

# Labour Market Information **BULLETIN**

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Winter Edition, 2016



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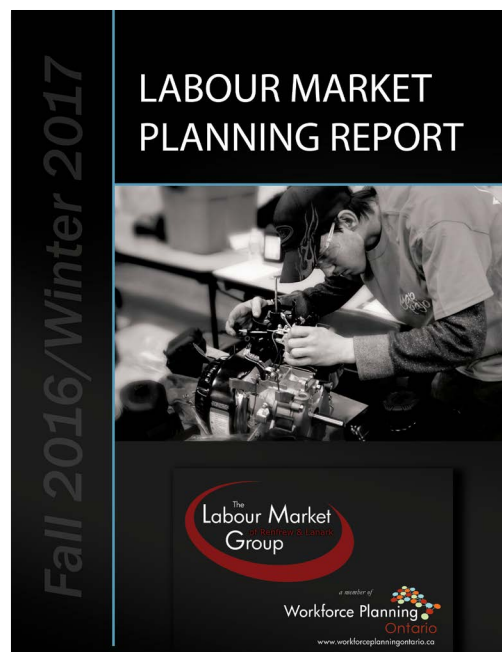
The Labour Market Group of Renfrew  
Lanark is pleased to present our 2016 Winter LMI Bulletin.

## FALL 2016/WINTER 2017 LABOUR MARKET PLANNING REPORT

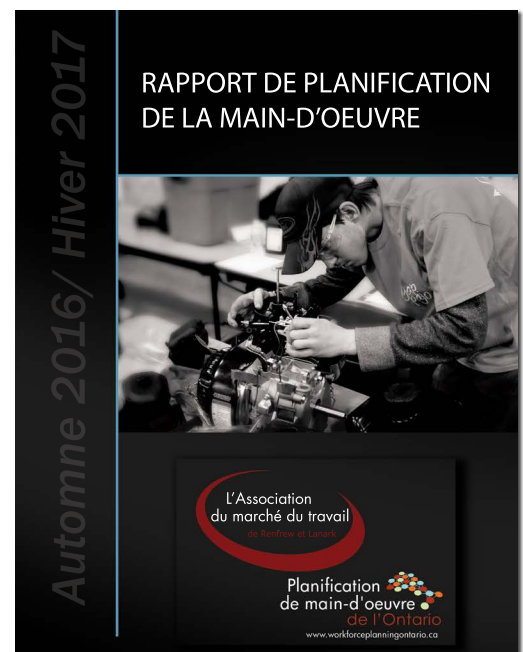
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We welcome your  
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Fall 2016/Winter  
2017 Labour Market  
Planning Report.

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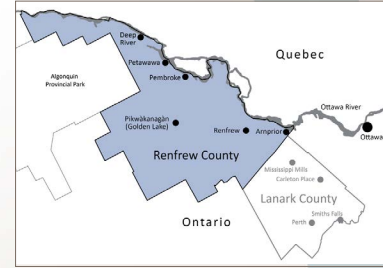
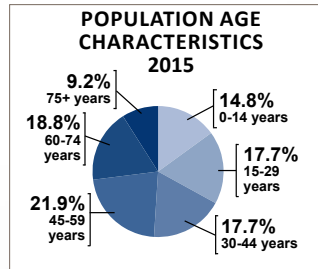


English



French

POPULATION CHANGE	
Census Division	Population Change (2015-2016)
Renfrew County 3547	-0.2%
Ontario	0.9%

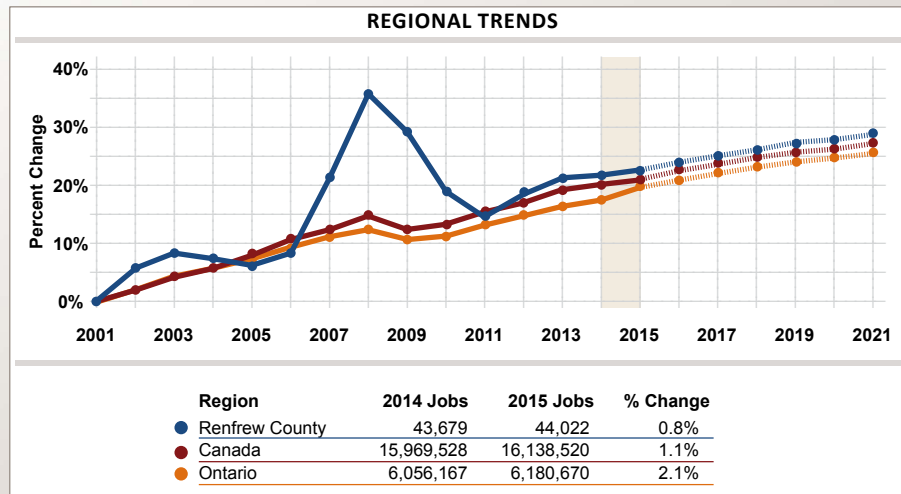


JOBS BY INDUSTRY		
NAICS	Industry	2015 Jobs
91	Public administration	7,868
62	Health care and social assistance	5,656
44-45	Retail trade	5,603
31-33	Manufacturing	3,951
72	Accommodation and food services	3,272
54	Professional, scientific and technical services	3,126
61	Educational services	2,747
23	Construction	2,053
56	Administrative and support, waste management and remediation services	1,876
81	Other services (except public administration)	969

### Overview 2015

**44,022**  
Total Jobs

**\$42,185**  
Average Earnings  
86% of National Average



### GROWING & DECLINING OCCUPATIONS

Occupation	Change in Jobs (2014-2015)
Nurse aides, orderlies and patient service associates	371
Cooks	181
Light duty cleaners	178
Heavy equipment operators (except crane)	-143
Elementary school and kindergarten teachers	-171
Managers in agriculture	-329

### GROWING & DECLINING INDUSTRIES

Industry	Change in Jobs (2014-2015)
Scientific research and development services	419
Local, municipal and regional public administration	118
Offices of other health practitioners	81
Electric power generation, transmission and distribution	-105
Defence services	-296
Farms	-375

### EMPLOYEE SIZE RANGE

Category	December 2013 Locations	December 2014 Locations	December 2015 Locations	June 2016 Locations
Total	5,570	7,619	7,643	7,742
1-4 Employees	1,381	1,380	1,386	1,340
5-9 Employees	626	623	610	630
10-19 Employees	372	349	350	334
20-49 Employees	210	221	226	217
50-99 Employees	70	74	69	82
100-199 Employees	28	32	36	36
200-499 Employees	10	10	9	9
500+ Employees	7	9	9	9
Indeterminate	2,866	4,912	4,948	5,085

Data Source: Canadian Business Patterns June 2016

### June 2016 Overview

Small (1-49) Medium (50-199) Large (200+) Indeterminate\*



\*The "Indeterminate" category consists of incorporated or unincorporated businesses that do not have a Canada Revenue Agency payroll deductions account. The workforce of such businesses may consist of contract workers, family members and/or owners.

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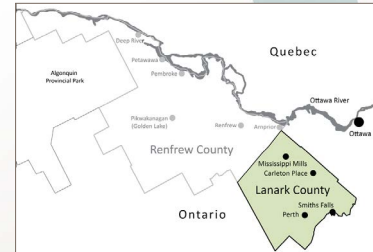
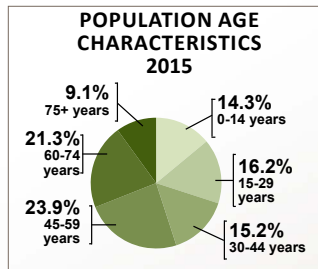


# Economy Overview

## Lanark County

November 2016

POPULATION CHANGE	
Census Division	Population Change (2015-2016)
Lanark County 3509	0.2%
Ontario	0.9%

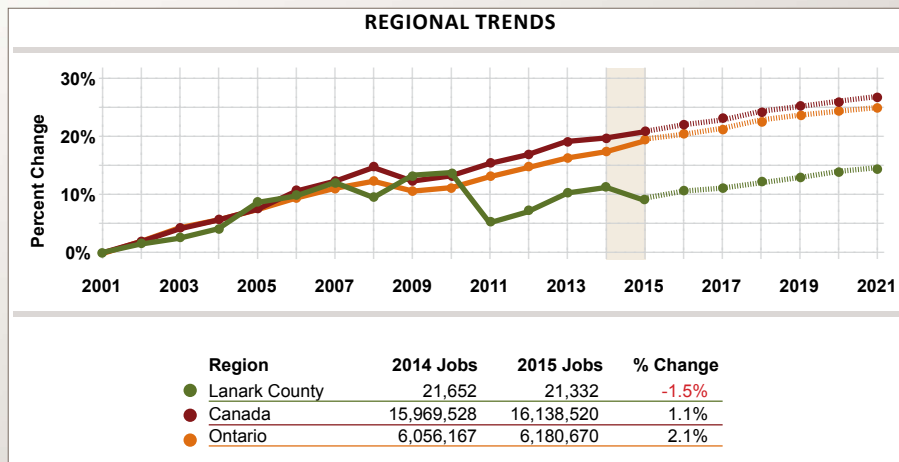


NAICS	Industry	2015 Jobs
62	Health care and social assistance	3,829
44-45	Retail trade	3,771
31-33	Manufacturing	2,586
72	Accommodation and food services	1,701
61	Educational services	1,447
23	Construction	1,269
91	Public administration	1,155
48-49	Transportation and warehousing	879
54	Professional, scientific and technical services	738
56	Administrative and support, waste management and remediation services	641

**Overview 2015**

**21,332**  
Total Jobs

**\$40,458**  
Average Earnings  
82% of National Average



GROWING & DECLINING OCCUPATIONS	
Occupation	Change in Jobs (2014-2015)
Retail salespersons	127
Accommodation service managers	106
Secondary and elementary school teachers and educational counsellors, n.e.c.	88
General office support workers	-68
Managers in agriculture	-101
Registered nurses and registered psychiatric nurses	-154

GROWING & DECLINING INDUSTRIES	
Industry	Change in Jobs (2014-2015)
Elementary and secondary schools	146
Traveller accommodation	122
Converted paper product manufacturing	101
Child day-care services	-78
Out-patient care centres	-79
Farms	-110

EMPLOYEE SIZE RANGE				
Category	December 2013 Locations	December 2014 Locations	December 2015 Locations	June 2016 Locations
Total	4,390	5,973	6,118	6,180
1-4 Employees	1,120	1,100	1,101	1,096
5-9 Employees	404	392	391	395
10-19 Employees	278	285	272	272
20-49 Employees	132	137	148	134
50-99 Employees	35	35	34	43
100-199 Employees	22	21	25	24
200-499 Employees	11	10	9	10
500+ Employees	0	0	1	0
Indeterminate	2,388	3,993	4,137	4,206

Data Source: Canadian Business Patterns June 2016



\*The "indeterminate" category consists of incorporated or unincorporated businesses that do not have a Canada Revenue Agency payroll deductions account. The workforce of such businesses may consist of contract workers, family members and/or owners.

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# Employers, we need your input...

2016/2017



*Your Workforce. Our Future.*

The **Employer One Survey** will provide 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 will assist your community to accurately respond to your business needs.**

- Identify & expand opportunities for growth
- Plan for the future
- Get customized workforce profiles for your organization immediately
- See regional results
- Ensure Renfrew and Lanark Counties have an efficient 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. This is your opportunity to participate in a locally based employment survey.

**Each participant will be entered into our Participation Raffle Draw for a chance to win:**

- Business Profile Video
- iPod Shuffle
- \$100 Restaurant Gift Certificate

To view Survey Results from the 2015/2016 Employer One Survey, please visit our website at:  
[www.renfrewlanark.com](http://www.renfrewlanark.com)



To complete the Survey online, please visit:  
<https://www.surveymonkey.com/r/7P26WFV>



**EMPLOYMENT  
ONTARIO**

For more information, please contact us at:  
[renfrewlanark@gmail.com](mailto:renfrewlanark@gmail.com)

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**Employer One Survey Renfrew & Lanark County  
2016/2017**



- ☒ ANIMAL PRODUCTION
- ☒ REAL ESTATE
- ☒ FOOD SERVICES
- ☒ HEALTH CARE SERVICES
- ☐ CROP PRODUCTION

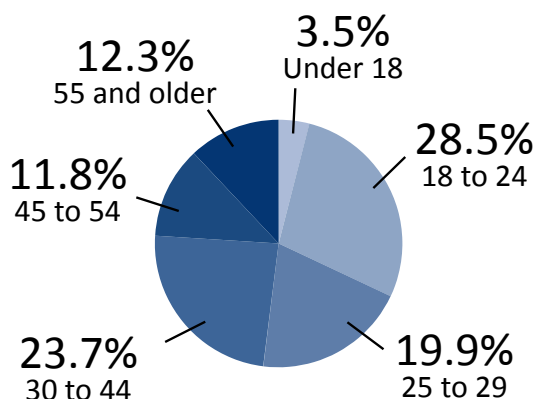


[www.renfrewlanark.com](http://www.renfrewlanark.com)





### AGE BREAKDOWN OF LEARNERS



Total Number of  
Learners served:

**396**

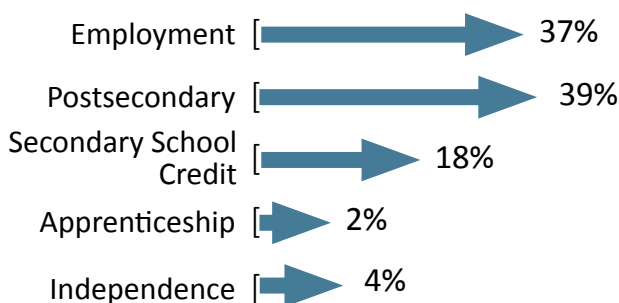
Total number of Learners that  
have completed LBS programs:

**298**

**27%** of learners were employed  
upon exit of Literacy and basic skills services,  
**35%** went on to other training/education.

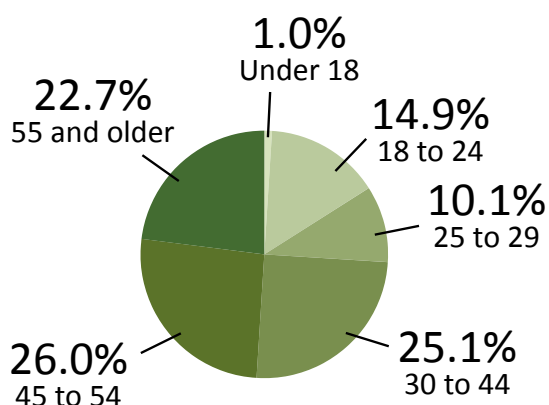
**34%** of learners accessing  
Literacy and Basic skills programs  
have a grade 12 or less education.

### LITERACY & BASIC SKILLS LEARNER GOAL PATHS



N.B. Current Statistics based on information gathered from  
100% of the Literacy and Basic Skills service providers in Renfrew County.

### AGE BREAKDOWN OF LEARNERS



Total Number of  
Learners served:

**207**

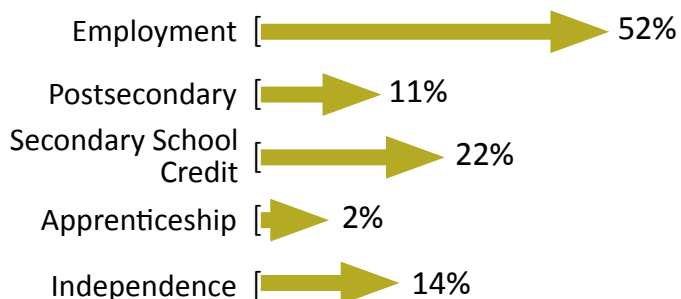
Total number of Learners that  
have completed LBS programs:

**241**

**9%** of learners were employed  
upon exit of Literacy and basic skills services,  
**5%** went on to other training/education.

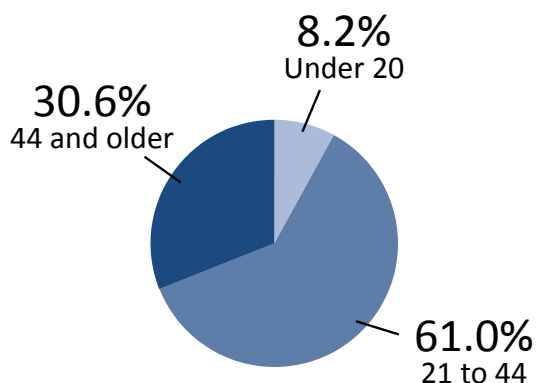
**31%** of learners accessing  
Literacy and Basic skills programs  
have a grade 12 or less education.

### LITERACY & BASIC SKILLS LEARNER GOAL PATHS



N.B. Current Statistics based on information gathered from  
100% of the Literacy and Basic Skills service providers in Lanark County.

### AGE BREAKDOWN OF CLIENTS



On average, **29%** of clients accessing employment services have a College education and **6%** have a university degree.

**1,103** clients have exited assisted services, of those exits **70%** are employed and **14%** are in training.

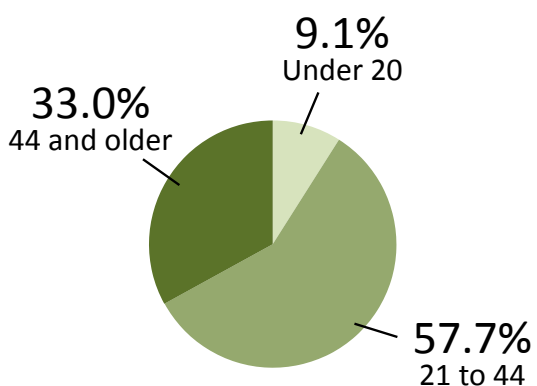
**22%** of clients in training services are second career clients.

Total number of people that have utilized their local employment services resource centre from April -September 2016:

**3,526**

N.B. Current Statistics based on information gathered from 80% of the employment service providers in Renfrew County. The LMG continues to make every effort to gather information from all service providers in order to provide the most accurate information.

### AGE BREAKDOWN OF CLIENTS



On average, **27%** of clients accessing employment services have a College education and **8%** have a university degree.

**815** clients have exited assisted services, of those exits **76%** are employed and **13%** are in training.

**33%** of clients in training services are second career clients.

Total number of people that have utilized their local employment services resource centre from April -September 2016:

**4,362**

N.B. Current Statistics based on information gathered from 100% of the employment service providers in Lanark County.

# FEATURE PRESENTATION

Click to  
view on



## Algonquin College – Action Sports & Park Development

Snowboarding, BMX, skateboarding and mountain biking have defined action sports and youth culture. This program develops technical construction skills related to where these sports happen: ski area terrain parks, public or private skateparks, dirt jumps and mountain bike trails. This program also develops leadership, facilities risk management, event and competition planning and action sports marketing abilities.



**is hiring!!**

**NEW Petawawa location  
Opening in Feb 2017**

### Full Time Supervisor

#### Job Details

- 30-35 hours per week
- \$12.50 per hour
- 1-2 people needed

#### Required Qualifications

Restaurant management experience

#### How to apply

In person at the Petawawa Subway location  
before the end of January



2461811 Ontario Limited

## IS HIRING! Office Assistant

#### JOB DETAILS

- 12-15 hours per week  
(3 afternoons per week (Tues, Wed & Thurs))
- Rate of pay to be determined
- Pembroke, Ontario

#### REQUIRED QUALIFICATIONS & DUTIES

- Perform office based activities within a fast paced environment
- Complete correspondence, filling, faxing, photocopying
- Basic knowledge of Construction sector would be an asset

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#### HOW TO APPLY

Email: [lindsay\\_m007@hotmail.com](mailto:lindsay_m007@hotmail.com) or Call: (613)559-2244

# HGS TO HIRE **100 NEW POSITIONS IN PEMBROKE**

The global leader in customer experience is renowned for its commitment to serving telecommunications and media, healthcare, financial services, retail and the public sector across Canada.

HGS provides a full suite of business process management (BPM) services from traditional voice contact center services and other services that are unifying customer engagement to platform-based, back-office services and digital marketing solutions.



will allow for significant business advancements by allowing HGS to optimize on its services and grow its client base.

“We’re excited to be able to grow our business to support the demands of our clients and in doing so to better support the community,” said Hayes.

HGS currently operates on a global landscape with around 44,000 employees in 66 worldwide locations of which 11 are situated across Canada, including one in Pembroke.

On Dec. 13, the company announced the availability of 1225 new career opportunities at its centers across Canada.

The positions are expected to meet increasing client needs as well as to fuel the company’s expansion in the country.

The local site has already been awarded with the Contact Centre of the Year at the Ottawa Region Contact Center Association (ORCCA) Contact Centre Excellence Award in 2014 and the Gold Stevie International Business Award for Customer Service Department of the Year in 2015.

“We’re quite good at what we do. We like to train and develop talent that we promote mainly internally,” said Tyler Hayes, program director overseeing the HGS locations in Pembroke and Belleville. “Over 90 per cent of our leadership positions are filled internally. We look to develop people once they start with us. We’ll see people start at entry level positions and progress to supervisor and then manager positions. There’s a lot of internal advancement opportunities.”

Hayes said that he was pleased to hear the announcement which will further HGS’ expansive growth and commitment to delivering excellent customer service in the new year.

Hayes expressed how the new hires

According to Hayes, the positions are ideal for applicants who enjoy problem solving and helping people within a supportive learning environment.

Hayes said that he’s eager to welcome more exceptional Canadian talent to the team in Pembroke.

“There’s a lot of pride in what we do and to be able to grow our team and bring in new people is very exciting,” said Hayes.

For those interested in a career with HGS at the location in Pembroke, applications are being accepted online at:

[www.joinhgs.com](http://www.joinhgs.com)

THE DAILY OBSERVER  
BY CÉLINA IP

DECEMBER 14, 2016

[Access the original essay:](#)

[Read More ➞](#)

**Pembroke’s location (at 100 Crandall St.), which currently has 250 employees, will have 100 new seats to fill as part of the expansive national plan.**





## Career Focus

Algonquin College  
**Community Employment Services**  
141 Lake Street, Pembroke, ON

**Are you a post-secondary graduate looking to upgrade your skills and find a new or better job? Not sure where to start?**

### **What is the Career Focus program?**

**Career Focus** is a program that provides funding for employers and organizations to create career-related work experiences for post-secondary graduates, at the local, regional, and national levels. The program aims to help post-secondary graduates gain advanced employability skills and facilitate their transition into the labour market.

### **Who is Eligible?**

- University or College Graduate
- Youth between 15 – 30 years of age
- Unemployed and not attending school full-time
- Seeking employment in field or relevant to studies

If you are interested in the Career Focus program and have questions, feel free to contact us at Algonquin College's Community Employment Services.

**613-735-4308 or [ces@algonquincollege.com](mailto:ces@algonquincollege.com)**

# IS IMMIGRATION TO RURAL AREAS IN CANADA'S FUTURE?

**A surge in urbanization in Canada has led to the decline of rural areas, leaving Canadians with the hope that immigration can fill the void.**

Canada's most recent census, administered in 2011, made it clear that Canada's major cities are booming. More than 23.1 million Canadian live in one of Canada's 33 metropolitan areas, marking just under 70% of the population as city dwellers. A total of 35% of Canada's population lives in one of Canada's three largest cities, Toronto, Montreal, or Vancouver.

While the population growth in cities is an excellent prospect for business in major cities, the growth seems to be occurring at the expense of rural areas. Much of the growth in urban areas is driven by a combination of immigration from abroad and migration from small towns and rural areas, leaving Canada's rural areas to shrink in

both population and economic impact.

While natural born Canadians move to major cities across the country, increasing immigration to rural areas becomes the most viable solution for securing the future of these small towns. Fortunately, the migration of newcomers to Canada to rural areas has also grown in recent years.

The fact that the movement of immigrants to non-census metropolitan areas is occurring in waves of secondary migration as opposed primary migration is telling of the future of rural Canada. Big cities have a wealth of services for immigrants and newcomers to Canada, which drives immigrants to settle in cities when they make the initial transition to Canada. If the trend whereby immigrants are

**In a 2012 report, the Rural Ontario Institute identified this trend, noting that "recent settlement trends reveal that economic regions other than the GTA [Greater Toronto Area] are receiving large shares of immigrants and that the proportion of secondary migration to non-census metropolitan areas is increasing."**





making a secondary move to rural areas after they have already initial settled in major cities continues, then this could change the way that new immigrants assess where to settle in Canada.

As more immigrants make the transition to small cities, the greater the chances that new immigrants will choose rural areas as their initial settling places when they come to Canada. A growth in immigration to small towns could serve to quell the fears of prospective immigrants about barriers to acceptance and a lack of ethnic diversity in these rural regions.

If more immigrants are willing to settle in rural areas upon landing in Canada, small towns would start to see an increase in available services for immigrants as well, serving to attract even more newcomers.

Realizing the benefits of increasing their immigrant populations, many small cities and rural areas across Canada have been making an effort to attract new immigrants to locations outside of major cities. For example, Simcoe County, a region of Southern Ontario, recently debuted an informational

website to attract immigrants to the region, translated into 15 different languages.

The province of Alberta, in the midst of an economic boom, has also undertaken a campaign to draw in newcomers to Canada to the province, where rural regions have a wealth of available jobs. The province released a report entitled "Supporting Immigrants and Immigration to Canada," which reinforces how newcomers to Canada are central to the government's vision of Alberta. The report indicates that immigrants in all regions of Alberta are able to "fully participate in community life and are valued for their cultural, economic and social contributions."

If the trend of immigrant settlement in rural areas continues, Canada could see a major demographic change as well as economic growth in small towns.

FWCanada is a Montreal-based immigration law firm that provides professional legal services on Canadian immigration. For more tips and updates on Canadian immigration follow FWCanada on Facebook, Twitter, and LinkedIn.

**FWCanada is a Montreal-based immigration law firm that provides professional legal services on Canadian immigration. For more tips and updates on Canadian immigration follow FWCanada on Facebook, Twitter, and LinkedIn.**

FWCANADA

Access the  
original essay:

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# FACTSHEET

## PREPARED FOR SUCCESS

### HOW ADULT UPGRADING GRADUATES SUCCEED IN THE FIRST SEMESTER OF POSTSECONDARY PROGRAMS

#### What is PREPARED FOR SUCCESS?

PREPARED FOR SUCCESS (PFS) is an annual study conducted by the College Sector Committee for Adult Upgrading (CSC). It examines the postsecondary outcomes of students who have moved from upgrading programs to full time postsecondary programs at their colleges.

#### How long has this study been conducted?

The PFS study has been conducted annually since 2001, or 17 years.

#### What is the purpose of PFS?

The purpose of this study is to document the positive impact that academic upgrading has on the success of students who enter postsecondary programs.

#### What has this study shown?

Year after year, PFS has shown that individuals who have received prior training in college academic upgrading programs:

- achieve high marks in postsecondary programs;
- have the necessary commitment to complete their education; and
- make the right program choices — evidenced by the low rate of program change.

Academic upgrading programs continue to provide thousands of dedicated, well-prepared, successful students to Ontario's public colleges.

#### Who provides the data for this study?

All 24 Ontario public colleges are asked to participate each year. In most years, all 24 colleges contribute data. Exceptions include 2010-2011 (23 colleges) and 2015-2016 (22 colleges).

#### What are the highlights of the 2015-2016 study?

- A total of 3,364 upgrading graduates enrolled in postsecondary programs (an increase of 294 students over the previous year), with two fewer colleges reporting data.
- **These students represent at least \$8 million in tuition revenue, plus operating grant funding, for Ontario public colleges in 2015—2016.\***  
*\*Calculated at \$2400 tuition per student. Source: [www.ontariocolleges.ca/colleges/payingforcollege](http://www.ontariocolleges.ca/colleges/payingforcollege)*
- The most popular program cluster continues to be Health Sciences; though Business, Social Sciences and Technology show gains this year. Health Sciences also shows the highest pass rate at 86%.
- The highest average GPA is in the Trades and Skills cluster at 3.33.

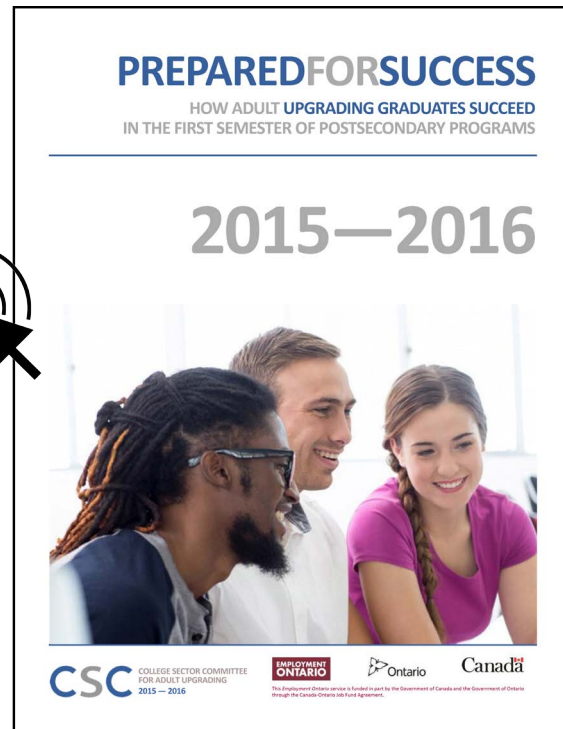
#### What conclusions were drawn from the 2015-2016 study?

With a high rate of re-enrolment in a second semester (73% average), a low rate of program change (5% average), an average GPA of 3.09 after the first semester, and an average pass rate of 79% in the first semester, academic upgrading graduates are high-achieving, low-attrition contributors to the Ontario public college system.

Well-prepared, high-performance and career-focussed, these students are poised to become highly skilled workers, contributing significantly to the provincial economy.



Click to download the  
**PREPARED FOR SUCCESS** study:



## CAREER PROGRAM **FEATURE**



With the ever growing demand of network security professionals, Willis College's graduates are well positioned to fill the global cybersecurity talent pipeline.

Fortinet's Founder & CEO, Ken Xie's decision to partner with Willis College and fill the cyber security talent pipeline must be applauded. Willis College is proud to announce that we are now one of the key educational institutions in North America to receive the designation as an official Fortinet Network Security Academy located in Ottawa, Canada. Fortinet's million dollar investment in Willis College

has resulted in the establishment of a state-of-the-art Fortinet Lab providing innovative cyber security training. Today, over 60 graduates are already employed at Fortinet. Please share the news far and wide, here is the link as well: [www.fortinet.com/press\\_releases/2016/worldwide-network-security-academy.html](http://www.fortinet.com/press_releases/2016/worldwide-network-security-academy.html)

### NETWORK SECURITY PROFESSIONAL DIPLOMA:

<http://williscollege.com/programs/network-security-professional/>

# WAGES, FULL-TIME WORK SLIDING **FOR YOUNG CANADIANS, STATSCAN SAYS**

Unemployment rates among young Canadians have held relatively steady when compared with the mid-1970s, but the proportion of full-time or permanent jobs has changed sharply over that time, says Statistics Canada.

In a study released Monday that looks at changes in the youth labour market from 1976 to 2015, Statistics Canada said the unemployment rate for the 15 to 24 age group averaged 13.2 per cent in 2015, slightly higher than the rate of 12.4 per cent seen in 1976.

However, the agency said that among young Canadians who were not full-time students, proportionately fewer are now employed full time — meaning they worked at least 30 work hours per week — than four decades ago.

From 1976 to 1978, the full-time employment rate averaged 76 per cent for men aged 17 to 24, and 58 per cent for women in the same age group who were not in school full time.

However, by the mid-2010s, the corresponding percentages were 59 per cent for men and 49 per cent for women.



**Statistics Canada says the drop in youth full-time employment rates was already apparent in the late 1990s, well before the 2008-2009 recession. (Reuters)**

Statistics Canada said that drop in youth full-time employment rates was already apparent in the late 1990s, well before the 2008-2009 recession.

“The decline in youth full-time employment rates was driven mainly by increases in ... part-time employment rather than by decreases in youth labour force participation or increases in youth unemployment,” the agency said.

As fewer people under the age of 25 worked full time, those who did increasingly became employed in temporary jobs.

Struggles of the young and jobless For all men under the age of 25 who were employed full time in 1989 —the first year for which figures on temporary employment

are available— just seven per cent held temporary jobs.

By the middle of the current decade, that percentage had risen to 24 per cent, mainly as a result of a sharp increase in temporary employment during the 1990s.

For young women, the corresponding percentage rose from eight per cent in 1989 to 26 per cent in the mid-2010s

Statistics Canada said these changes in job types were not unique to Canada, with similar situations seen in many Organization for Economic Co-operation and Development (OECD) countries.

## **Wage changes**

While job types have changed over the past four decades, wages for

young Canadians working full time have also varied greatly.

From the early 1980s to the early 1990s, full-time male employees aged 17 to 24 saw their median real hourly wages drop by roughly 15 per cent, while women in the same age group experienced a 10 per cent decline. From the early 1990s to 2004, those pay rates did not rise.

However, these wage gains did not fully offset the losses experienced during the 1980s, Statistics Canada said.

The overall result was that by 2015, young full-time male employees had median wages that were about 10 per cent lower than those of their counterparts in the early 1980s, while the difference was three per cent for females.

CBC NEWS

DECEMBER 5, 2016

Access the original essay:

[Read More ➞](#)

**According to the report, wages grew significantly for the age group from 2004 to 2009 as oil prices increased, the housing boom intensified and general economic activity grew significantly.**

Click to  
view on



### **LBS Success Story: TR Leger Program Assists Workers at Sandvik Materials Technology**

This video highlights the excellent support the Upper Canada District School Board's TR Leger Program provided for several workers at Sandvik Materials Technology, in Arnprior.

