



Labour Market Planning Report 2020/2021





Our Mission:

To work collaboratively with community partners on the creation of innovative workforce development solutions that meet local labour market needs.

The Labour Market Group of Renfrew and Lanark (LMG) represents one of 26 workforce planning areas in the province of Ontario. Funded by the Ministry of Labour, Training and Skills Development (MLTSD), we work to provide accurate and timely labour market information to employers, job seekers and organizations that use labour market

data for strategic planning purposes. The group provides annual labour market reports that outline trends in the local labour force using statistical data from several sources, as well as intelligence gathered from local employers and employment agencies. More information on our projects can be found on our website at www.renfrewlanark.com.

Our Values:

Caring

Respect

Quality

Integrity

Our Team



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Executive Summary

Located in Eastern Ontario and bordering on the western edge of the National Capital Region, Renfrew and Lanark Counties cover a combined area of 10,679 km² with a total population of 180,177. Historically, both counties have had similar economies that were very active in manufacturing, agriculture, and forestry, resulting in higher rates of local educational attainment in apprenticeships, trades, and college diplomas.

As a result of an aging population, youth out-migration and slower than average population growth, many sectors within the region continue to experience an acute skilled worker shortage (including the health care, manufacturing, skilled trades and transportation sectors). This trend has also been seen in rural communities across Ontario. Recruiting skilled workers, newcomers and Indigenous youth from urban centers has been identified as a priority for community partners within our region. As a workforce development board, providing youth and job seekers with accurate and up-to-date labour market information is crucial to allow them to make evidence-based decisions regarding post-secondary education, training and career pathways. Planning careers based on this information will be critical for the future economic success of our region.

The Labour Market Group of Renfrew and Lanark (LMG) continues to provide customized Labour Market Information (LMI) education and training to a variety of community agencies and partners upon request. During 2020, the LMG held over a dozen LMI presentations for our community partners including Chambers of Commerce, Employment Services providers, Garrison Petawawa and our district school boards during their Take Your Kids To Work Day. These opportunities to work directly with our community partners, employers and job seekers have helped to contribute to many projects including our annual Local Labour Market Planning report, EmployerOne Survey, Worker Impact Study and LMI Toolkit for Youth.

As with many organizations, the COVID-19 pandemic has created many challenges and opportunities for our service delivery. Moving to online delivery for our Labour Market Summit and professional development activities has allowed us to increase our participation and engagement from both new and returning community partners. As we move forward in 2021, we look forward to continuing to work with our community partners, employers and job seekers as our region moves into the recovery phase and begins to chart a path forward beyond the COVID-19 pandemic.



Background

In the Province of Ontario, there are 26 Workforce Planning Boards, which receive funding from the Ministry of Labour, Training and Skills Development (MLTSD). Each board facilitates a local labour market planning (LLMP) process that identifies and prioritizes labour market issues. Once issues are identified, the Workforce Planning Board works with community partners, service providers and employers to develop a plan of action to meet the changing labour market needs of the community.

In place of a local planning board, the Labour Market Group of Renfrew and Lanark (LMG) has delivered the LLMP process within our region since 2007. The LMG works collaboratively with dozens of service providers, community partners and employers. Each partner helps to provide effective local labour market intelligence and feedback on community projects so that we can better serve our communities within the region.

Acknowledgements

This project is funded in part by the Government of Canada and the Government of Ontario.



The Labour Market Group of Renfrew and Lanark is a special project of Algonquin College and a proud member of Workforce Planning Ontario.

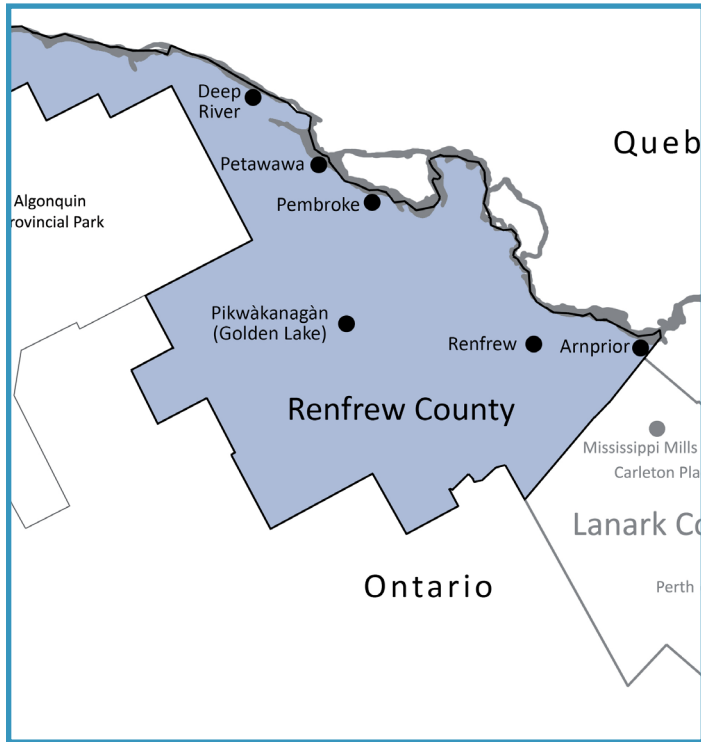


www.workforceplanningontario.ca



Demographic Overview

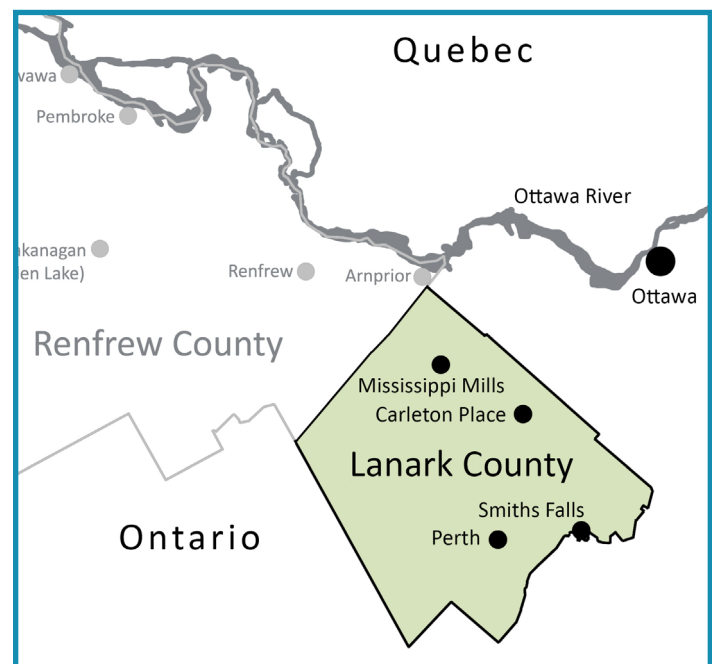
Renfrew County – Demographic Profile



Renfrew County has a total population of 106,858. The county is geographically the largest in Ontario, encompassing approximately 7,645 square kilometres. Located in the heart of the Ottawa Valley, it stretches along the shores of the Ottawa River from the outskirts of Ottawa in the east to the northern tip of Algonquin Park's wilderness in the west. Renfrew County is home to over 900 pristine lakes and four major river systems. The county is highly diverse, ranging from wilderness areas, which make up half the county, to highly industrialized and developed areas with world-class employers and facilities using the latest technology. The natural environment is unique, and rural, lending itself to a wide range of outdoor and tourism activities. There is a total of 18 municipalities in Renfrew County, including the independent City of Pembroke.

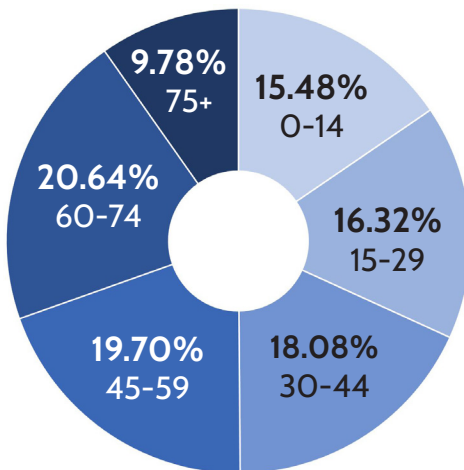
Lanark County – Demographic Profile

Lanark County has a total population of 73,319. The county is a geographically large and diverse region covering an area of 3,034 square kilometres. Lanark County has two large rivers, the Mississippi and Rideau, which both flow into the Ottawa River. Located on the western boundary of Ottawa, Lanark County is the Maple Syrup Capital of Ontario. Comprised mostly of rural areas with pockets of urban activity, Lanark County advertises “a superior quality of life.” The county is said to offer “the best of both worlds,” having communities surrounded by the beauty of nature while still being only minutes away from world-class amenities in the nation's capital. There is a total of nine municipalities in Lanark County, including the independent Town of Smiths Falls.



Age Characteristics

Renfrew County



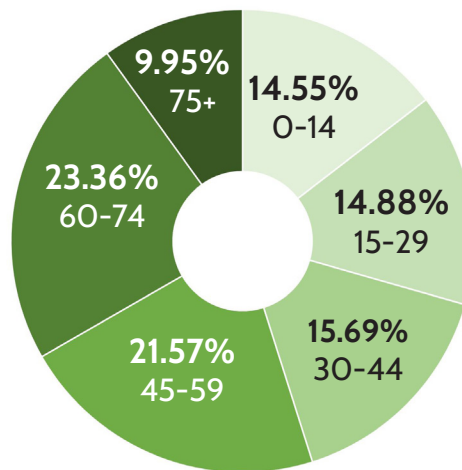
49.8%

of the population is
45 years and older

16.6%

of the population is
between 15-29

Lanark County



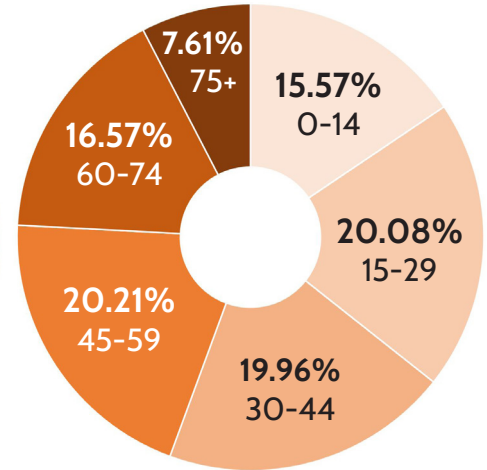
54.5%

of the population is
45 years and older

15.1%

of the population is
between 15-29

Ontario



44.3%

of the population is
45 years and older

20.2%

of the population is
between 15-29

Source: EMSI Analyst Projection, 2021

Median Age

Region	Median Age (2011)	Median Age (2016)	DIFFERENCE
Renfrew County (3547)	43.9	44.8	0.9
Lanark County (3509)	46.2	48.2	2
Ontario	40.4	41.3	0.9

Source: Statistics Canada 2011 and 2016 Census

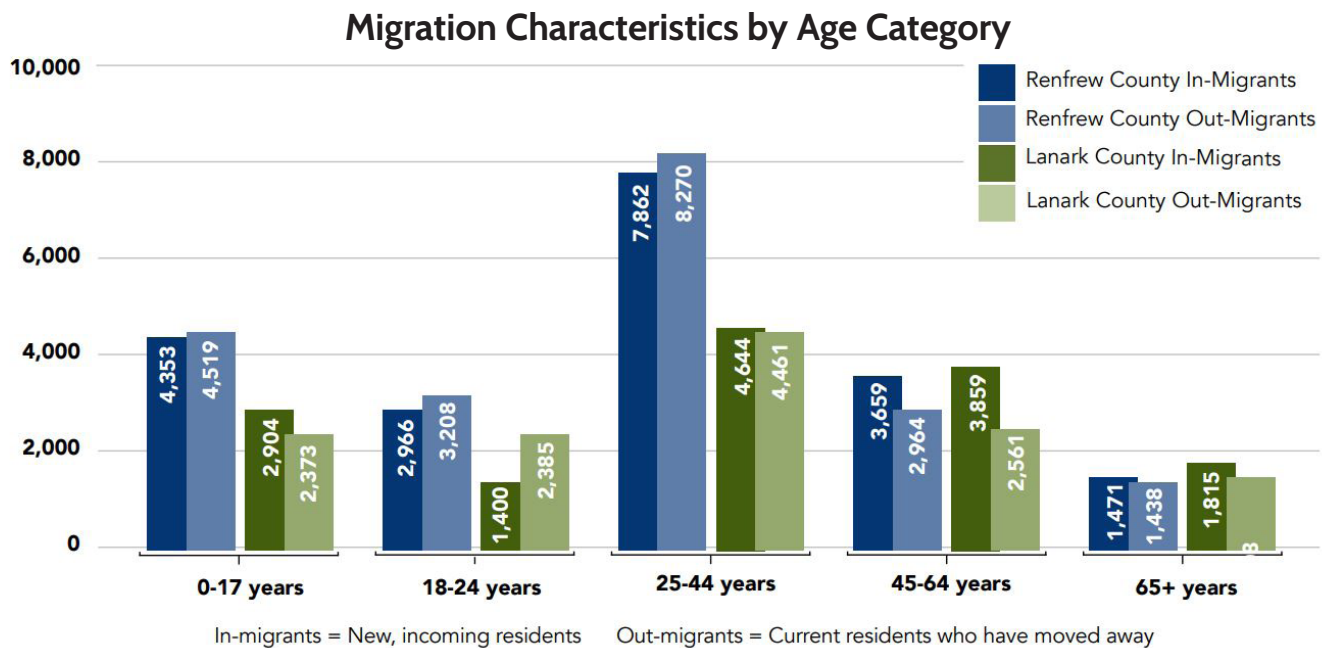
Population Change 2019-2020

CENSUS DIVISION	2019	2020	Population Change
Renfrew County (3547)	106,727	106,858	+ 0%
Lanark County (3509)	72,883	73,319	+ 1%
Ontario	14,566,547	14,743,379	+ 1%

Source: EMSI Analyst Projection, 2021

Migration Characteristics

The following graph shows migration characteristics of Renfrew and Lanark Counties between 2011 and 2016.



Projections by Statistics Canada

-88 Total Net Migrants in Renfrew County from 2011 - 2016

1303 Total Net Migrants in Lanark County from 2011 - 2016

Source: Statistics Canada 2011 and 2016 Census

Migration characteristics describe the movement of people from one place to another, usually across a political boundary for the purpose of establishing a new residence. Migration can be international (between countries) or interregional (within countries). One of the most significant migration trends observed in the last decade or more has been rural to urban migration—the movement of people from the countryside to cities in search of opportunities.

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Highest net increase in 45-64 age group = 895. 2. Highest net decrease in 25-44 = 408. 3. As current and future workforce growth appears limited, proactive recruitment and retention measures should be investigated and additional research may be warranted. | <ol style="list-style-type: none"> 1. Highest net increase in 45-64 age group = 1267 2. Highest net decrease in 18-24 = 985 3. Likely attributed to youth pursuing post-secondary education opportunities outside the County, Additional research in this area may be warranted. |
|--|---|

In both counties, the increase in people over the age of 45 and the continued growth of an older demographic will place higher demands on health care services and health care workers needed regionally.

Local Intelligence: The COVID-19 pandemic has created unique challenges for job seekers and employers alike. Local Employment Service providers have noted that there are increased fears related to the return to work due to a lack of transportation and child care, technology illiteracy and medical safety reasons (i.e. immunocompromised self and/or family members). There has also been growing mental health concerns and more uncertainty about long-term career development as a result of the pandemic.

Community Updates



Algonquins of Pikwakanagan First Nation Update by Lisa Meness, Communications Specialist

The Algonquins of Pikwakanagan First Nation have occupied our Territory since time immemorial, practicing our Traditions and living in accordance to our cultural and land laws. The Algonquins of Pikwakanagan First Nation (AOPFN) is located on the shores of Golden Lake and the Bonnechere River in Renfrew County. AOPFN is a proud and progressive community established in 1873, following a petition to purchase our own land. This resulted in the Golden Lake Indian Reserve No. 39. with a land mass of 1,505 acres.

Today, the community is driven; strategic plans are developed, sanctioned, administered and delivered by the Pikwakanagan administrative team and an elected Chief and Council serving 450 residents on reserve and a broad membership of approximately 2,700 people. The Administration Office provides programs and services and manages the same level of core services as a municipality and township. A key service is provided through the Economic Development department “to develop and promote Pikwakanagan First Nation as a thriving, living and working self-sustainable Algonquin community”.

The Economic Development department expanded with offices located in the Industrial Building of the Limited Partnership located at 469 Kokomis Inamo, Pikwakanagan. The Economic Development team has also expanded to meet the on-going requests and opportunities from organizations, industries and stake holders. Amanda Two-Axe Kohoko, Consultation Coordinator is continuing

to implement the AOPFN Consultation and Engagement Protocol with regards to consultation and meaningful engagement. The department will continue to create and maximize opportunities beneficial to AOPFN by establishing meaningful partnerships to build capacity in the AOPFN organization and community.

Also provided within the department are the on-going employment and training services. Christine Hutchinson, Employment Development Officer can assist on and off members with the training and funding initiatives. To access applications for education through Kagita Mikam, the Applicant must be a status member of the AOPFN. You can reach Christine at 613-625-2800 for more information regarding funding support.

For more information, please contact:
Lisa Meness, Communications Specialist
Algonquins of Pikwakanagan First Nation
(613) 401-0312



Photo: Algonquins of Pikwakanagan First Nation



Local Immigration Partnership of Renfrew and Lanark

Update by Lucas Bramberger, Research Officer

Closed borders, limited international travel and fear of the spread of a deadly virus stalled immigration to Canada in 2020. The impact of the COVID-19 pandemic was felt around the globe but the Local Immigration Partnership program in Renfrew and Lanark Counties, continued to focus its work on creating welcoming communities.

When Black Lives Matter protests took centre stage around the world and when stories of racism surfaced in Renfrew and Lanark Counties, the LIP engaged in community roundtables to start addressing concerns about systemic racism. The stories we heard were heartbreaking, but they have also inspired many community champions to get involved in the work that needs to be done to eradicate racism from our communities.

In some municipalities, diversity and inclusion committees have been established and anti-racism declarations have been issued by municipal councils. This work and commitment towards building community capacity is contributing to creating more opportunities for immigrants to secure employment in our cities, towns and villages, a key factor in attracting newcomers to rural areas.

The work of LIP is to share knowledge, conduct research and facilitate community interactions that help create the conditions for communities to increase their newcomer population. Initiatives like delivering information sessions and training through our partner organization, Community Settlement Initiative, helped us educate more people about unconscious bias while also helping them explore the differences between empathy and sympathy. These sessions provided opportunities for people to learn more about the importance of inclusion in

building stronger communities, by helping them understand the challenges many newcomers face when they re-locate to communities that have limited diversity.

We engaged in a lot of community conversations over the past year, such as our All of a Kind: Anti-racism community circle, a group of community stakeholders working together to support anti-racism programming. Discussion groups like this one are so important because they are helping to build a foundation for newcomer settlement in Lanark and Renfrew Counties.

Moving forward, we will work with our community partners to pursue new opportunities that build capacity to support newcomers, such as job creation. We'll continue engaging with community champions with a sharp focus to help our region reach its full potential in creating welcoming communities. There's still much work to do, but we are continuing to make progress and that's exciting.





team has adopted thorough measurement and evaluation techniques to demonstrate the model's effectiveness and impact. The evidence will be delivered in a final report in March 2021 with the hopes of attracting further investment. The results so far are promising for the sustainable future of our local economies. Renfrew County has never received an investment in settlement services in the past and the community's ability to attract new residents has reflected that. Lanark County so far had only limited access to settlement services.

If our rural area is to compete successfully for skilled labour, increase the number of young families who choose to migrate here, and retain local employers already facing workforce shortages, we must attract and retain new residents, including newcomers to Canada. With community allies leading the effort to provide settlement support and services in the local places newcomers live and tailored to the newcomers' needs, our region will be perceived as a welcoming and therefore attractive destination.



Garrison Petawawa Personnel Services

Update by Lieutenant Robert Hall, Personnel Selection Officer

The Garrison Personnel Selection Office (PSO) continues to assist members of the Canadian Armed Forces (CAF) with their transition from the military. Despite limitations on face-to-face contact over the past year, the PSO has virtually connected members of the LMG and other local organizations directly to Garrison members. For instance, collaboration with Employment Ontario and the PMFRC allowed for virtual assistance to transitioning members seeking to enhance their resume and develop other essential career search skills. Additionally, the well-established relationship with the RCDSB enabled many Garrison members to take advantage of online academic upgrading and aptitude test preparation opportunities. Over the next year, the PSO will further enhance virtual programs and continue to work with local organizations to provide resources and opportunities for Garrison members contemplating a release from the CAF.

Office Staff:

- Major Brittany Mayne
- Capt. Robert Hall
- Capt. Cindy LaVine
- Lt. Renan Bandelaria
- Lt. Renee Motton
- Ms. Kelly Meeks (Administrative Assistant)





Lanark County Economic Development Services

Update by Amber Coville, Business Development Officer

Coming into 2020, Lanark County was managing steady growth from the previous five years, where a fundamental shift in the business climate took place, supported by an influx of start-up activity and growth across many industries. Likewise, across the county, there was steady population growth fueled by the significant inward migration of people from elsewhere in Ontario.

Before the pandemic, the rise in start-up activity contributed to a 6% increase in new businesses in farming, construction, manufacturing, and retail, financial and other services. This growth brought many excellent economic benefits and further illuminated the workforce challenges related to the availability of qualified workers, the workforce's stability, and the ability to attract employees. Workforce challenges became significantly harder to resolve as the restrictions of the pandemic took hold in our communities. Following a series of workforce development roundtables in 2020, it was identified that many employers are now managing employees reassigned to new jobs for the duration of the pandemic and those working remotely for the first time. Recruiting, training, and maintaining a sufficient workforce has its own unique challenges during the COVID crises. Workers, especially those in essential services, are working long hours and are responsible for maintaining stringent health protocols. They are also faced with finding childcare, home schooling, and protecting their health, among other concerns related to the pandemic.

Lanark County, like every other community, has felt the effects of the COVID-19 pandemic. Among the many consequences has been an increase in displaced workers and unemployment. But despite this rise in people looking for work, skills shortages

continue to be a challenge as the "skills gap" continues to plague employers struggling to hire appropriately trained workers. Innovation has been and remains fundamental to our economic strategy, and we continue to collaborate with progressive partners on new collaborations for workforce development as antiquated approaches to economic development no longer suffice. Although challenges in the labor market are nothing new, workforce development, upskilling, and reskilling of our workforce will continue to be a core approach to recovery in Lanark County. Building a skilled, agile, and resilient workforce will play a vital role in a sustainable and inclusive recovery of the pandemic and its economic effects.

By way of a service agreement, Valley Heartland Community Futures Development Corporation fulfills economic development services for the County of Lanark. This collaboration continues to be an effective partnership that leverages the strengths of each partner and is driving economic development activities county-wide.

For more information, on Lanark County Economic Development contact Amber Coville, Business Development Officer, at EcDev@valleycfdc.com or 613-283-7002, ext 110.





Town of Smiths Falls

Update by Jennifer Miller, Economic Development Officer

In 2020, as the COVID-19 pandemic unfolded in Canada and around the world, the economic situation in Smiths Falls was also rapidly evolving. Smiths Falls was in a uniquely precarious position in that an economic resurgence was slowly building momentum between 2014 and 2020. This meant a number of local businesses were within their critical first five years of operations and the pandemic couldn't have come at a worse time.

At the same time, one of Smiths Falls' major employers, Canopy Growth Corp., was in the midst of a series of layoffs that reflected shifts within the cannabis industry in Canada and further impacted the labour market.

In spite of this, there were 5,673 jobs in Smiths Falls in 2020, an only five per cent reduction over 2015 levels that reflects the impacts of COVID-19 on staffing levels.

Smiths Falls fared better than most because the Smiths Falls' community rallied around our small businesses. While there were several permanent closures due to the pandemic, there were also some businesses who thrived.

These businesses hired more staff and effectively picked up the slack from businesses which were forced to close their doors. It was heartening to see that in spite of the pandemic a handful of new businesses opened their doors in Smiths Falls, employing staff of varying levels of industry. In response to these special challenges, the Town of Smiths Falls worked alongside local businesses to distribute valuable funding information from other levels of government, as well as to deliver shop local programs to help bolster the local economy and keep staff employed and businesses thriving. Business retention was a priority for Smiths Falls' economic development department, and significant staff resources were dedicated to that goal.

A COVID-19 grant program distributed \$50,000 in funds while shop local programs generated upwards of \$100,000 in direct revenue for businesses. The labour market in Smiths Falls remains challenged as the pandemic continues, however the town of Smiths Falls continues to develop policies and programs that will assist businesses in weathering the COVID-19 storm now and into the future.





Algonquin College (Perth Campus)

Update by Chris Hahn, Dean

Algonquin College's Perth Campus, like other businesses in our local community, was heavily affected by the pandemic this past year. As a Campus, and larger College community, in March 2020 we quickly moved all of our on-campus activity to remote delivery. This move impacted our learners and team, changed how we operated, and stalled the launch of our inaugural Brick and Stone Mason Pre-Apprenticeship and Regulatory Affairs – Science programs.

Eventually, we regained our footing, and witnessed our students and campus team pull together in incredible ways; supporting each other, collaborating innovatively, and continuing to learn. During this time we were also able to come together to support our community by donating thousands of pieces of PPE to local healthcare workers on the frontlines of the pandemic.

In April 2020 we officially opened our Practical Nursing program to applications and have since received 200+ applications for the May 2021 launch; the intake is now waitlisted as we look forward to re-opening our healthcare lab to these learners. Practical Nursing will join the campuses other Spring program intakes of Early Childhood Education and Regulatory Affairs – Sciences.

As summer turned to fall, we welcomed new groups of students to our Business-Agriculture, Heritage Carpentry & Joinery, and Police Foundations programs. While most learning, outside of labs, again happened remotely, we continue to be inspired by the resilience and dedication of our students, faculty, and staff.

In October 2020, after a pandemic-related delay, we safely welcomed the Brick and Stone Pre-Apprenticeship learners onto our campus. This program, which received 218 applications, is a wonderful example of a strong partnership between the Perth Campus, the Ontario Masonry Training Centre, and Perth Community Employment Services.

Finally, as we were about to turn the calendar on 2020, we said farewell and congratulations to the international cohort of Computer Programmer students. This dedicated group of learners completed their program during a pandemic and far from home.

2020 also held a big milestone for the Campus and our community; our 50th Anniversary! On December 15, 1970 the “Lanark Campus” had opened, and while there was no party or cake to celebrate, there was quiet celebration and memories shared.

While 2020 undeniably had its challenges, it also had its triumphs. As we move into 2021, our team is excited about the future of the Perth Campus in Lanark County and is dedicated to continuing to bring world-class education to the area.

ALGONQUIN
COLLEGE



Renfrew County District School Board (RCDSB)

Update by Alex Harris, OYAP and SHSM Coordinator

The Renfrew County District School Board (RCDSB) has a wide range of programs on offer in each of our secondary schools. These co-curricular and extracurricular programs are designed to allow students the opportunity to explore their interests with school and community partners. Each secondary school has a mix of unique specific programs as well as other student opportunities that are available Board-wide. The programs that are available at each school include Specialist High Skills Major (SHSM) programs, Cooperative Education (co-op), the Dual-Credit program, and the Ontario Youth Apprenticeship Program (OYAP).

Here at the RCDSB, our goal is to inspire and empower all of our learners so that they can achieve their goals and dreams. We inspire and empower students in our in-person and virtual schools to develop global competencies that will ensure the achievement of success in whichever pathway a student may choose. Both built and virtual learning environments are grounded in student well-being and equity and inclusion. Caring staff and a sense of community and belonging for all learners are central to our curriculum delivery.

Opportunities to enhance learning are many and varied and we hope to inspire all students to be lifelong learners who will help drive the future economic engine of Renfrew County.

The past year certainly brought novel challenges as SARS-CoV-2 forced many shifts in our program delivery to students in our elementary, secondary, and continuing education programs. However, like most other service providers, we have navigated new waters and still managed to provide our clients with authentic and inspired learning experiences. Our graduates take many post-secondary pathways including direct entry into the local labour force. The experiences we offer our learners prepares them for their planned post-secondary pathway and employment opportunities and also provides them with the flexibility they'll need to adapt to changing labour market demands.

Learning at RCDSB is inspired, and follows our motto of "Inspire, Empower, and Achieve". Please visit our website to discover more about our County, our schools, our philosophy, and our student programs.





County of Renfrew Economic Development Services

Update by Alastair Baird, Manager of Economic Development Services

2020 was, of course, an unusual year as we dealt with a prolonged global pandemic, and its' effects on businesses and the workforce were significant and damaging. The disruptions in workplaces varied significantly from sector to sector. Despite this, there was significant new business activity, investment, openings and areas of strong workforce activity. Twenty-eight new businesses opened in Renfrew County; however, several businesses in commercial space were forced to close. We are unsure of the number of home-based businesses that may have ceased operations.

Retail, Tourism, Accommodations and Services

Retail, food and beverage, personal service, accommodations and tourism businesses were the most affected by mandated closures and the resulting significant workforce reductions and layoffs. An estimated 1,700 jobs were lost during the strictest business restriction periods. Five personal service businesses across the county were forced to shut down. Fitness clubs, yoga studios and physiotherapy clinics were severely affected by the pandemic.

Manufacturing, Pharmaceutical, Sawmill and Wood Processing

This sector overall experienced near normal or increased activity. Major road, infrastructure and general construction activities, recognized by government as vital to keep the economy functioning, were permitted to continue. Multi-unit and single family homes and apartment projects were also able to proceed and many individual homeowners undertook renovations. This created strong demand for lumber, building supplies and materials and workers. Manufacturing supplying predominately the aviation sector did experience some significant downturn in demand.

Agri-business

This sector continued strongly with normal domestic consumption and the maintenance of international market access. While many small food processors were daunted by the circumstances, temporarily ceased operations, taking a wait and see approach, other small local food producers and processors adapted and continued to reach clients and saw significant increases in demand and sales.

Construction, Contractor and Skilled Trades

This sector was extremely active throughout the pandemic. The quadrupling of real estate transactions, and many of them for rural properties, resulted in much new construction and renovation activity. This combined with stable infrastructure and major construction projects on Garrison Petawawa and at Canadian Nuclear Laboratories resulted in a fully engaged workforce, with availability challenges for the skilled trades.

Science and Technology

This sector, largely represented in Renfrew County by Canadian Nuclear Laboratories (CNL), maintained their level of employment with remote-work arrangements. With a very large operations area and buildings, safe separation distances could be maintained for workers who were required on site.

Across all sectors of the economy, business owners and employee managers universally commented that the government wage support and employee support programs were critical and essential to enable them to continue to operate on a reduced schedule and survive the pandemic. These programs have enabled workers to keep working and/or to maintain their basic standard of living so that they are in a position to return to work as required. This was critical to maintain

the foundations of the local and national economy. Employers also note that, if the pandemic continues, wage and employee support programs must continue to be deployed to avoid an economic and workforce collapse. The workforce challenges present prior to the pandemic, continued throughout it as much of our economy continued to run at a near or above normal rate. We expect to face these pre-existing workforce challenges post-pandemic.



City of Pembroke

Update by Heather Sutherland, Economic Development & Tourism Officer

In 2020, as with everywhere else in the world, assisting businesses during the COVID-19 pandemic was paramount in the City of Pembroke. Two main initiatives were undertaken to help businesses financially, the COVID-19 Business Support Grant under the City's existing Community Improvement Plan (CIP), and the COVID-19 Business Development Fund in partnership with Enterprise Renfrew County.

The COVID-19 Business Support Grant was introduced under the CIP with the intent to assist businesses with new health and safety measures due to the pandemic. Under the grant, 24 applications were approved and \$30,678.03 was committed to applicants from the city for their projects. Additionally, under the COVID-19 Business Development Fund, the city contributed \$50,000

to support 25 businesses in helping them to adapt or pivot during the pandemic.

In 2020, the city's economic development department also launched the Pembroke Business Bulletin, a monthly newsletter for local businesses to learn about grants, city projects, and business events.

Despite the pandemic, Pembroke businesses have proven to be resilient, and new businesses have opened in the City. In fall 2020, 14 new businesses opened in Pembroke. To help support businesses, the City of Pembroke has been focusing efforts on promoting supporting local businesses through marketing campaigns. In addition, the City hosted a Business Spotlight program to highlight some of the businesses who were successfully pivoting during COVID-19.

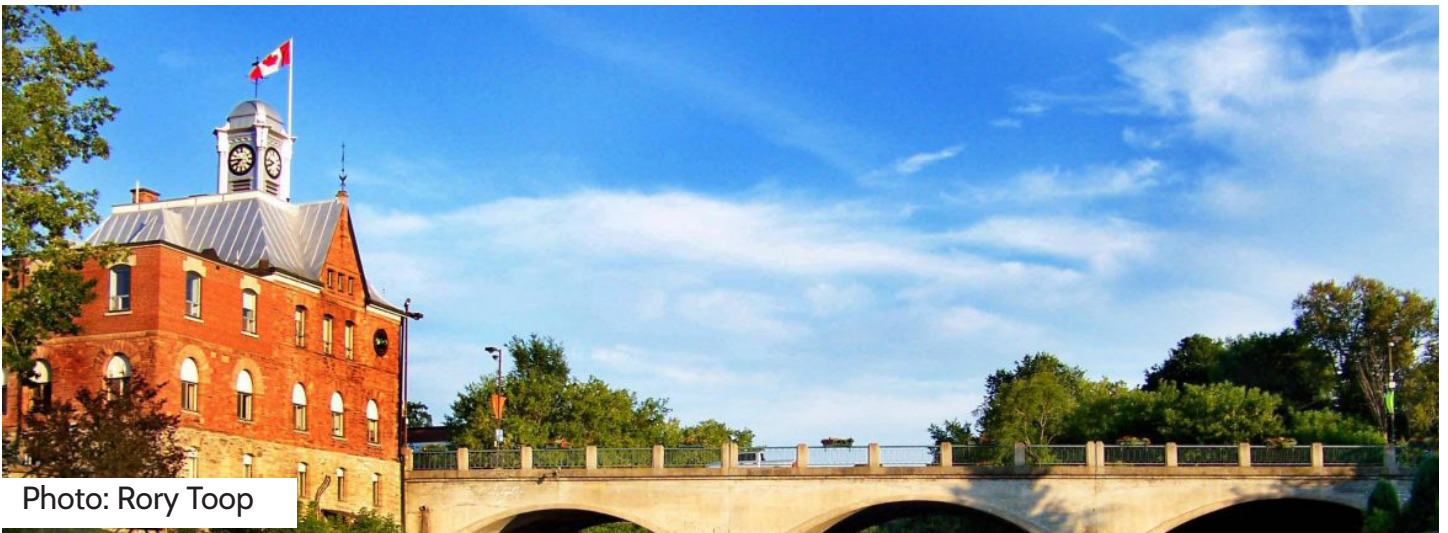


Photo: Rory Toop



Algonquin College (Pembroke Campus)

Update by Dr. Keltie Jones, Dean

2020 will be remembered as a year of disruption in post-secondary education, but it was also a time for Algonquin College's Pembroke Campus to demonstrate its nimbleness and commitment to student success. When the COVID-19 pandemic swept into Canada, it forced the College to move from on-campus teaching to remote delivery, a huge shift for both faculty and students. It wasn't an easy transition, but as restrictions were loosened on public gatherings, there were opportunities to offer some limited face-to-face learning on campus. For example, shop classrooms were retrofitted to ensure there was adequate space between work stations, and protocols were developed to allow us to offer our health care programs, as well as outdoor skill instruction in programs like Forestry Technician, Outdoor Adventure and Environmental Technician. During the 2020-21 academic year, approximately two-thirds of our students had some form of face-to-face instruction.

The pandemic also didn't stop the campus from launching a new program, as the Environmental Management and Assessment post-graduate Certificate program welcomed its first students in January of 2021. The campus continued to provide an additional offering of the Personal Support Worker program in partnership with Bonnechere Manor in Renfrew. This helped address a critical labour market shortage for health care workers, made worse by the impact of the pandemic on long-term care centres. Strong demand for skilled

trades programs led the campus to offer more apprenticeship programs in the electrical and carpentry trades. Dual credit programming also expanded as more than 100 high school students participated in virtual college Communications courses.

The Pembroke Campus continued its Truth and Reconciliation journey as it introduced a Kampus Kokum and Elder. Kokum is the Algonquin word for Grandmother. The position provides cultural and traditional insight and guidance to the growing number of Indigenous students who study at the campus. Enrolments remained strong during the pandemic as almost 1,000 full-time and apprenticeship students were enrolled in the more than 20 programs that were offered at the Pembroke Campus. However, there were fewer students who re-located to Pembroke, as many out-of-town students were able to access all of their courses remotely. Other students did move to Pembroke, as many of their courses required them to participate in outdoor practical learning experiences or specialized labs. Operating remotely also required the College to host its first virtual convocation ceremony and Fall Business Leadership Conference. Throughout the pandemic, the Campus has continued to stay connected with the community as it fulfills its commitment to provide access to post-secondary education and a trained workforce to address the region's labour market needs.



Photo: Algonquin College

Quick Facts for Job Seekers

#1. The COVID-19 pandemic has impacted many industries, heightening the existing acute skilled worker shortages across our region.

#2. The fastest growing industries are Health Care and Social Assistance, Retail Trade, Construction and Manufacturing (page 28)

#3. The top three trades for new apprenticeship registrants are Automotive Service Technician, General Carpenter, and Electrician (page 34)

#4. In the 2019 EmployerOne Survey, over 55% of employers had trouble filling job vacancies due to a lack of applicants (page 36)

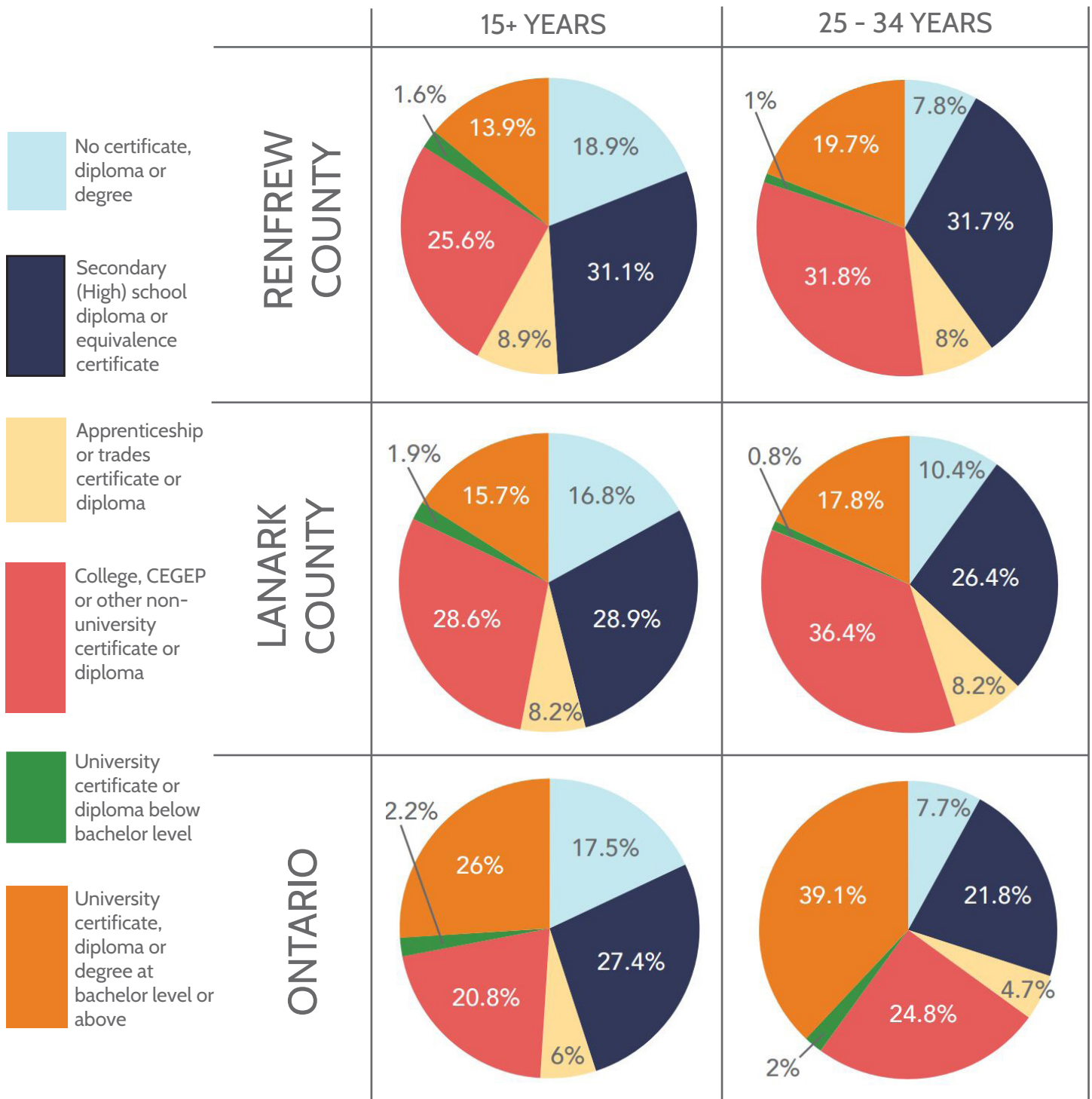
#5. If you are looking to upgrade your skills or transition into a new career, Employment Services agencies will be happy to assist you for free.

Quick Facts for Employers

- #1. The fastest growing demographics in Canada are New Canadians and Indigenous Youth. With declining local populations, attracting and retaining newcomers will be an important part of future business planning (page 5)
- #2. Around 50% of the regional population is over the age of 45. Employers should consider this demographic reality when conducting recruitment processes (page 4)
- #3. In 2020, the largest number of Second Career program clients were in the 25 to 44 age category (page 32)
- #4. Biggest barriers to employment for job seekers are lack of training, transportation, child care and internet connectivity (page 5)
- #5. Local employment service offices can provide assistance and additional information on program offerings for local employers including the Canada-Ontario Job Grant and the Youth Job Connect programs.

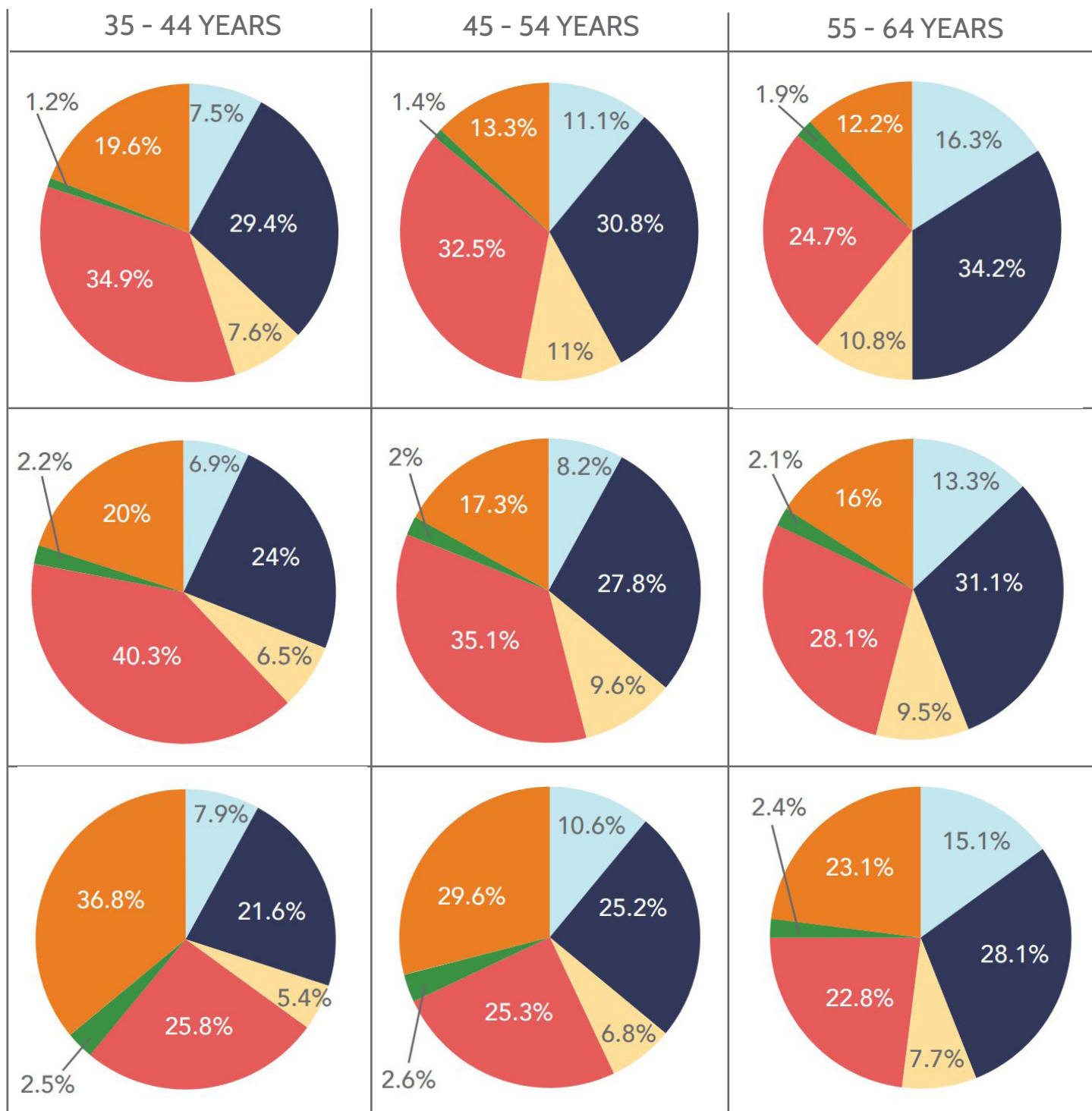
Local Education Attainment Summary

The charts below show the level of education attained by different age groups in Renfrew and Lanark Counties in comparison to the Province of Ontario in 2016. Renfrew and Lanark Counties have historically had strong economic bases comprised of the manufacturing, agriculture and forestry sectors. This resulted in higher rates of attainment of apprenticeships, trades and college certificates, and lower rates of university degrees obtained in every age group compared to provincial averages.



Source: Statistics Canada 2016 Census

Local Education Attainment Summary



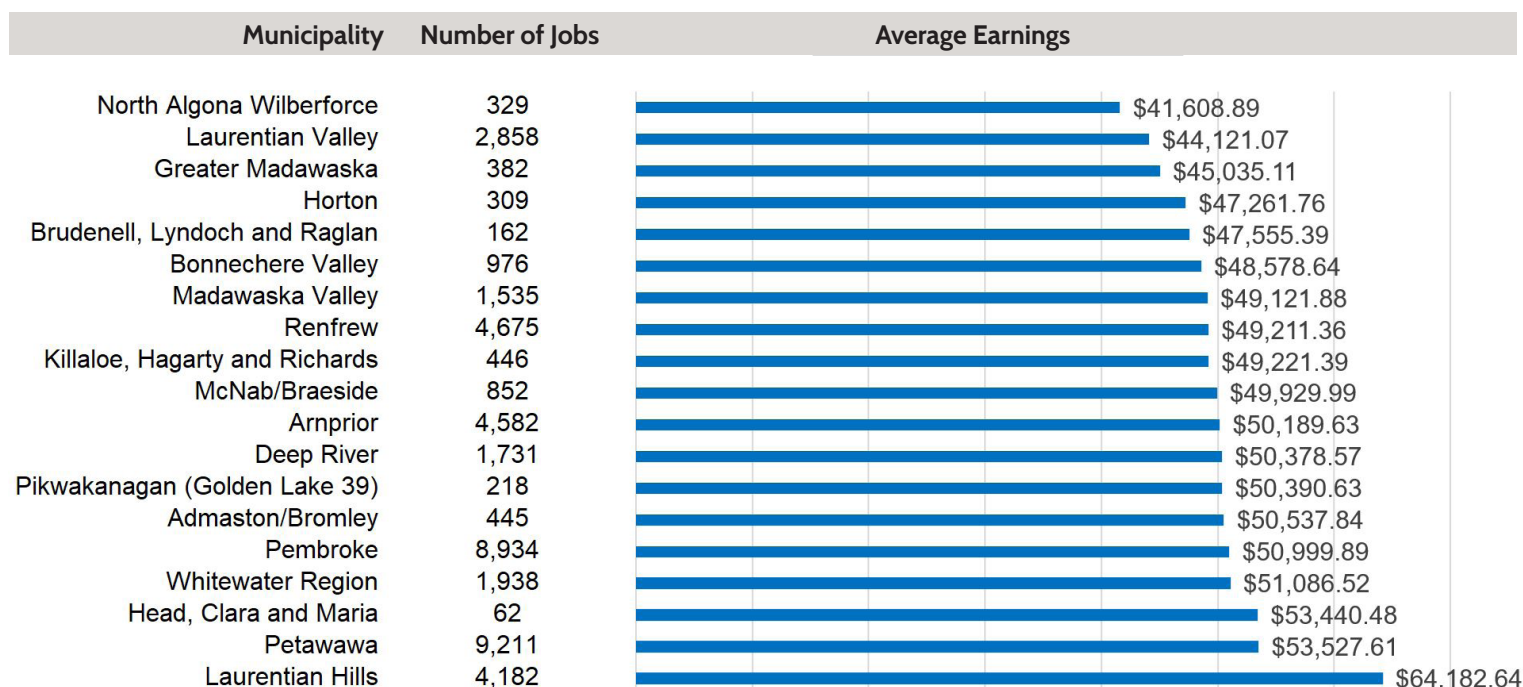
Source: Statistics Canada 2016 Census

ECONOMIC OVERVIEW

Employment by Municipality

The following two graphs represent the number of jobs per municipality in Renfrew and Lanark Counties, as well as the average earnings.

Employment by Municipality – Renfrew County 2020



Source: EMSI Analyst projection 2021

Employment by Municipality – Lanark County 2020



Source: EMSI Analyst projection 2021

While the average earnings across Lanark County's municipalities are relatively consistent, the average earnings across Renfrew County's municipalities continue to show a higher degree of variance. Large, federally funded organizations such as Garrison Petawawa and Canadian Nuclear Laboratories account for these differences in Renfrew County. The Town of Petawawa is home to Garrison Petawawa, and Canadian Nuclear Laboratories is in Chalk River (Township of Laurentian Hills). These employers significantly boost the average earnings in these regions.

Highest Paying Industries

The following two graphs represent the number of jobs per industry in Renfrew and Lanark Counties, as well as the average earnings for the top 10 industries.

Renfrew County

NAICS	Industry	Average Earnings
22	Utilities	\$84,353
54	Professional, scientific and technical services	\$80,649
91	Public administration	\$63,301
61	Educational services	\$54,575
21	Mining, quarrying, and oil and gas extraction	\$54,238
23	Construction	\$51,889
31-33	Manufacturing	\$51,434
41	Wholesale trade	\$49,480
62	Health care and social assistance	\$47,221
48-49	Transportation and warehousing	\$45,079

Source: EMSI Analyst projection, 2021

Lanark County

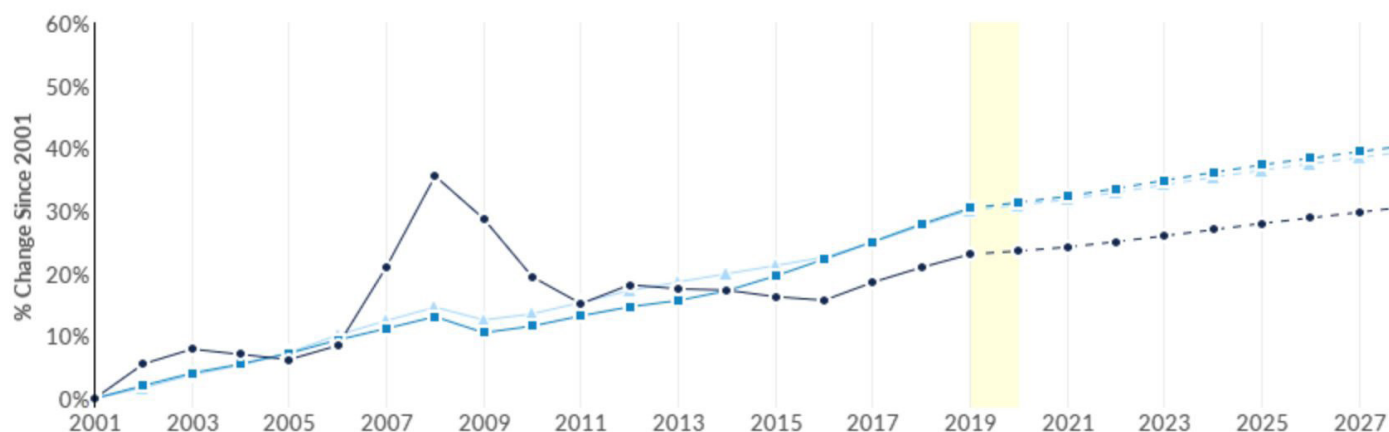
NAICS	Industry	Average Earnings
21	Mining, quarrying, and oil and gas extraction	\$81,915
22	Utilities	\$63,352
91	Public administration	\$60,468
61	Educational services	\$60,449
55	Management of companies and enterprises	\$52,800
54	Professional, scientific and technical services	\$52,252
23	Construction	\$48,776
31-33	Manufacturing	\$48,466
56	Administrative and support, waste management and remediation services	\$47,154

Source: EMSI Analyst Projection, 2021

The top three industries in Renfrew County with the greatest average earnings in 2019 were Utilities, Professional, Scientific and Technical Services, and Public Administration. The top 3 industries in Lanark County with the greatest average earnings in 2019 were Mining, Quarrying, and Oil and Gas Extraction, Utilities, and Public Administration.

Local Intelligence: During the COVID-19 pandemic, we have seen that some employers are struggling to fill positions as a result of various factors including the Canada Emergency Response Benefit (CERB) and health and safety concerns. In particular, there has been a demonstrated need for Personal Support Workers (PSWs), Screeners, and Cleaners. In addition, vacancies in the manufacturing and transportation sectors have intensified as these businesses have continued to operate as essential businesses.

Regional Trends – Renfrew County



Region	2019 Jobs	2020 Jobs	% Change
● Renfrew County	43,641	43,825	0.4%
■ Ontario	6,735,748	6,783,221	0.7%
▲ Canada	17,316,619	17,424,558	0.6%

Source: EMSI Analyst projection, 2021

Total Renfrew County Jobs in 2020: **43,825**

Average Earnings in 2020: **\$47,110**

Jobs by Industry - Renfrew County

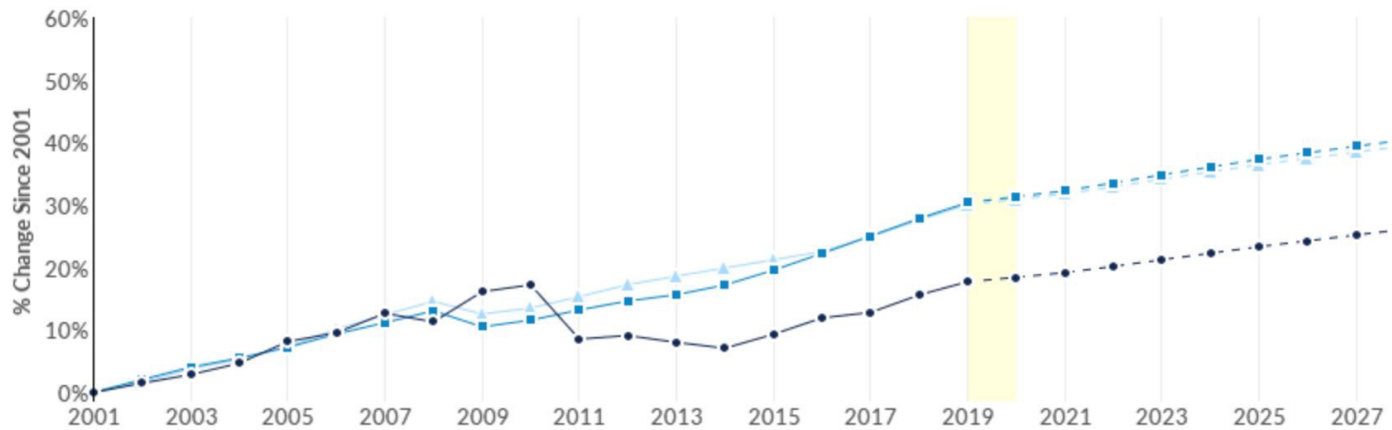
Industry	2020 Jobs
Public administration	7,449
Health care and social assistance	6,792
Retail trade	5,721
Professional, scientific and technical services	3,522
Accommodation and food services	3,235
Manufacturing	3,151
Construction	2,763
Educational services	2,652
Administrative and support, waste management and remediation services	1,756
Other services (except public administration)	1,256

Source: EMSI Analyst projection, 2021

Public Administration, Health Care and Social Assistance and Retail Trade continue to be the largest employers within the region for a sixth straight year.

Local Intelligence: Local service providers offer numerous training offerings and programs to address the workforce shortage of Personal Support Workers in our region. These include [Algonquin College](#), [Canadian Career Academy](#) Pathways2PSWs program and [Willis College PSW scholarship program](#).

Regional Trends – Lanark County



Region	2019 Jobs	2020 Jobs	% Change
● Lanark County	22,712	22,847	0.6%
■ Ontario	6,735,748	6,783,221	0.7%
▲ Canada	17,316,619	17,424,558	0.6%

Source: EMSI Analyst projection, 2021

Total Lanark County Jobs in 2020: **22,847**

Average Earnings in 2020: **\$41,447**

Jobs by Industry - Lanark County

Industry	2020 Jobs
Health care and social assistance	3,735
Retail trade	3,440
Accommodation and food services	2,353
Manufacturing	2,219
Construction	1,869
Educational services	1,651
Public administration	1,260
Other services (except public administration)	917
Professional, scientific and technical services	816
Transportation and warehousing	737

Source: EMSI Analyst projection, 2021

Local Intelligence: Health Care and Social Assistance, Retail Trade, and Accommodation and Food Services continue to be the largest regional industries for a third straight year. Opportunities may exist for developing Labour Market Information tools for youth that highlight the many benefits of pursuing a career in one of these industries.

LOCAL LABOUR MARKET CONDITIONS

Number of Employers by Employee Size Range

Enterprise Size	Employee Size Range	Renfrew County # of Employers	Renfrew County % of Employers	Lanark County # of Employers	Lanark County % of Employers	Ontario # of Employers	Ontario % of Employers
Small	0*	5176	65.50%	4245	66.21%	1128303	69.81%
	1-4	1401	17.73%	1211	18.89%	285631	17.67%
	5-9	604	7.64%	409	6.38%	84053	5.20%
	10-19	359	4.54%	295	4.60%	55646	3.44%
	Subtotal	7,540	95.42%	6,160	96.08%	1,553,633	96.13%
Medium	20-49	226	2.86%	170	2.65%	38911	2.41%
	50-99	77	0.97%	46	0.72%	13249	0.82%
	Subtotal	303	3.83%	216	3.37%	52,160	3.23%
Large	100-199	42	0.53%	23	0.36%	6141	0.38%
	200-499	13	0.16%	10	0.16%	3027	0.19%
	500+	4	0.05%	2	0.03%	1251	0.08%
	Subtotal	59	0.75%	35	0.55%	10419	0.64%
	Total	7,936	100%	6,495	100%	3,250,120	100%

Source: Canadian Business Patterns, June 2020

This table shows the number of employers in Renfrew and Lanark Counties and Ontario in June 2020. Employers are categorized by the size of their workforce and range from owner-operator establishments with no employees (0*) to those businesses with more than 500 employees. It is important to note that the vast majority of businesses in Renfrew and Lanark counties fall into categories with less than 50 employees. In June 2020, Renfrew County had a total of 7,936 employers, and Lanark County had 6,495. Both Counties have seen increases in the total amount of employers within the last fiscal year. Both regions are relatively consistent in terms of percentages with the rest of Ontario.



Distribution of Total Employers by 3-Digit Industry

Distribution of Employers – Renfrew County

NAICS	Renfrew Distribution %	Ontario Distribution %	Distribution Difference
541 - Professional, scientific and technical services	6.99%	13.84%	6.86%
531 - Real estate	15.54%	20.24%	4.70%
484 - Truck transportation	1.39%	3.88%	2.49%
523 - Securities, commodity contracts, and other financial investment and related activities	2.77%	4.50%	1.73%
485 - Transit and ground passenger transportation	0.44%	1.89%	1.45%
561 - Administrative and support services	2.53%	3.92%	1.39%
621 - Ambulatory health care services	5.04%	5.69%	0.66%
711 - Performing arts, spectator sports and related industries	0.52%	1.11%	0.59%
611 - Educational services	0.80%	1.22%	0.42%

Source: Canadian Business Patterns, June 2020

These tables highlight the industries with the largest distribution difference between employers in Renfrew County, Lanark County and the Province of Ontario. Ontario has a higher percentage of employers in Professional, Scientific and Technical Services, Specialty Trade Contractors and Real Estate than Renfrew County. In addition, Ontario has a higher percentage of Real Estate, Truck Transportation and Transit and Ground Passenger Transportation compared to Lanark County.

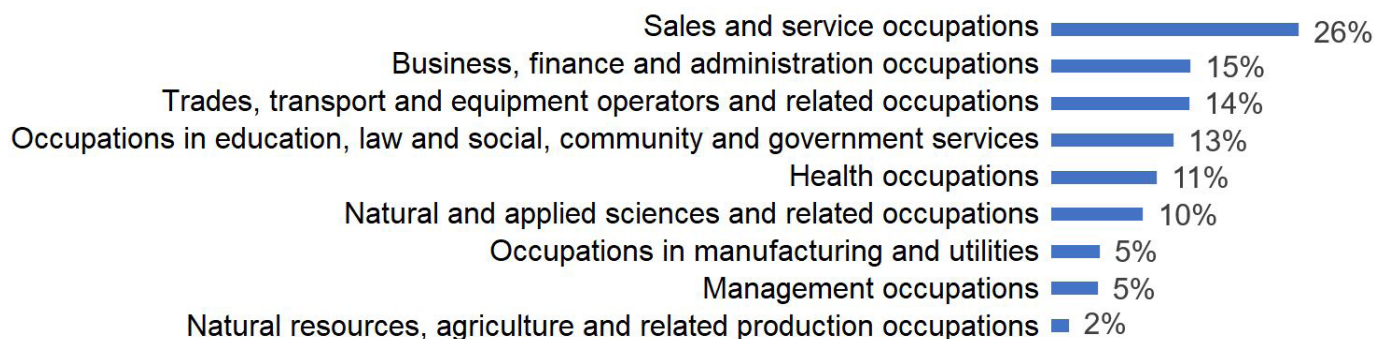
Distribution of Employers – Lanark County

NAICS	Lanark Distribution %	Ontario Distribution %	Distribution Difference
531 - Real estate	16.92%	20.24%	3.32%
484 - Truck transportation	1.04%	3.88%	2.84%
485 - Transit and ground passenger transportation	0.34%	1.89%	1.55%
541 - Professional, scientific and technical services	12.82%	13.84%	1.02%
621 - Ambulatory health care services	4.73%	5.69%	0.96%
523 - Securities, commodity contracts, and other financial investment and related activities	3.63%	4.50%	0.88%
488 - Support activities for transportation	0.19%	0.62%	0.44%
561 - Administrative and support services	3.51%	3.92%	0.41%
512 - Motion picture and sound recording industries	0.27%	0.67%	0.40%

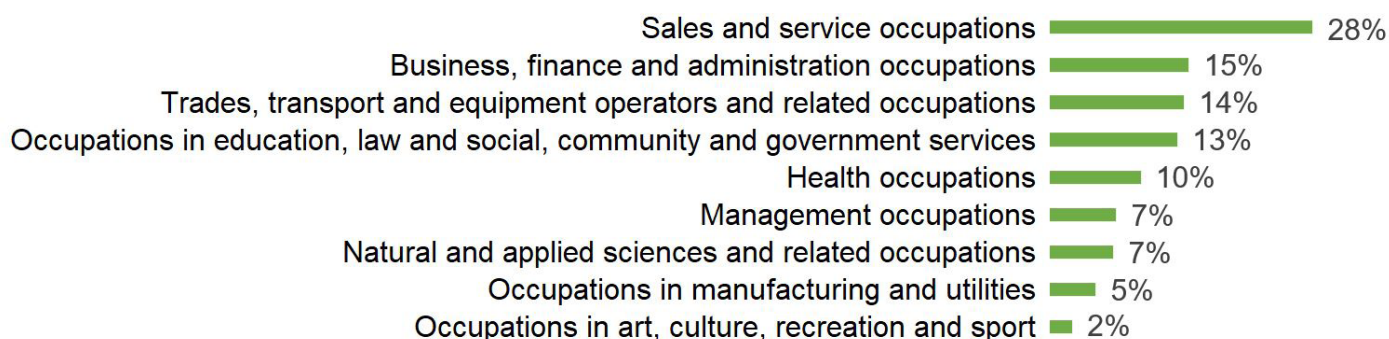
Source: Canadian Business Patterns, June 2020

Highest Ranked Occupations by NOC Skill Type

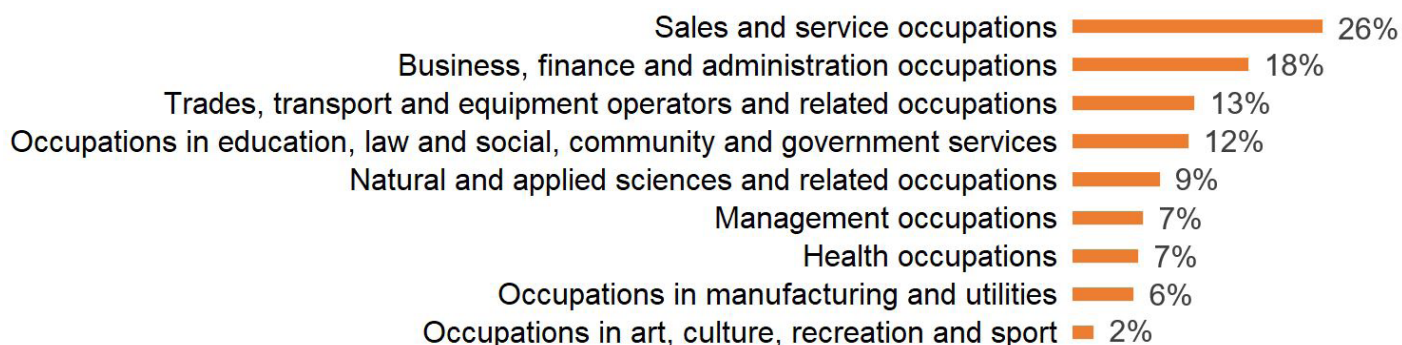
Top 8 Occupational Categories (Renfrew County)



Top 8 Occupational Categories (Lanark County)



Top 8 Occupational Categories (Ontario)



Source: EMSI Analyst projection, 2021



Fastest Growing Industries at the 2-Digit NAICS Level

Fastest Growing Industries - Renfrew County

Industry	2019 Jobs	2020 Jobs	Change in Jobs	Average Wages
Health care and social assistance	6,650	6,792	142	\$45,079
Retail trade	5,680	5,721	41	\$23,384
Professional, scientific and technical services	3,511	3,522	10	\$80,649
Manufacturing	3,138	3,151	12	\$49,480
Construction	2,738	2,763	25	\$51,434
Administrative and support, waste management and remediation services	1,740	1,756	16	\$36,668
Other services (except public administration)	1,251	1,256	6	\$36,536
Unclassified	864	867	4	\$54,575
Transportation and warehousing	848	856	8	\$39,895
Utilities	823	829	6	\$84,353

Source: EMSI Analyst projection 2021

Fastest Growing Industries - Lanark County

Industry	2019 Jobs	2020 Jobs	Change in Jobs	Average Wages
Health care and social assistance	3,706	3,735	30	\$43,332
Accommodation and food services	2,345	2,353	9	\$15,961
Manufacturing	2,194	2,219	25	\$48,776
Construction	1,848	1,869	21	\$52,252
Educational services	1,637	1,651	14	\$60,468
Other services (except public administration)	905	917	12	\$30,142
Professional, scientific and technical services	805	816	11	\$52,800
Administrative and support, waste management and remediation services	659	670	10	\$48,466
Arts, entertainment and recreation	499	506	7	\$29,372
Agriculture, forestry, fishing and hunting	330	338	8	\$28,562

Source: EMSI Analyst projection, 2021

The above graphs show the fastest growing industries according to place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties. Figures show the change in jobs in each industry from 2018 to 2019 (NAICS means the North American Industry Classification System). The fastest growing industries in Renfrew County are Health Care and Social Assistance, Retail Trade, and Construction. In Lanark County, the fastest-growing industries are Health Care and Social Assistance, Manufacturing and Construction.

Top 10 Businesses by Employee Size Range and 3-Digit Industry

The following tables show the top 10 industries in Renfrew County and Lanark County broken down by employee size range. Industries are listed based on number of employers. The three industries in Renfrew County that have the greatest number of employers are Real Estate, Specialty Trade Contractors, and Professional, Scientific and Technical Services. Specialty Trade Contractors and Professional, Scientific and Technical Services have remained in the top five since 2008, while Real Estate has experienced significant growth. The growth in the Real Estate sector is most likely attributed to new housing developments across the County and in particular in Arnprior and Petawawa who have both experienced significant growth. Due to posting cycles of military personnel at Garrison Petawawa, there may also be higher real estate turnover.

Top 10 Employers by 3-digit Industry – Renfrew County

NAICS 3 digit industry subsector	Employee Size Range									Total Number of Employers
	0*	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	
531 - Real estate	1141	75	8	3	0	1	0	0	0	1228
238 - Specialty trade contractors	322	152	59	24	13	2	0	0	0	572
541 - Professional, scientific and technical services	369	119	34	18	7	3	0	2	0	552
621 - Ambulatory health care services	211	127	31	17	7	2	3	0	0	398
112 - Animal production and aquaculture	342	42	5	1	1	0	0	0	0	391
236 - Construction of buildings	144	67	27	10	3	0	1	0	0	252
811 - Repair and maintenance	147	71	23	7	3	0	0	0	0	251
111 - Crop production	209	23	3	2	2	0	0	0	0	239
722 - Food services and drinking places	60	24	42	50	38	11	1	0	0	226
813 - Religious, grant-making, civic, and professional and similar organizations	102	85	24	6	5	1	1	0	0	224

Source: Canadian Business Patterns, June 2020



Top 10 Employers by 3-digit Industry – Lanark County

NAICS 3 digit industry subsector	Employee Size Range									Total Number of Employers
	0*	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	
531 - Real estate	923	59	6	5	1	0	0	0	0	994
541 - Professional, scientific and technical services	526	181	21	20	4	1	0	0	0	753
238 - Specialty trade contractors	290	155	49	30	11	2	1	0	0	538
621 - Ambulatory health care services	154	78	15	20	8	0	3	0	0	278
236 - Construction of buildings	135	56	21	8	6	0	0	0	0	226
523 - Securities, commodity contracts, and other financial investment and related activities	181	27	2	1	2	0	0	0	0	213
561 - Administrative and support services	136	41	14	7	6	0	1	1	0	206
722 - Food services and drinking places	43	33	31	31	31	9	0	0	0	178
812 - Personal and laundry services	107	37	18	6	3	0	0	0	0	171
111 - Crop production	142	18	4	2	1	0	1	0	1	169

Source: Canadian Business Patterns, June 2020

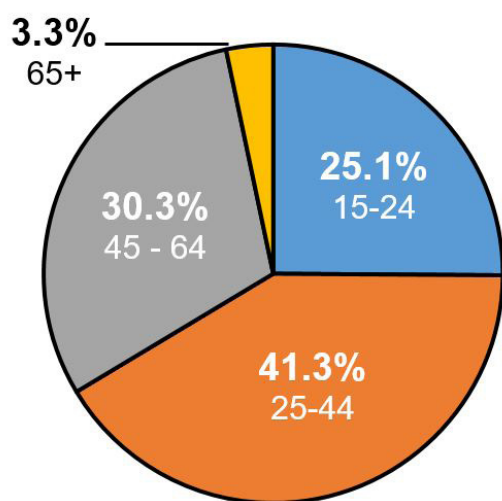
The three industries in Lanark County that have the greatest number of employers are Real Estate, Professional, Scientific and Technical Services and Specialty Trade Contractors. Professional, Scientific and Technical Services and Specialty Trade Contractors have remained in the top three while Real Estate has been steadily working its way to the top since 2008.



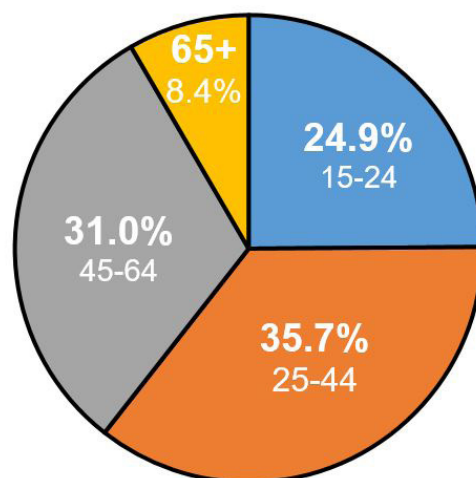
Employment Ontario Client Data

The Ministry of Labour, Training and Skills Development (MLTSD) has made Employment Ontario data available for the purpose of the LLMP Report. The Labour Market Group of Renfrew and Lanark applies this data to make a comparative analysis using the baseline information of the 2019-2020 fiscal year. This information is useful for anyone working in employment, literacy or economic development for comparative analysis and program planning. Infographics are available upon request.

Employment Service Clients by Age Group in Renfrew and Lanark Counties



Literacy and Basic Skills Learners by Age Group in Renfrew and Lanark Counties



In Renfrew & Lanark Counties, there were **88** internationally trained individuals out of **3,633*** Employment Assisted Clients.

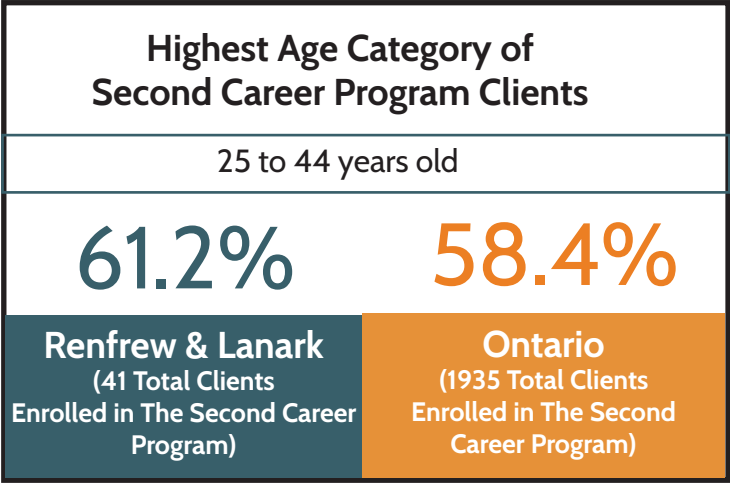
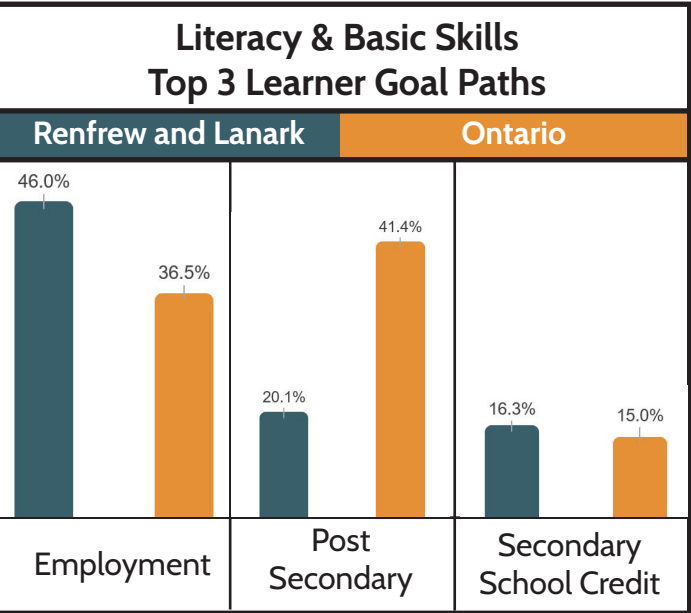
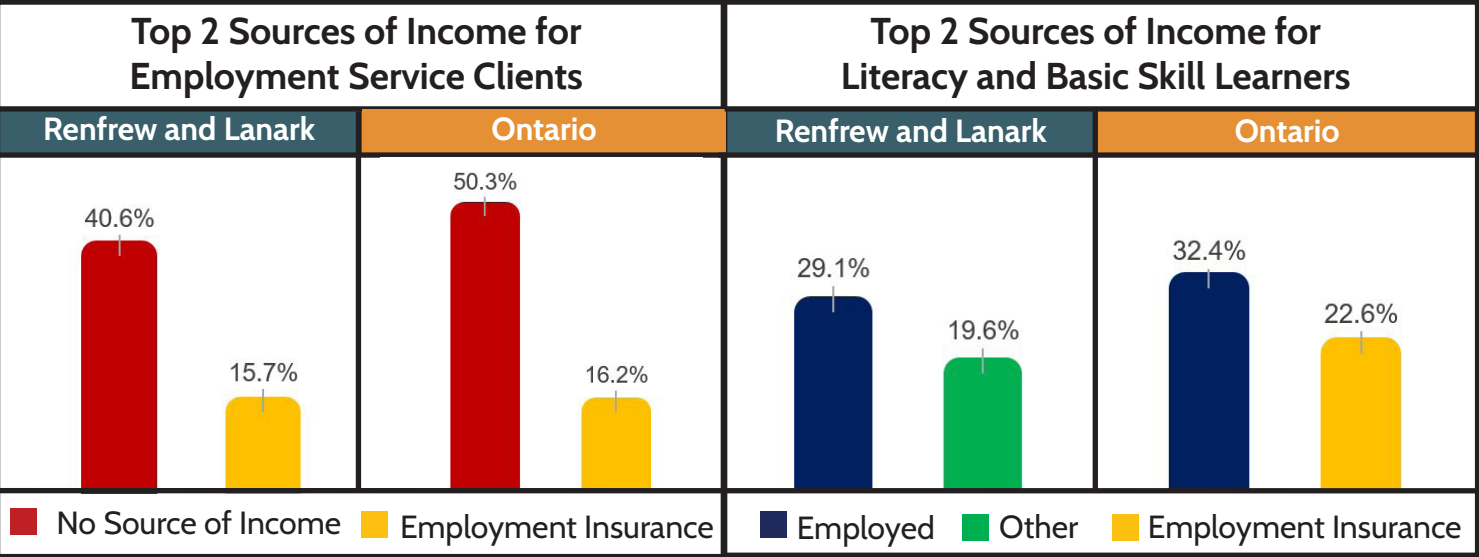
In Renfrew & Lanark Counties there are:
16 Service Providers,
3,633 Employment Service Assisted Clients,
667 Literacy & Basic Skill Learners.

*Assisted client numbers do not reflect the total number of clients visiting Employment Ontario Providers. Unassisted clients are not included.



The percentage of Employment Service (ES) clients with no source of income continues to represent a significant portion of the total clientele within our region. The financial strains on clients challenge service providers to provide sufficient training supports with limited funding.

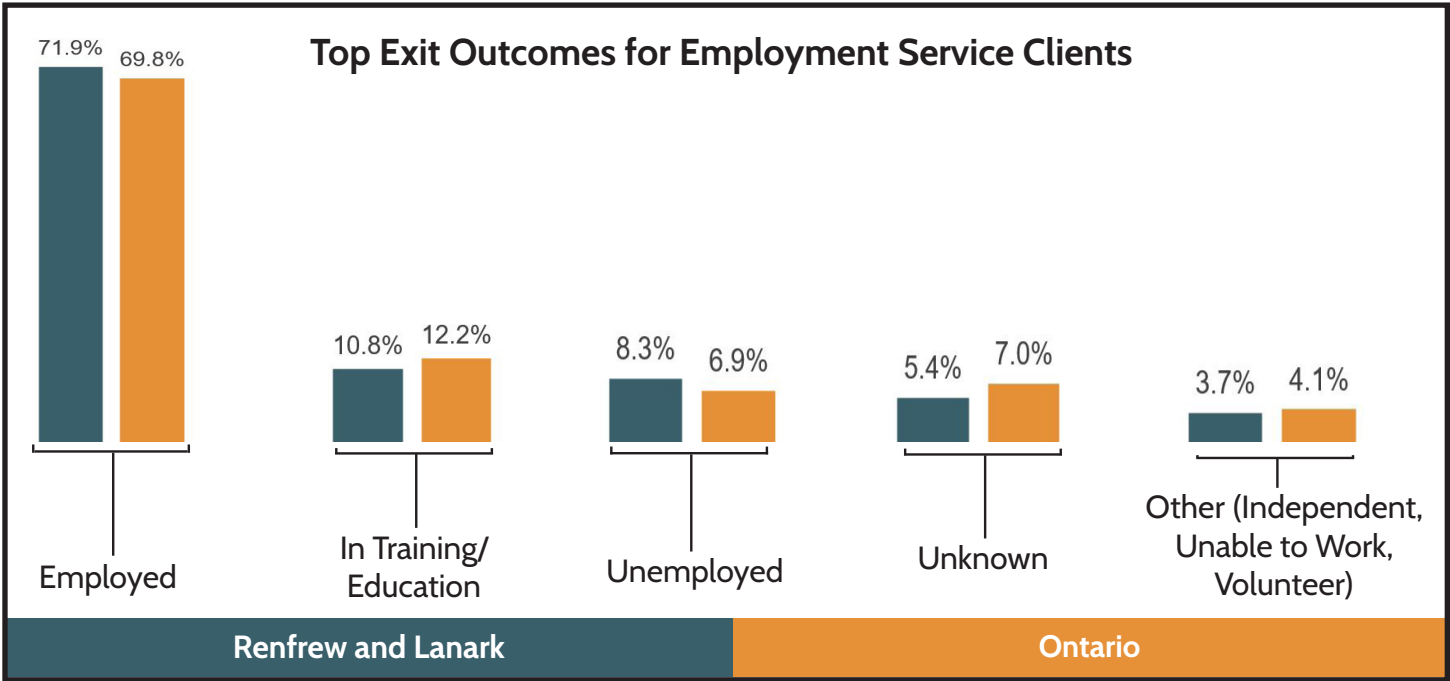
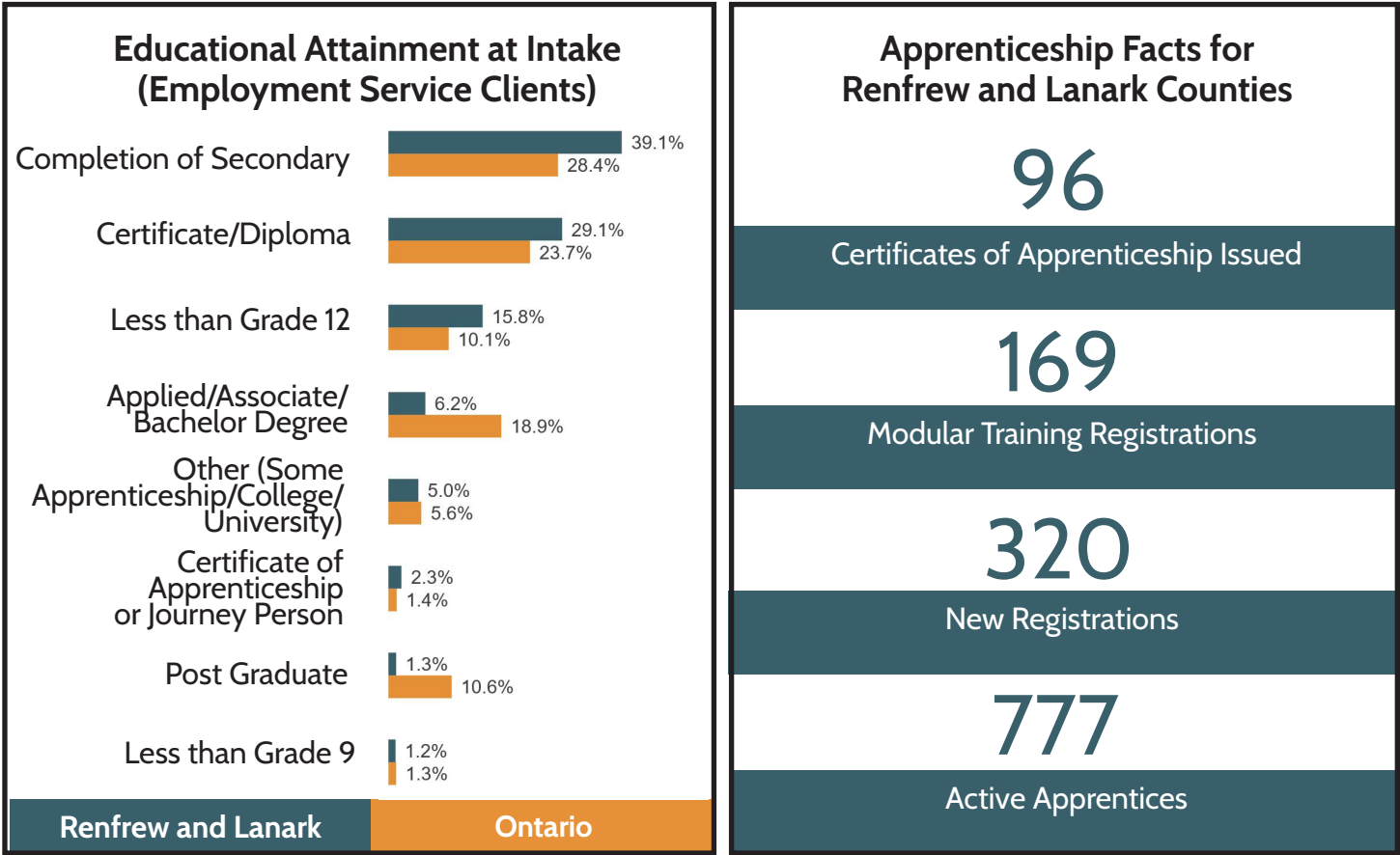
Alternatively, 29.1% of Literacy and Basic Skills (LBS) learners in 2019-2020 listed Employed as their top source of income.



The most common goal cited by Literacy and Basic Skills (LBS) learners in Renfrew and Lanark continues to be Employment with 46.0% of learners with this intended goal path. Another 20.1% of clients came with the goal of attending a postsecondary institution.

There has been a dramatic decrease in the number of Second Career clients in Lanark and Renfrew counties from last year. It is possible that the COVID-19 pandemic may have had an impact on registration numbers. The greatest number of Second Career clients were aged 25 to 44 in 2019-2020.

The following graphics illustrate that the majority of Employment Service clients hold a secondary or higher education level at intake. There is, however, a higher number of clients with less than Grade 12 education than the Ontario average.



There have been no changes to the top occupation outcomes for Employment Service clients in the 2019-2020 fiscal year. Service support and other service occupations remains the top occupation outcome.

Employment Service Clients - Top 3 Employed Outcome Occupations (NOC)

Renfrew and Lanark		Ontario	
1	Service support and other service occupations	1	Service support and other service occupations
2	Trades helpers, construction labourers and related occupations	2	Labourers in Processing, Manufacturing and Utilities
3	Labourers in Processing, Manufacturing and Utilities	3	Service representatives and other customer and personal services occupations

There is a slight change of employment industry outcomes for ES clients with Accommodation and Food Services now at the top of the list with Construction in second and Retail Trade rounding out the top three.

Employment Service Clients - Top 3 Employed Outcome Occupations (NAICS)

Renfrew and Lanark		Ontario	
1	Accommodation and Food Services	1	Accommodation and Food Services
2	Construction	2	Administrative and Support and Waste Management and Remediation Services
3	Retail Trade	3	Retail Trade

Top 3 Trades for New Apprenticeship Registrations

Renfrew and Lanark
1 - Automotive Service Technician
2 - General Carpenter
3 - Electrician

Ontario
1 - Electrician
2 - Automotive Technician
3 - General Carpenter

Employer Programs

Local Employment Ontario Employment Services offer a wide variety of programs and services that support employers when they are hiring new employees. These services are free to all Ontario employers.

Employers are a key partner in helping ES providers assist unemployed individuals with gaining sustainable employment. They connect with hundreds of job seekers annually and can help businesses find the right person for the job. In some cases, they offer training incentives to employers to help offset training and orientation related costs. This can include short job trials or extended placement experiences. They also offer an apprenticeship signing bonus to employers who qualify, when they commit to training an apprentice in a skilled trade occupation.

The Canada-Ontario Job Grant provides an opportunity for employers to invest in their workforce. The grant offers direct financial support of up to 83% of the costs to individual employers who wish to purchase training for their workforce.

The Youth Job Connection (15 to 29 years old) & Youth Job Connection-Summer Programs (15 to 18 years old) provide help to young people who face multiple or significant barriers to employment. It provides access to employability and employment skills development, along with education/training and work experiences.

ES providers can also assist employers in the hiring process. They will post job opportunities, host job fairs and job expos, as well as pre-screen applicants.

Local Employment Ontario Employment Services also offer industry recognized employment and safety-related online training courses. For more information, please visit your Local Employment Ontario Service Provider or the Employment Ontario website at www.ontario.ca/employmentontario.

Update by Brent Dick - Site Supervisor
Algonquin College (Pembroke Campus) -
Community Employment Services

EMPLOYMENT ONTARIO

Your job is out there. We'll help you find it.

2020/2021 EmployerOne Survey

The EmployerOne Survey provides Renfrew and Lanark County Businesses, service providers and educators with valuable insights into local skills and human resources requirements. It is designed to collect information from employers on a range of labour issues, such as recruitment difficulties and current and future skill shortages. The results assist your community to accurately respond to business needs.

The EmployerOne Survey is unique thanks to its focus on our specific regions. The data available from other sources may cover a large geographical area but the EmployerOne results directly reflect our region and its employers. To view Survey Results from the 2020/2021 EmployerOne Survey, please visit our website at www.renfrewlanark.com (Available in April 2020).



2019/2020 EmployerOne Results

The 2019/2020 EmployerOne Survey was conducted in January and February 2020. There were a total of 119 respondents with a regional breakdown of 70% of respondents in Renfrew County and 30% of respondents in Lanark County.

Regional Breakdown of Respondents

Renfrew County – 70%

Lanark County – 30%

Top Respondents by Industry

Retail Trade (17.6%)

Accommodation and Food Services (16.8%)

Construction (11.7%)

Health Care and Social Assistance (10.9%)

Manufacturing (10.0%)

Top Reasons for Difficulty Filling Positions

Lack of applicants (55.3%)

Applicants lack work ethic (50.0%)

Applicants lack experience (37.5%)

Applicants lack technical skills (35.7%)

Applicants lack educational qualifications (28.5%)

Top Required Soft Skills / Competencies

Work ethic, dedication, dependability (85.2%)

Self-motivated/Ability to work with little to no supervision (82.6%)

Teamwork/Interpersonal (73.9%)

Customer Service (68.7%)

The 2019/2020 EmployerOne Survey results can be viewed on our [website](#).

Q23: Select the top competencies the business seeks in future employees. (Check all that apply)



Source: 2019/2020 EmployerOne Survey Results, April 2020

Labour Market Summit

Each year, the Labour Market Group of Renfrew and Lanark hosts a Service Coordination Day that brings service providers and stakeholders together to learn about their common challenges and realities. Due to the COVID-19 pandemic, our webinar series included three (3) two-hour virtual events.

Webinar No. One: Primer on Intercultural Competency

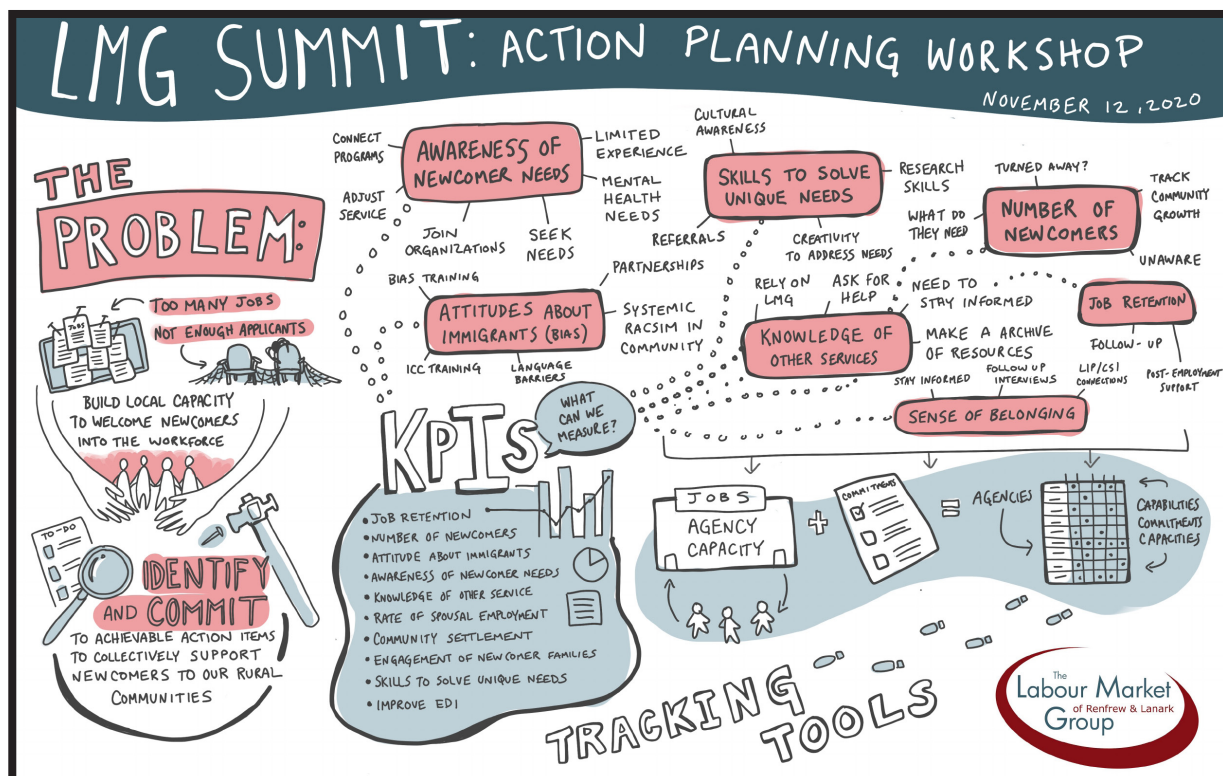
Our community vitality depends on diversity and we need to understand our ability to welcome newcomers into our services and workforce. In our first webinar, we explored our understanding of ourselves when working with people from different cultures and worked to build our capacity to work together as a larger community of services.

Webinar No. Two: Panel Discussion on Inclusivity

This panel discussion reviewed the common experiences related to new migrants to rural communities and best practices to support them. The panel included representatives from the YMCA Immigration and Employment programs, the Newcomer Centre of Peel, and individuals with lived experience as immigrants in the local workforce. The graphic recording from this session is included on Pages 39 and 40 and you can listen to the [Panel Discussion recording on YouTube](#).

Webinar No. Three: Action-Planning for Workplaces

With a greater understanding of lived experience, we turned our attention to community action planning. This workshop asked participants to work in small groups to discuss how we can develop a common vision for inclusion and diversity in our programs and services. Looking to the future, creating inclusive workforces was the main focus of this session. The graphic recording of the session is available on our [website](#).



LMG SUMMIT: DIVERS

[PANELISTS]

- OLIVER PRYCE
NEWCOMER CENTRE OF PEEL
- LAURIE BECKSTEAD
YM/YMCA
- LUISA CUNHA
NEWCOMER
- GEORGE GILFILLAN
NEWCOMER/PARTNER
- CHÉLA BRECKON
COMMUNITY SETTLEMENT INITIATIVE

WHY DID YOU CHOOSE CANADA

FOR LOVE

- VAST
- BEAUTIFUL
- SECURE
- SAFE
- SERVICES
- BENEFITS

CONSISTENCY
IN CULTURE

PUBLIC TRANSIT IS

BARRIERS TO
EMPLOYMENT

EMPLOYERS
WANT "CANADIAN"
WORK EXPERIENCE

TIM
HORTONS

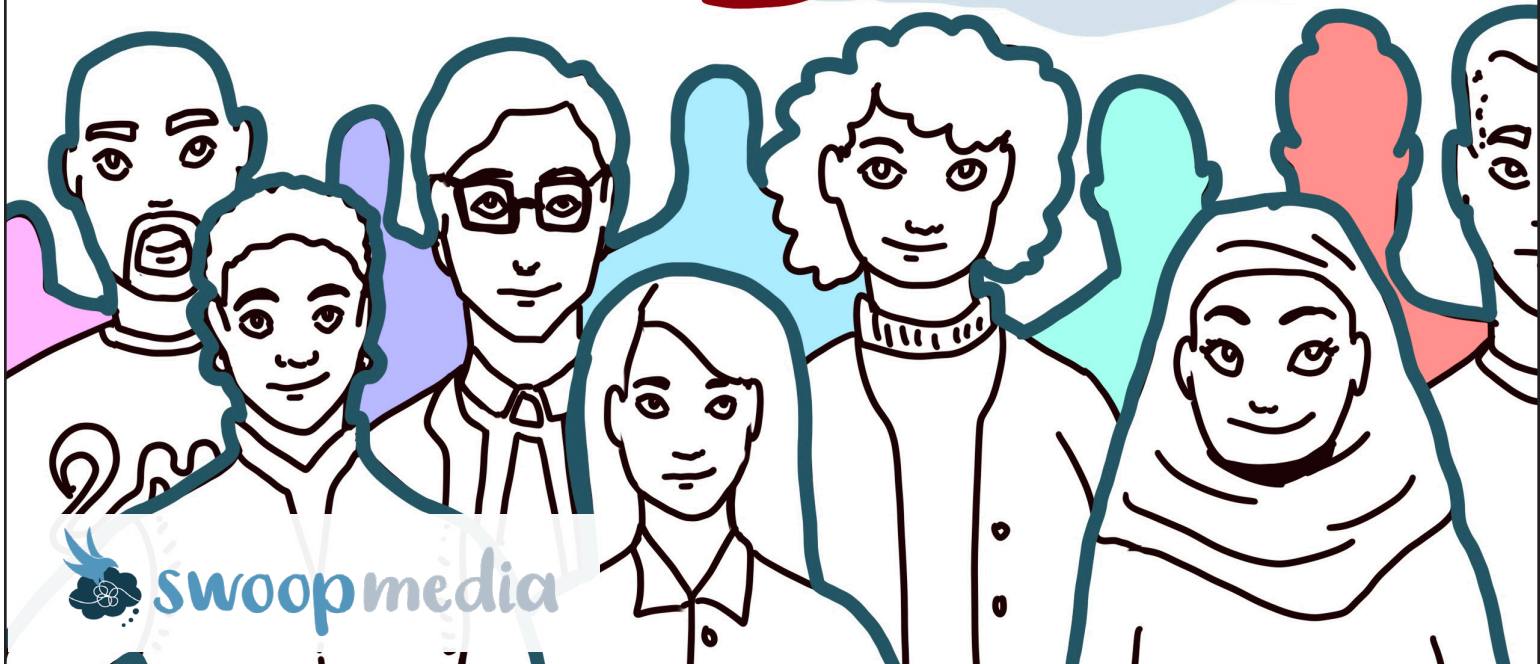
HAD TO START
AT THE BOTTOM

DISREGARD
FOR DEGREES
FROM OUTSIDE
OF CANADA

TRAIN
EMPLOYER
CULTURAL CA

THINK THEY HAVE
A WORK PERMIT
CAN THEY FIT IN
OUR CULTURE

FLIP
THIS!



ITY AND INCLUSION IN THE WORKFORCE



Plan of Action 2021/2022

The following is a brief summary of the business planning for the 2021/2022 fiscal year and the projects that the Labour Market Group of Renfrew and Lanark will undertake in the coming year.

Project One: Local Labour Market Planning (LLMP) Reports	
Project Description	The Local Labour Market Planning Reports will include updated local labour market indicators, an analysis of the EO Cam's Data, local market intelligence gathered from employers, economic and occupational data mined using EMSI Analyst Tool and the results of the 2020-2021 EmployerOne Survey.
Measurable Outcomes	The LLMPs will receive a CIPMS score of 90% or better from community stakeholders.
Issue/ Priority	It is important to provide accurate and timely labour market information for Renfrew and Lanark County service providers, employers and job seekers.
Key Partners	LMG, Regional Employers, Chamber of Commerce, Economic Development Agencies, Community Futures Program, Algonquin College, District School Boards, Business Associations, Municipalities and Employment Ontario Partners.
Project Two: Service Coordination Activities (Labour Market Summits)	
Project Description	The LMG will deliver 3-5 professional events for the Regional EO network and 15-20 public LMI educational sessions with a CIPMS score exceeding 90%. We will continue to develop/deliver custom LMI presentations for youth, community partners, First Nations and Garrison Petawawa.
Measurable Outcomes	The LMG will deliver 3-5 professional events for the Regional EO network and 15-20 public education sessions with a CIPMS score exceeding 90%.
Issue/ Priority	The Labour Market within the Renfrew and Lanark region has been tightening for a number of years and we now face a critical shortage of skilled workers across a variety of sectors. Ensuring that community partners are fully engaged in effective community planning with access to just in time labour market information will be critical for the future economic success of our region. Some employers have noted that there is a lack of awareness about what employment and training support services are currently available for both employers and job seekers within the region. Employers have also noted that they are being contacted by job developers from a variety of employment agencies which is leading to a general burnout among employers.
Key Partners	Employment Ontario, Literacy and Basic Skills, Ontario Works, Ontario Disability Support Program, Community Living and regional housing agencies and any other regional job developers will be invited from both counties to attend.

Project Three: Labour Market Information (LMI) Toolkit for Youth

Project Description	Develop a suite of tools that will educate youth and job seekers about current and future Labour Market opportunities and what skills and training are required to be successful in these positions. Once completed the suite of tools (videos, printed materials) will be made available to the local school boards, LBS providers and Employment Ontario centers. The curriculum for the project will be approved by a steering committee comprised of EO partners and representatives from regional school boards. The data and local intelligence for the tools will be mined from a series of tools (EMSI Analyst, Vicinity Jobs and recent LMI studies conducted by the LMG) with particular focus on Manufacturing, Forestry, Health Care and Skilled Trade sectors.
Issue/Priority	Through discussions and feedback from a number of youth-serving stakeholders, there is a need for LMI resources that will support young people in their career decision making.
Measurable Outcomes	Coordinate the production and distribution of a series of videos, visual aids and informational handouts to provide to guidance counsellors, high school teachers, trainers and other community stakeholders, for use with youth-aged clientele.
Key Partners	For this project, we will be working with our Employment Service and Economic Development partners to identify employers who can be featured in our videos. In addition, we will work with our education partners to develop a toolkit that can be used in classrooms to introduce students to the local labour market and market conditions.

Additional Projects

EmployerOne Survey	In conjunction with other Workforce Development Boards in Eastern Ontario, the EmployerOne Survey will be held in January/February 2022 to gather comprehensive and detailed workforce data from every range of industry within Renfrew and Lanark Counties. The survey serves as a vehicle for the employer community to express their needs on a range of HR issues, such as labour turnover, hard to fill positions, recruitment difficulties, current and future skills shortages, as well as issues in training and education practices.
Worker Impact Study	In conjunction with other Workforce Development Boards in Eastern Ontario, the Worker Impact Study will consist of a regional survey of job seekers, and individuals not in the workforce to determine the impacts of the COVID-19 pandemic. This survey will allow us to obtain an understanding of the workforce demographics, how the COVID-19 pandemic impacted workers and job seekers, what barriers to employment exist and if there are any programs or services that can be implemented to address perceived barriers.
LMI Helpdesk and Jobs Tool	In conjunction with other Workforce Development Boards in Eastern Ontario, the LMI HelpDesk and Jobs Tool project will provide a comprehensive portal for the submission of labour market information (LMI) requests by members of the public and partners. This will ensure that all responses are tracked and addressed in a timely manner. Additionally, the Jobs Tool program will allow the LMG to coordinate a strong local job posting listing for members of the public. It will also increase our local ability to assess job growth in compliment to EMSI and Vicinity Jobs.

Appendix A: Community Partners

Community Employment Services – Pembroke
www.algonquincollege.com/pembroke-employment/

Community Employment Services – Perth
<https://www.algonquincollege.com/perth-employment/>

Algonquins of Pikwakanagan First Nation
<https://www.algonquinsopikwakanagan.com/>

Canadian Career Academy
www.canadacareer.ca/

County of Renfrew, Ontario Works
<https://www.countyofrenfrew.on.ca/en/community-services/ontario-works.aspx>

County of Lanark, Ontario Works
www.lanarkcounty.ca/en/family-and-social-services/social-services-contacts-and-locations.aspx

Enterprise Renfrew County, Pembroke
www.enterpriserenfrewcounty.com/

Garrison Petawawa
<http://www.army-armee.forces.gc.ca/en/4-canadian-division/4-canadian-division-support-base-petawawa/index.page>

Ministry of Labour, Training and Skills Development
<https://www.ontario.ca/page/ministry-labour-training-skills-development>

Ontrac Employment Resource Services
www.getontrac.ca/

PMFRC Employment Services
petawawaemployment.ca/

Renfrew County Community Futures Development Corporation
www.rccfdc.org/

Renfrew County District School Board
www.rcdsb.on.ca/en/

Renfrew Industrial Commission
<https://www.redc.ca/>

Training & Learning Centre
trainingandlearningcentre.ca/

Tyerman & Daughters Inc.
www.tyerman.com/

Upper Canada District School Board
www.ucdsb.on.ca/

Valley Heartland Community Development Corporation
www.valleycfdc.com/

Arnprior Economic Development
arnprior.ca/grow/community-development-branch/marketing-and-economic-development/

Pembroke Economic Development
www.pembroke.ca/economic-development/

County of Renfrew, Economic Development & Natural Resources
www.investrenfrewcounty.com/

Community Settlement Initiative
<https://www.algonquincollege.com/settlement-integration/>

Local Immigration Partnership
www.immigrationpartnershiprenfrewlanark.com/

Appendix B: Information Sources

Statistics Canada (2011 and 2016 Census, 2011 National Household Survey, Canadian Business Patterns)
www.statcan.gc.ca/eng/start

Algonquin College - Pembroke
www.algonquincollege.com/pembroke

Algonquin College - Perth
www.algonquincollege.com/perth

Algonquins of Pikwàkanagàn First Nation
algonquinsopikwakanagan.com

County of Lanark Website
www.lanarkcounty.ca

County of Renfrew Website
www.countyofrenfrew.on.ca

EMSI Analyst Tool
www.economicmodeling.com

Appendix C: Statistics Data Definitions

Business Pattern Data: The Canadian Business Patterns database provided by Statistics Canada identifies the number of business establishments (employers) within a Census Division (CD). The database also identifies the number of employers by detailed industry and for nine different employee size ranges. Canadian Business Pattern data is available every six months (June and December) with an approximate five week time lag for release.

Census Division (CD): A Census Division is a group of neighbouring municipalities joined together for the purposes of regional planning. Census Division is the general term for provincially legislated areas such as county and regional districts.

Census Metropolitan Area (CMA): A Census Metropolitan Area is a large urban area (known as urban core) together with adjacent urban and rural areas (known as urban and rural fringe) that have a high degree of social and economic integration with the urban core. A CMA has an urban core population of at least 100,000.

Economic Region (ER): Statistics Canada defines an Economic Region as a geographic unit generally composed of several Census Divisions within a province. Economic Regions enable reliable labour force estimates for areas that too small on their own, so they are grouped with a neighbouring region(s).

Employment: The employment numbers in the Base Profile refer to total employment, including full and part-time.

Employment Rate: Refers to the number of persons employed in the week (Sunday to Saturday) prior to Census Day (May 16, 2006), expressed as a percentage of the total population 15 years of age and over.

Economic Modeling Specialists Intl.: EMSI turns labour market data into useful information that helps organizations understand the connection between economies, people, and work. Using sound economic principles and good data, they build user-friendly services that help educational institutions, workforce planners, and regional developers (such as WIBs, EDOs, chambers, utilities) build a better workforce and improve the economic conditions in their regions.

Feed-in tariff: A Feed-in tariff, or FIT rate is the premium paid by a utility to its consumers for excess power generated by their solar, wind or alternative energy system. Feed-in tariffs are used by government as incentive for consumers to adopt newer, cleaner, renewable energy sources.

Industrial Sectors: The industrial sectors described in Indicator 1 and the 4-digit industries referred to in Indicators 2 and 4 refers to the classification into which all economic activity is placed. See NAICS below.

Industry (based on the 2002 North American Industry Classification System [NAICS]): General nature of the business carried out in the establishment where the person worked. The 2006 Census data on industry (based on the 2002 NAICS) can be compared with data from Canada's NAFTA partners (United States and Mexico).

Labour Force: Refers to persons who were either employed or unemployed during the week (Sunday to Saturday) prior to Census Day (May 16, 2006). In past censuses, this was called 'total labour force.'

Labour Market Challenges: A challenge refers to the possibility that there is an imbalance in demand and supply of labour [including skills, occupation and education]. A challenge by its very nature offers both a "problem" and an "opportunity". An unemployed or under-employed worker is a wasted resource and a problem. However, that worker's potential is also an opportunity to be deployed elsewhere.

Local: Local refers to the CD or CMA or the area relevant in the particular context.

Local Knowledge or Intelligence: Local knowledge refers to information, not impressions or perspectives without benefit of support, received from local business groups, educational institutions, economic development bodies, key sector informants, service providers and community leaders.

Median age: The median age is an age 'x', such that exactly one half of the population is older than 'x' and the other half is younger than 'x'.

NAICS: The North American Industry Classification System [NAICS] is the system used by the statistical agencies of Canada, the United States and Mexico to classify business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the economy.

National Household Survey (NHS): Starting in 2011, information previously collected by the mandatory long-form census questionnaire is collected as part of the voluntary National Household Survey (NHS). The NHS provides information about the demographic, social and economic characteristics of people living in Canada. The information from the survey provides data to support federal, provincial, territorial and local government planning and program delivery, as well as being used by various social service organizations and ethno-cultural organizations.

Readers should note that Statistics Canada states:

"Caution must be exercised when National Household Survey estimates are compared with estimates produced from the 2006 Census long form, especially when the analysis involves small geographies. Users are asked to use the NHS's main quality indicator, the global non-response rate, in assessing the quality of the NHS estimates and determining the extent to which the estimates can be compared with the estimates from the 2006 Census long form."

The LMG attempts to make observations based on close approximations of all available data. The information in this report should be used as part of an analysis from other sources and in collaborating with other like-minded organizations. For further information, see <http://goo.gl/wOYrLZ>.

n.e.c.: Not Elsewhere Classified. An occupational qualifier occasionally used in the labels of major, minor and unit groups to refer to occupations not elsewhere classified.

NOC: The National Occupational Classification [NOC] was developed by Human Resources Skills Development Canada in collaboration with Statistics Canada to describe in a consistent framework the work done by Canadians.

Occupation (based on the National Occupational Classification for Statistics 2006 [NOC-S 2006]): Kind of work done by persons aged 15 and over. Occupation is based on the type of job the person holds and the description of his or her duties. The 2006 Census data on occupation are classified according to the National Occupational Classification for Statistics 2006 (NOC-S 2006). For comparisons with data from the 1991 and 1996 censuses, the variable Occupation (historical) should be used.

Taxfiler: Statistics Canada, Small Area and Administrative Data Division (Taxfiler) generates a wealth of socio-economic and demographic data derived from personal income tax returns submitted each year by Canadians. Data is usually available about 18 months after the year in question.

Source: Statistics Canada 2006 Census Dictionary and A Local Board Manual: Mobilizing Data as Evidence for Local Labour Market Planning, Wikipedia

This report was prepared by Oliver Jacob and Pauline Fitchett, Project Assistants with the Labour Market Group of Renfrew and Lanark. For further information about this publication, please contact:

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This project is funded in part by the Government of Canada and the Government of Ontario.



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The views expressed in this document do not necessarily reflect those of Employment Ontario.



Notes:



Working to Identify Local Solutions for Local Workforce Needs.

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