment of plans to meet client employment goals.

Employment Service Providers in Ontario have undergone or are currently undergoing a service delivery transformation. 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 intended to be more responsive to the needs of job seekers, businesses and local communities.

The fiscal year (2024-25) is the first year with complete integrated services data in the EWIB region available for its analysis. There were 4,015 IES clients reported in 2024-25 within this region.

As in previous years, key labour market trends and challenges have been consolidated and summarized into the following six (6) categories below.

- A. Supply and Demand
- B. Social
- C. Economic
- D. Infrastructure
- E. Other
 - o Employer Challenges
 - o Francophone Challenges

A. LABOUR SUPPLY AND JOB DEMAND

Workforce planning boards across Ontario research and acquire an understanding of the gaps and/or imbalances between labour supply and job demand. They identify the factors that influence these inequities,

and together with community stakeholders, develop initiatives to address them.

A balanced labour force is the foundation of economic stability and social well-being. Too much supply leads to wasted human potential, while too much demand hampers productivity. When supply and demand are misaligned, economies face either labour shortages or unemployment, both of which create significant social and economic challenges. Policymakers, businesses, and workers all face the ongoing task of adapting to changing economic conditions to maintain this balance. When we discuss labour supply, we are referring to the available labour force in a given area. The labour force refers to the people who are either working or those that are unemployed and actively looking for work. Those who are not a part of the labour force include: students not seeking work; homemakers; retirees; disabled individuals unable to work; discouraged workers (those who have stopped searching for jobs); and anyone not working and not actively looking for work.

Labour supply is shaped by a mix of economic incentives (wages, benefits), demographic trends, education, working conditions, social norms, and government policies. Understanding these factors helps to explain workforce participation and labour market dynamics.

The questions we need to ask include:

- Are we growing our labour supply numbers to meet the quantity of job demand from employers? How do we grow our labour supply?
- Does our labour supply have the necessary education, training, and skill sets to meet job requirements? Are there skills shortages? Where are the imbalances?
- How is changing technology and automation affecting our labour supply?
- What is the impact of tariffs?

In the EWIB area there are approximately 140,000 people participating in the labour force. That is a participation rate of 59.0% (% of people aged 15 and

over in the labour force). The other 41% is made up of people not in the labour force. Although women and men make up similar shares of the labour force, notable gender disparities persist. Men earn significantly more than women and attracting women to skilled trades has seen little progress.

SUPPLY/DEMAND CHALLENGE #1: TO INCREASE PARTICIPATION IN THE LABOUR FORCE.

Population growth impacts the labour supply.

Two key demographic trends are currently shaping this labour market. The first is the substantial exit of older workers as they reach retirement age, and the second is the persistently low birth rate across the region. Despite these factors, both the population and the labour force continue to expand. This growth is largely driven by migration, which plays a vital role in sustaining the regional labour supply and in meeting the ongoing workforce demands.

To fully understand population changes (which affect labour force changes), one needs to know its' components. Components of population change in the EWIB region show negative natural growth – that is, the number of deaths exceed the number of births. However, at the same time, both counties in this area have experienced a population growth due to migration to these regions.

In Leeds and Grenville, migration from other parts of Ontario is the biggest factor contributing to population growth. In Frontenac, migration from non-permanent residents is the biggest factor contributing to population growth. Non-permanent residents are persons from another country with a usual place of residence in Canada who have a work or study permit or who have claimed refugee status. This is followed by persons migrating from other parts of Ontario and immigration. This is a concern as the government controls the policies for and the numbers of non-permanent residents allowed to enter the country.

Opportunities to grow our labour supply include:

- decreasing the number of unemployed. The latest unemployment rate for Kingston Census Metropolitan Area (CMA) was 6.4% as reported by Statistics Canada for October 2025.
- encouraging those not in the labour force to enter the labour market
- promoting diversity in the labour force and
- increasing migration

SUPPLY/DEMAND CHALLENGE #2: TO CONTINUE DEVELOPMENT OF WORKFORCE PLANNING FOR EMPLOYERS.

Workforce planning ensures stable employment, fair wages, and sustainable economic growth. 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 proactively address them through recruitment.

SUPPLY/DEMAND CHALLENGE #3: TO ENSURE TRAINING, EDUCATION AND EXPERIENCE OF WORKFORCE MATCH REQUIREMENTS OF JOB OPPORTUNITIES.

Over the next 5 years the employment outlook for the EWIB region is a growth of 6.6% or 9,054 jobs. The top three occupational categories with the highest projected employment increases are:

- Health occupations
- Trades, transport and equipment operators and related occupations
- Business, finance and administration occupations

The workforce in EWIB is well-educated with education attainment of university, college and/or apprenticeship training at 63.9%. This closely matches those working in jobs with the same educational levels at 57.0% in Leeds and Grenville and 62.2% in Frontenac.

SUPPLY/DEMAND CHALLENGE #4: CONTINUE DEVELOPMENT AND ACCESS TO LOCAL LABOUR MARKET INFORMATION.

Labour Market Information (LMI) is important because it helps individuals, businesses, educators, and policymakers make informed decisions regarding jobs, skills, and economic opportunities. It provides insights into employment trends, wages, skills demand, and industry growth, guiding career choices, training programs, and workforce planning.

Statistics Canada and other sources provide extensive labour market data, but sorting for relevant, local information requires expertise. AI and online search have made access easier, yet users still need to identify credible sources and interpret the data accurately.

The demand in the EWIB region is for reliable, accurate and timely labour market information at the local level. This is evidenced through increases in the LMI Help Desk requests by employment service organizations,

job seekers, employers and economic development organizations.

There continues to be noteworthy labour shortages in specific sectors including health care, hospitality/ tourism and construction/housing. We explore these challenges below.

A.1 Health Care

Municipalities in Frontenac County, the United Counties of Leeds and Grenville and North Grenville are continuing to develop and implement strategies to attract and retain allied health care providers. A particular challenge is family doctors. Facing announced or impending retirements, municipalities are competing to attract physicians to relocate to their respective areas to address gaps. In municipalities that lack urgent care clinics or walk-in clinics residents gravitate to emergency departments of local hospitals for matters which could normally be addressed by family physicians.

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.

Ontario is facing a shortage of nurses and personal support workers, with an estimated need for an additional 33,200 nurses and 51,000 PSWs by 2032. To address this, the government plans to expand nursing education seats at public colleges and universities across the province by 2029, aiming to increase the supply of qualified healthcare professionals for hospitals, long-term care, and clinics.¹

Healthcare in Ontario struggles with retaining and recruiting staff. Nurses are overwhelmed by heavy workloads and mental health issues, leading some to leave the profession or seek jobs in other countries who offer better pay and conditions. Personal support workers also face demanding roles and low wages, impacting retention rates.

In the 2024 budget, the provincial government allocated \$743 million to help expand the workforce through higher enrollment and retention initiatives, along with an extra \$2 billion aimed at developing and updating the home and community care sector. For

2025, the government plans to invest almost \$2 billion to strengthen and grow long-term care services, which includes support for the PSW incentives program.²

The demand for early childhood educators (ECEs) continues to grow, which significantly affects childcare services. The province anticipates a shortage of 8,500 ECEs by 2026. This shortfall is largely due to low wages and the absence of benefits in this profession.

A.2 Skilled Trades

Ontario's economy is feeling the effects of a shortage in skilled trades workers. BuildForce Canada reports that, by 2030, the province will need to bring in over 100,000 new construction workers—not only to replace those retiring, but also to meet the growing need for skilled labour

On August 25, 2025, the province announced it is investing more than \$2.4 million through the Skills Development Fund (SDF) Training Stream to help 3,200 youth, jobseekers and apprentices in Leeds-Grenville-Thousand Islands and Rideau Lakes and Eastern Ontario prepare for in-demand careers in the skilled trades.

The investment includes the Kemptville Campus and T.R. Leger Apprenticeship Accelerator: Powering Motive Trades for 2025 and Beyond program will receive \$1,814,718 through the Skills Development Fund. The project will address barriers to Red Seal Apprenticeship completion and boost awareness of the skilled trades for 550 workers.³

The top 10 in-demand skilled trades (technical trades NOC 72) in the EWIB region are:

- Automotive service technicians, truck and bus mechanics and mechanical repairers
- Carpenters
- Contractors and supervisors, mechanic trades
- Heating, refrigeration and air conditioner mechanics
- Electricians (except industrial and power systems)
- Construction millwrights and industrial mechanic
- Plumbers
- Heavy-duty equipment mechanics
- Machinists and machining and tooling inspectors
- Auto body collision, refinishing and glass technicians and damage repair

¹ [Ontario Government News Release, August 6, 2025](#)

² [Ontario Government News Release, October 16, 2025](#)

³ [Ontario Government News Release, Leeds Grenville, October 11, 2024](#)

A.3 Hospitality and Tourism

Throughout 2025, ongoing evidence indicates that labour shortages persist in the accommodation and food services sectors across the province. Consultations with employment service provider organizations, economic development partners within the catchment area, as well as direct communications with employers in both sectors, have consistently highlighted continued difficulties in meeting workforce requirements.

Historically, low wages, insufficient benefits, and unstable job security have been identified as key factors contributing to worker shortages in hospitality and tourism. These shortages can have major financial impacts on businesses in these sectors. As competition for employees increases, companies are compelled to raise wages and enhance benefits to attract and keep staff, resulting in higher labor costs.

Filling positions for cooks and kitchen staff has proven challenging, with noteworthy turnover rates within these roles. The Culinary Skills Program previously available at St. Lawrence College in Kingston is no longer accepting new students, while an article from the Kingston Whig Standard⁴ indicates that Loyalist College in Belleville has also suspended admissions to its Culinary Program. Should these educational offerings not resume, employers in Kingston, Belleville, and neighboring areas may face considerable obstacles in workforce recruitment. Recruitment efforts are further impeded by the seasonal character of the profession and a mismatch between employee (including youth) availability—particularly for evenings and weekends—and employer requirements.

Although shortages exist, the industry recorded stronger business activity than anticipated in 2025. There were fewer visitors from the United States, but restaurants and hotels saw an uptake in travelers from the United Kingdom and Europe. Additionally, domestic tourism has grown, with many Canadians opting to spend their vacations within Canada.

A.4 Other Workforce Challenges

There is a continued shortage of ferry workers for the Wolfe Island ferries. Residents of the island are frustrated by the disruption of service over the last several years due to the shortage of workers. Not only is it an inconvenience for many people, there is

a fear of a lack of transportation services during an emergency. A lack of competitive wages and benefits for workers have been cited as the main reasons for this shortage. It is the Ministry of Transportation's responsibility to ensure adequate staffing.

Youth unemployment remains a challenge throughout the catchment area in 2025. In the Kingston CMA, the unemployment rate among individuals aged 15 to 24 reached 11.3%, significantly higher than the overall workforce rate of 6.4%. This gap has persisted both locally and across Ontario for some time. Across the province, youth aged 15 to 29 continue to face high unemployment rates, with teenagers searching for jobs especially affected.⁵

Locally, employment service providers and employers across sectors talk about a mismatch between skills needed and expectations from workers. This emerges in discussions about both younger workers and adults.

There is still an ongoing demand for training opportunities for both employees and job seekers, especially in basic areas like literacy, customer service, communication, conflict resolution, digital skills, and time management. Additionally, strategies and programs that help with short-term retraining, learning new skills, and preparing for employment are also needed.

Post-secondary institutions must ensure that their programming aligns with the evolving needs of the local labour market. Given the current shortage of skilled trades workers in the area, community partners have expressed interest in reinstating skilled trades programs at the Brockville campus of St. Lawrence College.

It's important to address delays in immigration approvals and speed up the process of recognizing international credentials for newcomers to the area. There are also concerns about the federal government's proposal to cap the number of international students allowed to study in Canada, since these students frequently take on essential positions in retail, hospitality, and tourism while they complete their studies locally.

Employers are encouraged to recognize and adapt to generational differences within the workforce, including

⁴ [Kingston Whig Standard News Release, Oct 2025](#)

⁵ [Canadian Centre for Policy Alternatives News Research, June 17, 2025](#)

the growing emphasis among younger workers on achieving a healthy work-life balance.

Language continues to pose an obstacle to employment in the region. In cities such as Kingston and nearby areas, job seekers often encounter difficulties. Reports indicate that cuts in funding for language training have had notable effects, especially for newcomers. Immigrants who speak French and want to join the workforce seek help to improve their English skills. Without proper support, they may struggle to access opportunities.

Employment service providers have pointed out that employers increasingly use Artificial Intelligence (AI) to screen job candidates, creating new difficulties in the hiring process. Many applicants apply for multiple roles but often receive no response or only a generic email stating the position is filled—especially when the employer's head office is located elsewhere. As a result, candidates frequently feel frustrated and discouraged by the absence of meaningful feedback. While some smaller businesses still accept resumes in person, most opt to recruit via online platforms.

The impact of artificial intelligence on employment is multifaceted, presenting both significant challenges and promising opportunities. While certain positions may face increased automation, prevailing evidence indicates that AI can facilitate job creation and improve overall productivity. Successfully navigating this evolving landscape will require workers to acquire new competencies and proactively adapt to technological advancements. Moreover, policymakers and employers should implement comprehensive workforce development and reskilling initiatives to ensure the widespread distribution of AI-related benefits throughout society.

B. SOCIAL CHALLENGES

B.1 Mental Illness and Addiction

The community is currently facing a significant mental health crisis, compounded by increased substance use and a rise in opioid-related overdoses. According to recent national data and modelling projections, the COVID-19 pandemic has played a substantial role in the upward trend of overdose-related fatalities. This issue is especially pronounced in rural areas such as Leeds & Grenville, Frontenac, and North Grenville, where there are limited mental health and addiction services available, and the prevalence of a toxic drug supply continues to pose a serious risk.

The downsizing or closure of inpatient facilities such

as Brockville Psychiatric Hospital and the Kingston Psychiatric and Rideau Regional centres has had enduring effects. Although there have been some improvements to Outpatient Services and local mental health and addiction providers, these changes have only been moderately effective, and communities continue to face persistent difficulties.

Approximately 46.7% of individuals in the EWIB catchment area reside in rural communities with populations under 50,000. Despite this, urban centers are present within these rural zones. Urban centers are defined by high population density, extensive infrastructure, diverse economic activities, and active social engagement. These communities have identified homeless encampments and the multifaceted challenges associated with them (refer to section B.2 for further details). In contrast, rural areas have implemented targeted strategies to deliver empathetic and effective support to individuals experiencing mental health and addiction challenges. Nonetheless, rural regions consistently report limitations in service capacity to adequately address these needs.

Community mental health organizations and hospitals are located in urban centres. (Brockville, Kingston). In some area, these hospitals operate satellite clinics with limited hours to reach more patients. Mobile mental health crisis response teams, which pair mental health professionals with police services, have protocols in place to respond to persons in distress. Mental health crisis lines are available to provide phone contact. Ultimately, services are more readily available in urban centres than they are in the rural part of the catchment area.

Mental health is often characterised as an invisible illness by experts. Unlike physical health conditions, which typically, present measurable indicators observable by diagnostic professionals, mental health disorders may manifest through varied symptoms, frequently relying on patient self-reporting. Despite initiatives by provincial, national, and international organisations aimed at reducing stigma, negative perceptions associated with mental health and addictions persist at significant levels.

B.1.1 Ontario Facts and Statistics (as reported by the Canadian Mental Health Association - Ontario Division)

Facts and Statistics

- CMHA Ontario reports that more than one million Ontarians each year experience a mental-health

or addictions challenge requiring care. [Children's Mental Health Ontario+2CMHA Ontario+2](#)⁶

- In the wake of the pandemic, the scale and complexity of mental-health and addictions problems have increased – demand for community-based services is rising sharply. [CMHA Ontario+1](#)⁷
- Public attitudes show strong support: in a 2024 poll by CMHA Ontario, over eight in ten (80%+) Ontarians prefer health-and-social service approaches (rather than punishment) for the opioid crisis. [CMHA Simcoe County](#)⁸
- 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.⁹
- 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.¹⁰

B.1.2 Wait Times

Wait times for services in Ontario remain a significant concern in 2025, particularly 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 2017¹¹. (more current data is not readily 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. Localized information is not readily available.

Current local data relating to wait times for adults is also not readily accessible. The provincial context is disheartening. In 2023-2024, half of Canadians waited 25 days or less for community mental health counselling, although 1 in 10 individuals waited almost 5 months or more.¹²

B.1.3 Costs to Society

Traditional analyses of mental health and addiction expenditures often overlook the substantial human costs—particularly those impacting family members and caregivers—incurred through symptom management efforts. Consultations with mental health professionals for this report highlighted that case complexity frequently necessitates significant time investment to enhance outcomes. Professionals routinely support individuals and families of all ages by facilitating effective system navigation.

Mental illness imposes an annual economic burden exceeding \$51 billion in Canada, encompassing health care expenditures, diminished productivity, and consequent declines in health-related quality of life.¹³

The annual economic cost of substance use in Canada is estimated at \$49.1 billion. This includes costs related to lost productivity, healthcare and affiliated criminal justice costs.¹⁴

- Lost productivity accounts for \$22.4 billion.
- Alcohol is responsible for more than \$19.7 billion.

⁶ [Children's Mental Health Ontario, Response to Throne Speech 2025](#)

⁷ [CMHA Ontario Division Prebudget Submission, 2025](#)

⁸ [CMHA Ontario Division Poll, July 2024](#)

⁹ [Centre for Addiction and Mental Health, Mental Illness and Addictions Facts and Statistics](#)

¹⁰ [Centre for Addiction and Mental Health, Mental Illness and Addictions Facts and Statistics](#)

¹¹ [Children's Mental Health Ontario, Kids Can't Wait document 2020](#)

¹² [Canadian Institute for Health Information, October 24, 2024](#)

¹³ [Public Health Agency of Canada \(PHAC\) 2024](#)

¹⁴ [Canadian Center on Substance Use and Addiction, 2023](#)

Alcohol use has increased, while tobacco use has decreased in recent years.

- The next highest ranked substances are opioids, which cost \$ 7.1 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

Homelessness refers to the condition wherein individuals, families, or communities lack stable, safe, permanent, and suitable housing, or do not possess the necessary resources to promptly secure such accommodation. The Eastern Workforce Innovation Board region has faced ongoing challenges related to homelessness, particularly in densely populated urban centres.

Leeds Grenville, Frontenac and North Grenville counties, along with Loyalist Township are working in their respective areas to develop and implement strategies to address these challenges.

The United Counties of Leeds and Grenville have launched a comprehensive 10-year Housing and Homelessness Plan aimed at ending homelessness by 2025.¹⁵ They have completed consultations with stakeholders in an effort to identify issues and work collaboratively as the designated consolidated Municipal Services Manager to effect change. The vision of the Housing and Homelessness plan is of a community which encourages and supports safe, suitable and affordable housing. The plan is flexible and reflects the changing needs of the local communities.

Kingston and Frontenac are reporting continued pressures on utilization of Homelessness Services through the City. The Cities 2024 Annual Report highlights challenges.¹⁶

Loyalist Township and Lennox and Addington Counties continue to be involved in project planning efforts to address social housing needs.¹⁷

The rise in homelessness can be attributed primarily to insufficient income security and a shortage of affordable housing options.

In January 2025, the Association of Municipalities of Ontario (AMO) published a report titled “Municipalities Under Pressure: The Human and Financial Cost of Ontario’s Homelessness Crisis.”¹⁸ The report highlights the increasing impact of homelessness on people, families, communities, and governments. It emphasizes the consequences of not acting and suggests that there are viable solutions. According to estimates, 81,515 Ontarians experienced known homelessness—an increase of 25% since 2022. These figures point to widespread systemic issues reaching beyond housing, revealing significant gaps in healthcare, mental health services, justice systems, and other areas.

The AMO report warns that homelessness in Ontario could triple by 2025, with up to 294,266 people affected. Indigenous people make up nearly 45% of those chronically homeless in northern areas, while children and youth account for 25%. In 2024, Ontario allocated \$4.1 billion to housing and homelessness programs.

B.3 Low Income

Low income, while not an absolute indicator of poverty, is frequently associated with elevated health risks, diminished social and emotional well-being, and restricted access to educational opportunities.

Statistics Canada releases annual Low-Income Measure (LIM) thresholds for Canada (Data Table 11-10-0232-01 on Statistics Canada website). The LIIM-After-tax threshold examples for 2023 (data released May 1, 2025) are:

- \$30,255 for a one-person household
- \$47,787 for a two-person household
- \$60,510 for a four-person household

The Low-Income Measure (LIM) is not classified as a poverty indicator; rather, it identifies individuals whose financial resources fall below the median income level. LIM is determined as 50% of the median adjusted family income, factoring in family size and requirements. LIM-AT specifically denotes low income assessed after taxes.

¹⁵ [United Counties of Leeds and Grenville 10-year Housing and Homelessness Plan](#)

¹⁶ [City of Kingston Housing and Homelessness Annual Report 2024](#)

¹⁷ [Kingstonist, News Article October 1, 2025](#)

¹⁸ [Association of Municipalities of Ontario, January 9, 2025](#)

Statistics Canada publishes yearly income estimates that help track socio-economic conditions for Canadians and their families in small geographic areas. Most of this data comes from income tax returns submitted to the Canada Revenue Agency (CRA), offering both income and demographic details at regional levels. Municipal, provincial, and federal government departments use these figures to assess programs and inform policy decisions, while businesses and educational institutions study them to better understand specific markets. Academics and researchers also rely on this information for socio-economic analysis. The latest release was on August 18, 2025, using information collected in 2023.

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.

In the Kingston CMA, 24.9% or 33,240 individual taxfilers reported having a total income of less than \$25,000 and 51.1% or 68,330 taxfilers reported a total income of less than \$50,000.

In the Brockville CA area, 25.4% or 6,510 individual taxfilers reported having a total income of less than \$25,000 and 57.2% or 14,640 taxfilers reported a total income of less than \$50,000.

C. ECONOMY

The 2025 Ontario Economic Report (OER)¹⁹ shows that the province's economy is recovering, moving toward moderate growth. While business confidence has risen from the previous two years, it's still lower than usual and somewhat uncertain. Inflation has remained steady, and the economy has performed better than expected. Despite these positives, Ontario is contending with significant challenges like tariff threats, affordability issues, global instability, and slower job growth, all of which could affect long-term progress. Nevertheless, businesses throughout Ontario are adjusting to these conditions, maintaining a sense of cautious optimism and preparing for gradual, sustained growth as the pandemic's effects fade.

Local community partners commented that while the Canada U.S. Mexico Agreement (CUSMA) is in place, until the review period is completed by all parties

(2026), many industries have been insulated in part from the full impact of tariffs. Notable exceptions include aluminum, steel and agriculture.

Local data on employment growth and an increase of business counts indicate a growing economy in the EWIB area.

In the EWIB region, employment numbers increased by 15,544 or 12.9% from 2021 to 2025. Employment increased in seventeen (17) of twenty (20) industry sectors. The top three (3) industry sectors showing the largest increases in employment were in health care and social assistance, accommodation and food services and public administration.

Employment growth is expected in seventeen (17) of twenty (20) industry sectors throughout the EWIB region over the next five (5) years from 2025 to 2030. Employment is forecasted to grow by 9,068 jobs or 6.7% by 2030. The top three (3) industry sectors with the highest projected employment increases are health care and social assistance, educational services and manufacturing.

Canadian business counts are updated twice a year, in June and December, with data made available in August and February. These statistics help compare how many businesses operate in different industries, by size of employment, across provinces and territories, as well as within census metropolitan areas (CMAs) and their subdivisions (CSDs). The information also includes every CSD in Canada that has 10 or more active businesses with employees.

In June 2025, there was a net increase of 516 businesses from the previous year in Leeds and Grenville, an increase of 5.4%. Businesses without employees represented 76.4% of this growth and businesses with employees 23.6%.

In June 2025, there was a net increase of 789 businesses from the previous year in Frontenac, an increase of 4.6%. Businesses without employees represented 91.1% of this growth and businesses with employees 8.9%.

¹⁹ [2025 Ontario Economic Report \(OER\) – Ontario Chamber of Commerce](#)

D. INFRASTRUCTURE

D.1 Housing

A comprehensive assessment of housing options within the catchment area, conducted in collaboration with our partners, yielded several key findings. There is a notable shortage of both available and affordable housing affecting existing residents as well as newcomers. Although housing prices have recently stabilized, persistently high interest rates continue to deter prospective buyers, and the supply of suitable properties remains insufficient. Additionally, elevated rental costs further constrain access to affordable accommodations. Collectively, these factors contribute to reduced affordability, which may adversely affect the overall workforce.

- Leeds and Grenville's Community Housing Department conducts annual surveys using several sources. Incorporated information for the Municipality of Brockville is also included. Average rents have increased between 2019-2024.²⁰
- Kingston Frontenac in 2025 reports similar issues.²¹
- North Grenville's needs assessment confirms the problem and outlines efforts underway to correct the problem through stock increases.²²

Extensive consultations conducted in 2025 have demonstrated a substantial amount of residential construction in the region, indicating encouraging progress. This trend can be attributed to several federal initiatives designed to mitigate the housing shortage. Notable examples of these initiatives include:

- **The Apartment Construction Loan Program (ACLP)²³**
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:
 - o adding an additional \$15 billion in new loan funding, starting in 2025-26, bringing the program's total to over \$55 billion
 - o making it easier to use so developers can get more projects done faster

- o providing \$100 million in low-cost loans specifically to build housing above existing shops and businesses
- o 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.²⁴

- **Housing Accelerator Fund**

Restrictive zoning practices, excessive red tape and outdated processes slow 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.²⁵

- **Public Lands for Homes Plan²⁶**

High costs and a shortage of land make 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.

D.2 Child Care

Access to affordable and suitable childcare remains a significant labour market challenge across the EWIB catchment area. Limited childcare availability continues to constrain labour force participation—particularly for women—by creating barriers to both entering and remaining in the workforce.

Discussion with local licensed childcare provider organizations revealed that across the region, licensed childcare spaces remain in short supply, with lengthy waitlists reported by most providers.

²⁰ [Leeds and Grenville Needs Assessment](#)

²¹ [City of Kingston Needs Assessment](#)

²² [North Grenville Housing News](#)

²³ [Apartment Construction Loan Program \(ACLP\)](#)

²⁴ [Canada Builds](#)

²⁵ [Federal Home Accelerator Fund](#)

²⁶ [Public Lands for Homes](#)

The National Early Learning and Child Care (NELCC) program has helped many families by lowering childcare fees, but participation among local providers varies. Some operators have chosen not to join NELCC because of administrative demands, extensive reporting, and limited benefits—especially when their facilities are already at capacity and families continue paying regular market rates without subsidies. Admission waitlists remain long, with some families trying to secure spots up to 1½ to 2 years before they require childcare.

The expansion of childcare capacity presents ongoing challenges. Numerous local agencies are constrained by limited physical infrastructure, financial resources, and staffing, which impede efforts to increase the number of licensed spaces. The persistent shortage of Early Childhood Educators (ECEs) throughout Ontario is particularly acute in this region, affecting both current service provision and the potential for growth. Recruitment and retention obstacles—including low compensation, high burnout rates, and heightened qualification requirements—continue to restrict workforce development within the sector. ECEs entering the profession often secure positions with Not-for-Profit (NFP) organizations, where remuneration tends to be lower. These NFPs receive some support from County organizations via the Ontario Child Care and Early Years Funding Guidelines.²⁷

Additionally, finding childcare outside of regular weekday business hours (9-5) is difficult. Parents working evenings, weekends, shifts, or unpredictable hours often struggle to find suitable options. Those employed in fields like retail, manufacturing, health care, emergency services, and hospitality continue to encounter significant obstacles. The lack of flexible childcare solutions leads to underemployment, limited labour mobility, and ongoing workforce departures among parents with young children. Families without close relatives nearby have especially few available alternatives.

Overall, insufficient childcare capacity is a key structural barrier affecting labour force participation and employer recruitment. Without targeted

investments to expand licensed spaces, strengthen the ECE workforce, and support flexible childcare models, this challenge will continue to impede regional labour market participation.

D.3 Transportation

Transportation presents a considerable challenge for both employees and employers in this region. Due to the predominantly rural nature of the area, many individuals rely on personal vehicles for commuting. Those without access to private transportation encounter difficulties in securing and maintaining employment opportunities. This issue affects the entire catchment area and poses a complex problem requiring thoughtful and multifaceted solutions.

In discussions, local employers from various sectors indicated that transportation consistently arose as an obstacle to employment. They reported facing recruitment and retention issues in situations where workers had unpredictable transportation options. Late arrivals, missed shifts, absenteeism or an inability for workers to take on extra shifts all negatively impacted businesses. Employers require access to an available and engaged workforce to ensure productivity.

Urban centres are not spared in this regard either. The city of Kingston spans approximately 500 square kilometres²⁸ and their public transit system²⁹ is well utilized. However, consultations with stakeholders in Kingston commented that the system is not serving employer and rider needs as thoroughly as it could. The City of Brockville has public transit as well,³⁰ and areas along the St. Lawrence corridor including Maitland, Prescott, Johnstown and Cardinal can ride the River Route.³¹ In North Grenville, NG Transit³² operates out of Kemptville. Loyalist Township has a bus service headquartered in Belleville.³³ An initiative to assist students who attend Loyalist College as PSWs and need ways to access placements in Prince Edward County is producing noteworthy results.³⁴ While there are systems already in place, there is much work to be done to ensure that these services continue to meet the needs of employees.

Transportation or the lack of it, impacts vulnerable

²⁷ [Ontario Child Care and Funding Guidelines, Nov 2024](#)

²⁸ [Queens University, Department of Geography](#)

²⁹ [Kingston Transit](#)

³⁰ [Brockville Transit](#)

³¹ [River Route](#)

³² [NG Transit](#)

³³ [City of Belleville](#)

³⁴ [HealthPULSE](#)

groups. Youth, recent immigrants, low-income households, and older workers are disproportionately affected. This reduces pathways to training, apprenticeships and full-time employment.³⁵ There are initiatives targeting urban transit underway.

E. OTHER CHALLENGES

E.1 Employer Workforce Challenges

EWIB contacted eighty-five (85) local employers to construct a detailed perspective regarding hiring challenges from their viewpoint. We strengthened this data with input from seven (7) employment service agencies, two (2) chambers of commerce and eleven (11) economic development and other agencies and in the catchment area.

Many employers were concerned about increased operating costs due to inflation and the increased costs of supplies and materials. Canada's trade agreement with the United States and Mexico (CUSMA) will be reviewed in 2026, but the current U.S. Administration has already instituted across the board tariffs on sectors which include aluminum, steel, wood products and agriculture. Costs for these will ultimately be passed on to consumers.

While some employers have reported increasing wages to recruit new employees, they do not have the revenue to increase the wages of existing employees. 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 actually reflect the job requirements. In some sectors, older workers have remained in the workforce or have chosen to return.

Some employers also noted an emerging or ongoing disconnect between the skills prospective employees bring and what they expect employers to provide.

Employers did note an ongoing requirement for Skilled Trades workers as well as persons willing to become apprentices.

In some sectors, employers have used foreign workers

as they have been unable to fill essential positions from the local labour market.

In 2025, employers and our affiliated partners indicated that there were more people looking for jobs and available to work than in the last several years. This is reflective of an increased number of persons participating in the labour force.

E.2 Francophone Employment Challenges

While many established Francophones are doing well economically, newcomers with limited English face significant challenges. This can be attributed in part to the lack of 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 non-existent.

Forklift, Working at Heights, and First Aid courses are only available in English. It is extremely difficult to find French instructions for obtaining your driver's licence. 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. The Ministry of Labour Immigration Training and Skills Development offers free classes, but enrolment is limited to non-Canadian citizens.³⁶

People arriving from Quebec, for example military spouses, don't have access to free classes in Kingston. To help with these language acquisition challenges, ACFOMI has partnered with the Kingston Frontenac Public Library 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

³⁵ [Rural Ontario Institute](#)

³⁶ [Adult Learning, English as a second language, MLITSD.](#)

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. Sessions are also available at the Kingston East Community Centre and the Kingston Seniors Centre. Monthly sessions are also being offered at the Legion in Gananoque as well.

There is growing support from local municipalities 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 in English, even when seeking Francophone candidates. In addition, workplace policies and training materials are often only available in English.



05 EMPLOYMENT ONTARIO (EO)

Employment Ontario is a government initiative that provides a range of services and resources to help job seekers find employment and to assist employers in hiring qualified workers. Employment Ontario offers free support to individuals looking for jobs in both the private and public sectors. It operates over 700 locations across Ontario, providing personalized assistance to job seekers and employers. Employment Ontario collects data on its programs and services to provide a comprehensive overview of the labour market including job trends, skills, education and training requirement. This data is essential for individuals planning their careers, for employers making decisions about recruitment and training and for policymakers in shaping policies that support economic growth.

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) provides Workforce Planning Boards with annual aggregate Employment Ontario (EO) program data relevant to each individual Board's geographical area. Program data provided by county level is rolled out to the respective workforce planning board areas. EO program data for the EWIB Region does not include data for Loyalist Township as it is not a county. This township data is rolled into data for the county of Lennox and Addington.

The LLMP report for this year provides data and information on the EO programs and services listed below:

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

5.1 HIGHLIGHTS OF EMPLOYMENT ONTARIO PROGRAM DATA

Table 1: Highlights of Employment Ontario Data for EWIB Region

Integrated Employment Services (IES) EWIB Region	Literacy & Basic Skills (LBS) EWIB Region	Canada-Ontario Job Grant (COJG) EWIB Region
<ul style="list-style-type: none"> • First year reporting IES data • Age group of 25-44 most clients of 48.9% • Men represent 54% of clients • 46.9% of clients with educational attainment of Grade 12 and less • Two main sources of income responses – No Source of Income and Ontario Works 	<ul style="list-style-type: none"> • Increase in in-person learners over last year • Women represent 60.0% of in-person learners • Higher percentages of LBS learners are within the age categories of 25-44 • 60.7% of learners have grade 12 or less • 57.3% of learners had employment or in-education/training exit outcomes 	<ul style="list-style-type: none"> • Decrease in the number of employers and participants in program over the last two years • Most participants in prime working age of 25-44 at 59.6% • Men represent 59.0% participants

Better Jobs Ontario EWIB Region	Apprenticeship EWIB Region	Skill Trades Ontario CofQs for Compulsory Trades Frontenac and Leeds & Grenville
<ul style="list-style-type: none"> • Increase in the number of participants over the last two years • 49% of participants are aged 25-44 followed by 35% aged 45-6 (similar to previous years) • Men represent 60.4% of participants (higher than in previous years) 	<p>Over last year</p> <ul style="list-style-type: none"> • Increase in new registrations • Increase in active apprentices • Decrease in CofQs Issued • Decrease in Modular Training Registrations • Men represent 81.9% of new registrations • 55.8% of new registrations are ages 15-24 followed by 41.0% ages 25-44 • Top 4 registrations by trade are: <ul style="list-style-type: none"> o Electrician (Construction & Maintenance) o Automotive Service Technician o General Carpenter o Hairstylist 	<p>Issued 2024-25</p> <ul style="list-style-type: none"> • 65.5% - ages 25-44 – Frontenac • 79.7% - ages 25-44 – L&G • 80.5% - men, 18.4% women in Frontenac • 91.1% -men, 8.9% women in L&G • 15/16 CofQs for women as Hairstylists – Frontenac • 4/7 CofQs for women – L&G • Top 3 trades for men – Electrician, Plumber and Automotive Service Technician (for both counties) <p>Active as of March 31, 2025</p> <ul style="list-style-type: none"> • 80.7% - ages 25-64 - Frontenac • 80.9% - ages 25-64 - L&G • 86.8% - men, 13.4% - women in Frontenac • 89.7% - men, 10.3% - women in L&G • 274/289 (94.8%) active CofQs for women as hairstylists in Frontenac • 228/248 (91.9%) active CofQs for women as hairstylists in L&G • Top 3 trades for men – Electrician, Automotive Service Technician and Plumber – in Frontenac • Top 3 trades for men – Automotive Service Technician, Electrician and Truck & Coach Technician – in L&G

05

5.2 INTEGRATED EMPLOYMENT SERVICES

Integrated Employment Services (IES)

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 integrated social assistance employment services, and other government employment services, into Employment Ontario. The intent of this new system was to make it more responsive to the needs of job seekers, businesses and local communities.

There are fifteen (15) catchment areas within Ontario that have Service System Managers (SSMs). SSMs oversee the operation of employment service providers. The EWIB Region is within two SSMs – Kingston- Pembroke and Ottawa.

In the EWIB region, the IES transition occurred during mid fiscal year of 2023-24, therefore, there was no data analysis provided for the Employment Services or the Integrated Employment Services in last year's report. This year begins the analysis and comparison of the IES data (2024-25).

Table 2: Integrated Employment Services - Number of Clients

Region	2024-25
EWIB Region	4,015
Frontenac	2,594
Leeds & Grenville	1,421
Eastern Region	36,706

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

Eastern Region includes: Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

There were 4,015 IES clients reported in 2024-25 within the EWIB region. The age grouping of 25-44 had the highest percentage of clients with 48.9% in the EWIB region and 52.0% and 43.2% in Frontenac and Leeds and Grenville respectively. Eastern Region had 53.7% of clients in the 25-44 age grouping.

In the EWIB region, men represented 54.0% of clients and 46.9% of clients with an educational attainment of secondary school or less. In comparison, Frontenac had 55.6% of clients that were men and 41.1% of clients with an educational attainment of secondary school or less. In Leeds and Grenville men represented 51.1% of clients and 57.2% of clients with an educational attainment of secondary school or less. 54.4% of clients were men in Eastern Region and 43.7% of clients reported educational attainment of secondary school or less.

The two main sources of income reported by clients in the EWIB region were in the categories of “No Source of Income” and “Ontario Works” at 34.9% and 22.2% respectively. These two main sources of income were reported in Frontenac, Leeds and Grenville and Eastern Region.

Persons with disabilities represented the most clients in the designated group category of 45.8% of clients in the EWIB region followed by racialized clients at 23.4%. Frontenac reported a smaller percentage of persons with disabilities at 37.5% and a higher representation of racialized clients at 28.7%. Leeds and Grenville had a much higher percentage of persons with disabilities at 65.7% and a lower representation of racialized clients at 10.6%. Eastern Ontario had a slightly higher count of racialized persons of 29.4% compared to persons with disabilities at 28.4%.

Table 3: Integrated Employment Services - % Clients by Gender by County

2024-25	Women	Men	Other
EWIB Region	43.8%	54.0%	2.1%
Frontenac	42.3%	55.6%	2.1%
Leeds & Grenville	46.7%	51.1%	2.2%
Eastern Region	43.9%	54.4%	1.7%

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

Totals may not add to total number of clients due to data suppression or insufficient data

% based on number of clients (each client has one response)

Eastern Region includes Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

Table 4: Integrated Employment Services - % Clients by Age

2024-25	Aged 15-24	Aged 25-44	Aged 45-64	Aged 65 years or over
EWIB Region	23.2%	48.9%	25.8%	1.9%
Frontenac	22.3%	52.0%	23.7%	1.8%
Leeds & Grenville	25.0%	43.2%	29.5%	2.1%
Eastern Region	19.7%	53.7%	24.5%	1.9%

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

Totals may not add to total number of clients due to data suppression or insufficient data

% based on number of clients (each client has one response)

Eastern Region includes Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

Table 5: Integrated Employment Services - % Clients by Gender by County

2024-25	Women	Men	Other
EWIB Region	43.8%	54.0%	2.1%
Frontenac	42.3%	55.6%	2.1%
Leeds & Grenville	46.7%	51.1%	2.2%
Eastern Region	43.9%	54.4%	1.7%

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

Totals may not add to total number of clients due to data suppression or insufficient data

% based on number of clients (each client has one response)

Eastern Region includes Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

Table 6: Integrated Employment Services - % Clients by Educational Attainment by County

2024-25	Less than Grade 12	Completion of Secondary School	Apprenticeship/Journey Person	College Certificate/Diploma	University Degree/Post Grad	Other
EWIB Region	12.9%	34.0%	1.0%	22.9%	18.5%	10.9%
Frontenac	12.0%	29.1%	1.0%	22.2%	23.7%	12.0%
Leeds & Grenville	14.5%	42.7%	0.8%	24.1%	8.9%	8.9%
Eastern Region	12.4%	31.3%	1.1%	19.5%	24.8%	10.8%

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

% based on number of known responses not the total number of clients

Eastern Region includes Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

Table 7: Integrated Employment Services - % Clients by Source of Income

2024-25	Ontario Works	Ontario Disability Support Program	Employment Insurance	Employed	No Source of Income	Other
EWIB Region	22.2%	10.1%	8.0%	14.5%	34.9%	10.3%
Frontenac	21.4%	9.9%	7.7%	14.7%	35.6%	10.7%
Leeds & Grenville	23.7%	10.4%	8.5%	14.3%	33.7%	9.5%
Eastern Region	32.8%	7.4%	6.4%	11.3%	33.2%	8.8%

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

% based on number of known responses not the total number of clients

Eastern Region includes Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

Table 8: Integrated Employment Services - % Client Responses by Designated Group

2024-25	Person with Disability	Racialized	Newcomer	Indigenous	Deaf	Francophone
EWIB Region	45.8%	23.4%	14.9%	7.5%	3.1%	5.4%
Frontenac	37.5%	28.7%	19.1%	7.0%	2.3%	5.3%
Leeds & Grenville	65.7%	10.6%	4.6%	8.7%	4.9%	5.4%
Eastern Region	28.4%	29.4%	19.6%	4.0%	1.8%	16.8%

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

Clients could report one or more Designated Groups

% based on the number of known responses.

Eastern Region includes Muskoka-Kawartha SSM; Kingston-Pembroke SSM; Ottawa SSM

05



5.3 LITERACY & BASIC SKILLS (LBS)

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. The number of LBS in-person learners include both new and carry-over learners.

Both Eastern Ontario and Ontario experienced a decrease in total LBS learners.

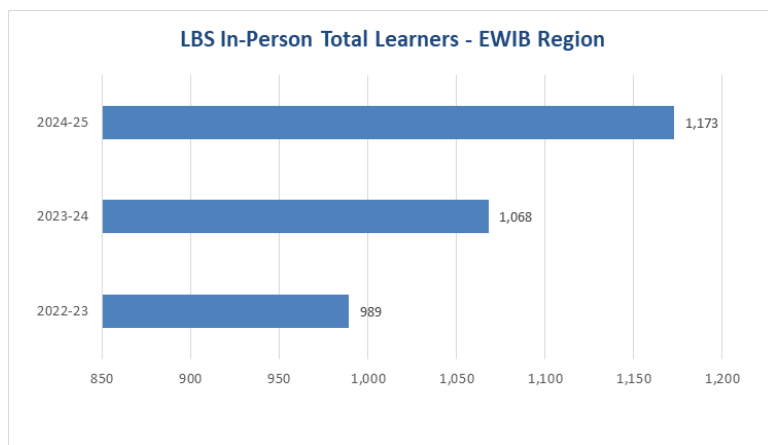
The common reported genders of women and men learners represented 60.0% and 38.3% respectively in the EWIB region. Gender ratios were slightly higher for women in Eastern Ontario and Ontario with both reporting similar ratios of 60.2% and 60.6% respectively.

Higher percentages of LBS learners are within the age categories of 25-44 for EWIB, Eastern Ontario and Ontario.

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

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.

Chart 1



Source: Employment Ontario Program Data

05

Table 9: 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

Table 10: 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 11: 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, X - suppressed data

Table 12: 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

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.

EMPLOYER

The number of employers in the EWIB region participating in the Canada-Ontario Job Grant program decreased in 2024-25 from the previous two years. There was a decrease in the number of employers participating in the program in both Eastern Ontario and Ontario. 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.

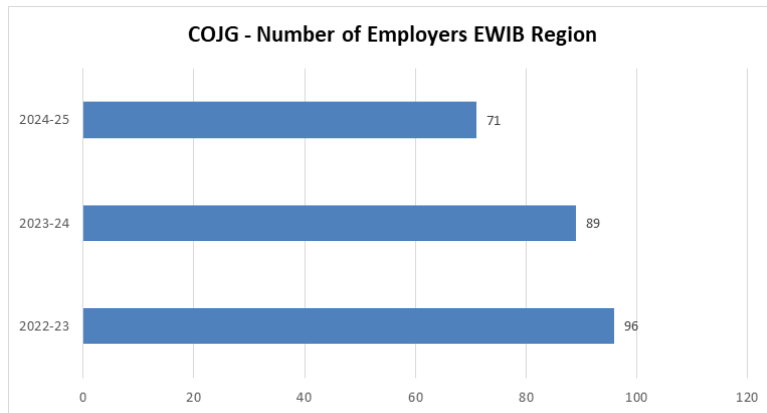
PARTICIPANT

The loss of participating employers in the COJG program resulted in losses of participants in the program in the EWIB region. This was similar in Eastern Ontario and Ontario.

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

Men represented the majority of participants in the COJG program with over 50%. These percentages are similar to those of previous years.

Chart 2



Source: Employment Ontario Program Data

Table 13: Canada-Ontario Job Grant - Number of Employers

	2022-23	2023-24	2024-25
EWIB	96	89	71
Eastern Region	659	553	502
Ontario	2,468	2,347	2,039

Source: Employment Ontario Program Data

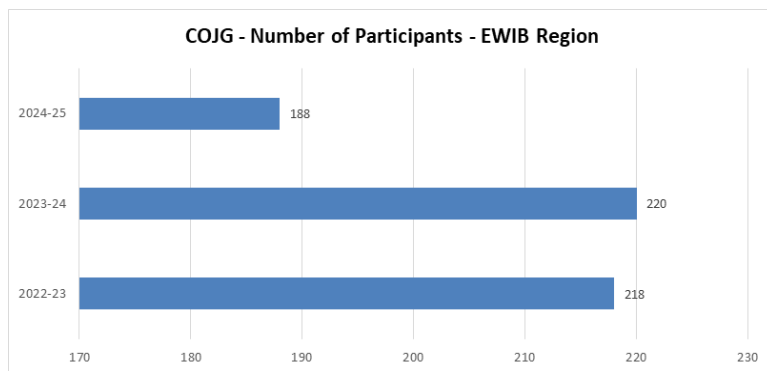
05

Table 14: Canada-Ontario Job Grant - Number of Employers by County

	2022-23	2023-24	2024-25
Leeds and Grenville	32	32	25
Frontenac	62	55	46

Source: Employment Ontario Program Data

Chart 3



Source: Employment Ontario Program Data

Table 15: Canada-Ontario Job Grant - Number of Participants

	2022-23	2023-24	2024-25
EWIB	218	220	188
Eastern Region	1,662	1,562	1,399
Ontario	8,951	8,706	7,880

Source: Employment Ontario Program Data

Table 16: Canada-Ontario Job Grant - Number of Participants by County

	2022-23	2023-24	2024-25
Leeds and Grenville	72	96	85
Frontenac	144	119	101

Source: Employment Ontario Program Data

5.5 BETTER JOBS ONTARIO

The Better Jobs Ontario 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 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.

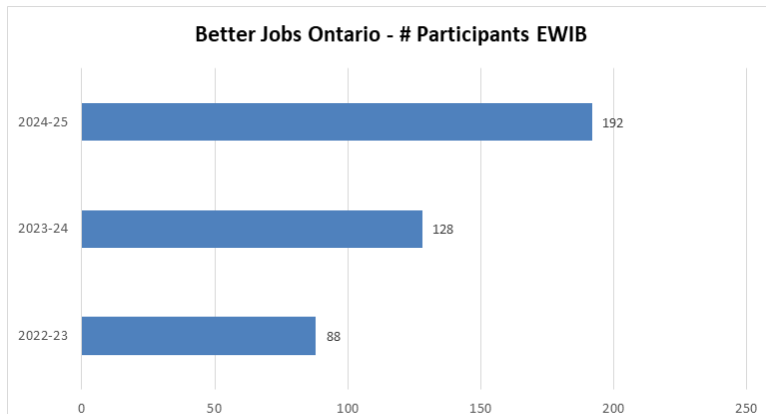
The number of participants in the Better Jobs program in the EWIB area significantly increased from last year. The number of participants also increased in Eastern Ontario and Ontario within the same time period. This indicates a growing demand for vocational skills training.

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.

Men at over 60%, significantly outweigh the number of women participating in this program in the EWIB region, Eastern Ontario and Ontario.

The top five (5) occupations of registered participants in 2024-25 were transport truck drivers (65), social and community social workers (18), heavy equipment operators (18), medical administrative assistants (15), and health support workers and caregivers (15)

Chart 4



Source: Employment Ontario Program Data

Table 17: Better Jobs Ontario - Number of Participants

	2022-23	2023-24	2024-25
EWIB	88	128	192
Eastern Region	774	971	1,035
Ontario	3,064	3,401	4,111

Source: Employment Ontario Program Data

Table 18: Better Jobs Ontario - Number of Participants by County

	2022-23	2023-24	2024-25
Leeds and Grenville	37	51	71
Frontenac	48	70	116

Source: Employment Ontario Program Data

Table 19: Better Jobs Ontario – Registrations by Top Occupations EWIB Region

Registrations 2022-23	Registrations 2023-24	Registrations 2024-25
Transport Truck Driver (34)	Transport Truck Driver (47)	Transport Truck Driver (65)
Medical Administrative Assistants (11)	Social and Community Service Workers (11)	Social and Community Service Workers (18)
		Heavy Equipment Operators (18)
		Medical Administrative Assistants (15)
		Home Support Workers & Caregivers (15)

Source: Employment Ontario Program Data

Registration data by occupation is suppressed for numbers lower than ten (10). Occupations with 10 or more registrations have been noted in the chart above.

5.6 APPRENTICESHIP

In comparison to last year, there has been an increase of 21 (3.9%) in new registrations and 121(6.8%) in active apprenticeships. However, there has been a decrease of 17 (-9.1%) of certificates of apprenticeship issued and a significant decrease in modular training registrations of 47 (-36.2%). 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 13.6% in Eastern Ontario and 9.7% in Ontario compared to last year. There was a decrease in the number of CofAs issued in Eastern Ontario but an increase in Ontario. As with the EWIB region, there were significant decreases in modular training registrations in both Eastern Ontario and Ontario.

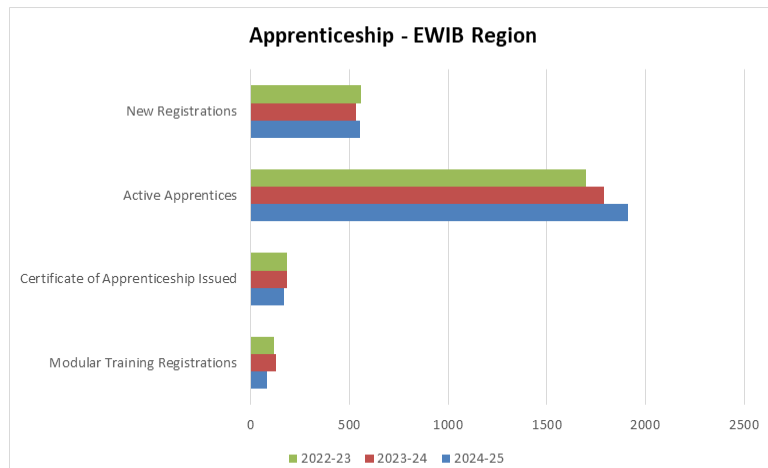
New apprenticeship registrations have decreased in 2024-25 over the last two years in the United Counties of Leeds and Grenville but have increased in Frontenac County.

Men still dominate the number of new apprenticeship registrations. However, the number of registrations of women increased slightly from 17% last year to 18% in the EWIB region. Eastern Ontario and Ontario had the same percentage of women as last year at 13% and 14% respectively.

Over 54% of new apprenticeship registrations are in the age categories of 15-24 in the EWIB region, Eastern Ontario and Ontario. Approximately 40% fall within the age group of 25-44.

05

Chart 5



Source: Employment Ontario Program Data

Table 20: Apprenticeship in EWIB

	New Registrations	Active Apprentices	Certificate of Apprenticeship Issued	Modular Training Registrations
2024-25	554	1,911	169	83
2023-24	533	1,790	186	130
2022-23	559	1,696	185	120

Source: Employment Ontario Program Data

Table 21: New Apprenticeship Registrations by County

Region	2022-23	2023-24	2024-25
Leeds and Grenville	181	186	166
Frontenac	362	339	366

Source: Employment Ontario Program Data

Table 22: New Apprenticeship Registrations by Gender (2024-25)

Region	Women+	Men+	Other
EWIB	18.1%	81.9%	X
Eastern Ontario	13.0%	85.8%	1.2%
Ontario	14.4%	84.7%	0.9%

Source: Employment Ontario Program Data

*An X field indicates data suppression due to insufficient amount of data

Table 23: New Apprenticeship Registrations by Age Group (2024-25)

Region	15-24	25-44	45-64	65 +
EWIB	55.8%	41.0%	3.2%	X
Eastern Ontario	56.6%	40.0%	3.4%	X
Ontario	54.3%	41.9%	3.8%	0.1%

Source: Employment Ontario Program Data

*An X field indicates data suppression due to insufficient amount of data

Table 24: Top 10 New Apprenticeship Registrations by Occupation – EWIB Region

Top 10 Registrations 2022-23	Top 10 Registrations 2023-24	Top 10 Registrations 2024-25
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	General Carpenter
Hairstylist	Hairstylist	Hairstylist
Plumber	Truck and Coach Technician	Truck and Coach Technician
Truck and Coach Technician	Plumber	Plumber
Welder	Industrial Mechanic Millwright	Welder
Industrial Mechanic Millwright	Sheet Metal Worker	Sheet Metal Worker
Sheet Metal Worker	Child Development Practitioner	Industrial Mechanic Millwright
Child Development Practitioner	n/a	Brick & Stone Mason

Source: Employment Ontario Program Data

06 SKILLED TRADES ONTARIO (STO)

Skills Trades Ontario (STO) is an agency of the Ministry of Labour, Immigration, Training and Skills Development (MLITS). STO is responsible for trades certification in Ontario and its responsibilities include:

- **establishing apprenticeship programs**, including training standards, curriculum standards and certification exams
- **administering apprenticeship programs**, including approving apprentices and sponsors, registering training agreements and assessing applications for apprenticeship program completion
- **issuing certificates of apprenticeship** to completed Ontario apprentices
- **assessing experience and qualifications** of individuals who have not completed an apprenticeship program in Ontario
- **administering exams**, including certifying exams, in all trades subject to certifying exams
- **issuing Certificates of Qualification** in all trades with certifying exams
- **renewing Certificates of Qualification** in compulsory trades
- **maintaining a Public Register** of people authorized to work in compulsory trades
- **researching** apprenticeships and the trades

A Certification of Qualification (CofQ) is an official document that proves a person is qualified to work in a particular skilled trade in Ontario. CofQs for compulsory trades are required to work legally in Ontario and are renewed on an annual basis. There are 23 compulsory trades in Ontario.

STO maintains a public register of people authorized to work in compulsory trades. This database includes information on active and issued CofQs held by journeypersons in compulsory trades in Ontario. Journeypersons are skilled professionals who have completed an apprenticeship program by demonstrating competency in specific skills and either have a CofQ (in a compulsory or non-compulsory trade) or what is deemed to be the equivalent (in a non-compulsory trade).

Journeypersons can be certified in more than one skilled trade. Therefore, the data in this section focuses on the number of issued and active certifications (CofQs) in **compulsory skilled trades** in the EWIB region, as opposed to the number of certified journeypersons.

STO does not collect employment data, however, other demographics (age, gender) for CofQ holders are collected. The data in this section summarizes information on active CofQs in the EWIB region as of March 31, 2025.

6.1 APPRENTICESHIP DOCUMENTS – ACTIVE AND ISSUED

Tables 25-27 below compare active and issued apprenticeship documents during a three (3) year period in the EWIB region, and in the counties of Frontenac and Leeds and Grenville. **Active counts represent documents in compulsory trades only. Issued counts represent documents in compulsory and non-compulsory trades.**

In the EWIB region there was a steady increase of Certificates of Qualification (CofQ) issued and Registered Training Agreements (RTA) for apprentices. However, there was a decrease over the last year of the Provisional Certificates of Qualification (PCofQ) issued to completed apprentices. This was a similar trend for the counties of Frontenac and Leeds and Grenville.

Active apprenticeship documents are noted at the end of each fiscal year. There is a significant decrease in the active CofQs from the last two years. This decrease is mainly a result of retirements, persons not renewing by paying their annual fee and persons who have passed away.

In all three areas, there is an increase in the number of active RTAs. This increase could be the result of the increased number of RTAs issued each year but it also indicates that training has not been completed yet. Training agreements can vary from two (2) to five (5) years.

There is a decrease in active PCofQs from last year. This may indicate that many persons with a PCofQ were successful in writing the certifying exam to obtain their CofQ in 2024-25.

Table 25: Summary of Apprenticeship Documents - EWIB Region

	Active (Compulsory Only) 2022-23	Issued	Active (Compulsory Only) 2023-24	Issued	Active (Compulsory Only) 2024-25	Issued
CofQ	5,330	159	5,498	204	4,595	219
RTAs	1,734	449	1,871	456	1,972	471
PCofQs	86	194	113	225	87	201
Total Documents	7,150	802	7,482	885	6,654	891

Source: Skilled Trades Ontario

CofQ - Certificate of Qualification (issued to individual who pass the certifying exam; RTA - Registered Training Agreement (Apprentices); PCofQ - Provisional Certificate of Qualification (issued to completed Apprentices)

Table 26: Summary of Apprenticeship Documents - Frontenac

	Active (Compulsory Only) 2022-23	Issued	Active (Compulsory Only) 2023-24	Issued	Active (Compulsory Only) 2024-25	Issued
CofQ	2,604	88	2,667	108	2,191	120
RTAs	906	243	973	248	1,023	276
PCofQs	50	106	66	119	50	105
Total Documents	3,560	437	3,706	475	3,264	501

Source: Skilled Trades Ontario

CofQ - Certificate of Qualification (issued to individual who pass the certifying exam; RTA - Registered Training Agreement (Apprentices); PCofQ - Provisional Certificate of Qualification (issued to completed Apprentices)

Table 27: Summary of Apprenticeship Documents - Leeds & Grenville

	Active (Compulsory Only) 2022-23	Issued	Active (Compulsory Only) 2023-24	Issued	Active (Compulsory Only) 2024-25	Issued
CofQ	2,726	71	2,831	96	2,404	99
RTAs	828	206	898	208	949	195
PCofQs	36	88	47	106	37	96
Total Documents	3,590	365	3,776	410	3,390	390

Source: Skilled Trades Ontario

CofQ - Certificate of Qualification (issued to individual who pass the certifying exam; RTA - Registered Training Agreement (Apprentices); PCofQ - Provisional Certificate of Qualification (issued to completed Apprentices)

6.2 HIGHLIGHTS OF CERTIFICATE OF QUALIFICATION (COFQ) IN COMPULSORY TRADES – ISSUED & ACTIVE

Below is a table of highlights of CofQs in compulsory trades. Data is provided for both issued and active CofQ documents.

Table 28: Highlights of Skilled Trades Ontario CofQs for Compulsory Trades

Issued 2024-25	Active as of March 31, 2025
➤ 65.5% - ages 25-44 - Frontenac	➤ 80.7% - ages 25-64 - Frontenac
➤ 79.7% - ages 25-44 - L&G	➤ 80.9% - ages 25-64 - L&G
➤ 80.5% - men, 18.4% women in Frontenac	➤ 86.8% - men, 13.4% - women in Frontenac
➤ 91.1% -men, 8.9% women in L&G	➤ 89.7% - men, 10.3% - women in L&G
➤ 15/16 CofQs for women as Hairstylists - Frontenac	➤ 274/289 (94.8%) active CofQs for women as hairstylists in Frontenac
➤ 4/7 CofQs for women - L&G	➤ 228/248 (91.9%) active CofQs for women as hairstylists in L&G
➤ Top 3 trades for men - Electrician, Plumber and Automotive Service Technician (for both counties)	➤ Top 3 trades for men - Electrician, Automotive Service Technician and Plumber - in Frontenac
	➤ Top 3 trades for men - Automotive Service Technician, Electrician and Truck & Coach Technician - in L&G

06

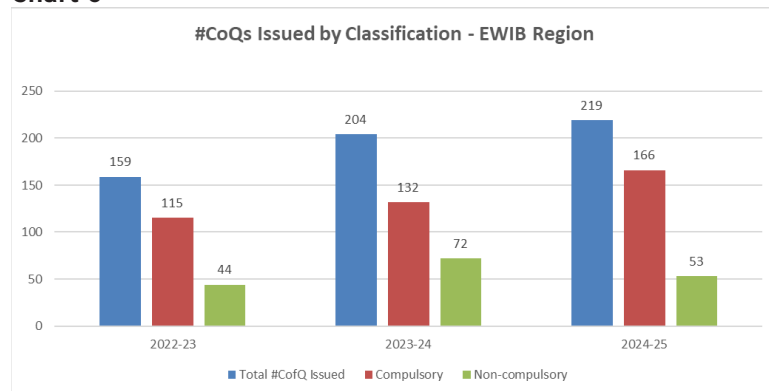
6.3 CERTIFICATE OF QUALIFICATION (COFQ) – ISSUED

A certificate of qualification (CofQ) is issued to individuals who pass the certifying exam, for trades with a certifying exam.

This section provides data on the number of CofQ’s issued for the year 2024-25. Table 29 summarizes data for CofQs issued by classification either compulsory or non-compulsory. Compulsory means that to legally work in the trade, a person must have an active document (CoQ, RTA or PCofQ). Non-compulsory means a trade that a person can work in legally without holding a document.

Over the last two years, there was an increase in the number of compulsory CofQs issued in the EWIB region. Non-compulsory CofQs decreased over last year.

Chart 6



Source: Skilled Trades Ontario
Some people may have more than one CofQ

Table 29: Total # CofQs Issued by Classification - EWIB Region

	2022-23	2023-24	2024-25
Total #CofQ Issued	159	204	219
Compulsory	115	132	166
Non-compulsory	44	72	53
Total # People Issued CoQs	158	203	217

Source: Skilled Trades Ontario

Some people may have more than one CofQ

6.4 COMPULSORY CERTIFICATES OF QUALIFICATION (COFQ) – ISSUED

Tables 30 and 31 list compulsory CofQs issued by trade name and age breakdown for Frontenac and Leeds and Grenville. 65.5% of documents were issued to those aged 25-44 in Frontenac and 79.7% in Leeds and Grenville.

The top 3 compulsory CofQs issued in Frontenac were in the following trades: electrician (construction and maintenance), hairstylist and plumber reflecting 63.2% of the total. In Leeds and Grenville, the top 3 compulsory CofQs issued were in the following trades: electrician (construction and maintenance), automotive service technician and plumber reflecting 79.7% of the total.

Tables 32 and 33 list compulsory CofQs issued by trade name and gender breakdown. Of the 87 compulsory CofQs issued in Frontenac, men represented 80.5% (70); women 18.4% (16) and other 1.1% (1). Of the 16 compulsory CofQ issued to women, 15 were as hairstylists.

Of the 79 compulsory CofQs issued in Leeds and Grenville, men represented 91.1% (72) and women 8.9% (7). Of the 7 compulsory CofQ issued to women, 4 were as hairstylists.

**Table 31: Number CofQs Issued by Compulsory Trade and Age - 2024-2025
Leeds & Grenville**

Code	Compulsory Trade	# CofQ Documents Issued	15-24	25-44	45-64	65 and over
309A	Electrician - Construction and Maintenance	20	6	14	0	0
310S	Automotive Service Technician	15	2	12	1	0
306A	Plumber	14	2	11	1	0
310T	Truck and Coach Technician	6	2	4	0	0
332A	Hairstylist	5	1	3	1	0
	Refrigeration and Air Conditioning Systems					
313A	Mechanic	4	0	4	0	0
308A	Sheet Metal Worker	4	0	4	0	0
427A	Sprinkler and Fire Protection Installer	3	0	3	0	0
310B	Auto Body and Collision Damage Repairer	3	0	3	0	0
339A	Hoisting Engineer - Mobile Crane Operator 1	2	0	2	0	0
313D	Residential Air Conditioning Systems Mechanic	2	0	2	0	0
309C	Electrician - Domestic and Rural	1	0	1	0	0
Total CofQs by Compulsory Trade and Age		79	13	63	3	0

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

Table 32: Number CofQs Issued by Compulsory Trade and Gender 2024-2025 Frontenac

Code	Compulsory Trade	# CofQ Documents Issued	Women	Men	Other
309A	Electrician - Construction and Maintenance	23		23	
332A	Hairstylist	19	15	3	1
306A	Plumber	13		13	
310S	Automotive Service Technician	10		10	
308A	Sheet Metal Worker	6	1	5	
427A	Sprinkler and Fire Protection Installer	4		4	
307A	Steamfitter	4		4	
308R	Residential (Low Rise) Sheet Metal Installer	2		2	
310B	Auto Body and Collision Damage Repairer	2		2	
310T	Truck and Coach Technician	2		2	
339A	Hoisting Engineer - Mobile Crane Operator 1	1		1	
313D	Residential Air Conditioning Systems Mechanic	1		1	
Total CofQs by Compulsory Trade and Age		87	16	70	1

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

Table 33: Number CofQs Issued by Compulsory Trade and Gender 2024-2025 Leeds & Grenville

Code	Compulsory Trade	# CofQ Documents Issued	Women	Men	Other
309A	Electrician - Construction and Maintenance	20		20	
310S	Automotive Service Technician	15		15	
306A	Plumber	14	2	12	
310T	Truck and Coach Technician	6	1	5	
332A	Hairstylist	5	4	1	
313A	Refrigeration and Air Conditioning Systems Mechanic	4		4	
308A	Sheet Metal Worker	4		4	
427A	Sprinkler and Fire Protection Installer	3		3	
310B	Auto Body and Collision Damage Repairer	3		3	
339A	Hoisting Engineer - Mobile Crane Operator 1	2		2	
313D	Residential Air Conditioning Systems Mechanic	2		2	
309C	Electrician - Domestic and Rural	1		1	
Total CofQs by Compulsory Trade and Age		79	7	72	0

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

6.5 COMPULSORY CERTIFICATES OF QUALIFICATION (COFQ) – ACTIVE

It is important to look at the number of active apprenticeships in the region when discussing labour shortages in the skilled trades. STO does not produce any employment data of active apprentices, however, the data does reflect potential supply of labour.

This section provides a breakdown of the number of **active Certificates of Qualification (CofQ) documents for compulsory trades** in the region by trade, age and gender. A CofQ needs to be renewed annually only in **compulsory trades**.

Tables 34 and 35 list active CofQs for compulsory trades by trade name and age breakdown for Frontenac and Leeds and Grenville.

In Frontenac 80.7% of active documents apply to those aged 25-64. It is interesting to note that 17.7% or 387 documents apply to those aged 65 and over, however, it has been suggested that some people in this age category may continue to pay their annual renewal fee but may not be actively practicing in the trade.

In Leeds and Grenville, 80.9% of active documents apply to those aged of 25-64 and 18.9% or 434 documents to those aged 65 and over.

The top 5 trades in Frontenac with active compulsory CofQs were:

- electrician (construction and maintenance),
- automotive service technician,
- hairstylist,
- plumber, and
- truck and coach technician.

These trades reflect 81.0% of the total active compulsory CofQs.

The top 5 trades in Leeds and Grenville with active compulsory CofQs were:

- automotive service technician,
- electrician (construction and maintenance),
- hairstylist,
- plumber, and
- truck and coach technician.

These trades reflect 82.7% of the total active compulsory CofQs.

Tables 36 and 37 list active compulsory CofQs issued by trade name and gender breakdown. Of the 2191 active compulsory CofQs in Frontenac, men represented 86.8% (1,901) and women 13.4% (289). It is interesting but not surprising that 94.8% of the active compulsory CofQs for women were in the occupational trade of hairstylist.

Of the 2404 active compulsory CofQs in Leeds and Grenville, men represented 89.7% (2,156) and women 10.3% (248). Similar to Frontenac, a significant number of active compulsory CofQs for women were in the occupational trade of hairstylist at 91.9%.

Table 34: Active CofQs by Compulsory Trade by Age 2024-2025 - Frontenac

Code	Compulsory Trade	# Active CofQ Documents	15-24	25-44	45-64	65 and over
309A	Electrician - Construction and Maintenance	535	8	257	182	88
310S	Automotive Service Technician	402	6	154	158	84
332A	Hairstylist	325	11	155	111	48
306A	Plumber	275	2	159	81	33
310T	Truck and Coach Technician	238	4	46	123	65
313A	Refrigeration and Air Conditioning Systems Mechanic	91	2	32	31	26
307A	Steamfitter	81	0	33	30	18
308A	Sheet Metal Worker	80	1	43	29	7
313D	Residential Air Conditioning Systems Mechanic	45	0	33	12	0
427A	Sprinkler and Fire Protection Installer	31	0	27	2	2
310B	Auto Body and Collision Damage Repairer	21	1	5	12	3
339A	Hoisting Engineer - Mobile Crane Operator 1	17	0	8	4	5
308R	Residential (Low Rise) Sheet Metal Installer	13	1	8	4	0
339B	Hoisting Engineer - Tower Crane Operator	9	0	2	2	5
339C	Hoisting Engineer - Mobile Crane Operator 2	8	0	2	5	1
310G	Motorcycle Technician	7	0	3	2	2
310Q	Auto Body Repairer	4	0	1	3	0
309C	Electrician - Domestic and Rural	3	0	1	2	0
310J	Truck-Trailer Service Technician	3	0	0	3	0
310E	Alignment and Brakes Technician	1	0	0	1	0
310K	Automotive Electronic Accessory Technician	1	0	0	1	0
310D	Transmission Technician	1	0	0	1	0
Total CofQs by Compulsory Trade and Age		2191	36	969	799	387

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

Note: Annual renewal fees for compulsory CofQs required

Table 35: Active CofQs by Compulsory Trade by Age 2024-2025 - Leeds & Grenville

Code	Compulsory Trade	# Active CofQ Documents	15-24	25-44	45-64	65 and over
310S	Automotive Service Technician	567	9	190	257	111
309A	Electrician - Construction and Maintenance	547	7	226	234	80
310T	Truck and Coach Technician	376	3	85	192	96
332A	Hairstylist	283	5	81	141	56
306A	Plumber	215	2	100	85	28
313A	Refrigeration and Air Conditioning Systems Mechanic	98	0	33	49	16
308A	Sheet Metal Worker	82	0	29	40	13
313D	Residential Air Conditioning Systems Mechanic	52	0	25	25	2
310B	Auto Body and Collision Damage Repairer	48	0	14	25	9
307A	Steamfitter	36	0	7	18	11
308R	Residential (Low Rise) Sheet Metal Installer	30	0	10	18	2
427A	Sprinkler and Fire Protection Installer	14	0	7	7	0
310G	Motorcycle Technician	13	0	4	8	1
339C	Hoisting Engineer - Mobile Crane Operator 2	9	0	3	5	1
309C	Electrician - Domestic and Rural	8	0	4	1	3
339A	Hoisting Engineer - Mobile Crane Operator 1	8	0	3	3	2
310K	Automotive Electronic Accessory Technician	5	0	1	4	0
310E	Alignment and Brakes Technician	5	0	0	4	1
339B	Hoisting Engineer - Tower Crane Operator	4	0	1	1	2
310Q	Auto Body Repairer	3	0	0	3	0
310J	Truck-Trailer Service Technician	1	0	0	1	0
Total CofQs by Compulsory Trade and Age		2404	26	823	1121	434

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

Note: Annual renewal fees for compulsory CofQs required

Table 36: Active CofQs by Compulsory Trades by Gender 2024-2025 - Frontenac

Code	Compulsory Trade	# Active CofQ Documents	Women	Men	Other
309A	Electrician - Construction and Maintenance	535	3	532	
310S	Automotive Service Technician	402	1	401	
332A	Hairstylist	325	274	50	1
306A	Plumber	275	5	270	
310T	Truck and Coach Technician	238	1	237	
313A	Refrigeration and Air Conditioning Systems Mechanic	91		91	
307A	Steamfitter	81	3	78	
308A	Sheet Metal Worker	80	1	79	
313D	Residential Air Conditioning Systems Mechanic	45		45	
427A	Sprinkler and Fire Protection Installer	31		31	
310B	Auto Body and Collision Damage Repairer	21		21	
339A	Hoisting Engineer - Mobile Crane Operator 1	17		17	
308R	Residential (Low Rise) Sheet Metal Installer	13		13	
339B	Hoisting Engineer - Tower Crane Operator	9		9	
339C	Hoisting Engineer - Mobile Crane Operator 2	8		8	
310G	Motorcycle Technician	7		7	
310Q	Auto Body Repairer	4		4	
309C	Electrician - Domestic and Rural	3	1	2	
310J	Truck-Trailer Service Technician	3		3	
310E	Alignment and Brakes Technician	1		1	
310K	Automotive Electronic Accessory Technician	1		1	
310D	Transmission Technician	1		1	
Total CofQs by Compulsory Trade and Age		2,191	289	1,901	1

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

Note: Annual renewal fees for compulsory CofQs required

Table 37: Active CofQs by Compulsory Trades by Gender 2024-2025 - Leeds & Grenville

Code	Compulsory Trade	# Active CofQ Documents	Women	Men	Other
310S	Automotive Service Technician	567	5	562	
309A	Electrician - Construction and Maintenance	547	9	538	
310T	Truck and Coach Technician	376	1	375	
332A	Hairstylist	283	228	55	
306A	Plumber	215	2	213	
313A	Refrigeration and Air Conditioning Systems Mechanic	98		98	
308A	Sheet Metal Worker	82		82	
313D	Residential Air Conditioning Systems Mechanic	52		52	
310B	Auto Body and Collision Damage Repairer	48	1	47	
307A	Steamfitter	36		36	
308R	Residential (Low Rise) Sheet Metal Installer	30		30	
427A	Sprinkler and Fire Protection Installer	14		14	
310G	Motorcycle Technician	13	1	12	
339C	Hoisting Engineer - Mobile Crane Operator 2	9	1	8	
309C	Electrician - Domestic and Rural	8		8	
339A	Hoisting Engineer - Mobile Crane Operator 1	8		8	
310K	Automotive Electronic Accessory Technician	5		5	
310E	Alignment and Brakes Technician	5		5	
339B	Hoisting Engineer - Tower Crane Operator	4		4	
310Q	Auto Body Repairer	3		3	
310J	Truck-Trailer Service Technician	1		1	
Total CofQs by Compulsory Trade and Age		2404	248	2156	0

Source: Skilled Trades Ontario - 2024-2025

Note: Some people may have more than one CofQ

Note: Annual renewal fees for compulsory CofQs required

07 LOCAL LABOUR MARKET DATA UPDATES

In section 7.0, 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:

- 7.1 Population
 - 7.1.1 Census Population Counts
 - 7.1.2 Population Estimates and Components of Population Growth
- 7.2 Labour Force Characteristics
- 7.3 Migration
- 7.4 Immigration
- 7.5 Education
 - 7.5.1 Highest Level of Educational Attainment
 - 7.5.2 Post Secondary Enrolment
 - 7.5.3 Study Permit Caps in Canada
 - 7.5.4 TEER (Training, Education, Experience and Responsibilities) Categories
- 7.6 Income
- 7.7 Employment Changes and Outlook by Occupation
 - 7.7.1 Employment Changes by Occupation
 - 7.7.2 Employment Outlook by Occupation
- 7.8 Employment Changes and Outlook by Industry
 - 7.8.1 Employment Changes by Industry
 - 7.8.2 Employment Outlook by Industry
- 7.9 Hiring Demand
- 7.10 Business Counts
- 7.11 Employment Insurance Beneficiaries
- 7.12 AI and Employment

7.1 POPULATION

Census Population Counts vs Population Estimates

The Census of Population is designed to conduct a complete count of the population. Inevitably, however, some individuals will not be enumerated (undercoverage), while others, usually less numerous, will be enumerated more than once (overcoverage).

To determine the number of people who were missed or counted more than once, Statistics Canada conducts postcensal studies of the coverage of the census population, using representative samples of the population. Results of these studies are usually available two years after Census Day.

Population estimates are used, in combination with census figures and other sources, to develop the population estimates produced by Statistics Canada on a regular basis. Population estimates are used for equalization payments, to follow trends in the Canadian population on a quarterly basis and to understand the underlying components of population change (for example, births, deaths, immigrants, emigrants and non-permanent residents).

Population estimates differ from census counts and are usually higher, because census counts are not adjusted for undercoverage or overcoverage.

7.1.1. Census Population Counts

Table 38: Census Population Counts

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%
Ontario	13,448,500	14,223,950	775,450	5.8%
Canada	35,151,730	36,991,990	1,840,260	5.2%

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%.

7.1.2. Population Estimates and Components of Population Growth

The population of Frontenac County reached an estimated 180,457 on July 1, 2024. With an annual growth rate of 0.6%, this means that 3,889 people were added to the population in this area from July 1, 2023 to July 1, 2024. In comparison, the population of the counties of Leeds and Grenville was estimated at 110,770 with 744 people added to the population with a much smaller growth of 0.7%. In the same time period, Ontario had a growth rate of 3.1% and Canada 2.9%.

Understanding the components of population growth is crucial because it helps in predicting future population trends and in making informed decisions for resource allocation, economic development, and social planning. By knowing the balance between births, deaths, and migration, policymakers can develop strategies to address the challenges posed by population growth, such as resource depletion, urbanization, and social inequality. Additionally, it allows for the implementation of effective population policies that can mitigate the negative impacts of rapid population growth on the environment and society.

The components of population in Canada include natural increase (births minus deaths) and net migration. Net migration is defined as the difference between the number of people moving into an area and the number of people moving out and is made up of various components as outlined in Table 41.

All four (4) geographical areas in Tables 41 experienced a net population growth in 2023-24. The population growth for the counties of Leeds and Grenville and Frontenac was due solely to net migration as both of these counties had more deaths than births.

Population growth in Leeds and Grenville was mainly a result of people moving from other areas in Ontario to live in this area (intraprovincial migration). Population growth in Frontenac was also from intraprovincial migration but more significantly from non-permanent residents (those on study or work permits and refugees).

Table 41 shows that Ontario had a net loss of 25,273 people who moved to other provinces and territories in Canada (interprovincial migration). Ontario's main sources of population growth were from non-permanent residents and immigrants to the area. This was similar for Canada.

Table 39: Annual Estimated Population

Geography	2020	2021	2022	2023	2024
Frontenac	167,045	168,477	172,602	176,568	180,457
Leeds and Grenville	106,629	107,738	109,394	110,026	110,770
Ontario	14,761,811	14,842,488	15,141,455	15,623,207	16,124,116
Canada	38,028,638	38,239,864	38,935,934	40,083,484	41,288,599

Source: Statistics Canada. Table 17-10-0152-01 Annual Population estimates, July 1, released January 16, 2025

Table 40: Annual Estimated Population Growth Rates

Geography	Growth Rate 2020-2021	Growth Rate 2021-2022	Growth Rate 2022-2023	Growth Rate 2023-2024
Frontenac	0.8%	2.4%	2.2%	2.2%
Leeds and Grenville	1.0%	1.5%	0.6%	0.7%
Ontario	0.5%	2.0%	3.1%	3.1%
Canada	0.6%	1.8%	2.9%	2.9%

Source: Statistics Canada. Table 17-10-0152-01 Annual Population estimates, July 1, released January 16, 2025



Table 4-1: Annual Estimated Components of Population Change - 2023-24

Geography	Leeds & Grenville	Frontenac	Ontario	Canada
Births	774	1,311	140,718	359,885
Deaths	1,384	1,741	130,556	344,593
Net Natural Growth	-610	-430	10,162	15,292
Immigrants	108	1,001	197,657	464,265
Net emigration	95	368	24,373	49,533
Emigrants	216	635	49,954	104,565
Returning emigrants	121	267	25,581	55,032
Net temporary emigration	..	..	..	..
Net interprovincial migration	-25	-161	-25,273	0
Net intraprovincial migration	1,108	1,277	0	0
Net non-permanent residents	258	2,570	342,736	775,091
Net Migration Growth	1,354	4,319	490,747	1,189,823
NET POPULATION GROWTH 2023-24	744	3,889	500,909	1,205,115
% POPULATION GROWTH 2023-24	0.7%	2.2%	3.1%	2.9%

Source: Statistics Canada. Table 17-10-0153-01, Annual Components of Population - released data January 16, 2025

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

Movement of people from one province or territory to another with a usual place of residence.

Intraprovincial migration

Movement of people within the same province or territory, 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

7.2 LABOUR FORCE CHARACTERISTICS

Knowing the working-age population is important because it provides insights into the potential workforce available to an economy. A larger working-age population can lead to increased productivity and economic output if matched with appropriate job opportunities. Conversely, a shrinking working-age population can pose challenges for economic growth and support of the dependent non-working population.

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 generate 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 many 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 65,000 households resulting in the collection of labour market information for approximately 100,000 individuals. This sample size is designed to ensure that the survey results are statistically reliable and representative of the population.

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.

Table 42: Labour Force Characteristics - Kingston CMA

Labour Force Characteristics	Sep-23	Sep-24	Sep-25	Change 2025 vs 2023	Change 2025 vs 2024
Working Age Population (15+)	154,500	161,600	161,900	4.8%	0.2%
Labour force	97,900	99,500	101,000	3.2%	1.5%
Employment	93,100	92,600	94,300	1.3%	1.8%
Full-time	75,900	75,100	76,300	0.5%	1.6%
Part-time	17,200	17,500	18,000	4.7%	2.9%
Unemployment	4,800	6,900	6,700	39.6%	-2.9%
Not In The Labour Force	56,600	62,100	60,900	7.6%	-1.9%
Unemployment rate	4.9%	6.9%	6.6%		
Participation rate	63.4%	61.6%	62.4%		
Employment rate	60.3%	57.3%	58.2%		

Source: Statistics Canada, Table 14-10-0458-01
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

In September 2025, there was an increase in the working age population (ages 15 and over) over the previous two years. This is reflected in increase in employment – both full-time and part-time jobs. There was also a decrease in the number of unemployed and those not in the labour market reported in September 2025. This indicates renewed confidence in the labour market.

Table 43: Labour Force Characteristics by Indigenous and Racialized EWIB Region

	Indigenous	Racialized	Total EWIB
Working Age Population (15+)	8,790	17,420	237,825
In the labour force	5,290	12,020	140,410
Employed	4,515	10,310	124,165
Employed Part-time	1,645	4,160	43,885
Employed Full-time	2,565	5,270	74,060
Unemployed	770	1,710	16,245
Not in the labour force	3,500	5,400	97,420
Unemployment rate	14.6%	14.2%	11.6%
Participation rate	60.2%	69.0%	59.0%
Employment rate	51.4%	59.2%	52.2%

Source: Statistics Canada - 2021 Census, Onehub Table 1B

In 2021, the working age population 15 years and over in the EWIB region represented 86.0% of the total population.

The table above compares labour force characteristics in the EWIB region with those of indigenous and racialized populations. Participation rates for these groups are greater than that of EWIB, however, the unemployment rates are substantially higher. The employment rate of indigenous people in the area is comparable to the rate in the EWIB region. The employment rate of racialized people in the area is significantly higher.

7.3 MIGRATION PATTERNS

The migration patterns by taxfiler are derived from a comparison of addresses from individual income tax returns. The period of reference extends from April of one year to April of the following year. These estimates enable users to see the pattern of movement by Canadians, as well as immigration and emigration flows to and from Canada. The data tables are updated on a yearly basis. The most recent update was released in January 2025 for the year 2022-2023. The Ministry of Labour, Immigration, Training and Skills Development (MLITSD), provides this information to the workforce planning boards by census divisions (county level) for a 5-year comparison basis.

In-migrant – includes persons who did not live in the specified geographic area one year before the reference date, but did live there on the reference date.

Out-migrant – includes persons who lived in the specified geographic area one year before the reference date, but did not live there on the reference date.

LEEDS & GRENVILLE

Table 44: Migration Patterns 2018-2023 - Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,483	2,909	1,574
18-24	2,093	2,502	-409
25-44	7,616	5,919	1,697
45-64	6,757	3,710	3,047
65+	3,467	2,729	738
Total	24,416	17,769	6,647

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2025

Table 45: (%) Migration Patterns 2018-2023 Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	18.4%	16.4%	23.7%
18-24	8.6%	14.1%	-6.2%
25-44	31.2%	33.3%	25.5%
45-64	27.7%	20.9%	45.8%
65+	14.2%	15.4%	11.1%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2025

Over the five-year period from 2018 - 2023, there was an increase in net-migrants of 6,647 people who moved 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 3,047 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 45.8% of the net-migrants moving to Leeds and Grenville from 2018 to 2023.

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 60.1% of the net-migrants moving to Ontario from 2018 to 2023.

FRONTENAC COUNTY

Table 46: Migration Patterns 2018-2023 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	7,497	5,784	1,713
18-24	8,912	5,478	3,434
25-44	19,562	14,115	5,447
45-64	7,157	5,536	1,621
65+	3,717	2,759	958
Total	46,845	33,672	13,173

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2025

Table 47: (%) Migration Patterns 2018-2023 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	16.0%	17.2%	13.0%
18-24	19.0%	16.3%	26.1%
25-44	41.8%	41.9%	41.3%
45-64	15.3%	16.4%	12.3%
65+	7.9%	8.2%	7.3%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2025

Over the five-year period from 2018 - 2023, there was an increase in net-migrants of 13,173 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 5,447 people was in the prime working age population ages 25-44 indicating reliable employment opportunities in the area. This age group represents 41.3% of the net-migrants moving to Frontenac County from 2018 to 2023. There was also a substantial net-migration population growth of those aged 18-24 or 3,434 people, representing 26.1% of the net-migrants moving to this area. This area is home to several post-secondary education facilities, including a university which attracts youth to migrate to the area to further their education.

7.4 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 48: Admissions of Permanent Residents

	2017	2018	2019	2020	2021	2022	2023	2024	2025 (end of 3rd quarter)
Leeds & Grenville County	90	90	80	60	125	95	140	165	95
Frontenac County	465	560	565	370	965	935	1130	1175	795
Loyalist Township	5	20	25	--	10	25	10	30	20
EWIB Region	560	670	670	430	1,100	1,055	1,280	1,370	910

Source: *Immigrants, Refugees and Citizenship Canada (IRCC) - Permanent Residents - Open Data*

Table 48 shows the number of permanent residents that were admitted to the selected geographical areas. Over the last 3 years 2021-2024, the number of permanent residents admitted to the EWIB region has significantly increased compared to previous years.

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.

07



7.5 EDUCATION

7.5.1: Highest Level of Educational Attainment

Table 49: 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
Total - Labour force status	34,710	64,485	16,100	57,460	50,035	222,790
2016						
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%
Total - Labour force status	31,265	70,930	14,160	61,555	59,920	237,830
2021						
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 education 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 the glossary in this document for definitions.

7.5.2: Postsecondary Enrolment

The table below contains post-secondary enrolments for Queen's University and St. Lawrence College. The data covers an eleven-year period from 2013-14 to 2023-24 (the most recent update). The table compares total number of enrolments to the number of Canadian and international enrolments.

The data will not reflect the impact of the study caps on international study permits put into effect in January 2024 by the Government of Canada.

In 2013-14, at Queen's University, Canadian student enrolments represented 92.8% and international student enrolments represented 7.2% of the total student enrolments. In 2023-24 there was a decline in the percentage of Canadian student enrolments and an increase of international student enrolments at 88.5% and 11.5% respectively.

At St. Lawrence College, Canadian student enrolments represented 93.9% in 2013-14 compared to international student enrolments at 6.1%. Compared to 2023-24 there was a significant decrease of Canadian student enrolments at 43.8% and a significant increase of international student enrolments representing 56.0% of total enrolments.

Table 50: Post-Secondary Enrolments - 11 Year Comparison

	Year	Queen's University	% Total Enrolment Queen's	St. Lawrence College	% Total Enrolment St. Lawrence
Total # Enrolments	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%
	2023-2024	34,602	100.0%	12,372	100.0%
Canadian Enrolments	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%
	2023-2024	30,621	88.5%	5,421	43.8%

International Enrolments	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%
	2023-2024	3,981	11.5%	6,927	56.0%
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%
	2023-2024	..	..	24	0.2%

Source: Statistics Canada. Table 37-10-0277-01 (formerly) 37-10-0234-01 Postsecondary enrolments, by detailed field of study, institution, and program and student characteristics - last data release November 20, 2025

Note: “..” Indicates data not available for a specific reference period

7.5.3 Study Permit Caps in Canada

International students greatly enrich Canada’s communities and are an essential part of the country’s social, cultural, and economic landscape. In recent years, however, the integrity of the international student system has faced challenges. Some institutions have significantly increased their enrolments to boost revenue, resulting in more students arriving without the proper support needed for success. The rapid growth in international student numbers has also added pressure on housing, health care, and other essential services. To address these concerns, the Government of Canada has introduced measures to stabilize international student numbers.

Effective January 12, 2024, the Government of Canada implemented a two-year intake cap on international study permit applications to manage the growth. In 2024, Canada set a cap on the number of study permits issued to international students at 485,000, aiming to reduce the influx of students and alleviate pressure on housing and public services.

The cap on study permits for 2025 has been set at 437,000 - a 10% decrease from 2024. This cap is part of a broader effort to ensure sustainable development and maintenance of the quality of education in Canada.

Since the introduction of the cap last year, most study permit applicants have been required to submit a **provincial attestation letter or territorial attestation letter (PAL/TAL)**. This requirement now extends to master’s and doctoral students, as well as most applicants applying from within Canada. To support this change, the government is reserving spaces specifically for graduate students. A new exemption is now in place for exchange students, ensuring that Canadian students can continue to benefit from reciprocal agreements to study abroad.

The following groups continue to be exempt from submitting a PAL/TAL:

- primary and secondary (kindergarten to grade 12) students
- certain Government of Canada priority groups and vulnerable cohorts
- existing study permit holders applying for an extension at the same designated learning institution (DLI) and at the same level of study.

Of the 437,000 study permits expected to be issued in 2025, 120,724 (27.6%) are expected to come from PAL/TAL-exempt students, while 316,267 (72.4%) are expected to come from PAL/TAL-required groups.

Immigration, Refugees and Citizenship Canada (IRCC) distribute portions of the cap to each province and territory, which will then allocate them among their designated learning institutions.

These temporary measures will remain in place for two years. During this period, the Government of Canada will collaborate with provinces, territories, designated learning institutions, and education stakeholders to develop a sustainable long-term approach for international education. This includes finalizing a recognized institution framework, determining sustainable international student levels, and ensuring post-secondary institutions provide adequate student housing.

Impact of Study Cap on Colleges and Universities in Canada

The introduction of a cap on international student study permits in Canada has had a significant impact on colleges and universities. Here are some of the key effects:

- **Financial Losses:** Canadian institutions heavily reliant on international students are facing massive revenue shortfalls due to higher tuition fees paid by international students.
- **Program Closures and Staff Layoffs:** Many colleges have announced significant cuts due to the loss of revenue from international students, leading to program closures and staff layoffs.
- **Service Reductions:** Smaller colleges and regional institutions are especially vulnerable, with many implementing hiring freezes, suspending courses, and delaying infrastructure projects.
- **Impact on Smaller Colleges:** Smaller institutions are particularly affected, with many relying on international students for financial sustainability.

10

These changes have prompted a need for smart, deliberate, and predictable solutions to address key issues such as funding shortfalls, international student supports, and long-term strategic planning.

In early 2025, St. Lawrence College in Kingston, Ont., stated it has eliminated 30 administrative and support positions and warned of further job cuts after its foreign student enrolment dropped by 50 per cent. President and CEO Glenn Vollebregt said the college is participating in a provincewide efficiency review that is expected to conclude early next year and as that unfolds, "SLC cannot guarantee that there will be no further layoffs."

St. Lawrence College's Brockville campus is feeling the impact of widespread cuts across Ontario's college system. Programs have been suspended or cancelled, and staff positions have been eliminated as the school deals with major financial challenges.

The Ontario Public Service Employees Union says nearly 10,000 college faculty and staff province-wide have already lost their jobs or are expected to soon

Many of those affected are at smaller campuses like Brockville, where students rely on local access to job training and education.

A steep drop in international student enrolment has led to reduced tuition revenue, forcing colleges to scale back. At St. Lawrence College, the spring brought a wave of program changes, and more adjustments are expected through 2025 and 2026.

Essential programs in health, social services, and technology are among those affected.

The changes are raising concerns about long-term impacts of this cap on international students on education, employment, and access to training opportunities in Eastern Ontario communities.

7.5.4 TEER (Training, Education, Experience and Responsibilities) Categories

In the context of the National Occupation Classification, a TEER category corresponds to the type and/or amount of training, education, experience and responsibility typically required to work in an occupation. The NOC consists of six TEER categories, identified 0 through 5, which represent the second digit of the NOC code.

A TEER category is primarily based on the nature of education and training required to be employed in an occupation. This criterion also reflects the experience required to enter the occupation and the complexity of the responsibilities involved in the work compared to other occupations. In most cases, progression to TEER category 1 from TEER category 2 is not usually possible without the completion of additional formal education, whereas progression from TEER category 5 to TEER category 4 is often achievable through on-the-job training and work experience.

Each TEER category is intended to reflect commonly accepted paths to employment in an occupation. Where there are several paths to employment, the TEER category most identified by employers is used, considering the context of the occupation and the trends in hiring requirements.

Table 5 1: TEER Category Descriptions

TEER Category (2nd digit of NOC code)	Nature of Training, Education, Experience and Complexity of Responsibilities
0	<ul style="list-style-type: none"> • Management responsibilities
1	<ul style="list-style-type: none"> • Completion of a university degree (bachelor's, master's, or doctorate); or • Previous experience and expertise in subject matter knowledge from a related occupation found in TEER category 2 (when applicable).
2	<ul style="list-style-type: none"> • Completion of a post-secondary education program of two to three years at community college, institute of technology, or CÉGEP; or • Completion of an apprenticeship training program of two to five years; or • Occupations with supervisory or significant safety (e.g. police officers and firefighters) responsibilities; or • Several years of experience in a related occupation from TEER category 3 (when applicable).
3	<ul style="list-style-type: none"> • Completion of a post-secondary education program of less than two years at community college, institute of technology or CÉGEP; or • Completion of an apprenticeship training program of less than two years; or • More than six months of on-the-job training, training courses, or specific work experience with some secondary school education; or • Several years of experience in a related occupation from TEER category 4 (when applicable).

- 4
 - Completion of secondary school; or
 - Several weeks of on-the-job training with some secondary school education; or
 - Experience in a related occupation from TEER category 5 (when applicable).
- 5
 - Short work demonstration and no formal educational requirements

Summary of TEER Categories by Jobs

In Leeds and Grenville, 57.0% of people are working in jobs requiring apprenticeship training, or a college diploma or a university degree. This is compared to 32.1% of people working in occupations requiring a high school diploma, or a few weeks of on-the-job training or no formal education.

In Frontenac, 62.2% of people are working in jobs requiring apprenticeship training, or a college diploma or a university degree compared to 29.9% of people working in occupations requiring a high school diploma, or a few weeks of on-the-job training or no formal education.

Table 52: TEER Category Summary by Number of Jobs - 2025

TEER Category	Description	# Jobs Leeds & Grenville 2025	% Jobs L&G	# Jobs Frontenac in 2025	% Jobs Frontenac
0	Management Occupations	3,061	7.7%	5,280	5.9%
1	Occupations that usually require a university degree.	8,716	21.8%	19,151	21.5%
2	Occupations that usually require a college diploma or apprenticeship training of two or more years.	8,772	22.0%	21,886	24.6%
3	Occupations that usually require a college diploma or apprenticeship training of less than two years.	5,288	13.2%	14,321	16.1%
4	Occupations that usually require a high school diploma or several weeks of on-the-job training.	6,329	15.8%	12,885	14.5%
5	Occupations that usually require short-term work demonstration and no formal education.	6,504	16.3%	13,729	15.4%
Suppressed Data		1,291	3.2%	1,894	2.1%
Total # Jobs		39,961	100.0%	89,146	100.0%

Source: Lightcast Q1, 2025, Wages 2024

TOP 10 Occupations by TEER Category and Wages - Leeds and Grenville

Table 53: Top 10 Occupations by TEER Categories and Wages - Leeds & Grenville
TEER Category 0 - Management Occupations

NOC	Description	2025 Jobs	% Job in TEER 0	2024 Median Wages
60020	Retail and wholesale trade managers	358	11.7%	\$90,270
20012	Computer and information systems managers	278	9.1%	\$127,244
90010	Manufacturing managers	237	7.7%	\$116,863
40019	Other managers in public administration	218	7.1%	\$134,043
10010	Financial managers	172	5.6%	\$129,751
70010	Construction managers	156	5.1%	\$111,456
00018	Senior managers - public and private sector	147	4.8%	\$189,362
40030	Managers in social, community and correctional services	143	4.7%	\$105,146
10011	Human resources managers	136	4.4%	\$108,355
30010	Managers in health care	127	4.1%	\$118,440
Total of Top 10 Occupations		1,971	64.4%	
Total Jobs - TEER Category 0		3,061		
% TEER Category 0 of Total Jobs (39,961)		7.7%		

TEER Category 1 - Occupations that usually require a university degree.

NOC	Description	2025 Jobs	% Job in TEER 1	2024 Median Wages
31301	Registered nurses and registered psychiatric nurses	731	8.4%	\$87,217
41229	Kindergarten, elementary, and secondary school teachers (undifferentiated)	632	7.3%	\$96,456
41221	Elementary school and kindergarten teachers	456	5.2%	\$94,568
21222	Information systems specialists	397	4.6%	\$104,078
41403	Social policy researchers, consultants and program officers	377	4.3%	\$97,777
11202	Professional occupations in advertising, marketing and public relations	374	4.3%	\$78,470
11100	Financial auditors and accountants	354	4.1%	\$84,908
11200	Human resources professionals	337	3.9%	\$81,663
21232	Software developers and programmers	315	3.6%	\$104,283
21231	Software engineers and designers	300	3.4%	\$122,628
Total of Top 10 Occupations		4,273	49.0%	
Total Jobs - TEER Category 1		8,716		
% TEER Category 1 of Total Jobs (39,961)		21.8%		

TEER Category 2 - Occupations that usually require a college diploma or apprenticeship training of two or more years.

NOC	Description	2025 Jobs	% Job in TEER 2	2024 Median Wages
62010	Retail sales supervisors	701	8.0%	\$43,045
42202	Early childhood educators and assistants	374	4.3%	\$45,910
42201	Social and community service workers	316	3.6%	\$56,428
62100	Technical sales specialists - wholesale trade	301	3.4%	\$77,303
12200	Accounting technicians and bookkeepers	296	3.4%	\$65,942
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	288	3.3%	\$62,592
72200	Electricians (except industrial and power system)	254	2.9%	\$77,843
22221	User support technicians	240	2.7%	\$68,908
72310	Carpenters	197	2.2%	\$59,775
72400	Construction millwrights and industrial mechanics	193	2.2%	\$71,118
Total of Top 10 Occupations		3,160	36.0%	
Total Jobs - TEER Category 2		8,772		
% TEER Category 2 of Total Jobs (39,961)		22.0%		

TEER Category 3 - Occupations that usually require a college diploma or apprenticeship training of less than two years.

NOC	Description	2025 Jobs	% Job in TEER 3	2024 Median Wages
33102	Nurse aides, orderlies and patient service associates	758	14.3%	\$50,228
73300	Transport truck drivers	604	11.4%	\$53,158
13100	Administrative officers	509	9.6%	\$63,689
13110	Administrative assistants	438	8.3%	\$59,195
63200	Cooks	435	8.2%	\$37,562
43100	Elementary and secondary school teacher assistants	215	4.1%	\$50,750
73301	Bus drivers, subway operators and other transit operators	199	3.8%	\$45,316
73400	Heavy equipment operators	181	3.4%	\$60,626
13112	Medical administrative assistants	165	3.1%	\$54,951
73201	General building maintenance workers and building superintendents	160	3.0%	\$54,689
Total of Top 10 Occupations		3,663	69.3%	
Total Jobs - TEER Category 3		5,288		
% TEER Category 3 of Total Jobs (39,961)		13.2%		

TEER Category 4- Occupations that usually require a high school diploma or several weeks of on-the-job training.

NOC	Description	2025 Jobs	% Job in TEER 4	2024 Median Wages
64100	Retail salespersons and visual merchandisers	1,321	20.9%	\$36,894
14101	Receptionists	366	5.8%	\$41,197
64101	Sales and account representatives - wholesale trade (non-technical)	359	5.7%	\$67,351
14100	General office support workers	356	5.6%	\$45,413
54100	Program leaders and instructors in recreation, sport and fitness	337	5.3%	\$36,070
14400	Shippers and receivers	309	4.9%	\$46,599
64409	Other customer and information services representatives	303	4.8%	\$48,898
14200	Accounting and related clerks	261	4.1%	\$51,222
94140	Process control and machine operators, food and beverage processing	174	2.7%	\$53,061
64300	Maîtres d'hôtel and hosts/hostesses	170	2.7%	\$35,143
Total of Top 10 Occupations		3,955	62.5%	
Total Jobs - TEER Category 4		6,329		
% TEER Category 4 of Total Jobs (39,961)		15.8%		

TEER Category 5 - Occupations that usually require short-term work demonstration and no formal education.

NOC	Description	2025 Jobs	% Job in TEER 5	2024 Median Wages
65201	Food counter attendants, kitchen helpers and related support occupations	1,125	17.3%	\$34,547
65100	Cashiers	1,065	16.4%	\$33,600
65102	Store shelf stockers, clerks and order fillers	824	12.7%	\$34,688
75101	Material handlers	547	8.4%	\$44,995
65200	Food and beverage servers	426	6.6%	\$39,695
65310	Light duty cleaners	412	6.3%	\$40,102
75110	Construction trades helpers and labourers	329	5.1%	\$52,913
85100	Livestock labourers	261	4.0%	\$38,904
65312	Janitors, caretakers and heavy-duty cleaners	235	3.6%	\$40,900
75201	Delivery service drivers and door-to-door distributors	170	2.6%	\$39,830
Total of Top 10 Occupations		5,395	82.9%	
Total Jobs - TEER Category 5		6,504		
% TEER Category 5 of Total Jobs (39,961)		16.3%		

Source: Lightcast Q1, 2025, Wages 2024 – Hourly wages less than \$17.20 (Ontario's general minimum wage) most likely reflects the inclusion of student wages)

Totals may not add due to rounding and data suppression

TOP 10 Occupations by TEER Category and Wages - Frontenac

Table 54: Top 10 Occupations by TEER Category and Wages - Frontenac
TEER Category 0 - Management Occupations

NOC	Description	2025 Jobs	% Job in TEER 0	2024 Median Wages
60020	Retail and wholesale trade managers	685	13.0%	\$76,058
90010	Manufacturing managers	367	7.0%	\$103,322
70010	Construction managers	303	5.7%	\$85,359
30010	Managers in health care	293	5.5%	\$116,307
40020	Administrators - post-secondary education and vocational training	289	5.5%	\$120,335
40030	Managers in social, community and correctional services	282	5.3%	\$98,905
10010	Financial managers	276	5.2%	\$105,187
60030	Restaurant and food service managers	263	5.0%	\$47,668
00018	Senior managers - public and private sector	242	4.6%	\$162,852
10011	Human resources managers	237	4.5%	\$97,932
Total of Top 10 Occupations		3,237	61.3%	
Total Jobs - TEER Category 0		5,280		
% TEER Category 0 of Total Jobs (89,146)		5.9%		

TEER Category 1 - Occupations that usually require a university degree.

NOC	Description	2025 Jobs	% Job in TEER 1	2024 Median Wages
31301	Registered nurses and registered psychiatric nurses	2,677	14.0%	\$88,518
41200	University professors and lecturers	1,996	10.4%	\$130,685
41201	Post-secondary teaching and research assistants	1,306	6.8%	\$62,795
41221	Elementary school and kindergarten teachers	1,017	5.3%	\$94,266
41229	Kindergarten, elementary, and secondary school teachers (undifferentiated)	838	4.4%	\$99,538
11202	Professional occupations in advertising, marketing and public relations	657	3.4%	\$72,322
41210	College and other vocational instructors	606	3.2%	\$106,040
41301	Therapists in counselling and related specialized therapies	500	2.6%	\$64,910
11100	Financial auditors and accountants	482	2.5%	\$86,881
11200	Human resources professionals	458	2.4%	\$77,902
Total of Top 10 Occupations		10,537	55.0%	
Total Jobs - TEER Category 1		19,151		
% TEER Category 1 of Total Jobs (89,146)		21.5%		

TEER Category 2 - Occupations that usually require a college diploma or apprenticeship training of less than two years.

NOC	Description	2025 Jobs	% Job in TEER 2	2024 Median Wages
62010	Retail sales supervisors	1,455	6.6%	\$40,212
12200	Accounting technicians and bookkeepers	966	4.4%	\$66,149
42201	Social and community service workers	858	3.9%	\$56,969
42202	Early childhood educators and assistants	771	3.5%	\$48,256
42100	Police officers (except commissioned)	679	3.1%	\$92,954
22221	User support technicians	628	2.9%	\$64,110
72400	Construction millwrights and industrial mechanics	593	2.7%	\$75,891
32101	Licensed practical nurses	583	2.7%	\$68,493
72310	Carpenters	580	2.7%	\$62,412
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	555	2.5%	\$57,158
Total of Top 10 Occupations		7,668	35.0%	
Total Jobs - TEER Category 2		21,886		
% TEER Category 2 of Total Jobs (89,146)		24.6%		

TEER Category 3 - Occupations that usually require a college diploma or apprenticeship training of less than two years.

NOC	Description	2025 Jobs	% Job in TEER 3	2024 Median Wages
33102	Nurse aides, orderlies and patient service associates	2,122	14.8%	\$52,735
13100	Administrative officers	1,318	9.2%	\$52,253
13110	Administrative assistants	1,188	8.3%	\$56,007
63200	Cooks	1,183	8.3%	\$36,015
73300	Transport truck drivers	1,139	8.0%	\$50,291
73301	Bus drivers, subway operators and other transit operators	632	4.4%	\$37,830
43100	Elementary and secondary school teacher assistants	613	4.3%	\$52,989
73400	Heavy equipment operators	527	3.7%	\$66,570
43201	Correctional service officers	444	3.1%	\$75,966
73201	General building maintenance workers and building superintendents	420	2.9%	\$51,927
Total of Top 10 Occupations		9,586	66.9%	
Total Jobs - TEER Category 3		14,321		
% TEER Category 3 of Total Jobs (89,146)		16.1%		

TEER Category 4 - Occupations that usually require a high school diploma or several weeks of on-the-job training.

NOC	Description	2025 Jobs	% Job in TEER 4	2024 Median Wages
64100	Retail salespersons and visual merchandisers	2,877	22.3%	\$35,199
14100	General office support workers	1,099	8.5%	\$48,304
64409	Other customer and information services representatives	775	6.0%	\$41,696
14101	Receptionists	769	6.0%	\$43,423
64101	Sales and account representatives - wholesale trade (non-technical)	544	4.2%	\$60,264
14200	Accounting and related clerks	509	4.0%	\$43,558
64410	Security guards and related security service occupations	470	3.6%	\$40,129
54100	Program leaders and instructors in recreation, sport and fitness	436	3.4%	\$37,614
44101	Home support workers, caregivers and related occupations	356	2.8%	\$46,438
14400	Shippers and receivers	338	2.6%	\$49,429
Total of Top 10 Occupations		8,173	63.4%	
Total Jobs - TEER Category 4		12,885		
% TEER Category 4 of Total Jobs (89,146)		14.5%		

TEER Category 5 - Occupations that usually require short-term work demonstration and no formal education.

NOC	Description	2025 Jobs	% Job in TEER 5	2024 Median Wages
65201	Food counter attendants, kitchen helpers and related support occupations	2,054	15.0%	\$34,528
65100	Cashiers	2,017	14.7%	\$34,526
65310	Light duty cleaners	1,488	10.8%	\$41,879
65102	Store shelf stockers, clerks and order fillers	1,477	10.8%	\$33,563
65312	Janitors, caretakers and heavy-duty cleaners	1,147	8.4%	\$44,667
75110	Construction trades helpers and labourers	861	6.3%	\$49,798
65200	Food and beverage servers	859	6.3%	\$33,646
75101	Material handlers	813	5.9%	\$49,461
75201	Delivery service drivers and door-to-door distributors	471	3.4%	\$40,889
85121	Landscaping and grounds maintenance labourers	443	3.2%	\$38,305
Total of Top 10 Occupations		11,630	84.7%	
Total Jobs - TEER Category 5		13,729		
% TEER Category 5 of Total Jobs (89,146)		15.4%		

Source: Lightcast Q1, 2025, Wages 2024 – Hourly wages less than \$17.20 (Ontario's general minimum wage) most likely reflects the inclusion of student wages)

Totals may not add due to rounding and data suppression

7.6. 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 August 18, 2025 for data collected in 2023.

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

Income Groups	2019	2023	Change	% Change
Under \$10,000	11,700	11,420	-280	-2.4%
\$10,000 - \$24,999	26,780	21,820	-4,960	-18.5%
\$25,000 - \$49,999	35,270	35,090	-180	-0.5%
\$50,000 - \$74,999	24,510	27,170	2,660	10.9%
\$75,000 - \$99,999	13,120	17,170	4,050	30.9%
\$100,000 - \$149,999	8,830	13,830	5,000	56.6%
\$150,000 - \$199,999	2,240	3,800	1,560	69.6%
Above \$200,000	1,920	3,080	1,160	60.4%
All Persons With Income	124,370	133,380	9,010	7.2%
Median Total Income	\$41,320	\$48,720	\$7,400	17.9%

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income
Data released August 18, 2025

In the Kingston CMA, there was an increase in the total number of taxfilers of 9,010 or 7.2% from 2019 to 2023.

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 \$100,000 - \$149,999 followed by \$75,000 to \$99,999.

In 2019 21.0% of taxfilers made over \$75,000. This increased to 28.4% of taxfilers in 2023.

The median total income of taxfilers increased significantly over the last five years by \$7,400 or 17.9%.

This indicates a prosperous labour market in Kingston CMA.

Table 56: Number of Taxfilers by Total Income – Brockville Census Agglomeration (CA)

Income Groups	2019	2023	Change	% Change
Under \$10,000	2,260	1,780	-480	-21.2%
\$10,000 – \$24,999	7,050	4,730	-2,320	-32.9%
\$25,000 – \$49,999	9,220	8,130	-1,090	-11.8%
\$50,000 – \$74,999	5,220	5,510	290	5.6%
\$75,000 – \$99,999	2,340	2,770	430	18.4%
\$100,000 – \$149,999	1,530	1,940	410	26.8%
\$150,000 – \$199,999	340	410	70	20.6%
Above \$200,000	280	340	60	21.4%
All Person With Income	28,240	25,610	-2,630	-9.3%
Median Total Income	\$37,200	\$43,690	\$6,490	17.4%

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income
Data released August 18, 2025

In the Brockville CA, there was a decrease in the total number of taxfilers of 2,630 or 9.3%

Like the Kingston CMA area, there was a decrease in the number of taxfilers in the Brockville CA, 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 \$75,000 to \$99,999 followed by \$100,000 to \$149,999.

In 2019, 15.9% of taxfilers made over \$75,000. This increased to 21.3% of taxfilers in 2023.

The median total income of taxfilers increased significantly over the last five years by \$6,490 or 17.4%.

The decrease in the number of taxfilers indicates a slowdown of the labour market in 2023 in the Brockville CA, however, a higher percentage of taxfilers are earning more money.



Table 57: Number of Taxfilers by Total Income by GENDER
Kingston Census Metropolitan Area - Year 2023

Income Groups	Total	Men	Women	%Men	%Women
Under \$10,000	11,420	5,110	6,320	44.7%	55.3%
\$10,000 - \$24,999	21,820	9,190	12,620	42.1%	57.8%
\$25,000 - \$49,999	35,090	14,830	20,270	42.3%	57.8%
\$50,000 - \$74,999	27,170	12,650	14,520	46.6%	53.4%
\$75,000 - \$99,999	17,170	9,130	8,040	53.2%	46.8%
\$100,000 - \$149,999	13,830	7,850	5,980	56.8%	43.2%
\$150,000 - \$199,999	3,800	2,410	1,390	63.4%	36.6%
Above \$200,000	3,080	2,080	1,000	67.5%	32.5%
All Persons With Income	133,380	63,250	70,140	47.4%	52.6%
Median Total Income	\$48,720	\$54,410	\$44,220		

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income
 Data released August 18, 2025

Totals may not add due to rounding.

In the Kingston CMA, there were more women taxfilers than men in 2023 representing 52.6% 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.

Table 58: Number of Taxfilers by Total Income by GENDER
Brockville Census Agglomeration (CA) Year 2023

Income Groups	Total	Men	Women	%Men	%Women
Under \$10,000	1,780	800	1,000	44.9%	56.2%
\$10,000 - \$24,999	4,730	1,950	2,780	41.2%	58.8%
\$25,000 - \$49,999	8,130	3,430	4,700	42.2%	57.8%
\$50,000 - \$74,999	5,510	2,640	2,870	47.9%	52.1%
\$75,000 - \$99,999	2,770	1,560	1,210	56.3%	43.7%
\$100,000 - \$149,999	1,940	1,140	800	58.8%	41.2%
\$150,000 - \$199,999	410	270	140	65.9%	34.1%
Above \$200,000	340	230	110	67.6%	32.4%
All Person With Income	25,610	12,020	13,610	46.9%	53.1%
Median Total Income	\$43,690	\$48,750	\$39,810		

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income
 Data released August 18, 2025

Totals may not add due to rounding.

As with the Kingston CMA area, Brockville CA, also had more women taxfilers than men in 2023 representing 53.1% 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 is great income disparity between genders.

Table 59: Occupations Earning over \$75,000 - Leeds & Grenville

NOC	Description	Median Wages 2024	Jobs 2025	Estimate % Jobs Men	Estimate % Jobs Women
00	Legislative and senior managers	\$187,538	185	59.2%	40.8%
20	Specialized middle management occupations in engineering, architecture, science and information systems	\$133,597	435	67.9%	32.1%
40	Managers in public administration, in education and social and community services and in public protection services	\$128,074	730	55.4%	44.6%
30	Specialized middle management occupations in health care	\$118,548	119	13.3%	86.7%
90	Middle management occupations in manufacturing and utilities	\$117,556	285	72.3%	27.7%
10	Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	\$117,138	602	45.3%	54.7%
70	Middle management occupations in trades and transportation	\$110,081	357	81.7%	18.3%
21	Professional occupations in natural and applied sciences	\$104,143	2,643	72.2%	27.8%
50	Specialized middle management occupations in art, culture, recreation and sport	\$101,195	18	33.3%	66.7%
41	Professional occupations in law, education, social, community and government services	\$96,177	3,246	33.2%	66.8%
31	Professional occupations in health	\$92,126	1,209	16.2%	83.8%
93	Central control and process operators and aircraft assembly assemblers and inspectors	\$88,622	28	89.7%	10.3%
60	Middle management occupations in retail and wholesale trade and customer services	\$88,257	530	53.7%	46.3%
11	Professional occupations in finance and business	\$83,578	1,601	43.9%	56.1%
51	Professional occupations in art and culture	\$83,253	179	45.8%	54.2%
32	Technical occupations in health	\$76,190	779	18.9%	81.1%
52	Technical occupations in art, culture and sport	\$75,386	178	38.6%	61.4%
Total Number of Jobs Earning \$75,000 or more			13,124		
Total Employment by Classified Occupations			41,429	52.4%	47.7%

Sources: Lightcast Q3, 2025 - Jobs (employees)& Wages 2024; Statistics Canada 2021 Census data- Table 6A - OneHub - Share of Jobs by Gender

In Leeds and Grenville, 13,124 or 31.7% 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
- Managers in public administration, in education and social and community services, and in public protection services

Table 60: Occupations Earning over \$75,000 - Frontenac

NOC	Description	Median Wages 2024	Jobs 2025	Estimate % Jobs Men	Estimate % Jobs Women
00	Legislative and senior managers	\$159,682	266	68.3%	31.7%
20	Specialized middle management occupations in engineering, architecture, science and information systems	\$122,876	339	78.3%	21.7%
40	Managers in public administration, in education and social and community services and in public protection services	\$119,482	925	58.0%	42.0%
30	Specialized middle management occupations in health care	\$116,413	354	25.0%	75.0%
90	Middle management occupations in manufacturing and utilities	\$105,057	494	69.2%	30.8%
10	Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	\$102,396	1,761	45.1%	54.9%
50	Specialized middle management occupations in art, culture, recreation and sport	\$100,296	74	40.0%	60.0%
41	Professional occupations in law, education, social, community and government services	\$94,554	8,992	40.7%	59.3%
21	Professional occupations in natural and applied sciences	\$92,772	2,873	72.2%	27.8%
31	Professional occupations in health	\$90,940	4,694	27.2%	72.8%
93	Central control and process operators and aircraft assembly assemblers and inspectors	\$85,217	151	100.0%	0.0%
82	Supervisors in natural resources, agriculture and related production	\$83,483	26	100.0%	0.0%
70	Middle management occupations in trades and transportation	\$82,814	699	82.7%	17.3%
11	Professional occupations in finance and business	\$80,765	2,868	44.5%	55.5%
51	Professional occupations in art and culture	\$78,805	489	49.6%	50.4%
32	Technical occupations in health	\$76,903	2,762	24.6%	75.4%
92	Processing, manufacturing and utilities supervisors and utilities operators and controllers	\$75,697	510	82.4%	17.6%
	Total Number of Jobs Earning \$75,000 or more		28,277		
	Total Employment by Classified Occupations		88,818	50.7%	49.2%

Sources: Lightcast Q3, 2025 - Jobs (employees)& Wages 2024; Statistics Canada - 2021 Census data- Table 6A - OneHub - Share of Jobs by Gender

In Frontenac, 28,277 or 31.8% 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

7.7 EMPLOYMENT CHANGES AND OUTLOOK BY OCCUPATION

7.7.1 Employment Change by Occupation

Table 6 1: Changes in Employment by Occupation - EWIB Region

NOC	Description	2021 Jobs	2025 Jobs	2021- 2025 Change	2021- 2025 %Change
0	Legislative and senior management occupations	387	472	85	22.0%
1	Business, finance and administration occupations	19,204	21,850	2,645	13.8%
2	Natural and applied sciences and related occupations	9,359	10,309	951	10.2%
3	Health occupations	12,911	14,673	1,762	13.6%
4	Occupations in education, law and social, community and government services	19,495	22,314	2,819	14.5%
5	Occupations in art, culture, recreation and sport	1,887	2,305	419	22.2%
6	Sales and service occupations	30,348	32,980	2,632	8.7%
7	Trades, transport and equipment operators and related occupations	18,673	21,697	3,024	16.2%
8	Natural resources, agriculture and related production occupations	1,759	1,234	(524)	-29.8%
9	Occupations in manufacturing and utilities	4,684	6,078	1,394	29.8%
X	Unclassified occupation	2,078	2,417	339	16.3%
	Total Employment	120,784	136,328	15,545	12.9%

Source: Lightcast Q3, 2025 (does not include self-employment)

Total may not add due to rounding.

EWIB REGION

In the EWIB region, employment numbers increased by 15,545 or 12.9% from 2021 to 2025. This significant increase would be, in part, due to the renewed confidence in the labour market following employment declines during COVID-19. Employment increased in all of the occupational categories with the exception of natural resources, agriculture and related production occupations.

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

- trades, transport and equipment operators and related occupations (3,024),
- occupations in education, law and social, community and government services (2,819), and
- business, finance and administration occupations (2,645).

Occupations that had decreases in employment were:

- natural resources, agriculture and related production occupations (-525)

LEEDS AND GRENVILLE

In Leeds and Grenville, employment numbers increased by 5,383 or 14.9% from 2021 to 2025. Employment increased in all but one (1) occupational category.

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

- trades, transport and equipment operators and related occupations (1,802),
- sales and service occupations (1,099), and
- business, finance and administration occupations (554).

Occupations that had decreases in employment were:

- natural resources, agriculture and related production occupations (-36)

FRONTENAC COUNTY

In Frontenac County, employment increased by 9,148 or 11.5% from 2021 to 2025. Employment increased in all but one (1) occupational category.

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

- occupations in education, law and social, community and government services, (2,077)
- business, finance and administration occupations (1,853), and
- health occupations (1,537).

Occupations that had decreases in employment were:

- natural resources, agriculture and related production occupations (-453).

LOYALIST TOWNSHIP

In Loyalist Township, employment increased by 1,014 or 20.0% from 2021 to 2025. Employment increased in all but one (1) occupational category.

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

- occupations in education, law and social, community and government services (367),
- business, finance and administration occupations (238), and
- trades, transport and equipment operators and related occupations (118).

Occupations that had decreases in employment were:

- natural resources, agriculture and related production occupations (-36).

7.7.2 Employment Outlook by Occupation

Table 62: Employment Outlook by Occupation - EWIB Region

NOC	Description	2025 Jobs	2030 Jobs	2025 - 2030 Change	2025 - 2030 % Change
0	Legislative and senior management occupations	472	510	38	8.1%
1	Business, finance and administration occupations	21,850	23,260	1,410	6.5%
2	Natural and applied sciences and related occupations	10,309	11,057	748	7.3%
3	Health occupations	14,673	16,892	2,219	15.1%
4	Occupations in education, law and social, community and government services	22,314	23,292	978	4.4%
5	Occupations in art, culture, recreation and sport	2,305	2,403	98	4.3%
6	Sales and service occupations	32,980	34,253	1,273	3.9%
7	Trades, transport and equipment operators and related occupations	21,697	23,372	1,675	7.7%
8	Natural resources, agriculture and related production occupations	1,234	1,158	(76)	-6.2%
9	Occupations in manufacturing and utilities	6,078	6,609	531	8.7%
X	Unclassified occupation	2,417	2,577	160	6.6%
	Total Employment	136,329	145,383	9,054	6.6%

Source: Lightcast Q3, 2025 (does not include self-employment)

Totals may not add due to rounding.

EWIB REGION

Growth is expected in all but one (1) occupational category throughout the EWIB region over the next five (5) years from, 2025 to 2030. Employment is forecasted to grow by 9,054 jobs or 6.6% by 2030.

The top three (3) occupational categories with the highest projected employment increases are:

- health occupations (2,219),
- trades, transport and equipment operators and related occupations (1,675), and
- business, finance and administration occupations (1,410).

Projected occupational losses are expected in:

- natural resources, agriculture and related production occupations (-76).

Leeds and Grenville

Growth is expected in all occupational categories throughout Leeds and Grenville over the next five (5) years, from 2025 to 2030. Employment is forecasted to grow by 2,905 jobs or 7.0% by 2030.

The top three (3) occupational categories with the highest projected employment increases are:

- trades, transport and equipment operators and related occupations (766),
- sales and service occupations (502), and
- health occupations (414).

Frontenac County

Growth is expected in all but one (1) occupational category throughout Frontenac over the next five (5) years, from 2025 to 2030. Employment is forecasted to grow by 5,635 jobs or 6.3% by 2030.

The top three (3) occupational categories with the highest projected employment increases are:

- health occupations (1,719),
- business, finance and administration occupations (957), and
- trades, transport and equipment operators and related occupations (850).

Projected occupational losses are expected in:

- natural resources, agriculture and related production occupations (-96).

Loyalist Township

Growth is expected in all but one (1) occupational category throughout Loyalist Township over the next five (5) years, from 2025 to 2030. Employment is forecasted to grow by 514 jobs or 8.5% by 2030.

The top three (3) occupational categories with the highest projected employment increases are:

- occupations in education, law and social, community and government services (129),
- business, finance and administration occupations (108), and
- health occupations (87).

Projected occupational losses are expected in:

- natural resources, agriculture and related production occupations (-10).

7.8 EMPLOYMENT CHANGES AND OUTLOOK BY INDUSTRY

7.8.1 Employment Changes by Industry

Table 63: Changes in Employment by Industry - EWIB Region

NAICS	Description	2021 Jobs	2025 Jobs	2021 - 2025 Change	2021 - 2025 % Change
11	Agriculture, forestry, fishing and hunting	907	965	58	6.4%
21	Mining, quarrying, and oil and gas extraction	49	46	(3)	-6.1%
22	Utilities	575	637	62	10.8%
23	Construction	6,869	7,501	632	9.2%
31-33	Manufacturing	9,021	10,208	1,187	13.2%
41	Wholesale trade	3,624	3,796	172	4.7%
44-45	Retail trade	14,421	15,269	848	5.9%
48-49	Transportation and warehousing	3,987	4,421	434	10.9%
51	Information and cultural industries	1,116	1,069	(47)	-4.2%
52	Finance and insurance	2,854	3,230	376	13.2%
53	Real estate and rental and leasing	1,863	2,179	316	17.0%
54	Professional, scientific and technical services	4,819	5,776	957	19.9%
55	Management of companies and enterprises	185	197	12	6.5%
56	Administrative and support, waste management and remediation services	5,476	5,241	(235)	-4.3%
61	Educational services	14,494	15,580	1,086	7.5%
62	Health care and social assistance	19,960	23,190	3,230	16.2%
71	Arts, entertainment and recreation	1,491	2,245	754	50.6%
72	Accommodation and food services	8,868	11,914	3,046	34.3%
81	Other services (except public administration)	3,183	3,771	588	18.5%
91	Public administration	14,926	16,658	1,732	11.6%
X0	Unclassified	2,078	2,417	339	16.3%
	Total Employment	120,784	136,328	15,544	12.9%

Source: Lightcast Q3, 2025 (does not include self-employment)

Totals may not add due to rounding and data suppression.

EWIB REGION

In the EWIB region, employment numbers increased by 15,544 or 12.9% from 2021 to 2025. Employment increased in seventeen (17) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:

- health care and social assistance (3,230),
- accommodation and food services (3,046), and
- public administration (1,732).

Industry sectors with decreases in employment were:

- administrative and support, waste management and remediation services (-235),
- information and cultural services (-47), and
- mining, quarrying, and oil and gas extraction (-3).

LEEDS AND GRENVILLE

In Leeds and Grenville, employment numbers increased by 5,380 or 14.9% from 2021 to 2025. Employment increased (or remained the same) in nineteen (19) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:

- accommodation and food service (877),
- health care and social assistance (624) and
- public administration (558).

Industry sectors with decreases in employment were:

- administrative and support, waste management and remediation services (-200).

FRONTENAC COUNTY

In Frontenac, employment numbers increased by 9,147 or 11.5% from 2021 to 2025. Employment increased in sixteen (16) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:

- health care and social assistance (2,495),
- accommodation and food services (2,120), and
- public administration (798).

Industry sectors with decreases in employment were:

- information and cultural services (-68),
- administrative and support, waste management and remediation services (-52),
- mining, quarrying, and oil and gas extraction (-3), and
- management of companies and enterprises (-1).

LOYALIST TOWNSHIP

In Loyalist Township, employment numbers increased by 1,017 or 20.2% from 2021 to 2025. Employment increased or remained the same in seventeen (17) of twenty (20) industry sectors.

The top three (3) industry sectors that had the largest increases in employment were:

- public administration (376),
- educational services (117), and
- health care and social assistance (111).

Industry sectors with decreases in employment were:

- utilities (-18),
- information and cultural industries (-2), and
- agriculture, forestry and hunting (-1).

7.8.2 Employment Outlook by Industry

Table 64: Employment Outlook by Industry - EWIB Region

NAICS	Description	2025 Jobs	2030 Jobs	2025- 2030 Change	2025- 2030 % Change
11	Agriculture, forestry, fishing and hunting	965	967	2	0.2%
21	Mining, quarrying, and oil and gas extraction	46	40	(6)	-13.0%
22	Utilities	637	623	(14)	-2.2%
23	Construction	7,501	7,949	448	6.0%
31-33	Manufacturing	10,208	11,016	808	7.9%
41	Wholesale trade	3,796	3,866	70	1.8%
44-45	Retail trade	15,269	15,842	573	3.8%
48-49	Transportation and warehousing	4,421	4,670	249	5.6%
51	Information and cultural industries	1,069	1,064	(5)	-0.5%
52	Finance and insurance	3,230	3,540	310	9.6%
53	Real estate and rental and leasing	2,179	2,350	171	7.8%
54	Professional, scientific and technical services	5,776	6,189	413	7.2%
55	Management of companies and enterprises	197	231	34	17.3%
56	Administrative and support, waste management and remediation services	5,241	5,558	317	6.0%
61	Educational services	15,580	16,428	848	5.4%
62	Health care and social assistance	23,190	26,568	3,378	14.6%
71	Arts, entertainment and recreation	2,245	2,369	124	5.5%
72	Accommodation and food services	11,914	12,419	505	4.2%
81	Other services (except public administration)	3,771	3,863	92	2.4%
91	Public administration	16,658	17,249	591	3.5%
X0	Unclassified	2,417	2,577	160	6.6%
	Total Employment	136,310	145,378	9,068	6.7%

*Source: Lightcast Q3, 2025 (does not include self-employment)
Totals may not add due to rounding and suppression.*

EWIB REGION

Employment growth is expected in seventeen (17) of twenty (20) industry sectors throughout the EWIB region over the next five (5) years from 2025 to 2030. Employment is forecasted to grow by 9,068 jobs or 6.7% by 2030.

The top three (3) industry sectors with the highest projected employment increases are:

- health care and social assistance (3,378),
- educational services (848), and
- manufacturing (808).

Projected occupational losses are expected in:

- utilities (-14) and
- mining, quarrying, and oil and gas extraction (-6), and
- information and cultural industries (-5).

LEEDS AND GRENVILLE

Employment growth is expected to increase remain the same in twenty (20) of twenty (20) industry sectors throughout Leeds and Grenville over the next five (5) years from 2025 to 2030. Employment is forecasted to grow by 2,906 jobs or 7.0% by 2030.

The top three (3) industry sectors with the highest projected employment increases are:

- health care and social assistance (716),
- retail trade (357), and
- manufacturing (312).

There are no projected occupational losses expected from 2025 to 2030.

Frontenac County

Employment growth is expected in sixteen (16) of twenty (20) industry sectors throughout Frontenac over the next five (5) years from 2025 to 2030. Employment is forecasted to grow by 5,635 jobs or 6.3% by 2030.

The top three (3) industry sectors with the highest projected employment increases are:

- health care and social assistance (2,543),
- educational services (527), and
- manufacturing (419).

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).

Projected occupational losses are expected in:

- information and cultural industries (-22),
- utilities (-8),
- mining, quarrying, and oil and gas extraction (-6), and
- other services (except public administration) (-5).

Loyalist County

Employment growth is expected in sixteen (16) of twenty (20) industry sectors throughout Loyalist County over the next five (5) years from 2025 to 2030. Employment is forecasted to grow by 514 jobs or 8.5% by 2030.

The top three (3) industry sectors with the highest projected employment increases are:

- health care and social assistance (118),
- public administration (108), and
- educational services (81).

Projected occupational losses are expected in:

- utilities (-7),
- transport and warehousing (-2),
- agriculture, forestry, fishing and hunting (-2), and
- arts, entertainment and recreation (-1).

7.9 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, the Survey of Employment, Payroll and Hours, and the Canadian Occupational Projection System (COPS). Projections of the labour market 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 65: Top 25 Job Postings - November 2023 - October 2025 - Leeds & Grenville

NOC	Occupation	Job Postings from Nov 2023 - Oct 2025	% Total Job Postings	Median Annual Wages 2024
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	602	5.4%	\$42,377
3130	Nursing and allied health professionals	480	4.3%	\$88,162
6520	Food support occupations	419	3.7%	\$35,945
6510	Cashiers and other sales support occupations	412	3.7%	\$34,171
4410	Home care provider occupations	359	3.2%	\$52,429
6440	Customer and information services representatives	359	3.2%	\$48,409
6320	Cooks, butchers and bakers	315	2.8%	\$37,192
6531	Cleaners	294	2.6%	\$40,355
9510	Labourers in processing, manufacturing and utilities	293	2.6%	\$46,393
6202	Service supervisors	278	2.5%	\$46,832
4122	Secondary, elementary and kindergarten school teachers	259	2.3%	\$96,408
7330	Transport truck and transit drivers	259	2.3%	\$51,100
7510	Longshore workers and material handlers	252	2.2%	\$44,926
4220	Paraprofessional occupations in legal, social, community and education services	250	2.2%	\$53,008
3310	Assisting occupations in support of health services	243	2.2%	\$49,846
6002	Retail and wholesale trade managers	223	2.0%	\$90,559
1310	Administrative, property and payroll officers	205	1.8%	\$63,187
1120	Human resources and business service professionals	202	1.8%	\$82,282
1110	Auditors, accountants and investment professionals	196	1.7%	\$85,231
1410	Office support and court services occupations	174	1.5%	\$43,507
1440	Supply chain logistics, tracking and scheduling coordination occupations	153	1.4%	\$49,668
6003	Managers in food service and accommodation	149	1.3%	\$67,673
7511	Trades helpers and labourers	148	1.3%	\$52,725
1311	Office administrative assistants - general, legal and medical	137	1.2%	\$57,330
1001	Administrative services managers	129	1.1%	\$120,010
Total TOP 25 Job Postings		6,790	60.4%	
Total Job Postings - Nov 2023 - Oct 2025		11,241	100.0%	\$66,900

Source: Lightcast Q3, 2025. Wages reflect 2024 data and are from employment figures reported in Lightcast, not from job postings.

There were 11,242 new job postings in Leeds and Grenville over the two-year period from November 2023 to October 2025.

The top 25 new job postings accounted for 60.4% 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
- Cashiers and other sales support occupations
- Home care provider occupations

The top five (5) in-demand skills and/or qualifications required by employers in Leeds and Grenville during the period of November 2023 to October 2025 were:

- Communication
- Customer Service
- Detailed Oriented
- English Language
- Sales



Table 66: Top 25 Job Postings - November 2023 - October 2025 - Frontenac

NOC	Occupation	Job Postings from Nov 2023 - Oct 2025	% Total Job Postings	Median Annual Wages 2024
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	2,079	8.4%	\$38,893
6520	Food support occupations	849	3.4%	\$34,255
1310	Administrative, property and payroll officers	753	3.0%	\$52,257
3130	Nursing and allied health professionals	749	3.0%	\$89,424
6440	Customer and information services representatives	726	2.9%	\$41,977
6531	Cleaners	688	2.8%	\$42,714
4410	Home care provider occupations	644	2.6%	\$46,250
6320	Cooks, butchers and bakers	611	2.5%	\$35,958
6002	Retail and wholesale trade managers	607	2.5%	\$76,301
3310	Assisting occupations in support of health services	563	2.3%	\$52,370
6510	Cashiers and other sales support occupations	563	2.3%	\$34,235
7330	Transport truck and transit drivers	546	2.2%	\$45,098
4220	Paraprofessional occupations in legal, social, community and education services	523	2.1%	\$53,510
6202	Service supervisors	514	2.1%	\$42,177
1110	Auditors, accountants and investment professionals	487	2.0%	\$83,426
1410	Office support and court services occupations	479	1.9%	\$46,246
1120	Human resources and business service professionals	420	1.7%	\$77,313
7511	Trades helpers and labourers	408	1.7%	\$49,795
1311	Office administrative assistants - general, legal and medical	398	1.6%	\$54,836
6441	Security guards and related security service occupations	347	1.4%	\$40,408
1001	Administrative services managers	343	1.4%	\$101,229
7510	Longshore workers and material handlers	320	1.3%	\$50,408
6003	Managers in food service and accommodation	305	1.2%	\$50,644
4130	Social and community service professionals	294	1.2%	\$69,000
1440	Supply chain logistics, tracking and scheduling coordination occupations	291	1.2%	\$54,101
Total TOP 25 Job Postings		14,507	58.7%	
Total Job Postings - Nov 2023 - Oct 2025		24,712	100.0%	\$64,430

Source: Lightcast Q3, 2025. Wages reflect 2024 data and are from employment figures reported in Lightcast, not from job postings.

HIRING DEMAND – FRONTENAC COUNTY

There were 24,712 new job postings in Frontenac County over a two-year period from November 2023 to October 2025.

The top 25 new job postings accounted for 58.7% 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
- Administrative, property and payroll officers
- Nursing and allied health professionals
- Customer and information services representatives

The top five (5) in-demand skills and/or qualifications required by employers in Frontenac during the period of November 2023 to October 2025 were:

- Communication
- Customer Service
- Detailed Oriented
- Sales
- Management

Table 67: Top 10 Skilled Trades Job Postings - Nov 2023 - Oct 2025 (EWIB Region)

NOC	Occupation	Job Postings from Nov 2023 - Oct 2025
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	341
72310	Carpenters	216
72020	Contractors and supervisors, mechanic trades	201
72402	Heating, refrigeration and air conditioning mechanics	102
72200	Electricians (except industrial and power system)	94
72400	Construction millwrights and industrial mechanics	91
72300	Plumbers	79
72401	Heavy-duty equipment mechanics	60
72100	Machinists and machining and tooling inspectors	45
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	42

Source: Lightcast Q3, 2025

7.10 BUSINESS COUNTS

The Canadian business counts are produced semi-annually for each June and December, and the data are released in August and February. They can be used to compare the number of businesses across industries, employment-size categories, provinces and territories, and census metropolitan areas (CMAs) and the census subdivisions (CSDs) within them, as well as every CSD in Canada with 10 or more active businesses with employees.

The counts include businesses identified as "active" on the Business Register, Statistics Canada's internal listing of Canadian businesses compiled primarily from Canada Revenue Agency tax records. The Business Register has mechanisms to change the status of a business to "inactive," once tax accounts are formally closed or become dormant over an extended period.

Businesses are counted based on the statistical concept of "location." Each operating location is counted separately, including cases where one business comprises multiple locations.

Businesses are categorized as employer or non-employer businesses depending on whether or not they have paid employees for whom payroll deduction remittances were filed with the Canada Revenue Agency at any point during the previous 12-month period.

Statistics Canada advises cautious interpretation of period-to-period changes in these counts because they can be affected by administrative or methodological changes in the underlying Business Register data.

Starting with the December 2021 counts, refinements to the geographic coding of business locations were made, which improved the geographic classification of some businesses at low levels of geography. Generally, the reclassification is to nearby zones, resulting in only minor impacts on counts for CSDs. There are no impacts on the overall counts for CMAs and census divisions and, by extension, for the provinces and territories.



Table 68: Number of Businesses by 2-Digit Industry and Size - June 2025 - 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	717	599	118	71	26	10	8	1	2	0	0
21 - Mining, quarrying, and oil and gas extraction	11	5	6	1	4	1	0	0	0	0	0
22 - Utilities	43	36	7	3	0	3	0	0	1	0	0
23 - Construction	1,220	678	542	330	137	46	24	4	1	0	0
31-33 - Manufacturing	232	113	119	38	18	22	20	7	6	8	0
41 - Wholesale trade	182	86	96	48	28	11	8	1	0	0	0
44-45 - Retail trade	708	285	423	180	109	64	44	19	5	2	0
48-49 - Transportation and warehousing	270	180	90	47	15	10	10	6	2	0	0
51 - Information and cultural industries	89	53	36	19	10	4	2	1	0	0	0
52 - Finance and insurance	406	317	89	33	29	19	5	3	0	0	0
53 - Real estate and rental and leasing	1,783	1,674	109	85	15	5	3	1	0	0	0
54 - Professional, scientific and technical services	972	704	268	204	35	19	10	0	0	0	0
55 - Management of companies and enterprises	40	35	5	2	1	0	0	2	0	0	0
56 - Administrative and support, waste management and remediation services	368	226	142	80	35	18	5	3	0	1	0
61 - Educational services	104	71	33	18	2	7	3	0	0	1	2
62 - Health care and social assistance	694	399	295	127	68	45	29	14	7	3	2
71 - Arts, entertainment and recreation	196	136	60	22	14	10	9	4	1	0	0
72 - Accommodation and food services	351	129	222	55	56	51	48	11	1	0	0
81 - Other services (except public administration)	760	479	281	170	71	33	5	2	0	0	0
91 - Public administration	23	1	22	0	0	7	4	5	3	3	0
Sub-Total Classified	9,169	6,206	2,963	1,533	673	385	237	84	29	18	4
Unclassified	918	777	141	116	15	7	3	0	0	0	0
Total # Businesses	10,087	6,983	3,104	1,649	688	392	240	84	29	18	4

Source: Canadian Business Counts - Classified Businesses - OneHub Custom Tabulations - June 2025

Totals may not add due to rounding

In June 2025, there were 10,087 total businesses in Leeds and Grenville. Of these total businesses, 6,983 or 69.2% were businesses without any employees and 3,104 or 30.8%, 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 have remained consistent over past years.

In 2025, the top three (3) industries with the highest number of total businesses (with or without employees) in Leeds and Grenville were:

- Real estate (1,783 businesses),
- Construction (1,220 businesses), and
- Professional, scientific and technical services (972 businesses).

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

- Construction (542 businesses),
- Retail (423 businesses), and
- Health Care and social assistance (295 businesses).

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

- Real estate (1,674 businesses),
- Professional, scientific and technical services (704 businesses), and
- Construction (678).



Table 69: Number of Businesses by 2-Digit Industry and Size - June 2025 - Frontenac

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	330	282	48	32	11	5	0	0	0	0	0
21 - Mining, quarrying, and oil and gas extraction	20	9	11	2	6	2	0	1	0	0	0
22 - Utilities	53	39	14	5	1	1	2	3	2	0	0
23 - Construction	1,308	678	630	333	148	79	52	13	3	2	0
31-33 - Manufacturing	260	114	146	44	30	33	24	11	2	1	1
41 - Wholesale trade	210	89	121	38	23	33	16	7	2	2	0
44-45 - Retail trade	1,044	339	705	229	181	170	77	36	7	5	0
48-49 - Transportation and warehousing	622	501	121	58	22	18	11	7	4	1	0
51 - Information and cultural industries	163	89	74	28	18	21	3	4	0	0	0
52 - Finance and insurance	761	588	173	84	38	16	21	11	1	1	1
53 - Real estate and rental and leasing	5,159	4,917	242	177	26	19	12	5	2	1	0
54 - Professional, scientific and technical services	1,564	1,104	460	305	59	52	28	10	6	0	0
55 - Management of companies and enterprises	102	82	20	9	5	2	3	1	0	0	0
56 - Administrative and support, waste management and remediation services	497	287	210	97	45	31	23	10	1	3	0
61 - Educational services	217	152	65	30	8	12	9	2	1	0	3
62 - Health care and social assistance	2,045	1,204	841	543	101	111	56	14	5	8	3
71 - Arts, entertainment and recreation	277	185	92	36	18	15	17	3	3	0	0
72 - Accommodation and food services	603	194	409	81	89	96	92	44	5	1	1
81 - Other services (except public administration)	1,022	569	453	244	113	63	25	3	3	2	0
91 - Public administration	23	1	22	3	1	4	3	4	2	2	3
Sub-Total Classified	16,280	11,423	4,857	2,378	943	783	474	189	49	29	12
Unclassified	1,519	1,218	301	243	24	19	13	2	0	0	0
Total # Businesses	17,799	12,641	5,158	2,621	967	802	487	191	49	29	12

Source: Canadian Business Counts - Classified Businesses - OneHub Custom Tabulations - June 2025

Totals may not add due to rounding

In June 2025, there were 17,799 total businesses in Frontenac. Of these total businesses, 12,641 or 71.0% were businesses without any employees and 5,158 or 29.0% were businesses with employees. As in Leeds and Grenville, over twice as many businesses in Frontenac have no employees compared to those with employees. This number has also remained consistent to previous years.

In 2025, the top three (3) industries with the highest number of total businesses in Frontenac were:

- Real estate (5,159 businesses),
- Health Care and social assistance (2,045), and
- Professional, scientific and technical services (1,564 businesses).

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

- Health Care and social assistance (841 businesses),
- Retail (705 businesses), and
- Construction (630 businesses).

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

- Real estate (4,917 businesses),
- Health Care and social assistance (1,204 businesses), and
- Professional, scientific and technical services (1,104 businesses).

Table 70: Five-Year Change in Business Counts by Business Size in Leeds & Grenville

Business Size	June 2020	June 2024	June 2025	Five Year Change 2020-2025	1 Year Change 2024-2025	% Change over 5 years	% Change over 1 year
TOTAL # BUSINESSES	8,897	9,571	10,087	1,190	516	13.4%	5.4%
Total, without employees	5,855	6,589	6,983	1,128	394	19.3%	6.0%
Total, with employees	3,042	2,982	3,104	62	122	2.0%	4.1%
1-4	1609	1,535	1649	40	114	2.5%	7.4%
5-10	704	693	688	-16	-5	-2.3%	-0.7%
10-19	368	387	392	24	5	6.5%	1.3%
20-49	235	236	240	5	4	2.1%	1.7%
50-99	78	80	84	6	4	7.7%	5.0%
100-199	26	28	29	3	1	11.5%	3.6%
200-499	17	18	18	1	0	5.9%	0.0%
500 +	5	5	4	-1	-1	-20.0%	-20.0%

Source: Canadian Business Counts, Classified & Unclassified Businesses - Custom Tabulations - OneHub

Total may not add due to rounding

In June 2025, there was a net increase of 516 businesses from the previous year in Leeds and Grenville, an increase of 5.4%. Businesses without employees represented 76.4% of this growth and businesses with employees 23.6%.

Businesses without employees had an increase of 394 businesses or a growth of 6.0%, while businesses with employees had an increase of 122 businesses or a 4.1% over last year.

Small businesses with 1-10 employees (2,337) represented 75.3% of the number of businesses with employees.

Table 71: Five-Year Change in Business Counts by Business Size in Frontenac

Business Size	June 2020	June 2024	June 2025	Five Year Change 2020-2025	1 Year Change 2024-2025	% Change over 5 years	% Change over 1 year
TOTAL # BUSINESSES	15,026	17,010	17,799	2,773	789	18.5%	4.6%
Total, without employees	9,944	11,922	12,641	2,697	719	27.1%	6.0%
Total, with employees	5,082	5,088	5,158	76	70	1.5%	1.4%
1-4	2563	2,534	2621	58	87	2.3%	3.4%
5-10	1000	952	967	-33	15	-3.3%	1.6%
10-19	763	807	802	39	-5	5.1%	-0.6%
20-49	520	528	487	-33	-41	-6.3%	-7.8%
50-99	142	183	191	49	8	34.5%	4.4%
100-199	52	45	49	-3	4	-5.8%	8.9%
200-499	31	29	29	-2	0	-6.5%	0.0%
500 +	11	10	12	1	2	9.1%	20.0%

Source: Canadian Business Counts, Classified & Unclassified Businesses - Custom Tabulations - OneHub

Total may not add due to rounding

In June 2025, there was a net increase of 789 businesses from the previous year in Frontenac, an increase of 4.6%. Businesses without employees represented 91.1% of this growth and businesses with employees 8.9%.

Businesses without employees had an increase of 719 businesses or a growth of 6.0%, while businesses with employees had an increase of 70 businesses or a 1.4% increase over last year.

Small businesses with 1-10 employees (3,588) represented 69.6% of the number of businesses with employees.

7.11 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 four charts below (7-10) show monthly numbers of regular EI beneficiaries over the last three (3) years August 2022 – August 2025.

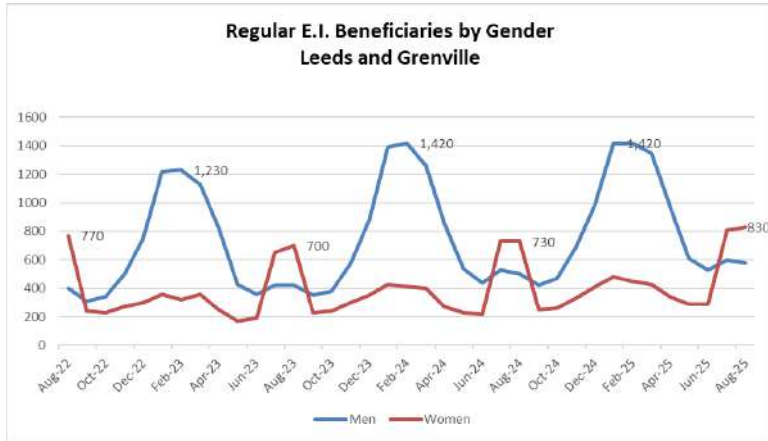
Charts 7 and 8 show similar trends for EI beneficiaries for men and women in Leeds and Grenville and Frontenac. EI benefits for women peaked during the summer months. This may be due to an increased demand to for childcare during their break from school. EI benefits increased for men during the winter months, reflecting seasonal layoffs.

There has also been a steady increase in the number of regular beneficiaries over the last three (3) years for both men and women.

07 LOCAL LABOUR MARKET DATA UPDATES

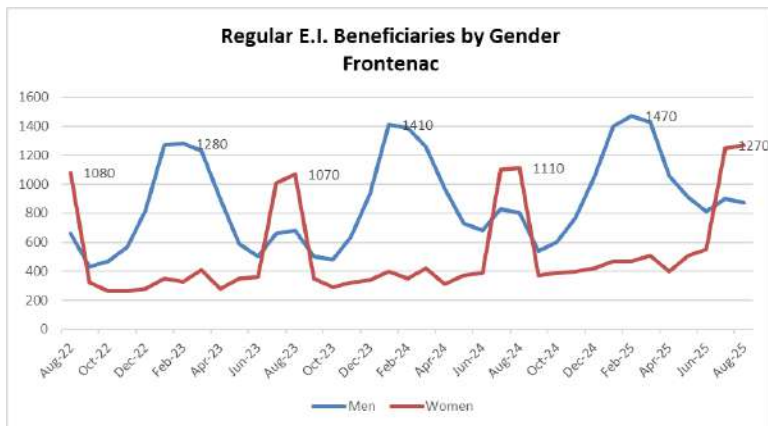
Chart 9 and 10 show beneficiaries in the age group of 25-54 accounting for the highest number of claimants, more than doubling the numbers of those ages 55 and over. These numbers are proportionate to their share of participation in the labour force.

Chart 7



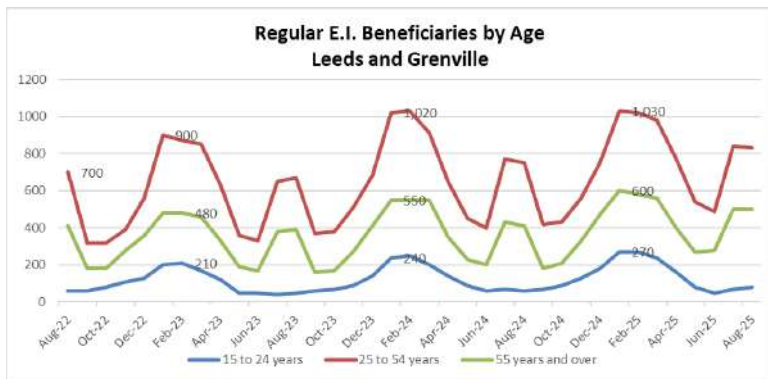
Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

Chart 8



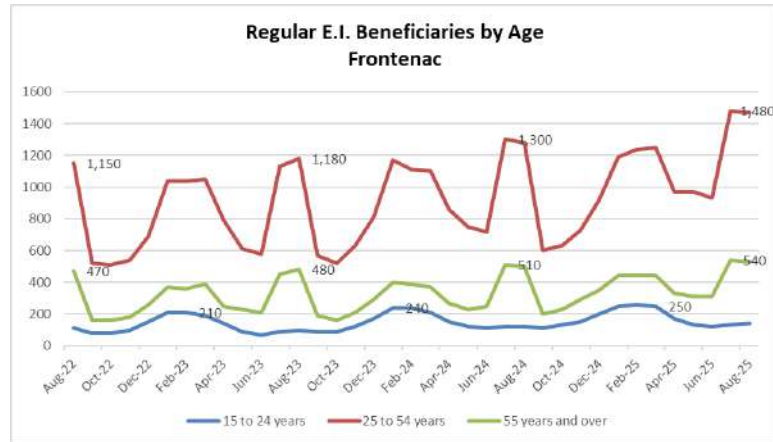
Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

Chart 9



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

Chart 10



Source: Statistics Canada, Table 14-10-0323-01

Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

7.12 AI AND EMPLOYMENT

The effect of AI on employment is complex, involving both challenges and opportunities. While certain jobs may be at risk of automation, the overall trend suggests that AI can lead to job creation and enhanced productivity. To navigate this evolving landscape, workers will need to adapt by acquiring new skills and embracing the changes brought about by AI technologies. Policy makers and businesses must also consider strategies for workforce development and reskilling to ensure that the benefits of AI are widely shared across society.

AI technologies are increasingly capable of automating routine and repetitive tasks, which can lead to job displacement in certain sectors. Roles that involve simple data collection, clerical work, and basic customer service are particularly vulnerable to automation. Research indicates that AI can enhance productivity in sectors like customer service, where AI tools make workers more efficient, potentially reducing the overall workforce needed in those areas.

Despite concerns about job loss, AI is also expected to create new job opportunities. As companies adopt AI technologies, there is a growing demand for skilled workers who can develop, implement, and maintain these systems. For example, jobs in software engineering, data analytics, and AI system management are projected to grow significantly. The McKinsey Global Institute estimates that AI could contribute an additional \$13 trillion to the global economy by 2030, largely through increased productivity and innovation.

AI is transforming existing job roles rather than simply eliminating them. Many professionals are finding that AI tools can augment their work, allowing them to focus on higher - value tasks. For instance, software developers can use AI to streamline coding processes, while financial advisors may leverage AI for data analysis and client management. This shift necessitates a workforce that is adaptable and skilled in using AI technologies effectively.

The impact of AI varies across different sectors. Industries such as healthcare, finance, and technology are experiencing significant changes due to AI integration. In healthcare, AI is being used for diagnostics and patient management, while in finance, robo-advisors are competing with human advisors for client services. The overall effect of AI on employment is not uniformly negative; many sectors are seeing growth in job opportunities as a result of AI adoption.

MEASURING THE APPLICABILITY OF GENERATIVE³⁷ AI TO OCCUPATIONS

Researchers at Microsoft recently released a document [“Measuring the Applicability of Generative AI to Occupations³⁸.”](#) This document analyzes the applicability and impact of generative AI on various occupations by examining user interactions with Microsoft’s Bing Copilot, and focusing on work activities and their success rates. It discusses the measurement of how generative AI can be applied to various occupations. The document identifies forty (40) occupations with the highest AI applicability scores. This indicates that many of the functions of the job could be handled using AI, which may mean an increase in productivity. The program also identifies forty (40) occupations with the lowest AI applicability scores. An occupation with a low AI applicability score indicates that the job is minimally impacted by AI. The occupations that are highly impacted by AI include those related to translation/writing/editing, sales, customer service, programming and clerking. The least-impacted occupations include occupations that require physically working with people, operating or monitoring machinery and other types of manual labour.

Disclaimer: The Microsoft document is very detailed and analytical. The Eastern Workforce Innovation Board makes no attempt to provide validation or analysis of this report. However, we thought it would be interesting to try and provide NOC³⁹ codes for the occupations listed in the report and provide an estimate of local employment data.



³⁷ Generative AI is a type of artificial intelligence capable of generating new content

³⁸ [“Measuring the Applicability of Generative AI to Occupations.”](#)

³⁹ NOC – National Occupational Classification

Top Occupations with Highest AI Applicability Scores (Most Impacted by AI)

Occupations listed as having the highest AI applicability scores, as part of the Microsoft study, were coded with a national occupational code (as close as possible). Estimated employment counts were then added to these occupations from Lightcast (economic modelling platform) for the counties of Leeds and Grenville and Frontenac and Ontario.

From total employment, it is estimated that the percentage of jobs with the highest AI Applicability Scores for Leeds and Grenville is 17.7%, Frontenac 19.9% and Ontario 21.2%.

Table 72: Top Occupations with Highest AI Applicability Scores (most affected)

United Counties of Leeds & Grenville

NOC	Description	2025 Jobs
64100	Retail salespersons and visual merchandisers	1,313
65100	Cashiers	1,024
11202	Professional occupations in advertising, marketing and public relations	454
14101	Receptionists	415
21222	Information systems specialists	374
12200	Accounting technicians and bookkeepers	346
11100	Financial auditors and accountants	339
64409	Other customer and information services representatives	309
62100	Technical sales specialists - wholesale trade	301
64101	Sales and account representatives - wholesale trade (non-technical)	273
14200	Accounting and related clerks	249
11201	Professional occupations in business management consulting	193
11101	Financial and investment analysts	182
21223	Database analysts and data administrators	148
64300	Maîtres d'hôtel and hosts/hostesses	146
41210	College and other vocational instructors	133
52120	Graphic designers and illustrators	106
11102	Financial advisors	96
41201	Post-secondary teaching and research assistants	88
21211	Data scientists	75
41200	University professors and lecturers	65
14404	Dispatchers	57
14301	Correspondence, publication and regulatory clerks	50
21234	Web developers and programmers	49
21210	Mathematicians, statisticians and actuaries	47
51100	Librarians	44
51114	Translators, terminologists and interpreters	40
64320	Tour and travel guides	40

14201	Banking, insurance and other financial clerks	39
14111	Data entry clerks	36
52121	Interior designers and interior decorators	35
14401	Storekeepers and partspersons	34
12113	Statistical officers and related research support occupations	33
41402	Business development officers and market researchers and analysts	31
65109	Other sales related occupations	25
51110	Editors	24
51112	Technical writers	22
64310	Travel counsellors	20
52100	Library and public archive technicians	19
64314	Hotel front desk clerks	18
14300	Library assistants and clerks	14
51101	Conservators and curators	13
14103	Court clerks and related court services occupations	< 10
14402	Production logistics workers	< 10
21233	Web designers	< 10
51102	Archivists	< 10
51111	Authors and writers (except technical)	< 10
51113	Journalists	< 10
52111	Graphic arts technicians	< 10
52114	Announcers and other broadcasters	< 10
64311	Pursers and flight attendants	< 10
64312	Airline ticket and service agents	< 10
64313	Ground and water transport ticket agents, cargo service representatives and related clerks	< 10
	Total # Jobs with Highest AI Score	7,320
	Total # Jobs	41,429
	% of Jobs with Highest AI Score	17.7%

Sources: Microsoft Research Report "Measuring the Applicability of Generative AI to Occupations; Lightcast Q1, 2025, National Occupational Classification System

NOTE: NOC 41200 and NOC 41210 includes all university and college instructors, however, the most significant occupations impacted by AI were in occupations related to economics teachers.

Table 73: Top Occupations with Highest AI Applicability Scores (most affected)**County of Frontenac**

NOC	Description	2025 Jobs
64100	Retail salespersons and visual merchandisers	3,066
65100	Cashiers	2,196
41200	University professors and lecturers	1,987
41201	Post-secondary teaching and research assistants	1,399
14101	Receptionists	919
12200	Accounting technicians and bookkeepers	784
14200	Accounting and related clerks	774
11100	Financial auditors and accountants	642
11102	Financial advisors	616
64101	Sales and account representatives - wholesale trade (non-technical)	517
21222	Information systems specialists	509
11202	Professional occupations in advertising, marketing and public relations	474
41210	College and other vocational instructors	420
64409	Other customer and information services representatives	394
62100	Technical sales specialists - wholesale trade	317
11101	Financial and investment analysts	219
11201	Professional occupations in business management consulting	209
64300	Maîtres d'hôtel and hosts/hostesses	189
21211	Data scientists	174
21223	Database analysts and data administrators	166
14404	Dispatchers	158
51100	Librarians	151
14201	Banking, insurance and other financial clerks	151
65109	Other sales related occupations	137
41402	Business development officers and market researchers and analysts	118
51112	Technical writers	106
14300	Library assistants and clerks	103
14111	Data entry clerks	96
52120	Graphic designers and illustrators	94
14401	Storekeepers and partspersons	83
14301	Correspondence, publication and regulatory clerks	70
52100	Library and public archive technicians	66
21234	Web developers and programmers	56
51110	Editors	53

21210	Mathematicians, statisticians and actuaries	51
51101	Conservators and curators	33
51102	Archivists	30
64314	Hotel front desk clerks	29
51113	Journalists	27
64311	Pursers and flight attendants	21
14402	Production logistics workers	21
64320	Tour and travel guides	17
64310	Travel counsellors	16
14103	Court clerks and related court services occupations	15
21233	Web designers	0
52114	Announcers and other broadcasters	0
12113	Statistical officers and related research support occupations	< 10
51111	Authors and writers (except technical)	< 10
51114	Translators, terminologists and interpreters	< 10
52111	Graphic arts technicians	< 10
52121	Interior designers and interior decorators	< 10
64312	Airline ticket and service agents	< 10
64313	Ground and water transport ticket agents, cargo service representatives and related clerks	< 10
Total # Jobs with Highest AI Score		17,672
Total # Jobs		88,818
% of Jobs with Highest AI Score		19.9%

Sources: Microsoft Research Report "Measuring the Applicability of Generative AI to Occupations; Lightcast Q1, 2025, National Occupational Classification System

NOTE: NOC 41200 and NOC 41210 includes all university and college instructors, however, the most significant occupations impacted by AI were in occupations related to economics teachers.

Table 74: Top Occupations with Highest AI Applicability Scores (most affected)**Ontario**

NOC	Description	2025 Jobs
64100	Retail salespersons and visual merchandisers	225,304
65100	Cashiers	115,474
11202	Professional occupations in advertising, marketing and public relations	110,506
11100	Financial auditors and accountants	95,683
21222	Information systems specialists	95,326
64101	Sales and account representatives - wholesale trade (non-technical)	80,155
64409	Other customer and information services representatives	80,119
12200	Accounting technicians and bookkeepers	62,493
14101	Receptionists	59,754
14200	Accounting and related clerks	59,623
62100	Technical sales specialists - wholesale trade	57,529
11101	Financial and investment analysts	48,108
11201	Professional occupations in business management consulting	43,289
11102	Financial advisors	39,229
41210	College and other vocational instructors	38,670
41201	Post-secondary teaching and research assistants	36,622
21223	Database analysts and data administrators	27,760
41200	University professors and lecturers	27,140
21211	Data scientists	23,551
52120	Graphic designers and illustrators	23,158
64300	Maîtres d'hôtel and hosts/hostesses	22,160
14201	Banking, insurance and other financial clerks	17,201
14111	Data entry clerks	15,496
41402	Business development officers and market researchers and analysts	12,741
14404	Dispatchers	11,560
21234	Web developers and programmers	8,906
14301	Correspondence, publication and regulatory clerks	8,847
21210	Mathematicians, statisticians and actuaries	8,826
52121	Interior designers and interior decorators	7,537
14300	Library assistants and clerks	6,664
64311	Pursers and flight attendants	6,270
51100	Librarians	5,848
65109	Other sales related occupations	5,761
14401	Storekeepers and partspersons	5,695
51110	Editors	5,600
64310	Travel counsellors	5,561
64312	Airline ticket and service agents	5,146

51111	Authors and writers (except technical)	4,928
12113	Statistical officers and related research support occupations	4,754
64314	Hotel front desk clerks	4,480
51112	Technical writers	4,214
51114	Translators, terminologists and interpreters	3,740
14103	Court clerks and related court services occupations	3,402
21233	Web designers	2,705
52100	Library and public archive technicians	2,455
51113	Journalists	2,215
14402	Production logistics workers	1,965
52114	Announcers and other broadcasters	1,205
64320	Tour and travel guides	1,094
52111	Graphic arts technicians	788
51101	Conservators and curators	554
64313	Ground and water transport ticket agents, cargo service representatives and related clerks	485
51102	Archivists	480
Total # Jobs with Highest AI Score		1,548,774
Total # Jobs		7,314,929
% of Jobs with Highest AI Score		21.2%

Sources: Microsoft Research Report "Measuring the Applicability of Generative AI to Occupations; Lightcast Q1, 2025, National Occupational Classification System

NOTE: NOC 41200 and NOC 41210 includes all university and college instructors, however, the most significant occupations impacted by AI were in occupations related to economics teachers.

**Bottom Occupations with Lowest AI Applicability Scores
(Least Impacted by AI)**

Occupations listed as having the lowest AI applicability scores, as part of the Microsoft study, were coded with a national occupational code (as close as possible). Estimated employment counts were then added to these occupations from Lightcast (economic modelling platform) for the counties of Leeds and Grenville and Frontenac and Ontario.

From total employment, it is estimated that the percentage of jobs with the lowest AI Applicability Scores for Leeds and Grenville is 12.8%, Frontenac 11.7% and Ontario 9.7%.

Table 75: Bottom Occupations with Lowest AI Applicability Scores (least affected)

Leeds and Grenville

NOC	Description	2025 Jobs
65201	Food counter attendants, kitchen helpers and related support occupations	1,225
33102	Nurse aides, orderlies and patient service associates	847
75101	Material handlers	736
73300	Transport truck drivers	661
75110	Construction trades helpers and labourers	422
65310	Light duty cleaners	413
73400	Heavy equipment operators	221
73200	Residential and commercial installers and servicers	156
33109	Other assisting occupations in support of health services	70
74203	Automotive and heavy truck and equipment parts installers and servicers	62
73100	Concrete finishers	60
65101	Service station attendants	50
92100	Power engineers and power systems operators	43
33101	Medical laboratory assistants and related technical occupations	43
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	41
73110	Roofers and shinglers	37
40041	Fire chiefs and senior firefighting officers	37
52121	Interior designers and interior decorators	35
74200	Railway yard and track maintenance workers	33
32129	Other medical technologists and technicians	30
75210	Boat and cable ferry operators and related occupations	25
93101	Central control and process operators, petroleum, gas and chemical processing	21
94112	Rubber processing machine operators and related workers	20
92101	Water and waste treatment plant operators	19
94101	Foundry workers	0
31110	Dentists	< 10
32201	Massage therapists	< 10
62201	Funeral directors and embalmers	< 10
72603	Engineer officers, water transport	< 10
83110	Logging machinery operators	< 10
84101	Oil and gas well drilling and related workers and services operators	< 10
Total # Jobs with Highest AI Score		5,306
Total # Jobs		41,429
% of Jobs with Highest AI Score		12.8%

Sources: Microsoft Research Report "Measuring the Applicability of Generative AI to Occupations; Lightcast Q1, 2025, National Occupational Classification System

Table 76: Bottom Occupations with Lowest AI Applicability Scores (least affected)**Frontenac**

NOC	Description	2025 Jobs
33102	Nurse aides, orderlies and patient service associates	2,322
65201	Food counter attendants, kitchen helpers and related support occupations	1,973
65310	Light duty cleaners	1,525
75101	Material handlers	1,030
73300	Transport truck drivers	900
75110	Construction trades helpers and labourers	796
73400	Heavy equipment operators	357
73200	Residential and commercial installers and servicers	334
33101	Medical laboratory assistants and related technical occupations	176
33109	Other assisting occupations in support of health services	156
92100	Power engineers and power systems operators	126
93101	Central control and process operators, petroleum, gas and chemical processing	95
74203	Automotive and heavy truck and equipment parts installers and servicers	94
65101	Service station attendants	80
73100	Concrete finishers	78
32129	Other medical technologists and technicians	78
73110	Roofers and shinglers	76
92101	Water and waste treatment plant operators	55
74200	Railway yard and track maintenance workers	41
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	34
40041	Fire chiefs and senior firefighting officers	27
72603	Engineer officers, water transport	23
75210	Boat and cable ferry operators and related occupations	15
62201	Funeral directors and embalmers	13
94112	Rubber processing machine operators and related workers	12
83110	Logging machinery operators	0
31110	Dentists	< 10
32201	Massage therapists	< 10
52121	Interior designers and interior decorators	< 10
84101	Oil and gas well drilling and related workers and services operators	< 10
94101	Foundry workers	< 10
Total # Jobs with Highest AI Score		10,414
Total # Jobs		88,818
% of Jobs with Highest AI Score		11.7%

Sources: Microsoft Research Report "Measuring the Applicability of Generative AI to Occupations; Lightcast Q1, 2025, National Occupational Classification System

Table 77: Bottom Occupations with Lowest AI Applicability Scores (least affected)**Ontario**

NOC	Description	2025 Jobs
65201	Food counter attendants, kitchen helpers and related support occupations	151,920
33102	Nurse aides, orderlies and patient service associates	108,249
75101	Material handlers	101,073
73300	Transport truck drivers	84,539
65310	Light duty cleaners	64,289
75110	Construction trades helpers and labourers	55,491
73400	Heavy equipment operators	21,612
73200	Residential and commercial installers and servicers	16,857
33101	Medical laboratory assistants and related technical occupations	15,241
33109	Other assisting occupations in support of health services	14,848
92100	Power engineers and power systems operators	11,624
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	8,513
52121	Interior designers and interior decorators	7,537
74203	Automotive and heavy truck and equipment parts installers and servicers	6,107
73110	Roofers and shinglers	5,315
93101	Central control and process operators, petroleum, gas and chemical processing	4,264
74200	Railway yard and track maintenance workers	4,071
92101	Water and waste treatment plant operators	3,767
73100	Concrete finishers	3,749
65101	Service station attendants	3,518
32201	Massage therapists	3,117
32129	Other medical technologists and technicians	2,767
62201	Funeral directors and embalmers	2,503
31110	Dentists	1,995
40041	Fire chiefs and senior firefighting officers	1,351
94112	Rubber processing machine operators and related workers	985
83110	Logging machinery operators	653
72603	Engineer officers, water transport	639
75210	Boat and cable ferry operators and related occupations	320
84101	Oil and gas well drilling and related workers and services operators	266
94101	Foundry workers	183
Total # Jobs with Lowest AI Score		707,365
Total # Jobs		7,314,929
% of Jobs with Highest AI Score		9.7%

Sources: Microsoft Research Report "Measuring the Applicability of Generative AI to Occupations; Lightcast Q1, 2025, National Occupational Classification System

08 ACTION PLAN UPDATE

This action plan outlines proposed partnerships currently underway or those which are planned to be undertaken by the Eastern Workforce Innovation Board

Summary List of Partnerships with Community Stakeholders

- Action #1: Employment Network Committee
- Action #2: LMI Help Desk
- Action #3: Job Board and Job Tools
- Action #4: LMI Bulletins
- Action #5: LMI Resource Tools for Employment Service Providers

Action #1: Employment Network Committee

Challenge(s) To Be Addressed:

- To increase participation in the labour force
- To continue development of workforce planning for employers
- To ensure training, education and experience of workforce match requirements of job opportunities
- To continue development and access to local labour market information

Objective(s)

To foster meaningful connections and collaboration among employment service providers in the area in an effort to help their clients address their labour market needs. Quarterly online meetings are held within the EWIB region to provide an opportunity to share insights, client challenges, labour market trends and explore potential partnerships. They also help service providers stay updated on the latest developments in their field and connect with like-minded professionals.

Lead

Eastern Workforce Innovation Board

Potential Partners

Employment Service Providers, Literacy Partners, Ontario Works and other agencies linked to employment services in our region.

Actions

EWIB chairs and organizes these quarterly meetings which provide a forum for partners to share information on programs and services.

Expected Outcomes/Output

By participating in these meetings, service providers can enhance their professional networks, gain valuable knowledge, and potentially open doors to new business opportunities with the goal of helping their clients reach their labour market endeavours.

Action #2: LMI Help Desk

Challenge(s) To Be Addressed:

To ensure training, education and experience of workforce match requirements of job opportunities
To continue development and access to local labour market information

Objective(s)

To assist individuals, businesses, and policymakers in making informed decisions about career paths and employment and training initiatives. The LMI Help Desk provides insights into employment trends, wages, skill demands, and future opportunities, guiding career choices, training programs, and workforce planning.

The LMI Help Desk is an online service offered to the community to answer questions and provide data on local labour market information. Questions are asked online from the EWIB web-site and delivered to the office. Research and responses are compiled by the staff of EWIB within five (5) business days.

Lead

Eastern Workforce Innovation Board

Potential Partners

Partners in this initiative would be sources of data which would include local labour market studies and information compiled by various community partners. But most data is compiled using external sources such as Statistic Canada.

Users of Service: Community Partners including: Employment Service Providers, Educators, Job Seekers, Economic Developers and other employment agencies.

Actions

April – October: Fifty-one (51) LMI requests have been submitted and addressed as part of the LMI Help Desk Initiative.

A total of 70-80 requests are expected by the end of the fiscal year.

Expected Outcomes/Output

Persons and organizations using the LMI Help Desk service will be able to make informed decisions about career paths and employment and training initiatives. A total of 70-80 requests are expected by the end of the fiscal year.

Action #3: Job Board and Job Tools

Challenge(s) To Be Addressed:

- To increase participation in the labour force
- To ensure training, education and experience of workforce match requirements of job opportunities
- To continue development and access to local labour market information

Objective(s)

To assist the job-seeker in searching for employment, preparing job application documents such as resumes and cover letters and accessing reports on employer recruitment. The job tools include:

- Job Board
- Job Map
- Resume Builder & Cover Letter Generator
- Job Demand and Job Search Reports

EWIB has a paid subscription to these job tools and is responsible for administering this initiative for its region.

Lead	Potential Partners	Actions
Eastern Workforce Innovation Board	Workforce Planning Boards of Ontario, Job Seekers, Employment Service Providers, Educators, and other employment agencies.	<p>Job Demand and Job Search Reports are frequently generated from these job tools.</p> <p>Over 1000 jobs are currently posted (scraped from other job boards)</p> <p>During the last year there was 1,776 job board interactions. Compared to last month there was 228 job board interactions.</p> <p>There were 43,844 total tool interactions over the last 12 months (mouse clicks)</p>

Expected Outcomes/Output

Job Board and Job Tools service will help users in finding employment, preparing job application documents and accessing reports on employer recruitment.

Action #4: LMI Bulletins

Challenge(s) To Be Addressed:

- To continue development and access to local labour market information

Objective(s)

To provide reliable and timely local labour market information for community stakeholders to make informed decisions pertaining to employment and career direction, employment specifications and other workforce and economic issues.

LMI Bulletins are to be completed monthly and contain relevant and selective topics impacting our local labour market. These bulletins also include supporting labour market data, job posting information and links to the LMI Help Desk.

Lead

Eastern Workforce Innovation Board

Potential Partners

Community Partners including: Employment Service Providers, Educators, Job Seekers, Economic Developers and other employment agencies.

Actions

Eight (8) monthly LMI Bulletins were completed for the months of April – November 2025. Four (4) more will be completed for each of the remaining months in this fiscal year.

Expected Outcomes/Output

Timely and relevant information produced pertaining to the local labour market. Completion of monthly LMI Bulletins.

Action #5:

LMI Resource Tools for Employment Service Providers

Challenge(s) To Be Addressed:

- To increase participation in the labour force
- To continue development of workforce planning for employers
- To ensure training, education and experience of workforce match requirements of job opportunities
- To continue development and access to local labour market information

Objective(s)

To provide reliable and timely local labour market information for employment service providers to assist with counselling of clients in order that they are able to make informed decisions pertaining to employment and career decisions.

LMI resource tools include annual data on job postings, employment forecasts by occupation and industry, wage data, occupational demand by TEER categories, and Skilled Trades Ontario listings of apprenticeable trades and links. The tools also include quarterly job posting updates.

Lead

Eastern Workforce Innovation Board

Potential Partners

Community Partners including: Employment Service Providers, Educators, Job Seekers, Economic Developers and other employment agencies.

Actions

Annual data was provided in August 2025 for seven (7) geographical areas in the EWIB catchment area including: counties of Leeds & Grenville, county of Frontenac, municipalities of Kingston, Brockville, Prescott, North Grenville, and Gananoque.

Quarterly job posting updates were provided for two quarters to date: April – June and July – September.

Expected Outcomes/Output

Production of annual and quarterly LMI resource tools.

09 COMMUNITY CONSULTATION PARTICIPANTS

9.1 EMPLOYMENT SERVICE PROVIDERS

ACFOMI	Kingston	12 participants
Career Services	Brockville	4 participants
CSE Consulting	Prescott	3 participants
Employment & Education Centre	Brockville	7 participants
KEYS Gananoque	Gananoque	6 participants
KEYS Kingston	Kingston	15 participants
ReStart	Kingston	14 participants

9.2 ECONOMIC DEVELOPMENT & OTHER AGENCIES

City of Kingston
 Frontenac County
 Health Workforce Innovation
 KEDCO - Invest Kingston
 Literacy Link Eastern Ontario
 North Grenville
 Rideau Immigration Partnership
 SERCO
 Thousand Islands Community Futures Development Corporation
 Town of Prescott
 United Counties of Leeds & Grenville - Economic Development

9.3 CHAMBERS OF COMMERCE

Brockville Chamber of Commerce
 North Grenville Chamber of Commerce

9.4 EMPLOYERS

3M Canada	Brockville	Maverick's Pub	Gananoque
710 Kingston - Cannabis Store	Kingston	McCoy Travel	Kingston
Addictions Mental Health KFLA	Brockville	McDonalds - Gananoque	Gananoque
Addictions Mental Health LLG	Kingston	McDonalds - Kingston	Kingston
Alstom-Bombardier	Kingston	McDougall Bickerton Real Estate	Gananoque
Athens Home Hardware	Athens	Medium Effort Art Supplies	Brockville
Atomica Restaurant	Kingston	Moroni's Restaurant	Gananoque
Bayshore Health Care	Kingston	Nature's Way Landscaping	Gananoque
Bayshore Home Care	Kingston	No Frills Grocery	Gananoque
Beck's Construction	South	North Grenville Community Theatre	Prescott
	Grenville	Ontario Medical Association District 7	Kingston
BeSpoke Skin	Kingston	Purcells Freshmart	Mallorytown
Bickerton Brokers - McDougall	Gananoque/ Kingston	Providence Care	Athens
	Brockville	Redmond Realty	Gananoque
Boardwalk Dental Centre	Brockville	ReMax Realty	Gananoque
Book Trader	Brockville	Royal Ottawa Mental Health Centre	Brockville
Brockville General Hospital	Brockville	Runnings Auto	Gananoque
Burnbrae Farms	Brockville	Seniors Association Kingston Region	Kingston
CANARM	Brockville	Seniors Association Program	Kingston
Carveth Care Centre	Gananoque	Sherwood Park Manor	Brockville
City Cruise Boat Lines	Gananoque	Shoppers Drug Mark - Kingston	Kingston
Coco Cola Canada Ltd	Kingston	Shoppers Drug Mart - Belleville	Belleville
Comfort Inn Hotel	Brockville	Shoppers Drug Mart - Gananoque	Gananoque
Cooke's Fine Foods and Coffee	Kingston	Shorelines Casino	Gananoque
Cornwall's Pub	Rockport	Soussan's Barber Shop	Kingston
Courtyard Kitchens	Kingston	Starbucks - Gananoque	Gananoque
Design On Kingston	Kingston	The Butcher Shop	Brockville
Diamond Hotels	Kingston	The Ivy Restaurant	Ivy Lea
Family & Children's Services		The Maltby Centre	Kingston
of Frontenac, Lennox & Addington	Kingston	The Mortgage Professionals	Kingston
Forman Farms	Gananoque	The Old English Pub	Gananoque
Freedom 55 Investments	Brockville	Thompson Fasteners	Gananoque
Funnell Electrical Contractors Ltd	Gananoque	Upper Canada Family Health Team	Prescott
G Tackaberry Construction Ltd	Athens	Walmart Brockville	Brockville
Gananoque Inn	Gananoque	Willowtree Day Care	Gananoque/ Lansdowne
Glenburnie Grocery	Glenburnie		
Halladay Maple Syrup	Gananoque		
Hampton Inn	Gananoque		
Harvey's Restaurant	Kingston		
Horton's Homestead Farm	Gananoque		
Huck's Marina	Rockport		
Hunt's Guardian Pharmacy	Kingston		
INVISTA	Kingston		
Julian Colters Home Care	Belleville		
Kawartha Credit Union	Brockville		
Ken Miller Excavating	Maitland		
Keystorm Pub	Brockville		
Kimco Steel	Kingston		
Kingston Health Sciences Centre	Kingston		
Luna Pizzeria	Brockville		
Maple Leaf Restaurant	Gananoque		
Maple Leaf Tours	Kingston		
Maltby Centre	Kingston		

10 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 Agglomeration (CA) is defined by Statistics Canada and is formed by one or more adjacent census subdivisions (municipalities) that have a high degree of integration with a central population centre, known as the core. The core must have a population of at least 10,000 based on the data from the previous census. Other municipalities included in the CA must demonstrate a significant level of commuting to the core, indicating economic and social integration. Brockville CA includes the City of Brockville and the townships of Augusta and Elizabethtown-Kitley.

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. Kingston CMA includes the city of Kingston and the townships of Loyalist and South Frontenac.

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) refer 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. 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 15 years of age or older.