

ALL YOU NEED TO KNOW ABOUT YOUR LOCAL LABOUR MARKET



EASTERN WORKFORCE
INNOVATION BOARD

LAND ACKNOWLEDGEMENT

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

SECTION 1: WORDS FROM THE ED

This is our thirteenth monthly labour market bulletin to the community. The topic for this edition is Mental Health and the Workforce. Mental Health Week in 2026 occurs from May 4 through May 10. The week is an important one as it provides an annual opportunity to highlight the prevalence of mental health challenges, to encourage persons who may be struggling to seek help as well as to allow employers to become aware of mental health and addictions services available for their workforces in their local communities. While efforts to decrease the stigma associated with mental illnesses have been ongoing for some time, mental illness for many remains a difficult topic to discuss. Mental illness to many is an invisible disability. It remains in the shadows, leaving persons who are affected, along with their families and caregivers, unfairly bearing an at times significant burden. Employers are becoming aware of the impact that mental health can have on the workforce, and in some cases, adopting a proactive approach by embracing efforts to improve workplace approaches to mental health. We encourage all employers to consider the impacts mental illness has on the workplace, and to work with employees to promote the importance of mental health across the region.

Thank you for your continued support to our work. Please feel free to contact me at 613-893 3334 or by email frank@workforcedev.ca if you have any questions or concerns.

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



SECTIONS OF THE LMI BULLETIN

WORDS FROM THE
EXECUTIVE DIRECTOR

LOCAL LABOUR MARKET
WORKFORCE PLANNING

LOCAL JOB POSTINGS

LMI HELP DESK



SECTION TWO: MENTAL HEALTH AND THE WORKFORCE

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 (1). Increased mental health issues among job seekers, which is a growing labour force challenge, can reduce participation in the workforce, limit job retention, and compound recruitment issues for employers. Workplaces can play an essential part in maintaining positive mental health. They can give people the opportunity to feel productive and be a strong contributor to employee wellbeing overall. At the same time, they can also be a stressful environment that contributes to the rise of mental health problems and illnesses. In Ontario generally, people with mental illness have higher unemployment and lower labour force participation rates than those without disabilities. Stigma, discrimination, and episodic nature of symptoms contribute to employment gaps. About 30 per cent of short- and long-term disability claims in Canada are attributed to mental health problems and illnesses (2). The total cost from mental health problems to the Canadian economy exceeds \$50 billion annually. In 2011, mental health problems and illnesses among working adults in Canada cost employers more than \$6 billion in lost productivity from absenteeism, presenteeism and turnover. (3)

Regionally, our workforce faces similar challenges to others across the Province. During our extensive consultation with employers and partners for our 2025 Local Labour Market Plan, mental health and addictions consistently arose as a challenge for employment service providers, economic development partners and employers. A similar response occurred in last year's LLMP consultation. Partners reported this year that it has become increasingly apparent that we as a community are facing a pandemic of mental health problems, along with an increase in substance use fed by a deadly toxic drug supply. Current local data relating to wait times for adults is 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 (4). The Eastern Workforce Innovation Board's 2025 Local Labour Market Plan has a section on Mental Illness and Addiction focusing on the challenges it brings to the local labour force. It provides additional links to data and information on the topic. We encourage all of our partners to access the section directly.

1 - [Eastern Workforce Innovation Board, LLMP 2025](#)

2 - [Mental Health Commission of Canada, Workplace Mental Health](#)

3 - [Mental Health Commission of Canada, Workplace Mental Health](#)

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

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For employers and partners who may not be aware of Mental Health and Addictions service providers in the area, here are a list of services in the Region;

- Lanark Leeds and Grenville Addictions and Mental Health (5)
- Brockville General Hospital Mental Health Program (6)
- [Royal Ottawa Hospital Brockville](#) (7)
- Addictions Mental Health Kingston Frontenac Lennox and Addington (8)
- Providence Care Mental Health Services (9)
- Kingston Health Sciences Centre – Mental Health Services (10)

5- [Lanark Leeds and Grenville Addictions and Mental Health](#)

6- [Brockville General Hospital Mental Health Program](#)

7- [Royal Ottawa Hospital Brockville](#)

8- [Addictions and Mental Health Kingston Frontenac Lennox and Addington](#)

9- [Providence Care Mental Health Services](#)

10- [Kingston Health Sciences Centre, Mental Health Services](#)

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SECTION 3: LOCAL JOB POSTINGS

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

Job Postings by Occupation in EWIB

NOC	Occupation	Feb-26	Jan-26	Feb-25	Feb 2026 vs Jan 2026	Feb 2026 vs Feb 2025
0	Legislative and senior management occupations	4	6	4	(2)	0
1	Business, finance and administration occupations	289	278	235	11	54
2	Natural and applied sciences and related occupations	115	120	90	(5)	25
3	Health occupations	177	181	133	(4)	44
4	Occupations in education, law and social, community and government services	162	153	157	9	5
5	Occupations in art, culture, recreation and sport	26	20	38	6	(12)
6	Sales and service occupations	578	627	556	(49)	22
7	Trades, transport and equipment operators and related occupations	293	288	218	5	75
8	Natural resources, agriculture and related production occupations	21	14	16	7	5
9	Occupations in manufacturing and utilities	47	73	24	(26)	23
X	Unclassified occupation	36	28	26	8	10
Total Across All Occupations		1748	1788	1,497	(40)	251

Source: Lightcast

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

In February 2026 there were 1,748 new job postings. This was a decrease of 40 job postings from the previous month of January and an increase of 251 job postings from a year ago reported in February 2025. The most significant increase in job postings from last month was in business, finance and administrative occupations of 11 jobs. Compared to last year, the largest increase of job postings was in trades, transport and equipment operator occupations of 75 jobs.

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Top 20 Job Postings by Occupations February 2026 - EWIB Region

NOC Code	Occupational Title	# Job Postings
64100	Retail salespersons and visual merchandisers	53
64101	Sales and account representatives - wholesale trade (non-technical)	50
13100	Administrative officers	49
60020	Retail and wholesale trade managers	44
73300	Transport truck drivers	46
31301	Registered nurses and registered psychiatric nurses	38
64409	Other customer and information services representatives	42
44101	Home support workers, caregivers and related occupations	37
75101	Material handlers	33
63200	Cooks	31
65102	Store shelf stockers, clerks and order fillers	29
65201	Food counter attendants, kitchen helpers and related support occupations	26
60030	Restaurant and food service managers	27
65200	Food and beverage servers	23
65311	Specialized cleaners	23
42201	Social and community service workers	25
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	20
65310	Light duty cleaners	20
14100	General office support workers	17
75110	Construction trades helpers and labourers	17

Source: Lightcast Job Postings February 2026



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SECTION 4: LMI HELP DESK

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

A graphic with a light blue to yellow gradient background. The text 'LMI HELP DESK' is in large, bold, dark blue letters. Below it, 'ASK THE EXPERT' is in smaller, bold, dark blue letters. At the bottom, the website 'WWW.WORKFORCEDEV.CA/LMI-HELP-DESK/' is written in a smaller font. The Eastern Workforce Innovation Board logo is in the bottom right corner of the graphic.

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