

Labour Market Planning Report 2019/2020



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

The Labour Market Group of Renfrew and Lanark Counties represents one of 26 workforce planning areas in the province of Ontario. Funded by the Ministry of Training, Colleges and Universities the group works to provide accurate and timely labour market information to employers, job seekers and organizations that use labour market data for strategic planning purposes. The group provides

annual labour market reports that outline trends in the local labour force using statistical data from several sources, as well as intelligence gathered from local employers and employment agencies. *This Employment Ontario Service is funded in part by the Government of Canada and the Government of Ontario.*

THE TEAM



MATT LEMAY
PROJECT MANAGER



HELLEN LAVRIC
PROJECT COORDINATOR



LAURA HANEK
PROJECT COORDINATOR

EXECUTIVE SUMMARY

Located in Eastern Ontario and bordering on the National Capital Region, Renfrew and Lanark Counties combined, cover an area of 10,679 km² with a total population of 171,092. Historically, both counties have had similar economies that were very active in manufacturing, agriculture, and forestry resulting in higher rates of attainment for apprenticeship, trades, and college diplomas.

As a result of an aging population, youth out-migration and slower than average population growth many sectors within the region (healthcare, manufacturing, forestry, scientific and professional services, public administration, retail & service, and agriculture) are experiencing difficulty recruiting and retaining both entry-level and skilled workers. Recruiting skilled workers and new Canadians from urban centers has been identified as a priority for community partners within the region.

Globalization coupled with a volatile geopolitical and economic climate has led to losses within the manufacturing sector with Sanvik Steel (Arnprior) and Grenville Castings (Perth) scheduled for closure in 2019. Despite these losses, and as a result of a low Canadian dollar and lower than average fuel prices, many manufacturers continue to expand and are experiencing difficulty attracting and retaining workers. The Labour Market Group (LMG) of

Renfrew Lanark continues to provide custom Labour Market Information (LMI) education and training to a variety of community agencies and partners. Last year we delivered over 40 presentations to a diverse group of clients including Garrison Petawawa, Youth Job Connection programs, First Nation employment services, local Chamber of Commerce groups, Employment Ontario and Literacy and Basic Skill providers, regional school boards, elected officials and town councils, high school career classes and regional economic development agencies.

The years 2019/2020 Local Labour Market Plan (LLMP) report summarizes of our annual 2018/2019 Employer One survey on page 33 and of our Community Healthcare forum on page 36.

The LMG wishes to thank Algonquin College, employers/jobseekers, service providers, educators and others for their input into this year's LLMP. We look forward to their continued involvement and encourage participation from new organizations and individuals. The Labour Market Group is committed to generating positive change within the local labour market by working collaboratively with community partners.

Matt LeMay, Coordinator
The Labour Market Group of Renfrew & Lanark

BACKGROUND/CONTEXT

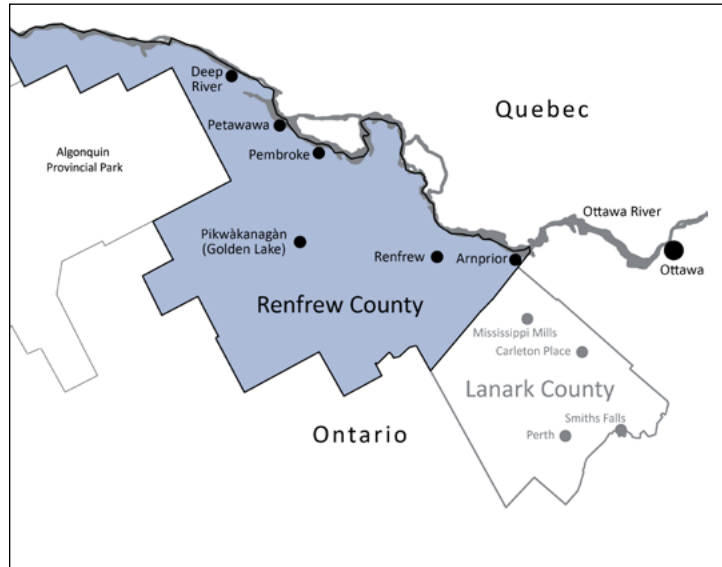
In the Province of Ontario, there are 26 Workforce Planning Boards, which receive funding from Ministry of Training, Colleges and Universities (MTCU). The boards facilitate the (LLMP) process that identifies and prioritizes labour market issues. Once issues are identified, the Workforce Planning Board 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. In place of a local planning board, the LMG has delivered the LLMP process within Renfrew-Lanark since May 2007. The LMG works with two sub-committees,

one for Renfrew and one for Lanark, which 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 of Renfrew and Lanark is a proud member of Workforce Planning Ontario.

www.workforceplanningontario.com

DEMOGRAPHIC OVERVIEW

RENFREW COUNTY Demographic Profile



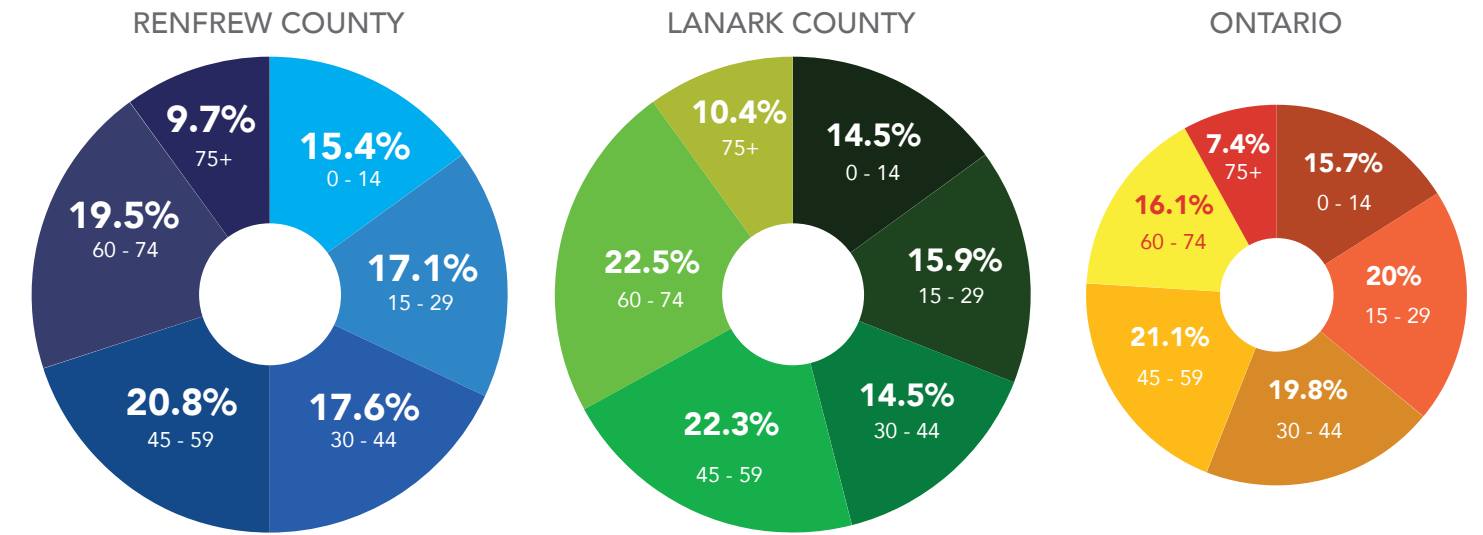
Renfrew County has a total population of 105,240 (projected 2018 population EMSI analyst). The county is geographically the largest in Ontario, encompassing approximately 7,645 square kilometres. Located in the heart of the Ottawa Valley, it stretches along the shores of the Ottawa River from the outskirts 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

LANARK COUNTY Demographic Profile



Lanark County has a total population of 69,423 (projected 2018 population EMSI analyst). The county is a geographically large and diverse region covering an area of 3,034 square kilometres. Lanark 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.

AGE CHARACTERISTICS



Source: EMSI Analyst Projection, 2018

The charts and accompanying analysis reflect the age characteristics of Renfrew and Lanark County citizens as compared to those of Ontario.

Local Intelligence - Local statistics demonstrate a clear aging workforce trend in Renfrew and Lanark Counties. The older demographic of the region, coupled with an out-migration of youth has resulted in a workforce shortage. According to the 2018/2019 **Employer One Survey Results**, 62.5% of the employers stated they were having **difficulty filling positions** over the past year and 65.4% of those respondents stated that a **lack of applicants** was the reason for the hiring difficulties.

Local Needs

- Healthcare, manufacturing and trades workers are in high demand.
- Employers may be required to recruit skilled workers from outside the region, hire older, laid-off or retired workers to meet workforce demands.



MEDIAN AGE

This table compares the median age change in Renfrew County, Lanark County and the province of Ontario between 2011 and 2016.

The median age of citizens in Renfrew County is 44.8, and in Lanark County, it is 48.2. Both counties median age is older than the provincial median of 41.3 years of age. Lanark County experienced the most significant change from 2011 to 2016 with an increase in the median age by 2.0 years.

Statistics Canada began releasing Census results in February 2017. For a detailed list of the census release schedule, visit [this website](#).

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

Statistics Canada 2011 and 2016 Census

POPULATION CHANGE 2017 - 2018

This table compares the projected total population change in Renfrew County, Lanark County and the province of Ontario in 2017 and 2018.

Renfrew County and Lanark counties are estimated to see next to no population growth between 2017 and 2018. While further research is required, the difference in growth between Renfrew and Lanark County and the province may be attributable to fewer immigrants settling in rural communities.

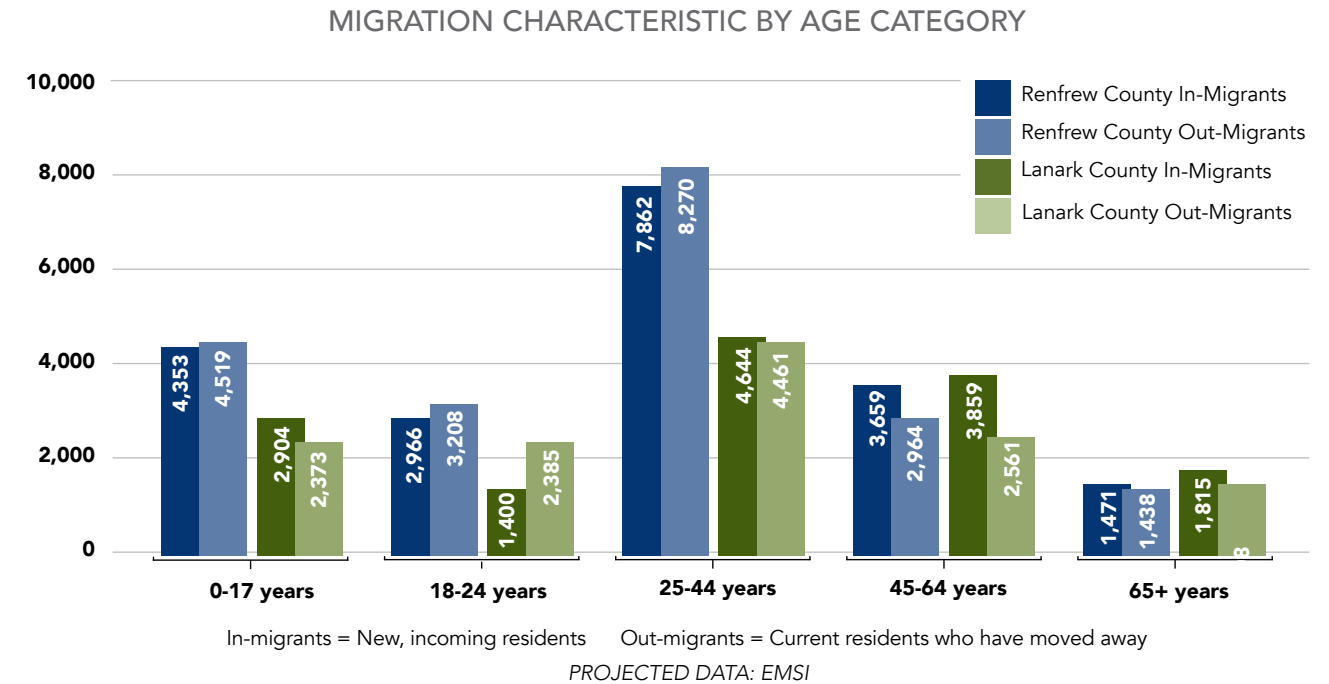
Local Intelligence – The fastest growing segment of the Canadian population is New Canadians. Economists and government experts have indicated that the region could benefit tremendously from the establishment of settlement services to support newcomers. Algonquin College is currently piloting a remote delivery of settlement services in Lanark/Renfrew Counties that supports community allies who are invested in helping newcomers.

Census Division	2017	2018	Population Change
Renfrew County (3547)	105,382	105,240	0.00%
Lanark County (3509)	69,281	69,423	0.00%
Ontario	14,193,384	14,322,334	1%

Source: EMSI Analyst Projection, 2018

MIGRATION CHARACTERISTICS

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



-88 TOTAL NET-MIGRANTS IN RENFREW COUNTY FROM 2011 - 2016

1303 TOTAL NET-MIGRANTS IN LANARK COUNTY FROM 2011 - 2016

Statistics Canada Taxfiler

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**.

Highest net increase in 45-64 age group = 895.

Highest net decrease in 25-44 = 408.

Current and future workforce limited, in which case proactive retention measures need to be considered.

Highest net increase in 45-64 age group = 1267

Highest net decrease in 18-24 = 985

Likely attributed to youth pursuing post-secondary education opportunities outside the county.

In both counties, an increase in people over the age of 45, particularly the senior population over 65 has created high demand for health care services and workers.

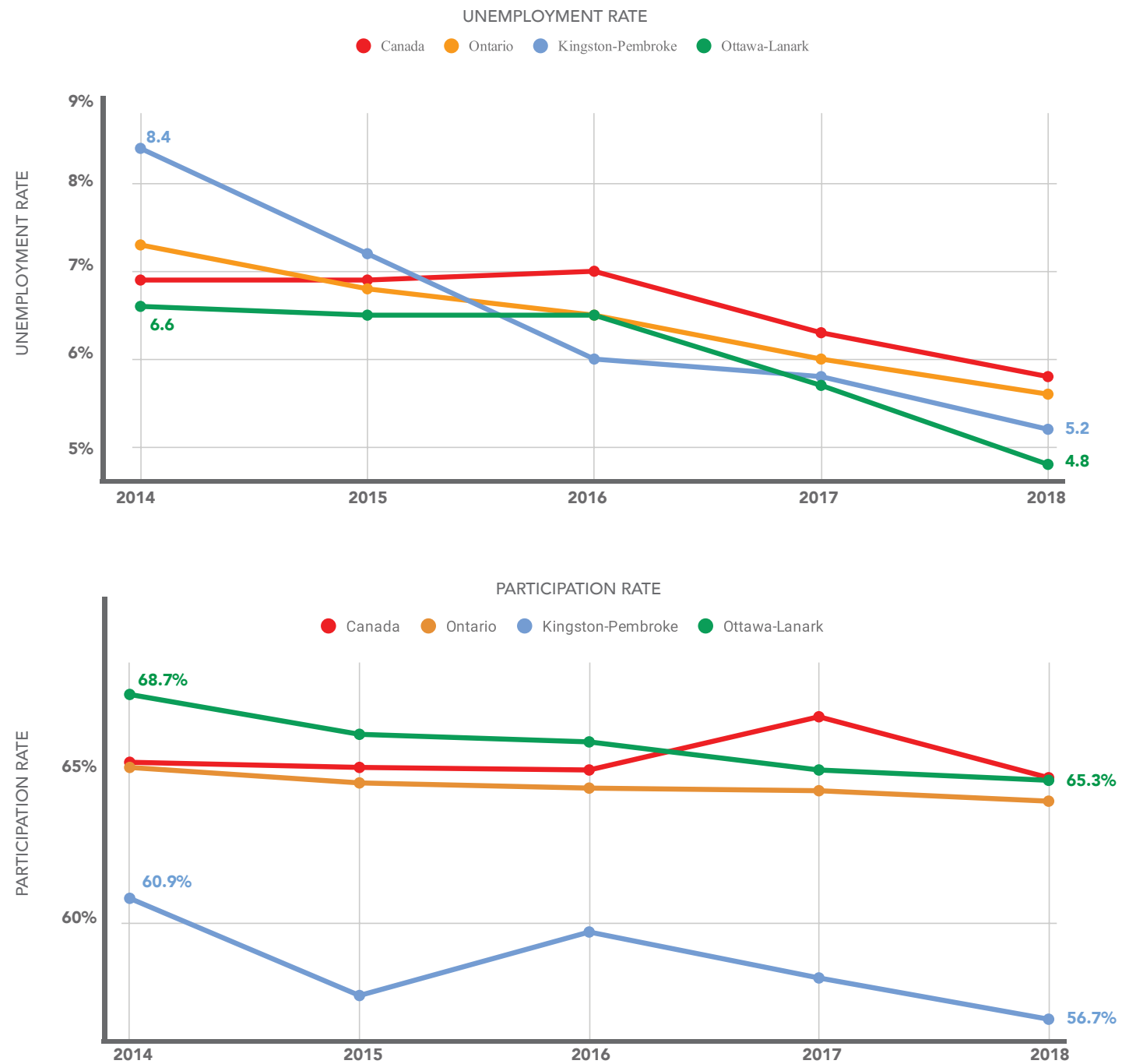
Local Intelligence - Ninety-four percent of local healthcare agencies surveyed report that it is more difficult to hire employees as compared to five years ago. The inability to fill key positions has resulted in **74% of organizations paying more overtime to fill shifts**. Forty per cent of employers report that a **lack of applicants is the main reason for the recent hiring challenges**. The fastest growing segment of the Canadian population is New Canadians. Economists and government experts have indicated that **the region could benefit tremendously from the establishment of settlement services to support newcomers**.

HISTORICAL LABOUR FORCE CHARACTERISTICS

The following graphs detail the unemployment rates and participation rates in Economic Regions 3510 (includes Lanark County), 3515 (includes Renfrew County), Ontario and Canada from 2014-2018.

*The unemployment rate is represented as the percentage of unemployed workers in the total labor force.

The 5-year history of the participation rate shows a similar slow decrease for Ontario and Canada. The Kingston-Pembroke and Ottawa Lanark Economic Regions show an overall decrease, but with Ottawa maintaining a much higher participation rate and Kingston-Pembroke a much lower participation rate than the province or country.



EDUCATION - ALGONQUIN COLLEGE PEMBROKE



Algonquin College wrapped up a year long celebration of its 50th anniversary in 2018 by receiving a key to the City from Pembroke. Since opening more than five decades ago, the Pembroke Campus has gradually become one of the key economic drivers in the region, growing from a modest 16 full-time students in 1967 to approximately 1,000 students at present day. The growth of the campus student enrolment has come at a time when elementary and secondary school enrolments have been in steep decline in Renfrew County and the region's population has aged. Through the development of unique programs, the Pembroke Campus now attracts almost 50 percent of its students from outside of the region, and is also experiencing a record enrolment of international students. In 2018, more than 25 students from all around the world enrolled in a variety of programs. The campus expects its international enrolments to continue to increase in the years ahead, a positive first step in helping rural communities become more welcoming to newcomers to Canada. The College relies heavily on its industry and business partnerships to respond to labour market needs. An example is the launch of a Personal Support Worker program in collaboration with Bonnechere Manor in Renfrew. The program started in January of 2019 and is being delivered at the

Manor in an effort to help the Eastern portion of Renfrew County address a critical shortage of health care workers. The College also organized a day long labour market forum for the health care sector, a process that has resulted in several strategies that have organizations working together to make health care a more desirable career pathway for young people.

The Pembroke Campus is also expanding the number of students and employers who participate in co-op programs. Co-op is an effective employee recruitment strategy for many businesses who are struggling to find skilled employees or are developing a succession plan for retiring workers. Co-op placements normally occur in the summer and are available in several programs including Business, Computer Systems Technician, Environmental Technician and Applied Nuclear Sciences and Radiation Safety. Moving forward, the campus will continue to respond to the labour market challenges facing Renfrew County, the province and Canada as society grapples with a changing workforce driven by technological advancement, changing demographics and emerging economies.

Jamie Bramburger
Acting Dean

EDUCATION - ALGONQUIN COLLEGE PERTH



The Perth Campus of Algonquin College joined its sister campuses in Ottawa and Pembroke in celebrating the college's 50th anniversary in 2017-18. The campus since its inception on December 15, 1970 has provided education and training to the citizens of Lanark County and to those who choose to call it home for a short time while attending a program at the campus. Over the past 50 years the campus has undergone a number of changes and in this most recent year it experienced perhaps its most significant change to its program mix.

For the Fall of 2019 the campus will be welcoming students into its existing Personal Support Worker, Police Foundations, Early Childhood Education and Heritage Carpentry and Joinery programs but also, new for Fall 2019, two new business programs. Business Fundamentals, a two-semester certificate program and Business – Agriculture, a four-semester diploma program are being launched with a view to filling a gap in Eastern Ontario. Also new to the campus is the delivery of the Computer Programmer Diploma program to an international co-hort of 35 students from South India starting in May 2019. The campus attracts students from around the world such as Ireland, Brazil, France, South Korea and the United States, but this is a first where an entire co-hort is looking to obtain not only an education but a quintessential Canadian experience in Perth. Looking past 2019 the campus is looking to launch a new graduate certificate in sustainable construction in 2020 and a degree program in built heritage in 2021. The campus is also pursuing opportunities in timber framing, masonry, and heritage planning. In addition to program changes the campus is looking to make an even greater difference as it

works toward long term financial sustainability. To help, the campus has formed a Campus Advisory committee with leaders from across the county to shape its connection to community both from within and from outside Lanark County so that the campus continues to make a difference in the county's social and economic spheres. The committee will provide much needed advice regarding the campus's future as a destination for international students, as a source of corporate training solutions, and regarding its potential for mixed use and applied research, among other opportunities.

In a March 2016 Atlantic Monthly article, James Fallows outlined 11 key factors for a successful municipality. It included factors such as a strong downtown, a respect for diversity, a recognition of their civic story, real public-private partnerships and recognizing the champions of the community. It even outlined that a higher than average number of craft breweries and/or distilleries in a community speaks to a community's entrepreneurship. But the article also critically mentions that truly successful communities have and care about its community college, especially one that conducts research. The Perth campus, like the article discusses, in the short term helps to lift the economy by bringing in a student population and over the longer term it helps transform the community through the talent it attracts and the talent that it trains. Moving forward, the campus looks to make an even greater difference as a partner with the community.

Christopher Hahn
Dean of Algonquin College - Perth Campus

EDUCATION - WILLIS COLLEGE



Willis College, Our Ottawa Valley campus is conveniently located off the 417 in Arnprior. Willis College is Canada's oldest private career college, established in 1866. We offer programs in Business, Technology and Healthcare. Anything in Health care is a good choice with our aging population. Medical Office Administrators are having success in the high 90 percentile finding employment out of school. The same can be said for all Personal Support Workers as the demand highly outweighs the supply and we have seen a large increase in hourly wage for PSW students with a choice of employers. Our business programs run from 21-48 weeks depending on the program and our Cyber Security Analyst program is second to none. The Canadian Armed Forces list Willis College as the only course in the country they recognize.

Willis College is honoured to host the Veteran Friendly Transition Program here in Arnprior at the Joan Brea Veteran Learning Centre. Approximately 20% of the student body in Arnprior are veterans of CAF. Our classes run from either 8:00-12:00 Monday to Friday or 1:00-5:00. Our classes are limited to 16 and the majority of our students are mature in nature. We have an OSAP officer on site to help guide and answer any questions.

We enroll students in most programs bi-monthly, our enrolment structure allows us to enter 4-8 students bi-monthly with the same diploma into the market place, allowing for less competition between students.

Dan Planetta
Veteran Employment Coordinator

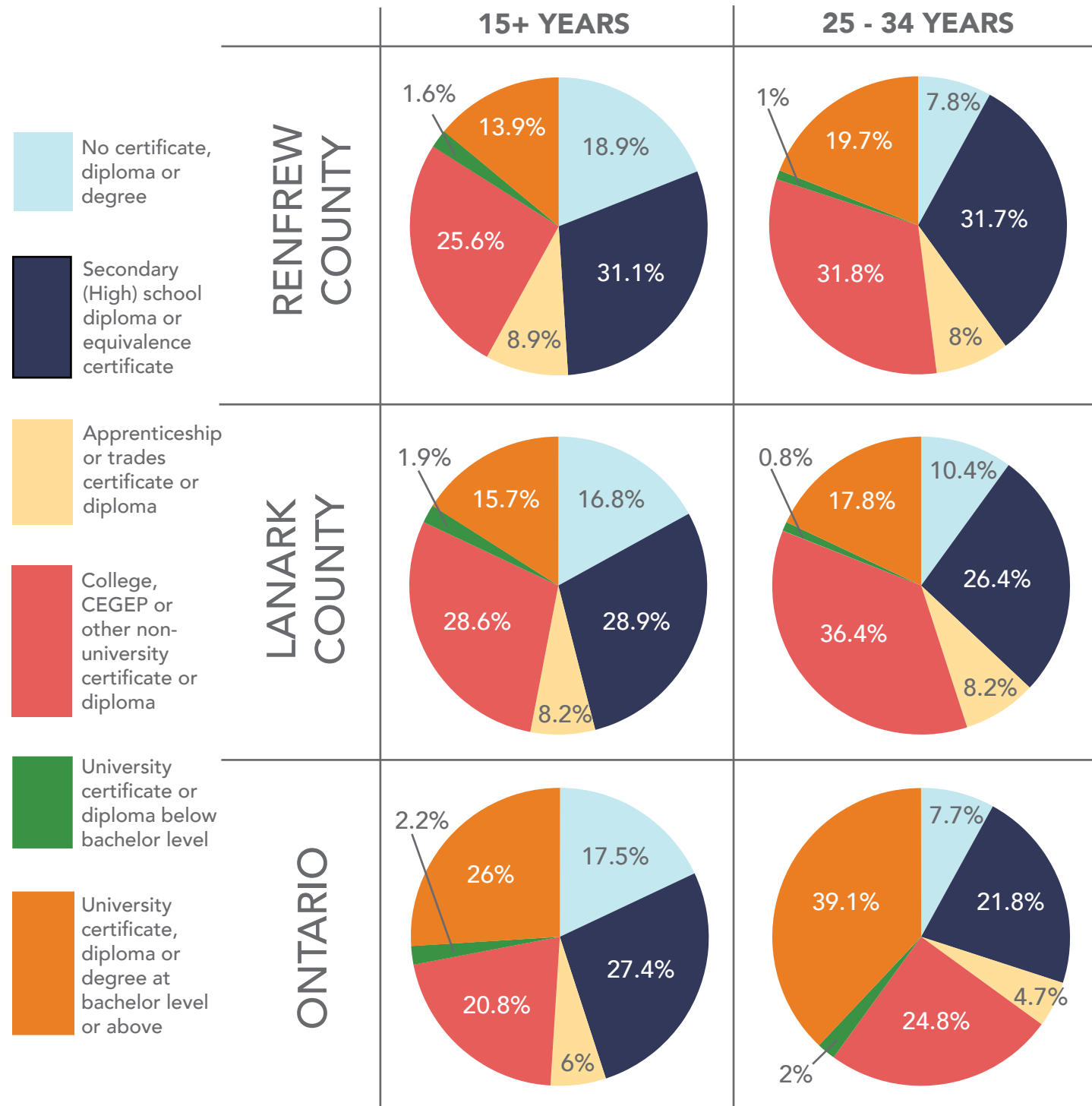
LOCAL EDUCATION ATTAINMENT SUMMARY

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.

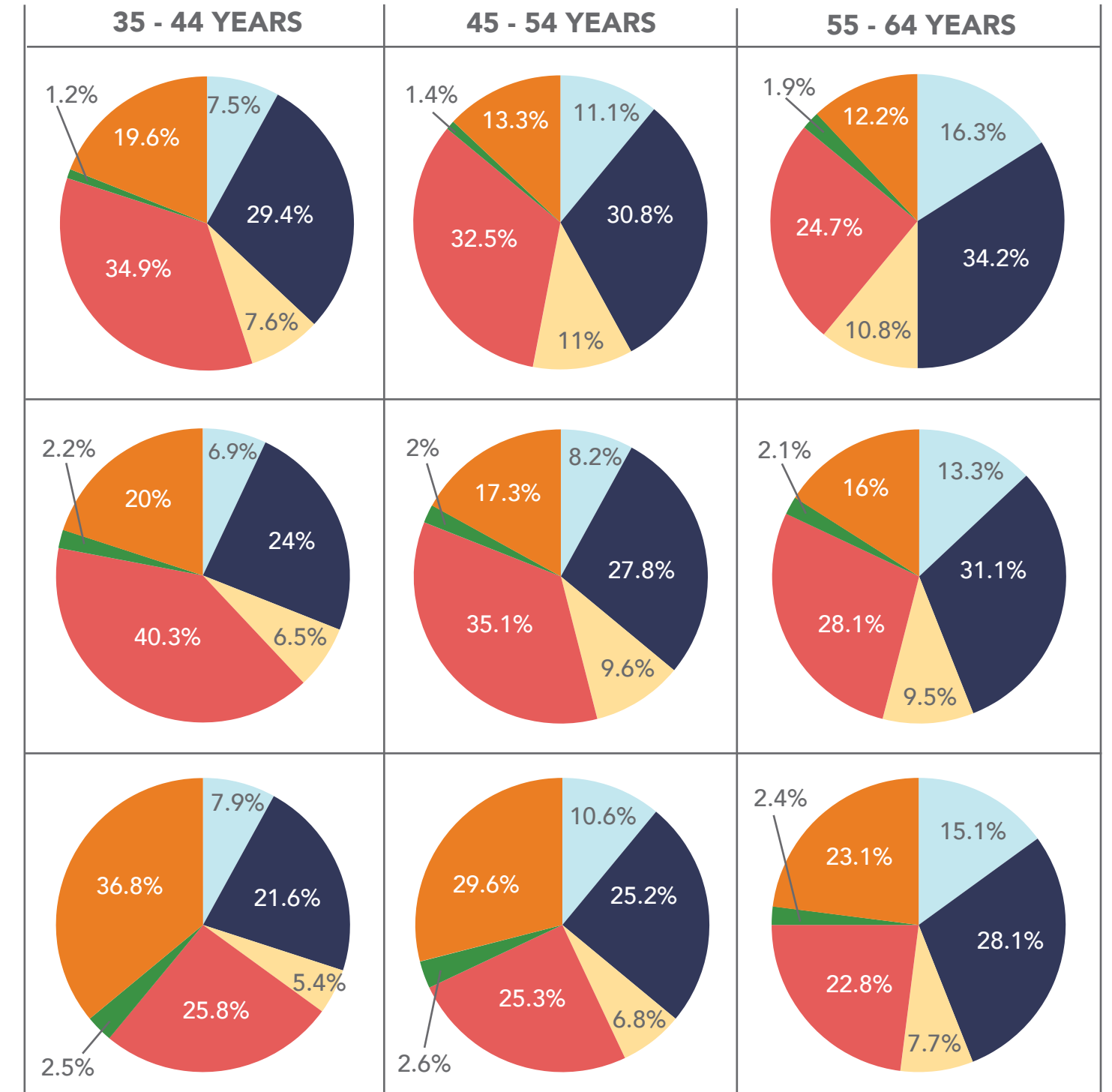
Renfrew and Lanark Counties have historically had strong economic bases comprised of the manufacturing, agriculture and forestry sectors. This resulted in higher rates of attainment of apprenticeships, trades and

college certificates, and lower rates of university degrees obtained in every age group in comparison to the province.

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.



Statistics Canada 2011 and 2016 Census



Statistics Canada 2011 and 2016 Census

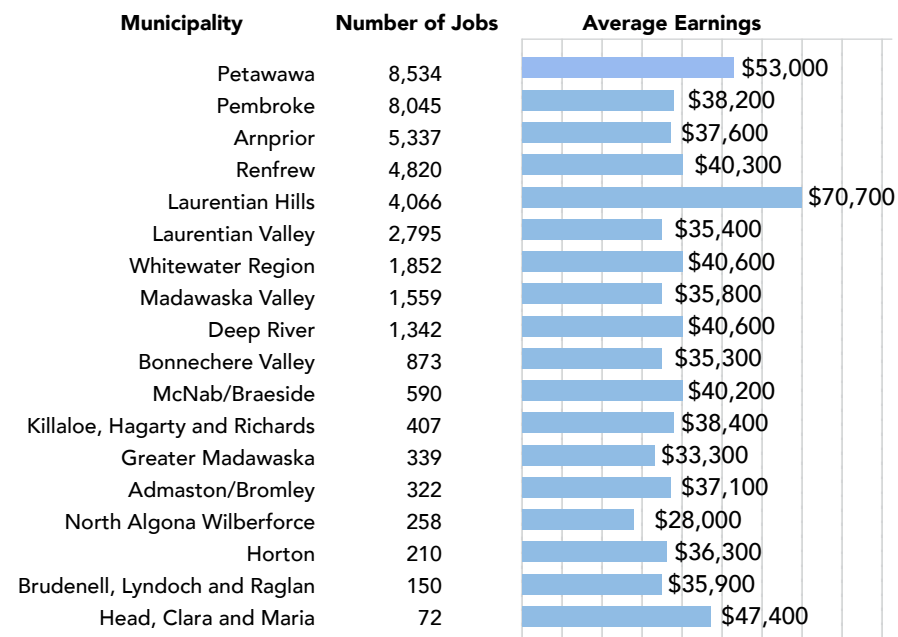
ECONOMIC OVERVIEW

In a bid to provide current and accurate labour market information, the LMG uses the Economic Modeling Specialists International (EMSI) Analyst tool to mine very valuable economic and occupational data. The EMSI Analyst tool combines employment and payroll data with data from the Labour Force Survey (LFS), Census and Canadian Business Patterns (CBP) to form detailed geographic estimates of employment.

EMPLOYMENT BY MUNICIPALITY

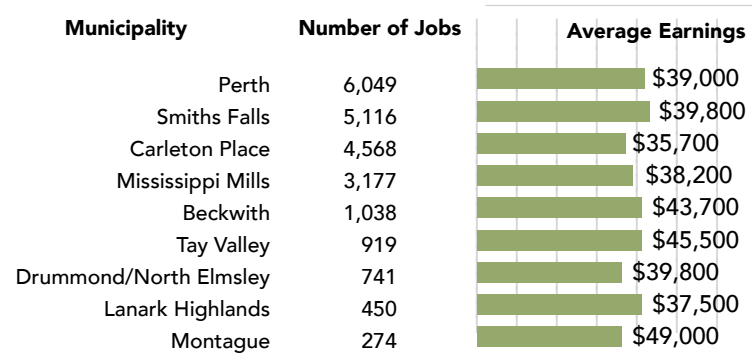
The following two graphs represent the number of jobs per municipality in Renfrew and Lanark Counties, as well as the average earnings.

EMPLOYMENT BY MUNICIPALITY - RENFREW COUNTY 2018



Source: EMSI Analyst projection 2018

EMPLOYMENT BY MUNICIPALITY - LANARK COUNTY 2018



Source: EMSI Analyst projection 2018

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

HIGHEST PAYING INDUSTRIES - RENFREW COUNTY

NAICS	Industry	Average Earnings 2017
22	Utilities	\$82,371
54	Professional, scientific and technical services	\$74,238
55	Management of companies and enterprises	\$71,959
91	Public administration	\$62,277
61	Educational services	\$52,582
23	Construction	\$49,277
31-33	Manufacturing	\$47,802
41	Wholesale trade	\$47,330
21	Mining, quarrying, and oil and gas extraction	\$46,023
62	Health care and social assistance	\$42,520

Source: EMSI Analyst projection, 2018

HIGHEST PAYING INDUSTRIES - LANARK COUNTY

NAICS	Industry	Average Earnings 2018
22	Utilities	\$79,516
21	Mining, quarrying, and oil and gas extraction	\$72,663
55	Management of companies and enterprises	\$63,629
91	Public administration	\$61,408
61	Educational services	\$58,697
54	Professional, scientific and technical services	\$50,105
23	Construction	\$48,223
31-33	Manufacturing	\$47,950
48-49	Transportation and warehousing	\$45,840
56	Administrative and Support, Waste Management and Remediation Services	\$45,025

Source: EMSI Analyst Projection, 2018

The top three industries in Renfrew County with the greatest average earnings in 2018 were Utilities, Professional, scientific and technical services, and Management of companies and enterprises.

The top 3 industries in Lanark County with the greatest average earnings in 2018 were Utilities, Mining, quarrying, and oil and gas extraction, and Public administration.

Local Intelligence - Some regional health care employers have indicated that they are finding it difficult to recruit and retain qualified candidates to fill a variety of positions. In response to this trend, Algonquin College received additional funding from Renfrew County Community Futures Development Corporation (RCCFDC) to hold a one-day facilitated health-care forum. Employers from Renfrew and Lanark County were surveyed to gather information regarding workforce challenges. On November 23, 2018, the employers convened in Pembroke to identify specific actions to attract and retain workers. There is an acute shortage of Registered (Practical) Nurses, Personal Support Workers, and doctors within the region. After a full day workshop, the group identified important recommendations and will now work at prioritizing these ideas and provide a blueprint for community collaboration.

ECONOMIC GROWTH HIGHLIGHT - RENFREW COUNTY

2018 saw strong performances in the key sectors of manufacturing, forestry and value-added wood products and agriculture. The positive results have been supported by demand in commodities, a relatively low Canadian dollar and low interest rates. Very significant investments have been continuing in the redevelopment of Canadian Nuclear Laboratories (\$1.2 B) and Garrison Petawawa (\$750 M), which contribute greatly to the County's economy, particularly for the construction and trades sectors. These investments coupled with approximately \$50 M in new investments in the value-added wood processing sector and ongoing investments in agriculture and manufacturing, help to maintain competitiveness and sustainability for the local and regional economies.

Renfrew County boasts strong and vibrant manufacturing sectors in aerospace, defence, bio-fuels, pharmaceuticals, botanicals (including medicinal and recreational Cannabis) and value-added wood and fibre processing. On the science and technology side, Renfrew County is home to one of Canada's pre-eminent research and development institutions at Canadian Nuclear Laboratories, conducting leading edge research and product development in advanced hydrogen production, energy storage technologies, small modular reactors,

medical isotopes, advanced materials and more.

The County of Renfrew Economic Development department supports business retention and expansion within the County, assisting with business and investment development and attraction and local municipal economic development initiatives. More recently the County's economic development efforts are also focusing on employee and resident attraction. Within the County of Renfrew there exists a diverse range of skilled and un-skilled positions with high growth potential in a wide selection of industry sectors. The region boasts a spectacular physical environment, unique friendly small town shopping and services, abundant recreational activities, good educational and medical services, all providing a wholesome safe and fun environment for working, raising families or for retiring. There exists a full range of housing options with average prices of 47% to 73% lower when compared to large rural centres like the cities of Ottawa or Toronto. An exceptional place to live with nature at your doorstep and urban amenities close at hand, Renfrew County offers the perfect balance between work and play.

David Wybou
Business Development Officer

ECONOMIC GROWTH HIGHLIGHT - PEMBROKE

In the past year, the City of Pembroke has experienced an incredible number of new business openings providing a range of new services, products and opportunities to our residents. In 2018 alone, the City of Pembroke saw 19 new businesses open. Many of these businesses were in the downtown core such as Blendz Smoothie Shop, Crazy Beautiful Dresses, and McGuire's Doughnuts. Other businesses can be found outside of downtown including Planet Fitness, Redd Taxi and Camz Cars.

Moving forward, the City will continue to focus on being as open as possible to new entrepreneurs and offer assistance wherever possible. A large focus of 2019 will be on development at Pembroke's waterfront and marketing the community to outside investors. We have identified a few sectors that would likely do well in Pembroke including indoor crops/food and beverage production, biofuels and wood by-products and independent entrepreneurs looking to escape larger cities. Pembroke has

development-ready lands for those looking to build and a diverse selection of buildings as well.

With 10 available grants through our Community Improvement Plan, Pembroke has a greater appeal to investors from large-scale redevelopment tax incentives to accessibility improvement funding and



ECONOMIC GROWTH HIGHLIGHT - LANARK COUNTY

Lanark County has a well-diversified local economy, where small business is fundamental and growth opportunities exist in key sectors including Agriculture & Food, Construction & Trades, Manufacturing, Arts & Entertainment, Tourism, Healthcare and Education. The County's 2016 population was 68,698 (Statistics Canada 2016), comprised of 8 municipalities plus the Town of Smiths Falls, and represented a 4.6% increase over 2011. Its total jobs increased by 3.8%, from 25,818 in 2011 to 26,795 in 2016. In its vision for economic development, Lanark County empowers a progressive business-friendly community that thrives in a diversified rural urban setting, while maintaining its natural and built environment and high quality of life.

Lanark County and Valley Heartland Community Futures Development Corporation had an amazing year of COLLABORATION and FOCUS on business growth and entrepreneurial successes in 2018. By way of a service agreement, Valley Heartland provides economic development services to Lanark County. Through this partnership and with the support of OMAFRA, a county-wide economic development strategic planning process was completed, resulting in a strategic roadmap including 16 evidence-based Action Plans for the county and

beautification grants, there is something for every business. We also work to educate businesses about federal and provincial grants available to them.

Heather Salovaara
Pembroke Economic Development Officer

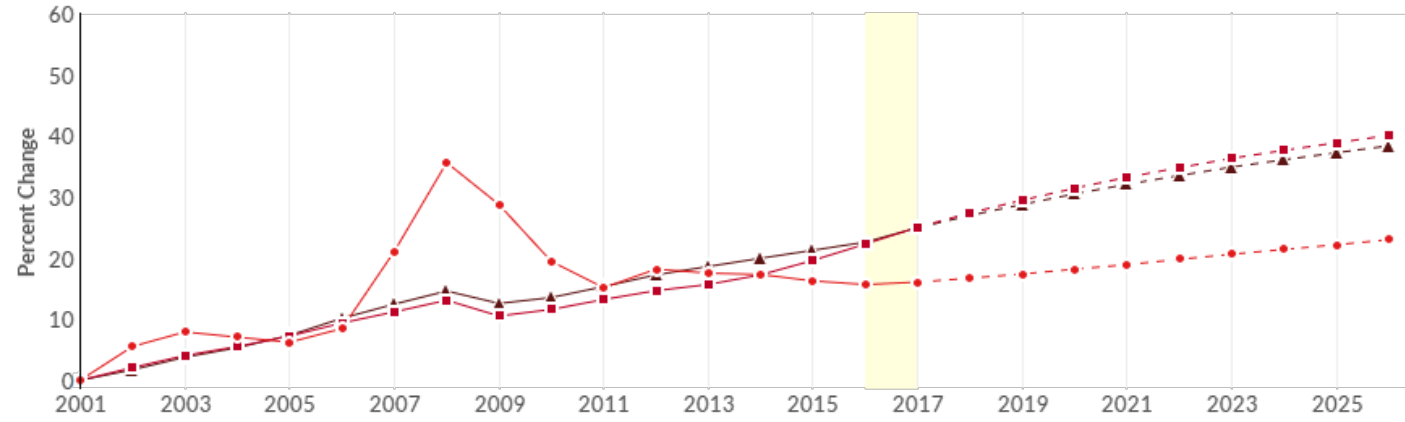
municipalities. The year 2018 marked the start of Action Plan implementation! The strategic roadmap identified Business Retention + Expansion (BR+E) as a priority Action Plan to help the County and municipalities better understand local business needs and priorities across all sectors of the economy. The county-wide BR+E project is in full swing, with nearly 120 businesses being surveyed by over 80 community volunteers, and data collected to address immediate concerns, connect businesses to resources and support programs, identify trends, and develop future economic development activities in support of the business community. For a complete list of Action Plans underway, please download a copy of the Lanark County Economic Development Strategic Plan 2018 – 2020 here: <https://www.valleycfdc.com/lanarkcountynecdev>

Lanark County offers the BEST of business opportunities and lifestyle, where the County and its municipalities collaborate with community stakeholders, to strengthen business and residential growth. For more information, contact Stacie Lloyd, Economic Development Officer, at EcDev@valleycfdc.com or 613-283-7002, ext 106

Stacie Lloyd
Economic Development Officer

REGIONAL TRENDS - RENFREW COUNTY

Renfrew County has experienced a rate of job growth of 1.0%, which is below the Provincial and National averages. Although the average income of Renfrew County (\$44,600) is only 80% of the National Canadian average, it is projected that job growth will continue through 2021.



Region	2017 Jobs	2018 Jobs	% Change
Renfrew County	41,176	41,402	1%
Ontario	6,547,350	6,578,790	2%
Canada	16,629,990	16,897,232	2%

TOTAL JOBS IN RENFREW IN 2018: 41,402

AVERAGE EARNINGS IN 2018: \$44,600 (88% OF THE NATIONAL AVERAGE)

JOBS BY INDUSTRY - RENFREW COUNTY

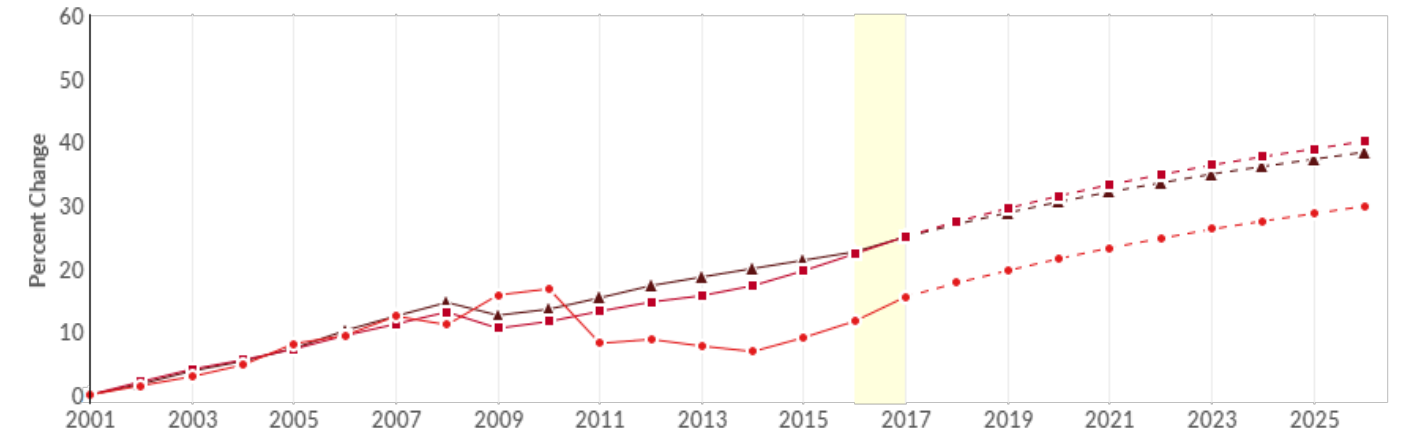
NAICS	Industry	2017 Jobs
91	Public administration	7,152
62	Health care and social assistance	6,098
44-45	Retail trade	4,990
72	Accommodation and food services	3,237
31-33	Manufacturing	2,928
54	Professional, scientific and technical services	2,908
23	Construction	2,700
61	Educational services	2,572
56	Administrative and support, waste management and remediation services	1,752
81	Other services (except public administration)	1,278

Source: EMSI Analyst projection, 2018

REGIONAL TRENDS - LANARK COUNTY

Job growth in Lanark County increased by 2.0%, on par with Provincial and National averages. Although the average income of Lanark County (\$39,000) is only 70% of the national average, it is projected that job growth will occur through 2021.

Local Intelligence – According to the 2018/2019 Employer One Survey Results, local employers have suggested the top three competencies for future employees are Work ethic, dedication, dependability, being Self-motivated/ability to work with little to no supervision and possessing Teamwork/interpersonal skills.



Region	2017 Jobs	2018 Jobs	% Change
Lanark County	22,332	22,753	2%
Ontario	6,578,790	6,685,695	2%
Canada	16,629,990	16,897,232	2%

TOTAL JOBS IN LANARK IN 2018: 22,753

AVERAGE EARNINGS IN 2018: \$39,000 (77% OF THE NATIONAL AVERAGE)

JOBS BY INDUSTRY - LANARK COUNTY

NAICS	Industry	2017 Jobs
62	Health care and social assistance	3,675
44-45	Retail trade	3,635
31-33	Accommodation and food services	2,333
72	Manufacturing	2,049
61	Construction	1,760
23	Educational services	1,583
91	Public administration	1,275
48-49	Other services (except public administration)	896
54	Wholesale Trade	716
56	Transportation and warehousing	676

Source: EMSI Analyst projection, 2018

LOCAL LABOUR MARKET CONDITIONS

NUMBER OF EMPLOYERS BY EMPLOYEE SIZE RANGE

Number of Employers by Employee Size Range
June 2018

Enterprise Size	Employee Size Range	Renfrew County Number of Employers	Renfrew County Percentage of Employers	Lanark County Number of Employers	Lanark County Percentage of Employers	Ontario Number of Employers	Ontario Percentage of Employers
Small and Medium	0*	4,562	65.1%	3,748	66.8%	1,113,554	70.5%
	1 - 4	1,183	16.9%	975	17.4%	268,513	17.0%
	5 - 9	579	8.3%	400	7.1%	82,742	5.2%
	10 - 19	346	4.9%	272	4.8%	55,632	3.5%
	20-49	210	3.0%	140	2.5%	36,499	2.3%
	50-99	65	0.9%	40	0.7%	12,594	0.8%
	Subtotal	6,945	99.1%	5,575	99.4%	1,569,534	99.4%
Large	100-199	36	0.5%	22	0.4%	5,912	0.4%
	200-499	15	0.2%	11	0.2%	3,063	0.2%
	500+	8	0.2%	1	0.0%	1,273	0.1%
	Subtotal	59	0.9%	34	0.6%	10,249	0.6%
Total		7,004	100%	5,609	100%	1,579,783	100%

Source: Canadian Business Patterns

This table shows the number of employers in Renfrew and Lanark Counties and Ontario in June 2018. 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.

In June 2018, Renfrew County had a total of 7,004 employers, and Lanark County had 5,609. Lanark County had the same percentage of Small and Medium Enterprises (SMEs) and large businesses as Ontario; 99.4% and 0.6% respectively. Renfrew County had a slightly lower percentage of SMEs at 99.1% and slightly higher percentage of large businesses at 0.9%.

Local Intelligence – The greatest amount of growth and decline sorted by absolute change appears to be occurring in small businesses that employ less than 10 individuals. According to the 2018/2019 Employer One Survey Results, the anticipated staffing changes over the following year will occur in Sales and Service as well as Trades, transport and equipment operator positions. The greatest reasons for anticipated job openings over the next 12 months are Seasonal/Temporary work, 42.1%, and Shortage of work, 15.8%.

DISTRIBUTION OF TOTAL EMPLOYERS BY 3-DIGIT INDUSTRY

DISTRIBUTION OF EMPLOYERS - RENFREW COUNTY JUNE 2018

NAICS	Renfrew Distribution %	Ontario Distribution %	Distribution Difference
112 - Animal production and aquaculture	4.7%	1.3%	3.4%
111 - Crop production	3.4%	1.76%	1.6%
238 - Specialty trade contractors	7.3%	6.03%	1.3%
811 - Repair and maintenance	3.6%	2.0%	1.6%
113 - Forestry and logging	1.6%	0.1%	1.5%
721 - Accommodation services	1.7%	0.4%	1.3%
523 - Securities, commodity contracts, and other financial investment and related activities	3.0%	4.6%	-1.6%
484 - Truck transportation	1.5%	3.8%	-2.3%
531 - Real estate	16.8%	19.2%	-2.4%
541 - Professional, scientific and technical services	7.2%	14.3%	-7.1%

Source: Canadian Business Patterns

These tables highlight the industries with the largest distribution difference between employers in Renfrew County, Lanark County and the Province of Ontario. Included are industries with the greatest positive and negative differences.

Renfrew County has a higher percentage of employers in Animal production and aquaculture, Crop production and Specialty trade contractors than the Province of Ontario. Despite being the home of Canadian Nuclear Laboratories, Renfrew County has a lower percentage of Professional, scientific and technical services than the province.

DISTRIBUTION OF EMPLOYERS LANARK COUNTY JUNE 2018

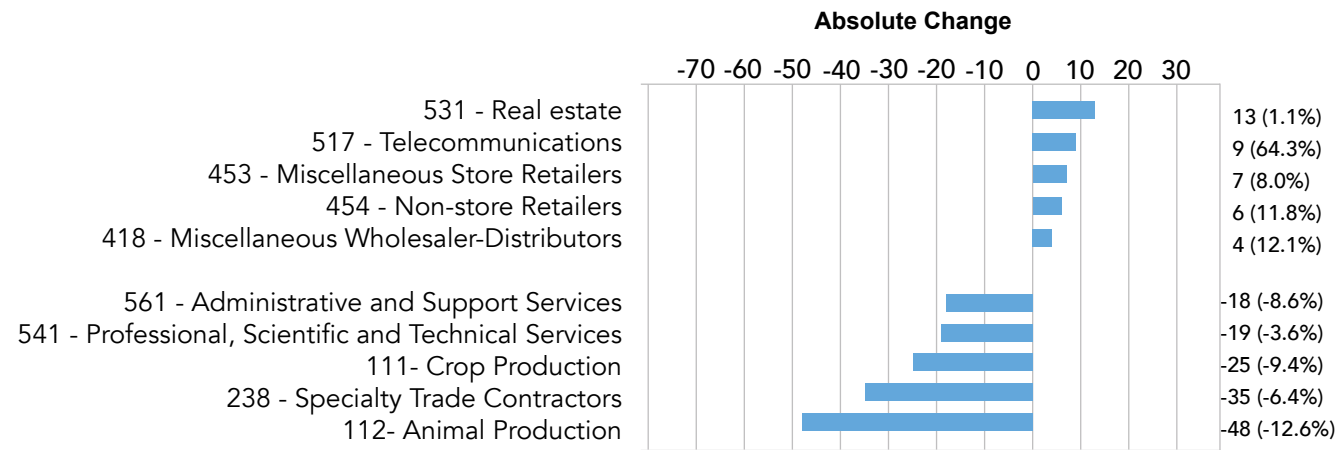
NAICS	Lanark Distribution %	Ontario Distribution %	Distribution Difference
238 - Specialty trade contractors	9.2%	6.0%	3.2%
112 - Animal production and aquaculture	3.3%	1.3%	2.0%
111 - Crop production	2.8%	1.8%	1.0%
523 - Securities, commodity contracts, and other financial investment and related activities	3.2%	4.6%	-1.4%
541 - Professional, scientific and technical services	12.6%	14.3%	-1.7%
484 - Truck transportation	1.2%	3.8%	-2.3%
531 - Real estate	16.9%	19.2%	-2.6%

Source: Canadian Business Patterns

Lanark County has a higher percentage of Specialty trade contractors, Animal production and aquaculture, and Crop production compared to the Province of Ontario.

CHANGE IN THE TOTAL NUMBER OF EMPLOYERS

RENFREW COUNTY



The following two graphs illustrate the most significant changes in the number of employers in Renfrew and Lanark Counties between June 2017 and June 2018, categorized by industry. Figures show the top 5 increases and decreases in number of employers.

The industries in Renfrew County with the greatest absolute increases in the number of employers from 2017 to 2018 were Real estate, Telecommunications, and Miscellaneous store retailers.

The industries with the greatest absolute decreases in the number of employers were Animal production and aquaculture, Specialty trade contractors, and Crop production.

LANARK COUNTY



The industries in Lanark County with the greatest absolute increases in the number of employers from 2017 to 2018 were Real estate, Specialty trade contractors, and Professional and scientific services. The industries with the greatest absolute decreases in the number of employers were Truck transportation, Repair and maintenance, and Construction of buildings.

FASTEST GROWING INDUSTRIES AT THE 2-DIGIT NAIC LEVEL

The following 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 2017 to 2018.

NAICS = North American Industry Classification System

The fastest growing industries in Renfrew County are Health care and social assistance, Accommodation and food services, and Construction. In Lanark County, the fastest growing industries are Accommodation and food services, Health care and social assistance, and Construction.

FASTEST GROWING INDUSTRIES - RENFREW COUNTY 2017-2018

Industry	2017 Jobs	2018 Jobs	Change in Jobs	Earnings per Worker
Health Care and Social Assistance	6,098	6,283	185	\$42,520
Accommodation and Food Services	3,237	3,312	75	\$14,628
Construction	2,700	2,763	63	\$49,277
Administrative Support, Waste Management and remediation Services	1,752	1,774	22	\$34,092
Other services (except public administration)	1,278	1,299	21	\$34,092
Arts, entertainment and recreation	429	439	10	\$22,540
Wholesale Trade	765	774	9	\$47,330
Transportation and warehousing	788	797	9	\$35,390
Real Estate and rental leasing	376	383	7	\$31,716
Utilities	768	773	5	\$82,371

Source: EMSI Analyst projection 2018

FASTEST GROWING INDUSTRIES - LANARK COUNTY 2017-2018

Industry	2017 Jobs	2018 Jobs	Change in Jobs	Earnings per Worker
Accommodation and Food Services	2,333	2,452	119	\$14,096
Health Care and social assistance	3,675	3,774	99	\$40,737
Construction	1,760	1,801	41	\$48,223
Educational Services	1,583	1,614	31	\$58,697
Other Services (except public administration)	896	921	25	\$28,281
Wholesale Trade	716	737	21	\$44,711
Retail Trade	3,635	3,654	19	\$21,669
Administrative support, waste management and remediation services	631	644	13	\$45,025
Public Administration	1,275	1,288	13	\$61,408
Arts, entertainment and recreation	434	446	12	\$29,114

Source: EMSI Analyst projection, 2018

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

RENFREW COUNTY - JUNE 2018

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	1125	38	10	3	2	1	0	0	0	1179	16.8%
238 - Specialty trade contractors	297	133	55	16	11	1	0	0	0	513	7.3%
541 - Professional, scientific and technical services	345	96	35	15	5	1	0	6	1	504	7.2%
621 - Ambulatory health care services	208	120	29	18	9	0	3	0	0	387	5.5%
112 - Animal production and aquaculture	290	34	6	1	1	0	0	0	0	332	4.7%
236 - Construction of buildings	158	67	26	7	5	0	1	0	0	264	3.8%
111 - Repair and Maintenance	158	76	21	8	2	1	0	0	0	250	3.6%
811 - Crop production	217	16	4	2	0	1	0	0	0	240	3.4%
722 - Food services and drinking places	60	25	44	46	36	11	0	0	0	222	3.2%
813 - Religious, grant-making, civic, and professional and similar organizations	90	88	21	9	1	1	0	0	0	210	3.0%
523 - Securities, commodity contracts, and other financial investment and related activities	193	10	2	1	1	2	0	0	0	209	3.0%
561 - Administrative and support services	113	42	17	15	3	1	0	0	0	191	2.7%
812 - Personal and laundry services	119	35	21	3	1	0	0	0	0	179	2.6%
721 - Accommodation services	64	25	10	8	5	1	3	0	0	116	1.7%
113 - Forestry and logging	71	25	8	4	3	0	0	0	0	111	1.6%
484 - Truck transportation	65	30	2	5	3	1	0	0	0	106	1.5%
624 - Social assistance	80	3	7	5	7	1	2	0	0	105	1.5%
453 - Miscellaneous store retailers	49	17	20	6	1	1	0	0	0	94	1.3%
441 - Motor vehicle and parts dealers	34	13	15	17	11	0	0	0	0	90	1.3%
445 - Food and beverage dealers	25	17	13	22	3	6	3	0	1	90	1.3%

Source: Canadian Business Patterns

The following tables show the top 20 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 in the Petawawa area. Due to posting cycles of military personnel at Garrison Petawawa, there is a higher turnover rate in the real estate market.

LANARK COUNTY - JUNE 2018

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	30	5	8	2	1	1	0	0	970	16.9%
541 - Professional, scientific and technical services	521	156	29	15	2	1	0	1	0	725	12.6%
238 - Specialty trade contractors	317	123	54	24	10	2	1	0	0	530	9.2%
621 - Ambulatory health care services	140	77	22	13	5	1	2	0	0	260	4.5%
236 - Construction of buildings	138	50	19	10	5	0	0	0	0	222	3.9%
722 - Food services and drinking places	58	30	43	37	21	8	1	0	1	199	3.5%
112 - Animal production and aquaculture	169	18	2	0	1	0	0	0	0	190	3.3%
561 - Administrative and support services	122	38	11	10	4	1	0	0	0	186	3.2%
523 - Securities, commodity contracts, and other financial investment and related activities	167	15	2	0	0	0	0	0	0	184	3.2%
111 - Crop production	132	17	6	2	1	0	1	1	0	160	2.8%
811 - Repair and maintenance	91	47	18	3	0	0	0	0	0	159	2.8%
812 - Personal and laundry services	107	31	14	3	4	0	0	0	0	159	2.8%
813 - Religious, grant-making, civic, and professional and similar organizations	66	40	13	5	0	0	0	0	0	124	2.2%
453 - Miscellaneous store retailers	45	23	12	5	1	0	0	0	0	86	1.5%
624 - Social Assistance	58	9	6	8	3	1	0	0	0	86	1.5%
441 - Motor vehicle and parts dealers	29	11	7	15	5	1	0	0	0	71	1.2%
484 - Truck Transportation	47	16	1	3	1	0	0	0	0	70	1.2%
711 - Performing Arts, Spectator Sports and Related Industries	59	5	0	1	5	0	0	0	0	66	1.2%
445 - Food and Beverage Stores	17	3	12	18	2	1	4	0	0	61	1.1%
721 - Accommodation Services	39	11	6	2	2	1	0	0	0	60	1.0%

Source: Canadian Business Patterns

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.

According to the 2018/2019 Employer One Survey Results, the two government and educational programs that were the most accessed by local businesses are Co-op Placement, 55.0%, and Wage Subsidy, 48.3%.

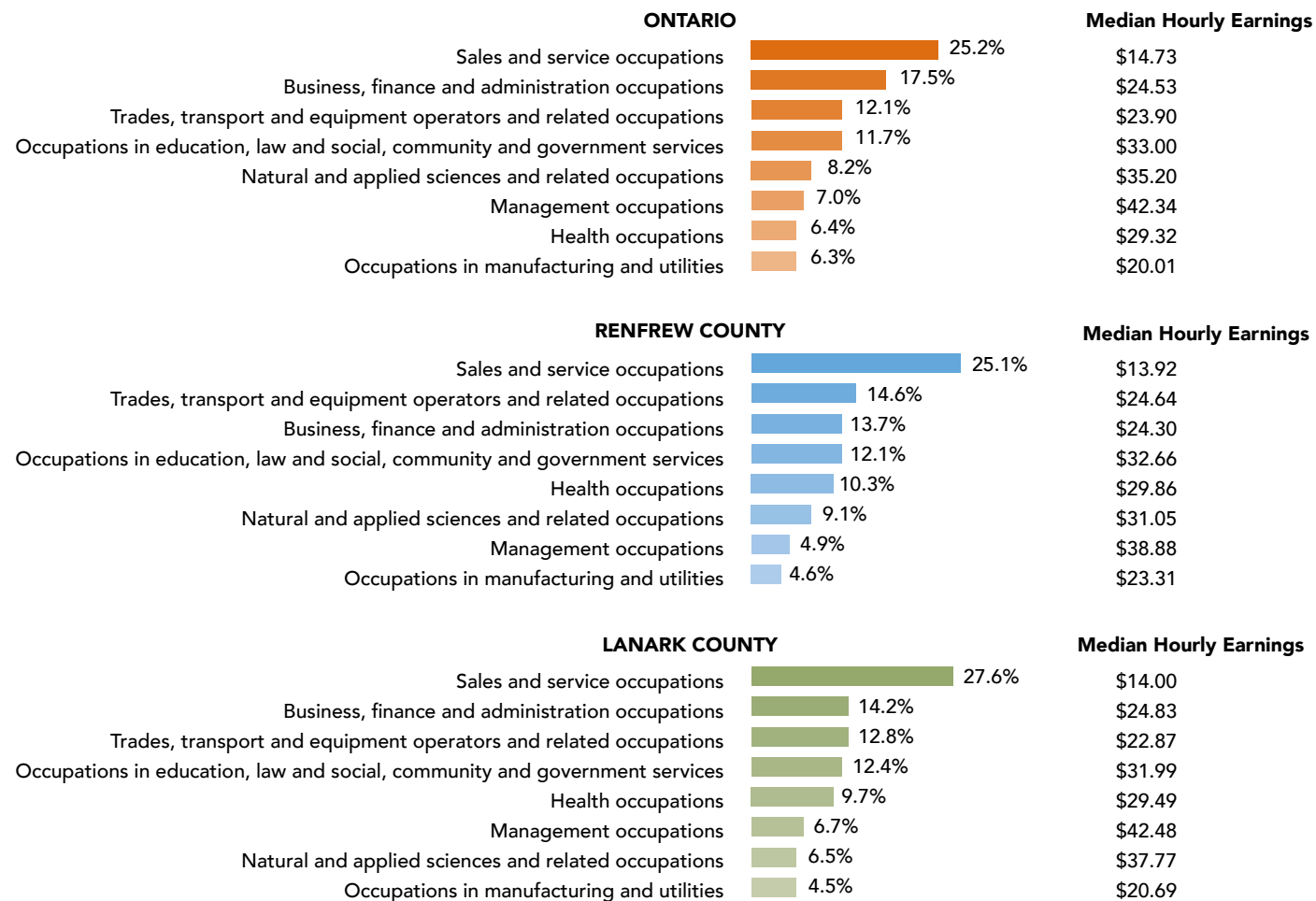
Local Intelligence – According to the 2018/2019 Employer One Survey Results, employers listed that the minimum level of education that staff required upon hire was a High School Diploma, 56.8%, Work Experience and No Certification, 27.0%, and College Diploma, 16.2%. These three categories were chosen by 88.1% of the respondents. The remaining three categories of Apprenticeship/Trade Certificate, Undergraduate Degree and Professional Accreditation or Graduate Degree total 11.9% of responses. This suggests there are excellent opportunities for entry-level workers to join the local workforce.

HIGHEST RANKED OCCUPATIONS BY NOC SKILL TYPE

The following graphs show the highest ranked occupation categories according to NOC Skill Type in Ontario, and Renfrew and Lanark Counties. Figures show the occupations as a percentage of the total labour force 15 years of age and over in each region as well as the median hourly earnings for each category.

In both Renfrew and Lanark Counties, as well as Ontario, the highest percentage of residents are employed in Sales and service occupations; 28.0% in Renfrew County and 27.2% in Lanark County, and 25.3% in Ontario as a whole. NOC = National Occupation Code

TOP 8 OCCUPATIONAL CATEGORIES 2018



Source: EMSI Analyst projection, August 2018



ALGONQUINS OF PIKWAKANAGAN UPDATE 2018

Algonquins of Pikwakanagan First Nation (AOPFN) is situated on the shores of Golden Lake and the Bonnechere River in Renfrew County. We are located off Highway 60 and a thirty minute drive from Pembroke, Ontario. The First Nation consists of various departments that provide services to the membership of AOPFN.

The Economic Development department continuously works hard to create and maximize opportunities beneficial to AOPFN by establishing meaningful partnerships to build capacity in the AOPFN organization and community. AOPFN has also created and implemented the AOPFN Consultation and Engagement with the Government of Ontario & Private Sector Protocol with regards to consultations in the Algonquin traditional territory.

The Economic Development department manages the industrial and retail buildings which have two units available for office space. The buildings are located at 473 Kokomis Inamo, on reserve and there are 15 offices available. Any individual is able to rent an office space at these units. Currently, unit 1 of the Industrial building hosts a weekly BINGO on Monday nights, where everyone is invite to attend.

The Economic Development department also oversees employment services. Taylor Ozawanimke, Employment Development Officer can assist on and off members with training and funding initiatives. To access funding applications for education through Kagita Mikam, the applicant must be a status member of the Algonquins of Pikwakanagan First Nation. You can reach Taylor at (613) 625-2800 ext. 253 for more information regarding funding support.

If you would like to learn more about Algonquins of Pikwakanagan First Nation, visit us on Facebook or check out our website at <https://www.algonquinsofpikwakanagan.com/>.

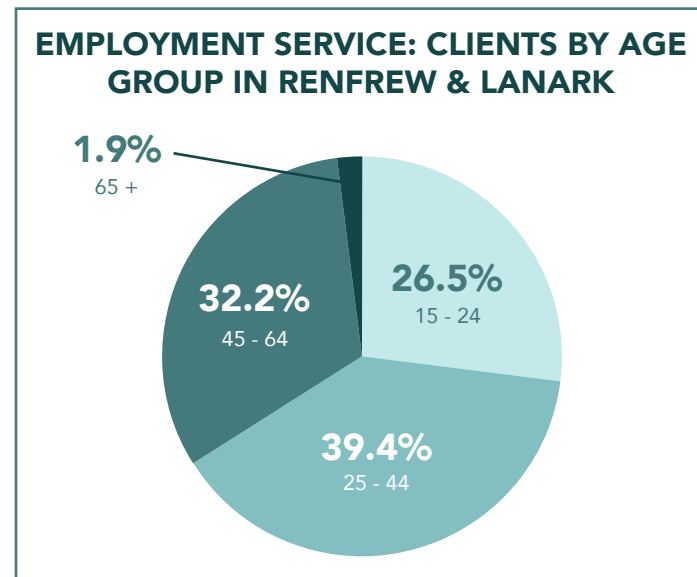
For information, please contact the AOPFN administration office at (613) 625-2800.

Amanada Two-Axe Kohoko
Research Coordinator

EMPLOYMENT ONTARIO CLIENT DATA

The Ministry of Training, Colleges and Universities (MTCU) has made Employment Ontario data reports available for the purpose of the LLMP Report. The Labour Market Group of Renfrew & Lanark applies this data to make a comparative analysis using the baseline information from the 2017-2018 fiscal year. If you work in employment, literacy or economic development services, this information may be useful to compare to your statistical findings. Infographics are available upon request from the Labour Market Group of Renfrew & Lanark.

In Renfrew & Lanark Counties there are...
16 Service Providers
3630 Employment Service Assisted Clients
504 Literacy & Basic Skill Learners

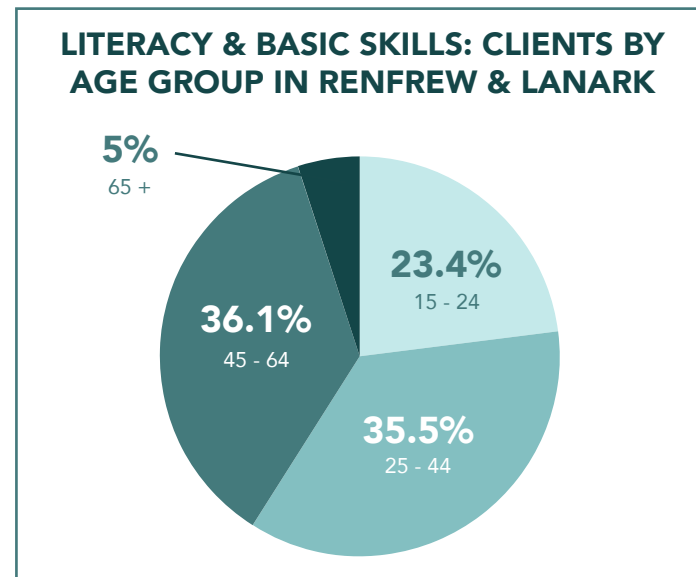


In Renfrew & Lanark Counties, the majority of Employment Services assisted clients* fall between the ages of 25 and 44.

The age category with the most significant change from last year is the 45 to 64 year-olds with an increase in number of clients by 1.0%.

The majority of Literacy and Basic Skills Clients fall between the ages 45 and 64.

The age category with the most significant change from last year is the 45 to 64 year-olds with an increase of clients by 6.0%. There was a 3.5% decrease of 25-44 year-old clients.



In Renfrew & Lanark Counties there were 89 internationally trained individuals out of 3,630 Employment Assisted Clients

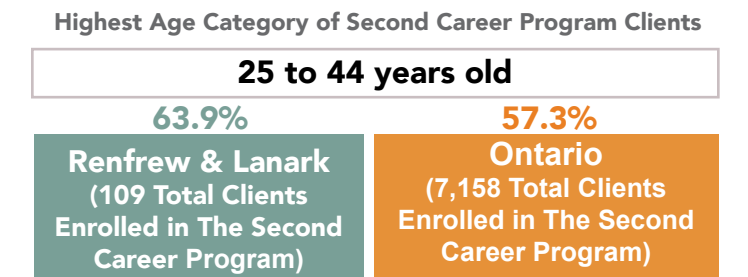
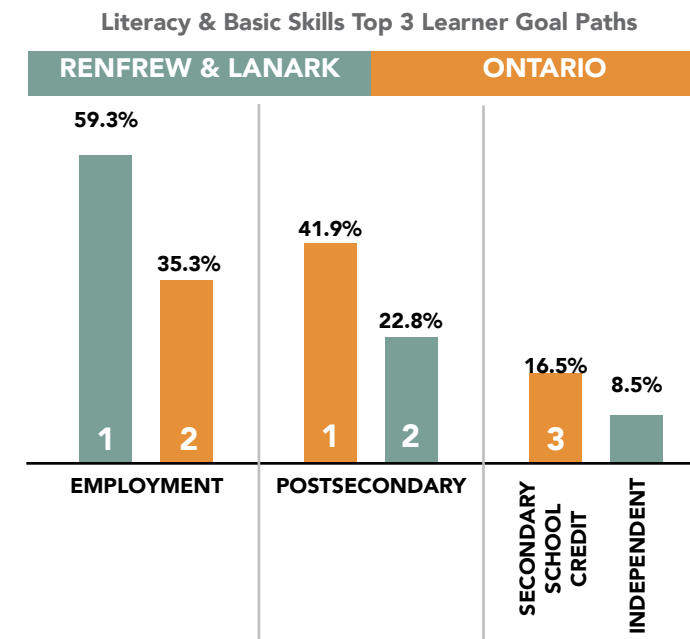
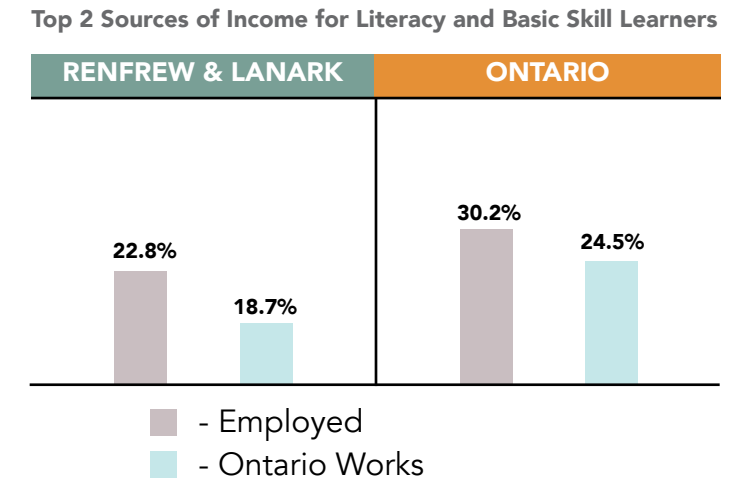
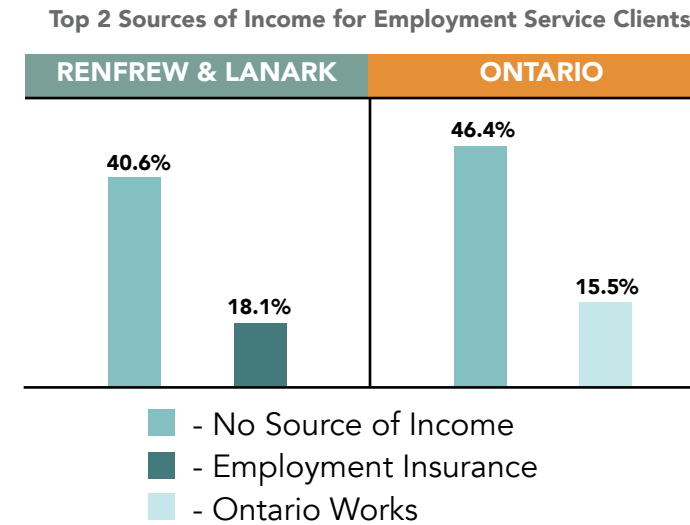
*Assisted client numbers do not reflect the total number of clients visiting Employment Ontario Providers.

EMPLOYMENT ONTARIO CLIENT DATA

The percentage of Employment Service clients with employment insurance in Renfrew & Lanark Counties has decreased by 2.8% for the 2017/2018 year.

The provincial number of clients without a source of income has climbed 0.9% from last fiscal year.

In Renfrew and Lanark, the top source of income for LBS learners in 2017/18 was Employment (22.8%) and Ontario Works (18.7%).

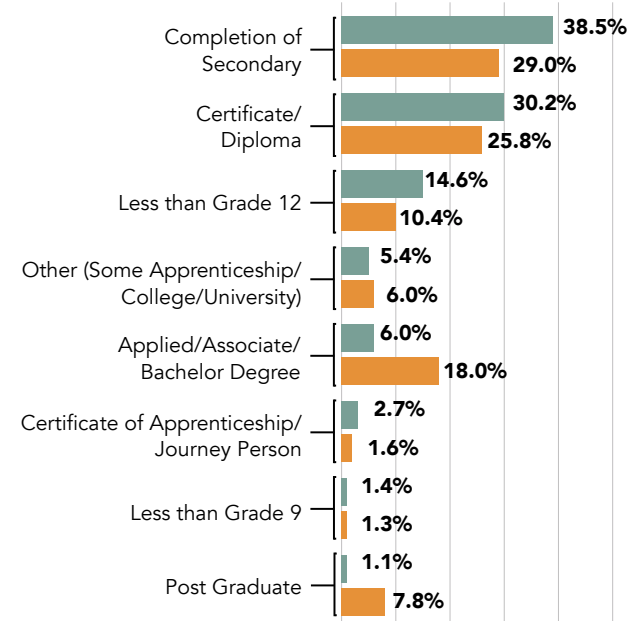


The Employment goal pathway continues to be the most common goal for LBS learners in Renfrew and Lanark Counties with 59.3% of learners with this goal. Secondary School is the second top learner goal pathway for LBS learners in Renfrew and Lanark Counties at 22.8%.

The number of Second Career clients in Renfrew and Lanark counties decreased by 2.4% since last year. There is a significant increase in the number of 25-44 year-olds with a jump of 11.6%.

EMPLOYMENT ONTARIO CLIENT DATA

EDUCATIONAL ATTAINMENT AT INTAKE (EMPLOYMENT SERVICE CLIENTS)

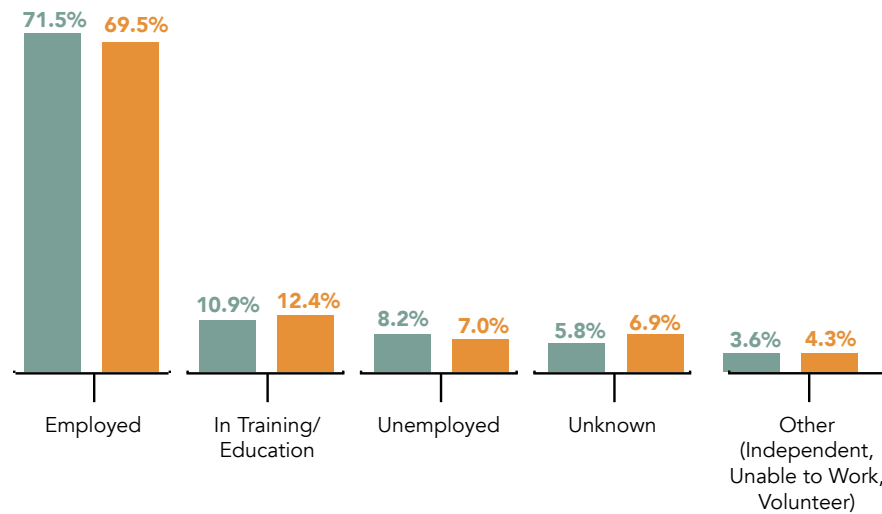


APPRENTICESHIP



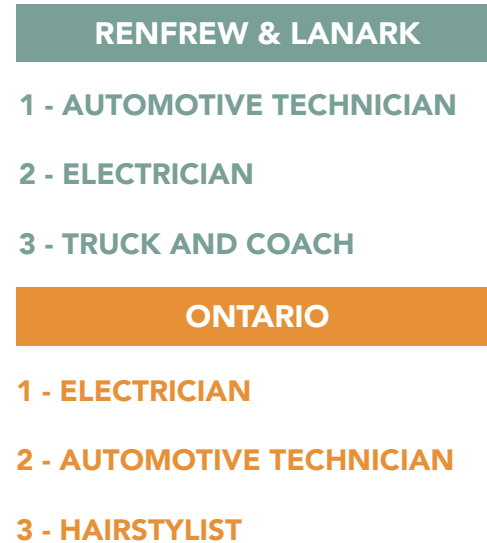
RENFREW & LANARK | ONTARIO

TOP EXIT OUTCOMES FOR EMPLOYMENT SERVICE CLIENTS



RENFREW & LANARK | ONTARIO

TOP 3 TRADES FOR NEW APPRENTICESHIP REGISTRATIONS



EMPLOYMENT ONTARIO CLIENT DATA

EMPLOYMENT SERVICE - TOP 3 EMPLOYED OUTCOME, OCCUPATIONS (NOC)

RENFREW & LANARK		ONTARIO	
1	Service support and other service occupations, n.e.c.	1	Accommodation and Food Services
2	Trades helpers, construction labourers and related occupations	2	Administrative and Support and Waste Management and Remediation Services
3	Labourers in processing, manufacturing and utilities	3	Service support and other service occupations

EMPLOYMENT SERVICE - TOP 3 EMPLOYED OUTCOME, INDUSTRIES (NAIC)

RENFREW & LANARK		ONTARIO	
1	Accommodation and Food Services	1	Accommodation and Food Services
2	Construction	2	Administrative and Support and Waste Management and Remediation Services
3	Retail Trade	3	Retail Trade

Employment remains the top exit outcome for Employment Services Clients in Renfrew and Lanark Counties at 71.5%, compared to the Province at 69.5%.

The top three employment occupation outcomes for Employment Services clients in Renfrew and Lanark Counties are Service support and other service occupations, n.e.c., Trades helpers, construction labourers and related occupations and Labourers in processing, manufacturing and utilities occupations.

The top three employment industry outcomes for Employment Services clients in Renfrew and Lanark Counties are the same as last year; Accommodation and Food Services, Construction and Retail Trade.

EMPLOYER PROGRAMS OFFERED BY EMPLOYMENT SERVICES

EMPLOYMENT ONTARIO

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

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

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

The Youth Job Connection (15 to 29 years old) & Youth Job Connection-Summer Programs (15 to 18 years old) provide help to young people who face multiple or significant barriers to employment. It provides access to employability and employment

skills development, along with education/training and work experiences.

The Youth Job Link Program is designed to provide youth, including students, between the ages of 15 and 29 who face few barriers to employment with access to non-intensive employment and career resources and information.

Ontario's Government has introduced the new Employing Youth Talent Incentive Program to help small businesses and employers hire and retain youth aged 15-29. These incentives are delivered through the Employment Service and Youth Job Connection Programs and offer employers \$2000 to hire and retain youth.

ES providers can also assist employers in the hiring process. They will post job opportunities, host job fairs and job expos, pre-screen applicants and make their centres available to hold interviews.

Local Employment Ontario Employment Services also offer industry recognized employment and safety-related online training courses. For more information, please visit your Local Employment Ontario Service Provider.

www.ontario.ca/employmentontario

LOCAL IMMIGRATION PARTNERSHIP PROJECT

The Local Immigration Partnership (LIP) was established in Renfrew and Lanark Counties in 2011 in response to a future workforce shortage identified by the Labour Market Group of Renfrew & Lanark through research and community consultations. The purpose of LIP is to improve settlement outcomes for new Canadians living in the region.

Five key outcomes:

1. Newcomers have positive employment opportunities, achieved through collaboration with employers and the community.
2. More newcomers are engaged in personalized language training.
3. The response to LIP is positive, widespread and effective.
4. All newcomers have a comprehensive, clear and relevant resource guide.
5. All service providers, in all sectors, are prepared and willing to assist newcomers or direct them to the appropriate service(s).

Highlights:

- Seventeen private sponsorship groups for Refugees were formed in 2015/16. The LIP provided a settlement plan co-development, offering over 280 intercultural competency training sessions named "Welcoming Syrians", and tackled the challenge of access to English as a Second Language learning.
- The Ontario Ministry of Citizenship and Immigration funded the continuation and expansion of the program to serve all newcomer learners, in addition to Syrian Refugees until March 2020.
- Improved language outcomes and significant movement in settlement and integration into their host communities.
- The Federal Department of Immigration, Refugees and Citizenship Canada funded the

local Community Settlement Initiative; one of the 100 successful applications Nation-wide.

The evolution of this work is promising for the sustainable future of our local economies.

Moving forward, the LIP of Renfrew & Lanark is embarking on three strategic directions,

1. A Municipal Engagement Plan - The LIP has been actively working with the staff and elected official of the City of Pembroke in order to assist the City with moving their welcoming communities work forward.
2. Secondary Migration Pilot - Urban areas experience a surplus of workers either unemployed or underemployed. The LIP will test an initiative named Secondary Migration Pilot in order to develop the key relationships with the supply of labour in Ottawa and demand for labour locally.
3. Youth Engagement and Education - Working with the Renfrew County Youth Network, local youth design Welcome Parties to help make newcomer youth feel a better sense of belonging. The concept is entirely youth led and is a promising practice for effective youth engagement, as well as improved valuation of diversity in the long run for our future leaders in the community.

The Local Immigration Partnership of Renfrew & Lanark would like to thank the countless volunteers, partners, leaders, and community champions who support our work and engage in your own meaningful welcoming activities. Also, without the tremendous support of Algonquin College, key partners like the Labour Market Group, and our generous government and non-government funders, this work would not be possible.

Chela Breckon

Community Settlement Initiative Manager

SURVEY RESULTS 2018/2019



The Employer One Survey provides Renfrew and Lanark County businesses, service providers and educators with valuable insights into local skill and human resource 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. This survey is the first in a series and represents our baseline year. The value will be increased in the years following as we establish labour force trends with our local employers.

Highlights

128 employers completed the survey

The top three industries represented are **17%** Retail Trade, **18%** and Accommodation and Health care and social assistance, **14%**

2695 of employees are employed full year, full-time

64% of businesses plan on hiring over the next year

63% of business had difficulty filling positions over the last year
The leading reasons positions are hard to fill are Lack of applicants, **66%** and **42%** lack work ethic.

Basic job training, **62%** Health & safety, **56%** and Orientation of new employees **49%** are the most common types of training that businesses will focus on over the next year

The most common programs accessed by businesses are Wage Subsidy, **48%** and Co-op Placement, **55%**

The top three competencies for future employees are; **Work ethic, dedication and dependability, Self-motivated/ability to work with little to no supervision and Teamwork/ Interpersonal**

EMPLOYER ONE SURVEY

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

The results assist your community to accurately respond to business needs.

- **Identify & expand opportunities for growth**
- **Plan for the future**
- **Access customized workforce profiles for your organization immediately**
- **Compare regional results**
- **Ensure Renfrew and Lanark Counties have a sustainable workforce**



The Employer One Survey is unique due to its focus on our rural regions. Predominantly, the data available covers a greater geographical area and does not directly reflect our regions and industries.

To view Survey Results from the 2018/2019 Employer One Survey, please visit our website at: www.renfrewlanark.com (Available March 2019)

LBS SERVICE COORDINATION DAY



Friday November 9, 2018 | Arnprior ON

The Labour Market Group of Renfrew and Lanark (LMG) coordinate a yearly professional development event as part of a service coordination strategy to align workforce development issues. Along with Employment Services and Literacy and Basic Skills agencies across the region, the LMG facilitates this half-day workshop to identify issues, problem-solve, and report on goals and outcomes during the previous year.

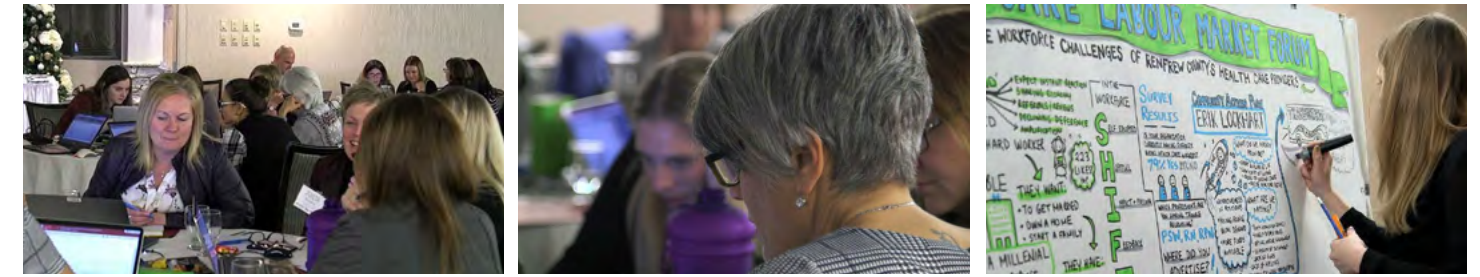
On this year's agenda, the LMG reported on current labour market information which focuses heavily on the workforce demands and lack of both entry-level and skilled workers. Chela Breckon from the Renfrew and Lanark Community Settlement (CSI) Initiative reported on the recent acquisition of funds to open settlement service offices and to work on both direct and secondary migrations to the area. These funds are a significant win for the region and, along with the Local Immigration Partnership, important work is being done to ensure newcomers to the area feel both welcome and have assistance in their transition. Creating a welcoming and accessible environment is essential in helping to meet workforce demands and

contribute to the region's economic sustainment and success. Settlement offices are located in both Renfrew and Lanark Counties.

With the lack of skilled workers in the area, The Rideau Ottawa Valley Learning Network (ROVLN) did its part by running a pilot program called Career Access to the Trades. The plan was funded by Ontario Access to the Trades and was facilitated by the local Literacy and Basic Skills (LBS) teams to provide a job readiness curriculum for clients interested in working in the trades. In true partnership fashion, Employment Services (ES) also played an essential role in presenting this option to their clients as well. The region now has a curriculum for LBS clients who are interested in a trades career. Lisa Ambaye, Executive Director, presented the background, goals, and outcomes and congratulated the areas hardworking LBS and ES teams for their contribution to the development and execution of the project.

Hellen Lavric
Renfrew County Coordinator - Labour Market Group

HEALTH CARE LABOUR MARKET FORUM 2018



Supported by: The Renfrew County Community Futures Development Corporation
Friday November 23, 2018 | Clarion Hotel Pembroke

Background: In the fall of 2017, Algonquin College's Pembroke Campus hosted a forum to address a critical labour market shortage in Renfrew County's manufacturing sector. The conference brought together more than 50 people connected to the manufacturing industry as well as education, economic development, and labour market planning specialists. The facilitated session produced several excellent ideas to help alleviate the workforce shortages and also provided solid baseline information that detailed the extent of the issue and some of the barriers that needed to be overcome to address this issues identified. Based on the success of this event, Algonquin College expanded this initiative to the Health Care sector. Highly respected and effective facilitator, Erik Lockart of Queens University, conducted the full-day session.

The Need: In January of 2019, Algonquin College held an intake for the Personal Support Worker program at Bonnechere Manor in Renfrew. This program is being offered at the long-term care facility as a means of helping the Manor secure more personal support workers. In recent years, the Manor and several other health care providers in Renfrew County have identified that it has become increasingly challenging to secure PSW's and they are now concerned about their future workforce. This difficulty is particularly problematic in this

sector because of an aging population. The recently released national census data for Renfrew County indicates the average age in the region is now 45 years old and that the fastest growing segment of the population is over 65 years of age. This trend means there will be increased pressure on the health care and social services sector moving forward, requiring a robust workforce to manage the needs of the elderly.

The Plan: Algonquin College held a full-day session for the Health Care Sector on November 23, 2018, in Pembroke. Employers within health care were invited to attend these sessions. A keynote speaker, David Coletto made a presentation on becoming an employer of choice to millennials. Information gathered from surveys completed by employers in advance of the forum set the context for the day by better explaining the pressure points that are being felt by the sector in securing a workforce. The facilitator then used a series of questions to bring together ideas/recommendations from the group to develop a strategy to address these challenges. The group will now work at prioritizing these recommendations, providing a blueprint for community collaboration.

For the full report, please visit our website at this address: [LINK](#)

Hellen Lavric
Renfrew County Coordinator - Labour Market Group



BY: LAURA HANEK
PROJECT COORDINATOR - LABOUR MARKET GROUP



BY: LAURA HANEK
PROJECT COORDINATOR - LABOUR MARKET GROUP

ACTION PLAN REVIEW

The following is a brief summary of the projects undertaken from 2016-2017 and the outcomes achieved.

PROJECT 1: EMPLOYER ONE SURVEY (2016-2017)	
Project Description	The intent of the project is to mine data and local information directly from local employers regarding their staffing and training requirements.
Measurable Outcomes	A greater understanding of local employer's current and future workforce and training requirements.
	Successful completion of 125 Employer One surveys by local employers.
Project Outputs	A detailed report summarizing the information gathered from employers submitted to the MTCU in March 2019.
	All collected data and labour market intelligence was shared with the partners, who in turn, use it in ways that ultimately serve the needs of the region's labour market.
	Presentations on Employer One results to Employment Services groups and job seekers.
Key Partners	Regional employers, Local chamber of commerce groups, Eastern Ontario Local Boards Employment Ontario network
PROJECT 2: SERVICE COORDINATION	
Project Description	The facilitation of two professional development days for Employment Ontario service providers. The production and distribution of our quarterly Labour Market Bulletin. The production of custom LMI packages for EO offices throughout the region.
Measurable Outcomes	The delivery of two successful workshops. Participants will have a better understanding of the Local Labour Market and resources available to them.
	Labour Market Bulletins distributed (electronically) to over 1,000 contacts within the region.
Project Outputs	The production of a quarterly Labour Market Bulletin.
	The production and electronic delivery of custom LMI packages for EO service providers using the EMSI Analyst tool.
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.

PLAN OF ACTION 2018/2019

The following Plan of Action has been developed to address the current and future local labour market challenges in Renfrew and Lanark Counties. Project 1 focuses on gathering and distributing Local Labour Market Information, and Project 2 focuses on service coordination. The goal of the projects is to provide clear and accurate information to employers and job seekers within the region. Below is a summary of the activities the Labour Market Group will be leading through 2019.

PROJECT 1: EMPLOYER ONE SURVEY (2017-2018)	
Project Description	To conduct the employer one survey with 130 employers within the region. The goal of the project is to mine local labour market information directly from local employers regarding their staffing and training requirements. The survey also captures local intelligence from employers that can be extremely valuable for the community planning process.
Issue/Priority	Insufficient Local Labour Market Information to determine if the training and staffing requirement of local employers are currently being met. Job seekers also lack current information regarding employment opportunities available locally.
Measurable Outcomes	The project builds an expanded employer database, improves the source of local labour market information to support community planning, and enhances employment outcomes. Additionally, Employment Ontario service providers gain a better understanding of the training and staffing requirements of local employers.
Key Partners	The Labour Market Group, Economic Development agencies, Employment Ontario agencies and local employers.
PROJECT 2: SERVICE COORDINATION	
Project Description	Develop an inventory of employers and agencies and analyze any local employment data available.
	Create an on-line directory of regional employment services with supporting marketing materials.
	Facilitate two professional development days for LBS staff, Job developers and Employment Ontario staff within the region.
Issue/Priority	There is a current lack of awareness in regards to employment and training support services that are available for 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 sense of fatigue and confusion within employer groups. The Labour Market Group understands that improved service coordination and better inter-agency communication within the region would assist in addressing this issue. Creating professional development opportunities for regional job developers and collaborating on common community focused marketing materials could potentially solve this issue.
Measurable Outcomes	The facilitation of two professional days for the Renfrew and Lanark EO network. The PD days will promote effective service coronation and provide attendees with information on how to effectively use Local Labour Market Information.
Key Partners	The Labour Market Group, Employment Ontario agencies, Chambers of Commerce, Enterprise Renfrew County, Lanark-North Leeds Enterprise Centre, Renfrew Industrial Commission, MTCU, Excellence in Manufacturing Consortium, County of Renfrew Economic Development, small and medium business owners and managers.

APPENDIX A: COMMUNITY CONSULTATION PARTICIPANTS

The LMG of Renfrew Lanark engages with hundreds of employers and community partners every year. Below is a partial list of the organizations and businesses we are proud to work with.

ABC
 Access Work Service
 Adult Learning and Training Centre
 Al-Cha Rentals
 Algonquin Cinemas
 Algonquins of Pikwakanagen
 Andress' Your Independent Grocer
 Arnprior Aerospace
 Arnprior and District Memorial Hospital
 Arnprior Builders' Supplies
 Barclay Dick and Son Farm Supply Ltd.
 Barr Bus Lines Ltd.
 Bell, Truckers Plus
 Bernadette McCann House
 Blendz Smoothie Shop & Healthy Eatery
 Blok Swimming Pools and Hot Tubs
 Bob Hackett Janitorial Sales and Service
 Bonnechere Caves
 Bruham Food Mart
 Bubble Technology Industries
 Buchanan's Sand and Gravel
 Bunsmaster
 Calabogie & Area Business Assoc.
 Calabogie Motor Inn
 Calabogie Peaks Resort
 Canadian Nuclear Laboratories
 Canadian Tire
 Carleton Place & District Chamber of Commerce
 Carleton Place & District Memorial Hospital
 Carson Lake Lumber Ltd
 Champlain Trail Museum
 City of Pembroke
 Coco Jarry's Restaurant
 Community Living Association, Lanark
 Community Living Upper Ottawa Valley
 Community Resource Centre (Killaloe)
 County of Renfrew
 Couples Resort Inc.
 Creative HCR Design
 DCC –Wellspring Dental
 Deep River and District Hospital
 Deep River Family Chiropractic
 DENOCO ENERGY SYSTEMS LTD.
 Department of National Defence
 Donna Watt Insurance and Financial Services Inc.
 Dulux Paint (PPG)
 E.T.M Industries
 East Side Mario's, Pembroke
 Eastway Group
 Economic Development & Employability Network of Ontario
 EGM Insurance Brokers Ltd.
 EIP Manufacturing Inc.
 Ensyn Technologies
 Equator Coffee Roasters
 ETM Industries Inc.
 Excellence in Manufacturing Consortium

Finnigan's Roadhouse
 First Step Options
 Flint and Honey
 Fortunes Madawaska Valley Inn
 Forward Thinking Marketing & Media
 Fraser Enterprises
 Full Spectrum Gear Inc.
 Garrison Petawawa
 Gary Ron's Cabinet Making Ltd.
 Gemmell's Garden Centre
 General Fine Craft
 Giant Tiger
 Glenergy Inc
 Greater Arnprior Chamber of Commerce
 Gulick Forest Products Limited
 Hart Laundry Services
 Harveys/Swiss Chalet
 Heathervale Farms
 Heliconia
 HGS
 Highland Bus Services
 Holiday Inn Express
 Home Hardware
 Howling Designs
 Huberts Nursery
 Industrial Research Assistance
 Integrated Health Centre
 J A PATTERSON ELECTRIC LTD
 J. Quattrocchi & Co.LTD
 Janna & Kerry's Over Easy Bar & Grill
 Joh2stone Inc.
 K&L Seigel Enterprises
 Kenwood Corporate Centre
 KI Pembroke
 Kilmarnock Enterprise
 Kreatonz Hair Studio
 LACROIX SIGNS
 Lanark Cedar
 Lanark County Interval House
 Lanark Transportation
 Lanark-North Leeds Enterprise Centre
 Literacy Link Eastern Ontario
 Lockwood's Rona Building Centre
 Logos Land Resort
 Long Shots Sports Cafe
 Lutheran Camp and Conference Centre
 Magellan Aerospace Haley Industries
 Mid-Town Cleaners
 Ministry of Agriculture Food and Rural Affairs
 Ministry of Citizenship and Immigration,
 Ministry of Community and Social Services
 Ministry of Economic Development and Trade
 Ministry of Small Business & Consumer Services
 Ministry of Tourism, Culture and Sport
 National Research Council
 Mission Thrift Store

Mississippi Mills Chamber of Commerce
 Mississippi Valley Textile Museum
 Mitchells Contracting
 MJM Consulting
 Moncion Metro
 Mulvihill Drug Mart Petawawa
 Murray Bros. Lumber Company
 Nick's Chicken House
 Nik Naks' Paddle Shack Inc.
 North Renfrew Long-Term Care Centre
 Northern Credit Union
 Northern Reflections
 Nylene Canada
 ontrac
 Ottawa Valley Glass
 Our Lady Seat of Wisdom College
 Pacific Safety Products
 Pastway Planing
 Paul's Maple Products
 Pembroke Business Improvement Area
 Pembroke Lube Ltd.
 Pembroke Mall
 Pembroke Pentecostal Tabernacle
 Pembroke Refrigeration LTD
 Pembroke Regional Hospital
 Perth & District Chamber of Commerce
 Perth & Smiths Falls District Hospital
 Perth Downtown Committee
 Perth Home Hardware
 Petawawa Toyota
 Phoenix Centre
 Pillar5Pharma
 Pineridge Children's Centre
 Quality Homes and Renovations
 Rapid Media
 RBWM Historical Society
 Renfrew & Area Chamber of Commerce
 Renfrew County Child Poverty Action Network
 Renfrew County District School Board /OYAP
 Renfrew County United Way
 Renfrew Golf Club
 Renfrew Industrial Commission
 Renfrew Printing (2018) Ltd.
 Renfrew Victoria Hospital
 Riverview Heights

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

rND Foods Ltd
 Rose Integration
 Roseburg MDF Inc.
 Royal Tax Services
 Safeguard Electric
 Scapa Tapes
 Scotiabank Pembroke
 Smiths Falls & District Chamber of Commerce
 Speedpro Signs
 St. Francis Herb Farm
 St. Jean Flooring
 Staples Business Depot
 Stone Farms
 T.R. Leger School, Brockville
 The Commonwell Mutual Insurance Group
 The Delphi Group
 The Phoenix Centre
 Times Fiber
 Town of Arnprior
 Town of Carleton Place
 Town of Perth
 Town of Petawawa
 Township of Greater Madawaska
 Township of Killaloe, Hagarty & Richards
 Township of Laurentian Valley
 Township of Madawaska Valley
 Triacta Power Technologies
 Upper Ottawa Valley Chamber of Commerce
 Valley Artisans' Co-op
 Valley Automation
 Valley Gunsmithing Inc.
 Valley Workwear
 Value Village
 Virtus Westend Plaza
 W. Murphy Enterprises Inc.
 Willis College
 Wise Move Realty Inc.
 Women's Shelter and Support Services
 YK consulting

Algonquins of Pikwàkanagàn First Nation
algonquinsofpikwakanagan.com

County of Lanark Website
www.county.lanark.on.ca

County of Renfrew Website
www.countyofrenfrew.on.ca

EMSI Analyst Tool
www.economicmodeling.com

APPENDIX C: HEALTH CARE COMMUNITY CONSULTATION

Access Health Care	Tammy Schwantz	Miramichi Lodge	Shelley Sheedy Jennifer White
Algonquin College	Lisa Benoit Karen Davies Brent Dick	Ottawa Valley Lactation Consultants	Joe Price
Arnprior Regional Health	Elaine Drabik Donna Anderson	Pembroke Regional Hospital	Janna Desroches Brittany Pearsoil
Bayshore	Sarah Gardiner Patsy St.Denis	Renfrew County Community Futures Development Corporation	Kelly Lemenchick Diane Mckinnon
Carefore	Sharon Maye	Renfrew Hospital	Julia Boudreau
Caessant Care	Tami Sandrelli	St. Francis Memorial Hospital	Mary Ellen Harris
Count of Renfrew	Jill Eady David Wybou Shelly Yantha	Sweatergang Companions	Christine Wilson
Deep River District Hospital	Janna Hotson Michelle Roberston	Tyerman and Daughters, Inc.	Amber Costello Cheryl Stewart
The Grove Nursing Home	Carol Beattie	Valley Heartland	Stacie Lloyd
Local Health Integration Network (LHIN)	Janet Brookes Lindsay Richards	Valley Manor Long Term Care	Trisha Sammon Gail Yantha
Marianhill	Joanna Chisnell Diane Tennant	Speakers/Facilitators	David Coletto Erik Lockhart

APPENDIX D: COMMUNITY PARTNERS

Algonquin College	Jamie Bramburger Anne Davis Brent Dick Melanie Burton Jeff Ross Lisa Benoit	Training & Learning Centre	Sue Rupert
Algonquins of Pikwàkanagàn	Amanda Two-Axe Kohoko Taylor Ozawanimke Christine Lightbody	Tyerman & Daughters Inc.	Maggie Tyerman
Canadian Career Academy	Rob Probert Laura Bennett Kim Fields	Upper Canada District School Board	Roxane McDonnell Pauline Levesque
County of Renfrew, Ontario Works	Jennifer Dombroskie	Valley Heartland Community Futures Development Corporation	Stacie Lloyd
County of Lanark, Ontario Works	Lisa Michaud	Arnprior Economic Development	Lindsay Wilson
Enterprise Renfrew County, Pembroke	Kim Fraser Colleen Sadler	Pembroke Economic Development	Heather Salovaara
Garrison Petawawa	Robert Hall Sebastien Boucher	County of Renfrew, Economic Development & Natural Resources	Alastair Baird David Wybou
Ministry of Training Colleges and Universities	Laurie Martel	Community Settlement Initiative	Chela Breckon Conor Leggott Sabrina Farmer Lana Johnston
ontrac Employment Resource Services	Cathy Hunt Rhonda Morrow Michelle Toop	Local Immigration Partnership	Marja Huis Cameron Montgomery Shawna Baker
PMFRC Employment Services	Chantal Rook		
Renfrew County Community Futures Development Corporation	Kelley Lemenchick Diane McKinnon		
Renfrew County District School Board	Ivan Saarii Melissa Friske Alex Harris		
Renfrew Industrial Commission	Ron Brazeau		

APPENDIX E: STATISTICS DATA DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Readers should note that Statistics Canada states:

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

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

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

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

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

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

This report was prepared by Matt LeMay, Coordinator, Hellen Lavric, Renfrew County Coordinator and Laura Hanek, Lanark County Coordinator of The Labour Market Group of Renfrew & Lanark.

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www.ontario.ca/employmentontario

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



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