

Fall 2013/Winter 2014

# LABOUR MARKET PLANNING REPORT

Update



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Ontario

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# Labour Market Planning Report Update

**Fall 2013/Winter 2014**

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

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EXECUTIVE SUMMARY

Located in Eastern Ontario and bordering on the National Capital Region, Renfrew and Lanark Counties combined cover an area of 10,679 km<sup>2</sup> with a total population of 166,993. Historically, both counties have had similar economies that were very strong in manufacturing, agriculture and forestry, resulting in higher rates of attainment for apprenticeship, trades, and college diplomas. Statistical findings, as well as information gathered from local sources indicate that in recent years there has been a broad shift in local industries from manufacturing, forestry, and agriculture, to retail, healthcare and public administration.

**Significant Changes**

Population turnover in Renfrew and Lanark Counties has been active over the past five years, resulting in a small net increase in population in the region. In the past year, growth in the economies and consequent labour markets of Renfrew and Lanark Counties has been relatively dynamic, with gains being made in medium and large sized business numbers in both counties. Employment numbers have increased in service sectors, healthcare, agriculture, construction and real estate, while the manufacturing and forestry sectors that experienced significant losses in 2008 have stabilized and experienced marginal growth.

**The Labour Market Group of Renfrew & Lanark (LMG)**

In the Province of Ontario there are 25 Workforce Planning areas which receive funding from the Ministry of Training, Colleges and Universities to facilitate a Local Labour Market Planning (LLMP) process that identifies and prioritizes labour market issues. Once issues are identified, the Workforce Development/Training Board or other local organizations responsible for this task work with community partners to develop a plan of action to meet the changing labour market needs of the community.

Since May of 2007, in lieu of a local board and under the supervision of the 1000 Islands Region Workforce Development Board, the Labour Market Group of Renfrew & Lanark (LMG) has delivered the LLMP process within the Renfrew-Lanark region. On April 1st of 2013 the administration of the contract was transferred to Algonquin College in the Ottawa Valley. The LMG works with two sub-committees (one for Renfrew and one for Lanark) that reflect a wide cross section of industry, employment, training, economic development and governmental agencies. The committees provide local labour market information and feedback on community projects so that we can better serve our communities within the region. The Labour Market Group is a proud member of Workforce Planning Ontario. [www.workforceplanningontario.com](http://www.workforceplanningontario.com)

**Summary of Methodology**

As part of the LLMP process, the LMG facilitated community meetings and one-on-one consultations with regional employers and service providers from a variety of sectors. The goal is to gather local intelligence, identify and prioritize labour market trends and issues, and determine significant changes that have occurred in the region. The LMG also analyzes statistical data from a variety of sources to help identify and quantify challenges and presents findings in the annual LLMP reports and updates.

In addition, the LMG initiates discussion and strategizing between representatives of community organizations and institutions aimed at addressing issues of common interest. This creates opportunities for partnership activities and projects that respond to more complex and/or pressing challenges. To reflect this, the report illustrates the progress of the projects undertaken in previous years and provides an outlook on projects moving forward.

New to the Fall 2013 Update is a section profiling data captured from within the regional Employment Ontario network as provided by the Ministry of Training, Colleges and Universities (Appendix A). This information may be of interest for any organization actively working in employment, literacy and economic development services in particular. Further, the release of the 2011 National Household Survey data has enabled inclusion of some new tables. Lastly, tables on Employment and Changes in Employment in Small and Medium Businesses have not been updated at this time. These statistics were suppressed by Statistics Canada as the information collected was insufficient to maintain its integrity.

Finally, in an effort to provide consistent access to the most current local labour market information, the LMG regularly updates our website to include monthly employment and unemployment rates, noteworthy labour market, employment, and training-related news, as well as downloadable editions of our published reports. [www.renfrewlanark.com](http://www.renfrewlanark.com)

The LMG wishes to thank the 1000 Islands Region Workforce Development Board for their support and guidance since 2007. The LMG would also like to thank Algonquin College, employers, employees, service providers, educators and others for their input in this year's Labour Market Planning Report Update. We look forward to their continued involvement and encourage participation from new organizations and individuals. By working collaboratively with community partners, the Labour Market Group will continue to generate positive change within the local labour market.

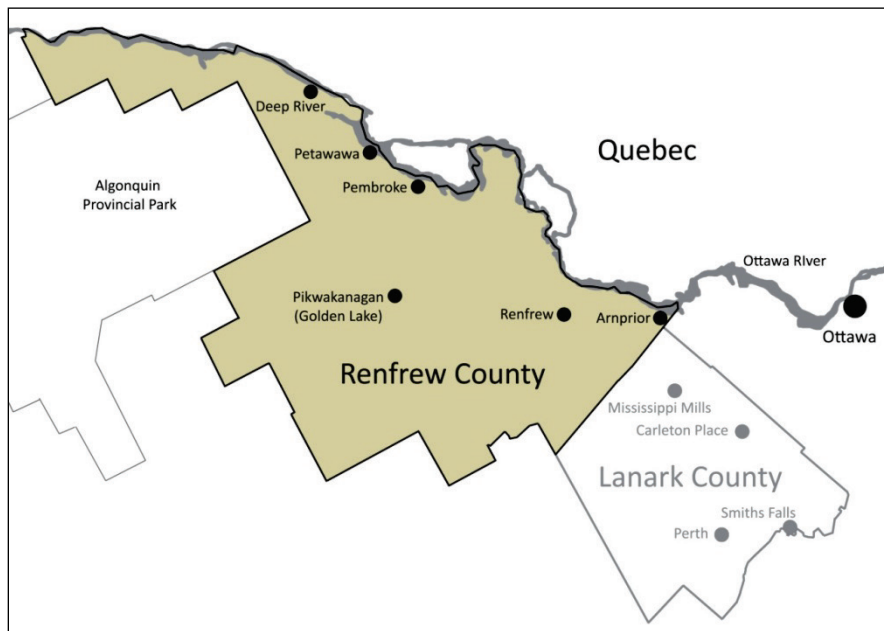


Matt LeMay, Executive Director  
The Labour Market Group of Renfrew & Lanark

# LABOUR MARKET STATUS DATA AND ANALYSIS

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## RENFREW COUNTY



Renfrew County Census Division

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### DEMOGRAPHIC PROFILE

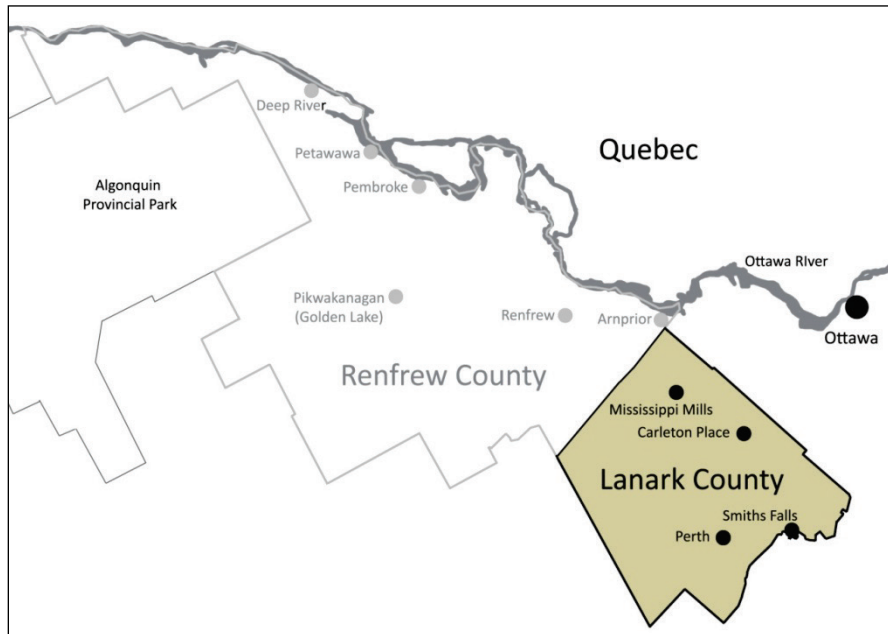
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Renfrew County has a total population of 101,326. The county is geographically the largest in Ontario, encompassing approximately 7,645 square kilometres. Located in the heart of the Ottawa Valley, it stretches along the shores of the Ottawa River from the outskirts of Ottawa in the east to the northern tip of Algonquin Park's wilderness in the west. 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, lending itself to a wide range of outdoor and tourism activities. There are a total of 18 municipalities in Renfrew County with Arnprior (population 8,114), Renfrew (population 8,218), Pembroke (population 14,360) and Petawawa (population 15,988) having the largest concentrated populations.<sup>1</sup>

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<sup>1</sup> Municipal populations are those listed by Statistics Canada according to 2011 Census Subdivision boundaries.

# LANARK COUNTY



Lanark County Census Division

## DEMOGRAPHIC PROFILE

Lanark County has a total population of 65,667. The county is a geographically large and diverse region covering an area of 3,034 square kilometres. 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. The communities with the largest concentrated populations in Lanark County are Smiths Falls (population 8,978), Carleton Place (population 9,809), Perth (population 5,840) and Mississippi Mills (population 12,385).<sup>2</sup>

<sup>2</sup> Municipal populations are those listed by Statistics Canada according to 2011 Census Subdivision boundaries.

POPULATION CHANGE 2006 TO 2011

This table compares the total population change in Renfrew County, Lanark County and the province of Ontario between 2006 and 2011.

Region	2006	2011	Population Change (%)
<b>Renfrew County</b>	97,545	101,326	3.9%
<b>Lanark County</b>	63,785	65,667	2.9%
<b>Ontario</b>	12,160,282	12,851,821	5.7%
<b>Ontario (not including Toronto CMA)</b>			3.1%

Source: Statistics Canada 2006 and 2011 Census

Between 2006 and 2011, Renfrew County experienced a population growth of 3.9%, an increase of 1.4% from the previous census period (2001-2006), and Lanark County experienced a population growth of 2.9%, an increase of 0.8%. On the surface, both population growth rates are lower than that of the province, which is currently at 5.7%. However, when compared to the province of Ontario without including the Toronto Census Metropolitan Area, Renfrew County outgrew the province, and Lanark County was not far behind, indicating that these rural communities are strongly keeping pace with the province of Ontario. While further research is required, the difference in growth between Renfrew & Lanark Counties and the province may be attributable to fewer immigrants settling in rural communities.



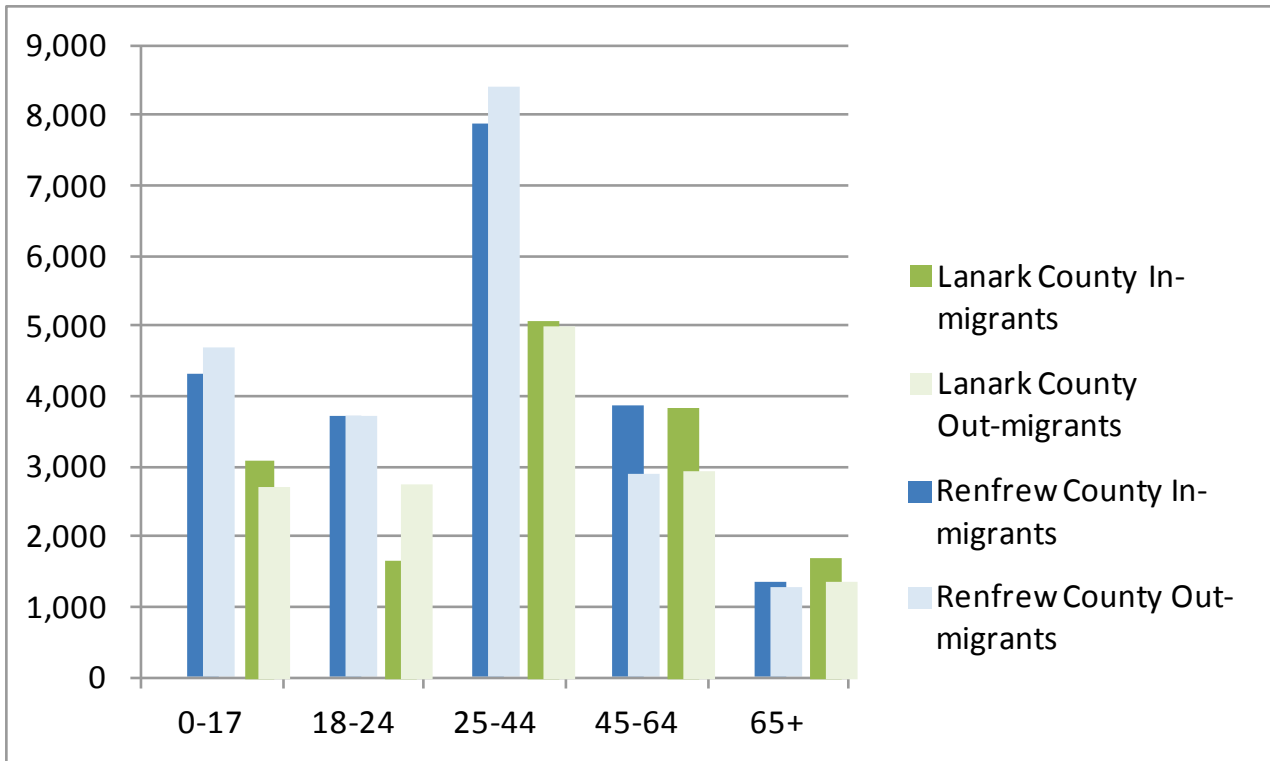
Photo: Creative Commons

Burnstown, Ontario

MIGRATION CHARACTERISTICS 2006 TO 2011

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.

The following graph shows migration characteristics of Renfrew and Lanark Counties between 2006 and 2011.



Source: Statistics Canada, Taxfiler

Both Renfrew and Lanark Counties saw significant migration in all age groups between 2006 and 2011, suggesting a healthy turnover of population overall. While many have left the rural areas, possibly seeking urban opportunities, significant numbers have arrived seeking a more rural lifestyle, with a positive result overall. Lanark County experienced a total net in-migration of 519 residents from 2006 to 2011. The greatest net influx was in the 45-64 age group, followed by the 65+ age group. Renfrew County experienced an overall net in-migration of 154 residents between 2006 and 2011. The greatest net influx was among the 45-64 age group, followed by the 65+ age group. In both counties, the influx of people over the age of 45 coupled with an aging demographic suggests that the region may require an increased level of healthcare services and healthcare workers in the coming years.

In Lanark County, the only net out-migration from the region was among the 18-24 age group (-1,032) and is likely attributable to youth pursuing post-secondary education opportunities outside the county. However, in Renfrew County, there was a net out-migration of young families in all age groups under 44 years old. This out-migration of core working age persons and their families suggests the current and future supply of workers may be limited, in which case proactive retention measures should be considered.

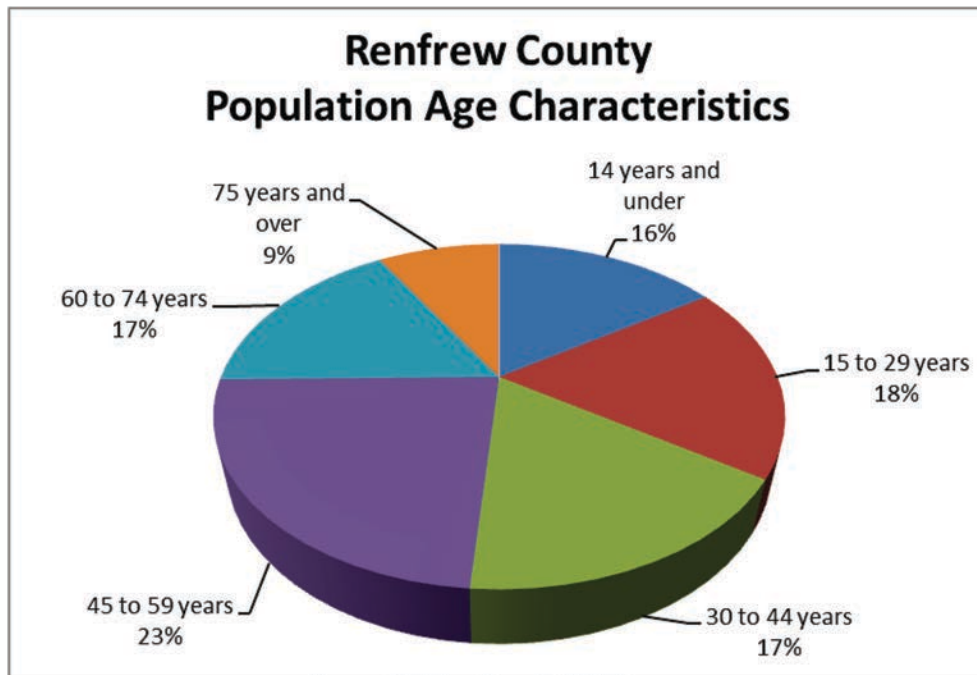
**Local Intelligence<sup>3</sup>** - To encourage youth retention (25-35 year olds), the Labour Market Group, in partnership with local school boards and Employment Ontario service providers, plans to facilitate a series of workshops, delivered throughout the year on an in-demand basis, and geared towards educating youth and job seekers about what career opportunities are currently available in the region and what post-secondary training is required to succeed in these careers.

<sup>3</sup> Local intelligence refers to information gathered from employers and community partners during this year's consultation process.



AGE CHARACTERISTICS 2011

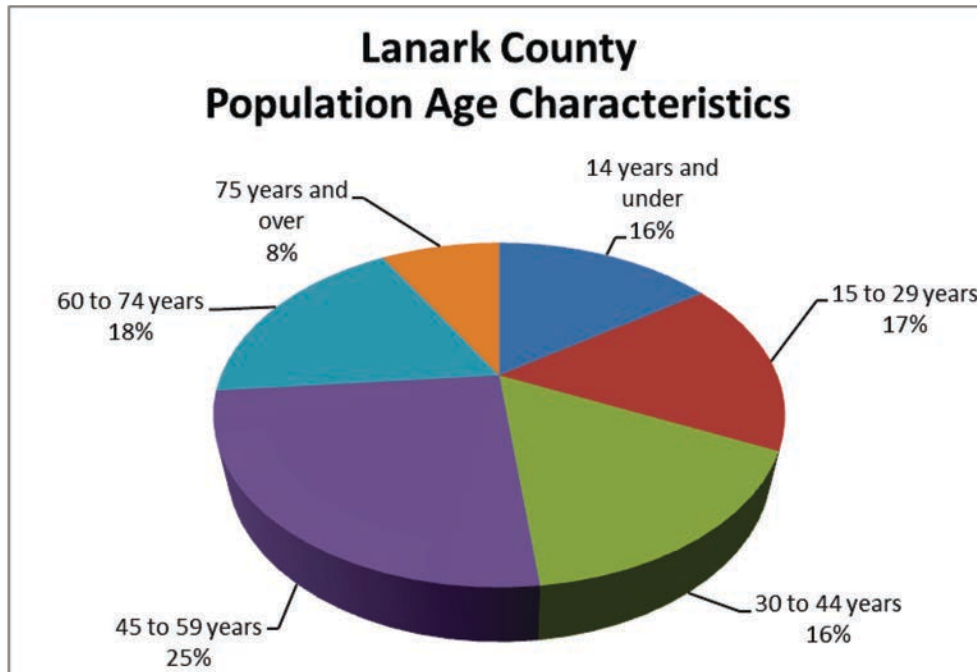
The graphs and accompanying analyses that follow reflect the age characteristics of Renfrew and Lanark County citizens as compared to those of Ontario.



Source: Statistics Canada 2011 Census

The average age in Renfrew County is 43.9, which is higher than the Province of Ontario by 3.5 years. 40.74% of the population of Renfrew County is over the age of 50, an increase of 3.95% from 2006, clearly indicating an aging population.

**Local Intelligence** - It is predicted that Renfrew and Lanark Counties' relatively small youth populations will be unable to fulfill workforce demands of the future. As a result, employers may be required to hire older, laid-off and/or retired workers to meet workforce demands. Further, there are increasing numbers of older boomers and seniors (55+) actually seeking part time and full time employment. Enhanced customer service and new technology training for older workers may assist these job seekers to reintegrate into the labour market within the retail and service industry. However, a lack of public transportation between rural communities remains a barrier for many individuals, regardless of age, to access potential employment. Unfortunately, there currently appears to be a trend towards lower paying, part time employment opportunities, rather than full time work, which may have a significant economic impact on the region should this trend continue.



Source: Statistics Canada 2011 Census

The average age in Lanark County is 46.2, which is higher than the Province of Ontario by 5.8 years. 43.29% of the population of Lanark County is over the age of 50, an increase of 5.22% from 2006, also indicating a rapidly aging population.

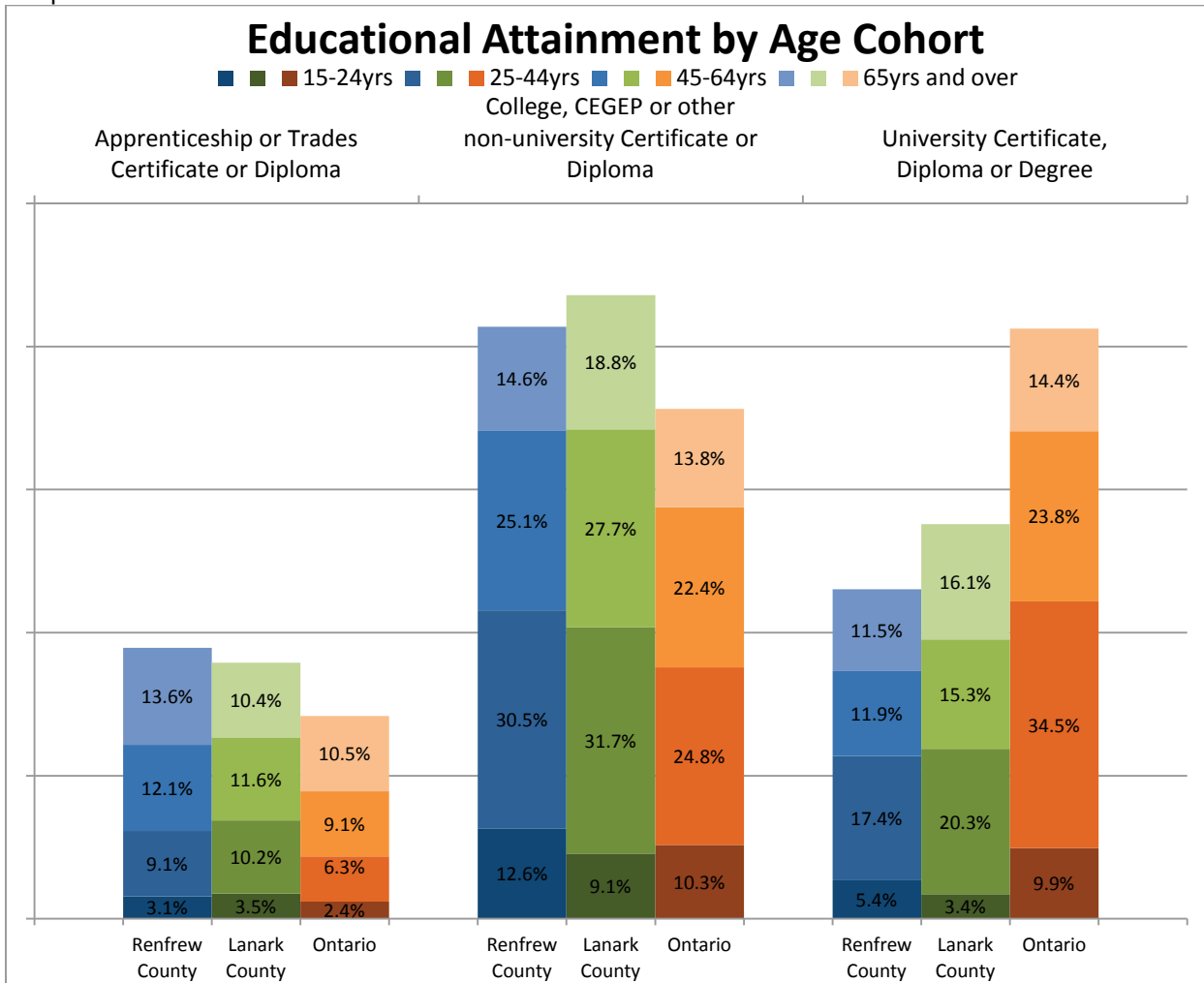
With such a large portion of the population at or near retirement age, there is an increased chance of future workforce shortages. This aging demographic of the region, coupled with in-migration of individuals between the ages of 45-65, may also escalate demands on the counties' health care systems, resulting in a need for more health care workers in Renfrew and Lanark Counties.



Perth, Ontario

LOCAL EDUCATIONAL ATTAINMENT SUMMARY 2011

The following figure illustrates the level of education attained by different age groups in Renfrew and Lanark Counties in comparison to the Province of Ontario.



Source: Statistics Canada, 2011 Census

Since 2006, Renfrew and Lanark Counties have seen some positive increases in their level of educational attainment. According to the 2011 National Household Survey, over 42% of those aged 15-24 in Renfrew County, and over 40% in Lanark County, have completed a high school certificate or equivalent, compared to approximately 36% and 32% respectively in 2006. 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 in nearly every age group in comparison to the province. While Renfrew County has seen some increases in the level of attainment of College and University level education, Lanark County has seen marginal decreases. However, the region still falls well behind provincial attainment levels in both categories across most age cohorts. Finally, Renfrew and Lanark Counties continue to exceed provincial attainment levels in all age cohorts for individuals who have completed an Apprenticeship or Trades Certificate or Diploma.

**Local Intelligence** – Algonquin College in Pembroke set a new enrollment record (September 2013) with 900 full time students and has also launched two new programs, Culinary Arts-Chef Training and Construction Techniques. Both of these programs were added based on a local labour market demand. The recently expanded Algonquin Perth campus is also offering a new Office Administration general program for the fall of 2013 to complement its existing programs including heritage conservation trades and a forward-looking carpentry program focused on advanced housing materials and construction. Further, Willis College, a private career college offering hands-on training in Business, Health & Technology fields opened a new Campus in Arnprior and will customize programs to match the training requirements of employers in the region.

ABORIGINAL IDENTITY POPULATION 2011

This table looks at the percentage of the Aboriginal population in the region compared to the Province of Ontario.

	RENFREW	LANARK	ONTARIO
Percentage of total population	7.5%	3.7%	2.4%

Source: Statistics Canada, 2011 Census

The Aboriginal population in Renfrew County is significantly higher than both Lanark County and the province. The Algonquins of Pikwàkanagàn First Nation community is situated on the shores of the Bonnechere River and Golden Lake in Renfrew County and largely makes up this population.

ABORIGINAL ANCESTRY POPULATION 2011

This table looks at the percentage of people with Aboriginal ancestry in the region compared to the Province of Ontario.

	RENFREW	LANARK	ONTARIO
Percentage of total population	9.5%	5.8%	3.4%

Source: Statistics Canada, 2011 Census

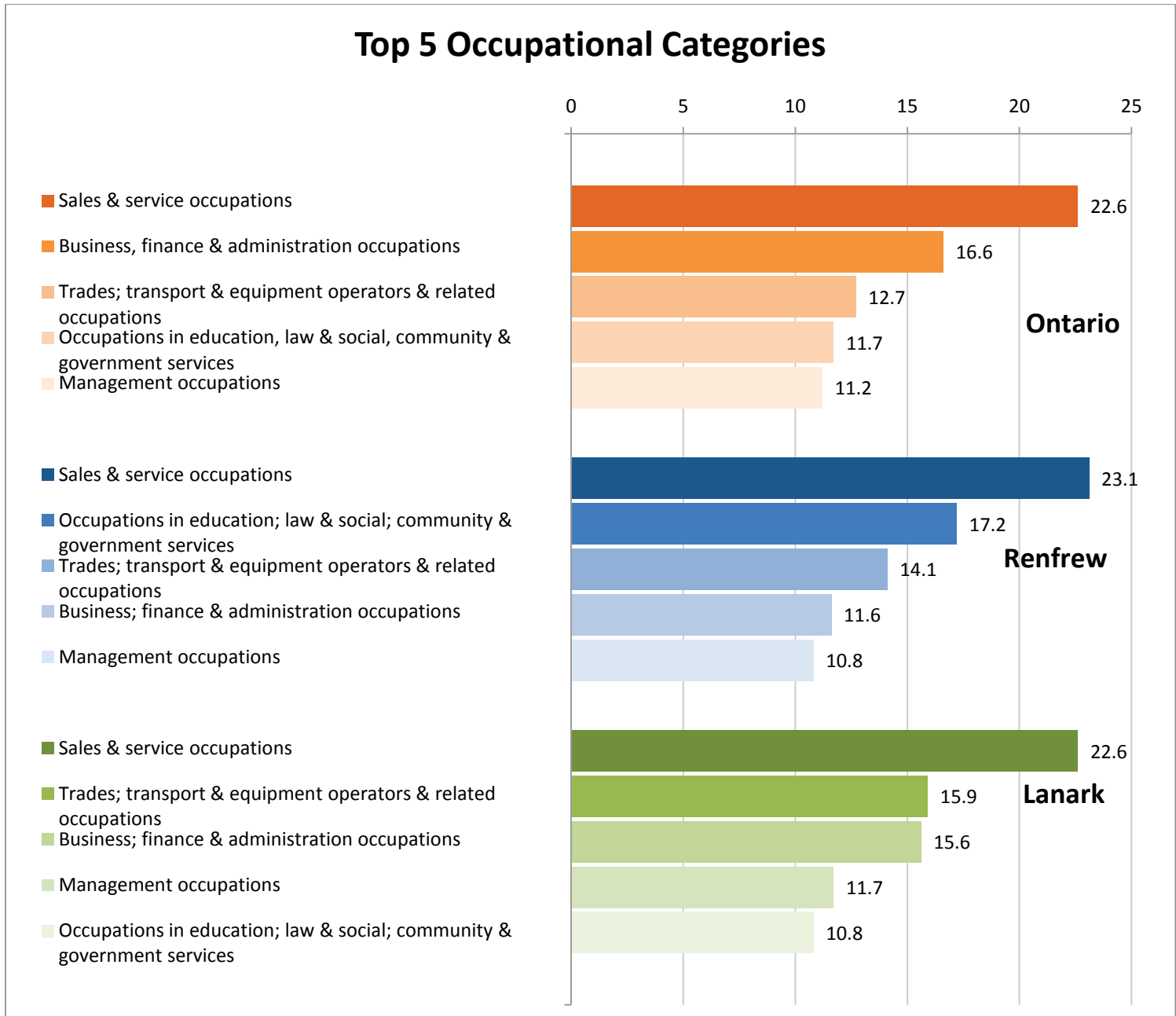
An additional 2% of residents in both Renfrew and Lanark Counties disclose an Aboriginal ancestry; however, these individuals do not self-identify as being members of the Aboriginal population noted above.

**Local Intelligence** - Unemployment and underemployment among Aboriginal youth continues to remain high in the community of Pikwàkanagàn and within the region. Transportation, lack of employment opportunities and access to training have been identified as barriers to employment.

There is interest from within the community of Pikwàkanagàn to create partnership opportunities geared towards connecting Aboriginal youth with regional employers.

TOP 5 OCCUPATIONS BY NOC CLASSIFICATION - 2011

The following graph shows the top 5 occupation categories according to NOC classification in Ontario, Renfrew and Lanark Counties. Figures show the occupations as a percentage of the total labour force 15 years and over in each region.



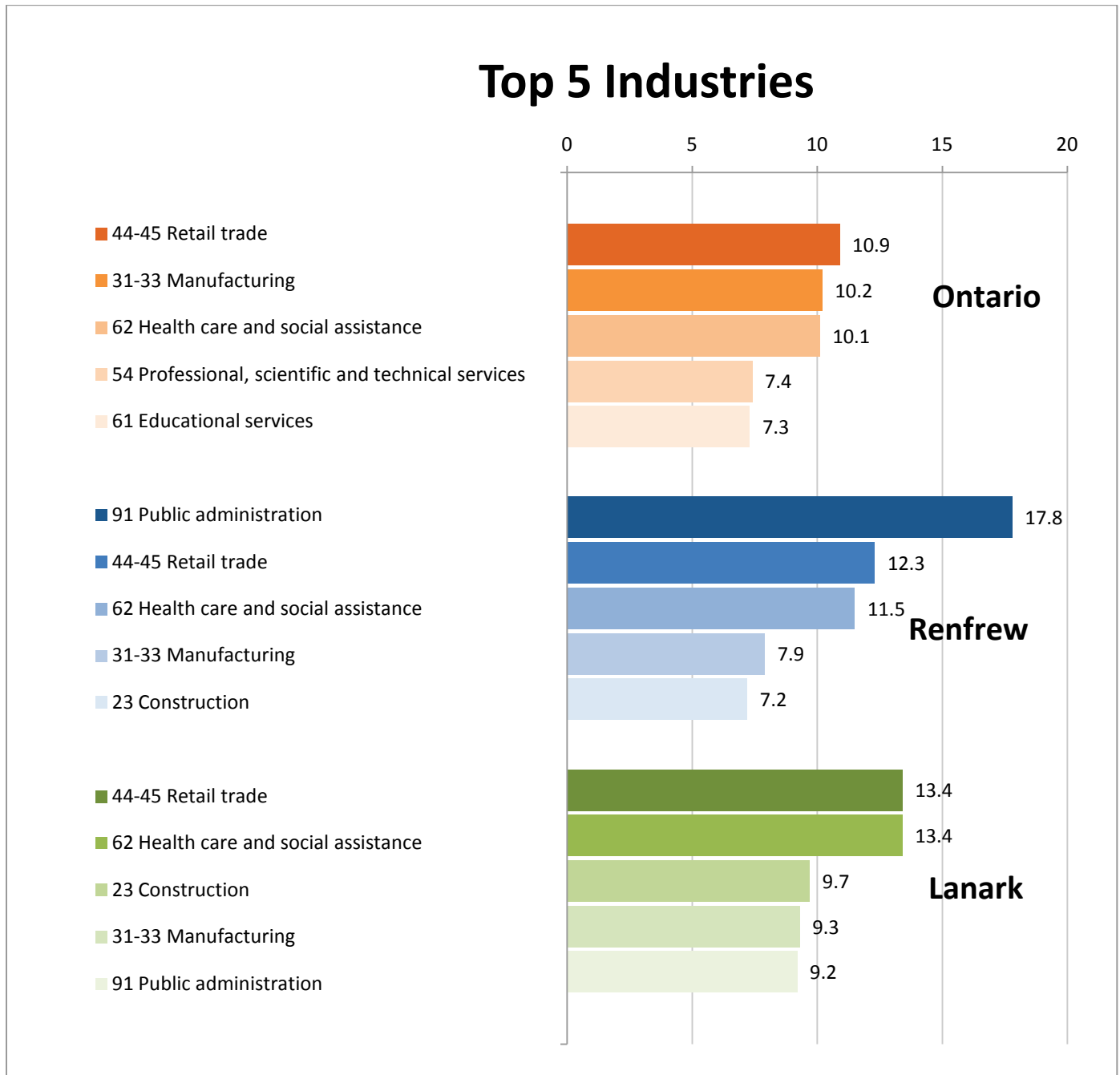
Source: 2011 National Household Survey

In both Renfrew and Lanark Counties, as well as Ontario, the highest percentage of residents are employed in Sales and Service occupations, 22.6 % in Lanark County and 23.1% in Renfrew County.

**Local Intelligence** - Employers have indicated that there are currently many employment opportunities within this growing occupational sector and that enhanced customer service training prior to beginning employment might assist with improved retention rates among new hires.

TOP 5 INDUSTRIES BY 2-DIGIT NAICS CLASSIFICATION - 2011

The following graph shows the top 5 industries according to 2-digit NAICS classification in Ontario, Renfrew and Lanark Counties. Figures represent employment as a percentage of the total labour force 15 years and over in each region.

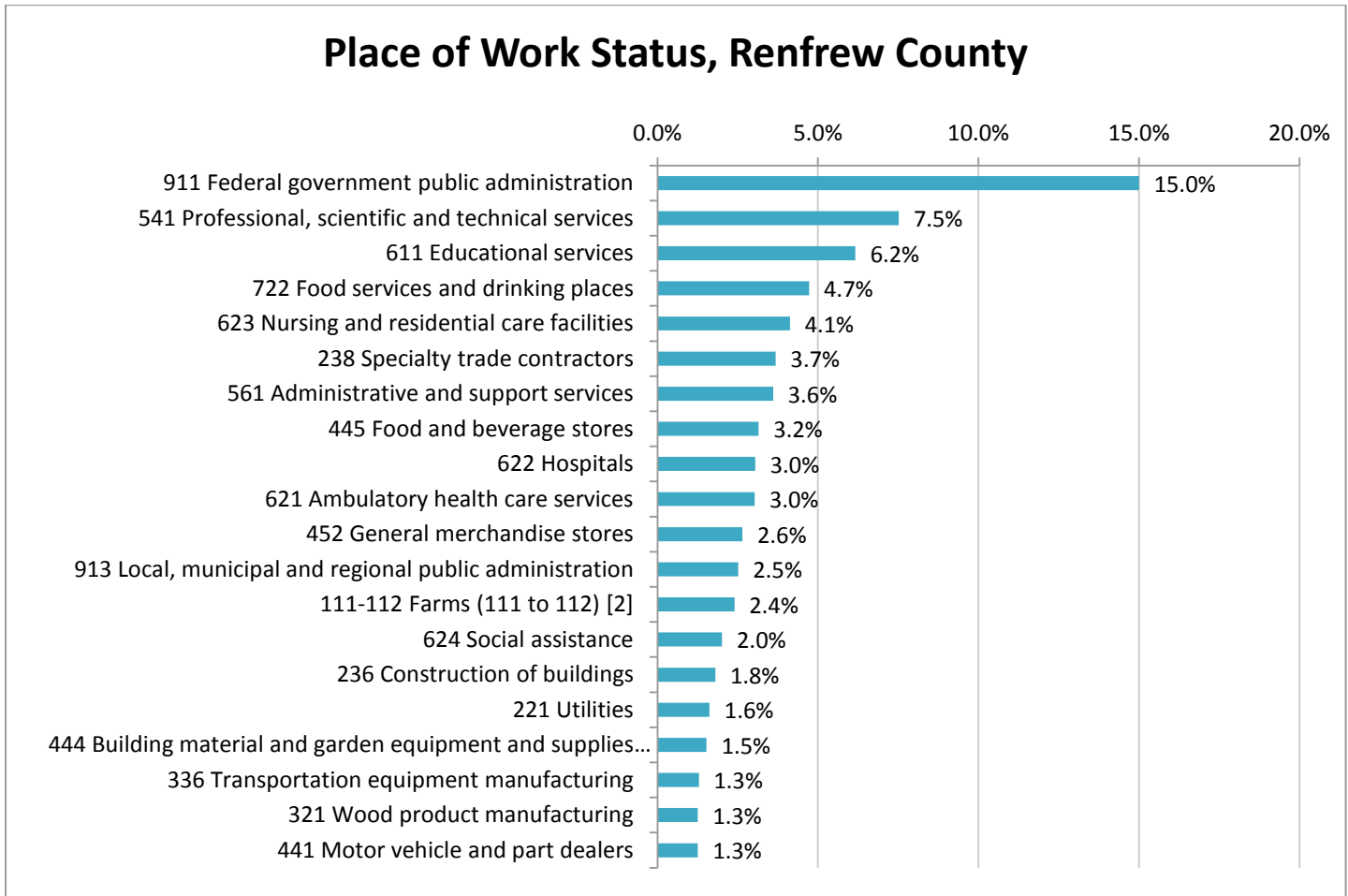


Source: 2011 National Household Survey

In Renfrew County, Public Administration (17.8%) Retail trade (12.3%) and Healthcare and social assistance (11.5%) are the top three industries, while in Lanark County, Retail trade (13.4%) Healthcare and social assistance (13.4%) and Construction (9.7%) top the list. Renfrew and Lanark Counties share the same top 5 industries; however, the order and occupational percentages differ slightly between the two counties, reflecting the differences in available employment opportunities.

PLACE OF WORK STATUS BY INDUSTRY AT 3-DIGIT NAICS LEVEL - 2011

The following graphs show the top 20 industries according to place of work status at the 3-digit NAICS classification in Renfrew and Lanark Counties. Figures show the percentage of employment in each industry.



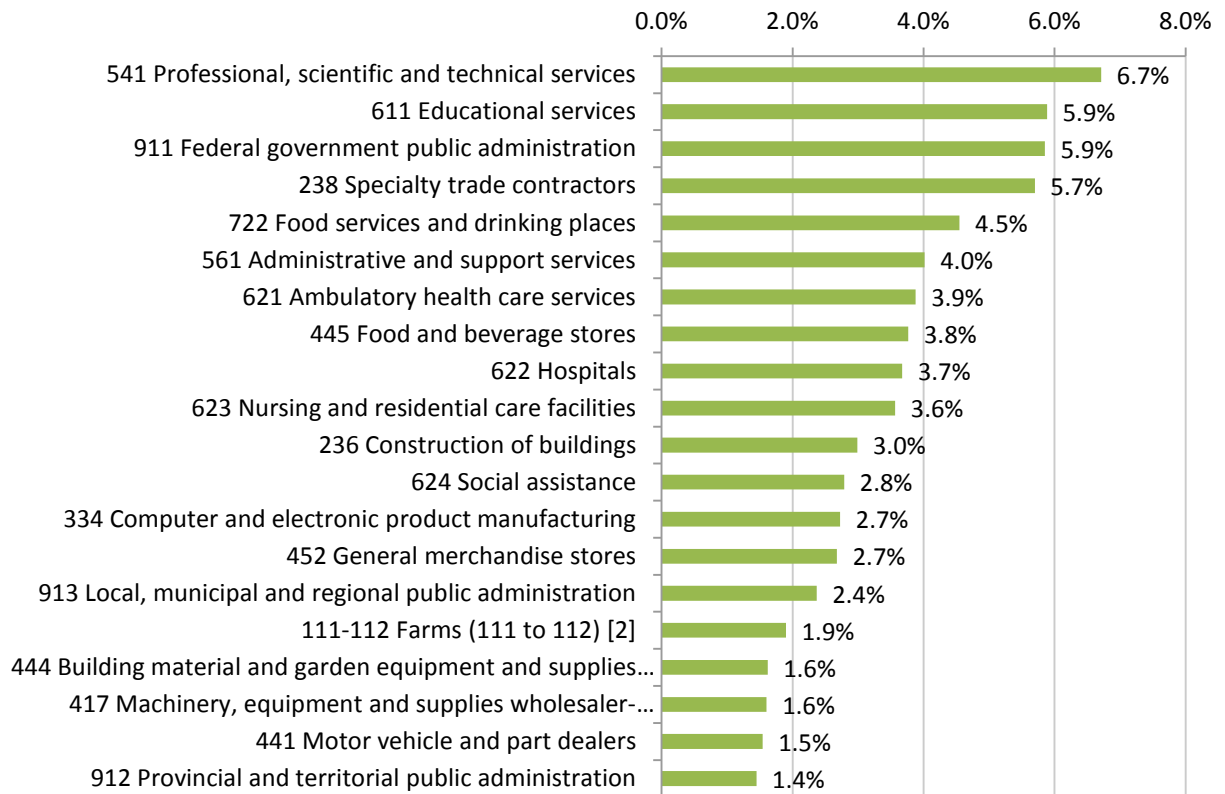
Source: 2011 National Household Survey

In Renfrew County, the top three industries classified by 3-digit NAICS are Federal government public administration (15%), Professional, scientific and technical services (7.5%), and Educational services (6.2%). The percentage of people employed within the Federal Government public administration industry in Renfrew County is significantly higher than the rest of Ontario, which is 3.1%. This is likely due to the presence of Garrison Petawawa and its significant impact on employment in Renfrew County. Further, Atomic Energy of Canada Limited and the local school boards (Renfrew County District School Board and Renfrew County Catholic District School Board) are considered two of the largest employers in the region, which would account for the level of employment seen in Professional, scientific and technical services and Educational services.

**Local Intelligence** - It is important for job seekers to note that most employers within the top 3 industries require a minimal education standard of a grade 12 diploma and most require some degree of post-secondary training.

Recent and anticipated changes in organization at CFB/Garrison Petawawa (expected arrival of new helicopter squadron) and Atomic Energy of Canada Limited (proposed privatization) may have a significant impact on employment in Renfrew County in the coming years.

## Place of Work Status, Lanark County



Source: 2011 National Household Survey

In Lanark County, the top three industries classified by 3-digit NAICS are Professional, scientific and technical services (6.7%), Educational services (5.9%) and Federal government public administration (5.9%). Although the industry with the greatest employment in Lanark County is Professional, scientific and technical services (6.7%), it falls short of Ontario's percentage of 7.7%. This is likely due to the presence of few larger employers such as DRS Technologies (Aerospace and Defense Electronics), as well as several smaller businesses focussing on green energy and solar technologies within Lanark County.

**Local Intelligence** - It is important for job seekers to note that most employers within the top 3 industries require a minimal education standard of a grade 12 diploma and most require some degree of post-secondary training.



EMPLOYMENT IN SMALL AND MEDIUM BUSINESS JUNE 2011 - JUNE 2012<sup>4</sup>

The following table highlights the change in the number of employees for the top 20 small and medium business industries in Renfrew County from 2011 to 2012. Small and medium-sized businesses range from owner-operated to 99 employees.

NAICS 3 digit industry subsector	Employed 2011	Employed 2012	Absolute Change	Percent Change
722 - Food Services and Drinking Places	2,539	2,707	168	6.6%
238 - Specialty Trade Contractors	1,494	1,434	-60	-4.0%
541 - Professional, Scientific and Technical Services	1,142	1,061	-80	-7.0%
621 - Ambulatory Health Care Services	870	876	6	0.7%
522 - Credit Intermediation and Related Activities	802	798	-4	-0.5%
441 - Motor Vehicle and Parts Dealers	719	766	46	6.5%
623 - Nursing and Residential Care Facilities	641	641	0	0.0%
531 - Real Estate	592	613	20	3.4%
811 - Repair and Maintenance	604	583	-21	-3.5%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	501	581	80	15.9%
446 - Health and Personal Care Stores	425	549	124	29.1%
624 - Social Assistance	540	502	-38	-7.1%
236 - Construction of Buildings	581	496	-85	-14.7%
713 - Amusement, Gambling and Recreation Industries	564	490	-73	-13.0%
112 - Animal Production	440	469	30	6.8%
321 - Wood Product Manufacturing	542	456	-86	-15.8%
484 - Truck Transportation	390	375	-16	-4.0%
721 - Accommodation Services	328	372	44	13.4%
448 - Clothing and Clothing Accessories Stores	371	360	-11	-3.0%
485 - Transit and Ground Passenger Transportation	293	304	11	3.7%

Source: Statistics Canada, Canadian Business Patterns

In 2012, Renfrew County's top three small and medium-sized business industries by number of workers remained the same as in 2011: Food Services and Drinking Places, Specialty Trade Contractors, and Professional, Scientific and Technical Services. The greatest absolute increase was in Food Services and Drinking Places (6.6%), followed closely by Health and Personal Care Stores. Although Specialty Trade Contractors and Professional, Scientific and Technical Services experienced a decrease, they remain very important sectors in Renfrew County's economy. The Accommodation Services sector also saw an absolute increase of 44 jobs from 2011-2012, in part due to the opening of the new hotel in Petawawa. This sector is poised to continue growing in Renfrew County; construction was also recently completed on a new Holiday Inn Express in Pembroke which opened for business in the Summer of 2013.

97.7% of businesses in Renfrew County are small businesses which are important to the development of the local economy. With a growth rate of 6.6% from 2011 to 2012, Food Services and Drinking Places remains the top sector for employment in this category in Renfrew County.

**Local Intelligence** - Renfrew and Lanark Counties are transitioning from an industrial and forestry-based economy to one that is more retail and service-based. This can be further evidenced by construction of new Winners and Michael's retail outlets in Pembroke, and Target in Smiths Falls. Employers and social service providers alike have indicated that enhanced pre-employment training in the area of customer service could help with job placement and higher employee retention rates within this growing occupational sector. Customer service "Train the Trainer" workshops for employers and managers in the service, retail and tourism sectors that teach how to train and motivate customer service employees to provide excellent service could be a valuable support to local small and medium business owners. Other potential activities to support small business development may include an analysis of small and medium enterprise owners to identify skills gaps within each sector.

<sup>4</sup> The following sections (p.14-17) on Employment and Change in Employment in Small and Medium Businesses have not been updated in this report. Data collected by Statistics Canada for the period of June 2012-2013 on these indicators was insufficient to maintain its integrity and could not be included for analysis.

Over the period of 2011-2012, total employment in small and medium business industries in Renfrew and Lanark Counties fell only slightly, suggesting that small and medium-sized businesses are showing signs of leveling off since the last reporting period.

The following table highlights the change in the number of employees for the top 20 small and medium enterprise (SME) industries in Lanark County from 2011 to 2012.

NAICS 3 digit industry subsector	Employed 2011	Employed 2012	Absolute Change	Percent Change
722 - Food Services and Drinking Places	1,753	1,809	56	3.2%
238 - Specialty Trade Contractors	1,300	1,364	64	4.9%
541 - Professional, Scientific and Technical Services	1,043	1,082	39	3.7%
531 - Real Estate	635	630	-5	-0.7%
623 - Nursing and Residential Care Facilities	636	610	-26	-4.1%
236 - Construction of Buildings	570	580	10	1.8%
441 - Motor Vehicle and Parts Dealers	492	534	42	8.5%
621 - Ambulatory Health Care Services	592	526	-66	-11.1%
522 - Credit Intermediation and Related Activities	500	507	7	1.5%
811 - Repair and Maintenance	357	347	-10	-2.8%
446 - Health and Personal Care Stores	326	313	-13	-3.9%
484 - Truck Transportation	286	305	19	6.6%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	233	264	31	13.4%
485 - Transit and Ground Passenger Transportation	248	247	-1	-0.4%
624 - Social Assistance	339	229	-110	-32.4%
112 - Animal Production	219	218	-1	-0.6%
713 - Amusement, Gambling and Recreation Industries	247	216	-31	-12.6%
524 - Insurance Carriers and Related Activities	189	207	19	9.9%
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	216	207	-8	-3.9%
111 - Crop Production	151	201	50	33.1%

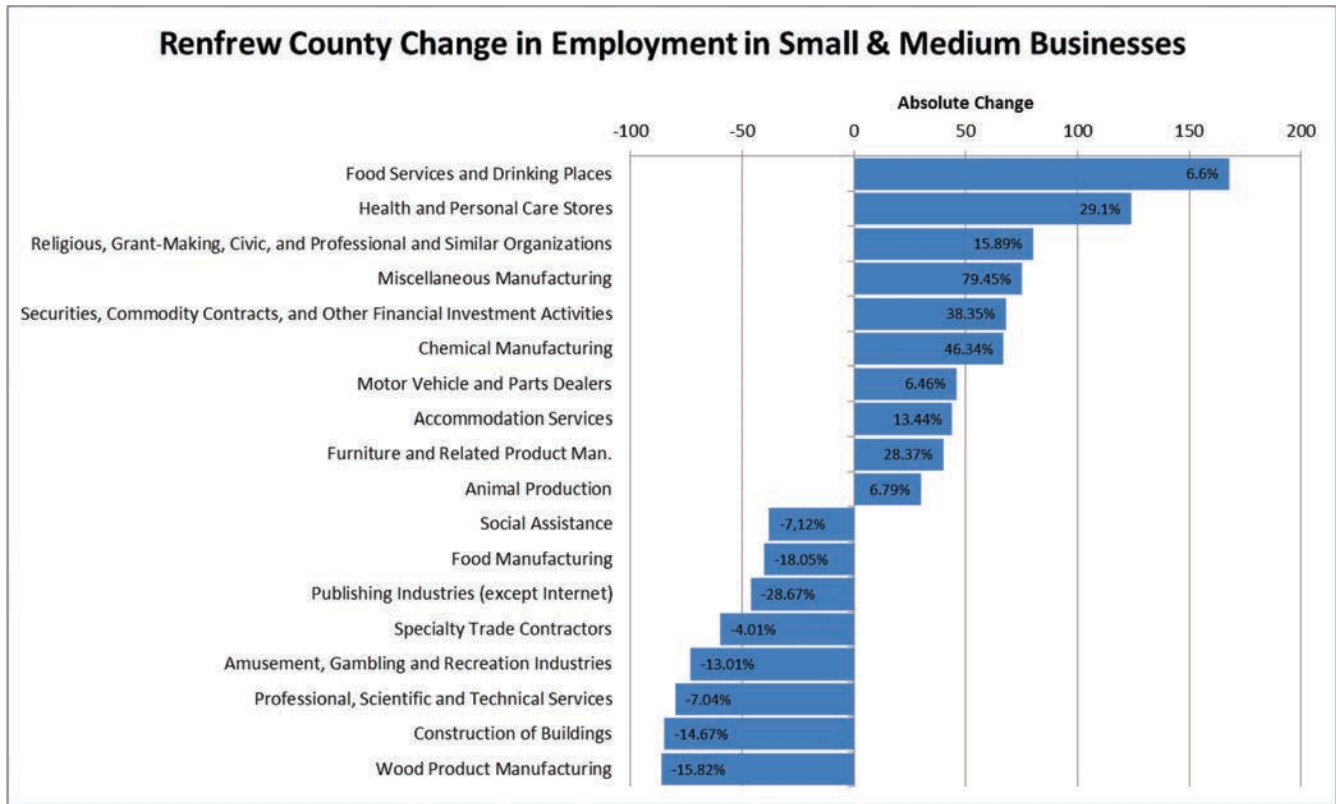
Source: Statistics Canada, Canadian Business Patterns

In 2012, Lanark County's top three small and medium-sized business industries by number of workers were: Food Services and Drinking Places, Specialty Trade Contractors, and Professional, Scientific and Technical Services. All three industries experienced growth within the past year. Within the top 20 industries, the two small and medium enterprise industries that had the highest rates of employment growth were: Crop production (33.1%), and Religious, Grant-Making, Civic, and Professional and Similar Organizations (13.4%). The two small and medium enterprise industries that had the lowest rates of employment growth were Social Assistance (-32.4%), and Amusement, Gambling and Recreation Industries (-12.6%).

98.2% of businesses in Lanark County are small businesses which are important to the development of the local economy. With a growth rate of 3.2% from 2011 to 2012, Food Services and Drinking Places remains the top sector for employment in this category in Lanark County.

CHANGE IN EMPLOYMENT IN SMALL & MEDIUM BUSINESSES JUNE 2011 TO JUNE 2012

The following two figures look at increases and decreases in the number of employees in small and medium-sized businesses in Renfrew and Lanark Counties between June 2011 and June 2012. They include industries with increases or decreases of 30 or more employees, and are sorted by absolute change.

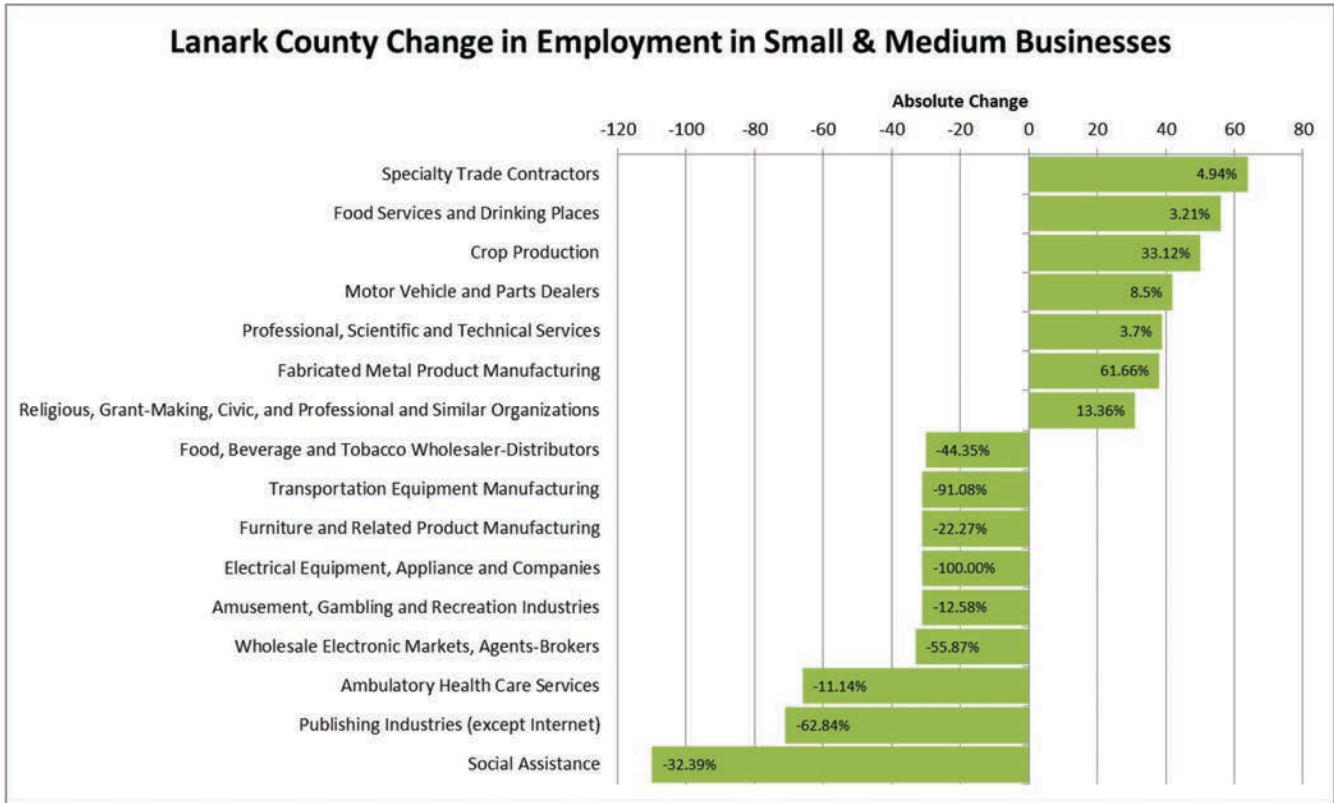


Source: Statistics Canada, Canadian Business Patterns

In Renfrew County the small and medium businesses that experienced the greatest absolute employment increases were in Food Service and Drinking Places, Health and Personal Care Stores and Religious, Grant-making, Civic and Professional and Similar organizations, most bouncing back from losses the previous year.

From 2011-2012 the main losses in employment (by absolute value) were in Wood Product Manufacturing, Construction of Buildings and Professional, Scientific and Technical Services.

**Local Intelligence** - A lack of practical experience can be a barrier for job seekers when looking at re-entering the workforce. Training programs offering a practical learning component may assist job seekers with faster reintegration into the local labour market. Local employers have indicated that enhanced customer service training opportunities for job seekers prior to entering the workforce could result in higher rates of retention and advancement. However, many employers do not seem to be aware of the full range of employment and training services currently offered through various organizations in the region. New social media marketing tools could potentially engage and educate employers about the benefits of investing in essential skills upgrading.



Source: Statistics Canada, Canadian Business Patterns

In Lanark County, the small and medium businesses that experienced the greatest absolute increases in employment were in Specialty Trade Contractors, Food Services and Drinking Places and Crop Production.

From 2011-2012 the main losses in employment (by absolute value) in Lanark County were in Social Assistance, Publishing Industries (except Internet), and Ambulatory Health Care Services.

**Local Intelligence** - Lanark County has seen a moderate increase in the number of crop producers in the past year, which has created employment opportunities in this sector. This could be attributable to several factors, including relatively stable commodity prices for agricultural products at present. However, it is believed that enhanced government and community support of regional and local producers may yield even more growth in this sector in the coming years.

CHANGE IN NUMBER OF EMPLOYERS JUNE 2012 TO JUNE 2013

This table shows the change in the number of employers in Renfrew and Lanark Counties between June 2012 and June 2013. Employers are categorized by the size of their workforce and range from owner-operator establishments with no employees, 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 100 employees.

Enterprise Size	Employee Size Range	Renfrew County Number of Employers	Renfrew County Number of Employers	Lanark County Number of Employers	Lanark County Number of Employers	Renfrew County Percent Change 2012-2013 (%)	Lanark County Percent Change 2012-2013 (%)	Ontario Percent Change 2012-2013 (%)
		2012	2013	2012	2013			
Small and Medium	0 <sup>‡</sup>	2,484	2,764	2,089	2,343	11.3	12.2	11.0
	1 - 4	1,352	1,397	1,117	1,164	3.3	4.2	6.9
	5 - 9	599	624	399	395	4.2	-1.0	2.9
	10 - 19	345	370	254	275	7.2	8.3	2.8
	20-49	190	210	140	134	10.5	-4.3	3.8
	50-99	69	77	37	41	11.6	10.8	2.1
	<b>Subtotal</b>	<b>5,039</b>	<b>5,442</b>	<b>4,036</b>	<b>4,352</b>	<b>8.0</b>	<b>7.8</b>	<b>----</b>
Large	100-199	30	29	27	27	-3.3	0.0	2.1
	200-499	12	10	8	9	-16.7	12.5	1.7
	500+	7	7	0	0	0.0	0.0	-0.2
	<b>Subtotal</b>	<b>49</b>	<b>46</b>	<b>35</b>	<b>36</b>	<b>-6.1</b>	<b>2.9</b>	<b>----</b>
<b>Total</b>	<b>5,088</b>	<b>5,488</b>	<b>4,071</b>	<b>4,388</b>	<b>7.9</b>	<b>7.8</b>	<b>8.4</b>	

Source: Statistics Canada, Canadian Business Patterns

Between June 2012 and June 2013, the total number of employers in Renfrew County grew by 7.9% which is an overall improvement of 7.4% since the last reporting period. This growth is encouraging and may suggest that the local economy has stabilized and is beginning to grow.

Between June 2012 and June 2013 the total number of employers in Lanark County grew by 7.8% with the main absolute change occurring in businesses that employ less than 5 people. This growth is encouraging and may suggest that the local economy has stabilized and is beginning to grow, starting with the addition of new sole proprietorships.

**Local Intelligence** - Employment agencies have indicated that the area could benefit from more entrepreneurial or retraining opportunities geared to 35-55 year olds to facilitate occupational transitions. It has also been suggested that enhanced promotion of existing services geared towards supporting new entrepreneurs might have a positive result on self-employed individuals.

<sup>‡</sup> No payroll employees; includes owner/operators or firms with contract workers; assumes one worker.

DISTRIBUTION OF TOTAL EMPLOYERS BY 3-DIGIT INDUSTRY

RENFREW COUNTY - JUNE 2013

This table highlights the industries with the largest distribution difference between employers in Renfrew County and the Province of Ontario. Included are industries with the greatest positive and negative differences.

NAICS	Renfrew Distribution %	Ontario Distribution %	Distribution Difference
112 - Animal Production	4.8%	1.6%	3.1%
113 - Forestry and Logging	1.8%	0.1%	1.7%
531 - Real Estate	8.7%	10.6%	-1.9%
484 - Truck Transportation	1.8%	3.7%	-1.9%
541 - Professional, Scientific and Technical Services	8.1%	15.0%	-6.9%

Source: Statistics Canada, Canadian Business Patterns

Renfrew County has a higher percentage of employers in Animal Production, and Forestry and Logging than the Province of Ontario. Despite being the home of Atomic Energy of Canada Limited (AECL), Renfrew County has a lower percentage of Professional, Scientific and Technical Services. Real Estate has also been identified as having a lower percentage than the Province of Ontario, despite its recent growth in the region. These four industries remain the same compared to 2011 and 2012, while a slight drop in the number of employers in Truck Transportation has widened the gap in distribution between Renfrew County and Ontario.

**Local intelligence** – Consultations with local and regional forestry professionals suggests that employment and other opportunities exist within the Forestry sector. During discussions, many mill owners indicated that they required skilled labourers to support their operations.

LANARK COUNTY - JUNE 2013

This table highlights the industries with the largest distribution difference between employers in Lanark County and the Province of Ontario. Included are industries with the greatest positive and negative differences.

NAICS	Lanark Distribution %	Ontario Distribution %	Distribution Difference
238 - Specialty Trade Contractors	10.2%	6.5%	3.7%
112 - Animal Production	3.3%	1.6%	1.6%
531 - Real Estate	8.9%	10.6%	-1.6%
484 - Truck Transportation	2.0%	3.7%	-1.8%

Source: Statistics Canada, Canadian Business Patterns

Lanark County has a significantly higher percentage of Specialty Trade Contractors than the Province of Ontario. The growth in this sector may be attributed to the high volume of new housing and retail developments occurring in Lanark County communities surrounding the National Capital Region. This industry is the same as listed in 2011-2012. A slight decline in the number of employers in Animal Production from 2012 to 2013 has narrowed the gap in this industry between Lanark County and the province of Ontario. Growth in Real Estate has narrowed the distribution gap between Lanark County and the province, while provincial growth in Truck Transportation has increased the distribution difference in this industry, despite some small growth in Lanark County.

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE AND 3-DIGIT INDUSTRY

The following tables show the top 20 industries in Renfrew County and Lanark County broken down by employee size range. Industries are listed from those with the largest total number of businesses to those with the fewest.

RENFREW COUNTY - JUNE 2013

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	387	67	15	6	3	0	0	0	0	478	8.7
541 - Professional, Scientific and Technical Services	288	106	26	17	6	2	1	0	0	446	8.1
238 - Specialty Trade Contractors	207	150	50	22	9	2	1	0	0	441	8.0
112 - Animal Production	201	47	11	3	0	0	0	0	0	262	4.8
621 - Ambulatory Health Care Services	79	101	40	22	3	1	2	0	0	248	4.5
236 - Construction of Buildings	130	79	26	9	0	0	1	0	0	245	4.5
722 - Food Services and Drinking Places	35	35	53	48	35	11	0	0	0	217	4.0
811 - Repair and Maintenance	104	71	21	7	2	1	0	0	0	206	3.8
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	35	107	21	7	1	1	0	0	0	172	3.1
561 - Administrative and Support Services	87	44	15	18	6	1	0	0	0	171	3.1
111 - Crop Production	128	24	7	5	1	0	0	0	0	165	3.0
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	116	16	2	1	2	2	0	0	0	139	2.5
551 - Management of Companies and Enterprises	109	11	6	0	0	0	1	0	0	127	2.3
812 - Personal and Laundry Services	53	48	17	3	2	0	0	0	0	123	2.2
721 - Accommodation Services	65	25	9	7	6	0	3	0	0	115	2.1
445 - Food and Beverage Stores	31	31	17	15	4	11	1	0	1	111	2.0
484 - Truck Transportation	58	25	8	4	3	2	0	0	0	100	1.8
113 - Forestry and Logging	60	21	10	6	2	0	0	0	0	99	1.8
441 - Motor Vehicle and Parts Dealers	30	15	16	16	12	0	0	0	0	89	1.6
448 - Clothing and Clothing Accessories Stores	22	24	28	8	1	0	0	0	0	83	1.5

Source: Statistics Canada, Canadian Business Patterns

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 5 since 2008, while Real Estate has experienced significant growth. The growth in the Real Estate sector may be attributed to new housing developments in the Petawawa area.

\* No payroll employees; includes owner/operators or firms with contract workers; assumes one worker.

LANARK COUNTY - JUNE 2013

NAICS 3 digit subsector	Employee Size Range									Total Number of Employers	%
	0 <sup>‡</sup>	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +		
541 - Professional, Scientific and Technical Services	397	159	21	16	3	0	0	0	0	596	13.6
238 - Specialty Trade Contractors	216	158	45	21	6	2	0	0	0	448	10.2
531 - Real Estate	327	45	13	3	3	1	0	0	0	392	8.9
236 - Construction of Buildings	114	66	13	11	4	0	0	0	0	208	4.7
621 - Ambulatory Health Care Services	49	82	25	12	3	1	4	0	0	176	4.0
722 - Food Services and Drinking Places	32	32	38	46	23	2	0	0	0	173	3.9
811 - Repair and Maintenance	89	38	22	2	0	0	0	0	0	151	3.4
561 - Administrative and Support Services	86	31	14	11	3	0	0	0	0	145	3.3
112 - Animal Production	103	32	6	2	0	0	0	0	0	143	3.3
111 - Crop Production	79	31	5	3	2	0	0	0	0	120	2.7
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	86	20	2	1	0	0	1	0	0	110	2.5
551 - Management of Companies and Enterprises	87	18	2	1	0	0	0	0	0	108	2.5
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	40	51	8	3	2	0	0	0	0	104	2.4
812 - Personal and Laundry Services	49	28	16	2	5	0	0	0	0	100	2.3
484 - Truck Transportation	56	20	4	3	2	1	0	0	0	86	2.0
445 - Food and Beverage Stores	26	13	19	10	4	3	4	0	0	79	1.8
453 - Miscellaneous Store Retailers	34	24	13	5	2	0	0	0	0	78	1.8
441 - Motor Vehicle and Parts Dealers	26	7	8	17	5	0	0	0	0	63	1.4
448 - Clothing and Clothing Accessories Stores	16	17	8	5	0	0	0	0	0	46	1.0
611 - Educational Services	26	14	2	1	1	0	0	0	0	44	1.0

Source: Statistics Canada, Canadian Business Patterns

The three industries in Lanark County that have the greatest number of employers are Professional, Scientific and Technical Services, Specialty Trade Contractors, and Real Estate. Of these top 3 industries, Professional, Scientific and Technical Services and Specialty Trade Contractors have remained in the top 3 since at least 2008, while Real Estate has been steadily working its way up from 2008 to 2013.

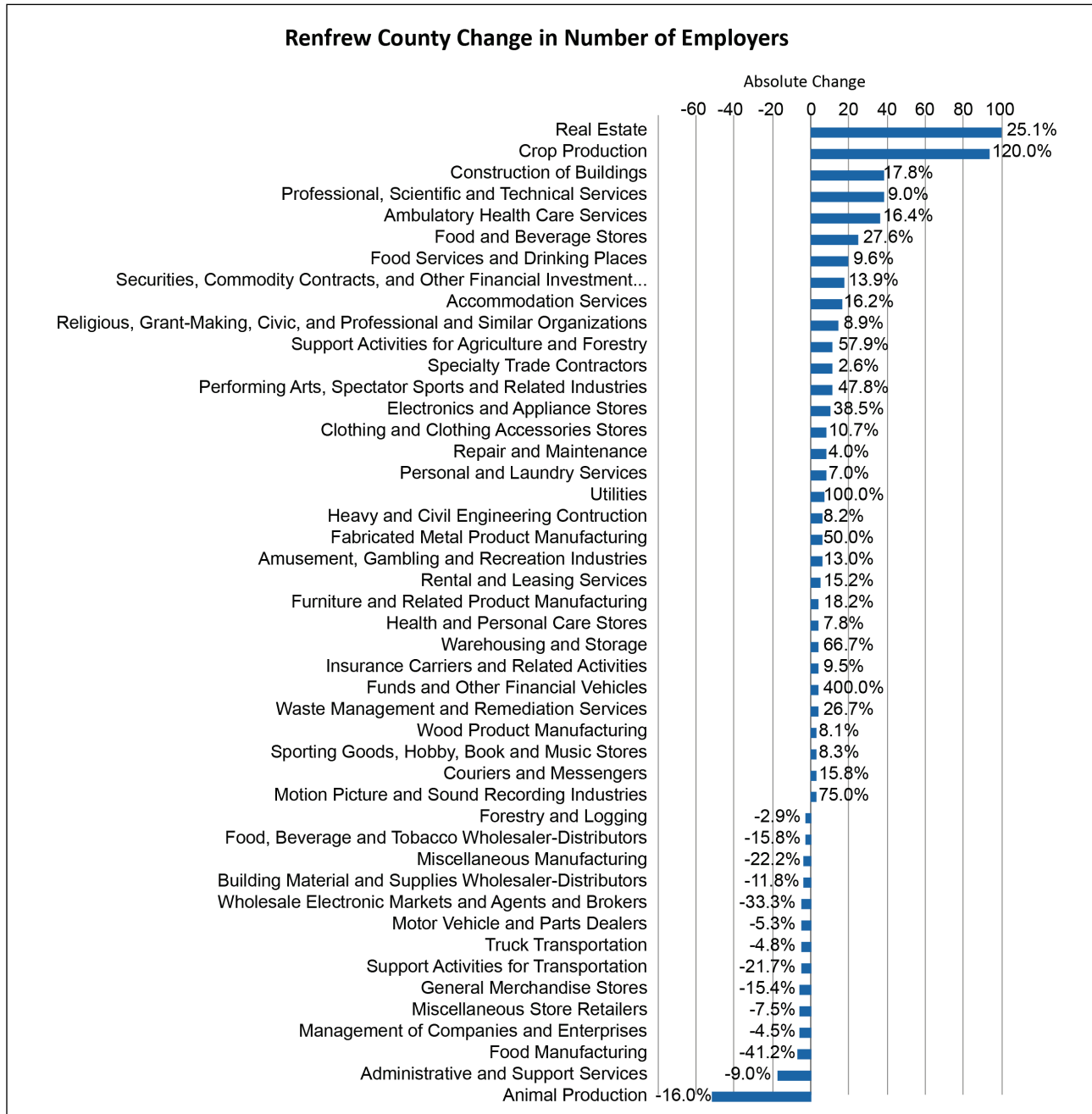
**Local Intelligence** - Regional employment service providers have indicated that job seekers across the region may benefit from more internship or experience-based learning opportunities to increase their chances of employment. A lack of practical experience is a barrier for job seekers when looking at re-entering the workforce. Training programs offering a practical learning component may assist job seekers with faster reintegration into the local labour market.

<sup>‡</sup> No payroll employees; includes owner/operators or firms with contract workers; assumes one worker.



CHANGE IN THE TOTAL NUMBER OF EMPLOYERS JUNE 2012 TO JUNE 2013

The following two graphs illustrate the most significant changes in number of employers in Renfrew and Lanark Counties between June 2012 and June 2013, categorized by industry. Figures show industries where there was an increase or decrease of 3 or more employers.

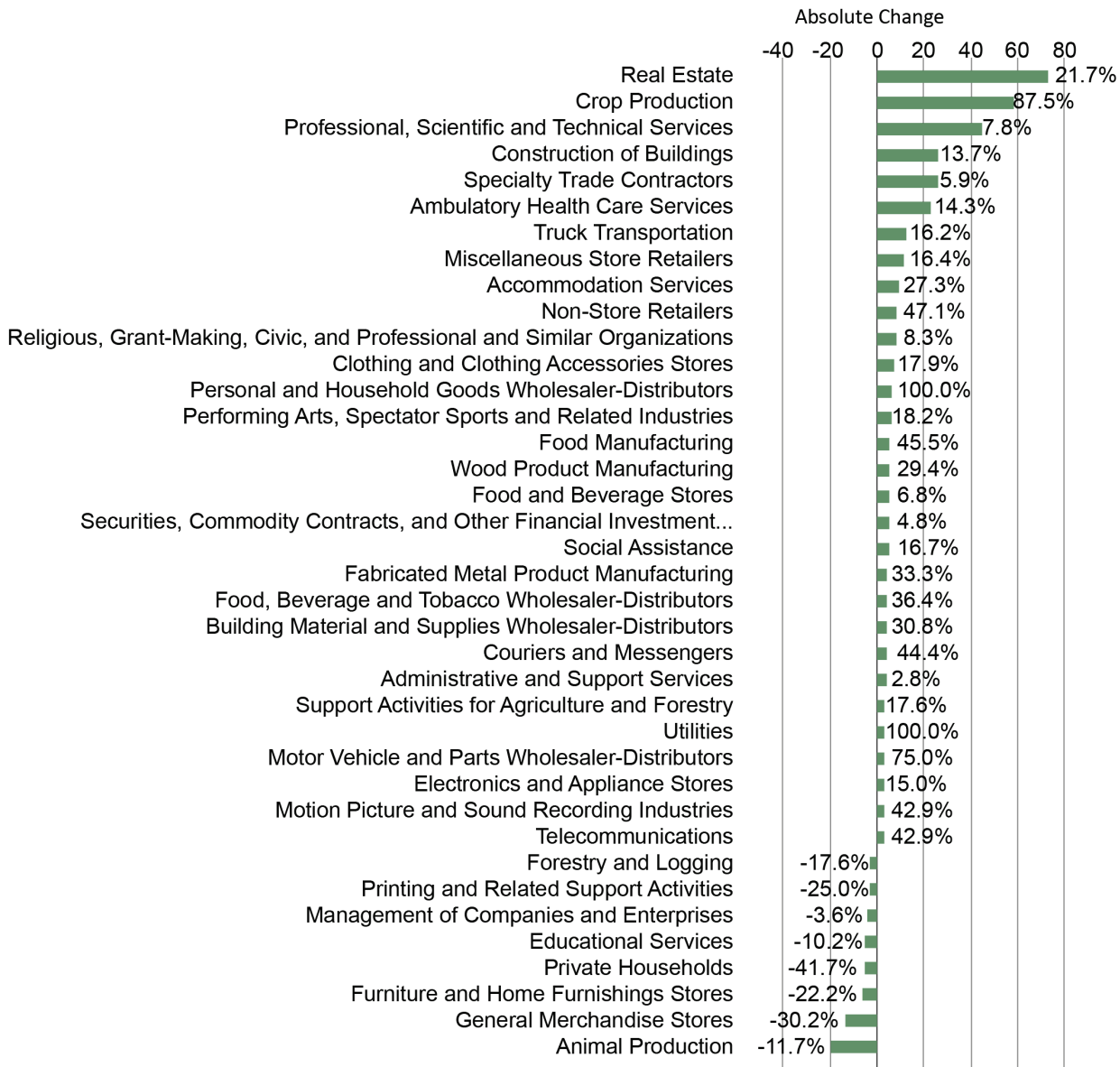


Source: Statistics Canada, Canadian Business Patterns

The industries in Renfrew County with the greatest absolute increases in the number of employers from 2012 to 2013 are Real Estate, Crop Production and Construction of Buildings; the industries with the greatest absolute decreases in the number of employers were Animal Production, Administrative and Support Services, and Food Manufacturing.

**Local Intelligence** - Although the forestry and logging sector continues to show a slight loss, local intelligence indicates that many established businesses have been hiring new positions within the last few months. Local intelligence also indicates that the significant losses seen in Animal Production and the growth in Crop Production may be a result of producers selling livestock during the drought of 2012 due to a lack of available, affordable feed and switching to crop production until they are in a better position to replenish their livestock.

### Lanark County Change in Number of Employers



Source: Statistics Canada, Canadian Business Patterns

The industries in Lanark County with the greatest increases in the number of employers sorted by absolute change from 2012 to 2013 are Real Estate, Crop Production, and Professional, Scientific and Technical Services; the industries with the greatest decreases were Animal Production, General Merchandise stores and Furniture and Home Furnishing stores.

The increase of 70 employers in the area of Real Estate in Lanark County is a relatively significant gain while the decreases remained fairly minimal overall. The additional growth in Crop Production from June 2012-2013 means that the total number of employers in Crop Production in Lanark County has almost tripled since 2011, while gains made in Animal Production in 2012 were lost in 2013, likely a result of the drought experienced in Eastern Ontario in 2012.

**Local Intelligence** - Lanark County's increase in crop producers in the past two years has created employment opportunities in this field. It is believed that enhanced government and community support of regional and local producers may yield even more growth within this sector in the coming years.

RENFREW COUNTY SUMMARY

As evidenced by the data presented throughout this report, the rural communities in Renfrew County do not typically follow the same economic trends as the province of Ontario. However, Renfrew County's economy and labour market have been far from static over the past year.

Between 2006 and 2011, Renfrew County experienced a population growth of 3.9%, an increase of 1.4% from the previous census period (2001-2006). When compared to the rest of the province, Renfrew County's population growth is significantly less, which may be attributable to fewer immigrants settling in rural communities. This observation is supported by the fact that, upon removing the population of the Greater Toronto Area from the equation (Ontario's destination of choice for most newcomers to Canada), Renfrew County's growth actually surpassed that of the rest of the province, which is at 3.1%. This would support that regional efforts to improve the area's attractiveness to newcomers are well placed and well timed.

Nevertheless, Renfrew County continues to experience an in-migration of people age 45+ which could have significant impacts on the local healthcare system, precipitating a requirement for more healthcare workers. Ambulatory Health Care Services remains in the top five sectors overall among small and medium sized businesses in the County, based on the size of its employed labour force, and in the top ten based on place of work status; the number of employers also increased over the past year.

Historically, Renfrew County has had an economy that was very strong in Manufacturing, Forestry and Agriculture, which resulted in higher rates of attainment in apprenticeships/trades and college certificates, and lower rates of university degrees in every age cohort. This is important to the region as these skilled workers maintain transferrable skills which can help to support fluctuating labour market needs across multiple sectors, or can be channelled into entrepreneurial ventures.

Between June 2012 and June 2013, the total number of employers grew by 7.9% which might suggest that the economy has stabilized and is improving. Renfrew County's indicators continue to illustrate encouraging growth in medium to large sized businesses, particularly those with between 0 and 199 employees.

Looking at specific sectors, Renfrew County has recently seen gains in the number of employers in Real Estate, Crop Production and Construction of Buildings. The growth observed in service-related sectors in general may support a need for customer service training workshops geared towards managers and business owners in order to ensure high standards in customer service delivery. However, employment in Federal Government Public Administration still comes out on top according to place of work status, employing 15% of the labour force according to the 2011 National Household Survey.

Although there have been losses with respect to the number of employers in Animal Production within the past year, local intelligence suggests that this will be temporary and we will see increases as the area recovers from the drought of 2012.

While the indicators show that Renfrew County may not have seen significant net growth in their labour force in the past year, the evidence of economic growth and its potential to continue is encouraging. Through community partnerships, the Labour Market Group of Renfrew and Lanark will support this growth potential and will help address priorities that are unique to Renfrew County.



LANARK COUNTY SUMMARY

As evidenced by the data presented throughout this report, the rural communities in Lanark County do not typically follow the same economic trends as the province of Ontario. Lanark County's economy and labour market have seen some interesting changes over the past year.

Between 2006 and 2011, Lanark County experienced a population growth of 2.9%, an increase of 0.8% from the previous census period (2001-2006). Compared to the rest of the province, Lanark County's population growth is significantly less, which may be attributable to fewer immigrants settling in rural communities. This observation is supported by the fact that, upon removing the population of the Greater Toronto Area from the equation (Ontario's destination of choice for most newcomers to Canada), Lanark County's growth is not far behind that of the rest of the province, which is at 3.1%. This would support that regional efforts to improve the area's attractiveness to newcomers are well placed and well timed.

Nevertheless, Lanark County continues to experience an in-migration of people in nearly every age group, particularly the 45-64 age group. This could have significant impacts on the local healthcare system, precipitating a requirement for more healthcare workers. Between 2008 and 2012, Lanark County saw an increase in Nursing and Residential Care Facilities, as well as Health and Personal Care Stores, which may be in response to the aging population of the county, coupled with the influx of people over the age of 45.

Historically, Lanark County has had an economy that was very strong in Manufacturing, Forestry and Agriculture, which has resulted in higher rates of attainment in apprenticeships/trades and college certifications, and lower rates of university degrees in nearly every age cohort. This is important to the region as these skilled workers maintain transferrable skills which can help to support fluctuating labour market needs across multiple sectors, or can be channelled into entrepreneurial ventures.

In the past year, indicators suggest that Lanark County's economy has grown again, with an increase in total number of employers of 7.8%. Lanark County's proximity to the National Capital Region has prompted new retail and housing developments over the past few years, which is reflected by the increased number of businesses in Construction of Buildings, Specialty Trade Contractors and Real Estate. Also of note is the 7.8% increase in the number of employers in Professional, Scientific and Technical Services, the industry which tops the list for employment by place of work status in Lanark County, employing 6.7% of the labour force according to the 2011 National Household Survey.

While Lanark County is experiencing out-migration among youth between the ages of 18 and 24, this trend may be attributable to the fact that there are limited post-secondary training opportunities within the county. Algonquin College in Perth has replaced their main campus building with a new 42,000 square-foot facility that will allow 100 new student spaces to help address this issue and focus on youth retention is being targeted more towards 're-attraction' of those aged 25 to 35.

Even though the indicators show that Lanark County may not have seen significant net growth in their labour force in the past year, the evidence of economic growth and its potential to continue is encouraging. Through community partnerships, the Labour Market Group of Renfrew and Lanark will support this growth potential and will help address priorities that are unique to Lanark County.



ACTION PLAN REVIEW 2013-2014

The following is a brief summary of the projects started in 2013 which will carry over into 2014.

**1) Just In Time Labour Market Information Bulletin**

EO network service providers lack the detailed, timely, accessible local labour market information required to effectively assist job seekers with reattachment to the labour force.

**Outcome:** *Development of a quarterly local LMI e-publication featuring unemployment rates, local openings and closures, and additional information based on needs determinations with service providers.*

**Key Partners:** Employment Ontario network, MTCU, Algonquin College

**Status:** Partnerships established for data collection; 1<sup>st</sup> edition published June 2013; 2<sup>nd</sup> edition published October 2013.

**2) Employment Ontario Service Coordination Work Plan**

Employment Ontario and other service providers sometimes work in silos, affecting client flow between services, consistency of services and collaboration between service providers.

**Outcome:** *Development of a Service Coordination Work Plan for EO service providers and LBS offices that enables them to offer a more cohesive and consistent level of service across the region and improves collaboration. To be rolled out over a three year time period.*

**Key Partners:** EO network, employers, job seekers, Ontario Works, Ontario Disability Support Program, MTCU

**Status:** Work Plan developed. Implementation of Goal One (The LMG is collecting, analyzing and distributing current and relevant LLMI to service providers and employers in real time with the cooperation of service providers) in progress.

**3) Labour Market Information Study of Health Services**

Youth lack detailed information about careers available and in demand locally, while employers lack support to focus recruiting strategies.

**Outcome:** *Development of a Local Health Services Sector profile highlighting significant changes, in-demand occupations, and economic and workforce outlook information that will assist job seekers and youth*

**Key Partners:** Hospitals, Nursing and Residential Care Facilities, Home Support Services, and other industry employers, EO network, school boards, Algonquin College

**Status:** In progress. Estimated completion December 2013

**4) Working Towards the Future: Employee Recruitment and Retention**

Renfrew & Lanark Counties are facing declining levels of population growth and growing levels of out migration. Consequently, employers face significant challenges with employee recruitment and retention.

**Outcome:** *Development of a presentation geared for high school students and other job seekers highlighting local LMI, in demand careers, skill requirements and educational expectations of employers.*

**Key Partners:** School boards, EO network, MTCU, Economic Development professionals, Chambers/BIAs, employers, Algonquin College

**Status:** In progress. Estimated completion February 2014



Renfrew County, Ontario

POTENTIAL PARTNERSHIP PROJECTS 2014-2015

Based on information gathered during the LLMP Consultation process, the following potential Partnership Projects have been identified with the assistance of employers and community partners to address the local labour market challenges in Renfrew and Lanark Counties for 2014-2015.

**1) Employment Ontario Service Coordination Work Plan**

Employment Ontario and other service providers sometimes work in silos, affecting client flow between services, consistency of services and collaboration between service providers.

**Outcome:** *Implementation of Goal Two - All service provider staff have a broader and more in depth understanding of the services that each provider is mandated to offer in support of client needs on all levels. All service providers have access to an online resource that contains up to date services, calendars, contacts and referral information.*

**Key Partners:** Employment Ontario service providers, Literacy & Basic Skills service providers, employers, job seekers, Ontario Works, Ontario Disability Support Program, MTCU

**2) Aboriginal Youth Employment**

Aboriginal Youth unemployment (and youth unemployment in general) is particularly high in Renfrew and Lanark Counties. Aboriginal Youth in particular face some specific barriers that are impeding them from obtaining gainful employment.

**Outcome:** *Identify barriers that are impeding youth and aboriginal youth from obtaining employment and provide local Labour Market Information programs and resources geared towards reattachment to the labour force*

**Key Partners:** Employment Ontario Service Providers, MTCU, Algonquin College, Algonquins of Pikwàkanagàn

**3) Employment Opportunities in Forestry**

Local intelligence suggests that many employers within the industry are struggling to find and retain skilled employees willing to work in the forestry industry.

**Outcome:** *Identify opportunities that exist within the forestry sector both inside and outside of the region and share information on opportunities and skill requirements with youth and job seekers.*

**Key Partners:** Employment Ontario network, MNR, Forestry professionals and employers

**4) Creative Economy and Entrepreneurship**

Promoting entrepreneurship and development of the Creative Economy have been identified as economic development priorities in Renfrew and Lanark Counties. It is well known that in the region, the majority of economic growth (increases in numbers of new businesses/employers) results from entrepreneurial ventures.

**Outcome:** *Identify and promote opportunities for business development within this growing sector.*

**Key Partners:** Municipalities/Economic Development professionals, EO network, Algonquin College



Almonte, Ontario

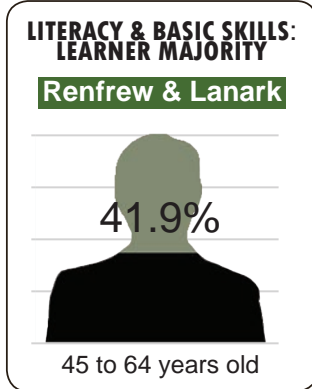
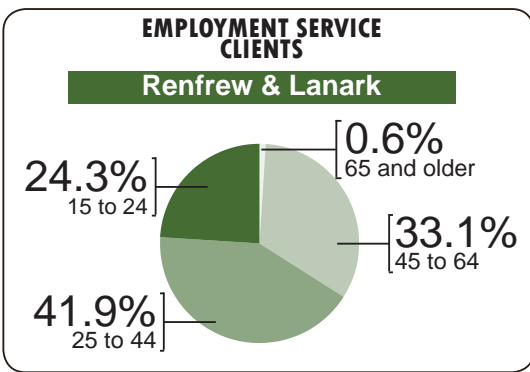
APPENDIX A: EMPLOYMENT ONTARIO DATA 2012

New to the LLMP this year is data provided by the Ministry of Training Colleges and Universities as collected through the various Employment Ontario service providers in the region. It is important to note that this is the first year that we have had access to this data, thus in many ways, this is a baseline setting year. We will not be making a comparative analysis of this information, but have synthesized the key points into infographics and will be making general observations. If you work in employment, literacy or economic development services this information may be useful to compare to your own statistical findings. Infographics can be made available for use in presentations or for other professional requirements by request.

# Renfrew & Lanark Counties Employment Ontario Highlights 2012

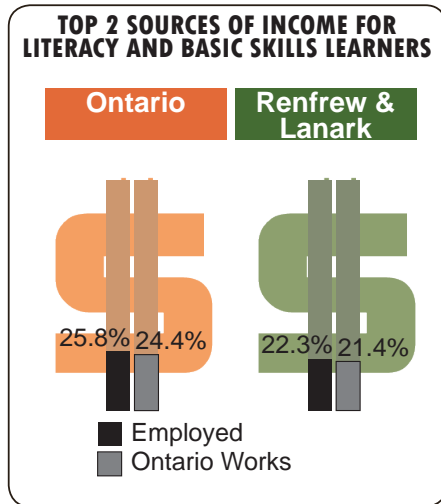
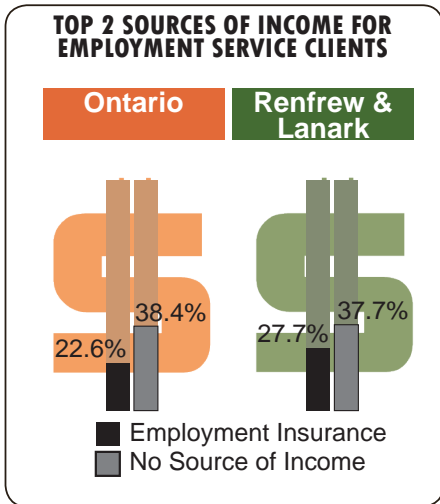
**In Renfrew & Lanark Counties, there are...**

- 17** Service Providers
- 3,589** Employment Service Assisted Clients
- 501** Literacy & Basic Skills Learners



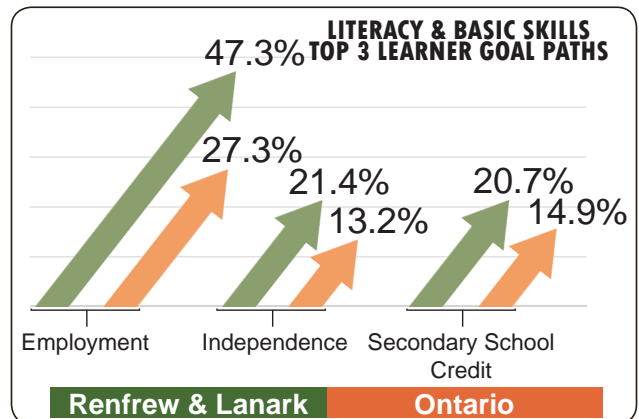
In Renfrew & Lanark Counties 75% of Employment Ontario assisted clients\* fall between the ages of 24-65, including the over 41% of LBS learners who are between the ages of 45-65.

*\*N.B.: assisted client numbers do not reflect the total number of clients visiting Employment Ontario Providers.*

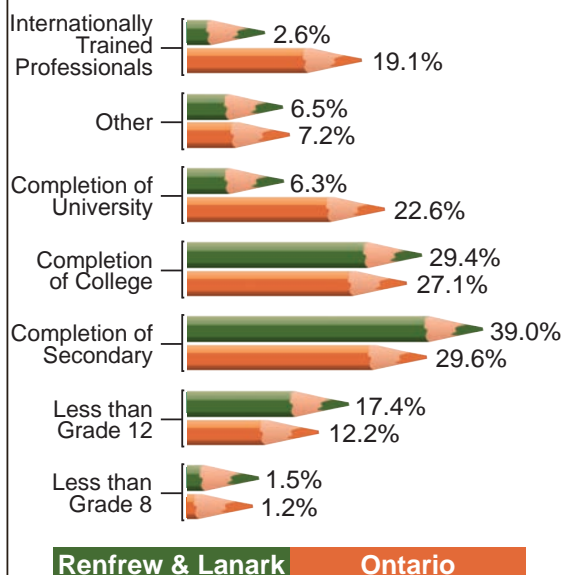


While the percentage of Employment Service clients without a source of income in Renfrew & Lanark Counties (37.7%) is comparable to the rest of Ontario (38.4%), the percentage of clients receiving employment insurance is higher locally (27.7%) than the provincial average (22.6%). LBS learners in Renfrew & Lanark are less likely to be employed or on Ontario Works than learners in the rest of the province.

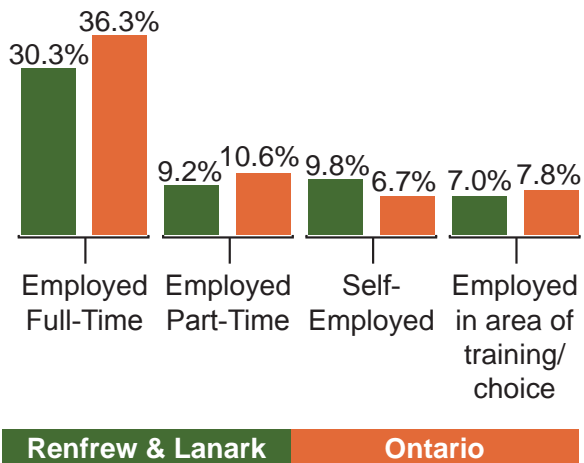
47% of Literacy and Basic Skill learners within Renfrew Lanark have identified that they would like to seek employment upon finishing their LBS program, while 21% are seeking independence and 20% make secondary school training a priority. These percentages are all significantly higher than the rest of Ontario.



**EDUCATIONAL ATTAINMENT AT INTAKE  
(EMPLOYMENT SERVICE CLIENTS)**



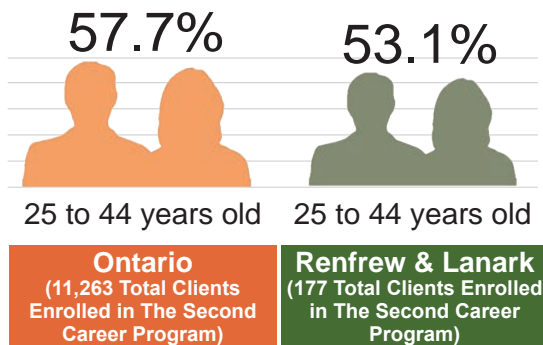
**TOP EXIT OUTCOMES FOR  
EMPLOYMENT SERVICE CLIENTS**



Almost 75% of all local Employment Service Clients have already completed secondary school at intake. More clients with less than University level education are accessing services in Renfrew and Lanark compared to the rest of Ontario, including a significant percentage of clients (20%) without Secondary School diplomas.

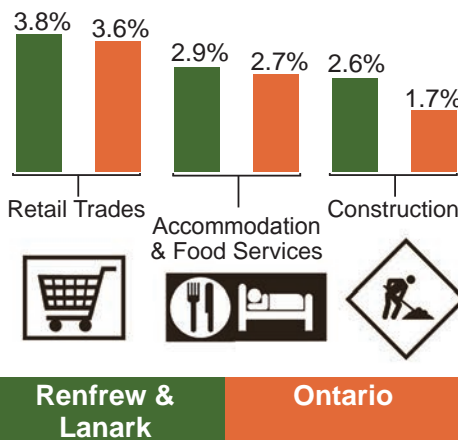
Exit outcomes across the board are marginally lower in Renfrew County as compared to Ontario with the exception of self-employment. There may be opportunities to provide additional support for individuals interested in pursuing entrepreneurial activities locally.

**HIGHEST AGE CATEGORY OF SECOND  
CAREER PROGRAM CLIENTS**



Over 50% of clients accessing Second Career training seem to be falling between the ages of 25-44, and are pursuing careers within the within the healthcare, construction and transportation sectors.

**TOP 3 EMPLOYED OUTCOMES  
IN RENFREW & LANARK  
(COMPARED TO ONTARIO)**



**APPRENTICESHIPS**

**Renfrew & Lanark**

**142**  
Certificates of  
Apprenticeship Issued

**202**  
Certificates of  
Qualification Issued

**588**  
New Registrations

**SECOND CAREER - TOP 3  
APPROVED SKILLS TRAINING  
PROGRAM**

- 1 Transport Truck Drivers
- 2 Heavy Equipment Operators (Except Crane)
- 3 Medical Administrative Assistants

**TOP 3 EMPLOYED OUTCOME  
OCCUPATIONS  
(NOC) 4-DIGIT GROUP**

- 1 Construction Trades Helpers and Labourers
- 2 Cashiers
- 3 Food Counter Attendants, Kitchen Helpers and Related Support

**TOP 3 TRADES FOR ACTIVE  
JOURNEYPERSONS**

- 1 Automotive Service Technician
- 2 General Carpenter
- 3 Electrician - Construction and Maintenance

**TOP 3 TRADES FOR NEW  
REGISTRATIONS**

- 1 Information Technology - Contact Centre Customer Service Agent
- 2 Automotive Service Technician
- 3 Hairstylist



APPENDIX B: COMMUNITY CONSULTATION PARTICIPANTS

Adult Learning and Training Centre	Levesque, Pauline	Community Resource Centre	King, Joanne
Albany International Canada	Lewis, Cindy	County of Renfrew, County Administration Services	MacIntyre, Bruce
Algonquin College	Bramburger, Jamie Davis, Anne Torvi, Lee	County of Renfrew, Economic Development & Natural Resources	Baird, Alastair Kelley, Craig
Algonquin Employment Services	Clark, Colleen Laut, Debbie Onion, David	County of Renfrew, Ontario Works	Brisbois, Karen Deacon, Laura Jolicoeur, Brenda Leigh, Chery
Algonquin Provincial Park		Deep River and District Hospital	Wilkie, Ian
Algonquins of Pikwàkanagàn	Two-Axe Kohoko, Amanda Meness, Lisa Lightbody, Christine	East Side Mario's, Pembroke	Gauthier, Jen
Arnprior Aerospace	Pierce, Brent	Economic Development & Employability Network of Ontario	Lamb, Guillaume Plourde, Martine
Arnprior Builders' Supplies	Sullivan, Tom	Employment Networks	Peacock, Susan
Arnprior and District Memorial Hospital	Christie, Betty	Employment Service, Serving Petawawa to Deux Rivières	Anderson, Louise Klimas, Barb Rautio, Veli-Martti
Arnprior Business Improvement Area	Mitchell, Bill	Ensyn Technologies	Gorsky, Garth
Atomic Energy of Canada	Chappell, Kerrie Hein, Jennifer LeMay, Stephanie Quinn, Pat Rolland, Shelley	Enterprise Renfrew County, Pembroke	Fraser, Kim Sadler, Colleen
Bonnechere Caves	Hinsperger, Chris	ETM Industires Inc.	Leclerc, JP
Brown Shoe Company	King, Bonnie	Excellence in Manufacturing Consortium	Diggins, Al Henniger, Gay
Calabogie & Area Business Assoc.	Jakes, Carolyn Parker, Bruce	Forward Thinking Marketing & Media	Layman, Jennifer
Canadian Career Academy, Carleton Place	Bennett, Laura Campbell, Bonnie Field, Kim Probert, Rob	Giant Tiger, Pembroke	Gervais, Rick
Canadian Tire, Deep River	Fitton, Will	Greater Arnprior Chamber of Commerce	Briscoe, Zillah Sparling, Cheryl
Canadian Tire, Pembroke	Birch, John	Home Hardware, Deep River	Kreiger, Connie
Canadian Tire, Smiths Falls		H Rose Machining	Whitelaw, Graham
Career Transition Services	Hardy, Trudy	Industrial Research Assistance Program/National Research Council	Hitchmough, Ken
Carleton Place & District Chamber of Commerce	Hobbs, Cindy	Kenwood Corporate Centre	Nibourg, Mark
CFB Petawawa	Chubbs, Charlene Gagnon, Ed Malone, Diane Yutronkie, Edna	KI Pembroke LP	Russell, Loreen
City of Pembroke	Ellis, Susan Culleton, Evelyn	Lanark-North Leeds Enterprise Centre	James, Cindy
Community Employment Services Pembroke	Chenard, Kim Dick, Brent	Literacy Link Eastern Ontario	Noyes, Doug
Community Living Association, Lanark	Wright, Bruce	Literacy Plus	Bridgland, Peggy Henstock, David
		Lockwood's Rona Building Centre	Lockwood, Bob
		Lorne's Electric	Glahs, Eric
		Magellan Aerospace Haley Industries	Scott, Emily
		Ministries of Citizenship & Immigration; Culture; Health Promotion, Sport & Recreation	Goold, Carmen

APPENDIX B: COMMUNITY CONSULTATION PARTICIPANTS.....CONTINUED

Ministry of Agriculture Food and Rural Affairs	Moore, Bruce Lavictoire, Yves Ritchie, Brian	Renfrew County District School Board Continuing Education	Friske, Melissa
Ministry of Community and Social Services	Treidlinger, Ben	Renfrew Industrial Commission	Lemkay, Dave
Ministry of Economic Development and Trade	Kew, Hollee	Renfrew Victoria Hospital	Hunter, Judy
Ministry of Small Business & Consumer Services	Haddon, Steve	Scapa Tapes	Boldt, Andy
Ministry of Tourism	Harris, Jonathan	Smiths Falls & District Chamber of Commerce	Ash, Victoria Cowan, Tanis
Ministry of Training Colleges & Universities	Duplessis, Pam Gapp, Sandra Prince, Karen	St. Jean Flooring	St. Jean, Michael
Mississippi Mills Chamber of Commerce	Rudyk, Nathan	Staples Business Depot, Pembroke	Rohrich, John
MJM Consulting	McLaren, Jay	Staples Business Depot, Carleton Place	Arnott, Carolyn
Murray Bros. Lumber Company	Sullivan, Tom	T.R. Leger School, Brockville	Dunn, Sandy
Nylene Canada	Clouthier, Bob Guindon, Frank Steeds, Dave	T.R. Leger School, Carleton Place	Lane, Daphne
ortrac Employment Resource Services	Morrow, Bert Sovey, Linda St. Louis, Jeanne Toop, Michelle	The Delphi Group	Larry, Schruder
Ottawa Valley Glass	McHale, Shawn	The Mall Laundromat	Juhasz, Richard
Pacific Safety Products	Larson, Suzanne Rosien, Nancy	Times Fiber	Dunbar, Lillian MacMillan, Laurie
Pastway Planing	Pritchard, Arnie	Town of Arnprior	Donaldson, Larry Smith, Robin
Pembroke Downtown Development Commission	Picard, Chantal	Town of Carleton Place	Sonnenburg, Ed
Pembroke Mall	Brophy, Jayne	Town of Deep River	Walden, John
Pembroke Regional Hospital	Thomas, Danielle	Town of Petawawa	Beatty, Lynn Phillips-McCann, Cyndy
Perth & District Chamber of Commerce	Fitchett, Pauline	Town of Smiths Falls	Hudson, Chuck Staples, Dennis
Perth & Smiths Falls District Hospital	Evans, Dave	Township of Greater Madawaska	Emon, Peter
Perth Downtown Committee	Hanscon, Heather	Township of Killaloe, Hagarty & Richards	Marion, Kathy
Perth Home Hardware	Grissham, Ruth	Township of Laurentian Valley	Armstrong, Lauree Hodgkinson, George
Pillar5Pharma	Graham, Anne McComb, Cindy	Tyerman & Daughters Inc.	Tyerman, Maggie
Renfrew & Area Chamber of Commerce	Logan, Tammy Villamere, Julie	Upper Ottawa Valley Chamber of Commerce	MacKenzie, Lorraine McInall, Brian
Renfrew County Community Futures Development Corporation	Wybou, David McKinnon, Diane Thompson, Mike	Valley Artisans' Co-op	White, Leslie
Renfrew County District School Board /OYAP	Hoelke, Terry	Valley Automation	Fletcher, Todd
		Valley Heartland Community Futures Development Corporation	Doherty, John
		Walmart, Pembroke	
		Women's Shelter and Support Services	Sweeney, Leigh

## APPENDIX C: INFORMATION SOURCES

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Statistics Canada (2011 Census, 2011 National Household Survey<sup>1</sup>, Canadian Business Patterns)  
<<http://www.statcan.gc.ca/start-debut-eng.html>>

Algonquin College - Pembroke  
<[www.algonquincollege.com/pembrokenewcampus/index.htm](http://www.algonquincollege.com/pembrokenewcampus/index.htm)>

Algonquin College - Perth  
<[http://www.algonquincollege.com/expansion/perth\\_campus.htm](http://www.algonquincollege.com/expansion/perth_campus.htm)>

Algonquins of Pikwàkanagàn First Nation  
<<http://algonquinsopikwakanagan.com/index.php>>

County of Lanark Website  
<[www.county.lanark.on.ca](http://www.county.lanark.on.ca)>

County of Renfrew Website  
<[www.countyofrenfrew.on.ca](http://www.countyofrenfrew.on.ca)>

A focus on rural Ontario communities attracting and retaining immigrants  
<<http://www.reddi.gov.on.ca/cirronewsletter.htm>>

City of Ottawa Website  
<[http://www.ottawa.ca/city\\_services/statistics/counts/metropolitan/index\\_en.html](http://www.ottawa.ca/city_services/statistics/counts/metropolitan/index_en.html)>

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<sup>1</sup> Readers should note that Statistics Canada states: "Caution must be exercised when NHS 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/wOYrIZ>.

This Report was prepared by the Executive Director, Matt LeMay, and Project Manager, Keanan Stone, of The Labour Market Group of Renfrew & Lanark, with assistance from graphic designer Shauna Kennedy.

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# A Skilled Workforce Contributing to a Prosperous Ontario



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