

QUARTERLY 2024

BULLETIN MARCH



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

ABOUT US



About US

The Labour Market Group of Renfrew and Lanark (LMG) represents one of 26 workforce planning areas in the Province of Ontario. Funded by the Ministry of Labour, Immigration, Training and Skills Development, our team works to provide accurate and timely labour market information to employers, job seekers and organizations that use labour market data for strategic planning purposes. We also provide annual labour market reports that outline trends in the local labour force using statistical data from several sources, as well as intelligence gathered from local employers and employment agencies.

Our Purpose: To help build a skilled workforce in Renfrew and Lanark Counties that contributes to a prosperous Ontario.

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

To obtain information about our past work on local labour market trends, please visit our website at www.labourmarketgroup.ca or send us an email with your questions, comments, concerns, requests and ideas. img@algonquincollege.com

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



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

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

[Click Here](#)



Get the latest copy of our Local Labour Market Plan covering 2023.

[Click Here](#)

We are here to help you! Please always feel free to contact us anytime with your questions, comments, concerns and needs. You can either reach us using the contact information listed above or by emailing our general email inbox at img@algonquincollege.com.



Community Profile: The Town of Carleton Place



Carleton Place is a blossoming bedroom community and one of the fastest growing towns in Lanark County. Between the 2016 and 2021 national census, Carleton Place's population grew by more than 17%, jumping from 10,644 to 12,517 people. The Lanark County Planning Department projects that by 2038, the town's population will reach nearly 21,000 people.

In recent years, several new residential and commercial developments have taken shape to address the population growth as many younger families have moved into the community to escape high housing costs in urban centres. The town is ideally located for workers who commute into the nation's capital and for entrepreneurs and remote workers who can work from home but take advantage of the rural lifestyle of the Lanark County region.

Like many areas, the health care sector is growing in Carleton Place and across Lanark County, but there have been some cracks in other areas of the economy, including manufacturing. Rose Innovation, a manufacturing facility with a more than 40-year history in Carleton Place recently announced its pending closure, resulting in the loss of more than 50 jobs.

Higher interest rates have cooled the real estate market, but the projected growth in population will continue to drive this sector as Carleton Place grows and becomes the largest town in Lanark County. There were more than 7,000 jobs in the town in 2023, a strong indicator of the economic health of the community as it becomes an economic hub in the region.

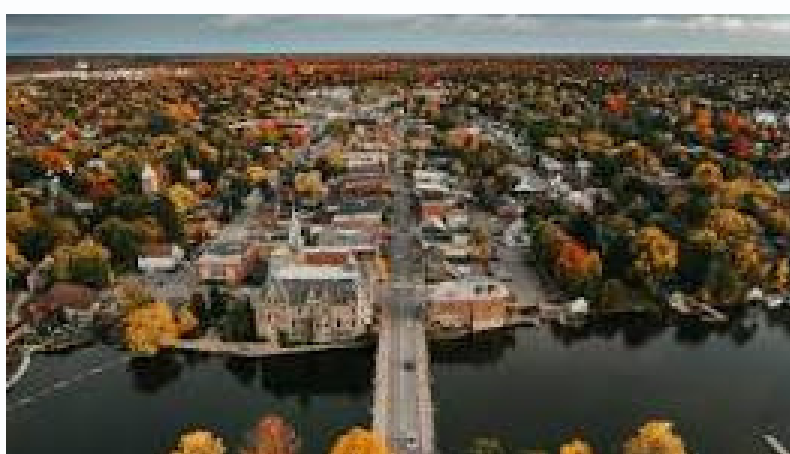
Given its easy access to highways for the transportation of goods and its curbside appeal and close proximity to Ottawa, Carleton Place is positioned well for growth into the future



Population of Carleton Place

Municipality	Population 2016	Population 2021	Percent Change
Lanark County	68,698	75,760	10.3
Carleton Place	10,644	12,517	17.6

Source: Statistics Canada, 2016 and 2021 Census of Population



Age Distribution of Carleton Place

Age Distribution	Lanark County 2016	Lanark County 2021	Carleton Place 2016	Carleton Place 2021
0 to 14 years	10,345	11,390	1,920	2,240
15 to 24 years	7,085	6,745	1,095	1,150
25 to 34 years	6,955	8,295	1,395	1,700
35 to 44 years	7,230	8,270	1,290	1,705
45 to 54 years	10,160	8,955	1,435	1,430
55 to 64 years	11,815	13,025	1,550	1,705
65 to 74 years	8,930	11,435	1,040	1,495
75 to 84 years	4,275	5,425	605	720
85 years and above	1,890	2,215	320	355

Source: Statistics Canada, 2016 and 2021 Census of Population



Did you know?

The world of work is being turned upside down and at the centre of this evolution is artificial intelligence. For an hour, technology journalist Jared Lindzon who writes for some of the biggest and most influential newspapers and magazines in Canada captivated his audience with stories of how the way we work and learn is changing rapidly.

Lindzon was at the Pembroke Waterfront Campus and delivered his talk to a large in person and virtual audience that included faculty, support staff and administration from all of Algonquin College's campuses. His message was clear.

"The A.I. writing is on the wall. Change is coming and fast", said Lindzon who spends his days researching and writing about what is one of the most significant technological advancements in human history.

"What we are witnessing is the crumbling of work place structures that have been in place since the industrial revolution," said Lindzon who expects the pressure to grow on employers to provide more flexibility to their workers. The use of A.I. will be part of that process. Lindzon envisions a workforce where asynchronous meetings become the norm and where A.I. can take notes and respond for employees as working schedules become more flexible.

By creating more flexibility by using A.I. tools, Lindzon says there is an opportunity for greater efficiency, allowing workers to increase their productivity while having the ability to choose how they use their time to complete work assignments. "The standard 9-to-5 Monday to Friday schedule still exists, but it is no longer the only option."



When Steve Jobs introduced the world to the iPhone in 2007 it was transformational. The phone became the primary mode of communicating with others, whether it was e-mail, texting, searching for information or scheduling appointments. A.I. is the next big thing.

It's not without risks and the people who have brought A.I. to the world realize there are gaps and concerns that A.I. can do some harm, but Lindzon is taking a 'glass half full' approach to how A.I. can benefit workers and students. There is plenty of evidence that A.I. is being accessed as a competitive advantage within organizations. Lindzon cited that in the past two years, job postings mentioning A.I. have more than doubled.

He encouraged teachers to test A.I., because their students are using it. "What the calculator did for math, A.I. will do for writing and virtual communication," said Lindzon as he broached the subject of plagiarism in post-secondary education. He understands it's a major concern in higher education, but also said educators at all levels must adapt.



Jared Lindzon Continued...

“Don’t operate in a world that this technology does not exist,” Lindzon told the audience as he spoke about leveraging the technology to strengthen the learning and work place experience.

Lindzon believes strongly that soft skills and practical learning experiences such as co-op education for students will continue to be the primary differentiator in the workplace, as A.I. forces businesses and organizations to embrace artificial intelligence.

The next generation of workers and learners will grow up with A.I. as millennials did with the Internet. Change happens.

The presentation was sponsored by the Labour Market Group of Lanark and Renfrew.

By Jamie Bramburger – Manger of Community and Student Affairs – Algonquin College Waterfront Campus Pembroke

[WATCH VIDEO HERE](#)

Educational Attainment in Carleton Place

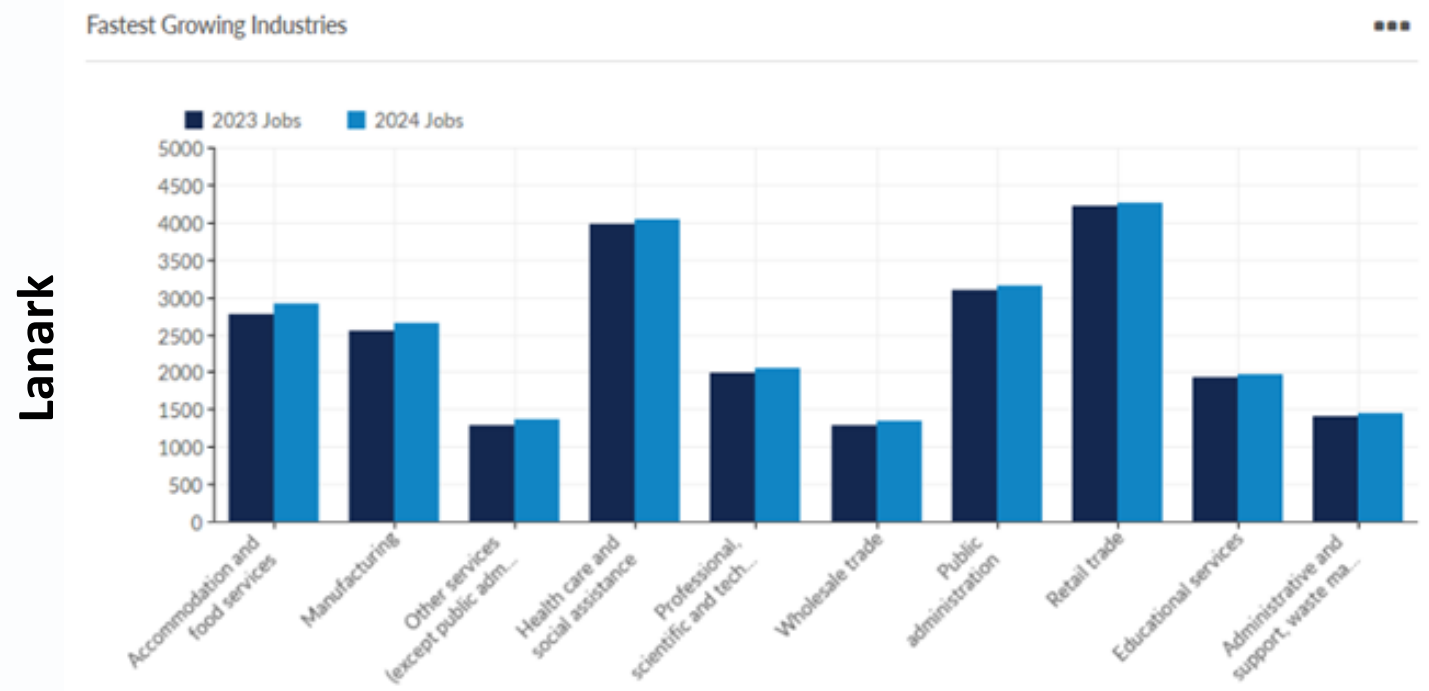
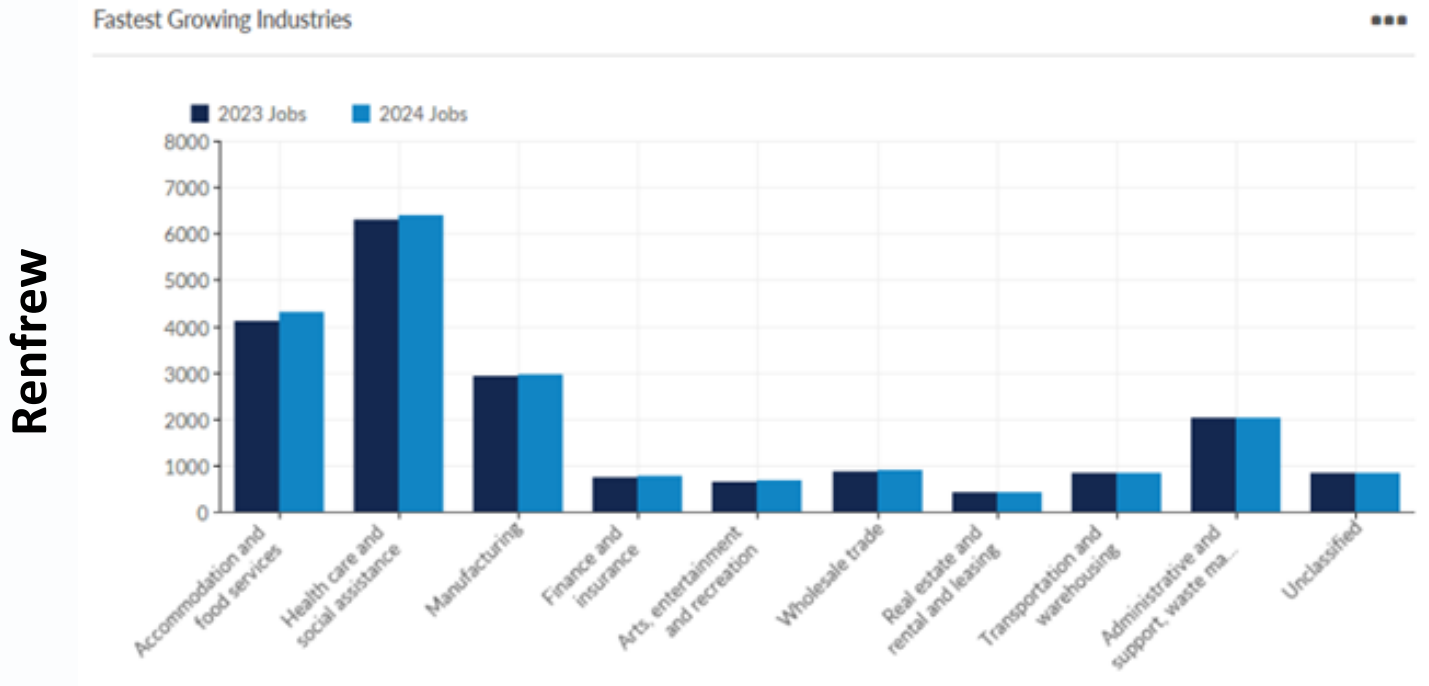
Educational Attainment	Lanark County	Carleton Place
No certificate, diploma or degree	9,120	1,200
High school diploma or equivalency	18,895	3,130
Apprenticeship or trades certificate or diploma	4,490	580
College, CEGEP or other non-university certificate or diploma	17,775	2,915
University certificate or diploma below bachelor level	900	130
University certificate or diploma at bachelor level or above	11,735	2,080
Total	62,915	10,035

Source: Statistics Canada, 2021 Census of Population



Labour Market Data December 2023 to February 2024

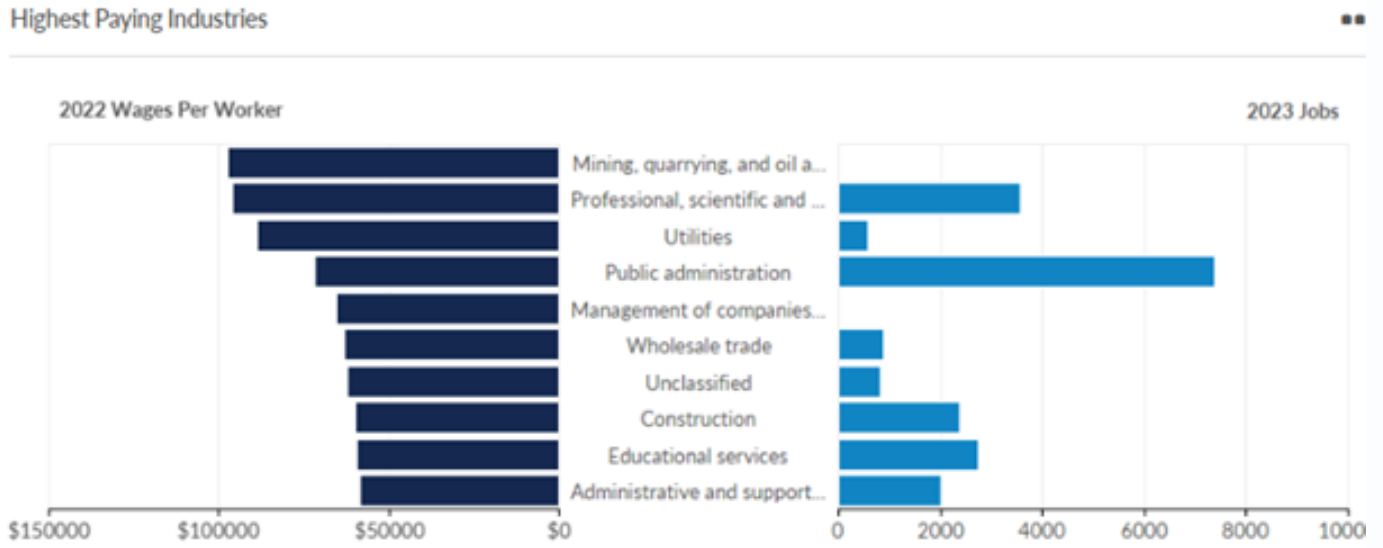
FASTEST GROWING INDUSTRY AT THE 2-DIGIT NAICS LEVEL



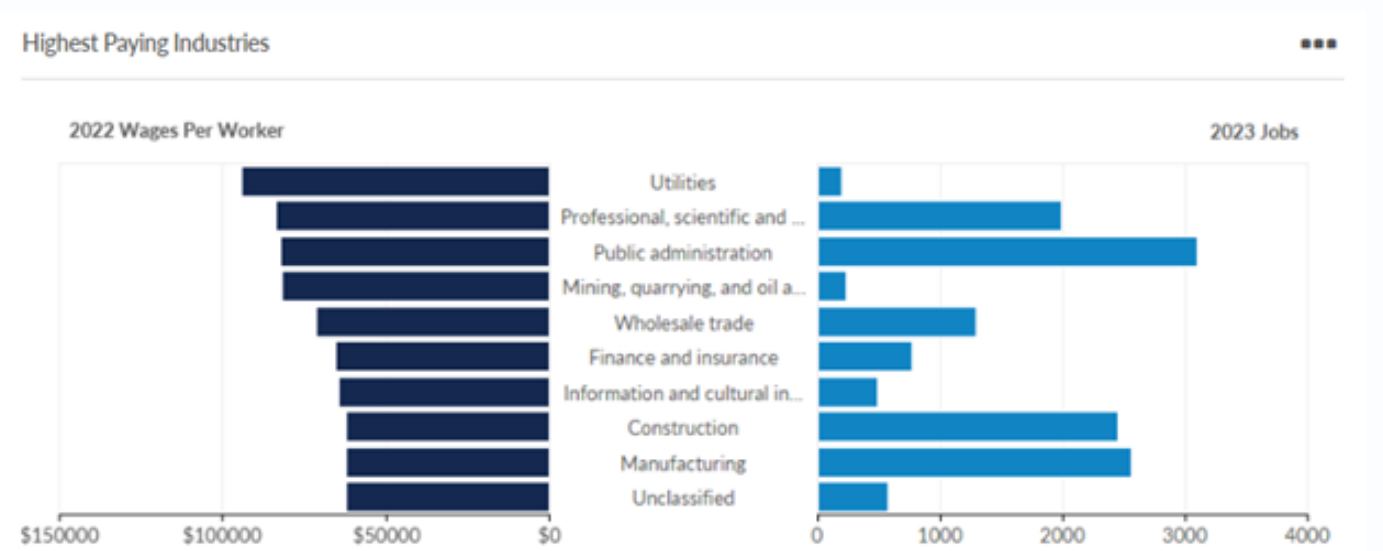
These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

HIGHEST PAYING INDUSTRY

Renfrew



Lanark

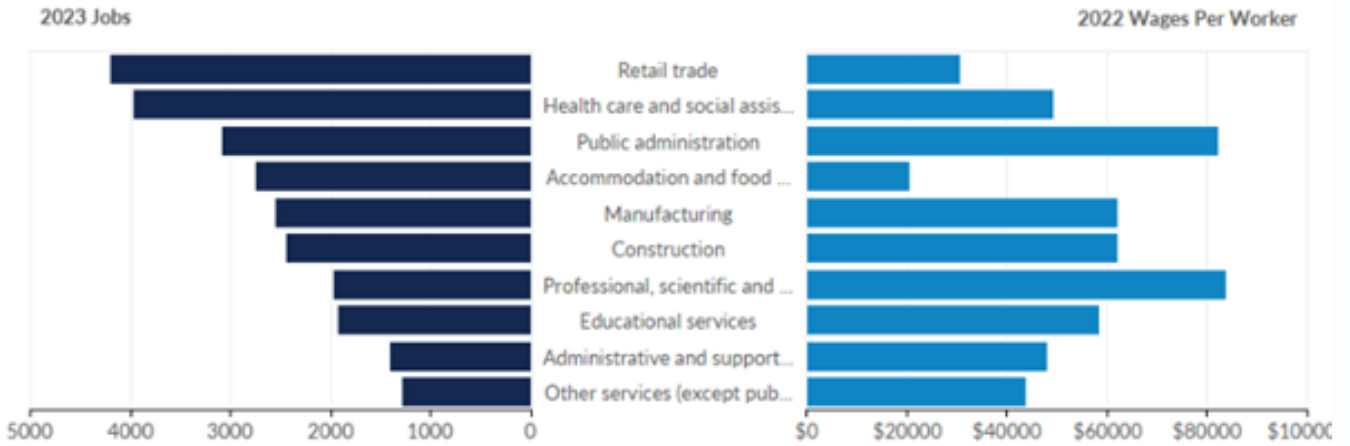


These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

LARGEST INDUSTRY BY SIZE

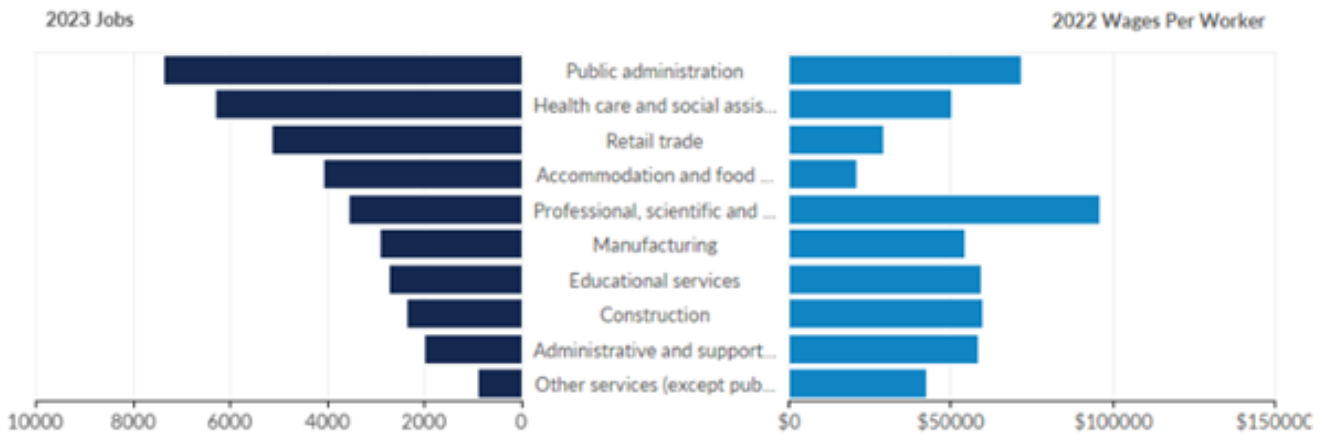
Renfrew

Largest Industries



Lanark

Largest Industries



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

EMPLOYER PULSE SURVEY

The Labour Market Group of Renfrew and Lanark is continuously striving to provide better labour market insights and solutions. Our survey was conducted September 2023 to December 2023 and we recieved over 100 respondents.

1

**73% HAD DIFFICULTY HIRING EMPLOYEES
IN THE PAST YEAR**

2

**65% POSTED POSITIONS MORE THAN
ONCE IN THE PAST YEAR DUE TO LIMITED
APPLICATIONS**

3

**50% LOST EMPLOYEES TO COMPETING
EMPLOYERS**

4

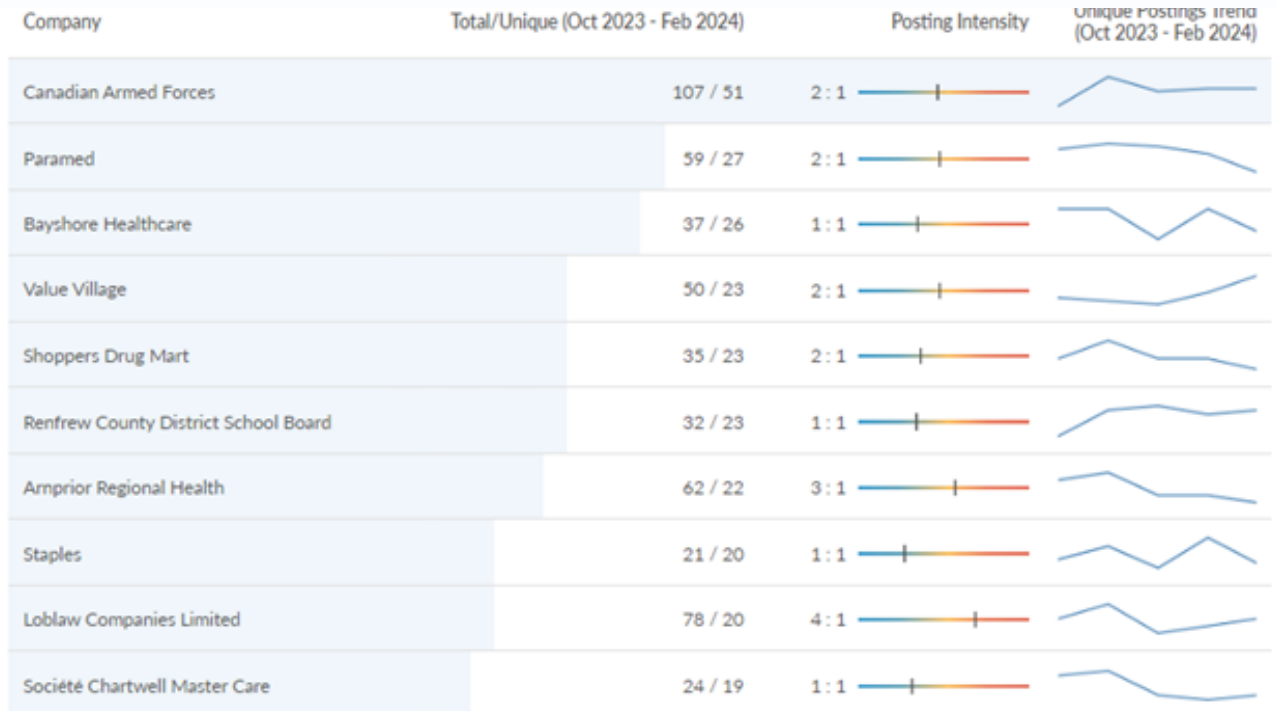
**35% OF BUSINESSES OFFERED HYBRID
WORKING CONDITIONS**

5

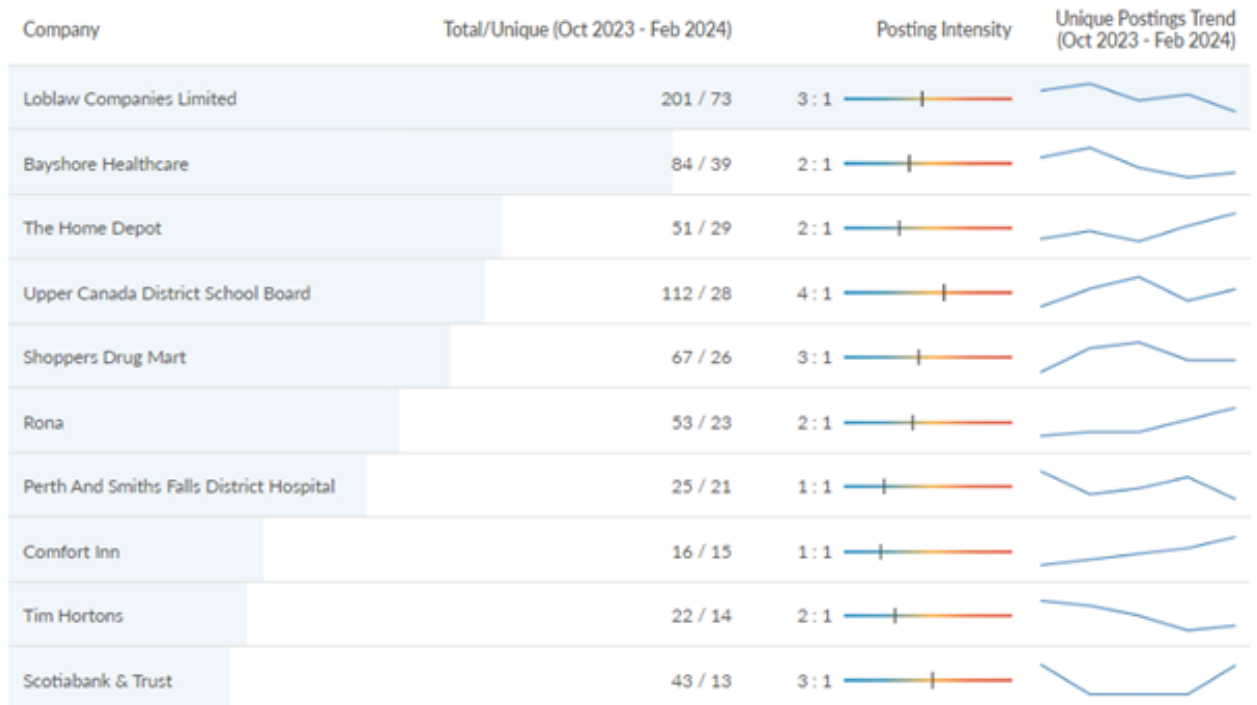
**25% OF EMPLOYERS HAVE BEEN AFFECTED
BY THE LIMITED AVAILABILITY OF
CHILDCARE SERVICES**

WHO'S HIRING IN OUR REGION?

Renfrew



Lanark



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