Local Labour Market Plan
COVID-19 Pandemic Edition

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 an intelligence gathered from local employers and employment agencies. More information on our projects can be found on our website at www.labourmarketgroup.ca.

Our Values:

| Caring | Respect | Quality | Integrity |

Our Team

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Executive Summary

The COVID-19 pandemic has had a tremendous impact on local businesses, workers and community organizations across Renfrew and Lanark Counties. Over the last year, we have all been collectively challenged to adapt to changing public health restrictions which have replaced our regular lives and limited our individual contacts with people outside our households.

During the COVID-19 pandemic, business owners and workers alike faced increased challenges; however, the impacts of recurrent lockdowns and public health restrictions were not felt evenly across industries. In particular, the Retail, Health Care and Social Assistance, Accommodation and Food Services, Manufacturing and Construction were the hardest hit sectors based on workforce statistics and local intelligence. The major impacts included workforce shortages, increased costs for cleaning / Personal Protective Equipment (PPE) and increased mental health concerns. Over seventy-one percent (78.1%) of employers who completed the 2020/2021 EmployerOne Survey reported that their business was negatively impacted by the COVID-19 pandemic.

While job posting data mostly reflects common seasonal trends, it is important to note that the COVID-19 pandemic exasperated existing workforce shortages in our region (i.e. Personal Support Workers, Registered Nurses and Registered Practical Nurses, Manufacturing workers, etc.). Workers themselves have also shared greater levels of uncertainty about their future employment prospects and opportunities in the post-pandemic labour market.

This Special COVID-19 edition of our Local Labour Market Plan (LLMP) is intended to be a deep dive into the research and trends that we have identified across our region during the COVID-19 pandemic. As a result, the information presented herein is reflective of the period between March 2020 and July 2021 and includes the findings of the special projects that were undertaken during the 2020/2021 fiscal year including the EmployerOne Survey, Workers Impact Study and Post-Pandemic Economic Recovery Forums. Our next Local Labour Market Plan (LLMP) will be released in June 2022 and it will cover the period of the 2021/2022 fiscal year (April 2021 to March 2022).

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

COVID-19 Impacts

Pandemic-Related Impacts on Employers

Each year, the Labour Market Group of Renfrew and Lanark administers the EmployerOne Survey of local businesses and employers. The 2020/2021 survey was completed between January 4th, 2021 and February 26th, 2021 via SurveyMonkey.

Key Findings
The 2020/2021 EmployerOne Survey had a total of one hundred and eighty-seven (187) respondents which included a wide variation in industry representation.

- Almost 4 in 5 respondents noted that the COVID-19 pandemic had a negative impact on their workforce (78.1%) while only 12.8% of respondents noted that their workforce had experienced a positive impact. The remaining 9.1% reported no impact (neutral).

- Of those who reported a negative impact, the most commonly cited issues included reduced revenue/sales, increased costs (i.e. cleaning, security, PPE, etc.), mental health concerns, inconsistent and unclear public health guidance, lack of available workers, physical health concerns, and fear of the virus itself.

- The most impacted industries included: Retail, Health Care and Social Assistance, Accommodation and Food Services, Manufacturing and Construction.

- Sixty-two percent (62%) of respondents experienced employee separations (employee resignations, layoffs and terminations) while 32% of respondents increased their workforce in 2020.

- Approximately 37% of respondents had difficulty filling positions in 2020. The most common reason for said difficulty is a lack of applicants (37.3%).

- While only 3.8% of employers expect to downsize their workforce, over 47% of respondents expect to be hiring new employees in 2021 led by an increase in sales.

- Over forty percent (41.9%) of respondents were able to offer work-from-home opportunities for their employees during the last year. This included approximately 11.2% of respondents who had employees who were working from home 100% of the time.

About the Survey

The annual 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 local community partners 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 full Survey Results from the 2020/2021 EmployerOne Survey, please visit our website at www.labourmarketgroup.ca.

COVID-19 Impacts

Pandemic-Related Impacts on Job Seekers

To compliment the EmployerOne Survey Results, the Eastern Ontario Workforce Development Boards collaborated on the Worker Impact Study (WIS) Project to gauge the impacts of the COVID-19 pandemic on workers themselves.

The WIS Project was comprised of a stakeholder survey, public survey, focus group discussions and one-on-ne interviews over the February 2021 to May 2021 timeframe.

Key Findings
The Worker Impact Study had a total of one thousand and four (1,004) responses from across Eastern Ontario.

* The top two obstacles identified by respondents were (1) Lack of jobs in the area (31.9%) and (2) Lack of experience/training (30.5%).

  * Among these responses, male respondents were 10% more likely to identify a lack of jobs in the area while female respondents were slightly more likely to identify a lack of experience and/or education.

* For those respondents who were looking to improve their job opportunities, 40.3% identified a lack of financial resources and over 1 in 4 respondents simply did not know where to start.

* Supports needed to improve individual job opportunities varied between participants; however, almost 1 in 3 respondents identified a need for long-term training/education over

three months in duration (29.5%) while others noted short-term skills training and personal development (27.2% and 18.5% respectively).

* Respondents had a good awareness of employment service agencies in the community; however, the prevalence of "I don't know" responses demonstrated that over half of respondents (50.5%) have no awareness on how to improve their job opportunities.

* Almost two thirds of respondents (58.3%) shared their lack of confidence about the employment market indicating that they are not confident in finding better job opportunities when the COVID-19 pandemic subsides.

About the Survey

The global COVID-19 pandemic continues to have a significant impact on the workforce in Eastern Ontario. Across Canada numerous studies and research projects have been conducted pertaining to the impact of this pandemic, primarily focusing on the health and financial well-being of the population. However, there was little information on the employment barriers of the workforce who have been affected the most and what activities, programs and/or services should be in place to help them.

The purpose of the Worker Impact Survey Project was to fully understand barriers to suitable employment for workers, job-seekers, under-utilized workers and labour force non-participants as well their service priorities and programming recommendations.   To view full WIS Project Results, please visit our website at www.labourmarketgroup.ca.

Recommendations:
1. Develop evolving job/career pathways that appeal to a broader cross-section of workers. Specifically, this refers to an increased emphasis on the availability of comprehensive needs assessments of the workforce.
2. Develop programming that recognizes the opportunities and challenges that are present within various population demographics (including women, older workers and youth).
3. Reposition and strengthen marketing efforts to increase awareness of employment service providers, especially for the most vulnerable groups of workers.
4. Conduct further research into the reasons for the disconnect between employers and workers and develop initiatives to address them.
5. Understand the education and training needs specific to Eastern Ontario's workforce and develop the type/duration of programming accordingly.

Pandemic-Related Impacts on Local Industry

Post-Pandemic Economic Recovery Forums 2021

In March 2021, the Labour Market Group of Renfrew and Lanark hosted four (4) Labour Market Forums on the Post-Pandemic Economy Recovery, in conjunction with Algonquin College, Community Employment Services (Pembroke), Upper Ottawa Valley Chamber of Commerce, County of Renfrew and City of Pembroke. Broken into four (4) industry clusters, local businesses shared their challenges and potential opportunities to help inform the post-pandemic economic recovery in Renfrew County.

01 ⟫ **Cluster No. 1: Tourism, Hospitality, Retail, Downtowns, and Professional Services**

Our first session focused on the industries that had been impacted most significantly by decreased tourism-related travel and recurrent provincial lockdown measures.

- Within these groups, their top challenges revolved around regaining the trust of consumers, pandemic-related impacts on staff (mental health) and operating budgets (i.e. increased PPE costs) and remaining public health restrictions, particularly for special events and gatherings.

- In terms of opportunities, participants identified that they were forced to embrace and improve the online shopping experience for clients and to adopt new ways of getting their products/services to customers. For instance, delivery services were an area where job creation was strongest during the COVID-19 pandemic which provided beneficial services for both customers and businesses alike. In addition, participants identified that with the likelihood of limited international travel in the near future, there may be an opportunity to grow domestic and local tourism markets.

- The largest sector-specific changes were identified as increased in-sector communication between local businesses, enhanced cleaning protocols and the availability of remote work opportunities.

02 ›› Cluster No. 2: Health Care, Social Services, Not-for-Profit, Education and Military

Our second session focused on public sector institutions which had generally been deemed essential services during the COVID-19 pandemic as well as not-for-profit organizations who had been extensively involved in supporting local residents through new and existing service programs.

- The top challenges identified in this session revolved around the human services impacts of the pandemic, with mental health identified as the most significant challenge in the short-term and long-term. Other challenges included the transition to remote work, rural broadband internet access, staff retention and replacement (staff shortages and other HR challenges), and financial uncertainty once emergency funding ends.

- Increased technological knowledge and flexible work arrangements were identified as the top opportunities alongside the potential for increased collaboration and relationship building between agencies and with the public through virtual means. It was noted that there is potential for virtual training and professional development opportunities, thus reducing travel time and cost concerns for partner organizations.

- The biggest changes in the sector were the transition to remote work (virtual service delivery), greater dependence on technology, and increased communication across sector organizations.

03 ›› Cluster No. 3: Real Estate, Construction, Developers and Skilled Trades

Our third session focused on the development sectors including construction, skilled trades, and real estate. These sectors had been impacted by public health restrictions to a lesser degree than many other sectors and they were considered essential services during most lockdown periods.

- Following historic trends, these industries identified their largest challenge to be a shortage of qualified and reliable labour in all trades. Coupled with increased material costs and long lead-times in global supply chains, the compounded effect on development was a significant challenge during the pandemic.

- Participants identified a series of potential opportunities which revolved around the increased business expansion and growth of the construction sector. In particular, participants noted that the influx of people to rural communities would provide a source of economic growth for their sector where new housing and renovations have increased during the pandemic (i.e. home office expansions). There is also an increased level of interest in rural communities for residential and commercial investment that has grown significantly, yet must be accompanied with rural economic development investments such as rural broadband internet access, cellular service availability and infrastructure renewal.

- The biggest changes in the sector were a direct result of business expansion which has placed an increased strain on existing labour shortages and global supply chains. In addition, there has been an increase in communication between stakeholders and investment in digital services.

04 ⟫ Cluster No. 4: Industrial Services, Manufacturing, Transportation, Agriculture and Forestry

Our last session focussed on the manufacturing, transportation, agriculture and natural resources sectors which have been historical economic drivers in the region. Overall, these sectors experienced minimal impacts from public health restrictions; however, they did experience the necessity of increased health and safety practices for employee and client safety.

- The top challenges identified in this session included a lack of skilled labour in the local workforce which led to recruitment and retention challenges. These challenges lead industry leaders to speculate about the sustainability and stability of the workforce in the region. In addition, employee morale and mental health concerns had an impact on productivity due to higher levels of absenteeism for isolation/quarantine requirements.

- Opportunities shared by participants included more time and emphasis on training and professional development through alternative methods (i.e. virtual means), increased technological knowledge, larger migration to rural communities as a potential source of new customers, and a generally busier market for products/services.

- The biggest changes in the sector were a greater dependence on technology, coupled with an increased in virtual training and less travel time to talk with customers. In addition, remote work and enhanced safety/cleaning measures were noted as being important changes due to the COVID-19 pandemic.

To read more about the Labour Market Forums, please visit our website at:
www.labourmarketgroup.ca

Forum Participants Recommended Public Sector Support in the following areas:

1. Consistent communications from government and public health officials on appropriate pandemic-related protocols, public health restrictions, and other policies that directly and indirectly impact businesses and employers.

2. Continuation of COVID-19 pandemic support programs until we can get through this crisis (i.e. Canada Emergency Wage Subsidy, increased small business loan programs).

3. Increased investments in rural broadband internet to ensure that local businesses and their staff have access to reliable and affordable internet services (enables remote working and strengthens the ability of rural communities to attract new economic growth and investment from the private sector).

4. Increased access to simplified funding streams for employee "upskilling" and programs aimed at building a pipeline for qualified workers as the region continues to face labour shortages across all sectors (with particular emphasis on health care, skilled trades, manufacturing and transportation).

5. Universal recognition of the needs of vulnerable individuals, particularly from a rural service delivery perspective. This should also include the provision of stable and predictable funding to not-for-profit, social services, education and health care agencies who continue to deliver essential services for vulnerable communities despite uncertain financial commitments from upper levels of government.

6. Increased awareness-building campaigns and financial investment in mental health and wellness supports across the board and in rural communities in particular.

7. Address confusion and delays at the municipal planning and inspection levels to ensure that development can proceed without unnecessary delays.

Demographic Overview

Renfrew County – Demographic Profile
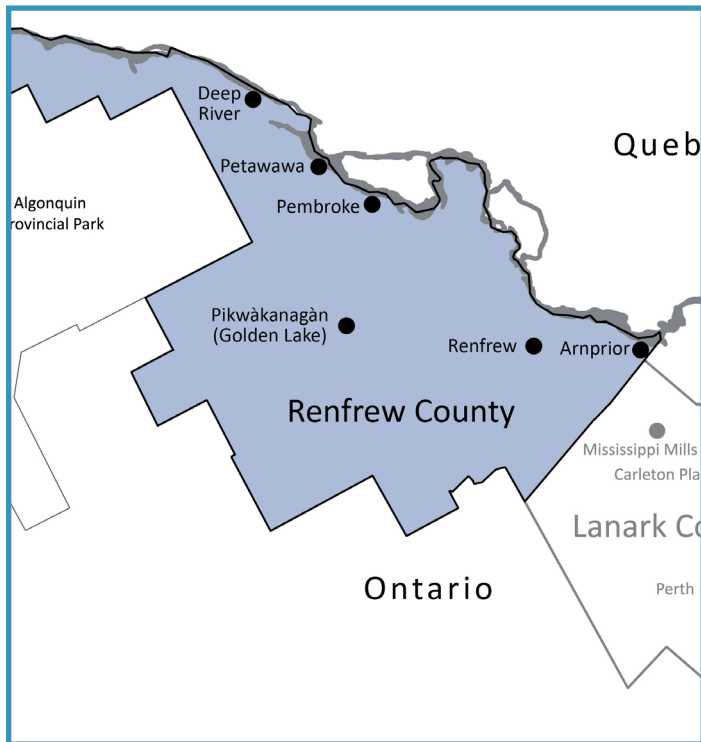
Renfrew County has a total population of 106,858. The county is geographically the largest in Ontario, encompassing approximately 7,645 square kilometres. Located in the heart of the Ottawa Valley, it stretches along the shores of the Ottawa River from the outskirts of Ottawa in the east to the northern 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.
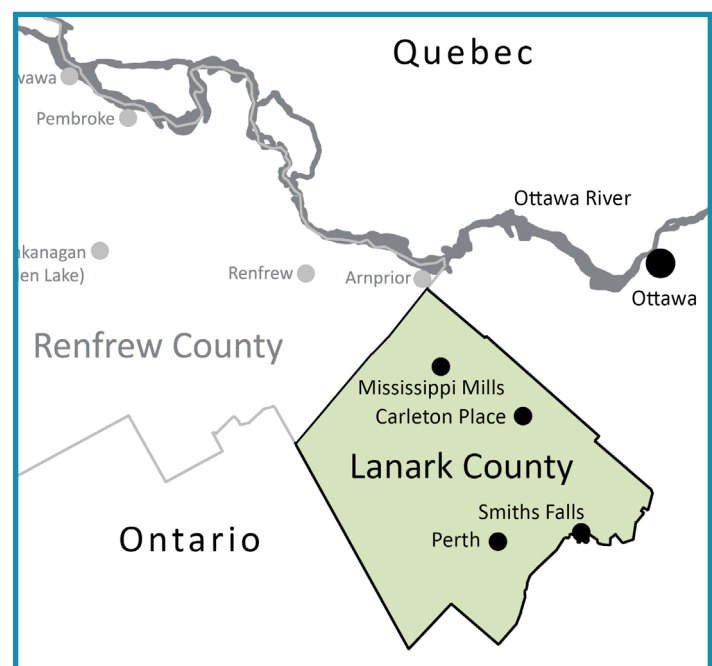
Age Characteristics

Renfrew County

- 9.78% 75+
- 15.48% 0-14
- 20.64% 60-74
- 16.32% 15-29
- 19.70% 45-59
- 18.08% 30-44
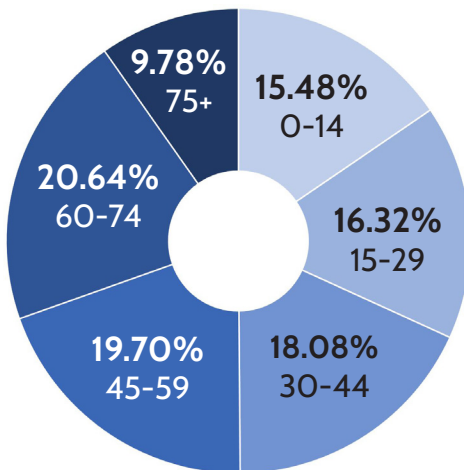
49.8% of the population is 45 years and older

16.6% of the population is between 15-29

Lanark County

- 9.95% 75+
- 14.55% 0-14
- 23.36% 60-74
- 14.88% 15-29
- 21.57% 45-59
- 15.69% 30-44
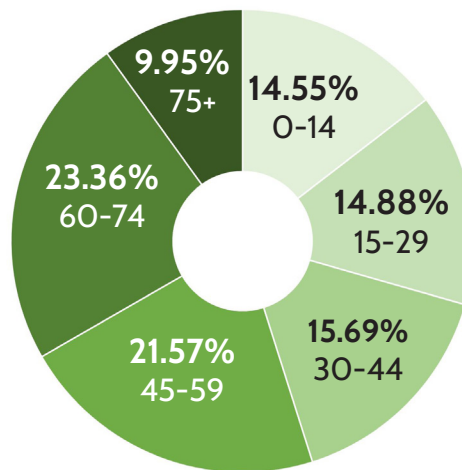
54.5% of the population is 45 years and older

15.1% of the population is between 15-29

Ontario

- 7.61% 75+
- 15.57% 0-14
- 16.57% 60-74
- 20.08% 15-29
- 20.21% 45-59
- 19.96% 30-44
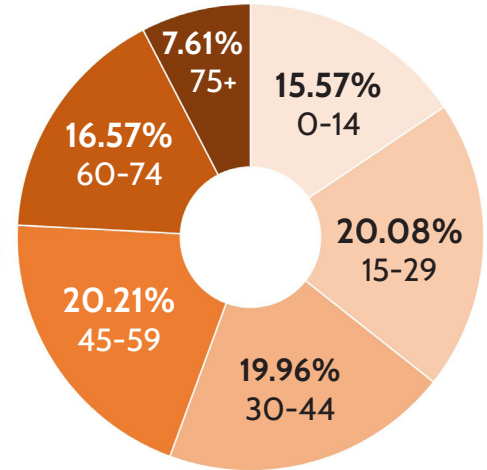
44.3% of the population is 45 years and older

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 2020-2021

CENSUS DIVISION	2020	2021	Population Change
Renfrew County (3547)	106,858	107,381	+ 0%
Lanark County (3509)	73,319	74,899	+ 2%
Ontario	14,743,379	14,912,237	+ 1%

Source: EMSI Analyst Projection, 2021

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

Migration Characteristics by Age Category

Renfrew County In-Migrants
Renfrew County Out-Migrants
Lanark County In-Migrants
Lanark County Out-Migrants

In-migrants = New, incoming residents   Out-migrants = Current residents who have moved away
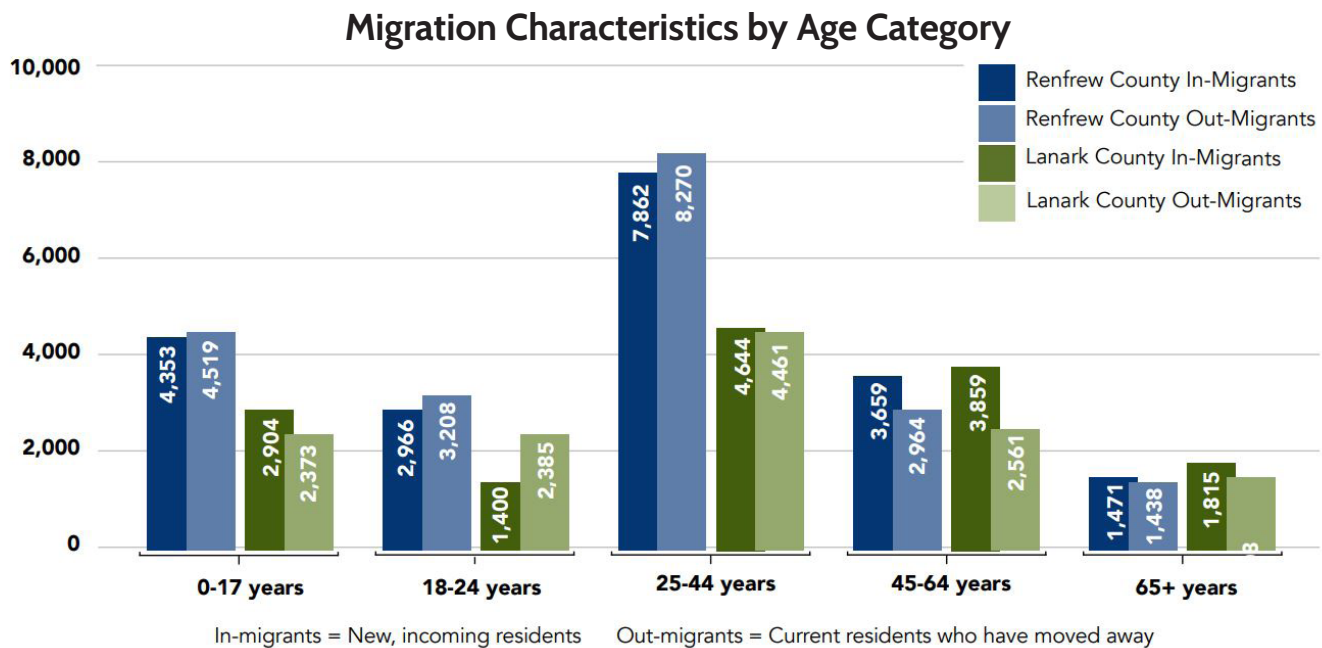
Projections by Statistics Canada

–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.

1. Highest net increase in 45-64 age group = 895.
2. Highest net decrease in 25-44 = 408.
3. Despite recent announcements, future workforce growth continues to be restricted by a shortage of workers. Proactive recruitment and retention strategies may be warranted.

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 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.

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.

Legend:
- No certificate, diploma or degree
- Secondary (High) school diploma or equivalence certificate
- Apprenticeship or trades certificate or diploma
- College, CEGEP or other non-university certificate or diploma
- University certificate or diploma below bachelor level
- University certificate, diploma or degree at bachelor level or above

15+ YEARS / 25 – 34 YEARS

RENFREW COUNTY
- 15+ years: 1.6%, 13.9%, 18.9%, 31.1%, 8.9%, 25.6%
- 25–34 years: 1%, 19.7%, 7.8%, 31.7%, 8%, 31.8%

LANARK COUNTY
- 15+ years: 1.9%, 15.7%, 16.8%, 28.9%, 8.2%, 28.6%
- 25–34 years: 0.8%, 17.8%, 10.4%, 26.4%, 8.2%, 36.4%

ONTARIO
- 15+ years: 2.2%, 26%, 17.5%, 27.4%, 6%, 20.8%
- 25–34 years: 2%, 39.1%, 7.7%, 21.8%, 4.7%, 24.8%

Source: Statistics Canada 2016 Census

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35 – 44 YEARS	45 – 54 YEARS	55 – 64 YEARS
1.2% 7.5% 19.6% 29.4% 34.9% 7.6%	1.4% 13.3% 11.1% 30.8% 32.5% 11%	1.9% 12.2% 16.3% 34.2% 24.7% 10.8%
2.2% 6.9% 20% 24% 40.3% 6.5%	2% 8.2% 17.3% 27.8% 35.1% 9.6%	2.1% 13.3% 16% 31.1% 28.1% 9.5%
7.9% 36.8% 21.6% 25.8% 5.4% 2.5%	10.6% 29.6% 25.2% 25.3% 6.8% 2.6%	2.4% 15.1% 23.1% 28.1% 22.8% 7.7%

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 2021

Municipality	Number of Jobs	Average Earnings
North Algona Wilberforce	248	$43,462.49
Laurentian Valley	2,697	$45,389.73
Greater Madawaska	272	$47,771.08
Horton	242	$48,502.67
Brudenell, Lyndoch and Raglan	115	$49,025.10
Renfrew	4,399	$49,557.62
Bonnechere Valley	865	$49,844.86
Madawaska Valley	1,436	$49,880.20
Pikwakanagan (Golden Lake 39)	201	$50,091.88
Arnprior	4,289	$50,591.60
Killaloe, Hagarty and Richards	412	$50,738.45
McNab/Braeside	676	$51,439.24
Deep River	1,359	$51,477.41
Whitewater Region	1,647	$51,737.85
Admaston/Bromley	402	$52,304.43
Pembroke	7,762	$52,461.73
Petawawa	8,633	$54,393.87
Head, Clara and Maria	64	$56,653.20
Laurentian Hills	3,643	$64,754.55

Source: EMSI Analyst projection 2021

Employment by Municipality – Lanark County 2021

Municipality	Number of Jobs	Average Earnings
Lanark Highlands	434	$53,611.84
Carleton Place	3,911	$53,637.47
Drummond/North Elmsley	825	$53,720.26
Perth	5,302	$55,760.95
Smiths Falls	4,625	$56,469.05
Mississippi Mills	3,414	$56,507.50
Beckwith	1,335	$58,077.35
Tay Valley	981	$59,474.98
Montague	333	$63,886.23

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 and United Townships of Head, Clara and Maria). 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	$83,579
54	Professional, scientific and technical services	$79,384
91	Public administration	$65,490
61	Educational services	$57,799
23	Construction	$53,457
41	Wholesale trade	$50,151
31-33	Manufacturing	$49,742
21	Mining, quarrying, and oil and gas extraction	$49,408
62	Health care and social assistance	$47,763

Source: EMSI Analyst projection, 2021

Lanark County

NAICS	Industry	Average Earnings
22	Utilities	$81,328
21	Mining, quarrying, and oil and gas extraction	$78,621
91	Public administration	$70,611
61	Educational services	$63,878
55	Management of companies and enterprises	$59,914
54	Professional, scientific and technical services	$54,858
56	Administrative and support, waste management and remediation services	$54,650
23	Construction	$54,030
48-49	Transportation and warehousing	$53,075

Source: EMSI Analyst Projection, 2021

The top three industries in Renfrew County with the greatest average earnings in 2020 were Utilities, Professional, Scientific and Technical Services, and Public Administration. The top 3 industries in Lanark County with the greatest average earnings in 2020 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.
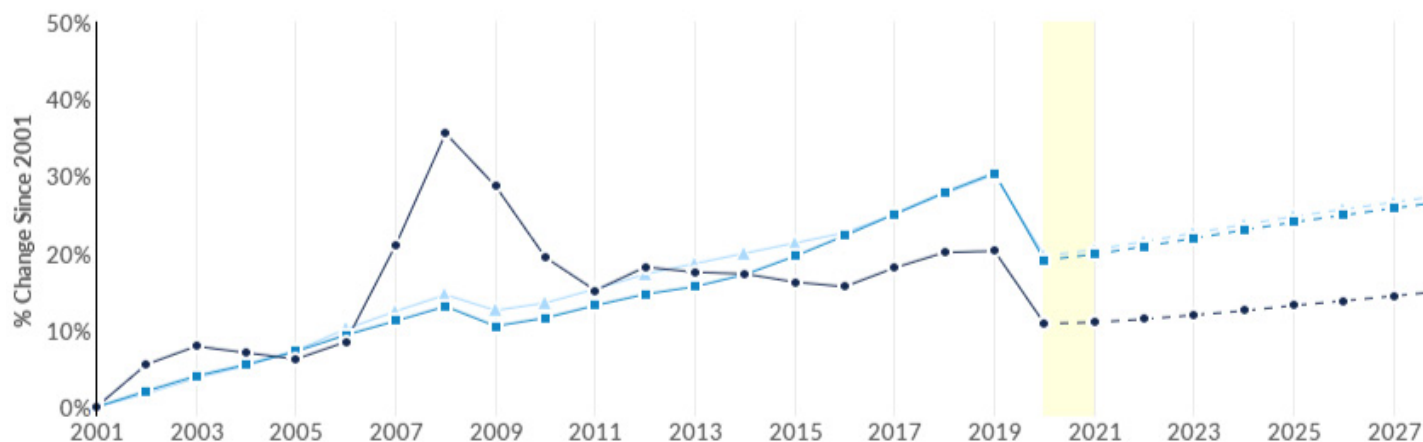
Region	2020 Jobs	2021 Jobs	% Change
● Renfrew County	39,311	39,362	0.1%
■ Ontario	6,151,677	6,190,073	0.6%
▲ Canada	15,925,533	16,032,407	0.7%

Source: EMSI Analyst projection, 2021

Total Renfrew County Jobs in 2021: **39,362**
Average Earnings in 2021: **$49,548**

Jobs by Industry – Renfrew County

Industry	2021 Jobs
Public administration	7,336
Health care and social assistance	6,029
Retail trade	4,886
Professional, scientific and technical services	2,880
Manufacturing	2,723
Construction	2,693
Educational services	2,475
Accommodation and food services	2,269
Administrative and support, waste management and remediation services	1,754
Other services (except public administration)	1,125

Source: EMSI Analyst projection, 2021

Public Administration, Health Care and Social Assistance and Retail Trade continue to be the largest employers within Renfrew County for a seventh straight year. However, there were significant declines in three industries: Accommodations and Food Services (966 jobs or 30%), Professional, Scientific and Technical Services (642 jobs or 18%) and Manufacturing (428 jobs or 14%). While the former represents the hardest impacted industry due to the COVID-19 pandemic, the declines in the other two industries warrant further study.

	Region	2020 Jobs	2021 Jobs	% Change
●	Lanark County	20,969	21,160	0.9%
■	Ontario	6,151,677	6,190,073	0.6%
▲	Canada	15,925,533	16,032,407	0.7%

Source: EMSI Analyst projection, 2021

Total Lanark County Jobs in 2021: **20,969**
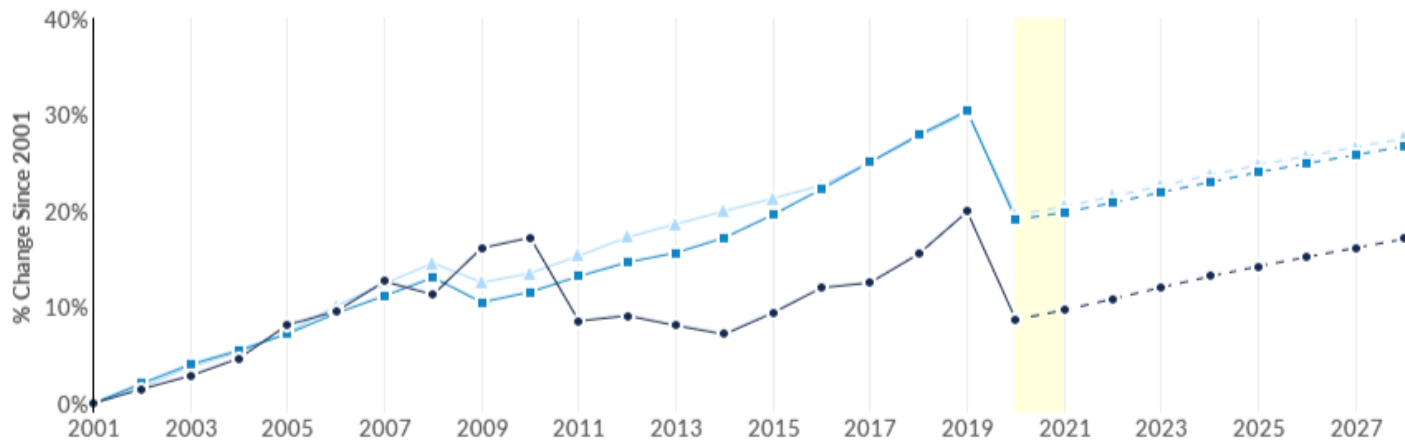## Average Earnings in 2021: **$45,149**

Jobs by Industry - Lanark County

Industry	2021 Jobs

Health care and social assistance — 3,505
Retail trade — 3,286
Manufacturing — 2,047
Construction — 1,785
Educational services — 1,593
Accommodation and food services — 1,565
Public administration — 1,294
Administrative and support, waste management and remediation services — 880
Other services (except public administration) — 798
Transportation and warehousing — 765

Source: EMSI Analyst projection, 2021

Health care and social assistance tops the charts with the most jobs at 3,505 jobs, followed by retail trade at 3,286 jobs and Manufacturing at 2,047 jobs. The starkest change from the last LLMP is a reduction of approxiamately 788 jobs (or 33% year-over-year) in the Accommodation and Food Services sector. This can be directly attributable to the COVID-19 pandemic and the impact of recurring shutdown closures and extraordinarily low tourism.

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

Top 8 Occupational Categories (Renfrew County)

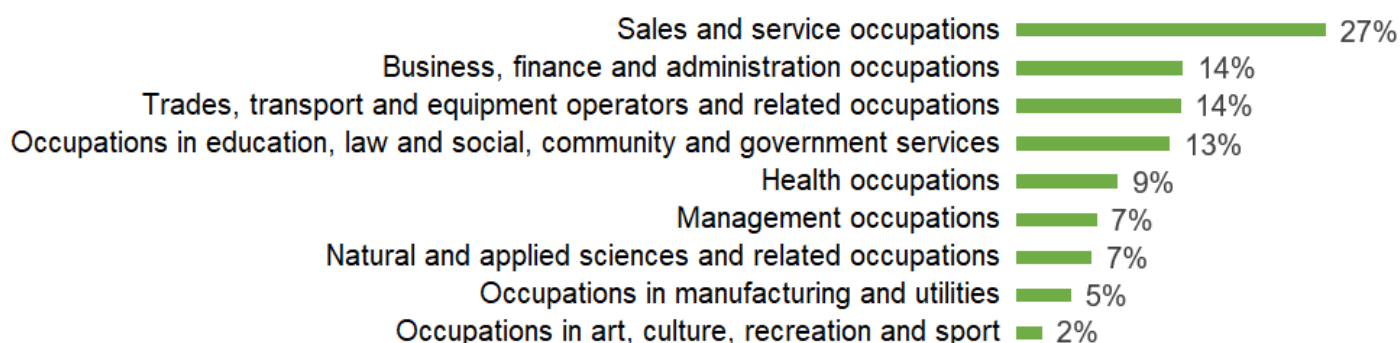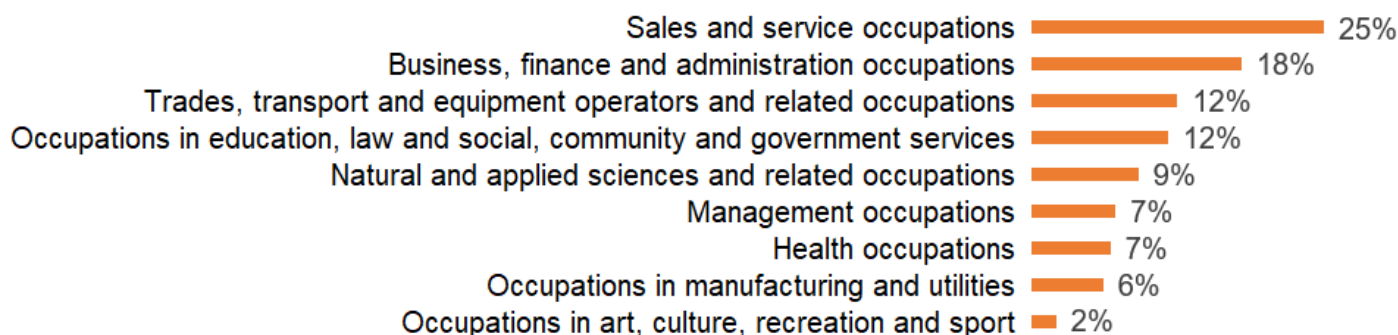| Occupation	%
Sales and service occupations	26%
Trades, transport and equipment operators and related occupations	15%
Business, finance and administration occupations	14%
Occupations in education, law and social, community and government services	13%
Health occupations	11%
Natural and applied sciences and related occupations	8%
Occupations in manufacturing and utilities	5%
Management occupations	5%
Natural resources, agriculture and related production occupations	2%

Top 8 Occupational Categories (Lanark County)

Occupation	%
Sales and service occupations	27%
Business, finance and administration occupations	14%
Trades, transport and equipment operators and related occupations	14%
Occupations in education, law and social, community and government services	13%
Health occupations	9%
Management occupations	7%
Natural and applied sciences and related occupations	7%
Occupations in manufacturing and utilities	5%
Occupations in art, culture, recreation and sport	2%

Top 8 Occupational Categories (Ontario)

Occupation	%
Sales and service occupations	25%
Business, finance and administration occupations	18%
Trades, transport and equipment operators and related occupations	12%
Occupations in education, law and social, community and government services	12%
Natural and applied sciences and related occupations	9%
Management occupations	7%
Health occupations	7%
Occupations in manufacturing and utilities	6%
Occupations in art, culture, recreation and sport	2%

Source: EMSI Analyst projection, 2021

Fastest Growing Industries at the 2-Digit NAICS Level

Fastest Growing Industries - Renfrew County

Industry	2020 Jobs	2021 Jobs	Change in Jobs	Average Wages
Health care and social assistance	5,970	6,029	58	$47,763
Construction	2,655	2,693	38	$53,457
Administrative and support, waste management and remediation services	1,722	1,754	32	$39,613
Utilities	809	819	10	$83,579
Other services (except public administration)	1,115	1,125	10	$38,170
Finance and insurance	568	576	8	$42,951
Transportation and warehousing	830	835	5	$42,784
Arts, entertainment and recreation	321	325	4	$26,913
Wholesale trade	750	752	2	$50,151
Unclassified	692	693	1	$58,568

Source: EMSI Analyst projection 2021

Fastest Growing Industries - Lanark County

Industry	2020 Jobs	2021 Jobs	Change in Jobs	Average Wages
Administrative and support, waste management and remediation services	848	880	32	$54,650
Manufacturing	2,015	2,047	32	$49,596
Construction	1,760	1,785	25	$54,030
Health care and social assistance	3,484	3,505	21	$46,454
Educational services	1,574	1,593	19	$63,878
Retail trade	3,267	3,286	19	$24,760
Finance and insurance	502	515	13	$46,510
Public administration	1,283	1,294	11	$70,611
Other services (except public administration)	791	798	8	$31,772
Arts, entertainment and recreation	357	363	6	$34,701

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 2020 to 2021. The fastest growing industries in Renfrew County are Health Care and Social Assistance, Construction and Administrative and support, waste management and remediation services. In Lanark County, the fastest-growing industries are Administrative and support, waste management and remediation services, 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 Arnprior and Petawawa, where both communities have experienced population growth that has driven the housing market. 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.
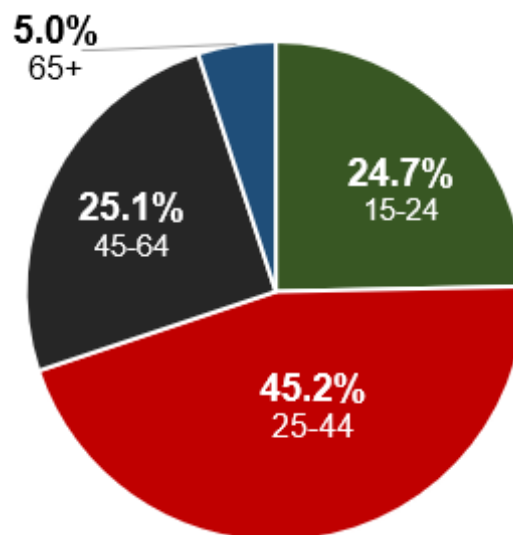
Employment Ontario Client Data

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 2020-2021 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

- 2.00% 65+
- 20.40% 15-24
- 42.70% 25-44
- 34.80% 45-64
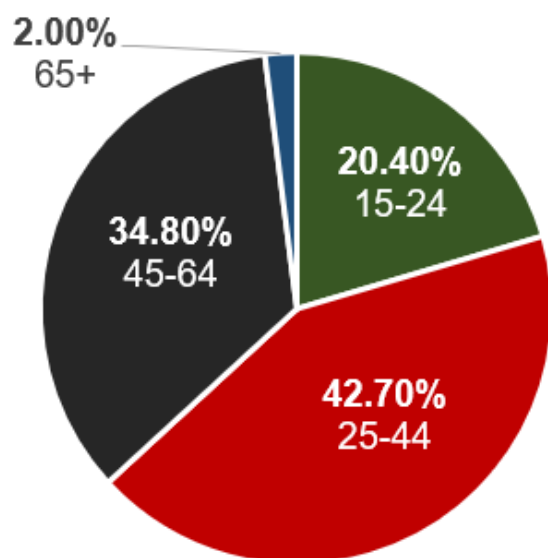
Literacy and Basic Skills Learners by Age Group in Renfrew and Lanark Counties

- 5.0% 65+
- 24.7% 15-24
- 45.2% 25-44
- 25.1% 45-64

In Renfrew & Lanark Counties. there were **61** internationally trained individuals out of **2,012*** Employment Assisted Clients.

In Renfrew & Lanark Counties there are:
15 Service Providers,
2,012 Employment Service Assisted Clients,
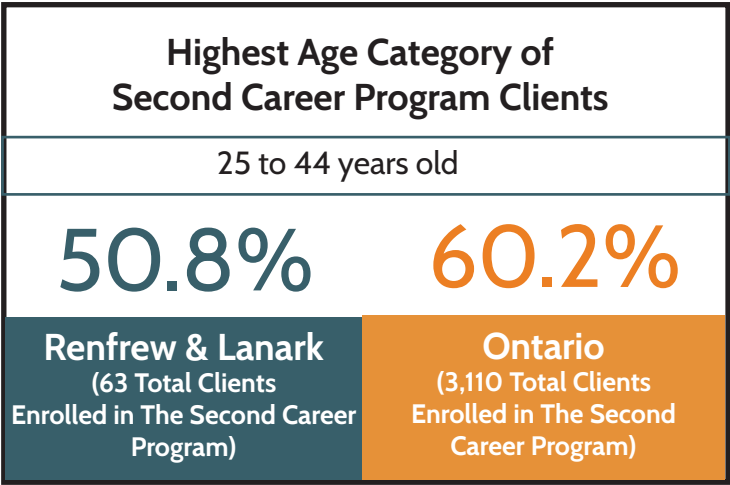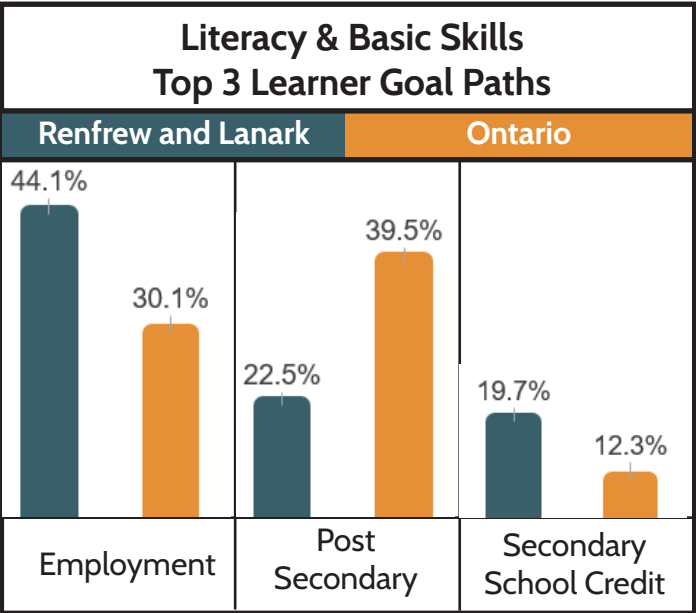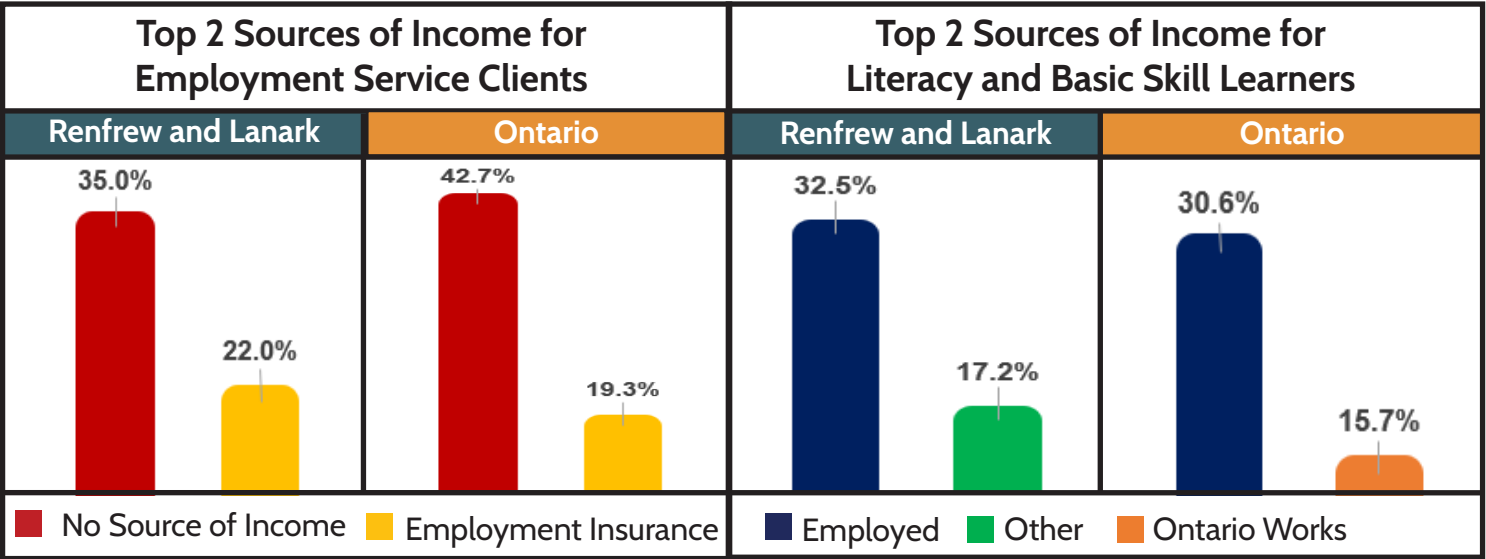**458** Literacy & Basic Skill Learners.

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

26

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. Service providers are challenged to meet the needs of clients who require training supports and must manage their bdugets carefully.
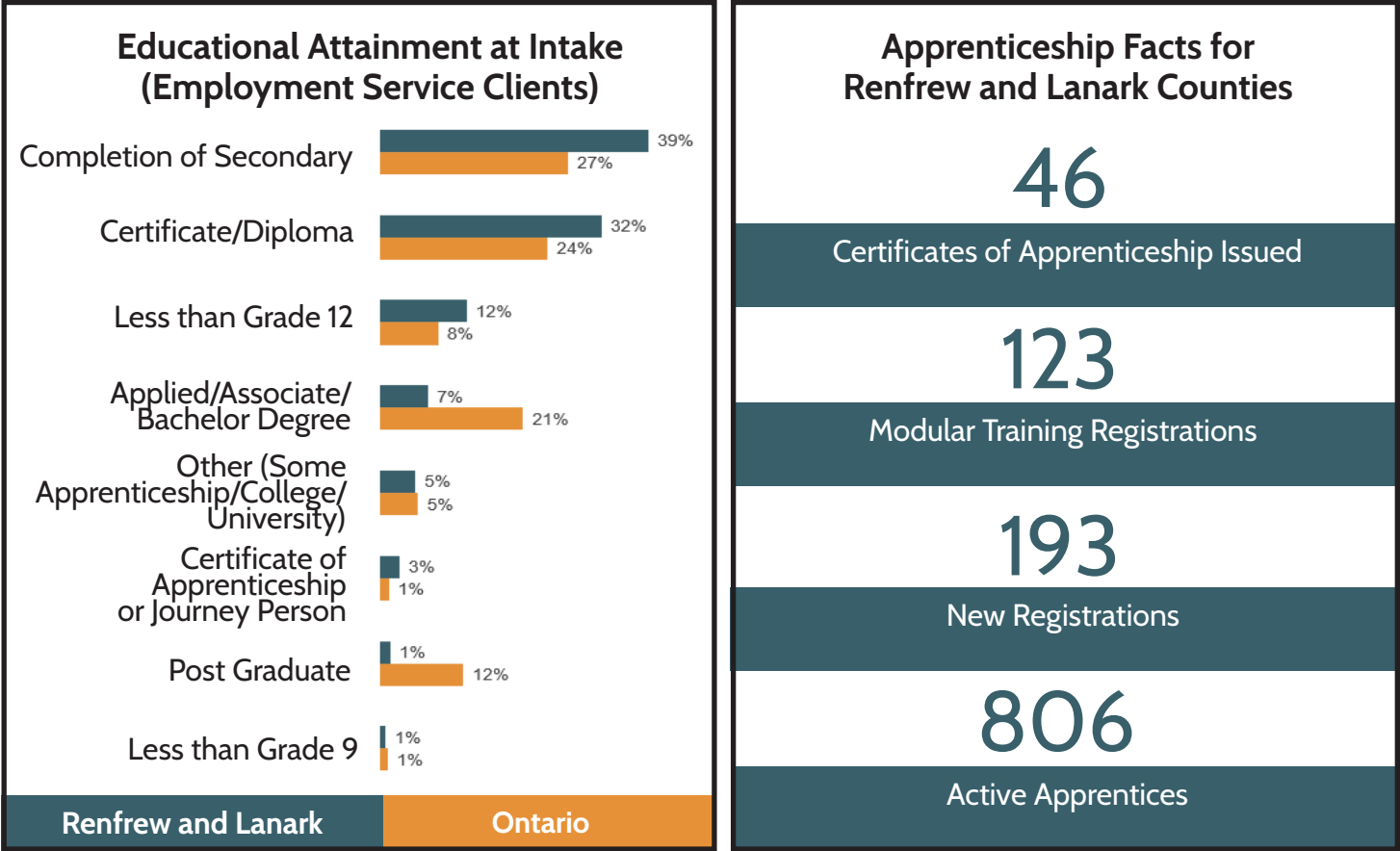
Alternatively, 32.5% of Literacy and Basic Skills (LBS) learners in 2020-2021 listed Employed as their top source of income.

Top 2 Sources of Income for Employment Service Clients		Top 2 Sources of Income for Literacy and Basic Skill Learners	
Renfrew and Lanark	Ontario	Renfrew and Lanark	Ontario

Employment Service Clients:
- Renfrew and Lanark: No Source of Income 35.0%, Employment Insurance 22.0%
- Ontario: No Source of Income 42.7%, Employment Insurance 19.3%

Legend: ■ No Source of Income ■ Employment Insurance

Literacy and Basic Skill Learners:
- Renfrew and Lanark: Employed 32.5%, Other 17.2%
- Ontario: Employed 30.6%, Ontario Works 15.7%

Legend: ■ Employed ■ Other ■ Ontario Works

Literacy & Basic Skills Top 3 Learner Goal Paths	
Renfrew and Lanark	Ontario

- Employment: Renfrew and Lanark 44.1%, Ontario 30.1%
- Post Secondary: Renfrew and Lanark 22.5%, Ontario 39.5%
- Secondary School Credit: Renfrew and Lanark 19.7%, Ontario 12.3%

Highest Age Category of Second Career Program Clients
25 to 44 years old

50.8%	60.2%
Renfrew & Lanark (63 Total Clients Enrolled in The Second Career Program)	**Ontario** (3,110 Total Clients Enrolled in The Second Career Program)

The most common goal cited by Literacy and Basic Skills (LBS) learners in Renfrew and Lanark continues to be Employment with 44.1% of learners with this intented goal path. Another 22.5% 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 during the COVID-19 pandemic. The greatest number of Second Career clients were aged 25 to 44 in 2020-2021

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.

Educational Attainment at Intake (Employment Service Clients)

Category	Renfrew and Lanark	Ontario
Completion of Secondary	39%	27%
Certificate/Diploma	32%	24%
Less than Grade 12	12%	8%
Applied/Associate/Bachelor Degree	7%	21%
Other (Some Apprenticeship/College/University)	5%	5%
Certificate of Apprenticeship or Journey Person	3%	1%
Post Graduate	1%	12%
Less than Grade 9	1%	1%

Renfrew and Lanark · **Ontario**

Apprenticeship Facts for Renfrew and Lanark Counties

46
Certificates of Apprenticeship Issued

123
Modular Training Registrations

193
New Registrations

806
Active Apprentices

Top Exit Outcomes for Employment Service Clients

Outcome	Renfrew and Lanark	Ontario
Employed	69%	65%
In Training/Education	10%	13%
Unemployed	9%	8%
Unknown	7%	9%
Other (Independent, Unable to Work, Volunteer)	6%	5%

Renfrew and Lanark · **Ontario**

During the 2020/2021 fiscal year, the top two outcome occupations remained static in Renfrew and Lanark Counties; however, Transport and Heavy Equipment Operation and related maintenance occupations overtook Labourers in Processing, Manufacturing and Utilities.

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

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

There is a slight change of employment industry outcomes for ES clients with Construction as the new top outcome industry and Health Care and Social Assistance joining the list for the first time both at the provincial and regional levels.

Employment Service Clients – Top 3 Employed Outcome Industries (NAICS)

Renfrew and Lanark	Ontario
1 Construction	1 Administrative and Support and Waste Management and Remediation Services
2 Health Care and Social Assistance	2 Health Care and Social Assistance
3 Retail Trade	3 Retail Trade

Top 3 Trades for New Apprenticeship Registrations

Renfrew and Lanark	Ontario
1 – Electrician	1 – Electrician
2 – Automotive Technician	2 – Automotive Technician
3 – Powerline Technician	3 – Plumber

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 and Workers Impact Study.
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 Webinars)

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.
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.
Website Redevelopment	During the 2021-2022 fiscal year, the LMG will be conducting a full redesign of the corporate website to ensure that it continues to meet the needs of our clients (job seekers, employers and service providers). This will also include the provision of translation, accessibility and search features and the refresh of website content to provide access to more up-to-date and readily available products.

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.algonquinsofpikwakanagan.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/

Local Immigration Partnership
wwwimmgrationpartnershiprenfrewlanark.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
algonquinsofpikwakanagan.com

County of Lanark Website
www.lanarkcounty.ca

County of Renfrew Website
www.countyofrenfrew.on.ca

EMSI Analyst Tool
www.economicmodeling.com

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

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Ontario

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