

# QUARTERLY 2023

## BULLETIN

### SEPTEMBER



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

# ABOUT US



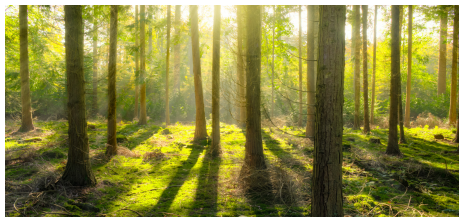
## About US

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](http://www.labourmarketgroup.ca) or send us an email with your questions, comments, concerns, requests and ideas. [img@algonquincollege.com](mailto: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](mailto:img@algonquincollege.com).





Our 2022 survey gathered valuable insight into the difficulties Employers in Renfrew and Lanark are facing.

Highlights include...

74% had difficulty hiring

50% had retirements

64% posted a position more than once because of limited applicants

**Please take 7 minutes to fill out our survey!**

You're Invited to a Labour Market Community Consultation Led by the Labour Market Group of Renfrew and Lanark Counties.

The labour market continues to change and feel the stresses of an evolving workplace. The emergence of remote work, coupled with technological advancements and shifting demographics has left many employers with labour shortages, but has also created opportunities for innovation and creativity.

Join the Renfrew-Lanark Labour Market Working Group for one of four community consultations as we tackle the tough questions of how rural areas can address their workforce needs now and into the future.

Choose your session below:

October 11th in Arnprior

[Register](#) →

November 21st in Perth

[Register](#) →

November 28th in Pembroke

[Register](#) →

December 5th Virtual

[Register](#) →

This sessions are free. Space is limited for in person consultations. Register early.



# COMMUNITY PROFILE - SMITH FALLS



Railways helped found the town of Smiths Falls and perhaps that's why the town has proven to be among the most resilient in Lanark County. This blue collar town has had its ups and downs when it comes to its labour force, suffering devastating job losses but it always finds a way to bounce back. The closing of the Hershey Chocolate plant and the Rideau Regional Centre dealt traumatic blows to the local economy in 2007, but the emergence of the cannabis industry following the legalization of marijuana in Canada, brought many jobs back to the community of just over 9,000 residents.

First it was Tweed that moved into Smiths Falls, taking over the abandoned Hershey plant, and becoming one of Canada's first marijuana manufacturing facilities. A few years later, Canopy Growth took over the facility and at its peak the company provided employment to about 1500 people, but fast forward to 2023 and everything that was old may become new again. Canopy Growth is in the midst of downsizing and has closed its largest plant in the town. While the company still has about 500 employees in Smiths Falls it is divesting itself of assets and recently sold the plant back to Hershey at a cost of more than \$54-million, after Canopy invested millions of dollars to modernize the former chocolate factory.

Hershey isn't showing its cards yet, but its hoped its history in the town and its knowledge of the local labour force will result in a return to chocolate production in the small Eastern Ontario town. We have included some statistical information in our community profile for the town of Smiths Falls.



## SMITH FALLS CONTINUED

Municipality	Population 2016	Population 2021
Lanark County	68,698	75,760
Smiths Falls	8,780	9,254

Source: Statistics Canada, 2016 and 2021 Census of Population

The 2021 national census indicated Smiths Falls' population was relatively unchanged in the five years that passed from the previous census, but the community continued to age. Of the 9,254 people who called Smiths Falls home, the median age was 47.2 years, compared to nearby Carleton Place which had a median age of 41.6 years. Attracting and retaining youth, particularly newcomers, has become a strategic priority for the town as it joins many rural communities that are struggling with an aging population.

Age Distribution	Lanark County 2016	Lanark County 2021	Smiths Falls 2016	Smiths Falls 2021
0 to 14 years	10,345	11,390	1,360	1,445
15 to 24 years	7,085	6,745	925	840
25 to 34 years	6,955	8,295	970	1,175
35 to 44 years	7,230	8,270	840	965
45 to 54 years	10,160	8,955	1,175	985
55 to 64 years	11,815	7,025	1,400	1,425
65 to 74 years	8,930	11,435	1,195	1,350
75 to 84 years	4,275	5,425	610	740
85 years and above	1,890	2,215	305	330

Source: Statistics Canada, 2016 and 2021 Census of Population



## SMITH FALLS CONTINUED

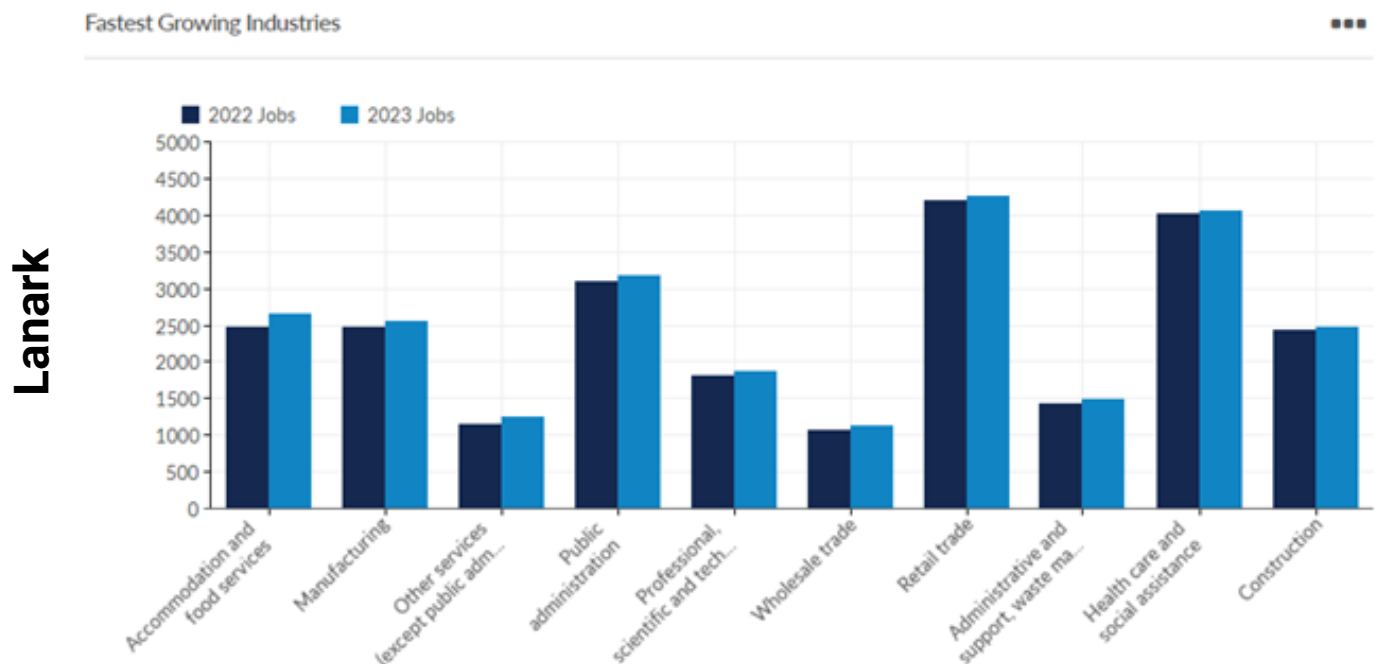
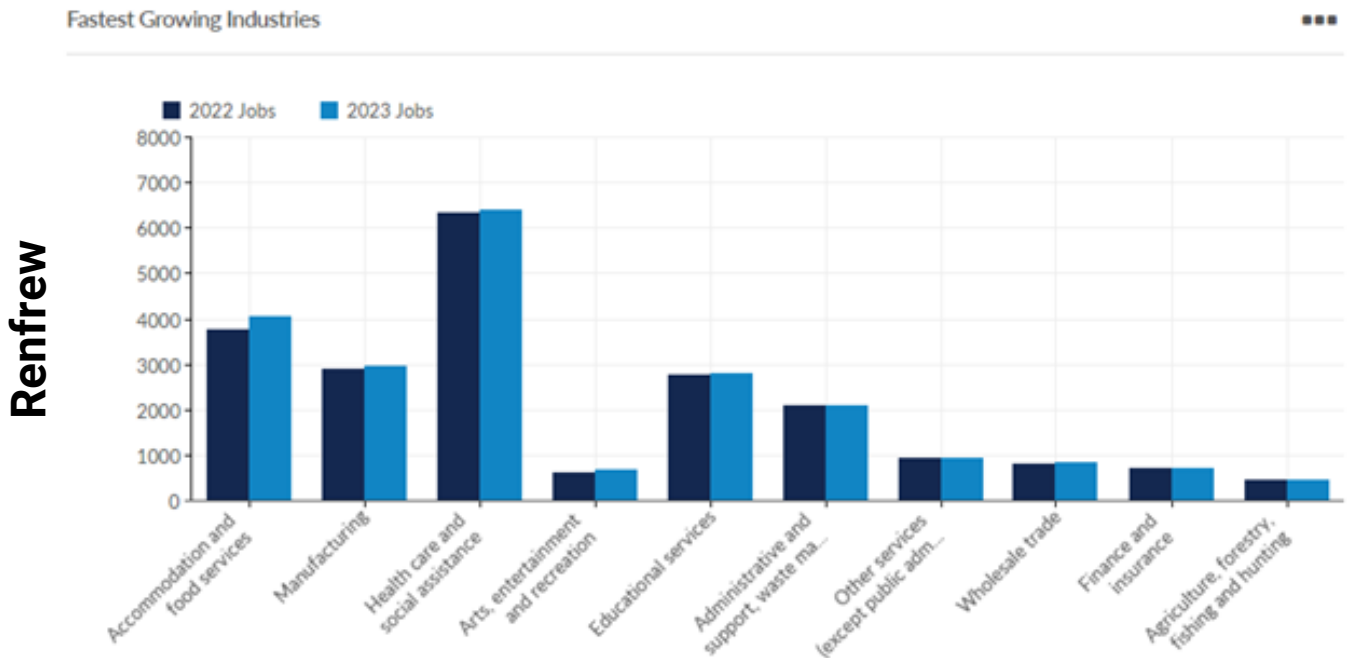
Educational Attainment	Lanark County	Smiths Falls
No certificate, diploma or degree	9,120	1,885
High school diploma or equivalency	18,895	2,610
Apprenticeship or trades certificate or diploma	4,490	390
College, CEGEP or other non-university certificate or diploma	17,775	1,905
University certificate or diploma below bachelor level	900	60
University certificate or diploma at bachelor level or above	11,735	785
Total	62,915	7,635

Source: Statistics Canada, 2021 Census of Population



# Labour Market Data June to August 2023

## FASTEST GROWING INDUSTRY AT THE 2-DIGIT NAIC LEVEL

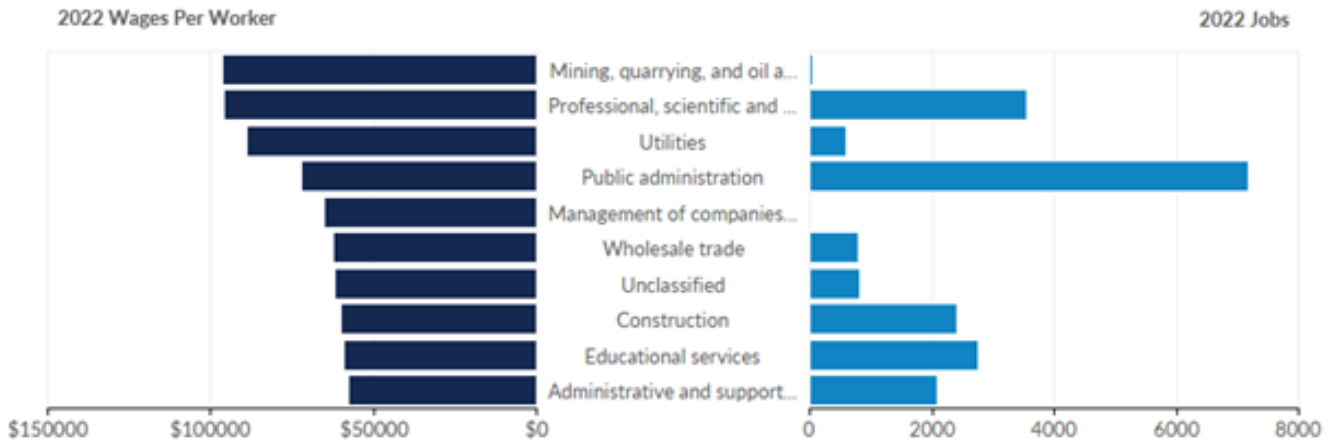


These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

# HIGHEST PAYING INDUSTRY

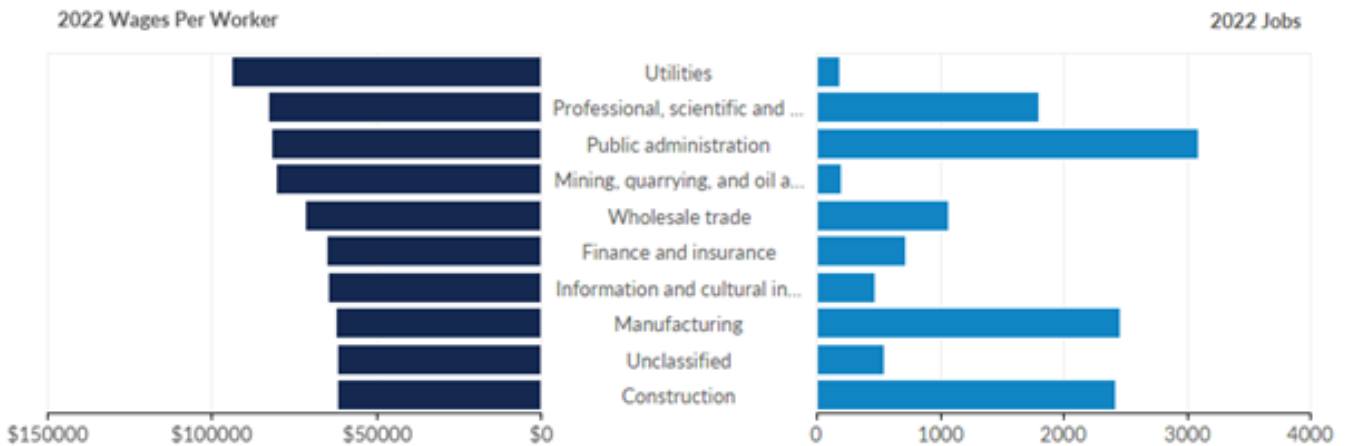
Renfrew

Highest Paying Industries



Lanark

Highest Paying Industries



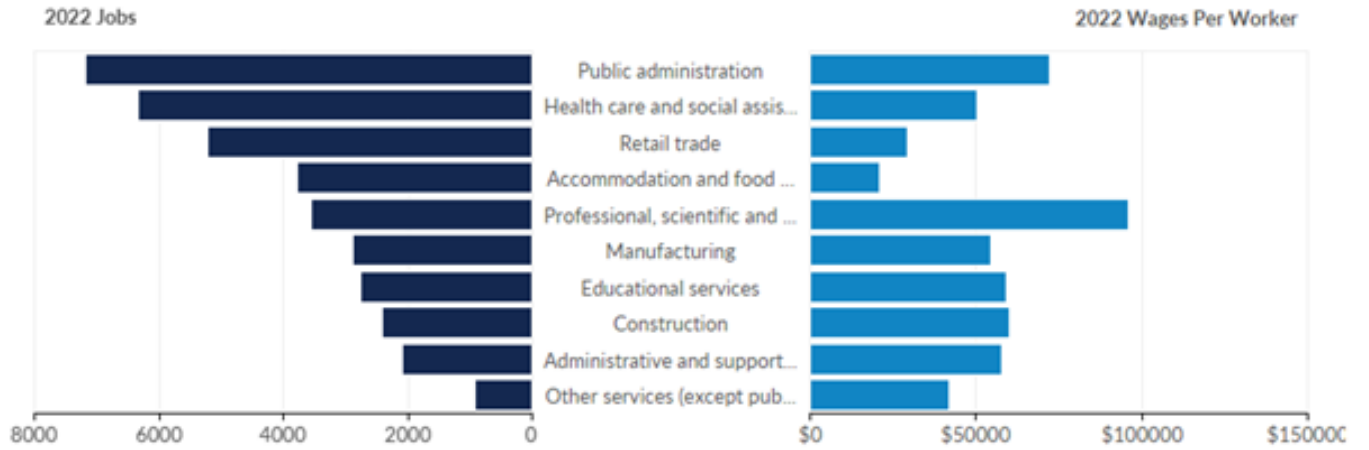
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# HIGHEST RANKED OCCUPATIONS BY SIZE (LARGEST OCCUPATIONS)

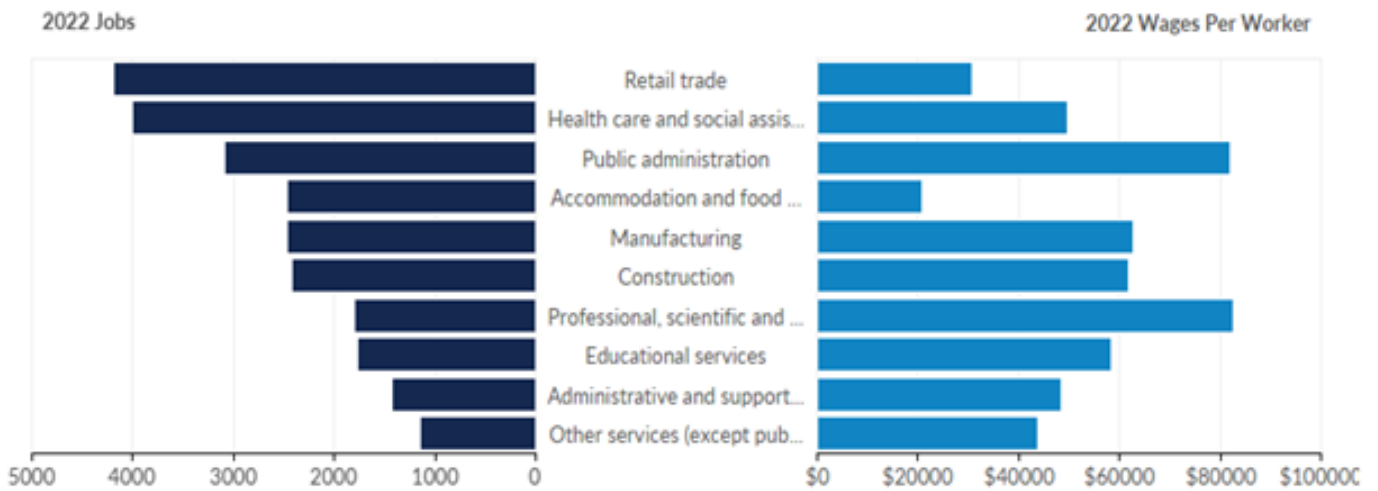
Renfrew

Largest Industries



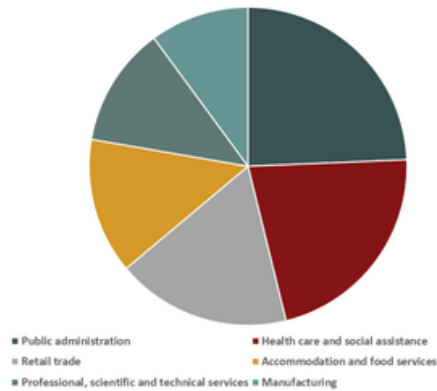
Lanark

Largest Industries

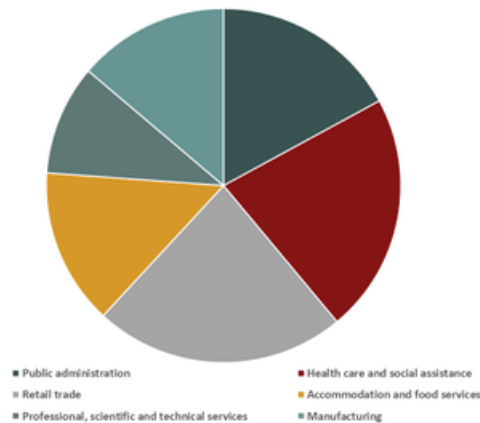


# HIGHEST RANKED OCCUPATIONS BY SIZE (LARGEST OCCUPATIONS)

**Renfrew**



**Lanark**



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 sales and service sector have been challenged to recruit and retain employees.

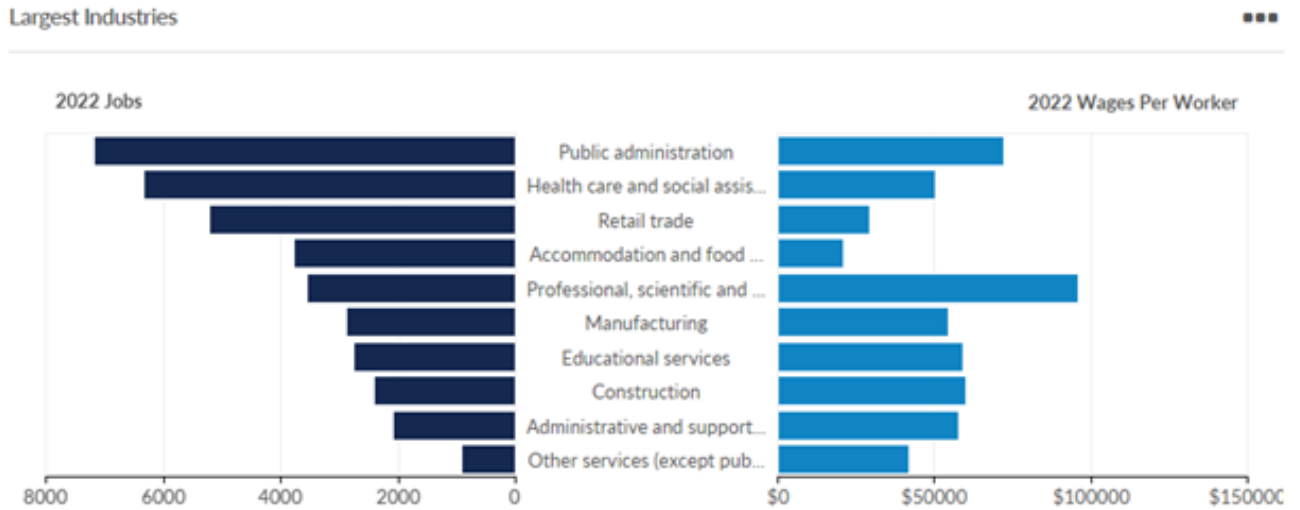
Did you Know?

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.

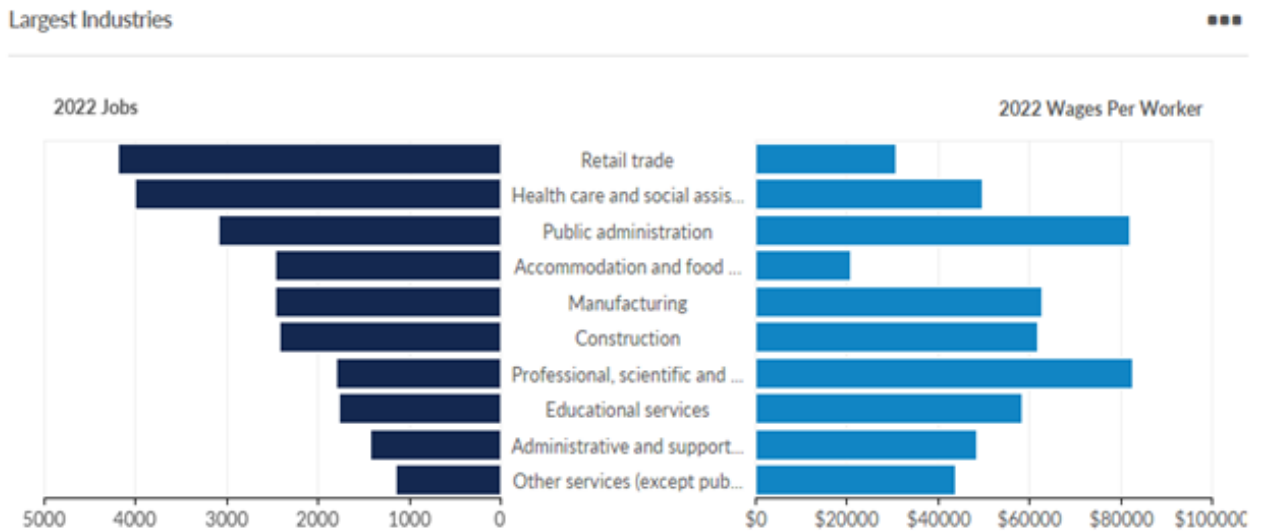
The committee members provide helpful insight into labour market trends and provide guidance to our work, such as helping us define the questions that we ask employers in our annual labour market pulse survey. You can learn more about what local employers are saying about the current state of the labour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

# LARGEST INDUSTRIES

Renfrew



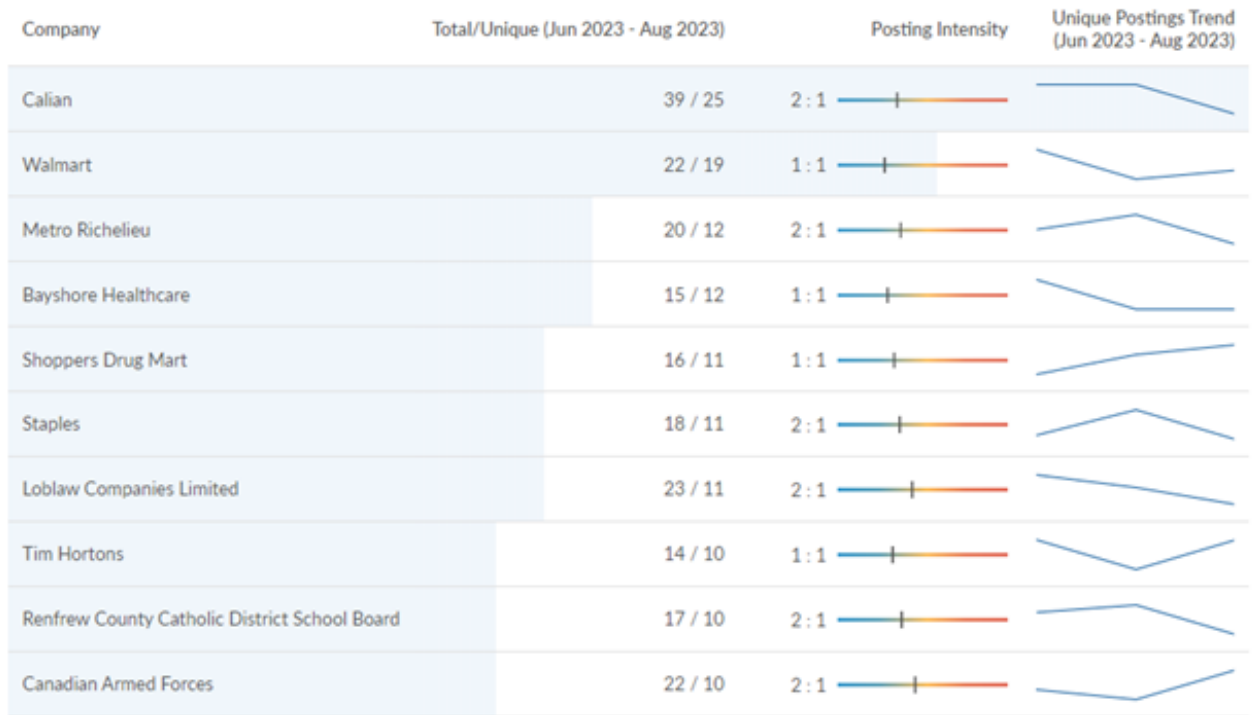
Lanark



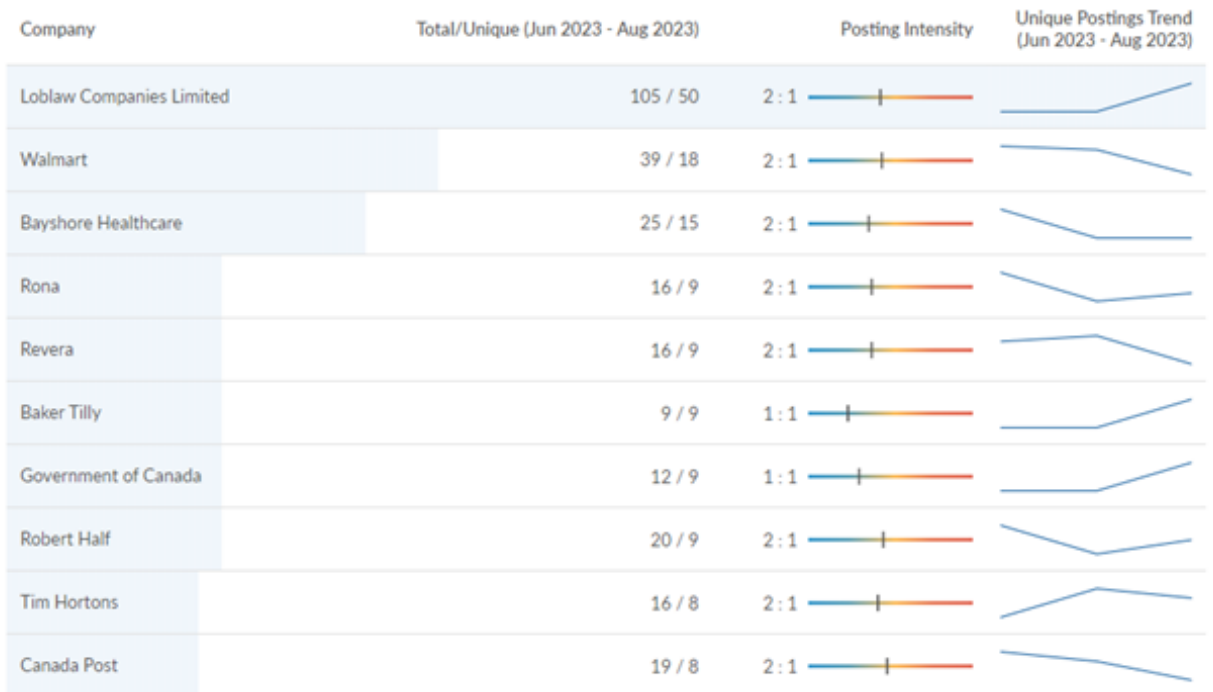
These graphs show the largest industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

# WHO'S HIRING IN OUR REGION?

## Renfrew



## Lanark



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.