

QUARTERLY 2023

BULLETIN



The LMG provides customized Labour Market Information (LMI), education and training to a variety of community agencies and partners

ABOUT US



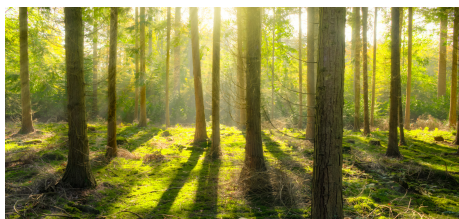
About US

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, Immigration, Training and Skills Development, our team works to provide accurate and timely labour market information to employers, job seekers and organizations that use labour market data for strategic planning purposes. We also provide 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: To help 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. img@algonquincollege.com



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



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

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It is our goal to help you with any of the questions you have related to local LMI, and other topics related to your information search.

[Click Here](#)



Get the latest copy of our Local Labour Market Plan covering 2022.

[Click Here](#)

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.



SOME EXAMPLES OF OUR WORK



We are always monitoring what is happening in our local labour market, but to stay informed, we create opportunities for our community to connect through service coordination activities. Service coordination activities allow the LMG to support the work being done by community partners, including those who work with the most vulnerable populations.

On Friday, March 31st, 2023 the LMG held a dynamic service coordination event at Best Western Inn Pembroke. The purpose of the event was to help employment service providers to re-focus their teams to align with changes being made as the network moves to a model of operating under a system services manager, rather than directly reporting to the province of Ontario.

The LMG brought two experienced facilitators to Pembroke to lead the session which keyed on building longer term relationships with clients and using common assessment tools to identify barriers that are impacting a job seekers' ability to find work on their own.

Sarah Delicate, a founding partner of Bell Brown Molnar and Delicate Inc. (BBMD), and Angela Hoyt, CEO of Evolution Group delivered a full day interactive session in which they guided attendees through a series of examples of best practices that will help employment counsellors and consultants get better results for their clients.

On May 9, 2023, the LMG partnership with United Way East Ontario, Algonquin College and the Local Immigration Partnership of Lanark-Renfrew to host a labour market forum for underrepresented populations.

Those populations including seniors, exiting military members, people with disabilities, newcomers, Indigenous peoples and sole support parents. The purpose of the forum was to impress on employers and support organizations that the labour market must be available to everyone who wants to work in order to address the critical labour shortages that are currently being experienced in the region.



SOME LOCAL LABOUR MARKET INTELLIGENCE



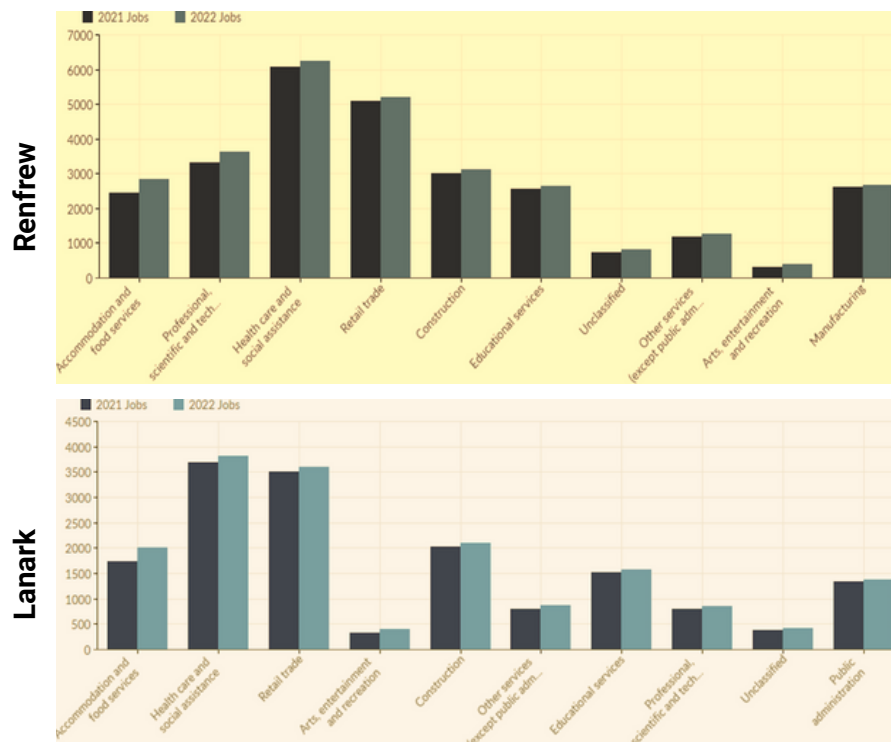
An aging workforce is applying more pressure on employers in Lanark and Renfrew counties to find their next employee. The 2021 National Census data indicated that in both counties, almost 25 percent of the population is now 65 years of age or older.

As the Baby Boom generation transitions out of the workforce into retirement, these experienced workers have not been adequately replaced with younger workers, in part because of lower birth rates, but also because of limited newcomer attraction in our rural jurisdiction. This leaves a significant deficit in the local labour market, and employers are having a harder time finding employees to fill jobs.

The COVID-19 pandemic worsened the situation by over-burdening healthcare facilities and placing higher demands on medical care practitioners. Though the need for front line health care workers continues to increase with jobs being plentiful, the challenges to meet that demand is putting tremendous pressure on many health care providers, particularly long-term care centres.

In other sectors such as manufacturing and the skilled trades, the information gathered by the Labour Market Group of Renfrew and Lanark (LMG) indicates that there are far more jobs available than applicants to fill the positions. New government incentives to support apprenticeship training and retaining health care workers in the region that they were trained, may help attract more young people to these fields.

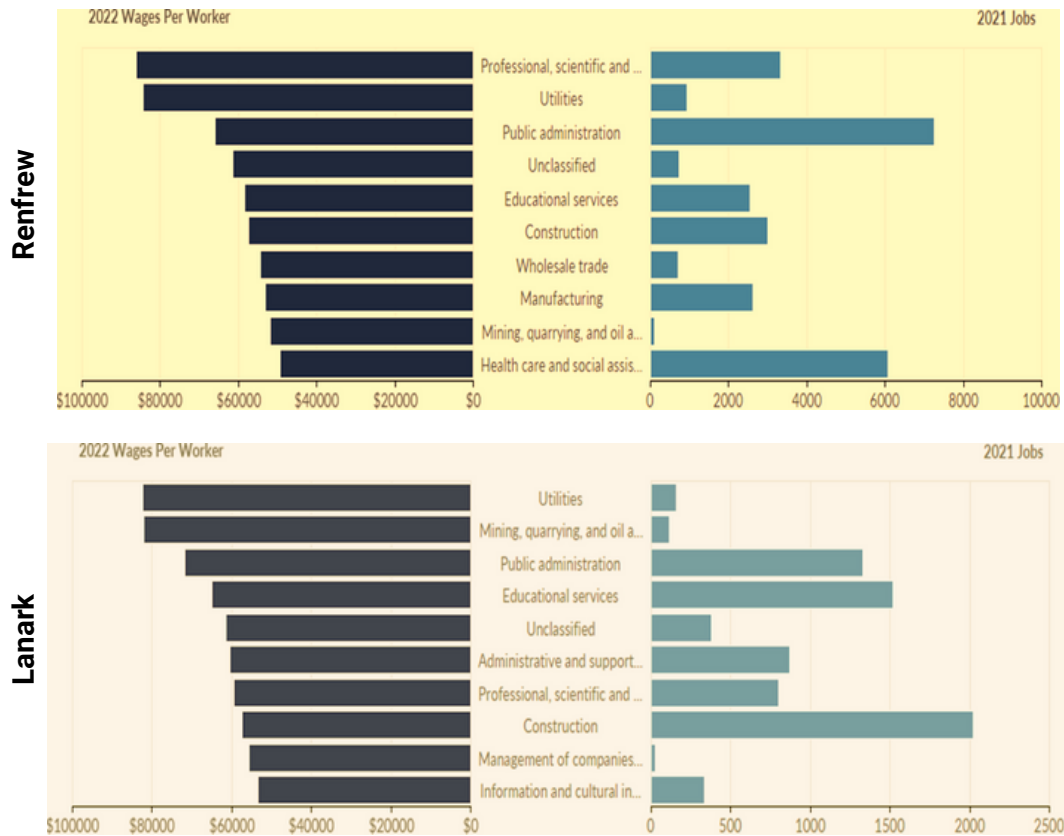
FASTEST GROWING INDUSTRY AT THE 2-DIGIT NAIC LEVEL



These graphs show the fastest growing industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

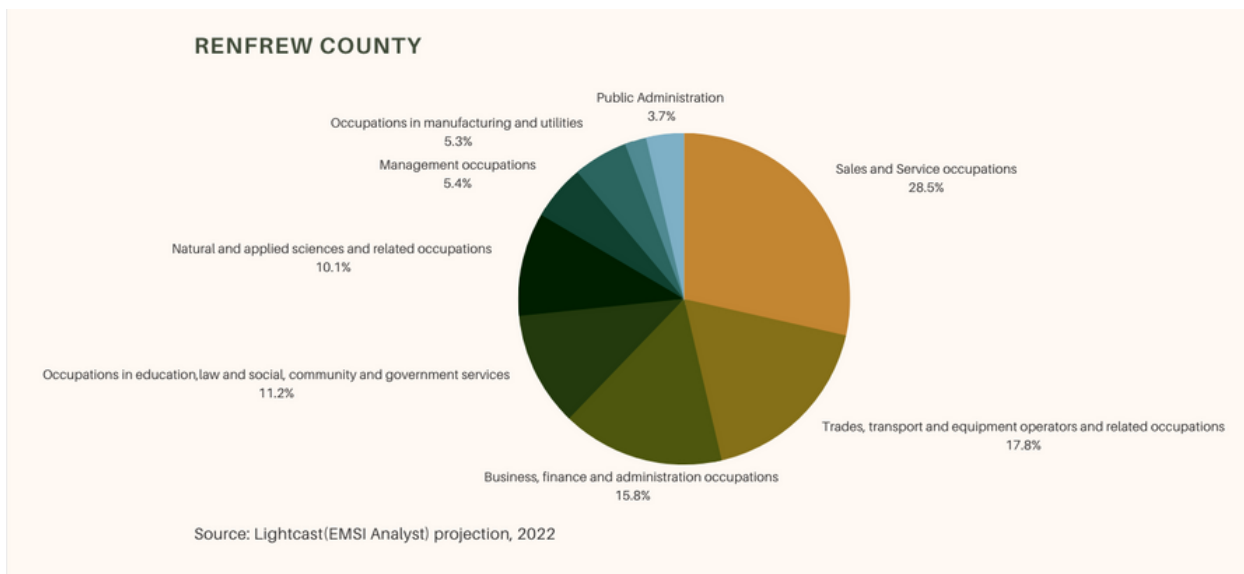


HIGHEST PAYING INDUSTRY

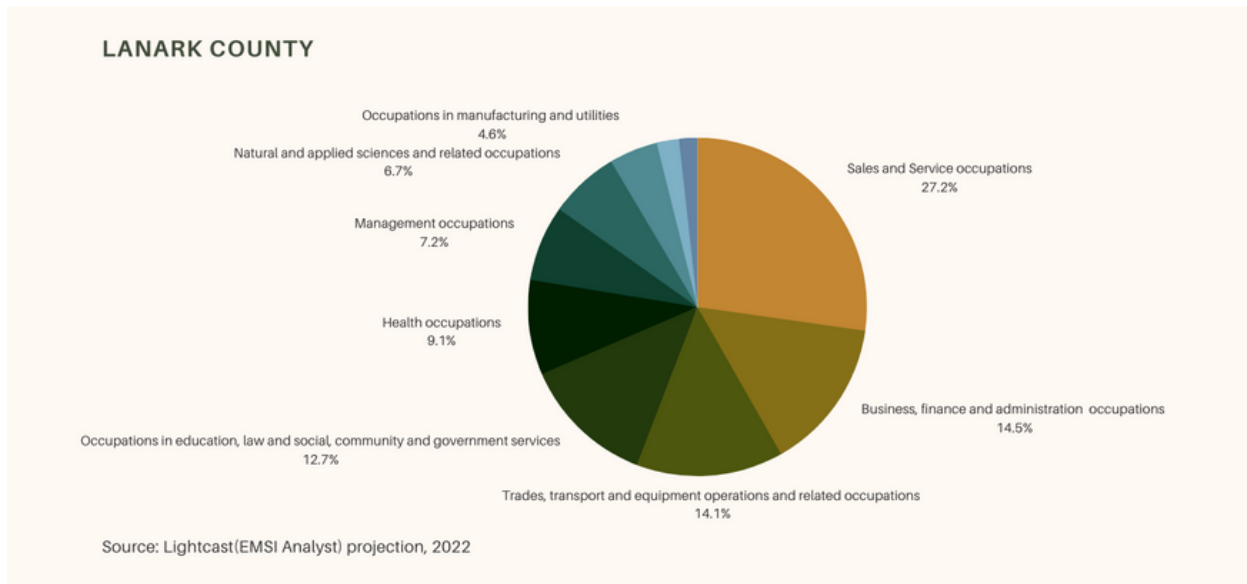


These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

HIGHEST RANKED OCCUPATIONS BY SIZE (LARGEST OCCUPATIONS)



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Occupational data is taken from analyzing job posting data in real time. In Renfrew and Lanark we can see that sales and service occupations are the largest group, with 2-3 times as many workers in sales and service then there are workers in trades or healthcare.

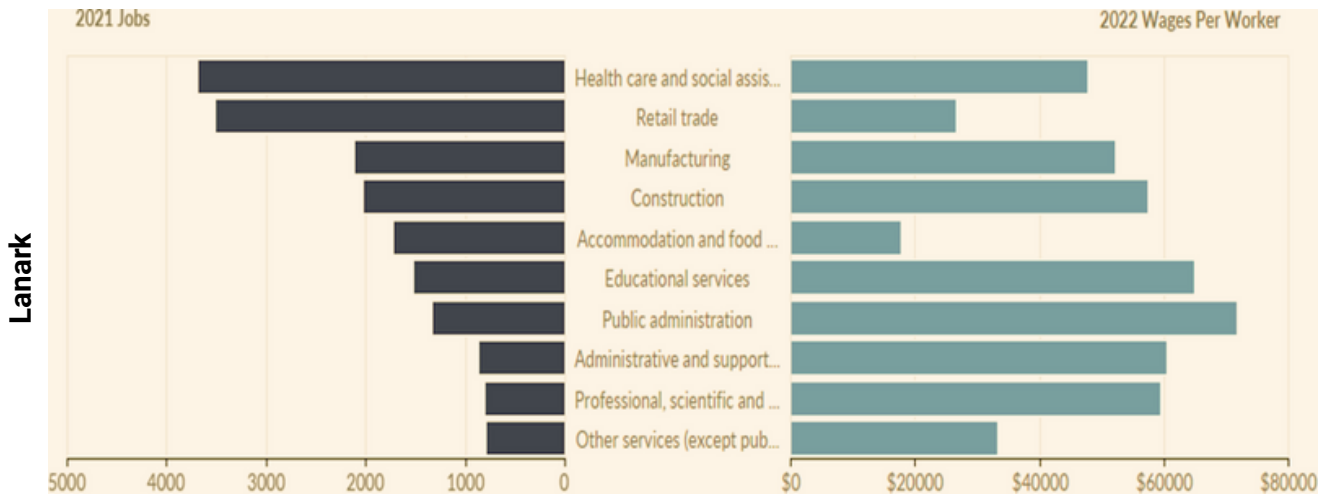
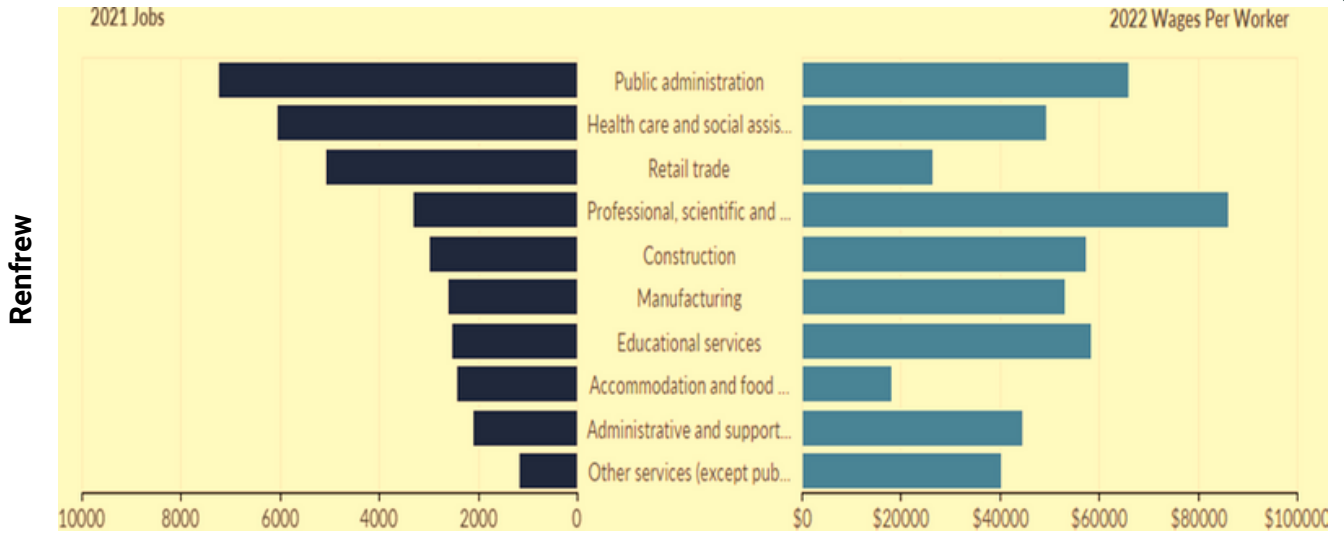
But we also know, that many businesses in the sale and service sector have been challenged to recruit and retain employees.

Did you Know?

The Labour Market Group of Renfrew and Lanark has established a labour market steering committee for the region. This group meets quarterly and is made up of employers from various sectors across Renfrew and Lanark counties.

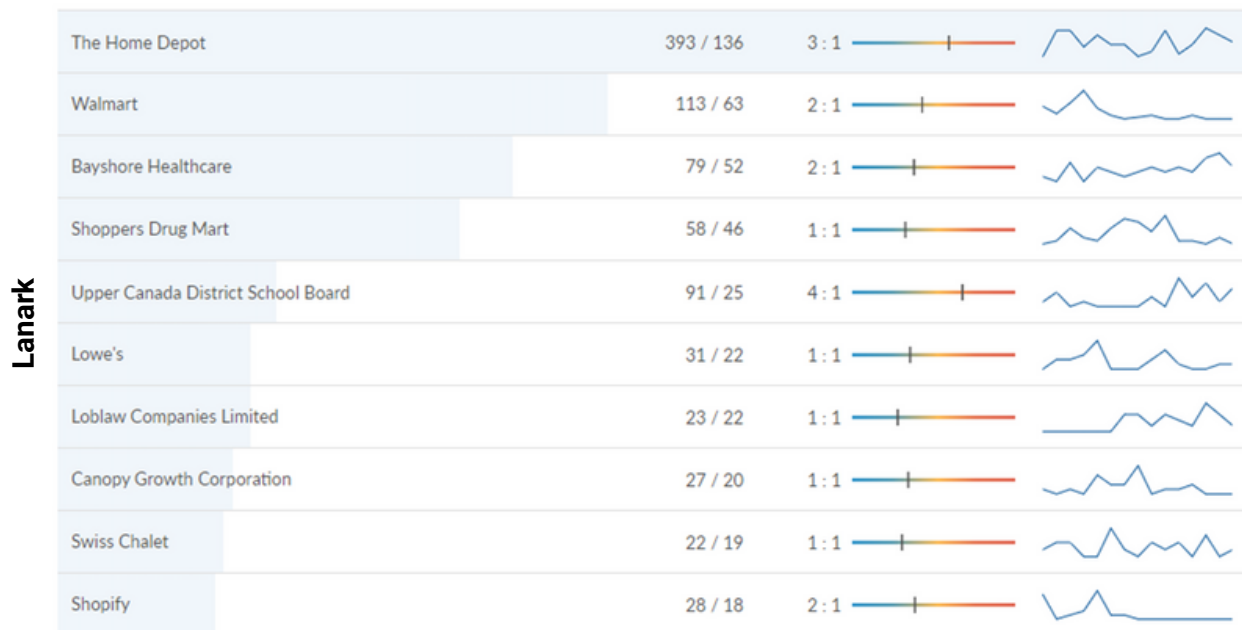
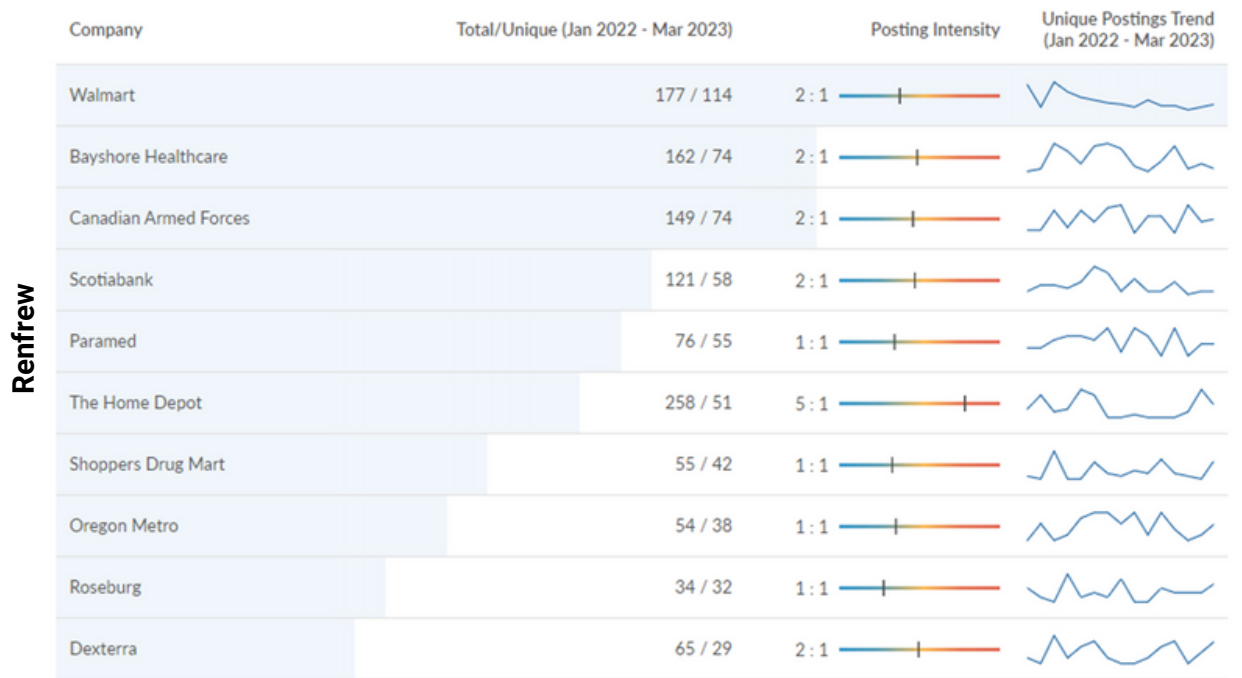
The committee members provide helpful insight into labour market trends and provide guidance to our work, such as helping us define the questions that we ask employers in our annual labour market pulse survey. You can learn more about what local employers are saying about the current state of the labour market by reviewing our Local Labour Market Planning report.

LARGEST INDUSTRIES



These graphs show the largest industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

WHO'S HIRING IN OUR REGION?



These graphs show the top companies job postings according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.