



We acknowledge the Anishinaabe Algonquin People whose traditional unceded, unsundered territory is where this newsletter was produced.

LMG Announcements

Community Consultations taking place this Fall

With labour shortages reaching nearly every sector, the Lanark-Renfrew Labour Market Group has been busy bringing together employers and organizations to discuss challenges and opportunities to address the question of where have all of the workers gone? Our last event in Perth brought together a variety of people from businesses and service providers who gave invaluable input. The labour market is undergoing transformational change. Many employers are experiencing labour shortages and are struggling with how to recruit, retain and create the flexibility that many workers are now seeking in the workplace. The information gathered in these consultations will be used to form our 2023 action plan.

These community consultations are ongoing and we encourage you to participate. Register for our next in-person consultation on Monday, December 5th in Pembroke or join us virtually Tuesday, December 13th to help address labour shortages in our community.

In-person December 5th Pembroke

VIRTUAL December 13th

Labour Market Information and Data

Check out the latest labour market data from our region. This data represents both Renfrew and Lanark from July to October of 2022.

Job Postings Overview

<p>1,068 Unique Postings (Jul 2022 - Oct 2022) 1,424 Total Postings</p>	<p>1 : 1 Posting Intensity (Jul 2022 - Oct 2022) Regional Average: 1 : 1</p>
----------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------

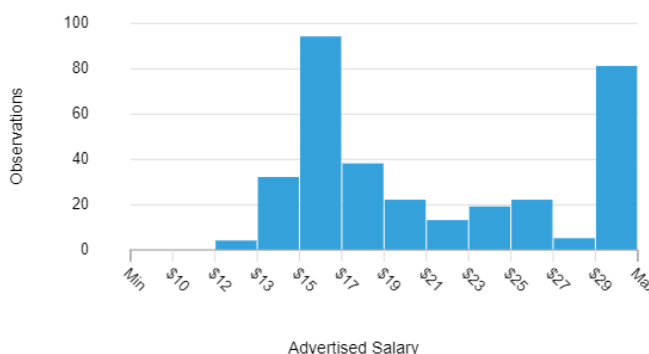
There were 1,424 total job postings for your selection from July 2022 to October 2022, of which 1,068 were unique. These numbers give us a Posting Intensity of 1-to-1, meaning that for every 1 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (1-to-1), indicating that they are putting average effort toward hiring for this position.

Advertised Salary

There are 330 advertised salary observations (31% of the 1,068 matching postings).

\$18.52/hr
Median Advertised Salary



Top Companies Posting

Company	Total/Unique (Jul 2022 - Oct 2022)	Posting Intensity	Unique Postings Trend (Jul 2022 - Oct 2022)
Blue Mountain Resort	84 / 82	1 : 1	
Walmart	46 / 34	1 : 1	
Shoppers Drug Mart	37 / 31	1 : 1	
Bayshore Healthcare	42 / 31	1 : 1	
The Home Depot	27 / 26	1 : 1	
Pharmaprix	26 / 26	1 : 1	
Canadian Armed Forces	37 / 25	1 : 1	
Paramed	27 / 20	1 : 1	
Scotiabank	35 / 19	2 : 1	
Baker Tilly	17 / 17	1 : 1	

Top Cities Posting

City	Total/Unique (Jul 2022 - Oct 2022)	Posting Intensity	Unique Postings Trend (Jul 2022 - Oct 2022)
Carleton Place	391 / 307	1 : 1	
Pembroke	380 / 288	1 : 1	
Arnprior	158 / 116	1 : 1	
Petawawa	145 / 115	1 : 1	
Renfrew	184 / 111	2 : 1	
Smiths Falls	74 / 61	1 : 1	
Perth	42 / 33	1 : 1	
Deep River	34 / 24	1 : 1	
Mississippi Mills	7 / 7	1 : 1	
Beckwith	6 / 3	2 : 1	

Top Posted Job Titles

Job Title	Total/Unique (Jul 2022 - Oct 2022)	Posting Intensity	Unique Postings Trend (Jul 2022 - Oct 2022)
Personal Support Workers	40 / 28	1 : 1	
Cashiers	34 / 28	1 : 1	
Food Service Supervisors	23 / 22	1 : 1	
Delivery Drivers	18 / 18	1 : 1	
Pharmacy Assistants	13 / 13	1 : 1	
Customer Experience Associates	15 / 12	1 : 1	
Registered Practical Nurses	17 / 12	1 : 1	
Administrative Assistants	14 / 12	1 : 1	
Cooks	11 / 11	1 : 1	
Pharmacists	10 / 10	1 : 1	

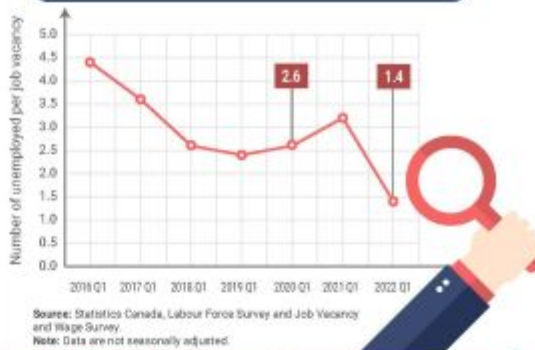
2021 Census Data

LABOUR SHORTAGE TRENDS IN CANADA

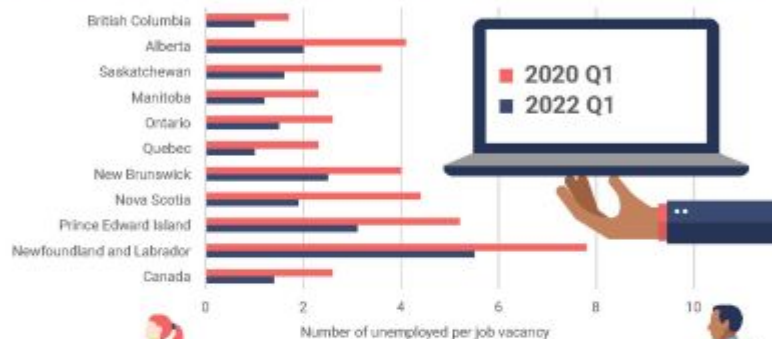
The unemployment-to-job vacancy ratio in Canada is at a historical low, amid a record tight labour market.



UNEMPLOYMENT-TO-JOB VACANCY RATIO

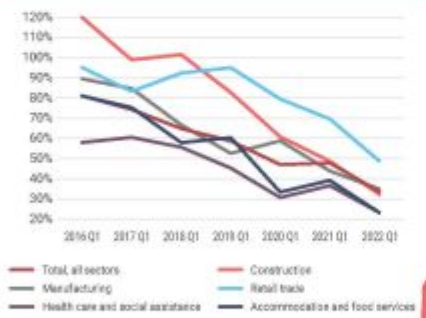


THE UNEMPLOYMENT-TO-JOB VACANCY RATIO HAS DECREASED IN EVERY PROVINCE AND IS LOWEST IN QUEBEC AND BRITISH COLUMBIA



Employers are having difficulty filling vacant positions.

ACROSS THE FIVE PRIMARY SECTORS DRIVING TOTAL JOB VACANCIES, THE RATIO OF NEW HIRES TO VACANCIES HAS BEEN TRENDING DOWNWARD



Labour challenges are impacting Canadian employers

Recruiting skilled employees was expected to be an obstacle over the next three months for nearly two-fifths (36.9%) of all businesses, led by those in construction (49.5%), manufacturing (47.4%), and accommodation and food services (46.3%).



In addition, shortage of labour force was expected to be an obstacle for over one-third (35.0%) of businesses, while retaining skilled employees was expected to be an obstacle for over one-quarter (27.6%).

Mismatches between the offered wage associated with vacancies and the reservation wage—the minimum hourly wage at which job seekers are willing to accept a position—may be contributing to the elevated level of job vacancies in certain sectors, particularly in retail trade and accommodation and food services. In sectors where the offered wage is above the reservation wage, such as in health care and social assistance, other factors may be at play to explain the labour shortage (e.g., population aging).

AVERAGE RESERVATION WAGE AND AVERAGE OFFERED HOURLY WAGE



THE LABOUR MARKET GROUP OF RENFREW & LANARK

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.labourmarketgroup.ca or send us an email with your questions, comments, concerns, requests and ideas.



Looking for a new job? Hiring? Check out our job tools!

[Job Tools Page](#)

HAVE QUESTIONS ABOUT OUR LOCAL LABOUR MARKET?

LMI Help Desk is the answer

Our LMI Help Desk service is your community resource for local labour market information and trends, occupations and wages, demographics and more.



- 1 Our local LMI Help Desk is a complimentary service
- 2 Our LMI Help Desk service provides local labour market information

Can answer questions such as:

- 3 What skills are in demand in my area?
 - 4 What is the demographic of workers in my area?
 - 5 What is the average wage for my occupation?
- For more information, please contact us at:
 lmg@algonquincollege.com
 www.renfrewlanark.com



This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Contact our LMI Help Desk to get up-to-date Labour Market Information for your business or job search

[LMI Help Desk Page](#)



The Edgefactor platform has a new look and new features. Check it out!

[Community Hub Page](#)

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 img@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.



How did you enjoy this 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