

QUARTERLY 2023

BULLETIN DECEMBER



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!

[Click Here](#)



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.



Community Profile: The Town of Petawawa



Petawawa is unique among the municipalities of Renfrew County because of its military influence. Home to one of Canada's largest operational bases, the garrison hosts more than 6,000 members of the Canadian Armed Forces, making the military the primary economic driver in the town and the largest employer. In addition to the men and women who wear a military uniform, another 500 or more civilian workers are employed on the base.

In recent years, the garrison has been growing and reinvesting in its infrastructure, creating hundreds more jobs in the construction trades sector. The rejuvenation of the garrison has included the decommissioning of older buildings, replaced by modern facilities such as an impressive medical clinic that serves injured soldiers while also providing mental health and wellness support to members of the military.



The rapid growth of Petawawa started about a decade ago with the arrival of the 427 helicopter squadron. To house the new unit, a large hangar and compound needed to be built to house the larger Chinook choppers and as servicemen and women who were attached to the unit started arriving, it spurred a building boom that has continued despite higher interest rates and rising new home costs.

More than 18,000 people now live in Petawawa, making it the largest municipality in Renfrew County. Its population grew by 5.7 percent from the 2016 to the 2021 national census. Its one of the few areas in the region that has needed to build new schools as elementary enrolments have grown significantly for both the Renfrew County District and Renfrew County Catholic school boards.



The presence of the military has made Petawawa the youngest population in the county. While Renfrew County's average age now tops 44 years, the town's average age is 34 years, a reflection of the constant churn of military members who post in and out of the community. This infusion of young people has required the town to strategically plan its future to be family friendly and responsive to the changing needs of the community.



Population of Petawawa

Municipality	Population 2016	Population 2021
Renfrew County	102,394	106,365
Petawawa	17,187	18,160

Source: Statistics Canada, 2016 and 2021 Census of Population

The 2021 national census indicates that the population of Petawawa grew by 5.7 percent in the five years since the 2016 census, making it one of the few municipalities in the county to see a significant increase in the number of people living in the community. More significant is the higher number of young people living in the town. The median age of Petawawa is 32, and average age is 34. This military friendly community has experienced a building boom that has included new home development and the expansion of more standalone big box stores such as a new Food Basics grocery store that is scheduled to open in 2024.

Age Distribution of Petawawa

Age Distribution	Renfrew County 2016	Renfrew County 2021	Petawawa 2016	Petawawa 2021
0 to 14 years	16,475	16,850	3,825	3,955
15 to 24 years	10,885	10,555	2,300	2,280
25 to 34 years	12,840	13,265	4,020	4,070
35 to 44 years	11,205	12,105	2,335	2,720
45 to 54 years	13,855	11,775	2,000	1,785
55 to 64 years	15,835	17,125	1,305	1,645
65 to 74 years	11,940	14,405	870	1,065
75 to 84 years	6,515	7,260	435	490
85 years and above	2,845	3,020	100	165

Source: Statistics Canada, 2016 and 2021 Census of Population





Did you know?

The Ontario government has launched community consultations to investigate the barriers veterans and military spouses face when looking for work. The province says there are 150,000 veterans in Ontario, most of them between 25 and 54 years of age. The number of military spouses in the province is estimated to be 14,500. (Source: Ottawa Citizen)



Supporting the Military Community

Algonquin College's Pembroke Waterfront Campus has launched two free courses for the military community to support exiting military members and military spouses with making the transition to post-secondary education. Both courses offer 42 hours of in class time dedicated to helping the students learn more about being a college student through an introduction of programs and services, while also helping them define their career goals. The students have an opportunity to meet veterans and military spouses who have attended the college who can share their experiences transitioning from military to civilian life.

Jill of All Trades



The Lanark-Renfrew Labour Market Group was pleased to be a sponsor of the recent Jill of All Trades experiential learning day held at Algonquin College's Pembroke Campus. More than 100 high school girls participated in the event in an effort to encourage more of them to consider a career in the skilled trades.

The students rotated through several interactive workshops where they had the opportunity to work with their hands to build things and to learn more about fields such as carpentry, electrical, radiation protection, forestry, arborist and computer systems. The students also heard an inspiring speech by military veteran, Marcie Lane, who is a champion for female empowerment.





Canada's Rapid Population Growth

Canada is becoming more populated. Statistics Canada reported that as of June 16, 2023, the country's population had topped 40 million Canadians, a historic milestone for the nation. Canada's population is growing at a torrid pace with more than one million Canadians being added in 2022. Much of the growth has come from immigration.

The Lanark-Renfrew Local Immigration Partnership has partnered with several organizations to initiate a newcomer recruitment and retention strategy for Eastern Ontario (Read more: [LIP Eastern Region Strategy Document](#)). Here in Lanark and Renfrew Counties, there has been moderate population growth, but limited newcomer attraction. Creating welcoming communities for immigrants has become a priority for many communities in our region who are struggling with labour shortages.

Educational Attainment in Petawawa

Educational Attainment	Renfrew County	Petawawa
No certificate, diploma or degree	14,200	1,600
High school diploma or equivalency	28,720	4,800
Apprenticeship or trades certificate or diploma	6,455	920
College, CEGEP or other non-university certificate or diploma	23,525	3,610
University certificate or diploma below bachelor level	1,110	155
University certificate or diploma at bachelor level or above	12,770	2,280
Total	86,780	13,365

Source: Statistics Canada, 2021 Census of Population

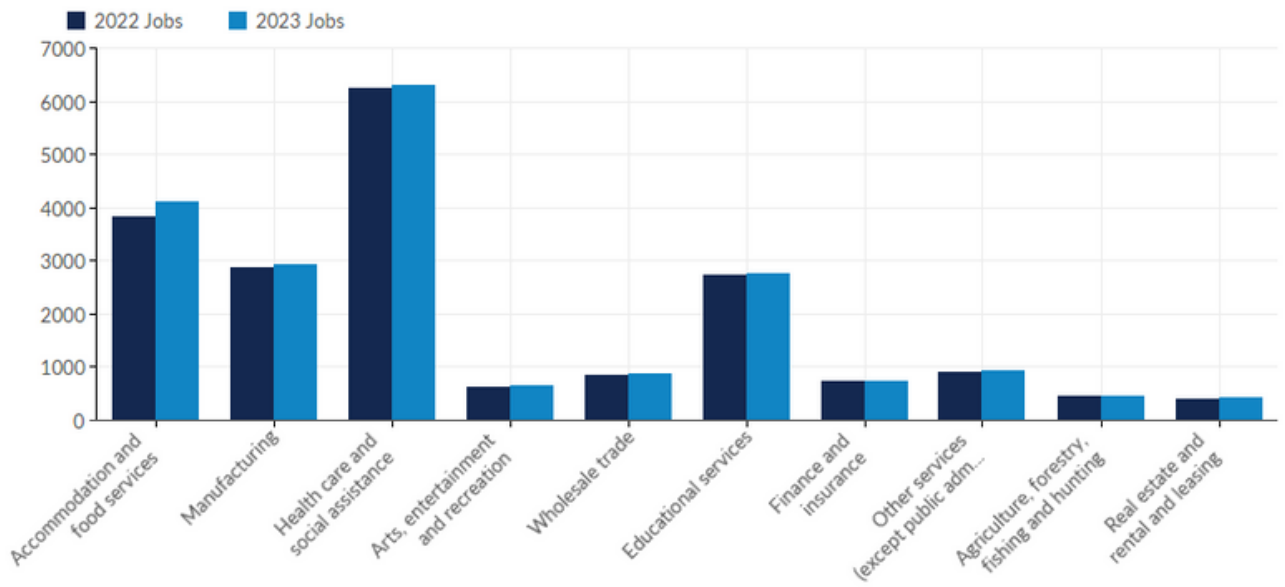


Labour Market Data September to November 2023

FASTEST GROWING INDUSTRY AT THE 2-DIGIT NAIC LEVEL

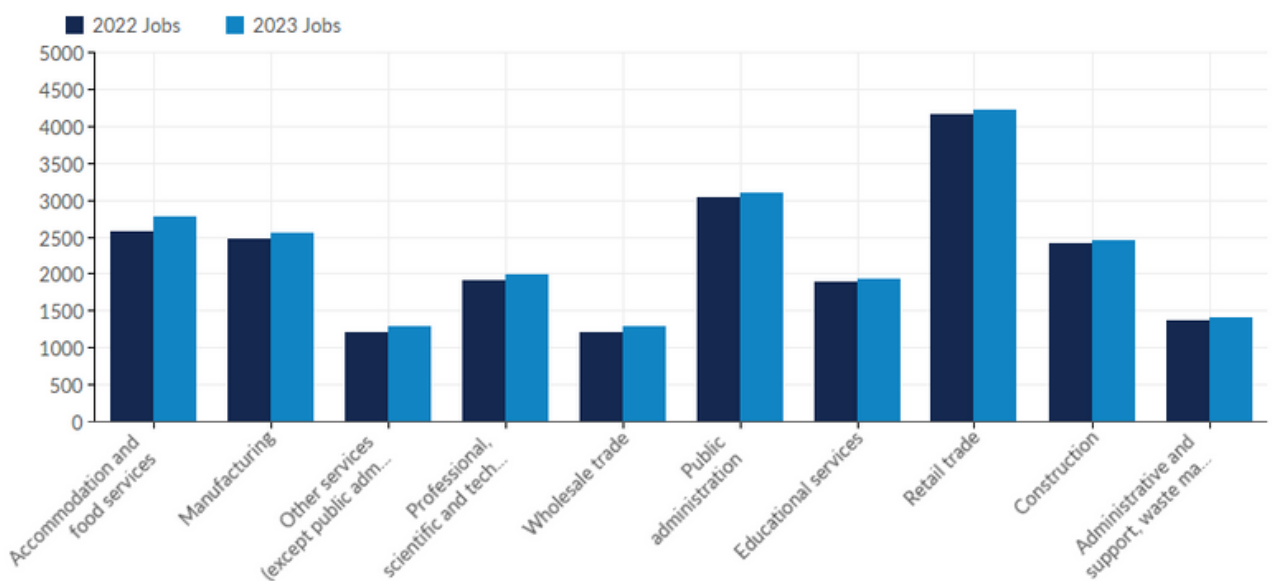
Renfrew

Fastest Growing Industries



Lanark

Fastest Growing Industries

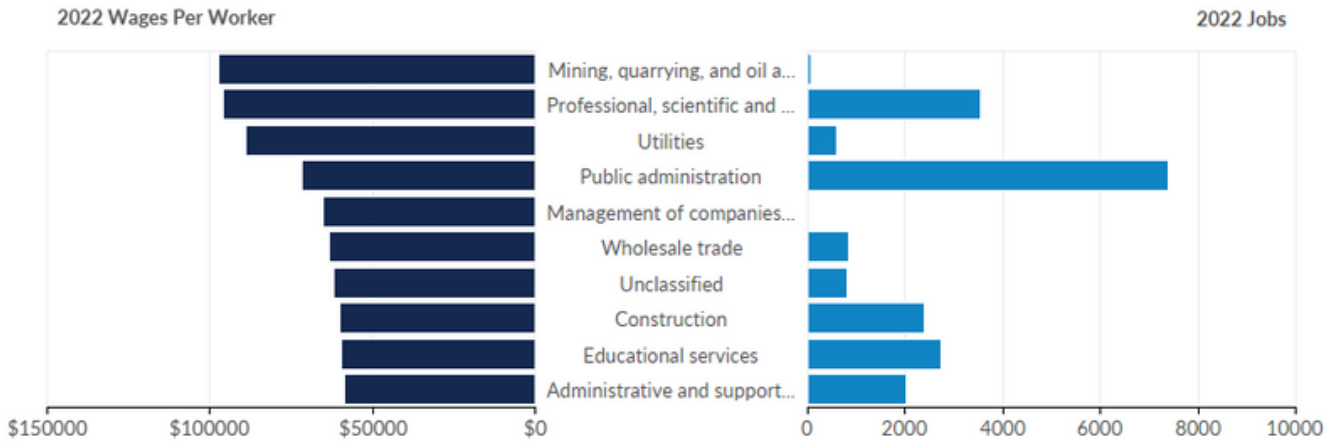


These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

HIGHEST PAYING INDUSTRY

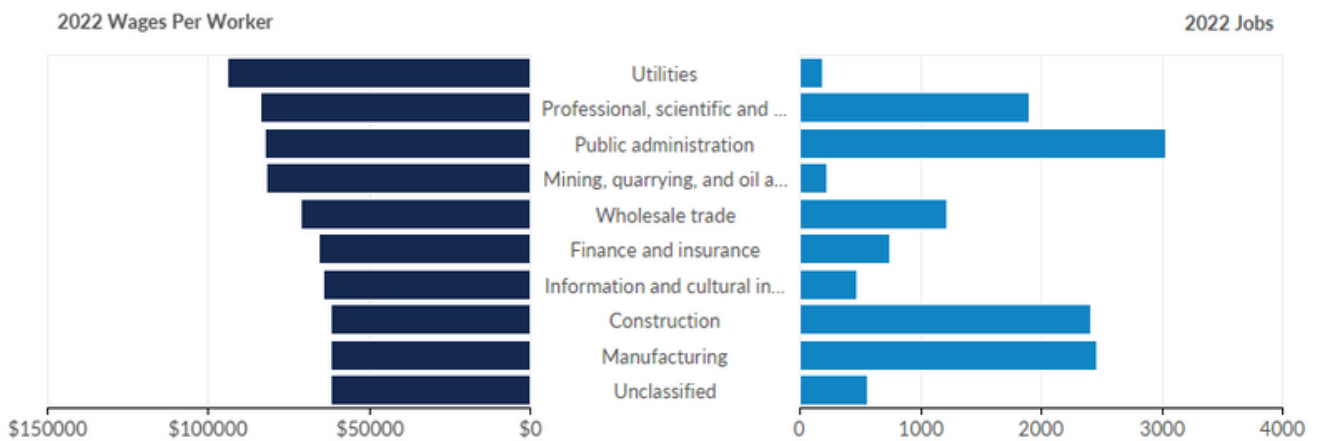
Renfrew

Highest Paying Industries



Lanark

Highest Paying Industries

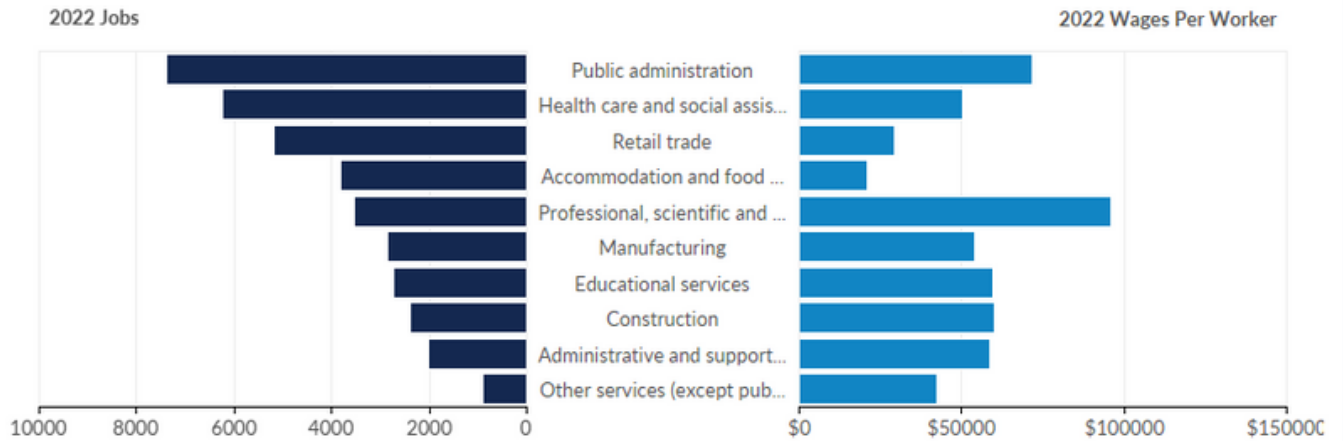


These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

LARGEST INDUSTRY BY SIZE

Renfrew

Largest Industries



Lanark

Largest Industries



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.

EMPLOYER PULSE SURVEY

The Labour Market Group of Renfrew and Lanark is continuously striving to provide better labour market insights and solutions. One way it does this is by conducting an annual Employer Pulse Survey. Although the survey is still running for 2023, we have gathered some preliminary results, the highlights of which are shared with you below.

You can participate in the survey by clicking on the survey [link](#). It will take no more than 10 minutes to complete. Your responses will be used solely for the purpose of labour market planning.

1

**75% HAD DIFFICULTY HIRING EMPLOYEES
IN THE PAST YEAR**

2

**67% POSTED POSITIONS MORE THAN
ONCE IN THE PAST YEAR DUE TO LIMITED
APPLICATIONS**

3

**44% LOST EMPLOYEES TO COMPETING
EMPLOYERS**

4

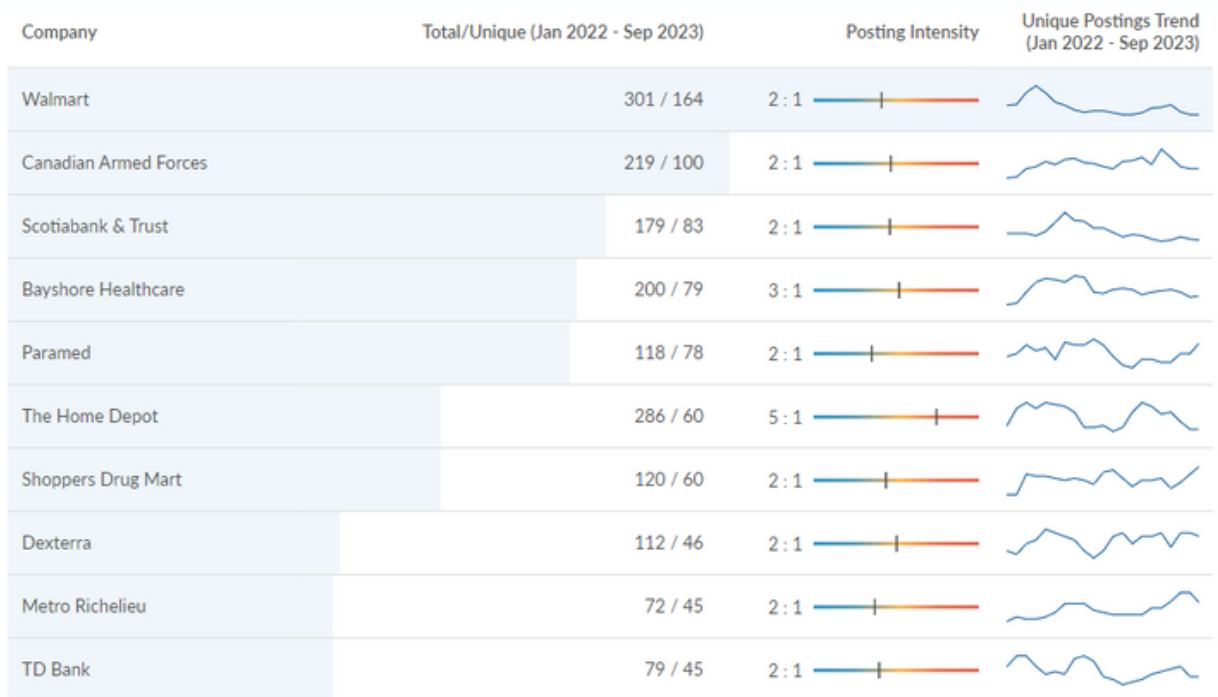
**29% OF BUSINESSES OFFERED HYBRID
WORKING CONDITIONS**

5

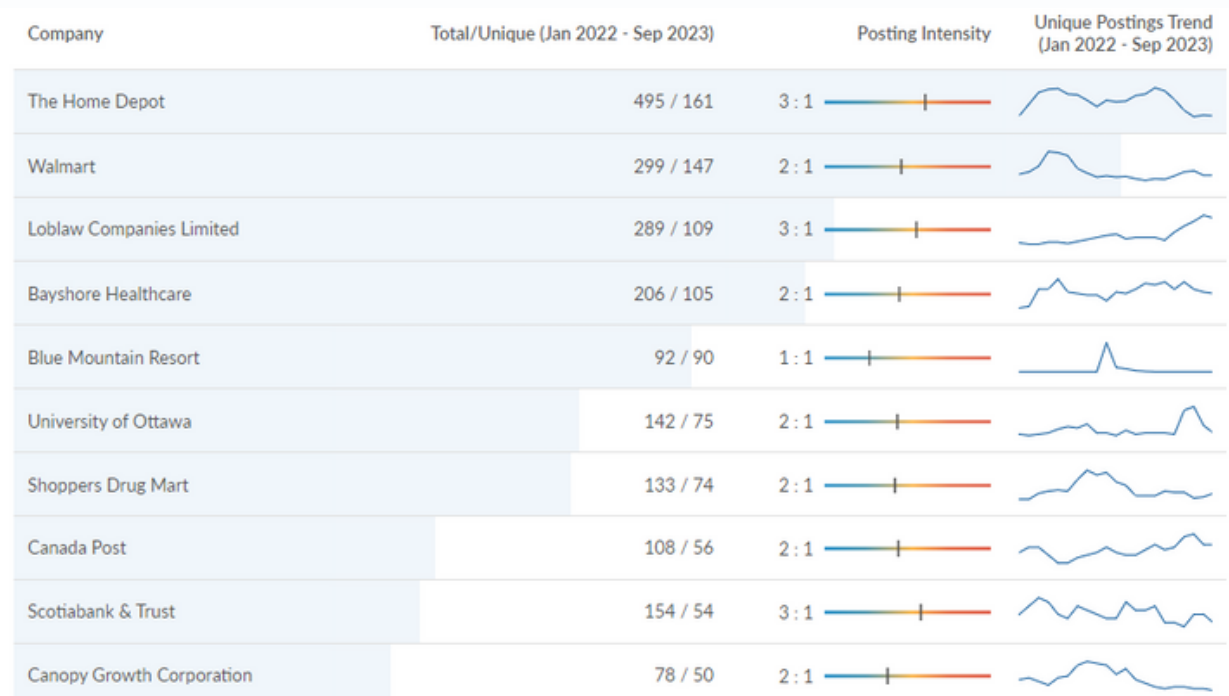
**21% OF EMPLOYERS HAVE BEEN AFFECTED
BY THE LIMITED AVAILABILITY OF
CHILDCARE SERVICES**

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.