

DECEMBER 2025

LMG QUARTERLY BULLETIN

The Labour Market Group of Renfrew and Lanark



ABOUT US

The Labour Market Group of Renfrew and Lanark (LMG) is one of 26 workforce planning areas in Ontario. Funded by the Ministry of Labour, Immigration, Training and Skills Development, we deliver timely, accurate labour market information to employers, job seekers, and organizations for strategic planning. We also produce annual labour market reports highlighting local trends, based on statistical data from multiple sources and insights from 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.

For information on our past work on local labor market trends, visit www.labourmarketgroup.ca or email us with your questions, comments, or ideas at lmge@algonquincollege.com.



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

Click Here



**Questions about local
Labour Market Information
and related topics?**

Click Here



**Get the latest copy of our
Local Labour Market
Planning Report**

Click Here



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

WHAT WE'VE BEEN WORKING ON

This year, the Labour Market Group of Renfrew and Lanark partnered with CAPSA to deliver a two part, evidence based workshop series led by clinician and educator Shawn Fisk. Held in Renfrew and Lanark counties, the sessions supported employers, service providers, and community partners in strengthening compassionate, stigma informed approaches in their daily work.

By focusing on reducing stigma, preventing burnout, and building resilience, the workshops provided practical tools to help organizations better support staff and clients, contributing to healthier workplaces and more inclusive services across the region.



The Labour Market Group attended the Rooted in Resilience Economic Development Summit in Pembroke, organized by the County of Renfrew and Renfrew County Community Futures Development Corporation. Allison Miller moderated a panel discussing workforce attraction and retention, sharing strategies to foster strong workplace cultures and retain talent in the region.

COMMUNITY PROFILE: MONTAGUE TOWNSHIP

Montague Township is a welcoming rural community in the southeast corner of Lanark County, offering a peaceful way of life alongside strong regional connections. Bordered by the historic Rideau Canal and situated between Smiths Falls and Ottawa, the township blends agricultural roots, scenic waterways, and easy access to nearby urban centres. The Village of Numogate and the hamlets of Nolans Corners, Rosedale, and Kilmarnock form the heart of this close-knit community.

Home to 3,914 residents (2021 Census), Montague has experienced steady growth while maintaining the open space and low population density that define its rural character. Many residents commute to Smiths Falls and Ottawa for work, allowing families to enjoy a quieter lifestyle without losing access to employment, education, and essential services. Median after-tax household income reached \$85,000 in 2020, reflecting growing economic stability within the community.

Montague's location is one of its greatest strengths. The township is approximately 70 kilometres west of Ottawa and 60 kilometres north of Brockville, with convenient access via Roger Stevens Drive. Three Rideau Canal lock stations and scenic canal frontage support tourism, recreation, and seasonal activity, drawing both residents and visitors to the area. Local businesses are at the heart of Montague's identity. Family-owned farms, food producers, garden centres, artisans, and specialty manufacturers contribute to the local economy and foster a strong sense of community pride.

These enterprises are complemented by employment in construction, health services, automotive businesses, public safety, and municipal services.

Looking ahead, Montague continues to plan thoughtfully for future growth, with a focus on community amenities, recreation opportunities, and keeping the rural character that residents value. Together, these qualities make Montague Township a place where people can live, work, and connect, rooted in tradition while looking to the future.



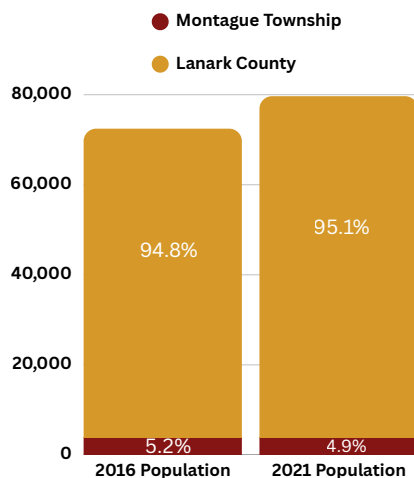
COMMUNITY PROFILE: MONTAGUE TOWNSHIP

Montague Township – Community Snapshot (2021 Census)

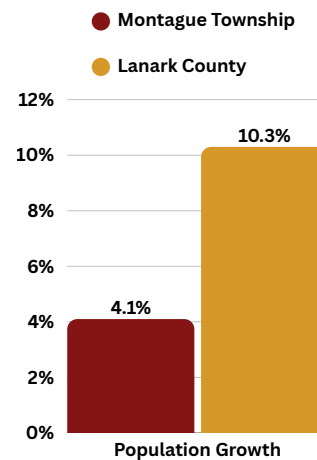
Population Overview

Montague Township represents approximately **5%** of **Lanark County's** population, with modest growth of 4% between 2016 and 2021.

Total population Montague Vs. Lanark

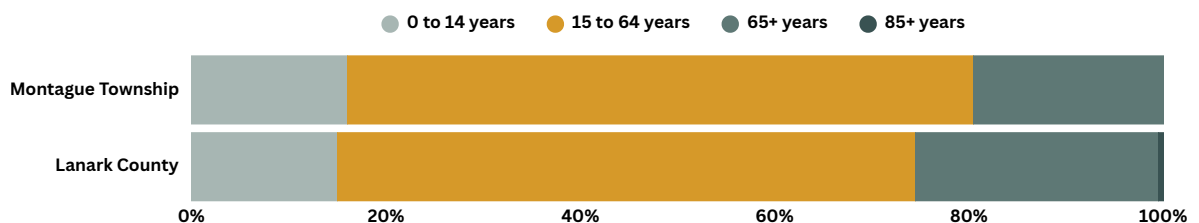


Population change (2016 → 2021)



Age Distribution

The average age in **Montague** Township is **43** years, compared to **46** years in **Lanark** County. Montague Township has a younger population profile compared to the county.



YOUR INPUT MATTERS

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 Survey.](#)



[See last years results HERE](#)



Labour Market Update Fall 2025

Job Posting Summary – Lanark County

From September to November 2025, Lanark County saw sustained hiring activity with over 1,000 unique job ads from nearly 500 employers, many reposted due to ongoing hiring needs. The median wage was around \$25.50/hour, mainly in service, care, and customer-facing roles. Demand was strongest in healthcare, retail, food services, and customer service, with top roles including nurses, personal support workers, retail staff, cooks, and food attendants. Overall, the labour market remains active yet tight, as employers continue to recruit for essential and frontline positions.

LABOUR MARKET DATA: LANARK AND RENFREW

SEPTEMBER 2025 TO DECEMBER 2025

2,463

Unique Postings
5,386 Total Postings

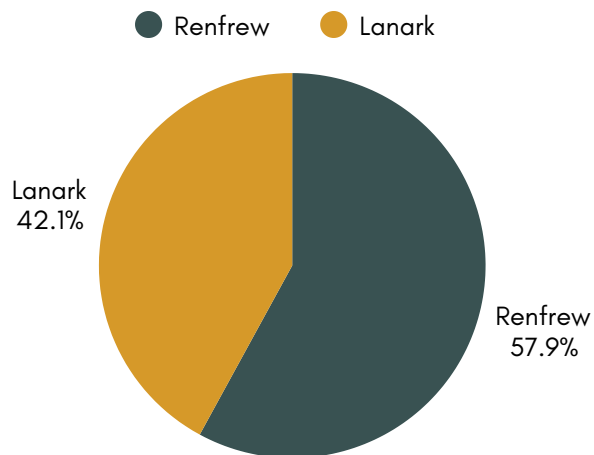
728

Employers Competing
728 Total Employers

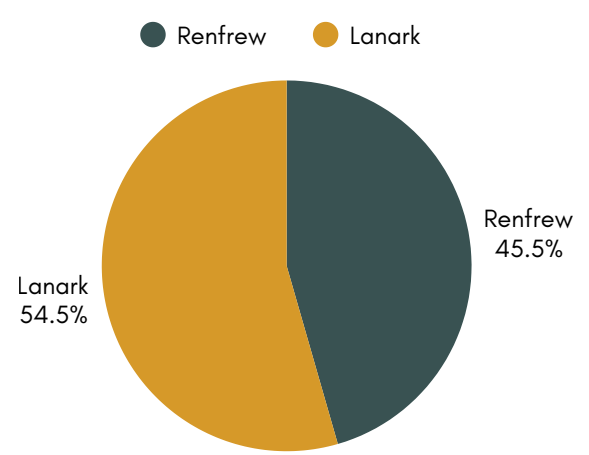
2 : 1

Posting Intensity
Regional Average: 2 : 1

*POSTING INTENSITY SHOWS THE AVERAGE NUMBER OF POSTINGS PER JOB.



Regional Distribution of Job Postings

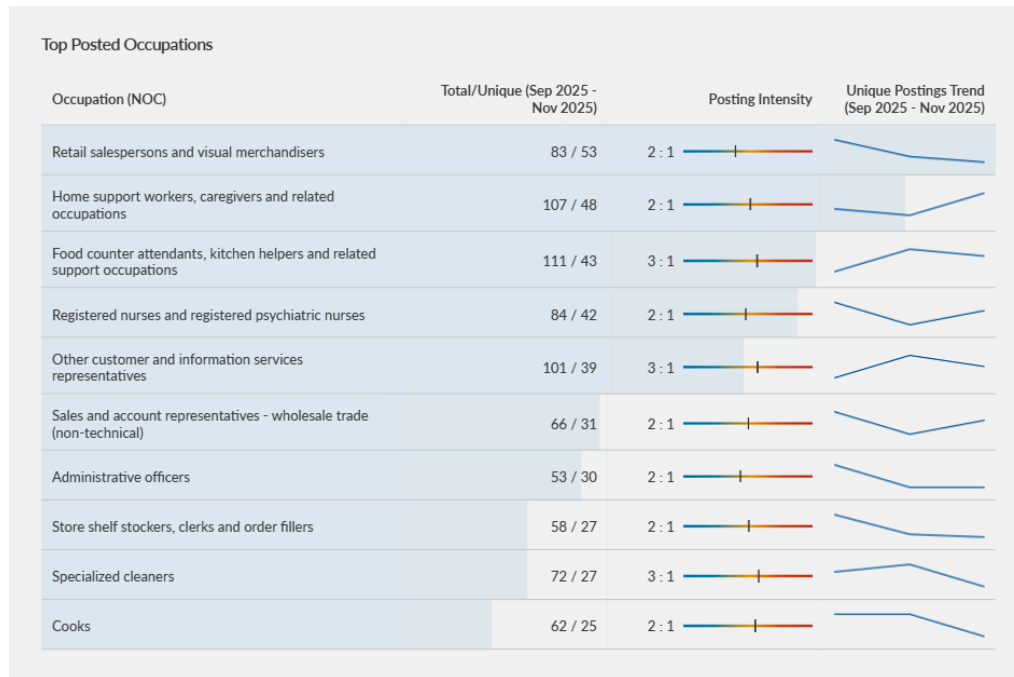


Distribution of Employers Competing by County

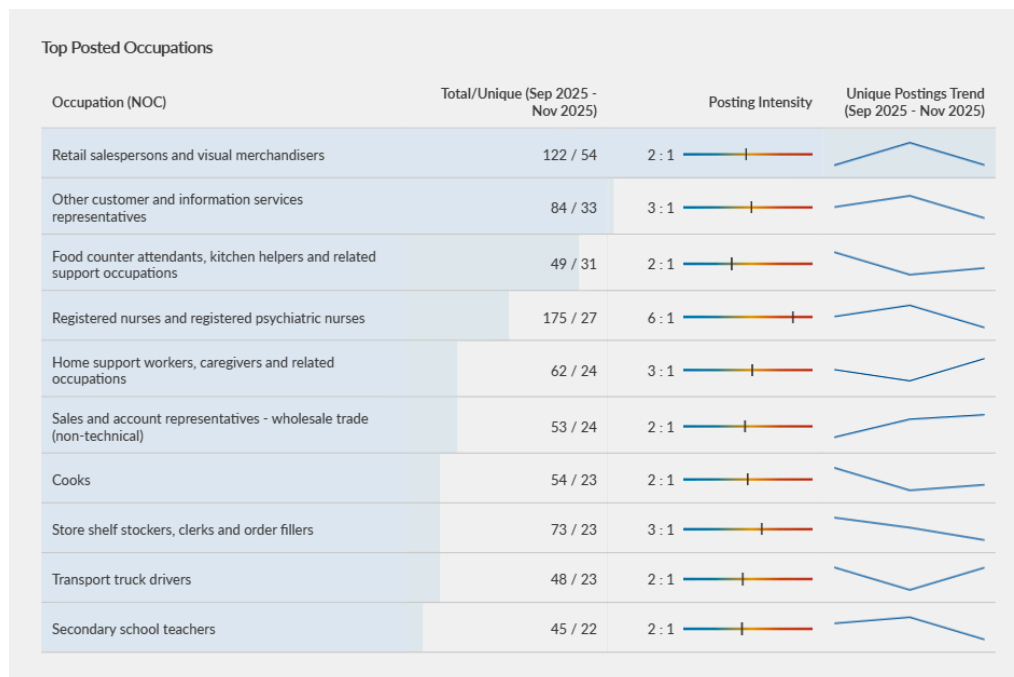
These Charts Are Based on Unique Job Postings & Share of Employers by County

TOP POSTED OCCUPATIONS AT THE 5 DIGIT NOC LEVEL

Renfrew



Lanark



These graphs show the top posted occupations at the 5-digit NOCS classification in Renfrew and Lanark counties.

Source: Lightcast Analyst Projections 2025

HIGHEST RANKED INDUSTRY

Renfrew

Top Industries

Industry	Total/Unique (Sep 2025 - Nov 2025)	Posting Intensity	Unique Postings Trend (Sep 2025 - Nov 2025)
Elementary and Secondary Schools	156 / 85	2 : 1	
Full-Service Restaurants	154 / 58	3 : 1	
Employment Placement Agencies	90 / 38	2 : 1	
National Security	107 / 37	3 : 1	
Limited-Service Restaurants	109 / 33	3 : 1	
Nursing Care Facilities (Skilled Nursing Facilities)	43 / 28	2 : 1	
Home Health Care Services	40 / 26	2 : 1	
Commercial Banking	63 / 24	3 : 1	
Postal Service	42 / 20	2 : 1	
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	26 / 19	1 : 1	

Lanark

Top Industries

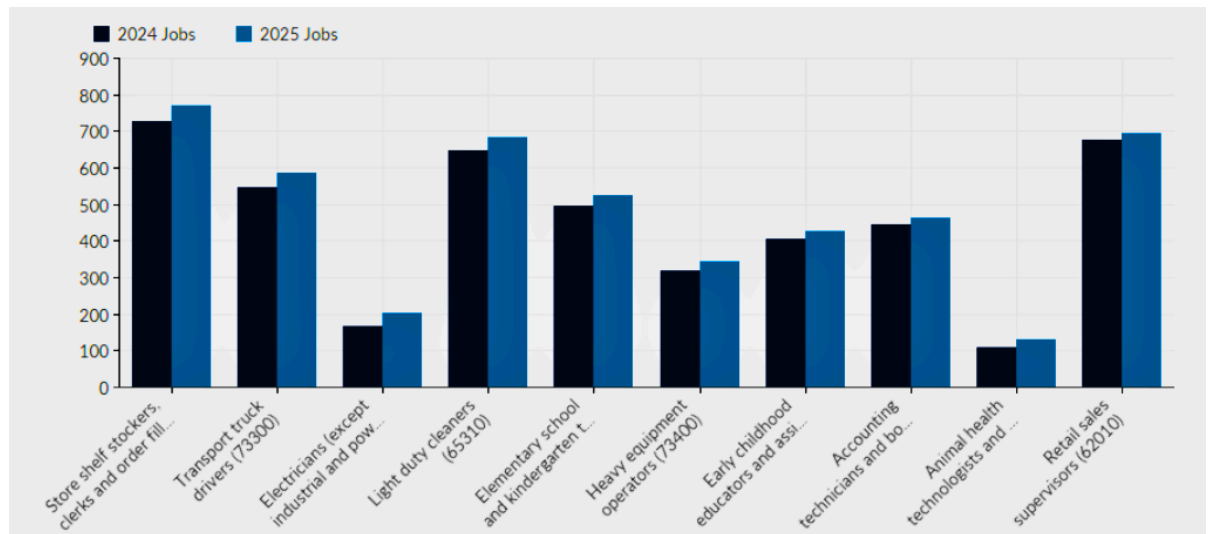
Industry	Total/Unique (Sep 2025 - Nov 2025)	Posting Intensity	Unique Postings Trend (Sep 2025 - Nov 2025)
Employment Placement Agencies	73 / 37	2 : 1	
Warehouse Clubs and Supercenters	109 / 32	3 : 1	
Full-Service Restaurants	58 / 28	2 : 1	
Elementary and Secondary Schools	48 / 24	2 : 1	
Commercial Banking	73 / 21	3 : 1	
Limited-Service Restaurants	75 / 21	4 : 1	
Engineering Services	38 / 20	2 : 1	
Supermarkets and Other Grocery (except Convenience) Stores	56 / 16	4 : 1	
Nursing Care Facilities (Skilled Nursing Facilities)	49 / 14	4 : 1	
Hotels (except Casino Hotels) and Motels	51 / 13	4 : 1	

These graphs display the highest-ranked industries based on workplace status at the 5-digit NOCS classification in Renfrew and Lanark counties.

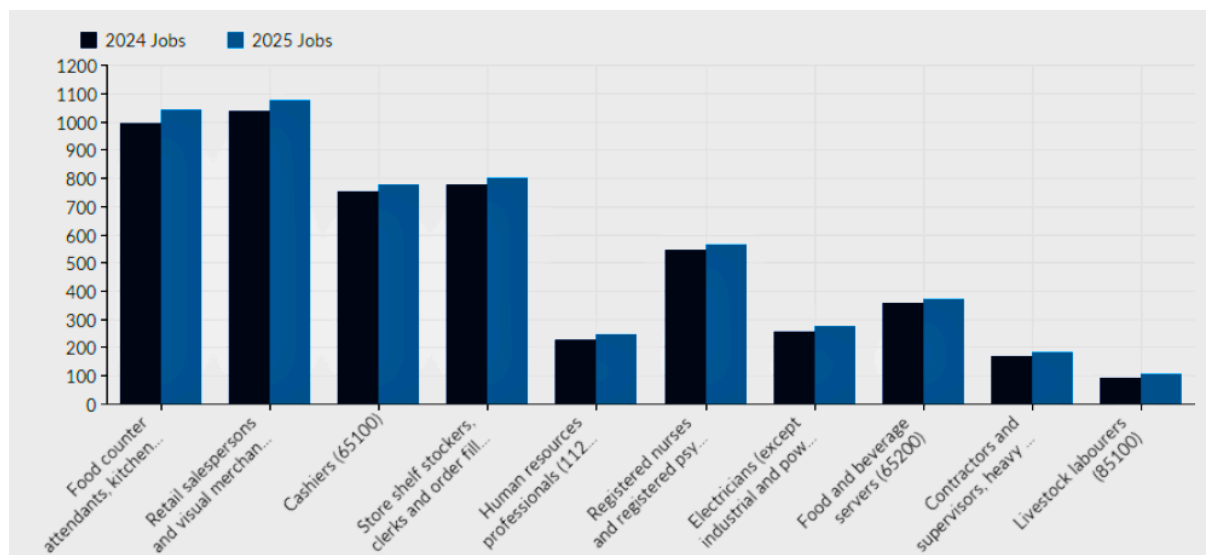
Source: Lightcast Analyst Projections 2025

FASTEST GROWING OCCUPATIONS

Renfrew



Lanark



These graphs illustrate the fastest-growing occupations based on place of work status, following the 5-digit NOCS classification for Renfrew and Lanark counties.

Who's Hiring in Our Region?

Renfrew

Top Companies Posting

Company	Total/Unique (Sep 2025 - Nov 2025)	Posting Intensity	Unique Postings Trend (Sep 2025 - Nov 2025)
Tim Hortons	137 / 49	3 : 1	
Renfrew County District School Board	78 / 45	2 : 1	
Canadian Armed Forces	107 / 37	3 : 1	
Bayshore Healthcare	37 / 26	1 : 1	
Renfrew County Catholic District School Board	63 / 26	2 : 1	
Pembroke Regional Hospital	42 / 23	2 : 1	
Canada Post	42 / 20	2 : 1	
Canadian Nuclear Laboratories	24 / 17	1 : 1	
Canadian Forces Morale And Welfare Services	21 / 17	1 : 1	
Walmart	36 / 16	2 : 1	

Lanark

Top Companies Posting

Company	Total/Unique (Sep 2025 - Nov 2025)	Posting Intensity	Unique Postings Trend (Sep 2025 - Nov 2025)
Walmart	105 / 30	4 : 1	
Catholic District School Board Of Eastern Ontario	89 / 28	3 : 1	
Loblaw Companies Limited	56 / 16	4 : 1	
Bayshore Healthcare	49 / 14	4 : 1	
Tim Hortons	33 / 13	3 : 1	
Upper Canada District School Board	22 / 11	2 : 1	
Aerotek	21 / 9	2 : 1	
Ontario Health atHome	16 / 8	2 : 1	
City Of Ottawa	15 / 8	2 : 1	
TD Bank	31 / 8	4 : 1	

These graphs show the top companies job postings according to a place of work status at the 5-digit NOCS classification in Renfrew and Lanark counties.

Source: Lightcast Analyst Projections 2025