

QUARTERLY 2024

BULLETIN DECEMBER



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

ABOUT US



About US

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

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

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

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

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



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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.**

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Local Labour Market
Planning Report**

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**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.**



EMPLOYER PULSE SURVEY

The Labour Market Group of Renfrew and Lanark is committed to enhancing our understanding of the local labour market and developing effective solutions. Your feedback is vital for municipalities, employment services, Chambers of Commerce, industry groups, and employers. Please take five minutes to share your insights.



[CLICK HERE TO COMPLETE THE SURVEY](#)

Community Profile: Town of Renfrew

Nestled on the Bonnechere River in Eastern Ontario, Renfrew is a town rich in history, economic opportunity, and community pride. Known as the birthplace of the National Hockey League, the town also boasts connections to notable figures like Dr. Charlotte Whitton, Ottawa's first female mayor, and renowned author Robertson Davies. Historic landmarks and century-old buildings along Raglan Street preserve Renfrew's heritage, while the renowned Renfrew Fair, one of Canada's oldest, continues to draw visitors year after year. With a population of 8,190, the town serves as a hub for a surrounding rural region of over 30,000, blending small-town charm with strategic significance as a gateway for Ottawa-based cottagers and outdoor enthusiasts.

Renfrew's economy is shaped by its diverse mix of industries, including healthcare, manufacturing, and retail. In the 1980's and 1990's, the community's manufacturing sector was hit hard by plant closures including Westinghouse and Stewart Hartshorn Limited, but the town demonstrated great resilience in protecting its industrial base which continues through Scapa Tapes and nearby Magellan Aerospace, one of the largest manufacturing employers in Renfrew County.

The health care sector is vibrant, employing hundreds of works at the community's hospital and long-term care facilities, including Bonnechere Manor. In recent years, the food service industry has grown as more national franchises establishment restaurants in smaller communities. The most recent expansion by Boston Pizza has created jobs and enhanced the community's amenities.

Despite economic strides, Renfrew faces challenges with population decline and an aging demographic, with 32.1% of residents aged 65 and older compared to Canada’s 19%. Enrolment has been declining at both the elementary and secondary levels, but investments are being made in education. The Renfrew County Catholic District School Board is nearing completion of the new St. Thomas the Apostle elementary school, a multi-million-dollar projects that created significant construction jobs over the past two years. The new school is attached to St. Joseph’s Catholic High school.

The town’s appeal lies in its balance of historical significance, recreational opportunities, and emerging economic potential. Whether it is the nostalgia of hockey tape produced at Scapa Tapes, the inspiration of Robertson Davies’ novel What’s Bred in the Bone, or the scenic beauty of its river chutes, Renfrew offers a unique blend of culture, history, and opportunity. As infrastructure projects advance and new businesses open their doors, the town is still a vital player in the economic landscape of Renfrew County through its legacy of innovation and resilience.



Population of The Town or Renfrew

Municipality	Population 2016	Population 2021	Percent Change
Renfrew County	102,394	106,365	3.88%
Town of Renfrew	8,223	8,190	-0.40%

Source: Statistics Canada, 2016 and 2021 Census of Population



Age Distribution of The Town of Renfrew

Age Distribution	Renfrew County 2016	Renfrew County 2021	Town of Renfrew 2016	Town of Renfrew 2021
0 to 14 years	16,475	16,850	1,075	995
15 to 24 years	10,885	10,555	800	740
25 to 34 years	12,840	13,265	785	820
35 to 44 years	11,205	12,105	825	760
45 to 54 years	13,855	11,775	1,035	860
55 to 64 years	15,835	17,125	1,405	1,385
65 to 74 years	11,940	14,405	1,075	1,425
75 to 84 years	6,515	7,260	755	735
85 years and above	2,845	3,020	465	465

Source: Statistics Canada, 2016 and 2021 Census of Population



Educational Attainment of the Town of Renfrew

Educational Attainment	Renfrew County	Town of Renfrew
No certificate, diploma or degree	14,200	1,400
High school diploma or equivalency	28,720	2,565
Apprenticeship or trades certificate or diploma	6,455	455
College, CEGEP or other non-university certificate or diploma	23,525	1,680
University certificate or diploma below bachelor level	1,110	60
University certificate or diploma at bachelor level or above	12,770	695
Total	86,780	6,855

Source: Statistics Canada, 2021 Census of Population



NEWS

Check out what's happening in our community. LMG collects local labour market intel to keep you informed.

Upcoming Immigration Policy Changes and Local Impacts

Immigration, Refugees, and Citizenship Canada (IRCC) has made several policy changes that the department has said will stabilize the housing market, enhance system integrity, and support Canada's labour needs. The key changes include reduced international student permits, stricter post-graduate work permit criteria, and a phased in reduction in permanent resident admissions by 2027. Temporary Foreign Worker (TFW) Program caps and compliance measures have also been tightened.

The impact of these policy changes will have some bearing on businesses in Renfrew and Lanark County that have invested in hiring temporary foreign workers in hard to fill positions. There has been a notable increase in these hirings in the manufacturing, health care and hospitality sectors in recent years as employers have struggled to hire locally. Increasingly, municipalities have engaged in newcomer attraction strategies that have included working with Algonquin College's Pembroke and Perth campuses which have seen international student growth in recent years.

The new IRCC restrictions will limit the type of programs that international students can enroll in if they want to secure a work permit to remain in Canada after they graduate from college. As of November 1, 2024, the following programs are deemed eligible for the Post-Graduation Work Permit (PGWP) per IRCC guidelines and Algonquin College's review of the Classification of Instructional Programs (CIP) definitions.

Perth Campus

1. Business - Agriculture
2. Heritage Carpentry and Joinery
3. Practical Nursing

Pembroke Campus

1. Carpentry and Renovation Techniques
2. Personal Support Worker
3. Pre-Health Sciences Pathway to Advanced Diplomas and Degrees
4. Urban Forestry - Arboriculture
5. Applied Nuclear Science and Radiation Safety
6. Computer Programming
7. Computer Systems Technician
8. Early Childhood Education
9. Practical Nursing
10. Social Service Worker



MORE NEWS

- **Canada Post Strike - Ongoing Job Action** – The Canadian Union of Postal Workers is actively negotiating higher wages, better medical benefits and changes to temporary worker positions. Canada Post is embarking on restructuring and innovation to drive new commercial opportunities (Labour Minister Steven MacKinnon). Unfortunately, small businesses, especially retailers, have been left without service during the busy Christmas season. LMG will continue to monitor the situation
- **LCBO Strike Resolution** – Workers ratified a new agreement between their union and LCBO this past July. The new three-year contract includes significant improvements including more permanent jobs with benefits and guaranteed hours. This was a historic and first-time job action for the crown corporation that saw retail stores closed to customers for two weeks.
- **Magellan Aerospace Strike Resolution** – Earlier this year workers at Magellan Aerospace (Haley Station) participated in a nine-week strike. Fortunately, a five-year deal was reached that offered workers wage increases, profit sharing, signing bonuses and pension improvements. McMaster, President of the local union says this was an important step for maintaining morale.
- **Renfrew County School Buses** - With great relief to the community, school buses started running again in October after an agreement was reached between Renfrew County Joint Transportation Consortium and the school Boards RCDSB and RCCDSB. The dispute caused many disruptions for parents and students including unsafe or crowded pick ups/drop offs and lost productivity as employers accommodated flexibility for affected parents.

Sources

<https://www.pembroketoday.ca/2024/05/28/magellan-aerospace-workers-back-at-haley-plant-after-accepting-five-year-contract/#>

<https://www.cbc.ca/news/canada/toronto/lcbo-workers-ratification-1.7270704>

<https://globalnews.ca/news/10897877/canada-post-strike-week-3-workers-demands/>

<https://toronto.ctvnews.ca/calls-for-ottawa-to-end-canada-post-strike-mount-as-businesses-face-challenges-1.7132653>

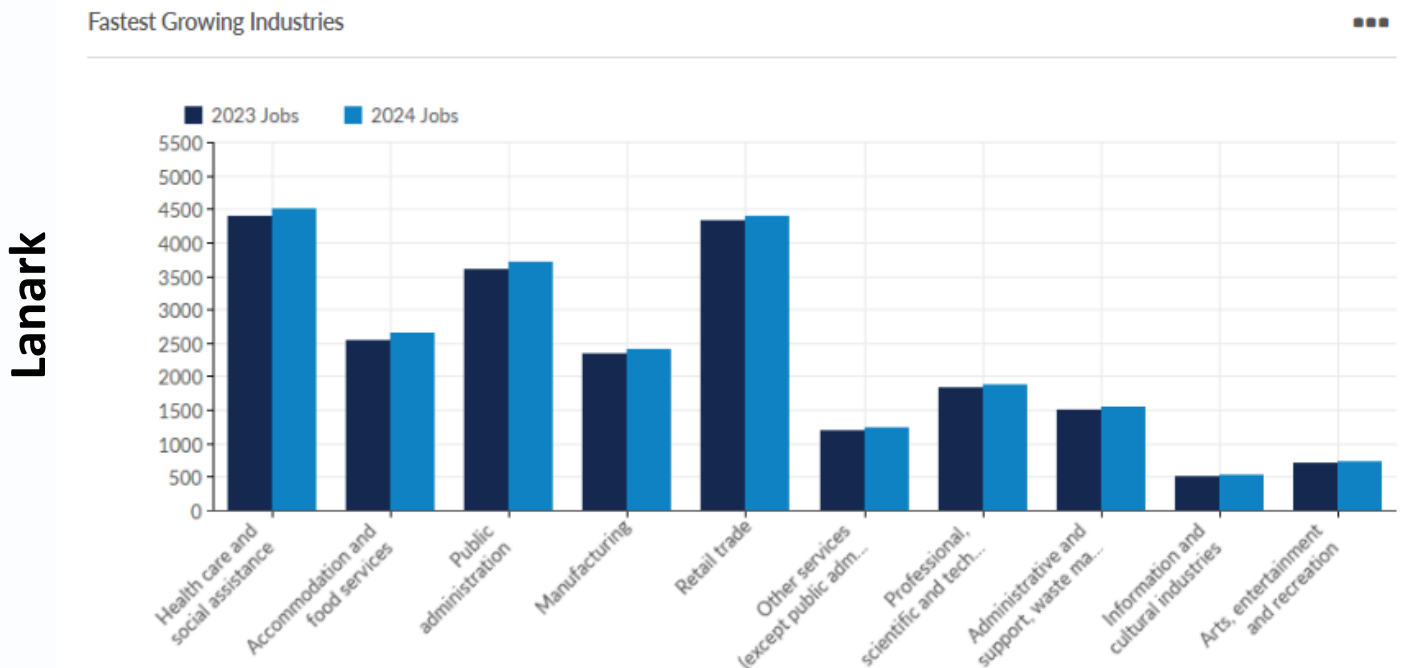
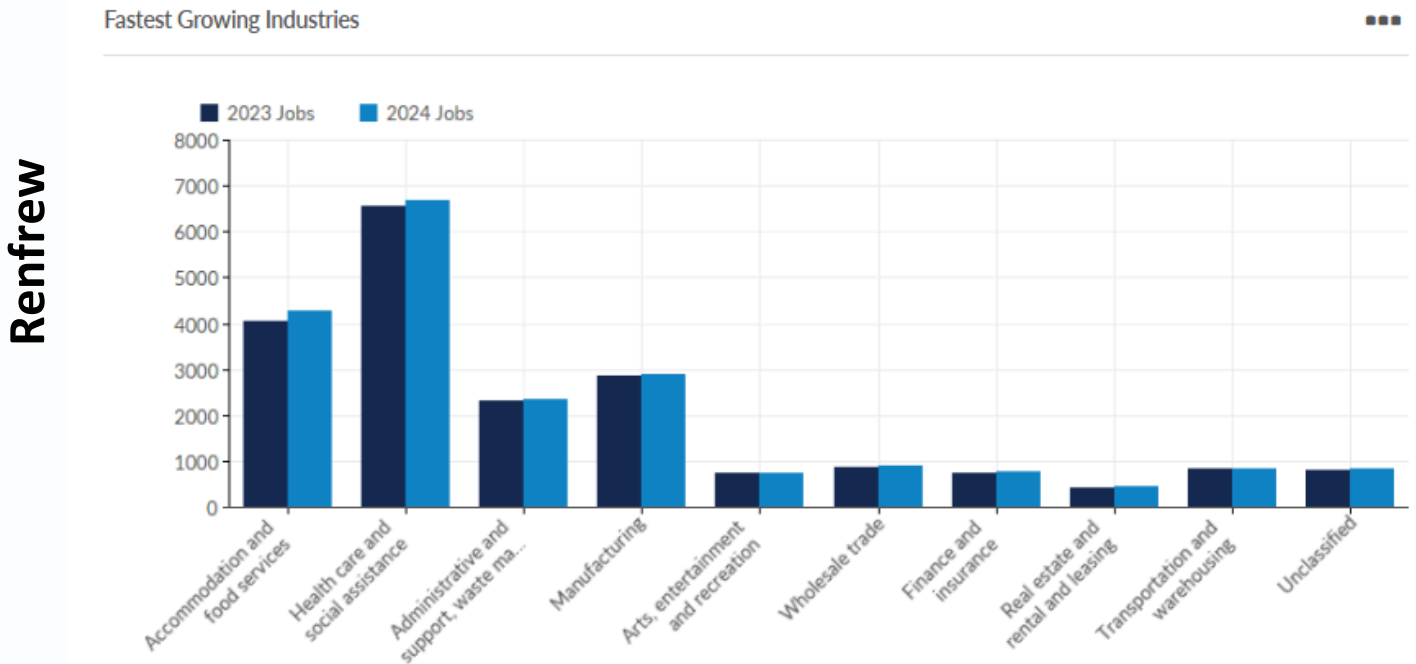
<https://www.renfrewtoday.ca/2024/10/07/breaking-renfrew-county-joint-transportation-consortium-bus-operators-reach-agreement-in-principle/>



Labour Market Data: Lanark and Renfrew

October 2024 to November 2024

FASTEST GROWING INDUSTRY AT THE 2-DIGIT NAICS LEVEL

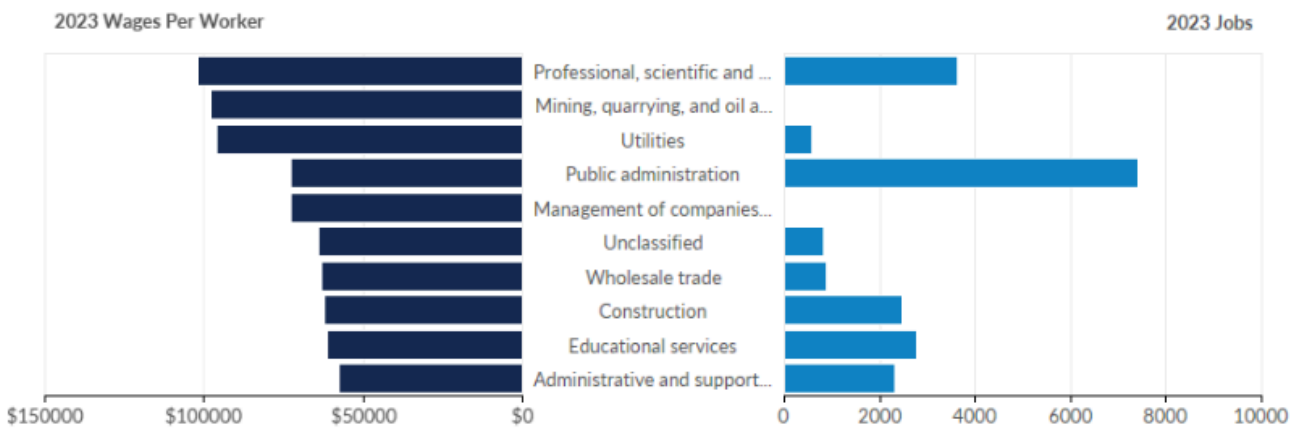


These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

HIGHEST PAYING INDUSTRY

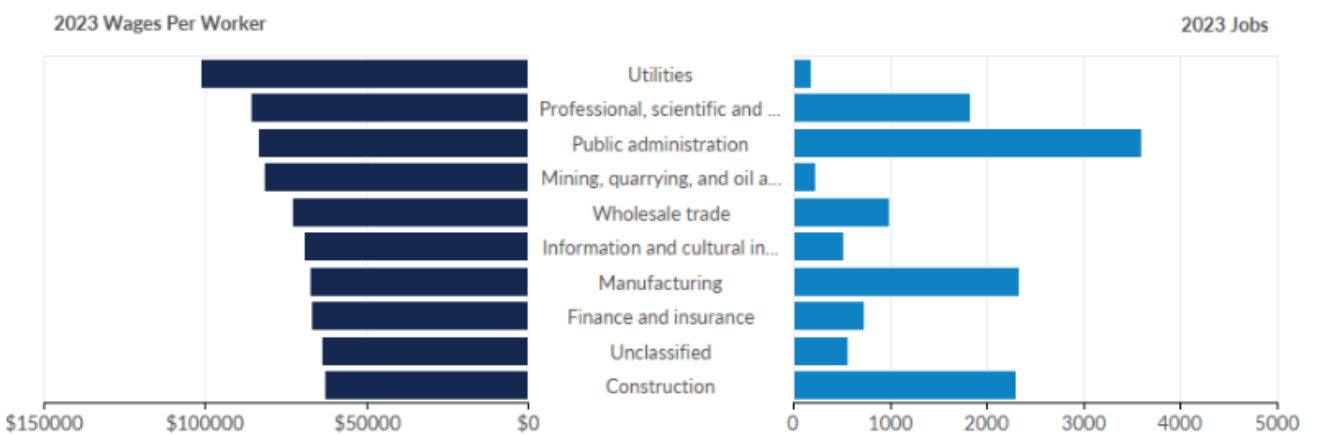
Renfrew

Highest Paying Industries



Lanark

Highest Paying Industries



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

LARGEST INDUSTRY BY SIZE

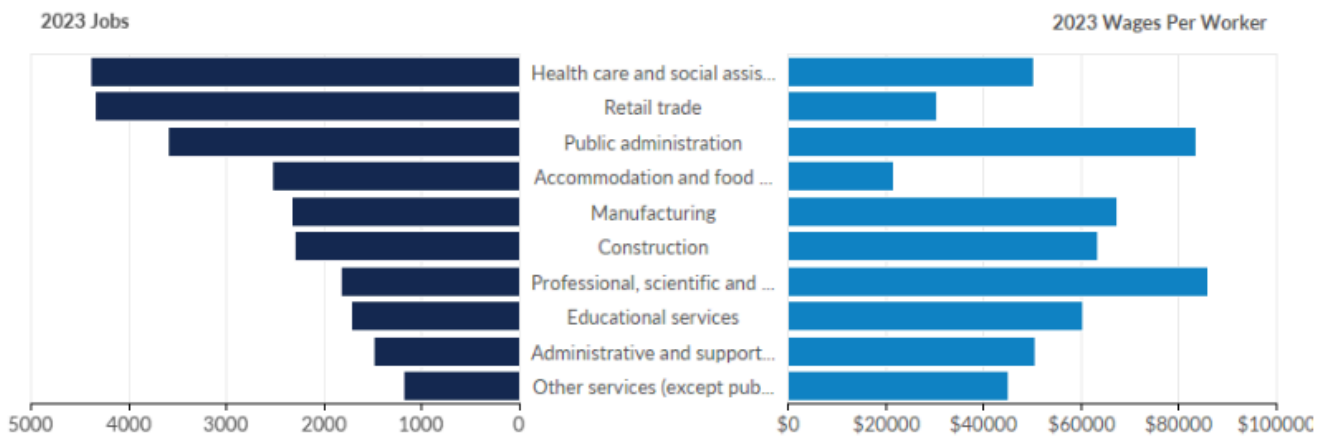
Renfrew

Largest Industries



Lanark

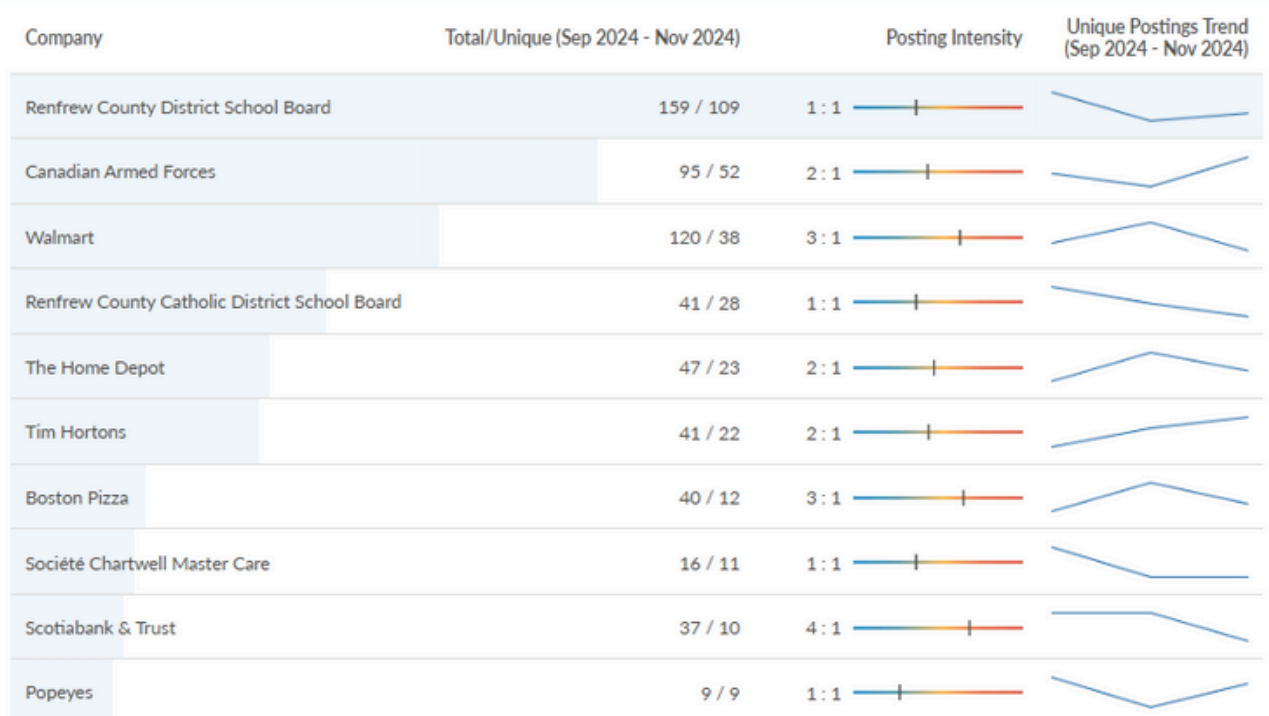
Largest Industries



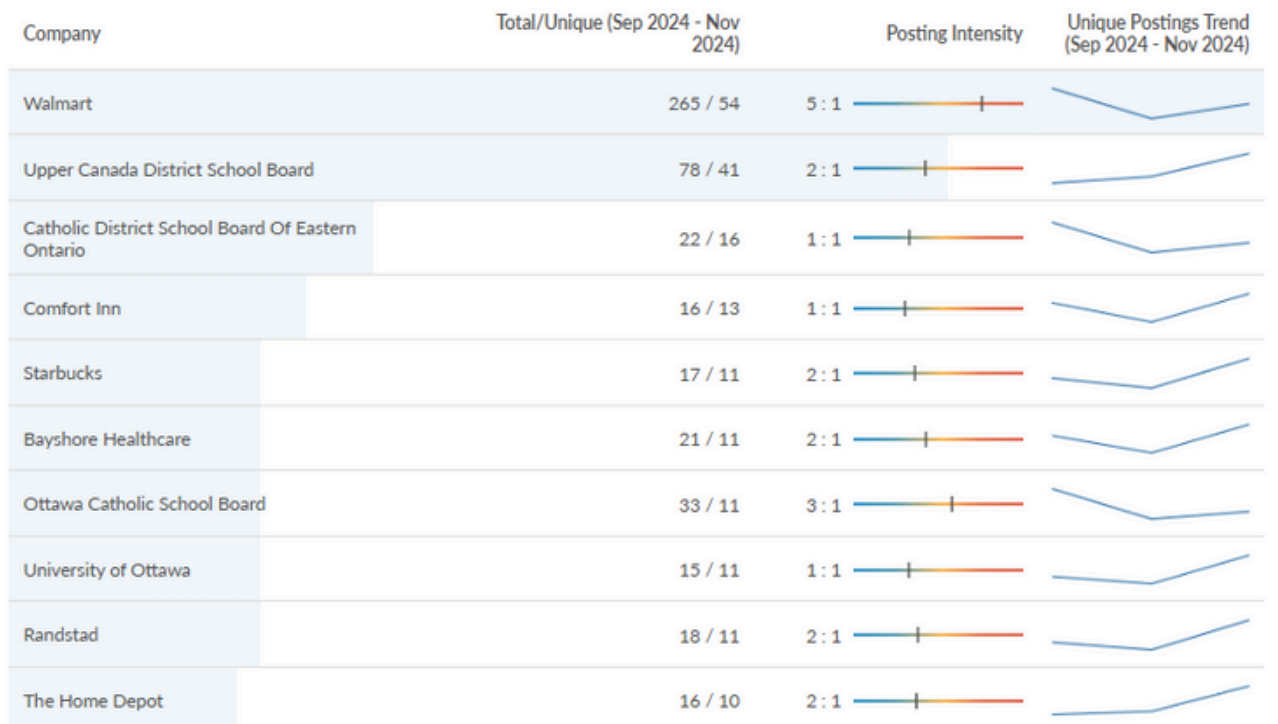
These graphs show the highest paying industries according to a place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties.

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.