2023-2024



LOCAL LABOUR MARKET PLAN

THE LABOUR MARKET GROUP OF RENFREW & LANARK

Canada

EMPLOYMENT ONTARIO EMPLOI ONTARIO

Ontario



THE LABOUR MARKET GROUP OF RENFREW & LANARK

OUR MISSION

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

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 (MLTSD), we work 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 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. We help facilitate community planning to address labour market issues and most importantly we partner with organizations and businesses to develop strategies that address the most pressing workforce development challenges in our region while also pursuing new opportunities. More information on our projects can be found on our website at www.labourmarketgroup.ca.

OUR VALUES

Caring Respect Integrity Quality



OUR TEAM



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EXECUTIVE SUMMARY

The industrial revolution changed the way people work by introducing machinery to expedite the manufacturing process. It was a transformational time in our history. The next major innovation that impacted the way we work was the world wide web. The Internet made computers a primary workplace tool and when hand-held devices followed it made it easier to find information and to communicate with people around the world, opening up a global digital economy. Now, artificial intelligence is about to transform the workforce again. The question is what will that look like in the workforce of the future?

When Chat GPT, Chat Generative Pre-Trained Transformer, launched in November of 2022, the world was introduced to both the opportunities and the threats of artificial intelligence. People were amazed and worried in the same breath, unsure of where this new technology might take us, but it is clear there is no turning back.

The insertion of artificial intelligence into how we work and live comes at a time when parts of the world are in turmoil. War and conflicts in Europe and the Middle East have created tension, drawing in military and humanitarian support from other countries, including Canada. All of this is happening as Canadians face high interest rates, unforgiving inflationary pressure on the necessities of life including housing and food, and some uncertainty as more companies lay-off workers or delay hiring to address budgetary pressure caused by a cooling economy.

In Lanark and Renfrew counties, we are not immune from these world issues and over the past year we have heard from many employers, organizations, and individuals about the conditions within our local labour market. During four community consultations in Arnprior, Perth, Pembroke and online, we heard about the challenges some employers were having in filling jobs, but we also learned about the creative ways companies were approaching the recruitment and retention of employees.

We learned about things like offering parents flexible work shifts to help them manage their childcare needs, mentorship programs that allowed employers to retain recent retirees on a casual basis to cover shifts while offering guidance to younger staff, and the efforts made by some manufacturing plants and health care providers to recruit foreign workers to address staffing shortages in hard-to-fill jobs.

All of this is necessary because our region simply doesn't have enough working-age people to meet its current labour market needs. Statistics provided through the National Census of 2021 show that almost one in four residents in both Renfrew and Lanark Counties is over 65 years of age, and almost 50% are over 50 years of age. It's a problem and one that the Local Immigration Partnership

of Lanark and Renfrew is trying to address through its work on developing an immigrant attraction and retention strategy for Eastern Ontario.

In our consultations, we explored community factors that were impacting the labour market. At the top of the list was the lack of affordable housing in the region as housing costs and rental rates have soared, leaving many individuals and families struggling to find a place to live. A new initiative by the Eastern Ontario Warden's caucus to build 28,000 housing units during a seven-year period across Eastern Ontario could help if it can get traction.

Known as the 7 in 7 plan, the Warden's caucus is hoping to engage with developers to respond to a larger plan by the Ontario government to build more than one million affordable housing units to try to address the growing concern that housing costs have escalated so much in recent years, they are now out of reach of many Ontarians. In the meantime, the new home construction market and real estate sales have slowed, a result of higher interest and mortgage rates.

So, what does all of this mean? In a nutshell, we are experiencing significant changes in our labour market. It is being impacted by so many issues, including economic conditions, demographics, technology advancements, climate change and the overall well-being of employees. Never before has there been such an emphasis placed on the health and wellness of workers, but at the same time many workers are struggling to cope with the everyday pressures of life and that has spilled over into the workforce.

Indeed, we learned in our annual Employer Pulse Survey that a growing number of employers were investing in mental health training to prioritize the well-being of their workforce. However, we also found that a significant portion had experienced employee turnover to competitors. Employers also advised us they were continuing to struggle with their job postings, many not receiving enough applications or not enough qualified applicants to move forward with a hiring competition.



In our annual Local Labour Market Planning Report, we have described the current conditions in the labour market in Lanark and Renfrew Counties, the strategies and community partnerships that are in place to help address some of these challenges and we have shared some data that helps tell our local labour market story.

We hope this report is useful to you and we encourage businesses and organizations to reach out to us to learn more about our work and how it is making a difference in helping to inform our communities about the labour market in Lanark and Renfrew counties.

THE REGION WE SERVE AND HOW WE CAN HELP

The Lanark-Renfrew Labour Market Group is a provincially funded research organization that supports local labour market planning. Administered by Algonquin College's Pembroke Campus, the LMG uses data to identify trends, opportunities, and threats to the region's labour force, and works collaboratively with many stakeholders to address labour market concerns.

Located in Eastern Ontario and bordering on the National Capital Region, the geographical footprint of Renfrew and Lanark Counties covers a combined area of 10,679 km^2, but the region is sparsely populated with significant distances between communities. The largest municipality in the region is the town of Petawawa, a growing military community that is now approaching a population of about 18,000 people, but most of the communities are smaller towns and villages that have populations of between 1,000 and 8,000 residents.

A drive through either county provides a picturesque perspective of all that the region has to offer, open spaces, rugged terrain, a network of lakes and rivers and an abundance of agricultural land and forests. At one time, farming was the key industry in the region, followed by manufacturing, but over time, technological advancements and global economic competition have changed the economic tapestry of the region. Many of the factories that once operated in small towns like Renfrew and Perth have closed and places like Arnprior and Carleton Place are becoming bedroom communities to Ottawa, both experiencing a housing boom and population growth. Gradually, more newcomers are settling into the area, a necessity for a region that is rapidly aging, applying pressure on businesses and organizations to fill positions to meet their operational needs.

At the Labour Market Group, we monitor changes in the region's economy and its workforce. We pay attention to new initiatives that can drive labour market changes such as





Ontario's Learn and Stay Grant, a program that provides free tuition to college and university students who are studying in select health care programs, if they commit to working for a set period of time within the catchment area where they were trained.

As a workforce planning group, we gather local intelligence on supply and demand issues when it comes to meeting the workforce needs of Lanark and Renfrew counties. We help build understanding and coordinate community responses, and we provide timely information to employers, municipalities and organizations that seek labour market information. The LMG is both a think tank and a facilitator that relies on data, local intelligence, and storytelling to help create a more unified effort to address workforce development needs in the rural areas that are part of its mandate.

gather local intelligence on supply and demand issues

BACKGROUND

In the Province of Ontario, there are 26 Workforce Planning Boards, who are funded by the Ministry of Labour, Immigration, Training and Skills Development (MLTSD) to support labour market planning within the regions that they serve. Each board facilitates a local labour market planning (LLMP) process that identifies and prioritizes labour market issues. Once issues are identified, the Workforce Planning Board works with community partners, service providers and employers to develop a plan of action to meet the changing labour market needs of the community. In place of a local planning board, the Labour Market Group of Renfrew and Lanark (LMG) has delivered the LLMP process within our region since 2007. The LMG works collaboratively with dozens of service providers, community partners and employers. Each partner helps to provide effective local labour market intelligence and feedback on community projects so that we can better serve our communities within the region.

ACKNOWLEDGEMENTS

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

The work of the Labour Market Group of Renfrew and Lanark is administered by Algonquin College's Pembroke Campus. The LMG is a proud member of Workforce Planning Ontario.

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Ontario

Workforce Planning Ontario
www.workforceplanningontario.ca

DEMOGRAPHIC OVERVIEW

Renfrew County – Demographic profile

Renfrew County has a total population of 106,365 (2021 National Census). There are 9,045 people who identify as indigenous and 3,430 who identify as racialized. Between 2016 and 2021, there were a total of 235 newcomers to Renfrew County. The county is geographically the largest in Ontario, encompassing approximately 7,645 square kilometers. Located in the heart of the Ottawa Valley, it stretches along the shores of the Ottawa River from the outskirts of Ottawa in the east to the northern tip of Algonquin Park's wilderness in the west. Renfrew County is home to over 900 pristine lakes and four major river systems. The county is highly diverse, ranging from wilderness areas, which make up half the county, to highly industrialized and developed areas with world class employers and facilities using the latest technology to deliver products and services. The county hosts one of Canada's largest operational military bases in Garrison Petawawa and is also home to Canadian Nuclear Laboraties in Chalk River, a major employer in Onario's robust nuclear sector. The natural environment is unique and rural, lending itself to a wide range of outdoor and tourism activities. There are 18 municipalities in Renfrew County, including the independent City of Pembroke.

Lanark County – Demographic Profile

Lanark County has a total population of 75,760 (2021 National Census). The indigenous population in Lanark County total 3,245 while the racialized population sums up to 2,430. Lanark County's newcomer population between 2016 and 2021 totals 360 people. The county is a geographically large and diverse region covering an area of 3,034 square kilometers. Lanark County has two large rivers, the Mississippi and Rideau, which both flow into the Ottawa River. Located on the western boundary of Ottawa, Lanark County is the Maple Syrup Capital of Ontario. Comprised mostly of rural areas with pockets of urban activity, Lanark County advertises "a superior quality of life." The county promotes having "the best of both worlds," having communities surrounded by the beauty of nature while still being only minutes away from world-class amenities in the nation's capital. There are nine municipalities in Lanark County, including the independent Town of Smiths Falls.

RENFREW COUNTY

Age Characteristics:

	2021			2016			Change		
Age groups	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
15+ population	89,515	44,555	44,955	85,920	42,555	43,365	4.18%	4.69%	3.67%
15 – 24	10,555	5,730	4,820	10,885	5,755	5,125	-3.03%	-0.43%	-5.95%
25 – 54	37,145	19,905	18,235	37,900	19,275	18,620	-1.99%	-1.91%	-2.07%
55+	41,815	18,840	19,955	37,135	17,510	19,625	12.60%	13.68%	11.62%

Source: Statistics Canada, 2021 Census of Population

Indigenous Identity and Racialized Population, 15+

	2021			2016			Change		
Characteristics	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
Indigenous population	7,315	3,740	3,570	6,605	3,315	3,285	10.74%	12.82%	8.67%
Racialized population	2,655	1,295	1,360	1,935	955	980	37.20%	35.60%	38.77%

Source: Statistics Canada, 2021 Census of Population

Newcomers 15+

Age groups	Total Immigrants	2016-2021	2016	2017	2018	2019	2020	2021
15 to 24 years	205	25	0	0	0	0	10	15
25 to 44 years	1,295	305	45	60	30	95	40	35
45 to 64 years	1,705	45	10	20	15	0	0	0
65 years and over	2,430	15	0	0	0	0	0	15

Source: Statistics Canada, 2021 Census of Population

LANARK COUNTY

Age Characteristics:

	2021			2016			Change		
Age groups	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
15+ population	64,370	31,205	33,170	58,355	28,115	30,235	10.30%	10.99%	9.70%
15 – 24	6,745	3,490	3,260	7,085	3,680	3,405	-4.79%	-5.16%	-4.25%
25 – 54	25,520	12,605	12,925	24,345	11,830	12,525	4.82%	6.55%	3.19%
55+	32,095	15,115	16,985	26,915	12,605	14,310	19.24%	19.91%	18.69%

Source: Statistics Canada, 2021 Census of Population

Indigenous Identity and Racialized Population, 15+

	2021			2016			Change		
Characteristics	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
Indigenous population	2,645	1,225	1,415	2,090	1,015	1,075	26.55%	20.68%	31.62%
Racialized population	1,790	880	910	1,010	495	515	77.22%	77.77%	76.69%

Source: Statistics Canada, 2021 Census of Population

Newcomers 15+

Age groups	Total Immigrants	2016-2021	2016	2017	2018	2019	2020	2021
15 to 24 years	135	50	35	0	0	15	0	0
25 to 44 years	820	220	60	30	35	45	35	15
45 to 64 years	1,550	80	35	15	0	30	0	0
65 years and over	2,320	10	0	0	0	10	0	0

Source: Statistics Canada, 2021 Census of Population

MEDIAN AGE

Region	Median Age (2016)	Median Age (2021)	DIFFERENCE
Renfrew County (3547)	44.8	45.2	0.4
Lanark County (3509)	48.2	48.8	0.6
Ontario	41.3	41.6	0.3

Source: Statistics Canada, 2021 Census of Population.

COMPANY PROFILE

KI Canada Looks Overseas for Workers

Krueger International came to the rescue when one of Pembroke's primary manufacturers went bankrupt in the early 1990's. One of the main considerations for the American-based company was the available workforce that could step in to run the equipment that powered the plant. Most of the hundreds of workers who lost their jobs when Storwal International closed its doors were still holding out hope that the factory would re-open. When it did, KI (as it is now known) quickly rebuilt the business from the ground floor up, at one point exceeding 400 employees.

It's been more than 30 years since KI arrived in Pembroke. Over time, its workforce aged, and as more of the former Storwal employees retired or moved on, the company started to feel pressure to replace them. Gradually, KI started to rely on automation and efficiencies to remain competitive in a global marketplace experiencing disruptive forces, first a world-wide pandemic and now the emergence of artificial intelligence. The workforce at the plant now numbers about 140 employees, but even with fewer employees on the company payroll, KI is struggling to secure a workforce.

The problem is not new. It's been a problem for many manufacturers, particularly in smaller communities that are aging at a more rapid rate, but it has become more critical in recent years. KI tried several initiatives, including increasing starting salaries, offering incentives to employees and exploring partnerships with educational institutions to build a pipeline for future workers. After years of trying to find a local solution, the company has now made the bold move of recruiting foreign workers. KI has set its sights on the Philippines, specifically looking for employees to run its presses, positions that have been particularly difficult for KI to fill.



Riza Mae Dela Cerna started working at the KI Canada manufacturing plant in Pembroke in October of 2022. She is one of five workers who KI recruited from the Philippines to fill brake operators roles within the plant, positions that the company has had difficulty filling in recent years.

KI General Manager, Dan Mellen, says, “We chose to recruit workers from the Philippines because of their reputation and because there was already an established Filipino community here in the valley. I firmly believe that the latter is crucial for long-term retention of these employees,” added Mellen.

To date, KI has recruited five Filipino employees, but the company hopes to secure more. They’ve proven to be reliable workers, and KI’s leadership team has done what it can to help them integrate into the community, from assisting them with securing housing and buying vehicles to teaching them about resources that can help them adjust to life in Canada.

The employees were hired as brake press operators, a role the company says can take up to three years to train someone to do. Mellen says there were 400 openings in Canada for brake press operators at one point. No wonder KI was having difficulty filling the role and started investigating hiring temporary foreign workers with the experience KI was looking for. Still, as their status in Canada suggests, they are only permitted to work at KI for two years, unless they re-apply and are given an extension.

Riza Mae Dela Cerna is one of those workers and wants to stay in Canada. Before joining KI she had worked in Japan, Saudi Arabia and Taiwan where the workdays were longer, and it was a six-day work week. “I like it here. People are very nice, and we are off on Saturday and Sunday,” says Dela Cerna who started at KI in October of 2022. She has now applied for permanent residency in the hopes she can continue to work at the plant when her current work permit expires.

It’s a similar perspective for Robert Santillan who says, “the salary is much better, and Canada is ideal for my family.” He worked in Saudi Arabia and the Philippines before taking the job at KI and now he is hoping to stay. He too has applied for his permanent residency.

KI has worked closely with the Local Immigration Partnership (LIP) of Lanark-Renfrew, a federally funded organization that works with municipalities, employers, and organizations to create welcoming communities for newcomers. LIP helped KI prepare for the arrival of the Filipino workers, offering free cultural awareness training to the company, sharing resources that helped onboard the employees and offering ongoing guidance, but the heavy lifting was left to the KI team.

“Probably the most complex part was doing interviews and selecting candidates from halfway around the world,” says Mellen, who is all-in on the effort to help these workers stay at KI and in Canada, but he knows there is still plenty of work to do and lots of lessons to be learned. “The process takes time, it’s expensive and there are no guarantees that once the workers get to Canada, they will be able to stay long-term,” but to date, Mellen says it has been worth the effort.



The economic headwinds that KI and other businesses are facing are very real. Inflation, high- interest rates, world unrest, climate change, and labour shortages are all contributing factors to the state of Canada's economy, but there is one silver lining for KI's only Canadian manufacturing facility. The Canadian dollar has remained low against its American counterpart, helping give the Pembroke plant a competitive advantage.

That's always been critical to the plants' margins as KI relies on the United States to sell its products, including lateral and pedestal filing cabinets, desks, and storage lockers. Twenty-five percent of what it produces in Pembroke are custom orders. Annually, the plant generates more than $60 million American in sales, the bulk of the orders having to be filled in the summer months when KI relies on temporary workers to get the job done.

Moving forward, KI has made a strategic decision to continue to pursue international hires for positions it has deemed difficult to recruit. Time will tell if it is the right decision, but at this moment in time, KI has embraced the opportunity to become a more culturally diverse employer while also helping solve its current labour force shortages.





POPULATION CHANGE

Census Division	2016	2021	Population change
Renfrew County (3547)	102,394	106,365	+3.9%
Lanark County (3509)	68,698	75,760	+10.3%
Ontario	13,448,494	14,223,942	+5.8%

Source: Statistics Canada, 2021 Census of Population.

Local Intelligence

With the exception of the Town of Petawawa, all of the towns and villages that make up the two counties have an older average age than the provincial average. In 2023, the Lanark Renfrew Labour Market group partnered with United Way East Ontario and held two labour market forums for underrepresented populations (Pembroke and Smiths Falls) to begin a community dialogue on making more opportunities available for people with disabilities, seniors, youth, sole support parents and other marginalized groups to gain more access to jobs. Historically, these groups have had higher unemployment rates in the region.



Pembroke Labour Market Forum on Underrepresented Groups in the Labour Force, Ben McMurchy, Pat Wolfe, Olivia Reed, Jamie Bramburger

MIGRATION CHARACTERISTICS

The graphs below show migration patterns in Renfrew and Lanark Counties in comparison to the province of Ontario from 2016 to 2021.

Renfrew County

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,424	4,082	342
18-24	2,941	2,516	425
25-44	8,307	7,902	405
45-64	4,931	2,887	2,044
65+	2,035	1,576	459
Total	22,638	18,963	3,675

Source: Statistics Canada, Taxfiler

Migration Characteristics 2016 to 2021

In-Migrants

SCG	Place Name of SGC	Province of SGC	0-17 Years	18-24 Years	25-44 Years	45-65 Years	65+ Years	Total
3500	ONTARIO	ONTARIO	575,379	441,272	1,486,651	515,807	234,333	3,253,442
3547	RENFREW	ONTARIO	4,424	2,941	8,307	4,931	2,035	22,638

Out-Migrants

SCG	Place Name of SGC	Province of SGC	0-17 Years	18-24 Years	25-44 Years	45-65 Years	65+ Years	Total
3500	ONTARIO	ONTARIO	461,930	322,264	1,039,949	473,476	220,588	2,518,207
3547	RENFREW	ONTARIO	4,082	2,516	7,902	2,887	1,576	18,963

Net-Migrants

SCG	Place Name of SGC	Province of SGC	0-17 Years	18-24 Years	25-44 Years	45-65 Years	65+ Years	Total
3500	ONTARIO	ONTARIO	113,449	119,008	446,702	42,331	13,745	735,235
3547	RENFREW	ONTARIO	342	425	405	2,044	459	3,675

Source: Statistics Canada, Taxfiler

Lanark County

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	3,506	2,334	1,172
18-24	1,544	1,830	-286
25-44	5,985	4,227	1,758
45-64	4,899	2,579	2,320
65+	2,780	1,588	1,192
Total	18,714	12,558	6,156

Source: Statistics Canada, Taxfiler

Migration Characteristics 2016 to 2021

In-Migrants

SCG	Place Name of SGC	Province of SGC	0-17 Years	18-24 Years	25-44 Years	45-65 Years	65+ Years	Total
3500	ONTARIO	ONTARIO	575,379	441,272	1,486,651	515,807	234,333	3,253,442
3509	LANARK	ONTARIO	3,506	1,544	5,985	4,899	2,780	18,714

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SCG	Place Name of SGC	Province of SGC	0-17 Years	18-24 Years	25-44 Years	45-65 Years	65+ Years	Total
3500	ONTARIO	ONTARIO	461,930	322,264	1,039,949	473,476	220,588	2,518,207
3509	LANARK	ONTARIO	2,334	1,830	4,227	2,579	1,588	12,558

Net-Migrants

SCG	Place Name of SGC	Province of SGC	0-17 Years	18-24 Years	25-44 Years	45-65 Years	65+ Years	Total
3500	ONTARIO	ONTARIO	113,449	119,008	446,702	42,331	13,745	735,235
3509	LANARK	ONTARIO	1,172	-286	1,758	2,320	1,192	6,156

Source: Statistics Canada, Taxfiler

Migration characteristics describe the movement of people from one place to another, usually across a political boundary to establish a new residence. Migration can be international (between countries) or interregional (within countries). For many years, there has been a trend for people to leave rural areas and relocate to larger urban centres, primarily to secure employment. One of the most significant migration trends observed in the last decade or more has been rural to urban migration—the movement of people from the countryside to cities in search of opportunities.

In-migrants = New, incoming residents
Out-migrants = Current residents who have moved away.

In the 2021 National Census, the primary working age population (15 to 64) in the region represented 60.9% of the total population compared to 64.8% in the country. The fast growth of the senior population (65 and over) is the biggest concern for the labour market as the Census data shows that the number has now increased to 23.2% of the county's population. By comparison, Canada's proportion of seniors was 19% in 2021. Traditionally, rural regions have experienced declining populations as youth migrate to larger cities, immigrants choose urban centres, and the general population experiences less births along with an aging population, but Renfrew and Lanark Counties both experienced population increases over the last five years. The growth was more significant in Lanark County which has benefitted from its proximity to the nation's capital, turning places like Carleton Place into bedroom communities for the city of Ottawa. Lanark County experienced a 10.3% increase in population from 2016 (68,698) to 2021 (75,760) compared to a 4.6% increase from 2011 to 2016. Renfrew County is experiencing slower population growth. Between 2016 (102,394) and 2021 (106,365), the population grew by 3.9%. This is below the provincial (5.8%) and national (5.2%) average for the same period, but an increase of 1.1% from 2011 to 2016.

Local Intelligence

The COVID-19 pandemic demonstrated that the workforce could effectively work remotely, removing place-based employment for many positions. This has created an opportunity for Lanark and Renfrew Counties to attract remote workers and has likely contributed to some of the population growth that has occurred



in both regions, but it has also played a part in inflating housing costs. Higher demand for housing has driven up both rental and housing costs, spurring a concerted effort by all levels of government to build more affordable housing. Because of its proximity to the Ottawa-Carleton metropolitan region, Lanark County has seen more significant bedroom community growth particularly in towns like Carleton Place which saw its population grow by 17.6% in the past five years. The town added 1,873 people and now has a population of 12,517 residents. Arnprior, on the Eastern tip of Renfrew County also saw its population grow by 9.2% to 9,629 residents during the most recent census.

from one place to another



COMMUNITY UPDATES

Local Immigration Partnership of Renfrew and Lanark

by Jodi Bucholtz, Manager

In a groundbreaking initiative, the Local Immigration Partnership (LIP) of Lanark & Renfrew spearheaded the development and launch of the Eastern Ontario Immigrant Attraction and Retention Strategy in partnership with The Eastern Ontario Training Board (EOTB), Ottawa Local Immigration Partnership (OLIP), Réseau de soutien à l'immigration francophone de l'est de l'Ontario (RSIFEO), and St. Lawrence-Rideau Immigration Partnership – Leeds and Grenville. This comprehensive Strategy is strategically designed to harness the economic potential of immigrants while fostering community growth and inclusivity. The blueprint for this ambitious initiative was unveiled during a Virtual Summit, playing a pivotal role in bringing the community together to chart a course for the region's economic future.

The development of the Eastern Ontario Immigrant Attraction and Retention Strategy was a collaborative effort, with the Local Immigration Partnership at the forefront. LIP, a community-driven coalition, engaged key stakeholders, including local businesses, educational institutions, and government agencies, to identify the unique strengths and challenges of Lanark and Renfrew Counties. The Strategy aims to attract skilled and unskilled immigrants and create an environment that encourages long-term retention, ensuring a sustainable and diverse workforce.

At the core of the Strategy are targeted initiatives to stimulate economic development. Recognizing immigrants' role in driving innovation and entrepreneurship, the plan focuses on creating a welcoming ecosystem for businesses and professionals. The Strategy includes measures such as mentorship programs, networking events, and business incubators tailored to the needs of immigrant entrepreneurs. Additionally, the plan emphasizes collaboration with local industries to identify skills gaps and align immigrant recruitment with the region's economic needs.

The Strategy also highlights the importance of language training and cultural integration programs. By investing in language acquisition and cultural adaptation, the initiative aims to enhance the readiness of employers for a more diverse workforce and the employability of immigrants, ensuring they can contribute effectively to the local workforce. This will enrich the region's cultural diversity and foster a harmonious community environment.

The Virtual Summit served as a pivotal moment in the launch of the Eastern Ontario Immigrant Attraction and Retention Strategy. Bringing together community leaders, policymakers, and stakeholders, the Summit provided a platform to unveil the comprehensive blueprint and generate widespread support for its implementation. Keynote speakers, including successful immigrant entrepreneurs and community advocates, shared their experiences and insights, inspiring a sense of unity and purpose.

Workshops and panel discussions at the Summit delved into the specific facets of the Strategy, allowing participants to engage actively with the proposed initiatives. This collaborative approach facilitated the refinement of the Strategy based on valuable input from diverse perspectives. By fostering open dialogue and encouraging community involvement, the Summit laid the foundation for a collective commitment to the success of the Strategy.

The Eastern Ontario Immigrant Attraction and Retention Strategy represents a pioneering effort to leverage the economic potential of immigrants to benefit the entire community.

By addressing the unique needs of immigrants and aligning them with the region's economic goals, the Strategy aims to create a sustainable and prosperous future. With the launch of this comprehensive Strategy, Lanark and Renfrew Counties position themselves as a model for inclusive and forward-thinking community development. Visit liplanarkrenfrew.ca/eastern-ontario-immigrant-attraction-retention-strategy to learn more.

Local Immigration Partnership
Partenariat local pour l'immigration
LANARK & RENFREW

Click here to learn more



Valley Heartland

by Amber Coville, Business Development and Program Officer

In response to the evolving landscape of the labor market, businesses in Lanark County are progressively adopting 'flexible' work arrangements. This adaptation is chiefly aimed at addressing the challenges faced by working parents and mothers, particularly in securing reliable childcare. The shift towards more flexible schedules and hybrid working models is a testament to employers' commitment to creating a more inclusive and supportive work environment. These measures not only enhance employee well-being but also contribute to higher productivity and job satisfaction.

A significant development in the Lanark County business scene is the strategic expansion of established enterprises. Amid challenges in traditional recruitment methods, several companies are pursuing growth by acquiring smaller or underperforming competitors. This strategy enables immediate enhancement in market share and resources while providing a unique solution for talent retention and acquisition. Integrating employees from these acquired entities allows larger firms to consolidate industry expertise and workforce talent, thereby strengthening the local employment sector. Additionally, this approach helps in preserving jobs and ensuring continuous employment opportunities within the community, contributing to the overall economic stability and prosperity of Lanark County.

Concurrently, there's a shift in workforce dynamics, underscored by an increasing demand for versatile skill sets across various sectors. Employers are seeking individuals who are not only proficient in traditional domains such as customer service and management but also adept in burgeoning technical areas like digital marketing and IT.

In a parallel vein, Lanark County is making headway in attracting and retaining immigrants, which is a current strategy for replenishing the working-age population and filling vacancies created by retirees. This approach is integral for sustaining the local economy and ensuring a comprehensive range of skills and experiences within the workforce.

Looking ahead, it will be important to strike a balance between nurturing the growth of Lanark County's varied business portfolio and cultivating a skilled workforce. This balance is crucial for ensuring that the county's economic progression is both robust and sustainable. To this end, there is an emergent need for targeted skill development programs, enhanced support services, and innovative workforce solutions. These initiatives are essential to align the skills of the workforce with the evolving demands of the business sector, fostering a thriving economic environment in Lanark County.

Community Futures Development Corporation
Valley Heartland

The City of Pembroke

by Heather Sutherland, Economic Development and Communications Officer

In 2023, Pembroke's economic development focus remained on supporting the local business landscape through a variety of programs.

We officially welcomed 14 new businesses and services to the city, seeing growth in commercial areas across Pembroke.

The city offers 10 grant opportunities for commercial and industrial businesses through our Community Improvement Plan. Last year, we were able to support work to improve accessibility and front façades of local spaces.

Partnerships remain a priority for the city, and we continued that work in projects to attract talent to the area, as well as support businesses. Working with many partners across Renfrew County, we participated in a project that had the television program *New Canadians* visit and film a full episode highlighting what it is like to work, live, and play in our region. It aired in February 2023, and is available online as well.

2023 also included the third and final instalment of our Service Concierge workshop series, in partnership with the Town of Petawawa, and Township of Laurentian Valley. Here we offered a set of workshops focusing on business beautification.

This year, the city will be conducting in-depth surveys with two target sectors – small businesses and manufacturers – as part of a business retention and expansion project. The groundwork started in 2023, and this year we will collect the data on what challenges and successes our businesses are facing, and then develop an action plan for how the city can help mitigate concerns and celebrate the wins.

Finally, Pembroke Council continues to work to look at some of the big concerns voiced in the region such as transportation. Pembroke also continues to work collaboratively with the County on shared social services in order to support people in our region.

Pembroke
the heart of the ottawa valley

The County of Renfrew Economic Development

By David Wybou, Business Development Officer

With a reasonably strong diversified local economy, in 2023 Renfrew County fared reasonably well economically overall. Growth has been underpinned by significant investments continuing at Canadian Nuclear Laboratories and Garrison Petawawa and strengthened by a very hot construction and real estate market.

Though the local economy performed well, some slight declines in the rate of growth were felt in 2023 compared to the previous 2 years and may continue into 2024 given high interest rates, moderately high inflation continuing and as the effects are felt through the small business community as CEBA and other COVID-19 related business loans come due. From a local business survey conducted at the beginning of January 2024, 33% of respondents reported that they were either unable or unsure if they would be able to repay the loans by the January 18, 2024, deadline.

Through 2023, all sectors have reported difficulties in finding employees. Efforts are underway to address this, though challenges continue with a lack of affordable housing and public transportation, making it difficult in attracting newcomers.

With Renfrew County Economic Development's new strategic plan, our focus will be on supporting the needs of local businesses as well as on business investment and attraction. Additional initiatives will involve collaboration and support of our municipal partners efforts for economic development and growth.

THINGS JOB SEEKERS SHOULD KNOW

#1 Unemployment rates have been increasing but remain much lower than historical averages in Lanark and Renfrew counties.

#2 Through the Learn and Stay Grant, the Ontario government is providing free tuition to post-secondary students in programs like nursing who commit to working within the region where they were trained.

#3 Free help is available to job seekers at any Employment Services office in Renfrew and Lanark Counties.

THINGS EMPLOYERS SHOULD KNOW

#1 Participating in post-secondary co-op programs can be an effective strategy to recruit new employees. Students who enroll in co-op programs have completed at least two semesters of training and are motivated to gain paid work experience while in school.

#2 International student enrolments have been rising across Canada, including at Algonquin College's Pembroke and Perth campuses. Having a newcomer recruitment and retention strategy can help employers fill vacant positions.

#3 More than 73% of the 100 employers who completed the LMG's employer pulse survey in Lanark-Renfrew indicated they have had difficulty hiring employees in the past year.



LOCAL EDUCATION ATTAINMENT SUMMARY

The charts below show the level of education attained by different age groups in Renfrew and Lanark Counties in comparison to the Province of Ontario in 2021. Renfrew and Lanark Counties have historically had strong economic bases comprised of the manufacturing, agriculture, and forestry sectors. This resulted in higher rates of attainment of apprenticeships, trades and college certificates, and lower rates of university degrees obtained in every age group compared to provincial averages. However, the local economies of both regions are now relying more on government funded positions. Large employers like hospitals, long-term care centres, district school boards and the Canadian Armed Forces are among the larger public sector employers who employ thousands of workers.

EDUCATIONAL ATTAINMENT DATA

Renfrew County

2021

Labour force status	Total	In the labour force	Employed	Unemployed	Not in the labour force
No certificate, diploma or degree	14,200	4,805	4,140	665	9,395
High (secondary) school diploma or equivalency certificate	28,720	16,345	14,550	1,800	12,370
Apprenticeship or trades certificate or diploma	6,455	3,835	3,485	350	2,625
College, CEGEP or other non-vuniversity certificate or diploma	23,520	15,750	14,535	1,215	7,770
University	13,510	9,230	8,740	490	4,350

Renfrew County

2016

Labour force status	Total	In the labour force	Employed	Unemployed	Not in the labour force
No certificate, diploma or degree	15,645	5,795	5,115	680	9,845
High (secondary) school diploma or equivalency certificate	25,770	16,265	14,815	1,450	9,500
Apprenticeship or trades certificate or diploma	7,395	4,570	4,280	295	2,825
College, CEGEP or other non-vuniversity certificate or diploma	21,170	15,210	14,375	830	5,965
University	12,840	8,855	8,455	400	3,985

CHANGE

Total	In the labour force	Employed	Unemployed
-9.23%	-17.08%	-19.06%	-2.20%
11.45%	0.49%	-1.79%	24.13%
-12.71%	-16.08%	-18.57%	18.64%
11.10%	3.55%	1.11%	46.38%
5.22%	4.23%	3.37%	22.50%

Source: Statistics Canada, 2021 Census of Population.

EDUCATIONAL ATTAINMENT DATA

Lanark County

2021

Labour force status	Total	In the labour force	Employed	Unemployed	Not in the labour force
No certificate, diploma or degree	9,120	3,540	3,025	510	5,580
High (secondary) school diploma or equivalency certificate	18,895	10,875	9,730	1,150	8,015
Apprenticeship or trades certificate or diploma	4,485	2,770	2,465	300	1,720
College, CEGEP or other non-vuniversity certificate or diploma	17,775	11,655	10,875	780	6,115
University	12,435	8,315	7,915	405	4,125

Lanark County

2016

Labour force status	Total	In the labour force	Employed	Unemployed	Not in the labour force
No certificate, diploma or degree	9,560	3,685	3,250	440	5,875
High (secondary) school diploma or equivalency certificate	16,405	9,930	9,115	815	6,475
Apprenticeship or trades certificate or diploma	4,645	2,895	2,750	145	1,750
College, CEGEP or other non-vuniversity certificate or diploma	16,255	11,740	11,180	560	4,515
University	10,010	6,680	6,425	255	3,330

CHANGE

Total	In the labour force	Employed	Unemployed
-4.60%	-3.93%	-6.92%	15.90%
15.18%	9.52%	6.75%	41.10%
-3.44%	4.32%	-10.36%	106.89%
9.35%	-0.72%	-2.73%	39.29%
24.23%	24.48%	23.19%	58.82%

Source: Statistics Canada, 2021 Census of Population.

Local Intelligence

Algonquin College's Pembroke and Perth campuses have significantly increased their international student enrolments in recent years. On January 22, 2024, the federal government announced it would be placing a cap on the number of international students allowed to study in Canada. It is unclear what impact this will have on the two regional campuses that serve Renfrew and Lanark counties.



ECONOMIC OVERVIEW

Employment by Municipalities

Renfrew County

Census Subdivision Name	2022 Jobs	2023 Jobs	Mean Wages/Job
Petawawa	8,717	8,653	$61,297
Pembroke	8,413	8,447	$49,749
Renfrew	5,285	5,435	$45,598
Arnprior	4,903	4,996	$49,554
Deep River	3,864	3,931	$80,131
Laurentian Valley	2,953	2,949	$50,953
Whitewater Region	2,142	2,245	$49,600
Madawaska Valley	1,596	1,637	$44,817
McNab/Braeside	1,070	1,086	$60,113
Bonnechere Valley	794	790	$45,297
Greater Madawaska	667	710	$44,107
Horton	617	646	$54,346
Killaloe, Hagarty and Richards	402	407	$54,005
Laurentian Hills	347	312	$75,538
North Algona Wilberforce	307	318	$50,600
Pikwakanagan	274	287	$40,208
Admaston/Bromley	206	197	$60,898
Brudenell, Lyndoch and Raglan	150	155	$43,872

Source: Lightcast Analyst Projection, 2023



Arnprior Aerospace (formerly Boeing) will close in 2024 after 70 years of operating in the town.

Local Intelligence

The impact of large employers in Renfrew County such as National Defense and its operations at Garrison Petawawa and Canadian Nuclear Laboratories is a major contributor to higher salaries in the county. This is noticeable in the communities where these employers are based. For example, Laurentian Hills, which is home to CNL's Chalk River labs has a small population but a very high median salary range of $75,538 annually.

Lanark County

Census Subdivision Name	2022 Jobs	2023 Jobs	Mean Wages/Job
Carleton Place	6,931	7,258	$51,560
Smith Falls	6,515	6,699	$48,412
Perth	6,468	6,659	$50,361
Mississippi Mills	4,908	5,002	$57,759
Drummond/North Elmsley	1,230	1,293	$63,460
Lanark Highlands	1,004	1,041	$64,614
Montague	564	580	$68,030
Tay Valley	468	478	$59,254
Beckwith	2,455	2,534	$68,755

Source: Lightcast Analyst Projection, 2023

Local Intelligence

Lanark County has experienced some cracks in its manufacturing sector in the past year with plant closures announced at the Perth Soap company and Canopy Growth Corporation in Smiths Falls. Hershey, the chocolate company that previously operated in Smiths Falls for many years before leaving has announced it has repurchased its former plant from Canopy but has yet to announce its plans for the facility.



HIGHEST PAYING INDUSTRY

Renfrew County

	Industry	2022 Wages Per Worker
21	Mining, quarrying, and oil and gas extraction	$97,471
54	Professional, scientific, and technical services	$96,048
22	Utilities	$88,778
91	Public administration	$71,753
55	Management of companies and enterprises	$65,321
41	Wholesale trade	$63,206
23	Construction	$59,972
61	Educational services	$59,432
56	Administrative and support, waste management and remediation services	$58,498
52	Finance and insurance	$54,363

Source: Lightcast Analyst Projection, 2023

Lanark County

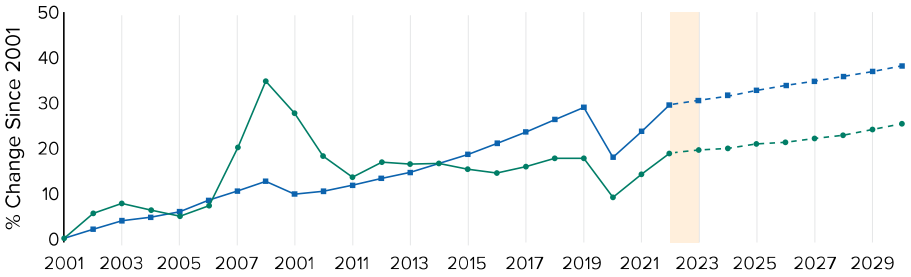
	Industry	2022 Wages Per Worker
22	Utilities	$94,059
54	Professional, scientific, and technical services	$83,915
91	Public administration	$82,354
21	Mining, quarrying, and oil and gas extraction	$81,940
41	Wholesale trade	$71,411
52	Finance and insurance	$65,533
51	Information and cultural industries	$64,378
23	Construction	$62,124
31-33	Manufacturing	$62,107
48-49	Transportation and warehousing	$58,946

Source: Lightcast Analyst Projection, 2023

Local Intelligence

Aging infrastructure, particularly concerning recreational facilities, is causing budgetary strain, and forcing tough decisions by municipal councils. For example, in the City of Pembroke, council had decided to close its aging Kinsmen pool because the cost to replace it was too great without significant provincial or federal government grants. As a result, almost 20 city employees lost their jobs when the pool was closed in December 2023 after the city cited safety concerns with keeping the facility open. Amidst community pressure, council agreed to invest in repairing the pool if it could secure financial support from neighbouring communities.

REGIONAL TRENDS – RENFREW COUNTY



Region	2022 Jobs	2023 Jobs	Change	% Change
Region	412,897	42,379	482	1.2
Ontario	6,780,315	6,890,630	110,315	1.6

Source: Lightcast Analyst Projections 2023

Total Renfrew jobs: 42,379; Average wages per job: $54,448

Jobs by industry – Renfrew County

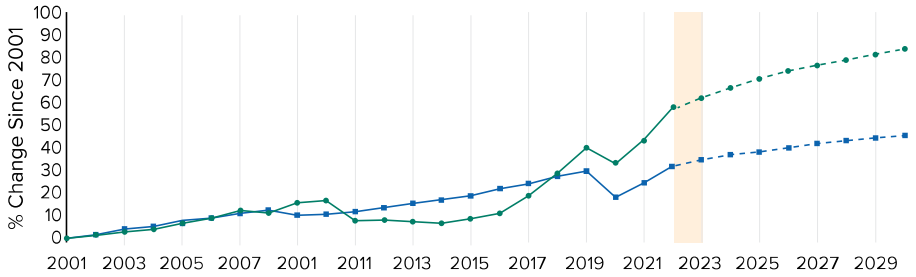
	Industry	Unique Postings (January 2023 – December 2023)
44-45	Retail trade	429
62	Health care and social assistance	276
72	Accommodation and food services	258
54	Professional, scientific, and technical services	243
56	Administrative and support and waste management and remediation services	168
91	Public administration	135
61	Educational services	134
31-33	Manufacturing	129
52	Finance and insurance	102
41	Wholesale trade	91

Source: Lightcast Analyst Projections 2023

Local Intelligence

Immigration has been identified as a priority for Lanark and Renfrew counties to address skilled labour shortages. The Rural Community Inclusion Pilot Project is a collaborative effort by the two counties to offer more support to newcomers to settle in the region. The project is funded by the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) and includes the position of Settlement and Recruitment Coordinator. Funding is in place until March of 2026 to have this role work with businesses and skilled newcomers to find opportunities within the local labour market.

REGIONAL TRENDS – LANARK COUNTY



Region	2022 Jobs	2023 Jobs	Change	% Change
Region	29,985	30,966	981	3.3
Ontario	6,780,315	6,890,630	110,315	1.6

Source: Lightcast Analyst Projections 2023

Total Lanark jobs: 30,966; Average wages per job: $54,199

Jobs by industry – Lanark County

	Industry	Unique Postings (January 2023 – December 2023)
44-45	Retail trade	503
62	Health care and social assistance	316
72	Accommodation and food services	247
56	Administrative and support and waste management and remediation services	212
54	Professional, scientific, and technical services	191
61	Educational services	177
31-33	Manufacturing	151
52	Finance and insurance	141
23	Construction	98
91	Public administration	82

Source: Lightcast Analyst Projections 2023

Local Intelligence

Healthcare continues to be a dominant employer within Lanark and Renfrew Counties, and this will continue as the population ages and there is a greater need for long-term care support for the elderly. In Smiths Falls, the ground was turned last summer for the construction of the new Broadview long-term care centre. When completed in 2025, the nursing home will create an additional 128 beds for residents.

LOCAL LABOUR MARKET CONDITIONS

EMPLOYERS BY FIRM SIZE RANGE AND INDUSTRY (NAICS-2)

Renfrew County

2-Digit Industry	Without Employees	Micro (1 – 4)	Small (5 – 99)	Medium (100 – 499)	Large (500+)
11 – Agriculture, forestry, fishing and hunting	674	90	29	1	0
21 – Mining, quarrying, and oil and gas extraction	9	2	1	0	0
22 – Utilities	36	5	4	0	0
23 – Construction	564	242	178	3	0
31-33 – Manufacturing	100	40	60	9	0
41 – Wholesale Trade	71	30	42	0	0
44-45 – Retail trade	275	146	288	6	0
48-49 – Transportation and warehousing	133	42	35	1	0
51 – Information and cultural industries	45	16	28	0	0
52 – Finance and insurance	258	32	62	0	0
53 – Real estate and rental and leasing	1463	82	30	0	0
54 – Professional, scientific and technical services	438	129	61	2	0
55 – Management of companies and enterprises	47	2	9	0	0
56 – Administrative and support, waste management and remediation services	161	50	50	1	1
61 – Educational services	51	8	12	1	2
62 – Health care and social assistance	366	149	121	15	1
71 – Arts, entertainment and recreation	90	8	25	0	0
72 – Accommodation and food services	144	60	187	1	0
81 – Other services (except public administration)	360	203	91	1	0
91 – Public administration	1	0	22	5	1

Source: Statistics Canada, Canadian Business Counts June 2023

Employers by Firm Size Range and Industry (NAICS-2)

Lanark County

2-Digit Industry	Without Employees	Micro (1 – 4)	Small (5 – 99)	Medium (100 – 499)	Large (500+)
11 – Agriculture, forestry, fishing and hunting	367	37	19	0	1
21 – Mining, quarrying, and oil and gas extraction	2	0	5	0	0
22 – Utilities	21	2	0	0	1
23 – Construction	481	245	162	0	0
31-33 – Manufacturing	82	34	58	4	0
41 – Wholesale Trade	45	31	20	0	0
44-45 – Retail trade	218	115	198	9	0
48-49 – Transportation and warehousing	79	19	16	2	0
51 – Information and cultural industries	52	14	5	1	0
52 – Finance and insurance	231	38	35	0	0
53 – Real estate and rental and leasing	1143	72	13	0	0
54 – Professional, scientific and technical services	596	178	55	0	0
55 – Management of companies and enterprises	36	0	5	0	0
56 – Administrative and support, waste management and remediation services	151	50	37	0	0
61 – Educational services	41	9	6	0	0
62 – Health care and social assistance	316	77	108	11	0
71 – Arts, entertainment and recreation	78	13	17	1	0
72 – Accommodation and food services	81	38	120	0	0
81 – Other services (except public administration)	297	153	72	0	0
91 – Public administration	2	0	9	9	0

Source: Statistics Canada, Canadian Business Counts June 2023

Employers are categorized by their workforce's size and range from owner-operation establishments without employees to businesses with over 500 employees. The table shows the number of employers in Renfrew and Lanark Counties in June 2023. The table categorizes employers by their workforce, with most businesses in Renfrew and Lanark counties falling into categories of less than 50 employees. In June 2023, Renfrew County had 8,008 employers while Lanark County had 6,443 employers. Both regions are relatively consistent in terms of percentages with the rest of Ontario.

TOTAL EMPLOYMENT BY OCCUPATION

Total employment and distribution by industry (NAICS-2) and by occupation (NOC-1) over the past five years

Renfrew and Lanark Counties

	Labour Market Group	2021	2016	Change	% Change
0	Legislative and senior management occupations	9,970	9115	855	9.38%
1	Business, finance, and administration occupations	10,420	10,245	175	1.71%
2	Natural and applied sciences and related occupations	5,595	5,005	590	11.79%
3	Health occupations	6,770	6,070	700	11.53%
4	Occupations in education, law and social, community and government services	11,990	12,375	-385	-3.11%
5	Occupations in art, culture, recreation, and sport	1,505	1,775	-270	-15.21%
6	Sales and service occupations	15,265	17,355	-2090	-12.04%
7	Trades, transport and equipment operators and related occupations	13,610	13,010	600	4.61%
8	Natural resources, agriculture, and related production occupations	1,660	1,585	75	4.73%
9	Occupations in manufacturing and utilities	3,005	3,220	-215	-6.68%
	Total Employed Population	**797,90**	**79,755**	**35**	**0.04%**

Source: Statistics Canada

FASTEST GROWING INDUSTRIES AT 2-DIGIT NAICS LEVEL

Renfrew County

Industry	2022 Jobs	2023 Jobs	2022 wages per job
Accommodation and food services	3,812	4,098	$21,094
Manufacturing	2,856	2,916	$54,197
Health care and social assistance	6,242	6,297	$50,185
Arts, entertainment and recreation	610	651	$17,743
Wholesale trade	851	876	$63,206
Educational services	2,728	2,746	$59,432
Finance and insurance	724	741	$54,363
Other services (except public administration)	911	927	$42,588
Agriculture, forestry, fishing and hunting	448	461	$42,744
Real estate and rental and leasing	401	412	$42,899

Source: Lightcast Analyst Projection, 2023

Lanark County

Industry	2022 Jobs	2023 Jobs	2022 wages per job
Accommodation and food services	2,570	2,762	$20,692
Manufacturing	2,460	2,558	$62,107
Other services (except public administration)	1,196	1,292	$43,844
Professional, scientific and technical services	1,906	1,987	$83,915
Wholesale trade	1,214	1,288	$71,411
Public administration	3,027	3,095	$82,354
Educational services	1,879	1,932	$58,614
Retail trade	4,166	4,214	$30,809
Construction	2,405	2,448	$62,124
Administrative and support, waste management and remediation services	1,371	1,413	$48,196

Source: Lightcast Analyst Projection, 2023

The tables show the fastest growing industries according to place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties. Figures show the change in jobs in each industry from 2022 to 2023 (NAICS is the North American Industry Classification System). The fastest growing industries in Renfrew County are accommodation and food services, manufacturing, and healthcare and social assistance. In Lanark County, the fastest-growing industries are accommodation and food services, manufacturing, and other services (except public administration).

HIGHEST RANKED OCCUPATIONS BY SIZE (LARGEST OCCUPATIONS)

Renfrew County

Occupation	2022 Jobs	2023 Jobs	% Change	2022 Median Hourly Wages
Sales and service support occupations	4,971	5,064	2%	$15.92
Technical trades and transportation officers and controllers	3,706	3,789	2%	$31.70
Professional occupations in law, education, social, community and government services	3,188	3,220	1%	$39.71
Sales and service representatives and other customer and personal services occupations	2,783	2,785	0%	$16.80
Administrative and financial support and supply chain logistics occupations	1,882	1,860	-1%	$22.52
General trades	1,779	1,825	1%	$23.56
Retail sales and service supervisors and specialized occupations in sales and services	1,757	1,810	3%	$21.89
Professional occupations in natural and applied sciences	1,725	1,706	-1%	$38.38
Technical occupations related to natural and applied sciences	1,678	1,660	-1%	$30.18
Assisting occupations in support of health services	1,612	1,644	2%	$23.29

Source: Lightcast Analyst Projection, 2023

Highest Ranked Occupations by Size (Largest Occupations)

Lanark County

Occupation	2022 Jobs	2023 Jobs	% Change	2022 Median Hourly Wages
Sales and service support occupations	3,574	3,724	4%	$15.79
Professional occupations in law, education, social, community and government services	2,494	2,564	3%	$43.22
Sales and service representatives and other customer and personal services occupations	2,214	2,294	4%	$18.74
Professional occupations in natural and applied sciences	2,121	2,187	3%	$45.11
Technical trades and transportation officers and controllers	1,883	1,960	4%	$30.46
Administrative and financial support and supply chain logistics occupations	1,352	1,383	2%	$22.50
Professional occupations in finance and business	1,274	1,322	4%	$38.11
Retail sales and service supervisors and specialized occupations in sales and services	1,170	1,213	4%	$25.26
Professional occupations in health	1,045	1,061	2%	$40.57
General trades	1,024	1,038	1%	$23.61

Source: Lightcast Analyst Projection, 2023

Highest Ranked Occupations by Size (Largest Occupations)

Ontario

Occupation	2022 Jobs	2023 Jobs	% Change	2022 Median Hourly Wages
Sales and service support occupations	638,201	650,350	2%	$16.00
Sales and service representatives and other customer and personal services occupations	567,225	575,459	1%	$19.37
Professional occupations in law, education, social, community and government services	512,981	521,103	2%	$43.09
Technical trades and transportation officers and controllers	441,460	450,699	2%	$32.97
Professional occupations in natural and applied sciences	440,701	447,589	2%	$43.86
Administrative and financial support and supply chain logistics occupations	367,470	370,147	1%	$21.92
Professional occupations in finance and business	339,747	347,690	2%	$37.24
Retail services and service supervisors and specialized occupations in sales and services	258,757	265,013	2%	$24.55
Machine operators, assemblers and inspectors in processing, manufacturing, and printing	255,857	259,587	1%	$21.65
Administrative occupations and transportation logistics occupations	250,411	251,205	0%	$25.88

Source: Lightcast Analyst Projection, 2023

TOP 25 OCCUPATIONS BY NUMBER OF JOB POSTINGS

Occupational data is taken from analyzing job posting data in real time. The advantage is that we can follow occupational changes as they are happening in our community. However, there are limitations to this data which needs to be kept in mind. We have found that certain occupations in the utilities, trades and forestry sectors may be underrepresented in this data. This may be due to the way NOC codes are applied to these occupations, for example, inconsistencies in job titles or it may be due to where these jobs are posted. We can use this data to get a better understanding of the occupational breakdown proportions in our community. 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 than there are workers in trades or healthcare.

Top 25 occupations (NOC 4) by number of regional job postings and corresponding wages

Renfrew County

NOC 4	2023 Jobs	Median Annual Wages
6410 – Retail salespersons and non-technical wholesale trade sales and account representatives	266	$34,556
4220 – Paraprofessional occupations in legal, social, community and education services	175	$50,870
6520 – Food support occupations	166	$31,492
3130 – Nursing and allied health professionals	132	$83,104
6202 – Service supervisors	125	$42,749
1120 – Human resources and business service professionals	101	$74,056
6440 – Customer and information services representatives	99	$37,819
6320 – Cooks, butchers, and bakers	88	$33,578
6002 – Retail and wholesale trade managers	83	$77,738
6510 – Cashiers and other sales support occupations	79	$31,332
1410 – Office support and court services occupations	78	$44,915
1001 – Administrative services managers	74	$101,489
1110 – Auditors, accountants, and investment professionals	69	$77,852
6531 – Cleaners	63	$39,477
7240 – Machinery and transportation equipment mechanics (except motor vehicles)	63	$65,496
1310 – Administrative, property and payroll officers	62	$53,845

NOC 4	2023 Jobs	Median Annual Wages
7330 – Transport truck and transit drivers	61	$46,348
3310 – Assisting occupations in support of health services	59	$48,450
2123 – Computer, software and web designers and developers	54	$77,600
6003 – Managers in food service and accommodation	51	$49,161
1311 – Office administrative assistants – general, legal, and medical	50	$48,335
7510 – Longshore workers and material handlers	48	$41,476
6201 – Retail sales supervisor	45	$41,266
7241 – Automotive service technicians	40	$56,705
6310 – Insurance, real estate, and financial sales occupations	36	$52,187

Source: Lightcast Analyst Projection, 2023

Lanark County

NOC 4	2023 Jobs	Median Annual Wages
6410 – Retail salespersons and non-technical wholesale trade sales and account representatives	295	$38,613
4220 – Paraprofessional occupations in legal, social, community and education services	159	$50,980
1120 – Human resources and business service professionals	146	$77,189
6520 – Food support occupations	144	$32,519
6440 – Customer and information services representatives	127	$42,584
6320 – Cooks, butchers, and bakers	108	$34,424
1410 – Office support and court services occupations	104	$45,471
1310 – Administrative, property and payroll officers	102	$59,847
6510 – Cashiers and other sales support occupations	101	$30,606
6202 – Service supervisors	101	$46,420
6002 – Retail and wholesale trade managers	96	$68,065
1001 – Administrative services managers	90	$117,955
1110 – Auditors, accountants, and investment professionals	89	$82,100
6531 – Cleaners	83	$39,517
3130 – Nursing and allied health professionals	81	$82,064
2123 – Computer, software and web designers and developers	78	$97,274
1440 – Supply chain logistics, tracking and scheduling coordination occupations	66	$42,032

Top 25 occupations (NOC 4) by number of regional job postings and corresponding wages

Lanark County

NOC 4	2023 Jobs	Median Annual Wages
2122 – Computer and information systems professionals	55	$90,034
7330 – Transport truck and transit drivers	52	$47,576
6003 – Managers in food service and accommodation	52	$40,187
3310 – Assisting occupations in support of health services	51	$48,465
1311 – Office administrative assistants – general, legal, and medical	47	$53,105
7241 – Automotive service technicians	45	$49,228
7510 – Longshore workers and material handlers	44	$39,738
2222 – Technical occupations in computer and information systems	43	$72,239

Source: Lightcast Analyst Projection 2023

MEDIAN INCOME

Renfrew County

Income Statistics	Median Amount
Total income	$42,000
Market income	$36,800
Employment income	$39,200
Wages, salaries, and commissions	$42,400
Net self-employment income	$3,240
Investment income	$600
Private retirement income	$21,400
Market income not included elsewhere	$2,000
Government transfers	$10,200
Old Age Security pension (OAS) and Guaranteed Income Supplement (GIS)	$7,650
Old Age Security pension (OAS)	$7,650
Guaranteed Income Supplement (GIS) and spousal allowance	$3,760
Canada Pension Plan (CPP) and Quebec Pension Plan (QPP) benefits	$8,300
CPP/QPP - Retirement benefits	$7,650
CPP/QPP - Disability benefits	$11,900
CPP/QPP - Survivor benefits	$3,920
Employment Insurance (EI) benefits	$5,760

Renfrew County

Income Statistics	Median Amount
EI – Regular benefits	$5,480
EI – Other benefits	$4,960
Child benefits	$5,640
Federal child benefits	$5,440
Provincial and territorial child benefits	$1,250
Other government transfers	$1,340
Social assistance benefits	$10,900
Workers' compensation benefits	$5,600
Canada workers benefits (CWB)	$616
Goods and Services Tax (GST) credit and Harmonized Sales Tax (HST) credit	$695
Government transfers not included elsewhere	$860
After-tax income	$38,000
Income taxes	$6,120
Net federal income tax	$4,400
Provincial and territorial income taxes	$2,160

Source: Statistics Canada

Lanark County

Income Statistics	Median Amount
Total income	$44,400
Market income	$38,400
Employment income	$38,800
Wages, salaries, and commissions	$41,600
Net self-employment income	$3,600
Investment income	$850
Private retirement income	$23,800
Market income not included elsewhere	$1,680
Government transfers	$10,400
Old Age Security pension (OAS) and Guaranteed Income Supplement (GIS)	$7,650
Old Age Security pension (OAS)	$7,650
Guaranteed Income Supplement (GIS) and spousal allowance	$3,600
Canada Pension Plan (CPP) and Quebec Pension Plan (QPP) benefits	$8,600
CPP/QPP - Retirement benefits	$8,100

Median Income

Lanark County

Income Statistics	Median Amount
CPP/QPP - Disability benefits	$12,100
CPP/QPP - Survivor benefits	$3,560
Employment Insurance (EI) benefits	$5,880
EI – Regular benefits	$5,480
EI – Other benefits	$5,680
Child benefits	$5,200
Federal child benefits	$5,040
Provincial and territorial child benefits	$1,180
Other government transfers	$1,250
Social assistance benefits	$10,800
Workers' compensation benefits	$4,600
Canada workers benefits (CWB)	$592
Goods and Services Tax (GST) credit and Harmonized Sales Tax (HST) credit	$685
Government transfers not included elsewhere	$810
After-tax income	$39,600
Income taxes	$6,360
Net federal income tax	$4,600
Provincial and territorial income taxes	$2,280

Source: Statistics Canada

TOP 10 BUSINESSES BY EMPLOYEE SIZE RANGE AND 2-DIGIT INDUSTRY

The following tables show the top 10 industries in Renfrew County and Lanark County broken down by employee size range. Industries are listed based on number of employers. The three industries in Renfrew County that have the greatest number of employers are Real estate and rental and leasing, construction, and agriculture, forestry, fishing and hunting.

The real estate industry has experienced significant growth over time. This growth has been driven by population growth in Carleton Place, Petawawa and Arnprior; however, in 2023 there was a sharp decline in new home construction and real estate sales as interest and mortgage rates climbed.

Top 10 Employers by 2-digit Industry

Renfrew County

Industry	Without employees	Total, with employees	1 - 4	5 - 9	10 - 19	20 - 49	50 - 99	100-199	200-499	500 +
53 – Real estate and rental and leasing	1463	112	82	24	4	2	0	0	0	0
23 – Construction	564	423	242	108	53	12	5	2	1	0
11 – Agriculture, forestry, fishing and hunting	674	120	90	16	6	6	1	0	1	0
44-45 – Retail trade	275	440	146	144	86	39	19	4	2	0
81 – Other services (except public administration)	360	295	203	67	17	6	1	1	0	0
62 – Health care and social assistance	366	286	149	41	49	18	13	12	3	1
54 – Professional, scientific and technical services	438	192	129	34	14	10	3	0	2	0
72 – Accommodation and food services	144	248	60	73	55	42	17	1	0	0
52 – Finance and insurance	258	94	32	21	27	11	3	0	0	0
56 – Administrative and support, waste management and remediation services	161	102	50	29	11	8	2	0	1	1

Source: Statistics Canada, Canadian Business Counts June 2023



Top 10 Employers by 2-digit Industry

Lanark County

Industry	Without employees	Total, with employees	1 - 4	5 - 9	10 - 19	20 - 49	50 - 99	100-199	200-499	500 +
53 – Real estate and rental and leasing	1143	85	72	9	3	1	0	0	0	0
23 – Construction	481	407	245	95	43	21	3	0	0	0
54 – Professional, scientific, and technical services	596	233	178	31	19	5	0	0	0	0
44-45 Retail trade	218	322	115	84	66	35	13	7	2	0
81 – Other services (except public administration)	297	225	153	43	18	8	3	0	0	0
62 – Health care and social assistance	316	196	77	37	43	21	7	5	6	0
11 – Agriculture, forestry, fishing, and hunting	367	57	37	11	6	2	0	0	0	1
52 – Finance and insurance	231	73	38	13	15	7	0	0	0	0
72 – Accommodation and food services	81	158	38	43	40	30	7	0	0	0

Source: Statistics Canada, Canadian Business Counts June 2023



EMPLOYMENT ONTARIO CLIENT DATA

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) has made Employment Ontario data available to complete this Local Labour Market Intelligence Report. The Labour Market Group of Renfrew and Lanark applies this data to make a comparative analysis using the baseline information of the 2022-2023 fiscal year. This information is useful to anyone working in employment, literacy or economic development for comparative analysis and program planning.

EMPLOYMENT ONTARIO DATA

Employment Service Clients by Age Group in Renfrew and Lanark Counties

EMPLOYMENT SERVICE	c. Clients by Age Group	a. 15-24	416
EMPLOYMENT SERVICE	c. Clients by Age Group	b. 25-44	1008
EMPLOYMENT SERVICE	c. Clients by Age Group	c. 45-64	754
EMPLOYMENT SERVICE	c. Clients by Age Group	d. 65 and older	84

Source: 2022-2023 Local Board Data Suppressed Revised

Literacy and Basic Skills Learners by Age Group in Renfrew and Lanark Counties

LITERACY AND BASIC SKILLS	c. Clients by Age Group	a. 15-24	130
LITERACY AND BASIC SKILLS	c. Clients by Age Group	b. 25-44	219
LITERACY AND BASIC SKILLS	c. Clients by Age Group	c. 45-64	128
LITERACY AND BASIC SKILLS	c. Clients by Age Group	d. 65 and older	65

Source: 2022-2023 Local Board Data Suppressed Revised

In Renfrew & Lanark Counties there were 97 internationally trained individuals out of 2,262 * Employment Assisted Clients.

In Renfrew & Lanark Counties there are:

2,262 Employment Service Assisted Clients, 543 Literacy & Basic Skill Learners.

*Assisted client numbers do not reflect the total number of clients visiting Employment Ontario Providers. Unassisted clients are not included.

Source: 2022-2023 Local Board Data Suppressed Revised

The percentage of Employment Service (ES) clients with no source of income continues to represent a significant portion of the total clientele within our region (940). The financial strains on clients challenge service providers to provide sufficient training support with limited funding. Alternatively, 32.11% of Literacy and Basic Skills (LBS) learners in 2022-2023 listed Employed as their top source of income.

TOP 2 SOURCES OF INCOME FOR EMPLOYMENT SERVICE CLIENTS

Renfrew-Lanark	
Employment Insurance	318
Employed	306
Ontario	
Employed	10,616
Ontario Works	14,604

Source: 2022-2023 Local Board Data Suppressed Revised

TOP 2 SOURCES OF INCOME FOR LITERACY AND BASIC SKILL LEARNERS

Renfrew-Lanark	
Employed	175
Ontario Disability Support Program	71
Ontario	
Employed	13,907
Ontario Works	5,719

Source: 2022-2023 Local Board Data Suppressed Revised

LITERACY & BASIC SKILLS TOP 3 LEARNER GOALS

Renfrew-Lanark

Employment	244
Secondary School Credit	114
Postsecondary	91

Source: 2022-2023 Local Board Data Suppressed Revised

Ontario

Postsecondary	14,546
Employment	13,523
Independence	5,440

Source: 2022-2023 Local Board Data Suppressed Revised

The most common goal cited by Literacy and Basic Skills (LBS) learners in Renfrew and Lanark continues to be Employment with 44.77% of learners with this intended goal path. Another 20.92% of clients came with the goal of obtaining secondary school credit. The following graphics show that most Employment Ontario Service clients hold a secondary or higher education level at intake.

AGE DISTRIBUTION OF BETTER JOBS ONTARIO CLIENTS

Renfrew-Lanark

Clients by Age Group	15-24	-
Clients by Age Group	25-44	32
Clients by Age Group	45-64	30
Clients by Age Group	65 and older	-

Source: 2022-2023 Local Board Data Suppressed Revised

Ontario

Clients by Age Group	15-24	179
Clients by Age Group	25-44	1,799
Clients by Age Group	45-64	1,060
Clients by Age Group	65 and older	23

Source: 2022-2023 Local Board Data Suppressed Revised

LEVEL OF EDUCATION RENFREW/LANARK AND ONTARIO:

Employment Service Clients by Educational Level in Renfrew and Lanark Counties

Highest Level of Education	Renfrew/Lanark	Ontario
Less than Grade 9	14	1,326
Less than Grade 12	308	9,672
Completion of Secondary	911	29,388
Certificate of Apprenticeship/Journeyperson	52	1,213
Certificate/Diploma	664	25,212
Applied/Associate/Bachelor's Degree	180	20,586
Postgraduate	42	11,067
Other (Some Apprenticeship/College/University)	90	5,499

Source: 2022-2023 Local Board Data Suppressed Revised

APPRENTICESHIP FACTS FOR RENFREW AND LANARK COUNTIES

73 Certificates of Apprenticeship Issued
171 Modular Training Registrations
259 New Registrations
915 Active Apprentices

Source: 2022-2023 Local Board Data Suppressed Revised

Top Exit Outcomes for Employment Service Clients

Outcome at Exit Summary	Renfrew/Lanark
Employed	1,603
Employed Full-Time	769
Employed – Other	373
Employed Part-Time	316
Unemployed	203

Source: 2022-2023 Local Board Data Suppressed Revised

Outcome at Exit Summary	Ontario
Employed	70,975
Employed Full-Time	42,051
In Education/Training	13,364
Employed - Other	12,679
Employed Part-Time	11,638

Source: 2022-2023 Local Board Data Suppressed Revised

EMPLOYMENT SERVICE CLIENTS - TOP 3 EMPLOYED OUTCOME OCCUPATIONS (NOC)

Renfrew and Lanark Counties

1. Transport and heavy equipment operation and related maintenance occupations
2. Service support and other service occupations, n.e.c
3. Sales support occupations

Ontario

1. Service support and other service occupations, n.e.c
2. Service representatives and other customer and personal services occupations
3. Labourers in processing, manufacturing and utilities

Source: 2022-2023 Local Board Data Suppressed Revised

EMPLOYMENT SERVICE CLIENTS - TOP 3 EMPLOYED OUTCOME OCCUPATIONS (NAICS)

Renfrew and Lanark Counties

1. Retail trade
2. Health care and social assistance
3. Manufacturing

Ontario

1. Retail trade
2. Manufacturing
3. Health care and social assistance

Source: 2022-2023 Local Board Data Suppressed Revised

TOP 3 TRADES FOR NEW APPRENTICESHIP REGISTRATIONS

Renfrew and Lanark Counties

1. Automotive service technician
2. Electrician – construction and maintenance
3. General carpenter

Ontario

1. Electrician – construction and maintenance
2. Automotive service technician
3. Plumber

Source: 2022-2023 Local Board Data Suppressed Revised

Local Intelligence

Through our community consultations, we learned that there are more mergers happening within skilled trades sectors as companies purchase other businesses to not only grow their operation, but to also access more skilled trades workers such as automotive technicians and electricians. While the skilled trades have always been a strength of the region's labour pool, there is increasing pressure to hire and retain these employees because of the shortages caused by retirements.

EMPLOYER PULSE SURVEY

In fall 2023, The Local Labour Market of Renfrew and Lanark released its second annual Employer Pulse Survey to learn more about the current labour market conditions affecting employers in the region. This year's survey was refined through input from our Labour Market Steering Committee. The shorter but more relevant version of the survey was a success, leading to LMG meeting its goal of over 100 respondents.

The Employer Pulse Survey was conducted over a 12-week period from September to December of 2023. It confirmed many of the assumptions made by the LMG based on a review of unemployment statistics, client activity levels within employment services offices, local intelligence gathered through community consultations and our own observations through monitoring job postings online, within business and through media channels.

The survey received responses from 105 employers. Among the respondents, 69% are situated in Renfrew County, 24% are located in Lanark County, and 7% are based in adjacent areas such as Ottawa, Stormont, and Ashton.

Among the key findings of the Employer Pulse survey were the following:

Business Profile

- 16.19% of businesses are in Social Services, 14.29% of businesses are in the manufacturing industry, 10.48% are in the Education industry while 9.52% are in the Skilled trades.
- Most businesses (55.24%) are private sector-based while 44.76% are in the public sector.
- Most of the businesses (34.29%) are small businesses with less than 10 employees. This is closely followed by 24.76% with over 100 employees.

Hiring Trends

- 73.33% of respondents had difficulty hiring employees in the past year, 51.95% of whom had difficulty hiring both full-time and part-time employees. Most of these employers (66.23%) do not have a unionized workforce.
- 32.69% introduced incentives while 67.31% did not introduce incentives. Of those who introduced incentives including increased starting wages, signing bonuses, flexible work options, retention bonuses, employee referral bonus and other benefits, the majority did not see any significant impact.

EMPLOYER PULSE SURVEY *(cont'd)*

- 39.39% have had employee retirements in the past year.
- 28.79% of businesses have hired a newcomer/immigrant in the past year.
- Most businesses (65.15%) posted jobs/ positions more than once due to limited applications, while 57.58% reposted because applicants were not qualified.
- 50% of respondents had lost their employees to competing employers in the past year.
- Most businesses (81.25%) did not have to lay off employees in the past year and of the 18.25% who did lay off staff, reasons varied from incompetence (on the part of the employee) to inflation to seasonal fluctuations to reduced sales.

Social Issues

- Only 18.84% of employers were affected by the availability of affordable housing. They assert that the lack of affordable housing affects their ability to attract and retain reliable employees.
- 26.09% reported the lack of adequate transportation (public transportation) as another factor that affects recruitment and retention of employees.
- 8.82% believe that the lack of social services has impacted recruitment and retention in their organization.
- Another 25% of employers have been affected by the lack of or limited availability of childcare services.

Workplace Conditions

- Due to difficulties filling positions, 25.76% altered their operational hours in the past year.
- 34.85% of businesses offered hybrid/remote positions while 19.70% deemed remote work options as inapplicable to their businesses.
- Most employers (56.25%) did not have mental health resources in place to support employees, 10.42% rated it as inapplicable to their business. Of the 33.33% who did establish mental health resources, some of the resources in place include paid counselling, EAP program, leave of absence, better work/life balance, family mental health plan, etc.
- 65.59% of the employers did not engage in training activities to address recruitment challenges.



2024-2025 PLAN OF ACTION

The following is a brief summary of the business plan objectives of the Lanark-Renfrew Labour Market Working Group for the 2024-2025 fiscal year.

PROJECT ONE:

LOCAL LABOUR MARKET PLANNING (LLMP) REPORT

Project Description

This report will include updated local labour market indicators, and analysis of the Employment Ontario Information System (EOIS) client data, local labour market intelligence gathered from employers, economic and occupational data mined using Lightcast Analyst Tool and the results of the 2024 Employer Pulse Survey.

Measurable Outcomes

The LLMP will receive a Continuous Improvement Performance Management Score (CIPMS) of 90% or better from community stakeholders who utilize the report.

Issue/Priority

It is important to provide accurate and timely labour market information for Renfrew and Lanark County service providers, municipalities, employers and job seekers. The annual LLMP provides a current state of the local labour market.

Key Partners

Regional employers, Chamber of Commerce, Economic Development agencies, Community Futures programs, Algonquin College, District School Boards and other educational and training centres, Business Associations, municipalities and Employment Ontario partners.

PROJECT TWO:

REVISED EMPLOYER PULSE SURVEY

Project Description

The refinement of our labour market pulse survey allows us to gather local intelligence from employers in Renfrew and Lanark Counties. The survey report contains current, locally mined labour market information and local intelligence that will give job seekers and community partners more insight into opportunities and challenges within our labour market. The survey results will be shared with the local labour market steering committee as well as various groups that are interested in the labour market and published in the annual Local Labour Market Planning report.

Measurable Outcomes

100 employers will participate in the pulse surveys and the Continuous Improvement Performance Management Score (CIPMS) will exceed 85% satisfaction from those who access the information contained in the survey.

MARKET



2024-2025 PLAN OF ACTION *(cont'd)*

Issue/Priority

The labour market in Renfrew and Lanark Counties continues to evolve as we distance ourselves from the COVID-19 pandemic and the economy deals with higher interest rates, rising inflation and social issues that include a lack of affordable housing. Timely information from employers is critical to allow communities to plan and execute strategies to support a labour market that continues to have significant shortages in many sectors. Job seekers need accurate and local LMI in order to make informed career decisions. Information gathered from this survey is also critical for effective community planning and to allow businesses to better understand the local labour market and their important role in workforce development.

Key Partners

LMG Steering Committee, Regional Employers, Chamber of Commerce, Economic Development agencies, Community Futures Programs, Algonquin College, District School Boards and other educational and training centres, Business Associations, Municipalities and Employment Ontario partners.

PROJECT THREE:

LABOUR MARKET BULLETINS

Project Description

Provide local labour market intelligence to the broader communities of Lanark and Renfrew Counties more frequently through a quarterly LMI Bulletin to allow for better labour market understanding and planning.

Measurable Outcomes

The broader community of employers, service providers, municipalities, etc. will have access to accurate and timely labour market data to allow them to plan and adjust to local labour market conditions. A Continuous Improvement Performance Management Score (CIPMS) will exceed 85% satisfaction from those who receive and read the quarterly LMI bulletins.

Issue/Priority

The labour market is starting to experience some cracks as the economy slows. There have been layoffs throughout the region and some plant closures announced in Perth, Smiths Falls and Arnprior. With a potential recession looming in 2024, it could be much more volatile than it already is. By providing more frequent labour market updates to our local communities, the LMI quarterly bulletins will provide more timely insights into what is occurring in the local labour market.



Key Partners

Employers, Employment Services providers, Algonquin College, Renfrew County Catholic District School Board, Renfrew County District School Board, Garrison Petawawa Transition Centre, United Way East Ontario, Literacy and Basic Skills service deliverers.

PROJECT FOUR:

Project Description

Plan and deliver up to three Service coordination activities to support municipalities, economic development agencies, Employment Ontario service providers, school boards and other interested parties who are impacted by local labour market conditions through their work with job seekers and employers.

Measurable Outcomes

A Continuous Improvement Performance Management Score (CIPMS) will exceed 85% satisfaction from those who participate in service coordination activities led by the LMG.

Issue/Priority

The economy is slowing and the way we work is changing. The emergence of artificial intelligence at the same time that we are experiencing rising interest rates, high inflation, affordable housing shortages, global conflicts and climate change is all having an impact on the labour market. Service coordination activities let us respond to these issues and trends promptly.

Key Partners:

Employment Ontario service providers, Ontario Works, Economic Development Offices, Algonquin College, Renfrew County District School Board, Renfrew County Catholic District School Board, United Way East Ontario.



COMMUNITY CONSULTATIONS

The Local Labour Market Group of Lanark-Renfrew held four community consultations in the Fall of 2023. The sessions, three in person and one virtual, were well attended and offered insight into the challenges local employers were having with both attracting and retaining employees. The consultations also considered the education and training needs of employers and community factors that impacted the labour market. The full report can be accessed here https://labourmarketgroup.ca/wp-content/uploads/2024/01/Consultations-2023-Summary-Report-2.docx



APPENDIX A:

COMMUNITY PARTNERS

Community Employment Services – Pembroke
https://www.algonquincollege.com/pembroke-employment/

Community Employment Services – Perth
https://www.algonquincollege.com/perth-employment/

Algonquins of Pikwakanagan First Nation
https://www.algonquinsofpikwakanagan.com/

Canadian Career Academy
www.canadacareer.ca/

County of Renfrew, Ontario Works
https://www.countyofrenfrew.on.ca/en/community-services/ontario-works.aspx

County of Lanark, Ontario Works
https://www.lanarkcounty.ca/en/family-and-social-services/ontario-works-social-assistance.aspx

Enterprise Renfrew County, Pembroke
www.enterpriserenfrewcounty.com/

Garrison Petawawa
http://www.army-armee.forces.gc.ca/en/4-canadian-division/4-canadian-division-supportbase-petawawa/index.page

Ministry of Labour, Immigration, Training and Skills
https://www.ontario.ca/page/ministry-labour-immigration-training-skills-development

Ontrac Employment Resource Services
www.getontrac.ca/

PMFRC Employment Services
https://petawawaemployment.ca/

Renfrew County Community Futures Development Corporation
www.rccfdc.org/

Renfrew County District School Board
www.rcdsb.on.ca/en/

Training & Learning Centre
https://www.trainingandlearningcentre.ca/

Upper Canada District School Board
www.ucdsb.on.ca/

Valley Heartland Community Development Corporation
www.valleycfdc.com/

Arnprior Economic Development
https://www.arnprior.ca/en/ecdev/why-arnprior.aspx

Pembroke Economic Development
https://pembroke.ca/en/business-and-development/business-and-economic-development.aspx

County of Renfrew, Economic Development & Natural Resources
www.investrenfrewcounty.com/

Local Immigration Partnership
https://liplanarkrenfrew.ca/

APPENDIX B:

INFORMATION SOURCES

Statistics Canada (2021 and 2016 Census, 2011 National Household Survey, Canadian Business Patterns)
www.statcan.gc.ca/eng/start

Algonquin College - Pembroke
www.algonquincollege.com/pembroke

Algonquin College - Perth
www.algonquincollege.com/perth

County of Lanark Website
www.lanarkcounty.ca

County of Renfrew Website
www.countyofrenfrew.on.ca

Lightcast Analyst Tool
https://lightcast.io

Participants in 2023 Community Consultations

David Wybou – The County of Renfrew

Dan Mellen- KI Canada

Brent Dick - Algonquin College Community Employment Services

Alex Harris - Renfrew County District School Board

Amy Desrochers – Community Living Upper Ottawa Valley

Siobhan McGarr – Canadian Armed Forces Transition Centre

Brettan Ingimundson - Kilmarnock

Chelsie Gordon – Ontrac Arnprior

Dawn Hanley – Ontrac Arnprior

Karen-Anne Gilks – Gilks Sport & Promo

Erin Edwards – Pacific Safety Products

Lindsay Wilson – The Township of Arnprior

Kelly Lemenchick – Renfrew County Community Futures Development Corporation

Dana Doughty – Chickadee Business Services

Eric Burton – Factor 5 Group

Onyeka Ofunne – Arnprior Health Team

Randy Baker – Pillar 5 Pharma

Amber Coville – Valley heartland

Linda Alexander – Lanark County

Karis Fredrick – Petawawa Military Family Resource Center

Sue Rupert – The Training and Learning Center

Lisa Northrup –AREM Concrete & Construction Inc.

Susan Fournier – The Ontario Ministry for Labour, Immigration, Training and Skills Development

Cyndy Phillips – Renfrew County Community Development Corporation

Tracey Beckstead – Adult Learning and Training Center

Chris Grimshaw – SERCO

Janna Koopman – Petawawa Military Family Resource Center

Heather Sutherland – City of Pembroke

Hailey Watson – Renfrew County Catholic District School Board

Greg Belmore – The County of Renfrew

Marcie Campbell – Community Living Upper Ottawa Valley

Christine Mitchell – The Town of Petawawa

Sara Ward – Renfrew County District School Board

Maggy Houle – Petawawa Military Family Resource Center

Melissa Friske – Renfrew County District School Board

Linda Simpson – Performance Plus Rehabilitative Care

Sandi Theilheimer – Renfrew County District School Board

Brenda Slomka – Algonquin College

Megan Charbonneau – Renfrew County District School Board

JoAnn McIntyre – Roseburg Forest Products

Lisa Benoit – Community Employment Services – Perth

Sam Leroux – Lanark County

Gail Logan – Perth Chamber of Commerce

James Buckley – Expectation Coaching

Isabel McRae - Township of Perth

Davin Dossett – Dossett Financial

Rob Probert – Canadian Career Academy

Marcy Cassell – Mackat Transportation

Shannon Scott – Ontrac Smith Falls

Linda Sovey – Ontrac Smith Falls

Joanne Watson – Ontrac Smith Falls

Gabriella Salera – Local Immigration Partnership - Algonquin College

Colleen Clark – Algonquin College

Erin Curtis – Dragonfly Family and Learning

Bill Skinner – SLFC Inc.

Sherri Harris – Ontrac Renfrew

Jayne Brophy – Salthill Capital

APPENDIX C:

STATISTICS DATA DEFINITIONS

Business Pattern Data: The Canadian Business Patterns database provided by Statistics Canada identifies the number of business establishments (employers) within a Census Division (CD). The database also identifies the number of employers by detailed industry and for nine different employee size ranges. Canadian Business Pattern data is available every six months (June and December) with an approximate five-week time lag for release.

Census Division (CD): Group of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. Census division (CD) is the general term for provincially legislated areas (such as county, municipalité régionale de comté (MRC) and regional district) or their equivalents. In other provinces and the territories where laws do not provide for such areas, Statistics Canada defines equivalent areas for statistical reporting purposes in cooperation with these provinces and territories. Census divisions are intermediate geographic areas between the province/territory level and the municipality (census subdivision).

Census Metropolitan Area (CMA): A census metropolitan area (CMA) or a census agglomeration (CA) is formed by one or more adjacent municipalities centered on a population centre (known as the core). A CMA must have a total population of at least 100,000, based on data from the current Census of Population Program, of which 50,000 or more must live in the core based on adjusted data from the previous Census of Population Program. A CA must have a core population of at least 10,000 also based on data from the previous Census of Population program. To be included in the CMA or CA, other adjacent municipalities must have a high degree of integration with the core, as measured by commuting flows derived from data on place of work from the previous Census Program.

Economic Region (ER): An economic region (ER) is a grouping of complete census divisions (CDs), with one exception in Ontario, created as a standard geographic unit for analysis of regional economic activity. Economic Regions enable reliable labour force estimates for areas that are too small on their own, so they are grouped with neighbouring regions.

Employed person: refers to those who, during the reference period, had a labour force status of ‘employed.’ That is, those who, during the reference period (a) Did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. This also includes persons who did unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or (b) Had a job but were not at work due to factors such as



their own illness or disability, personal or family responsibilities, vacation or a labour dispute. This category excludes persons not at work because they were on layoff or between casual jobs, and those who did not then have a job (even if they had a job to start at a future date).

Employment Rate: Refers to the number of employed persons expressed as a percentage of the population aged 15 years and over.

Lightcast: Lightcast turns labour market data into useful information that helps organizations understand the connection between economies, people, and work. Using sound economic principles and good data, they build user-friendly services that help educational institutions, workforce planners, and regional developers (such as WIBs, EDOs, chambers, utilities) build a better workforce and improve the economic conditions in their regions.

Feed-in tariff: A Feed-in tariff, or FIT rate is the premium paid by a utility to its consumers for excess power generated by their solar, wind or alternative energy system. Feed-in tariffs are used by the government as an incentive for consumers to adopt newer, cleaner, renewable energy sources.

Industrial Sectors: The industrial sectors described in Indicator 1 and the 4-digit industries referred to in Indicators 2 and 4 refer to the classification into which all economic activity is placed. See NAICS below. Industry (based on the 2002 North American Industry Classification System [NAICS]) refers to a generally homogeneous group of economic producing units, primarily engaged in a specific set of activities. An activity is a particular method of combining goods and services inputs, labour and capital to produce one or more goods and/or services (products). In most cases, the activities that define an industry are homogeneous with respect to the production processes used.

Labour Force: Refers to persons who, during the week of Sunday, May 2 to Saturday, May 8, 2021, were either employed or unemployed. Labour force = Employed + Unemployed. Previously, in other census cycles, early enumeration was conducted in remote, isolated parts of the provinces and territories in the months leading up to the May enumeration. Because of COVID-19, there was no early enumeration for the 2021 Census. Collection procedures – especially in collective dwellings and remote, northern, First Nations, Inuit and Métis communities – were redesigned to ensure the census was conducted in the best possible way, using a safe and secure approach.

Labour Market Challenges: A challenge refers to the possibility that there is an imbalance in demand and supply of labour [including skills, occupation and education]. A challenge by its very nature offers both a “problem” and an “opportunity”. An unemployed or underemployed worker is a wasted resource and a problem. However, that worker’s potential is also an opportunity to be deployed elsewhere.

APPENDIX D:

LOCAL LABOUR MARKET CONSULTATIONS

This document contains information from community consultations held from October 2023 to December 2023. The goal of our Labour Market community consultations is to validate the labour market issues that are impacting employers and employees and to establish an action plan to provide solutions to these issues. The LMG will implement the action plan with support from our service delivery partners and organizations. This work will be in part supported by our Labour Market Steering Committee. Four pressing issues emerged from our research so far: Employee Recruitment, Retention, Training and Community Factors that impact the labour market.

https://labourmarketgroup.ca/wp-content/uploads/2024/01/Consultations-2023-Summary-Report-2.docx





THE LABOUR MARKET GROUP
OF RENFREW & LANARK