



## Labour Market Group of Renfrew and Lanark

### Spring 2021 Newsletter

#### Indigenous Land Acknowledgement

We acknowledge that the land on which we live is the traditional and unceded territory of the Algonquin Anishnabek peoples.

This acknowledgement is a way of showing respect for the guardians of these lands and to honour our shared history and the relationship built on peace and friendship that exists between all peoples. We further recognize and commit to breathe life into the Indigenous "Seven Sacred Teachings" of Bravery, Respect, Honesty, Wisdom, Truth, Humility and Love.

Learn more about Indigenous culture and history through the free online University of Alberta Indigenous Canada course [here](#).



#### Important Notice: Change of Email

Please note that the Labour Market Group of Renfrew and Lanark has a new email address which will be used for all communications moving forward. Please add this new email address to your safe sender lists to ensure that you continue to receive LMG updates in a timely manner.

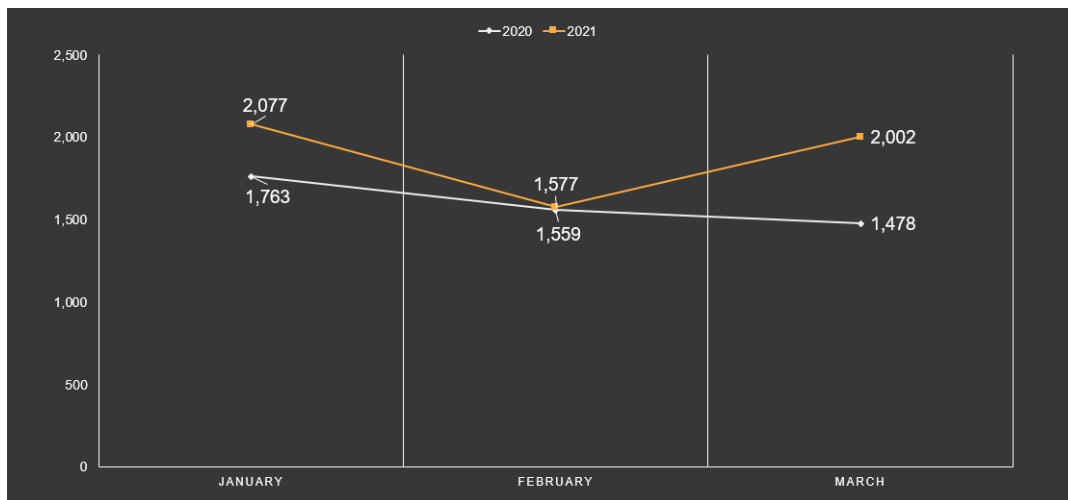
**[LMG@algonquincollege.com](mailto:LMG@algonquincollege.com)**

#### Labour Market Information Update

Each quarter, the Labour Market Group of Renfrew and Lanark provides a snapshot of the local job market based on the job postings during that three-month period. In Q4, this period ran from January 1st, 2021 to March 31st, 2021. The data outlined below is reflective of this three-month period and it has been extracted from the EMSI database.

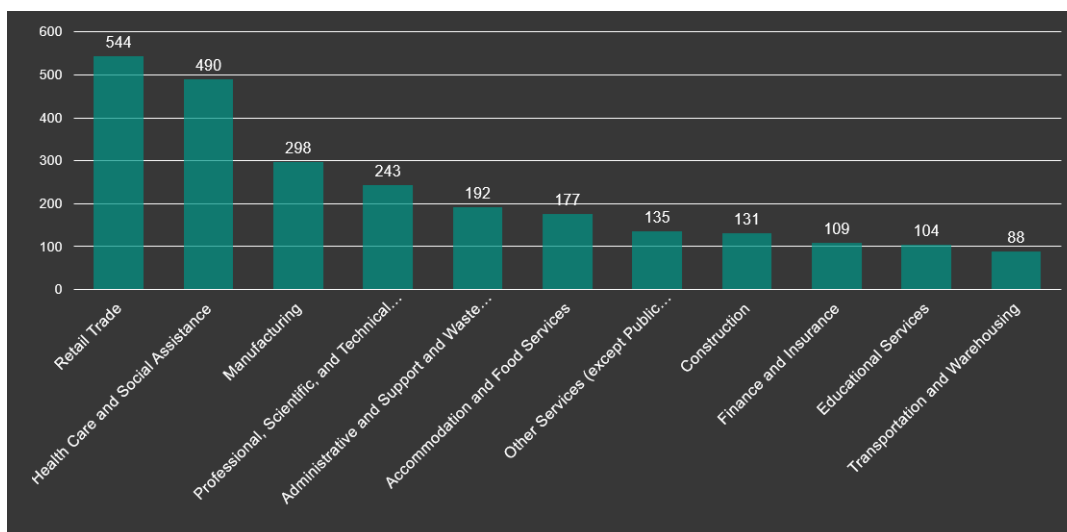
#### Unique Job Postings Overview

Between January 2021 and March 2021, there were a total of 3,525 job postings across our region. While the number of job postings was consistent in January 2021 (2,077) and March 2021 (2,002), there was a significant decline in job postings during the month of February 2021 (1,577).



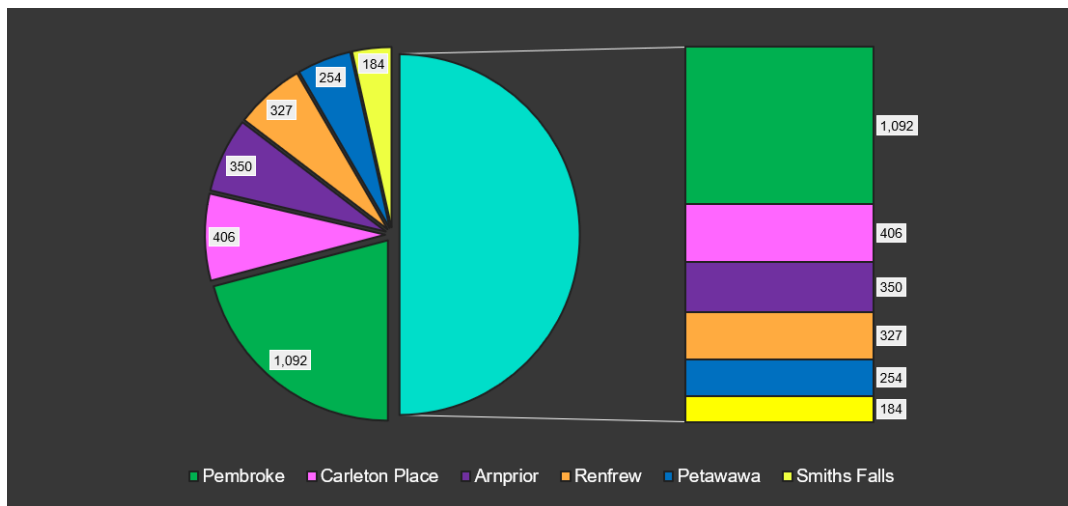
## Top Job Growth by Industry

Following consistent patterns both before and during the COVID-19 pandemic, retail trade (544) and health care and social assistance (490) led the job growth across Renfrew and Lanark Counties, followed by: Manufacturing with 298 postings; Professional, Scientific and Technical Services with 243 postings, and Administrative and Support and Waste Management Services with 192 postings.



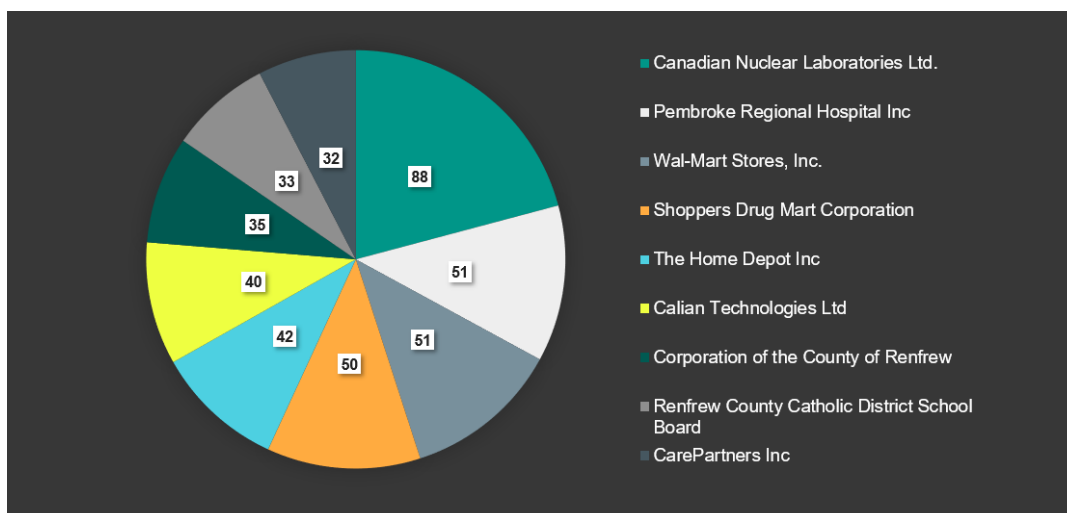
## Top Job Growth by Municipality

When job postings are broken out by municipality, it is clear that the City of Pembroke represents the largest growth area in Renfrew County at 1,092 postings while Carleton Place represents the largest growth area in Lanark County with 406 postings. In Renfrew County, Arnprior stands as the second largest growth area with 350 postings, followed by Renfrew (327) and Petawawa (254). In Lanark County, Smiths Falls is the second largest growth area with 184 postings.



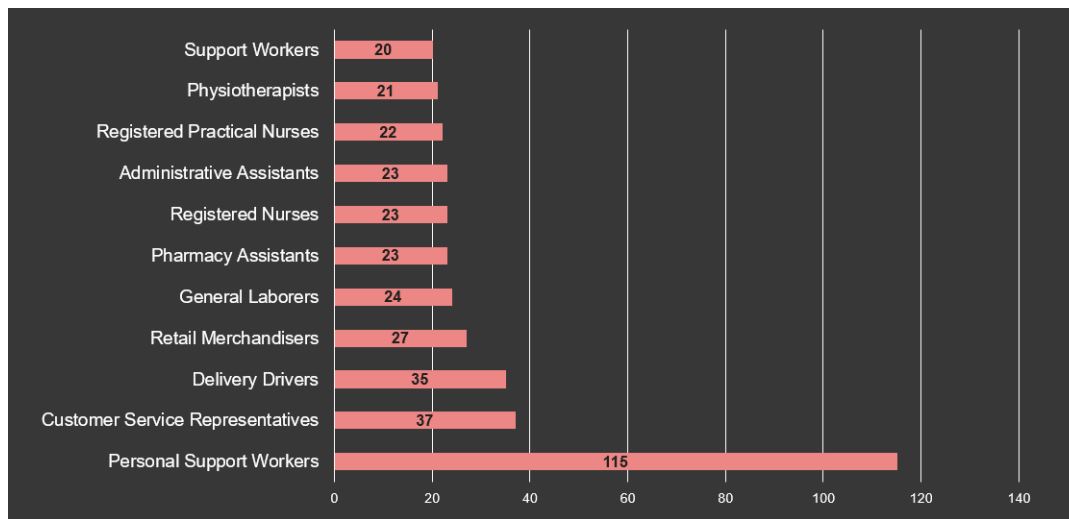
## Top Job Growth by Employer

Using the number of unique job postings, the graph below outlines what employers in our region were hiring. The top employers are, in descending order from highest to lowest: Canadian Nuclear Laboratories Ltd. / CNL (88), Pembroke Regional Hospital (51), Walmart Stores Inc. (51), Shoppers Drug Mart Corp. (50), The Home Depot Inc. (42), Calian Technologies Ltd. (40), County of Renfrew (35), Renfrew County Catholic District School Board (33), and CarePartners Inc. (32).



## Top Job Titles

When broken down by occupation, Personal Support Worker (PSW) continues to be the top job title with 115 job postings, followed by Customer Service Representative (37), Delivery Driver (35), Retail Merchandiser (27), General Labourer (24), Pharmacy Assistant (23), Registered Nurse (23), Administrative Assistant (23), Registered Practical Nurse (22), Physiotherapist (21) and Support Worker (20).



## More Information

For more information on the statistical data presented in this newsletter, please refer to the raw data that was used to formulate the above graphics. [The raw data can be downloaded here.](#)

## Review of the 2020/2021 Projects

### Local Labour Market Plan (LLMP) Report

Each year, the Labour Market Group of Renfrew and Lanark produces a Local Labour Market Plan (LLMP) Report which summarizes the local labour market trends over the preceding year and provides highlights on the work of the organization. This document is intended to be a snapshot of a defined period of time and can help to influence employers, job seekers and community organizations as they plan for the future.

On March 4th, 2021, the Labour Market Group launched our 2020/2021 Labour Market Planning Report (LLMP), which outlines the workforce realities and needs of the local labour market during the 2020 calendar year. The information presented in the LLMP therefore reflects January 1st, 2020 to December 31st, 2020. Due to the COVID-19 pandemic, we will not be printing copies of the 2020/2021 LLMP. The electronic version of the Report is available by clicking the photos or buttons below.



Ontario 

[Click Here to Access the 2020/2021 Local Labour Market Plan \(LLMP\) Report.](#)

[Quick Fact Sheet](#)



Ontario 

[Cliquez ici pour le Rapport sur la planification du marché du travail 2020/2021.](#)

[Fiche D'Information](#)

## Service Coordination: Labour Market Summit

Each year, the Labour Market Group of Renfrew and Lanark hosts a Service Coordination Day that bring service providers and stakeholders together to learn about their common challenges and realities. Given the impacts of the COVID-19 pandemic, we decided to adapt our historic offerings into a virtual format with a series of webinar sessions focussed on developing our collective knowledge and skills in creating a welcoming community.

### Webinar One: Primer on Intercultural Competency

Partnering with the Community Settlement Initiative, trained facilitators led participants through a condensed cultural competency training session which explored participant's understanding of themselves when working with people from different cultures and helped to build their capacity to work together as a larger community of service providers and stakeholders.

### Webinar Two: Panel Discussion on Inclusivity

This panel discussion explored the common experiences related to new migrants to rural communities and best practices to support them. The panel included representatives from the YMCA Immigration and Employment programs, the Newcomer Centre of Peel, and individuals with lived experience as immigrants in the local workforce. [A recording of the panel discussion is available here.](#)

### Webinar Three: Action-Planning for Workplaces

With a greater understanding of lived experience, we turned our attention to community action planning. This workshop allowed participants to work in small groups to discuss how they can develop a common vision for inclusion and diversity in their programs and services.



# LMG SUMMIT: DIVERSITY AND INCLUSION IN THE WORKFORCE



## Service Coordination: Labour Market Webinars

The Labour Market Group of Renfrew and Lanark typically hosts a full-day Professional Development event for local service providers and stakeholders in the fourth quarter. Due to the COVID-19 pandemic and the success of the Fall 2020 Labour Market Summit, we decided to adapt to virtual delivery again with three (2) two-hour webinars exploring Indigeneity and Digital Accessibility in an uncertain COVID-19 environment.

### Indigenous Knowledge Series

As part of our Indigenous Knowledge Series, guest speakers, Jaime Morse and Tim O'Loan captivated participants with their story-telling while educating us on understanding Indigenous ways of being and reconciliation.



### Mending the Net with Jaime Morse

On February 23<sup>rd</sup>, Jamie helped us to connect with Indigenous history and culture through her stories of art, dance and traditional practices. Jaime is Otipemisiwak/Nehiyaw (Métis/Cree) from Lac La Biche in northern, Alberta and Buffalo Lake Métis Settlement where some of the world's best Métis



### Truth & Reconciliation with Tim O'Loan

On March 1<sup>st</sup>, Tim O'Loan delivered a presentation which included short videos, his own personal stories, experiences and challenges as part of his four years with Truth and Reconciliation Commission of Canada (TRC) to educate, enlighten and inspire greater understanding and

and First Nation jiggers come from. Jaime is recognized as an international award winning dancer across the Métis homelands. With an M.A., in Canadian Studies from Carleton University, she has been an Advisor to past Canadian Ministers in the matters of Indigenous, Youth and Women's issues. In 2014, Jaime was the recipient of the Emerging Aboriginal Artist Award from the Ontario Arts Council for her work in visual arts both contemporary and traditional as well as dance.

[Learn more about Jaime](#)

Reconciliation. Tim O'Loan is a Sahtu Dene from the NWT and a proud veteran having served 10 years (1983-1993) in the military before starting his undergraduate degree in Political Science and his professional career. From 1998-2006, Tim was a Land Claims and Self Government Negotiator for the Government of the NWT. In 2010, Tim was asked to join the Truth and Reconciliation Commission of Canada (TRC) as the Advisor to the TRC Chair, Senator Murray Sinclair.

[Learn more about Tim](#)

### Digital Accessibility with Lisa Snider

On March 4<sup>th</sup>, 2021, Lisa Snider, Senior Consultant and Owner of Access Changes Everything, walked participants through the legislative and practical implications of the Accessibility for Ontarians with Disabilities Act (AODA). Participants walked away with a wealth of knowledge on the importance of digital accessibility as well as some hands on knowledge of tools to provide the best accessible assistance for their businesses and organizations.

[Learn more about Lisa and Access Changes Everything](#)



## Employer Engagement: Post-Pandemic Economic Recovery Forums

The Labour Market Group of Renfrew and Lanark, Algonquin College's Pembroke Campus, the County of Renfrew, the City of Pembroke and the Upper Ottawa Valley Chamber of Commerce joined together this spring to offer four Labour Market Forums in Renfrew County on March 11<sup>th</sup> and 12<sup>th</sup>, 2021. The Forums were broken into four groups:

1. Tourism, Retail, Hospitality, Hotels, Downtowns and Professional Services
2. Healthcare, Social Services, Not-for-Profit Agencies and Public Institutions (Education, Military, Hospitals)
3. Real Estate, Developers, Construction and Skilled Trades
4. Industrial, Transportation, Manufacturing, Agriculture and Forestry

The Forums were led by Erik Lockhart of Lockhart Facilitation and the Queen's Executive Decision Centre.

A selection of different businesses in Renfrew County came together to address some of the critical issues that have presented themselves during the COVID-19 pandemic. Discussions in each group included what challenges and opportunities each of the businesses had as well as what type of supports they would need as we come out of this pandemic, including what are the biggest workforce need and gaps.

[A full report of the findings can be found on our website.](#)



## Employer Engagement: LMI Toolkit for Youth

One of our ongoing projects involves the creation of an LMI Toolkit for Youth to bring together age-appropriate labour market information and tools to help our youth plan out their career and education pathways. The project will include region-specific videos on the local labour markets, employer videos and PDF/PowerPoint materials for educators. In 2021/2022, we expect to complete this project so that it can be introduced to our education partners in September 2021.

## Special Projects

In each fiscal year, the Labour Market Group of Renfrew and Lanark may engage in special projects under separate funding streams or collaborations with other organizations. In 2020/2021, we participated in three (3) special projects: the 2020/2021 EmployerOne Survey, Worker Impact Study, and LMI HelpDesk and Jobs Tool. Please note that the latter two projects were commenced in 2020/2021 and they will be completed over the upcoming fiscal years.

## 2020/2021 EmployerOne Survey

The EmployerOne Survey provides an important opportunity to gather comprehensive and detailed workforce information from a variety of industries in Renfrew and Lanark Counties. The survey serves as a vehicle for employers to express their needs on a range of issues, such as human resources concerns, workforce turnover, current and future skills needs as well as training and education practices. The results of the EmployerOne Survey are also intended to provide a better understanding of employer occupational and skills requirements to inform job search and employment decision making. Additionally, the results of the survey can inform professional development and training courses that directly relate to the local labour market demand as identified by employers.

In total, we received one hundred and eighty-seven (187) responses between our two census divisions (Renfrew County and Lanark County). Renfrew County employers accounted for one hundred and two (102) responses (54.5%) and Lanark County employers accounted for the remaining eighty-five (85) responses (45.5%). This represents a 63% increase in the response rate compared with the 2019/2020 EmployerOne Survey. The data of the survey is reflective of the preceding year (2020) for the census divisions of the County of Renfrew and Lanark County.

To access the 2020/2021 EmployerOne Survey Results Report, please visit our website at [www.renfrewlanark.com](http://www.renfrewlanark.com) or use one of the buttons below.

English Version

Version Française





## Worker Impact Study

In conjunction with other Workforce Development Boards in Eastern Ontario, the Worker Impact Study consisted of a regional survey and one-on-one interviews of job seekers and individuals not in the workforce to determine the impacts of the COVID-19 pandemic. This project will allow us to obtain an understanding of the workforce demographics, how the COVID-19 pandemic impacted workers and job seekers, what barriers to employment exist and if there are any programs or services that can be implemented to address perceived barriers. The Final Report from the Worker Impact Study will be available in July 2021.

[Learn more about the Worker Impact Study](#)



## LMI HelpDesk and Jobs Tool

The Labour Market Group of Renfrew and Lanark is excited to collaborate with local workforce planning boards to expand LMI Help Desk services to our region through an Ontario Labour Market Partnership (OLMP) project funded by the Ministry of Labour, Training and Skills Development.

Using formalized processes and enhanced marketing campaigns developed by Workforce Development Board (WDB) based in Peterborough, we have implemented the LMI Help Desk service for Lanark and Renfrew Counties. Our LMI Help Desk answers a range of questions where the information and data analysis provided has a positive impact on the local labour market. This information has been used to support the development of education and skills training programs, grant applications, recruitment by local employers, career planning and knowledge of local industry trends. Expanding the LMI Help Desk service across Eastern Ontario will assist in formalizing data support for employment support agencies, economic developers, industry associations, employers, educators, and individuals in the future.

[Learn more about the LMI HelpDesk](#)

# LMI

## HELP DESK

YOUR LOCAL LMI SOURCE

### About Us

The Labour Market Group of Renfrew and Lanark (LMG) represents one of 26 workforce planning areas in the Province of Ontario. Funded by the Ministry of Labour, Training and Skills Development, 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 also 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.

**Our Purpose:** Help to build a skilled workforce in Renfrew and Lanark Counties that contributes to a prosperous Ontario.

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

To obtain information about our past work on local labour market trends, please visit our website at [www.renfrewlanark.com](http://www.renfrewlanark.com) or send us an email with your questions, comments, concerns, requests and ideas.



### Update Contact Information

Over the course of the last quarter, we understand that you may have new members of your team who would benefit from receiving the quarterly bulletin directly. Please let us know by email if your organization's contact information has changed so that we can keep our mailing list up-to-date.

Email List Subscription Link



## Questions

We are here to help you! Please always feel free to contact us anytime with your questions, comments, concerns and needs. You can either reach us using the contact information listed above or by emailing our general email inbox at [lmg@algonquincollege.com](mailto:lmg@algonquincollege.com). Following us on social media will also be helpful in staying up-to-date on local labour market trends and developments in the field.



SEND TO A FRIEND



WEBSITE



## How Did You Enjoy our Fall 2020 Newsletter?

Please click on the smiley face photo below to access the short one-question survey. It'll take less than one minute to complete and help us to develop more helpful and informative bulletins in the future.



Very Unsatisfied



Unsatisfied



Neutral



Satisfied



Very Satisfied

