

# 2025-2026



# LOCAL LABOUR MARKET PLAN







## OUR MISSION

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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, economic development, 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](http://www.labourmarketgroup.ca).

## OUR VALUES

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**Caring   Respect   Integrity   Quality**

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*2025-2026 Local Labour Market Planning (LLMP) Report Satisfaction Survey*



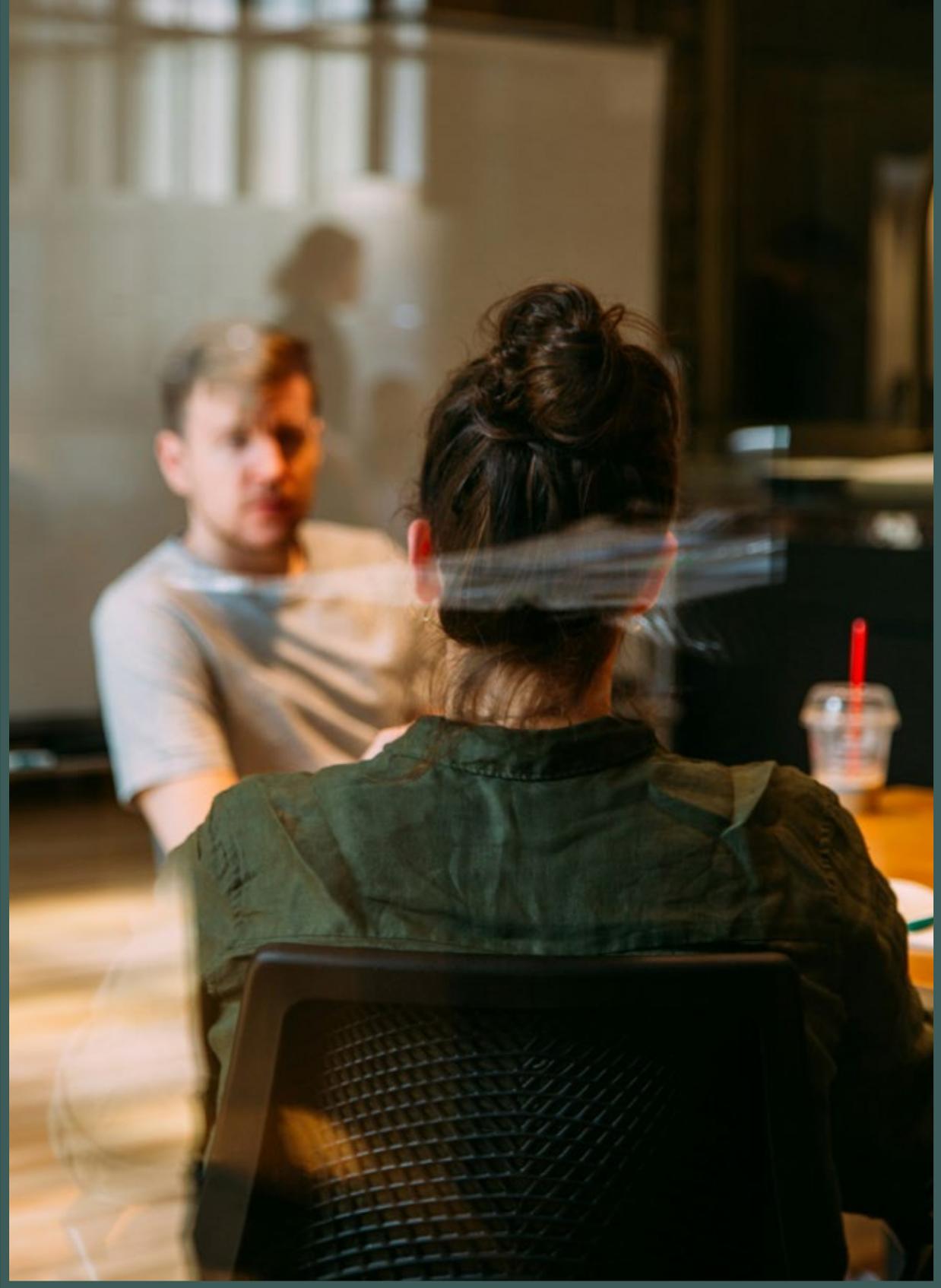
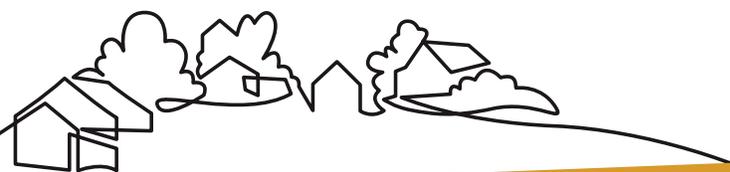


Photo by Charles Deluvio



TEAM

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## EXECUTIVE SUMMARY

Employment across Lanark and Renfrew counties remains active, with employers continuing to recruit across a wide range of sectors. At the same time, workforce participation is being shaped less by the availability of jobs and more by the conditions that allow people to access and sustain employment. Housing availability, childcare access, rising living costs, training capacity, transportation, and demographic change are increasingly influencing how the labour market functions for both workers and employers.

Job posting data confirms continued hiring across the region. Between October 2024 and October 2025, more than 11,500 unique job postings were advertised by over 2,000 employers. Demand remained strongest in healthcare, education, food service, retail, manufacturing, defence, and scientific research.

Hiring activity was concentrated in Pembroke, Carleton Place, Smiths Falls, Petawawa, Arnprior, and Renfrew. These patterns reflect the role of public sector employers, institutional anchors, and service-based industries across both counties. Median advertised wages rose to just over \$25 per hour, indicating ongoing competition for workers, particularly in roles with high turnover and persistent vacancies.

Despite steady posting activity, employers continue to report difficulty filling positions. Recruitment challenges are most pronounced

in skilled trades, technical occupations, healthcare support roles, and frontline service work. Manufacturing employers describe steady operations paired with ongoing gaps in key roles, contributing to overtime pressures, delayed work, and limited capacity to take on new projects.

These challenges are felt most acutely by small and medium-sized employers, who often have limited ability to absorb prolonged vacancies or invest in extensive in-house training.

Cost-of-living pressures are directly affecting labour mobility and workforce attachment. The 2025 Cost of Living Report shows that the living wage in Lanark and Renfrew counties increased by 5.1 percent to \$21.65 per hour, one of the largest increases in Ontario. Shelter and transportation represent the largest household expenses in both counties, while childcare costs continue to affect families' ability to participate consistently in work, particularly prior to subsidies.

Median advertised wages now sit only modestly above the living wage, leaving limited financial flexibility for many workers. A constrained supply of affordable housing and long wait times for rent-geared-to-income units are affecting the ability of workers to relocate to or remain in the region. At the same time, extended childcare waitlists are limiting full-time participation, predictable scheduling, and access to training and advancement.



Demographic change is adding further pressure to labour supply. An aging workforce is contributing to retirements across manufacturing, trades, healthcare support, and public services, increasing replacement demand, and creating experience gaps that are difficult to fill.

To address long-standing shortages, employers have relied on international students, graduates, and temporary foreign workers. Recent federal policy changes affecting international education and work eligibility have narrowed these pathways, increasing uncertainty for employers and training providers. The recommended closure of Algonquin College's Perth Campus in 2026 further underscores concerns about local access to education and training, particularly for rural communities and specialized programs.

In response, employers are increasingly being pushed to develop skills locally. Many are relying on hands-on training, internal upskilling, and partnerships with workforce organizations and education providers to build job-ready talent. National research on upskilling and reskilling reflects this shift, showing that employers are taking on a greater role in workforce development.

Small and medium-sized businesses, however, continue to face barriers related to time, cost, and access to training partners. These conditions highlight the importance of coordinated locally accessible training solutions that reduce the burden on individual employers.

Across both counties, communities and regional partners are advancing planning efforts that intersect directly with workforce participation. Priorities related to housing, childcare, transportation, health services, and digital connectivity are increasingly recognized as labour market issues. Transit feasibility work, regional advocacy, and service integration efforts reflect growing awareness that workforce challenges in rural regions require system-level responses rather than isolated solutions.



Community organizations come together to promote trades to local teens



This Local Labour Market Planning Report reflects a labour market where hiring continues, but participation is increasingly shaped by the supports surrounding work. Addressing barriers related to affordability, training access, mobility, and workforce supports will be central to sustaining

employment and supporting long-term economic stability in Lanark and Renfrew counties.

Thank you,  
The Labour Market Group  
of Renfrew and Lanark

[CLICK HERE TO TAKE OUR 2-MINUTE SURVEY](#)

*2025-2026 Local Labour Market Planning (LLMP) Report Satisfaction Survey*

## THE REGION WE SERVE AND HOW WE CAN HELP

The Labour Market Group of Renfrew and Lanark 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<sup>2</sup>, 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 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 of Ottawa, both experiencing a housing boom and population growth. Gradually, more





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.

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 the federal government's cap on international student enrolments and the activity levels of the Better Jobs Ontario program that aims to help people rejoin the workforce quickly by retraining in college programs that are up to two years in duration.

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.

*help build  
understanding  
and coordinate  
community  
responses*



## 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

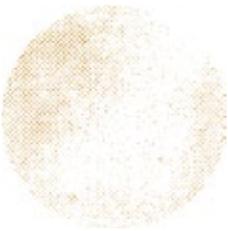
place of a local planning board, the Labour Market Group of Renfrew and Lanark has delivered the LLMP process within our region since 2007. The LMG works collaboratively with dozens of service providers, community partners and employers. Each partner helps to provide effective local labour market intelligence 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.





## DEMOGRAPHIC OVERVIEW

### *Renfrew County – Demographic profile*

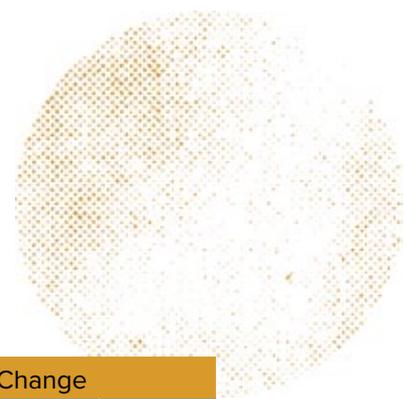
Renfrew County has a population of 106,365 according to the 2021 Census. Of this total, 9,045 residents identify as Indigenous and 3,430 identify as racialized. Between 2016 and 2021, the county welcomed 235 newcomers.

Renfrew County is the largest county in Ontario by land area, covering approximately 7,645 square kilometres. Located in the Ottawa Valley, it extends along the Ottawa River from the eastern outskirts of Ottawa to the northern boundary of Algonquin Park. The county includes over 900 lakes and four major river systems.

The region includes a mix of wilderness areas, which account for roughly half of the county, and more developed and industrialized communities. Major employers include Garrison Petawawa, one of Canada's largest operational military bases, and Canadian Nuclear Laboratories in Chalk River, a key employer in Ontario's nuclear sector. Renfrew County's rural and natural landscape also supports outdoor recreation and tourism. The county comprises 18 municipalities, 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<sup>1</sup>:

Age groups	2021			2016			Change		
	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%

### Indigenous Identity and Racialized Population, 15+

Characteristics	2021			2016			Change		
	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%

### 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

### Local Intelligence

Recent immigration policy changes are increasing uncertainty for skilled trades employers across Lanark and Renfrew counties. Ontario’s suspension of the Skilled Trades Express Entry Stream under the

Ontario Immigrant Nominee Program removes a key pathway for keeping experienced tradespeople, reinforcing the need to strengthen local training, retention, and workforce supports in a region already facing retirements and persistent vacancies.

1. Statistics Canada uses a random rounding procedure to protect the confidentiality of Canadians’ census data, which can result in apparent addition errors in community statistical profiles. This rounding affects all values, leading to discrepancies that may distort the perceived total for categories such as ‘Total population 15 years and over’ and gender breakdowns. [Visit this website for more information.](#)



## LANARK COUNTY

### Age Characteristics:

Age groups	2021			2016			Change		
	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%

### Indigenous Identity and Racialized Population, 15+

Characteristics	2021			2016			Change		
	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%

### 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

## 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

### Local Intelligence

Across both counties, population growth is not offsetting the pace of retirements. Community partners report that replacement demand, rather than new job creation, is driving hiring pressure in manufacturing, healthcare support,

skilled trades, and public services. Employers increasingly identify experience gaps as a risk, particularly where retiring workers hold specialized or supervisory knowledge that is difficult to replace locally.

Source: Statistics Canada, 2021 Census of Population



REGION

Renfrew County



Lanark County



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%

**Population Growth Does Not Equal Local Labour Supply.**

While Lanark County continues to experience strong population growth, employers report that many new residents commute to Ottawa or work remotely. This limits the impact of

population growth on the local labour pool, particularly for service, production, and shift-based roles that require on-site presence. As a result, labour shortages persist even in communities experiencing housing and population growth.

Source: Statistics Canada, 2021 Census of Population.





Photo by Timur Shakerzianov.



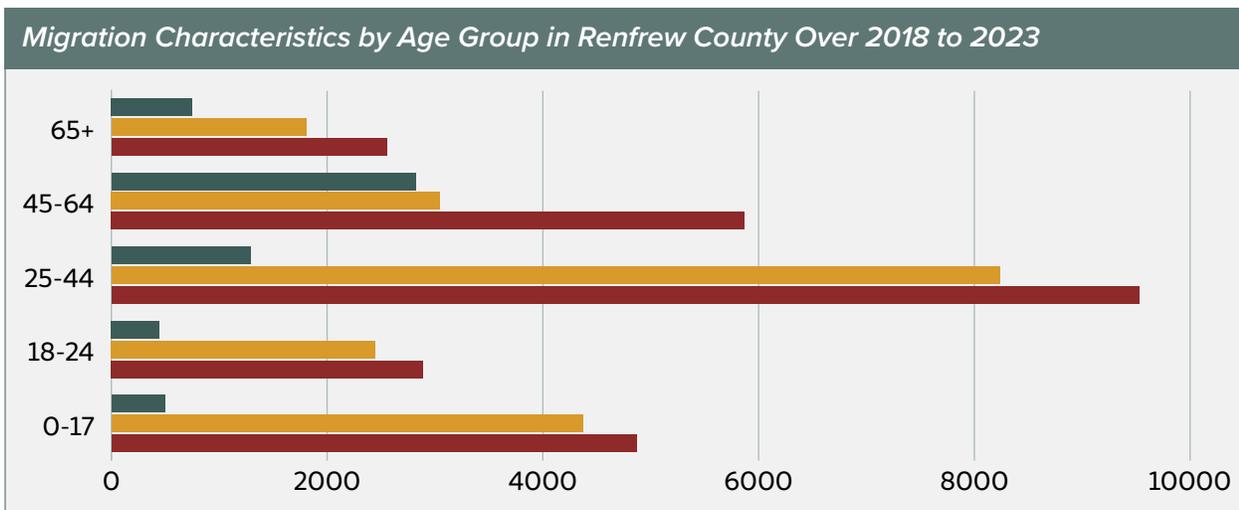
## POPULATION MOBILITY AND MIGRATION PATTERNS

### MIGRATION CHARACTERISTICS BY AGE GROUP

Migration characteristics describe the movement of people across political boundaries to establish a new residence, either internationally (between countries) or inter-regionally (within countries). Historically, migration has trended away from rural areas toward larger urban centers, primarily for employment. This pattern slowed during the COVID-19 pandemic as urban residents relocated to smaller communities, but has since moderated as more workers returned to office-based work.

#### RENFREW COUNTY

The chart below compares in-migration, out-migration, and net migration by age group in Renfrew County from 2018 to 2023. In-migrants are new, incoming residents, while out-migrants are residents who have moved away. Net migration is the difference between the two.

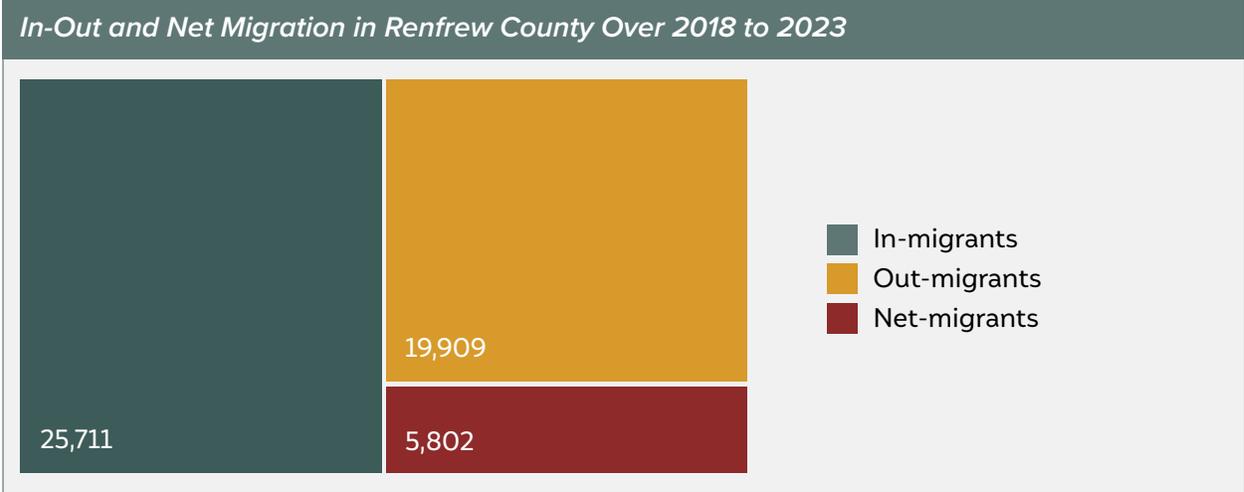


	0-17	18-24	25-44	45-64	65+
Net-migrants	497	444	1,290	2,822	749
Out-migrants	4,370	2,447	8,237	3,049	1,806
In-migrants	4,867	2,891	9,527	5,871	2,555

Data Source: Statistics Canada, Taxfiler data.



The overall balance between in-migration and out-migration in Renfrew County during this period is depicted in the chart below.



**KEY HIGHLIGHTS (2018–2023):**

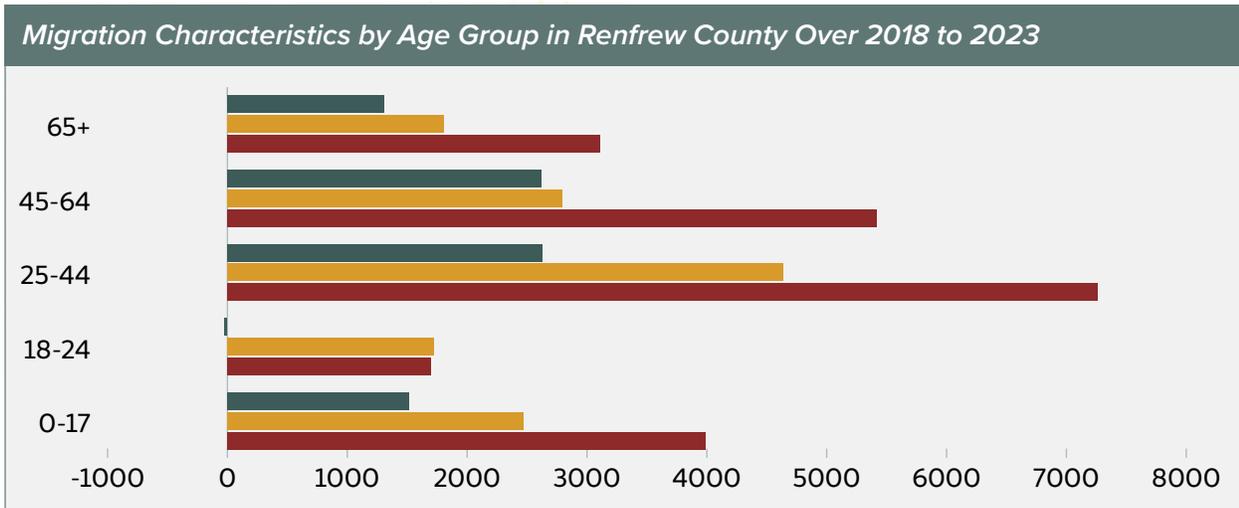
- Renfrew County experienced net in-migration across all age groups, with the largest gains among individuals aged 45–64 and 25–44, indicating strong attraction of mid-career and family-aged populations.
- The 25–44 age group recorded the highest levels of both in- and out-migration, reflecting higher mobility among working-age adults.
- Positive net migration among children (0–17) and youth (18–24) suggests family-related migration patterns and retention of younger populations.
- Net migration among those aged 65 and over was also positive, pointing to continued in-migration of older adults, likely driven by retirement and lifestyle factors.

DIVERSITY



**LANARK COUNTY**

The chart below compares in-migration, out-migration, and net migration by age group in Lanark County from 2018 to 2023.

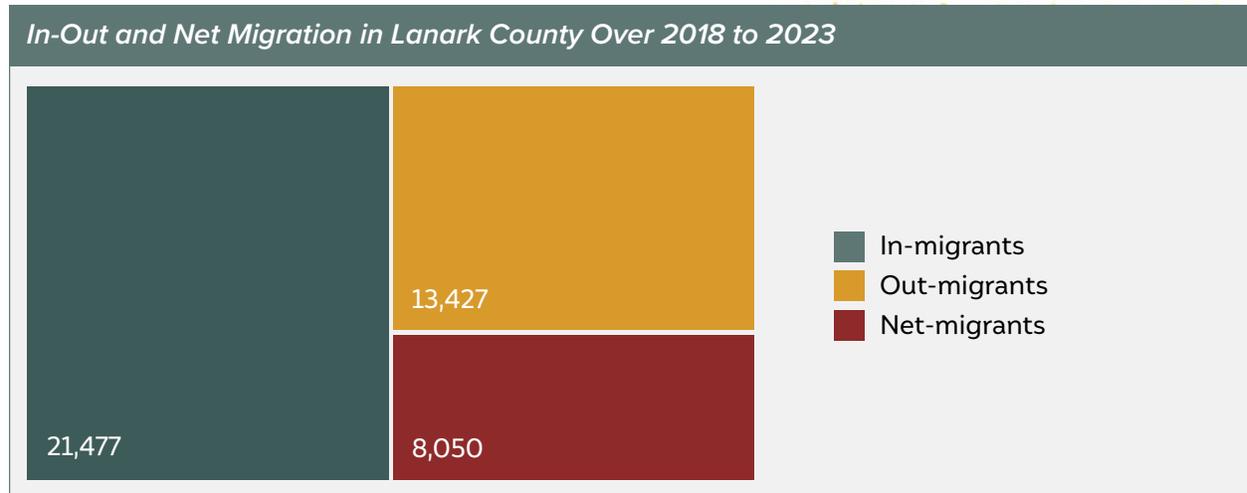


	0-17	18-24	25-44	45-64	65+
Net-migrants	1,519	-24	2,626	2,622	1,307
Out-migrants	2,471	1,724	4,635	2,793	1,804
In-migrants	3,990	1,700	7,261	5,415	3,111

*Lanark County  
experienced  
strong net  
in-migration  
overall*



The overall balance between in-migration and out-migration in Renfrew County during this period is depicted in the chart below.



**KEY HIGHLIGHTS (2018–2023):**

- Lanark County experienced strong net in-migration overall, with the largest gains among individuals aged 25–44 and 45–64, indicating continued attraction of working-age and mid-career populations.
- The 25–44 age group recorded the highest volumes of both in- and out-migration, reflecting higher mobility among prime working-age residents.
- Net migration was strongly positive among children (0–17) and older adults (65+), suggesting family-driven migration and continued in-migration of retirees.
- The 18–24 age group was relatively stable, with near-balanced in- and out-migration over the period.

Detailed data tables supporting migration characteristics are provided in **Appendix E.5**.

Source: Statistics Canada, Taxfiler

## COMMUNITY UPDATES

### Local Immigration Partnership of Renfrew and Lanark

The Local Immigration Partnership (LIP) – Lanark & Renfrew was pleased to receive renewed federal funding this year, securing support for the next three years. This funding enables LIP to continue advancing its mandate to foster welcoming, inclusive communities for newcomers and immigrants across Lanark and Renfrew counties.

The past year has unfolded within a rapidly shifting immigration and economic context. The introduction of the federal 2025–2027 Immigration Levels Plan, followed closely by the 2026–2028 plan, has required organizations, employers, and individuals to adapt quickly. These changes, combined with broader political and economic pressures both within and outside Canada, have created uncertainty and prompted many stakeholders to reassess capacity, scale initiatives, or adjust long-term planning.

Locally, Lanark and Renfrew counties reached a significant milestone with the introduction of formalized Settlement Services with the newly established Lanark and Renfrew Immigrant Settlement Services, a vital support that had not previously existed to this extent in the region.

While federal immigration planning aims to provide national stability, its impacts are often felt more acutely in rural communities. This underscores the importance of continued collaboration across municipalities, counties, and community organizations to ensure newcomers feel supported and welcomed.

One way LIP has reinforced this message is through its Culture Connect event series, now in its fourth consecutive year. Designed to celebrate diversity and encourage cultural exchange, the series brings together community members, organizations, and businesses through accessible, engaging programming. In 2024–2025, Culture Connect expanded to include seasonal editions: summer, fall, and winter, with the first winter edition planned for February 2026.

A highlight of the fall 2025 series was a multicultural market in partnership with the Town of Petawawa, which welcomed over 800 attendees. The event featured local, immigrant-owned businesses and created meaningful connections with regional economic development partners. LIP looks forward to continuing this momentum in 2026, strengthening community capacity and collaboration while supporting newcomer inclusion across Lanark and Renfrew counties.



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



COMMUNITY

LIP– Lanark and Renfrew is funded by Immigration, Refugees, and Citizenship Canada (IRCC) to bring together service providers, settlement agencies, community groups, employers, municipalities, and other key organizations to develop welcoming and

inclusive communities for newcomers. In Lanark and Renfrew counties, the work of the Local Immigration Partnership is administered by Algonquin College – Pembroke Campus.



Group of young people is taking part in video conference using laptop. Photo by Vitaly Gariev.



## The City of Pembroke

Major projects in 2025 in the City of Pembroke focused on transit, visitor attraction, business support, and investment attraction.

The summer saw the launch of Ottawa River Transit. It is an on-demand public transit service operating within the city limits. On-demand transit operates without a fixed route or schedule. You simply request a trip, and a transit vehicle is dispatched to serve your request. Rides are available on a first come, first served basis.

The City also implemented a municipal accommodation tax (MAT), which is a 4% tax on visitors on short-term stays. The funds raised through the MAT will be used to invest in tourism marketing and development. Our community should expect an influx of visitors in the coming years because of this tourism product development.

After the work of the Business Retention and Expansion project in 2024, the City finalized an action plan to support the local business community. Strategies include continued networking opportunities, improved marketing plans, updating the Community Improvement Plan, and more. The full report is available online at [choosepembroke.ca](https://choosepembroke.ca).

Within the economic development department, the City also grew, hiring an investment attraction officer. This position allows the City to more proactively seek out investment and growth opportunities. So far, focus has included film attraction, professional recruitment, and improved video marketing.



Downtown Pembroke, Ontario by Royalbroil



## Renfrew County

As part of its Tariff Response Plan, the County of Renfrew's Economic Development Division – Invest Renfrew County, in collaboration with Renfrew County Community Futures Development Corporation and Upper Ottawa Valley Chamber of Commerce, conducted a number of surveys throughout 2025 to better understand and gauge how the ongoing tariff disruptions are impacting local businesses. The latest survey, conducted between October 17-31, 2025 with 34 respondents, revealed the following insights:

### **Key Impacts:**

- 79% of businesses participate in some form of cross-border trade, including supply chain, importing/exporting, e-commerce
- 74% of businesses indicate being impacted by tariffs, including:
- 72% experiencing increased costs
- 41% experiencing supply chain delays/ disruptions
- 48% experiencing declining sales
- 24% experiencing reduced competitiveness
- 48% of businesses are absorbing increased costs while 18% are passing increased costs to customers



### **What businesses need:**

- 23% looking for new markets and/or new suppliers
- 20% need further marketing and promotion
- 20% need assistance navigating customs and brokerage
- 43% need financial support in the form of grants, forgivable loans, low/no interest loans
- 30% identified advocacy for changes at all levels of government: less red tape, removal of interprovincial trade barriers, programs to offset increased costs

**79%**  
of businesses  
participate in  
some form  
of cross-  
border trade



## Lanark and Renfrew Immigrant Settlement Services

### IMMIGRATION LANDSCAPE IN LANARK AND RENFREW COUNTIES (2025–2026)

As we move through 2025 and into 2026, immigration in Canada remains a system in flux. In rural areas such as Lanark and Renfrew counties, immigrants continue to play a vital role in driving both social and economic growth. Skilled workers and international student graduates are strengthening the healthcare workforce in long-term care and residential facilities, hospitals, and home care. At the same time, tradespeople are supporting infrastructure maintenance and development, while others contribute across a wide range of sectors including the service industry.

Local labour shortages highlight a critical reality: our home-grown population alone cannot meet current or future workforce demands. Immigration is essential. Fortunately, Lanark and Renfrew counties are well positioned to benefit from federal and provincial immigration programs that emphasize regionalization and category-based draws. Programs such as the Ontario Immigrant Nominee Program (OINP) are expected to provide more nominations for skilled workers in rural areas, where shortages are most acute.

### RURAL INCLUSION PILOT PROJECT

Recognizing these challenges, Lanark and Renfrew counties proactively sought solutions by leveraging resources through the Ontario Ministry of Agriculture Food and

Agribusiness Rural Economic Development (RED) grant. This funding supported the launch of the Rural Inclusion Pilot Project in 2023, which will conclude in March 2026. Acting as the “eyes and ears” on the ground, the project coordinator has worked closely with newcomers, employers, economic development teams, and service providers across the counties.

### *The project has generated valuable insights and practical solutions:*

- **Newcomer interest in rural living:**  
A social media campaign encouraging newcomers to settle in rural areas received overwhelming engagement, with high traffic and more than 100 direct inquiries. Many expressed interest in raising their families in rural communities that were safe and welcoming.
- **Employer willingness to hire newcomers:**  
Employers who have hired newcomers report positive experiences, however, some face challenges navigating the complexity of the immigration system, which can hinder retention.
- **Welcoming communities:**  
Community-based organizations across the region are actively fostering inclusive, welcoming environments for newcomers.



**Long-term solutions:**

- Securing Immigration Refugee and Citizenship Canada – IRCC funding for immigrant settlement services to provide direct settlement support for newcomers
- Retention of workers by leveraging provincial nominee programs such as the Ontario Immigrant Nominee Program (OINP) are expected to support rural businesses in nominating skilled workers, where shortages are most acute.
- Ensuring economic development strategies include immigrant-focused supports to assist employers with navigating the complexity of hiring immigrants.
- Asylum claimants contributing locally: Asylum claimant's levels in 2023, more than double the levels in 2022 and 2024 saw the highest numbers. Many asylum seekers relocating from larger centres such as Montreal and Toronto are filling entry-level positions in rural communities. Some are participating in condensed Personal Support Worker (PSW) training through local school boards, creating pathways into caregiving roles. With open work permits, these individuals in the short term are helping to meet urgent staffing needs in healthcare. Others are filling entry level positions and other roles.

**Conclusion**

Immigrants are not only filling critical labour gaps in Lanark and Renfrew counties but are also enriching the social fabric of rural communities. By investing in initiatives like the Rural Inclusion Pilot Project and aligning with evolving immigration programs, the counties are building a sustainable foundation for growth. The lessons learned highlight the importance of welcoming newcomers, supporting employers, and ensuring immigration remains a part of rural economic development.

**Linda Alexander (she/her)**

Lanark & Renfrew Counties  
Shared Recruitment & Settlement Coordinator  
Rural Inclusion Pilot Project



## THINGS JOB SEEKERS SHOULD KNOW

### #1

#### Get to Know Your Region:

Job seekers will find the strongest opportunity in education, food service, healthcare, defense, scientific research, and grocery retail, which together account for the largest share of job postings across both counties. Renfrew offers more roles in public sector, scientific, and defense environments, while Lanark provides more openings in service-based industries such as retail, restaurants, and employment services. Median advertised wages remain strong, \$52,864 in Renfrew and \$53,888 in Lanark, helping job seekers assess competitive offers and negotiate fairly.

### #2

#### Use Employment and Training Services:

Lanark's 5% growth in employment placement agencies means more support is available for resume help, job matching, and job-readiness training across the region. Job seekers can build competitive skills through free training offered by Employment Services, LBS providers, and Training and Learning Centres, which support digital skills, certifications, and pathways into high-demand sectors like healthcare, trades, and manufacturing. Education, healthcare, R&D, and public administration continue to post steady year-over-year growth; job seekers with relevant training or credentials can benefit from more stable career paths.

### #3

#### Networking Matters:

Connecting with employers at job fairs, community events, and sector-specific initiatives is essential in a region where many opportunities, especially in restaurants, retail, public administration, and skilled trades, are filled through referrals and local networks.



The LMG Team entertains and educates teens with our popular jeopardy game at the 2025 Options Skilled Trades Fair

## THINGS EMPLOYERS SHOULD KNOW

### #1

#### **Have a Recruitment Strategy:**

Planning continuous recruitment and having a strategy can reduce operational disruptions. Renfrew's rapid growth in job postings (24.10% MoM) and Lanark's continued demand in restaurants, retail, and grocery mean employers must compete more actively for candidates. Offering competitive compensation is increasingly important to attract skilled workers and reduce turnover. Service-driven industries in Lanark benefit from partnerships with employment agencies, which are expanding (+5%), providing added sourcing channels.

### #2

#### **Know Your Region:**

Renfrew employers need specialized talent for example, defense services, scientific R&D, engineering, and public administration dominate the economy, requiring targeted recruitment strategies to attract technical and specialized workers. Lanark employers operate in a community-service economy including retail, restaurants, local government, and grocery representing major demand areas—employers should invest in retention, training, and community engagement to reduce hiring pressure.

### #3

#### **Use Labour Market Intelligence:**

Employers can rely on LMG's data to track industry changes, watch hiring competition, and adjust recruitment strategies. Participating in the LMG survey strengthens future data accuracy. Make a request [HERE](#)

#### ***Local Intelligence***

Business growth across the Ottawa Valley in 2025 reflected a mix of locally owned enterprises and new franchise locations opening in communities such as Carleton Place, Perth, Arnprior, Renfrew, Smiths Falls, and Almonte. Openings ranged from

independent businesses like Perth General Store and Dad's Arcade to larger chain locations such as Winners and Gabriel Pizza, supporting continued demand for frontline staff, supervisors, and skilled service workers across retail, food service, wellness, and entertainment sectors.

Sources: APPENDIX D

## LABOUR FORCE CHARACTERISTICS

### Total Labour Force by Highest Level of Educational Attainment

Historically, both counties’ economies in manufacturing, agriculture, and forestry have led to higher apprenticeship, trades, and college attainment — and lower university attainment — than provincial averages.

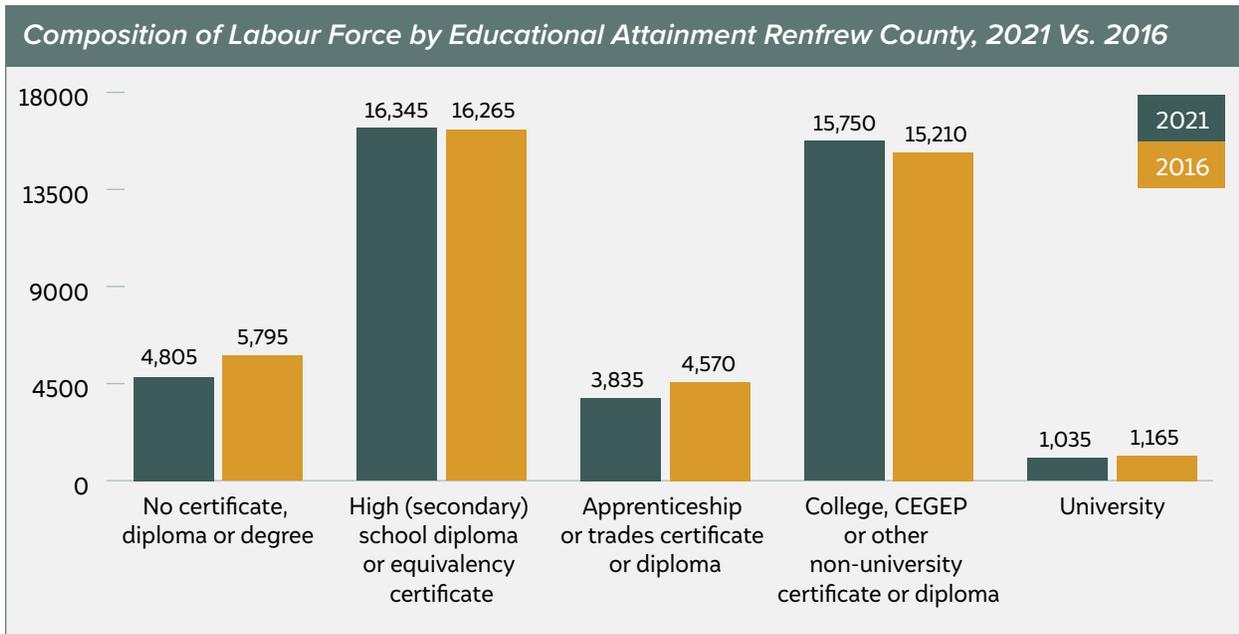
More recently, the economy has become increasingly reliant on publicly funded employment, including hospitals, long-term care centres, district school boards, and the Canadian Armed Forces, which employ thousands across the region.

Participation among trades certificate holders declined modestly, while university degree holders remained a small share of the labour force and decreased slightly over the period.

Demand is increasingly focused on short, employer-aligned credentials rather than longer academic programs. Service providers report stronger uptake in health and safety certifications, basic digital skills, and entry-level occupational readiness, reflecting immediate workforce needs in sectors facing persistent vacancies and turnover.

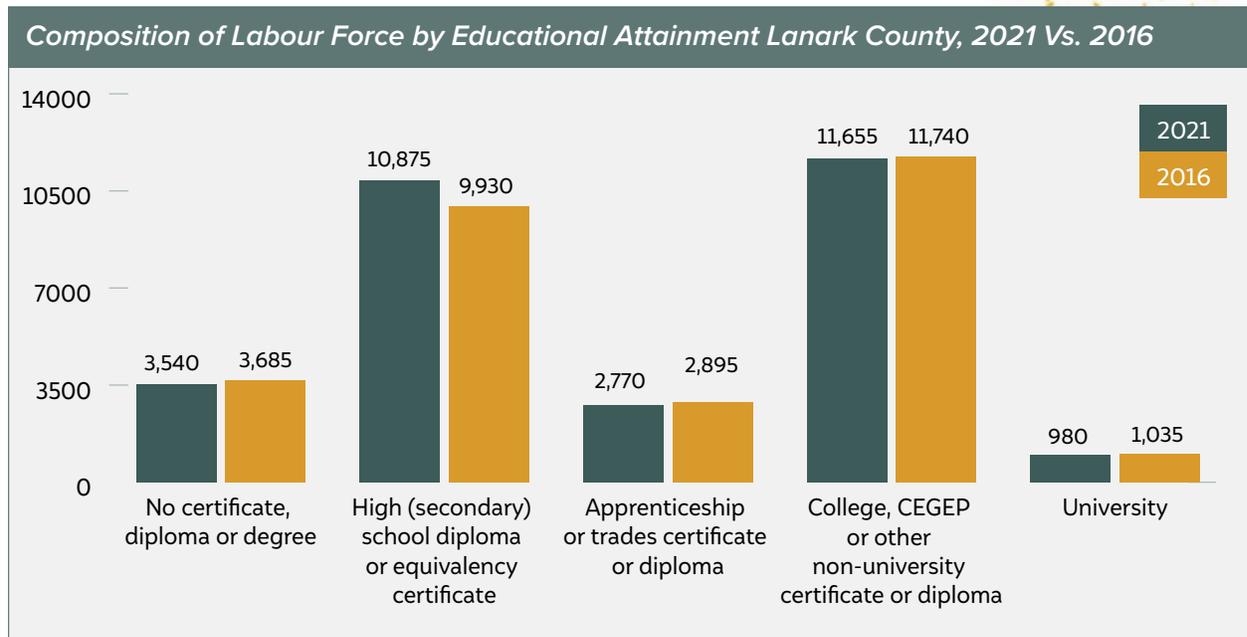
### RENFREW COUNTY

From 2016 to 2021, Renfrew County’s labour force shifted further toward college and non-university credentials, underscoring the role of applied education and skills-based training. The number of individuals with no certificate, diploma, or degree declined over the same period.



**LANARK COUNTY**

From 2016 to 2021, Lanark County’s labour force remained strongly oriented toward college, CEGEP, and other non-university credentials, reflecting its reliance on applied skills and vocational training. The number of individuals with no certificate, diploma, or degree declined over the same period.



For more detailed data tables supporting local labour force educational attainment refer to **Appendix E.4**.

Source: Statistics Canada, Census of Population.

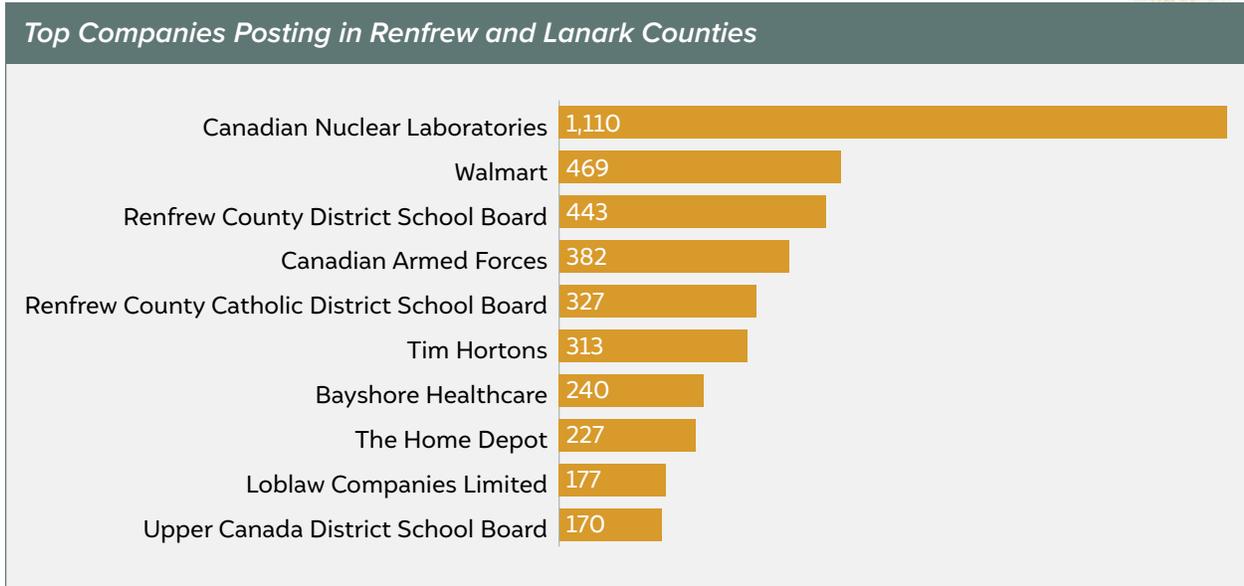
## ECONOMIC AND LABOUR MARKET OVERVIEW

The economies of Renfrew and Lanark counties are driven by a mix of public sector employment, small and medium-sized enterprises, and service-based industries. This economic structure directly shapes local labour market conditions, influencing hiring demand, occupational distribution, wage patterns, and employers’ ability to attract and retain workers across the region.

From January 2025 to December 2025, there were 10,692 unique job postings across Renfrew and Lanark counties. Of these postings, 4,126 included advertised salary

information (39% of postings), with a median annual advertised salary of \$54,144. Over this period, there were 2,431 total employers posting across the two counties.

Across both counties, Canadian Nuclear Laboratories led job postings by a wide margin, followed by major retailers, school boards, healthcare providers, and the Canadian Armed Forces. This pattern highlights the region’s continued reliance on public services, education, healthcare, defence, and large retail employers as primary drivers of labour demand.



**JOB DEMAND SNAPSHOT: RENFREW AND LANARK COUNTIES**

The table below shows the top job titles in Renfrew and Lanark counties, and their unique posting frequency over January 2025 to December 2025. Sales and service occupations account for the largest share of

job postings in Renfrew and Lanark counties, with two to three times as many postings as those in trades or healthcare-related occupations.

Top Job Titles	Unique Postings
Personal Support Workers	331
Cooks	223
Registered Practical Nurses	201
Food Service Supervisors	198
Sales Associates	151
Administrative Assistants	140
Cashiers	138
Sales Representatives	109
Customer Service Representatives	107
Registered Nurses	105

***Labour Market Pressures Affecting Economic Performance***

***Housing as a Labour Market Constraint***

Housing access has emerged as a determining factor in whether workers remain in the region. Employment and settlement partners report that individuals who cannot secure housing within a reasonable period are more likely to leave for larger centers, even

after securing employment. This has reframed housing from a social issue to a labour market constraint affecting recruitment, retention, and newcomer settlement outcomes.

Sources: APPENDIX D

WELCOME

Data Source: © 2025 Lightcast (lightcast.io).



### *Child Care Access Affecting Workforce Participation*

Limited access to licensed childcare continues to affect labour force participation across both counties. Employers and service providers report that parents often decline shifts, training opportunities, or advancement due to unpredictable care availability. These impacts are most pronounced in healthcare, food service, and manufacturing environments that rely on early, late, or non-standard hours.

Sources: APPENDIX D

### *Manufacturing Stability Masking Workforce Strain*

Manufacturing employers report stable operations and continued demand, but this stability is masking underlying workforce strain. Persistent shortages in skilled trades and technical roles are increasing overtime, limiting production flexibility, and constraining growth. Smaller firms report limited capacity to invest in long-term training or automation, making the workforce a critical operational risk.

## OCCUPATIONAL DEMAND, GROWTH, AND WAGES (NOC 4-DIGIT)

Occupational data in this section are drawn from real-time job posting analysis, allowing labour market trends to be tracked as they occur. While this approach provides timely insights into labour demand, some occupations—particularly in utilities, trades, and forestry—may be underrepresented due to differences in job titles, advertising practices, or NOC coding.

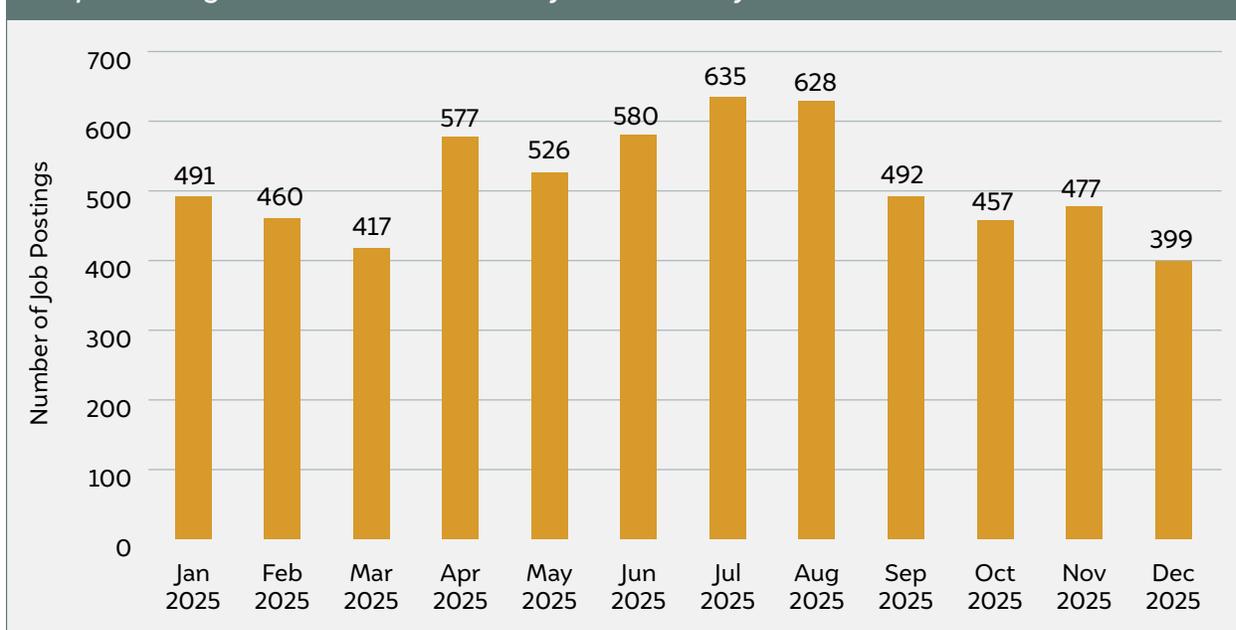
Wage data are reported using median values rather than averages. The median represents the midpoint of the wage distribution, meaning half of workers earn more and half earn less. Median wages are less affected by extremely high or low earnings and therefore provide a more accurate representation of typical pay levels across occupations, particularly in regions with diverse firm sizes and employment arrangements.

## RENFREW COUNTY

### Job Postings Overview

From January 2025 to December 2025, Renfrew County recorded 6,139 unique job postings, of which 2,298 included advertised salary information (37%). The median annual advertised salary was \$53,888, and the total number of employers competing posting jobs was 1,059. As shown in the accompanying chart, job posting activity peaked during July and August 2025.

Unique Postings Trend in Renfrew County Over January 2025 - December 2025



### Job Postings Regional Breakdown

Census Subdivision	Unique Postings (Jan 2025 - Dec 2025)
Pembroke	1,158
Arnprior	1,044
Laurentian Valley	779
Petawawa	748
McNab/Braeside	670

Source: © 2025 Lightcast (lightcast.io).



## TOP 25 OCCUPATIONS (NOC-4) BY NUMBER OF JOB POSTINGS, GROWTH, AND CORRESPONDING WAGES

The table below highlights the top 25 occupations (NOC 4-digit) in Renfrew County based on job postings, employment change between 2024 and 2025, and corresponding median wage levels.

Between 2024 and 2025, employment growth was strongest in technical electrical trades (+7%) and transport truck and transit drivers (+5%), indicating sustained demand for skilled trades and transportation roles. Growth was also observed in healthcare

support, administrative, and paraprofessional occupations, while demand remained stable across many retail and service roles.

Overall, Renfrew County’s occupational profile reflects a labour market characterized by steady demand for essential services, moderate growth in skilled trades and technical health occupations, and comparatively lower median wages in customer-facing roles relative to professional and technical occupations.

N	NOC	Description	2024 Jobs	2025 Jobs	2024 - 2025 Change	2024 - 2025 % Change	2024 Median Hourly Wages	2024 Median Annual Wages
1	6510	Cashiers and other sales support occupations	2,081	2,117	37	2%	\$16.45	\$34,214
2	6410	Retail salespersons and non-technical wholesale trade sales and account representatives	1,693	1,705	12	1%	\$18.53	\$38,549
3	3310	Assisting occupations in support of health services	1,527	1,533	6	0%	\$25.22	\$52,451
4	6520	Food support occupations	1,411	1,441	30	2%	\$16.47	\$34,265
5	4122	Secondary, elementary and kindergarten school teachers	1,359	1,382	23	2%	\$46.98	\$97,723
6	3130	Nursing and allied health professionals	1,215	1,214	(1)	(0%)	\$42.99	\$89,415
7	6531	Cleaners	1,152	1,199	47	4%	\$20.51	\$42,652
8	4220	Paraprofessional occupations in legal, social, community and education services	847	885	37	4%	\$25.70	\$53,465
9	4140	Policy and program researchers, consultants and officers	886	877	(9)	(1%)	\$40.13	\$83,463



10	7240	Machinery and transportation equipment mechanics (except motor vehicles)	859	866	7	1%	\$36.01	\$74,892
11	1410	Office support and court services occupations	844	855	10	1%	\$22.29	\$46,363
12	X000	Unclassified occupation	810	823	13	2%	\$0.00	\$0
13	7330	Transport truck and transit drivers	756	797	41	5%	\$22.48	\$46,749
14	1210	Administrative and regulatory occupations	777	794	17	2%	\$35.61	\$74,074
15	3210	Technical occupations in therapy and assessment	717	750	33	5%	\$34.62	\$72,004
16	6320	Cooks, butchers and bakers	703	719	16	2%	\$17.25	\$35,881
17	6201	Retail sales supervisors	674	693	18	3%	\$19.35	\$40,247
18	4210	Occupations in front-line public protection services	651	656	5	1%	\$44.08	\$91,688
19	1310	Administrative, property and payroll officers	641	654	12	2%	\$25.11	\$52,232
20	1110	Auditors, accountants and investment professionals	674	644	(30)	(4%)	\$40.34	\$83,902
21	1311	Office administrative assistants - general, legal and medical	618	642	24	4%	\$26.46	\$55,034
22	1120	Human resources and business service professionals	585	601	16	3%	\$37.49	\$77,983
23	7220	Technical electrical trades and electrical power line and telecommunications workers	535	574	39	7%	\$40.35	\$83,921
24	4310	Assisting occupations in education	545	548	3	0%	\$25.21	\$52,442
25	1001	Administrative services managers	542	542	(0)	(0%)	\$48.43	\$100,729

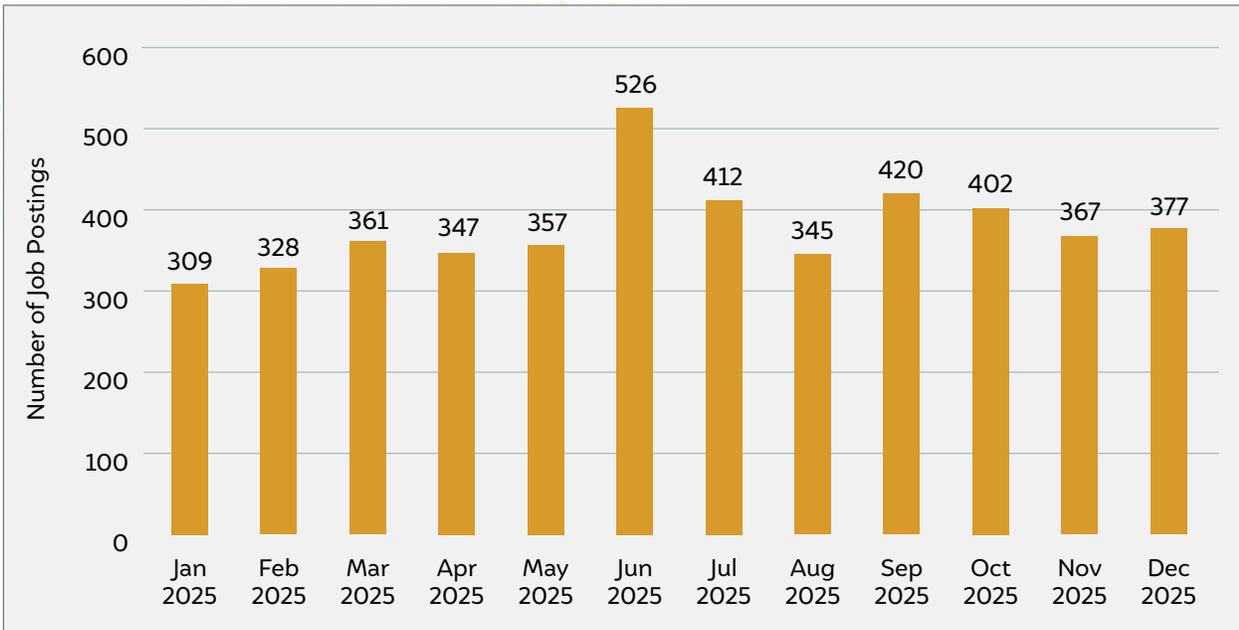
Source: © 2025 Lightcast (lightcast.io).



**LANARK COUNTY**

***Job Postings Overview***

From January 2025 to December 2025, there have been 4,551 unique job postings in Lanark County. There are 1,827 advertised salary observations (40% of the 4,551 matching postings), and the median annual advertised salary is \$54,144. 1,372 employers posted jobs in the county. As shown in the below chart, over the 1-year period, January 2025-December 2025, June 2025 recorded the highest number of job postings in Lanark County.



***Job Postings Regional Breakdown***

Census Subdivision	Unique Postings (Jan 2025 - Dec 2025)
Carleton Place	1,711
Mississippi Mills	1,638
Smiths Falls	770
Perth	235
Beckwith	135

Source: © 2025 Lightcast (lightcast.io).

## TOP 25 OCCUPATIONS (NOC-4) BY NUMBER OF JOB POSTINGS, GROWTH, AND CORRESPONDING WAGES

The table below presents the top 25 occupations (NOC 4-digit) in Lanark County based on job postings, employment change between 2024 and 2025, and median wage levels.

Employment growth was strongest among technical electrical trades (+8%), food support occupations (+5%), and computer and software-related occupations (+4%), indicating continued demand for both skilled trades and technology-driven roles. Compared to Renfrew

County, Lanark County shows a stronger presence of professional, technical, and IT-related occupations, which is reflected in higher median wages for several roles.

Overall, Lanark County’s occupational demand profile suggests a labour market supported by diverse service, technical, and professional occupations, with growing opportunities in skilled trades, healthcare, and technology-related fields.

N	NOC	Description	2024 Jobs	2025 Jobs	2024 - 2025 Change	2024 - 2025 % Change	2024 Median Hourly Wages	2024 Median Annual Wages
1	6510	Cashiers and other sales support occupations	1,564	1,613	49	3%	\$16.43	\$34,178.70
2	6520	Food support occupations	1,352	1,415	62	5%	\$17.27	\$35,913.15
3	6410	Retail salespersons and non-technical wholesale trade sales and account representatives	1,257	1,309	52	4%	\$20.31	\$42,254.67
4	3310	Assisting occupations in support of health services	895	901	6	1%	\$23.87	\$49,650.42
5	4140	Policy and program researchers, consultants and officers	869	899	30	3%	\$48.29	\$100,450.23
6	4122	Secondary, elementary and kindergarten school teachers	850	856	6	1%	\$46.35	\$96,408.02
7	1120	Human resources and business service professionals	802	824	23	3%	\$39.52	\$82,194.87
8	2123	Computer, software and Web designers and developers	766	795	29	4%	\$53.49	\$111,263.04



## ECONOMIC AND LABOUR MARKET OVERVIEW

9	2122	Computer and information systems professionals	636	644	8	1%	\$48.94	\$101,794.36
10	1110	Auditors, accountants and investment professionals	626	637	11	2%	\$41.03	\$85,336.24
11	3130	Nursing and allied health professionals	593	616	23	4%	\$42.29	\$87,970.69
12	1310	Administrative, property and payroll officers	579	596	17	3%	\$30.37	\$63,162.69
13	4220	Paraprofessional occupations in legal, social, community and education services	565	589	23	4%	\$25.59	\$53,221.18
14	X000	Unclassified occupation	562	578	17	3%	\$0.00	\$0.00
15	1410	Office support and court services occupations	548	552	4	1%	\$21.00	\$43,684.49
16	7330	Transport truck and transit drivers	547	551	4	1%	\$24.25	\$50,445.05
17	6201	Retail sales supervisors	524	540	16	3%	\$20.71	\$43,082.16
18	6531	Cleaners	498	516	18	4%	\$19.39	\$40,339.62
19	6320	Cooks, butchers and bakers	495	511	16	3%	\$17.96	\$37,353.33
20	1210	Administrative and regulatory occupations	474	488	14	3%	\$37.58	\$78,172.41
21	1311	Office administrative assistants - general, legal and medical	466	482	16	3%	\$27.63	\$57,478.73
22	7510	Longshore workers and material handlers	427	429	3	1%	\$21.61	\$44,944.64
23	7511	Trades helpers and labourers	421	430	10	2%	\$25.37	\$52,760.82
24	2001	Managers in engineering, architecture, science and information systems	397	413	16	4%	\$63.68	\$132,449.91
25	7220	Technical electrical trades and electrical power line and telecommunications workers	387	417	30	8%	\$39.57	\$82,308.86

Source: © 2025 Lightcast (lightcast.io).

# LOCAL



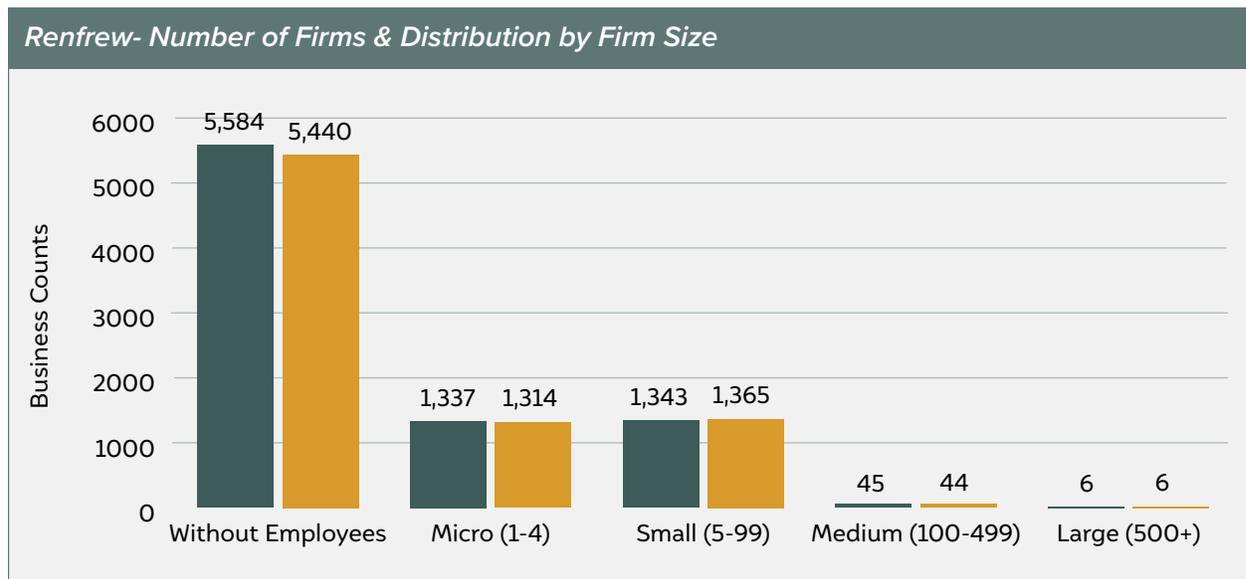
## LOCAL BUSINESS AND EMPLOYER BASE

### Changes in Total Number of Employers & Distribution by Firm Size Range

Employers are categorized by workforce size, ranging from owner-operated establishments without employees to businesses with 500 or more employees. For a detailed breakdown of business patterns in Renfrew and Lanark counties by two-digit NAICS industry classification between December 2024 and June 2025, see the Appendix E.1.

### Renfrew County

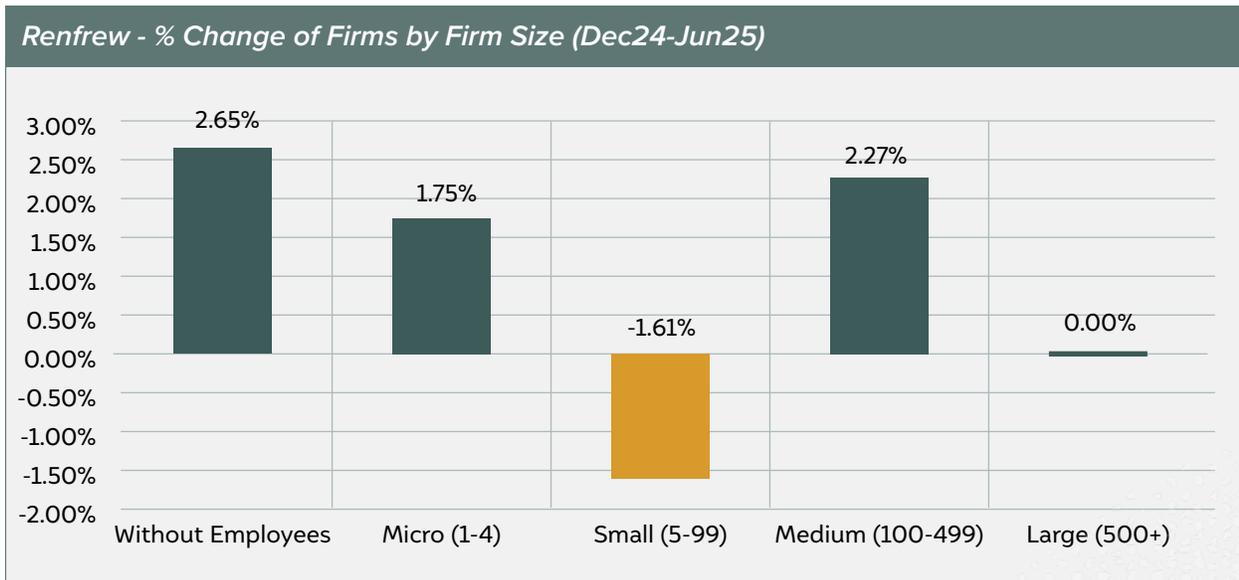
The chart below compares the number of employers in Renfrew County by firm size in December 2024 and June 2025.



Data Source: Statistics Canada, Canadian Business Counts/Patterns (Dec 2024 and Jun 2025), accessed via OneHub.

### Renfrew County

As illustrated in the chart below, Renfrew County saw modest growth in businesses without employees (+2.6%) and micro-businesses (1–4 employees, +1.7%), reinforcing the county’s reliance on self-employment and very small firms. Small businesses (5–99 employees) declined slightly (-1.6%), while medium-sized firms (100–499 employees) increased (+2.3%). Large employers (500+ employees) remained unchanged, highlighting the limited presence of large-scale enterprises in the county.



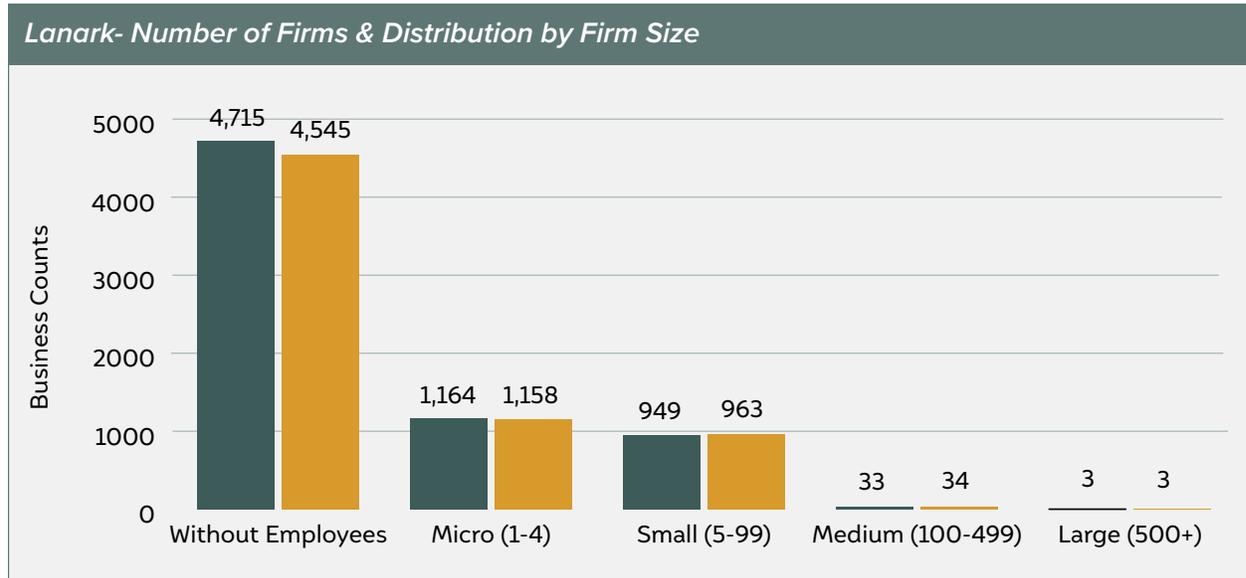
Data Source: Statistics Canada, Canadian Business Counts/Patterns (Dec 2024 and Jun 2025), accessed via OneHub.

*limited presence of large-scale enterprises*

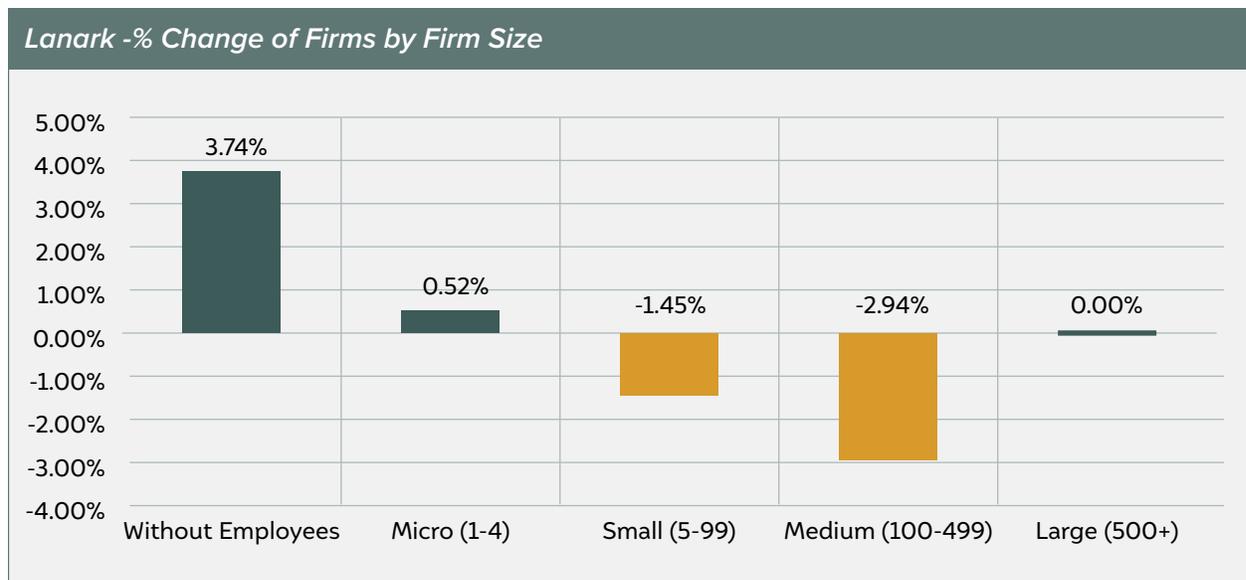


### Lanark County

The chart below compares the number of employers in Lanark County by firm size in December 2024 and June 2025.

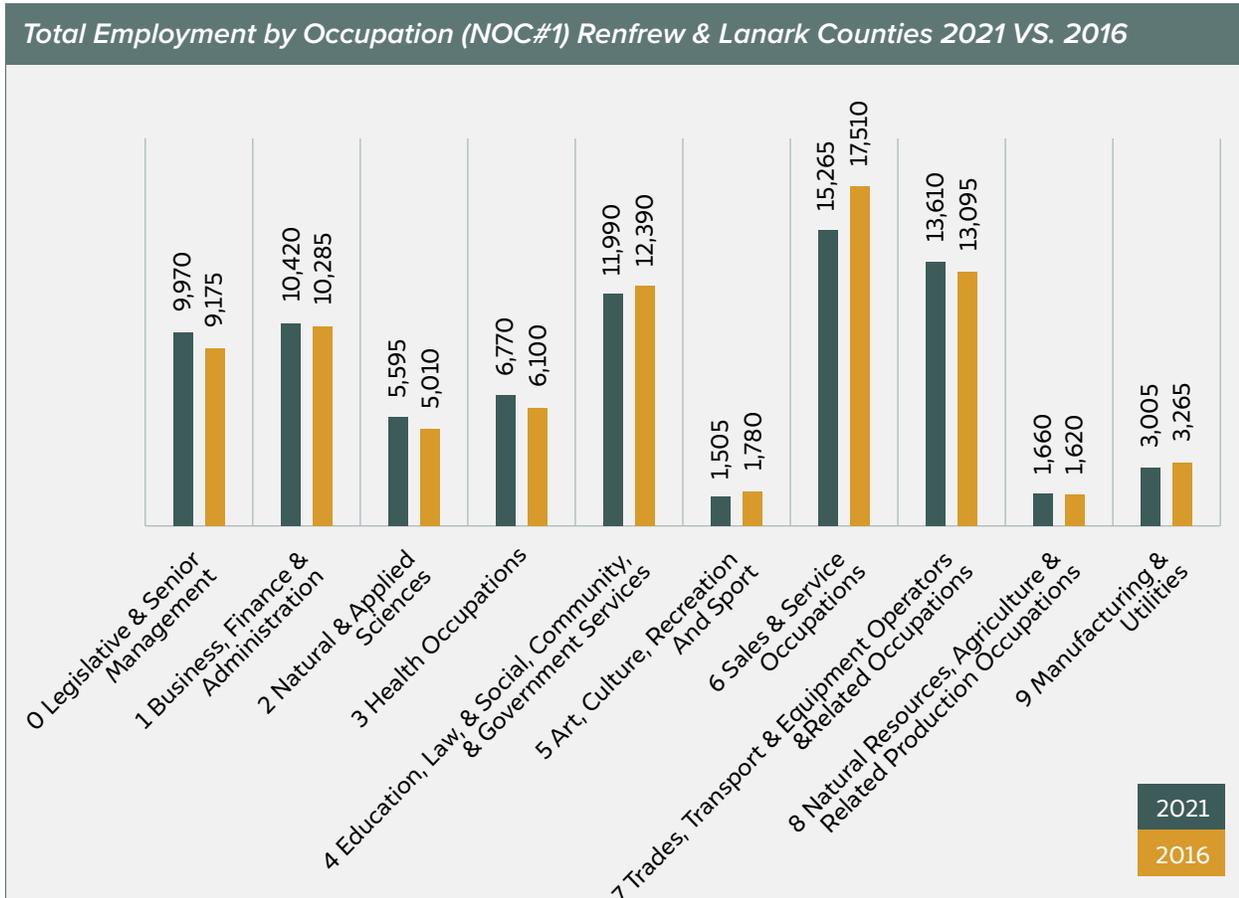


As shown in the chart below, Lanark County recorded growth in businesses without employees (+3.7%) and a marginal increase in micro-businesses (1–4 employees, +0.5%), reflecting the continued prominence of self-employment and very small firms. Small businesses (5–99 employees) declined modestly (-1.5%), while medium-sized firms (100–499 employees) decreased (-2.9%).



## TOTAL EMPLOYMENT & DISTRIBUTION BY OCCUPATION (NOC 1)

The chart below compares total employment by major occupational group (NOC 1) in Renfrew and Lanark counties in 2016 and 2021. Detailed data tables for this indicator are included in the Appendix E.2.



RESILIENT

Data source: Statistics Canada

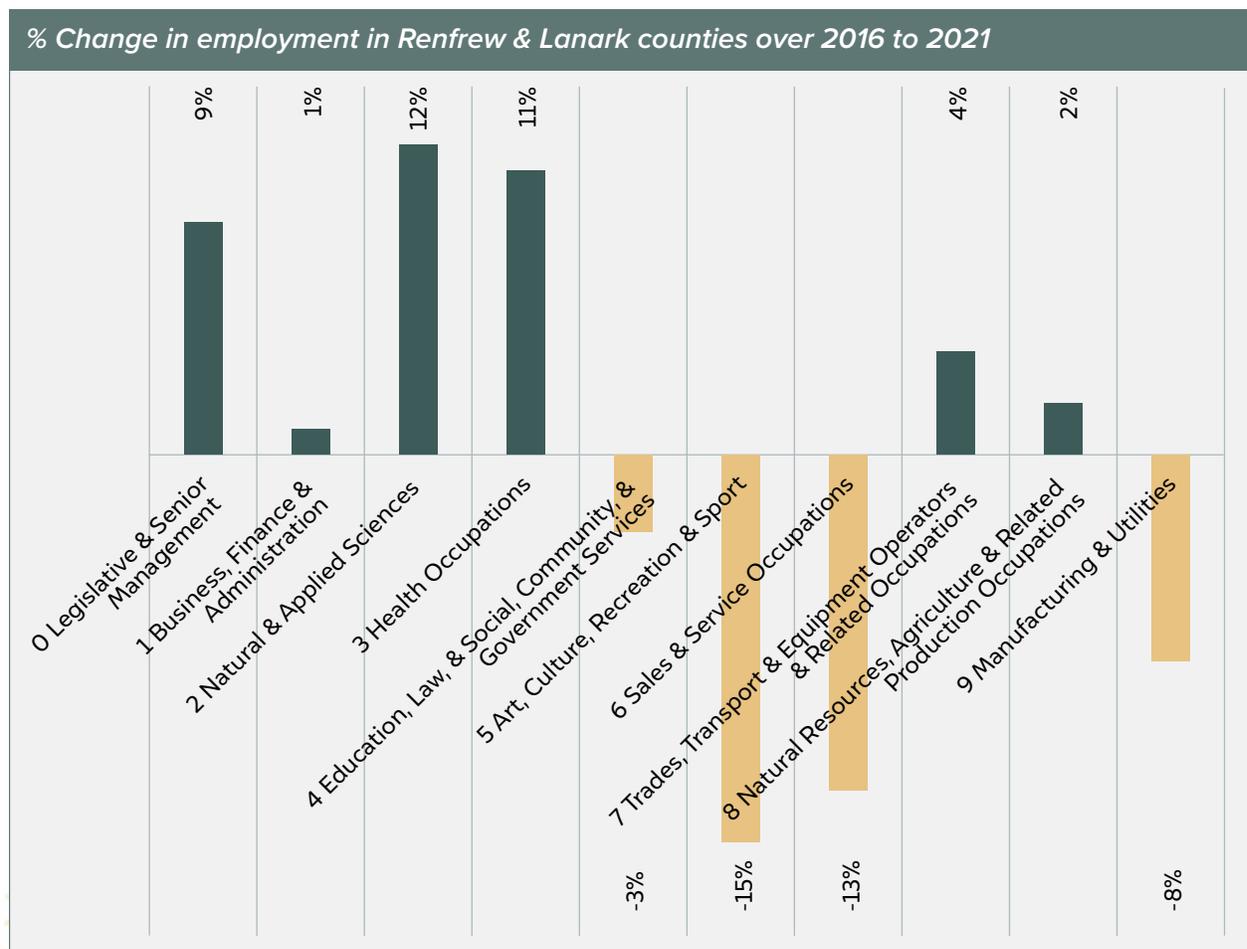


The chart that follows illustrates the percentage change in employment over the five-year period from 2016 to 2021. Key highlights include:

Employment growth was strongest in Natural and Applied Sciences (+12%), Health occupations (+11%), and Legislative and Senior Management (+9%), reflecting increased demand for skilled, technical, and professional roles across the region.

Employment in Education, Law, and Social, Community, and Government Services remained relatively stable over the period (-3%), indicating steady demand in publicly funded and institutional sectors.

Employment declined in Sales and Service (-13%), Arts, Culture and Recreation (-15%), and Manufacturing and Utilities (-8%), pointing to ongoing structural shifts away from customer-facing and goods-producing occupations.



### MEDIAN INCOME BY SOURCE

This indicator examines the composition of median income in Renfrew and Lanark counties by detailed income source, providing insight into the relative roles of employment earnings, government transfers, and retirement-related income in shaping household economic conditions.

Total income includes income from all sources before taxes. Market income consists of employment income, net self-employment income, investment income, and private retirement income, before government transfers. Government transfers include public programs such as Old Age Security (OAS), Canada Pension Plan (CPP/QPP) benefits, Employment Insurance, and other income supports. After-tax income reflects total income after federal and provincial income taxes. Detailed income definitions and methodological notes are provided in Appendix E.5.

#### Renfrew County

The chart below presents median income amounts by detailed income source for Renfrew County, highlighting the relative contribution of employment income, government transfers, and retirement-related income to overall household resources.

Median income in Renfrew County is primarily driven by employment earnings, with wages, salaries, and commissions representing the largest income component, followed closely by total employment and market income. After-tax income remains substantially lower than total income, reflecting the combined impact of federal and provincial income taxes.

Government transfers play a significant supporting role, particularly through Old Age Security (OAS), Canada Pension Plan (CPP/QPP) benefits, and private retirement income, underscoring the importance of retirement-related income in the local economy. Social assistance, Employment Insurance, and other targeted benefits contribute smaller but meaningful amounts, indicating their role as income stabilizers rather than primary income sources.

Overall, the distribution of median income sources suggests a local economy that relies strongly on employment earnings, while also reflecting an aging population with growing dependence on public and private retirement income.

Source: Statistics Canada, Census 2021 Income Statistics.



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
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



## Lanark County

As in Renfrew County, median income in Lanark County is primarily driven by employment earnings, with wages, salaries, and commissions forming the largest income component. Market income and after-tax income follow similar patterns, reflecting the effects of income taxes on overall household earnings.

Retirement-related income—including Canada Pension Plan (CPP/QPP) benefits, Old Age Security (OAS), and private retirement

income—also plays a prominent role in Lanark County’s income profile. Government transfers such as Employment Insurance, social assistance, and other targeted benefits contribute smaller but important amounts, serving primarily as income supports rather than main income sources.

Overall, Lanark County’s income composition closely mirrors that of Renfrew County, combining strong reliance on employment income with growing dependence on public and private retirement income.

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
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

Source: Statistics Canada, Census 2021 Income Statistics.



Income Statistics	Median Amount
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



Photo by Nicholas Laurenzio



## EMPLOYMENT ONTARIO CLIENT DATA

The Ministry of Labour, Immigration, Training and Skills Development has provided Employment Ontario data for use in this Local Labour Market Planning Report. The Labour Market Group of Renfrew and Lanark uses

this data to conduct comparative analysis based on the 2024 to 2025 fiscal year. The information supports analysis and program planning for those working in employment, literacy, and economic development.

### Employment Service Clients by Age Group in Renfrew and Lanark Counties

EMPLOYMENT SERVICE	c. Clients by Age Group	a. 15-24	317
EMPLOYMENT SERVICE	c. Clients by Age Group	b. 25-44	751
EMPLOYMENT SERVICE	c. Clients by Age Group	c. 45-64	562
EMPLOYMENT SERVICE	c. Clients by Age Group	d. 65 and older	79

### 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	149
LITERACY AND BASIC SKILLS	c. Clients by Age Group	b. 25-44	211
LITERACY AND BASIC SKILLS	c. Clients by Age Group	c. 45-64	135
LITERACY AND BASIC SKILLS	c. Clients by Age Group	d. 65 and older	112

In Renfrew and Lanark counties there were 126 internationally trained individuals out of 3,168 Integrated Employment Service assisted clients<sup>2</sup>.

In Renfrew & Lanark counties there are:

**3,168 Integrated Employment Service clients,  
609 Literacy & Basic Skills Learners.**

#### TOP 2 SOURCES OF INCOME FOR EMPLOYMENT SERVICE CLIENTS

##### Renfrew and Lanark counties

Ontario Works	740
Employed	463
No source of income	1,036

#### TOP 2 SOURCES OF INCOME FOR LITERACY AND BASIC SKILLS LEARNERS

##### Renfrew and Lanark counties

Employed	181
Ontario Works	56

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

Source: 2024-25 Local Board Data Suppressed Revised.



## LITERACY & BASIC SKILLS TOP 3 LEARNER GOALS

### Renfrew and Lanark counties

Employment	231
Secondary School Credit	138
Postsecondary	115

### Ontario

Postsecondary	15,944
Employment	15,752
Independence	6,097

## HIGHEST AGE DISTRIBUTION OF BETTER JOBS ONTARIO PROGRAM CLIENTS

### Renfrew and Lanark counties

Clients by Age Group	15-24	16
Clients by Age Group	25-44	42
Clients by Age Group	45-64	32
Clients by Age Group	65 and older	-

### Ontario

Clients by Age Group	15-24	348
Clients by Age Group	25-44	2,393
Clients by Age Group	45-64	1,325
Clients by Age Group	65 and older	45

Source: 2023-24 Local Board Data Suppressed Revised.

## Employment Services Clients by Education Level in Renfrew and Lanark Counties

Highest Level of Education	Renfrew/Lanark	Ontario
Less than Grade 9	33	2,977
Less than Grade 12	444	16,137
Completion of Secondary	1,270	50,164
Certificate of Apprenticeship/Journeyman	63	1,458
Certificate/Diploma	809	30,457
Applied/Associate/Bachelor's Degree	221	26,571
Postgraduate	76	13,631
Other (Some Apprenticeship/College/University)	251	18,308

## APPRENTICESHIP FACTS FOR RENFREW AND LANARK COUNTIES

96 Certificates of Apprenticeships Issued

298 New Registrations

186 Modular Training Registrations

1001 Active Apprentices

## TOP 3 TRADES FOR NEW APPRENTICESHIP REGISTRATIONS

### Renfrew and Lanark counties

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

### Ontario

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

## EMPLOYER PULSE SURVEY

### Employer Pulse Survey Highlights

The Employer Pulse Survey was open from November 2025 to January 2026 and provides insight into current hiring conditions, workforce challenges, and employer responses across Lanark and Renfrew counties. Findings support trends found through unemployment data, employment service activity, job posting analysis, and ongoing employer engagement. The survey continues to examine hiring practices related to youth and newcomers, while also capturing emerging pressures related to infrastructure constraints and trade-related cost impacts.

*Not all respondents answered every question; percentages reflect responses to individual survey items.*

### Survey Participation

A total of 52 employers responded to the survey.

- **Location:** 80.77% were based in Renfrew County, 17.31% in Lanark County, with the rest operating in surrounding areas.

### Business Profile

- **Industries Represented:**

- Skilled Trades: 22.45%
- Education: 14.29%
- Tourism and Hospitality: 10.20%

Skilled trades represented the largest share of respondents, followed by education and tourism and hospitality, reflecting the region's core employment sectors.

- **Sector:** 73.08% private sector; 26.92% public or broader public sector organizations.
- **Size:** 40.38% employed 1–9 staff, while 28.85% employed 100 or more employees, highlighting a labour market characterized by both small businesses and large institutional employers.

### Hiring Trends

Hiring demand is still elevated across the region.

- 55.56% of employers reported difficulty hiring in the past year.
- 31.11% experienced challenges filling both full-time and part-time positions.
- 75.00% plan to hire in the coming year.



This combination of strong hiring intent alongside persistent recruitment difficulty points to continued labour market tightness driven by labour supply and job readiness constraints rather than reduced employer demand.

- Recruitment strategies included:
  - Increasing starting wages: 35.56%
  - Professional development opportunities: 33.33%

### Employee Turnover

Employee turnover continues to shape hiring needs.

- Most employees left due to performance or conduct issues (30.77%) or to work for competing employers (20.51%).

These patterns show ongoing replacement demand, particularly in roles affected by workforce churn and competition for experienced workers.

### Social and Infrastructure Barriers

Employers continue to identify non-workplace factors as significant constraints on recruitment and retention.

- Transportation availability was identified as a barrier by 46.67% of employers.
- Housing affordability was identified by 28.89%.
- Childcare access was also noted as a challenge, particularly for workers with non-standard or shift-based schedules.

These findings reinforce that labour market participation is increasingly shaped by community infrastructure and affordability conditions rather than job availability alone.

### Workplace Conditions

- Key hiring challenges included:
  - Inadequate relevant work experience: 34.09%
  - Lack of applicants: 27.27%
  - Insufficient qualifications among applicants: 20.45%
- 41.03% of employers offered hybrid or remote work options, while 48.72% did not, reflecting sector-specific and operational limitations on workplace flexibility.

### Workforce Pipeline and Inclusion

- 57.78% of employers hired summer students.
- 40.91% hired individuals who immigrated to Canada within the past five years.

Where employers reported difficulty hiring newcomers, the most cited reasons were a limited pool of applicants and gaps in qualifications or experience, underscoring the continued importance of work-integrated learning and employment supports.



### Trade and Cost Pressures

External economic conditions are influencing employer decision-making.

- 48.72% of employers reported being affected by recent U.S. tariff changes, primarily through increased costs.
- Among affected businesses, 81.25% experienced higher input costs.
- Common responses included shifting to domestic suppliers (62.50%) and raising prices (25.00%).
- Employers most frequently identified a need for assistance sourcing local suppliers (46.67%) and tax or government relief (40.00%).

These pressures are contributing to more cautious workforce planning, particularly among trade-exposed and manufacturing-related employers.

### Summary Insight

Overall, the 2025 Employer Pulse Survey shows that labour demand across Lanark and Renfrew counties is still strong, but employers' ability to fill positions is increasingly constrained by labour supply, experience gaps, and non-workplace factors. Persistent hiring difficulty alongside high intent to hire suggests ongoing labour market tightness, particularly in skilled trades and service-based roles. The prominence of transportation, housing affordability, and training-related barriers highlights the need for coordinated approaches that align workforce development, work-integrated learning, and community supports to sustain employment and meet regional labour market needs.

*labour  
demand  
across Lanark  
and Renfrew  
counties  
is still strong*



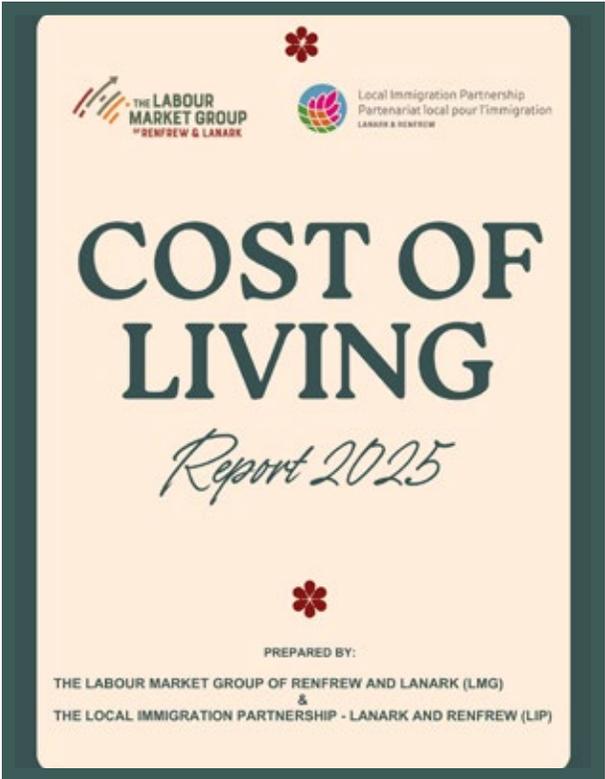
## COST OF LIVING REPORT

The rising cost of living continues to affect Canadians nationwide, with 45% reporting difficulty covering basic expenses. Certain groups—such as low-income individuals, young adults, families with children, and people with disabilities—are especially vulnerable. According to the Bank of Canada’s 2025 Survey of Consumer Expectations, many Canadians are also concerned that ongoing U.S. trade disputes may worsen inflation and lead to job losses, prompting more cautious spending.

These affordability challenges are felt locally in Lanark and Renfrew counties. The Ontario Living Wage Network (OLWN) reports<sup>3</sup> that the 2024 living wage in Eastern Ontario, where both counties are located, rose by 5.1% to \$21.65 per hour, the second-highest increase in the province. For newcomers, rising costs may pose barriers to settlement, potentially worsening labour shortages and limiting employers’ ability to attract and keep talent.

In response, the Labour Market Group of Renfrew and Lanark has prepared this report to examine the annual cost of living across different household types. Using OLWN’s 2024 calculations for the “East” economic region,

the report outlines essential expenses such as food, shelter, and transportation for a family of four, a single parent with one child, and a single adult. Data for “Lanark” includes the counties of Lanark, Leeds, and Grenville, while data for Renfrew reflects that county alone. This analysis aims to present a clear picture of what it takes to support a basic standard of living in our region. [See full report here.](#)



SUSTAINABILITY



## 2026-2027 PLAN OF ACTION

The following is a summary of the business plan objectives of the Labour Market Group of Renfrew and Lanark for the 2026-2027 fiscal year.

### PROJECT ONE:

#### LOCAL LABOUR MARKET PLANNING (LLMP) REPORT

##### *Project Description*

The Local Labour Market Planning Report will be a summary of what is happening in the local labour market in Lanark and Renfrew counties. The report will include an overview of labour market changes and will identify challenges and opportunities to address the workforce needs of the region. The report will pull data from many sources that will be supplemented by engaging storytelling to allow organizations to better understand the local labour market. The LLMP will be a planning tool for the community and a roadmap that shares the current state of the labour market. It will highlight actions that are being taken to address issues or pursue new opportunities.

##### *Measurable Outcomes*

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

##### *Issue/Priority*

It is important to provide accurate and prompt labour market information for Renfrew and Lanark counties 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.



The LMG poses for a picture at one of our service coordination events. From left to right Narjes Bamatitoosi, Christie Laurin, Brent Dick, Allison Miller



## PROJECT TWO:

### REVISED EMPLOYER PULSE SURVEY

#### *Project Description*

The refinement of our Employer Pulse Survey allows us to gather local intelligence from employers in Renfrew and Lanark counties. The survey report has 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. We will produce a comprehensive survey to measure the amount of labour market activity happening in our region by showing trends and evaluating them against the employer pulse surveys that we have issued in previous years. This information will inform labour market planning in our region.

#### *Measurable Outcomes*

100 employers will take part in the employer pulse survey, and the Continuous Improvement Performance Management Score (CIPMS) will exceed 90% satisfaction from those who access the information contained in the survey.

#### *Issue/Priority*

The labour market continues to be very volatile. While we have known about an aging population for many years and its impact on the local labour market, new variables include an increase in the cost of living, labour shortages in key sectors and changes to immigration policy. We expect these variables to cause continued job losses, strike action

and hiring challenges. Data available in rural areas is limited. The employer pulse survey provides prompt data that would otherwise not be available to the community. It gives LMG the opportunity to engage with employers and respond to their needs.

#### *Key Partners*

The Labour Market Group of Renfrew and Lanark, 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 often 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 prompt 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 changing. Economic uncertainty, the prohibitive cost of living and continued threats of tariffs from the U.S. could lead to future job reductions. The bulletins allow us to give real time job market data that changes quickly in our community. We can provide the latest news and stories relevant to the community. This is the only source job market data available to the region. It allows us to engage with the community especially service providers, school boards, chambers of commerce and municipalities. These happenings affect the labour market and by providing a quarterly bulletin we can keep our communities up to date on these happenings.

### ***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:**

### **SERVICE COORDINATION**

#### ***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 affected by local labour market conditions through their work with job seekers and employers.

### ***Measurable Outcomes***

A Continuous Improvement Performance Management Score (CIPMS) will exceed 90% satisfaction from those who take part in service coordination activities led by the LMG.

### ***Issue/Priority***

Service coordination events are an opportunity to provide relevant information on issues important to employers. Many events are an avenue to drive partnerships in the community that support innovative work force development. For example, we offered an event to drive collaboration between municipalities to address funding pressures and hiring challenges and an event supporting employment services with the rising numbers of clients with mental health challenges. Our service coordination activities are designed to respond to the local labour market intelligence that we gather by monitoring and doing research into these trends.

### ***Key Partners***

Employment Ontario service providers, Ontario Works, Economic Development Offices, Algonquin College, Renfrew and Lanark counties, CAPSA and local municipalities.



## APPENDIX A:

### COMMUNITY PARTNERS

[Community Employment Services –  
Pembroke](#)

[Community Employment Services – Perth  
Algonquins of Pikwakanagan First Nation](#)

[Canadian Career Academy](#)

[County of Renfrew, Ontario Works](#)

[County of Lanark, Ontario Works](#)

[Enterprise Renfrew County, Pembroke](#)

[Garrison Petawawa](#)

[Ministry of Labour, Training and Skills  
Development](#)

[Ontrac Employment Resource Services](#)

[PMFRC Employment Services](#)

[Renfrew County Community Futures  
Development Corporation](#)

[Renfrew County District School Board](#)

[Training & Learning Centre](#)

[Upper Canada District School Board](#)

[Valley Heartland Community Development  
Corporation](#)

[Arnprior Economic Development](#)

[Pembroke Economic Development](#)

[County of Renfrew, Economic Development  
& Natural Resources](#)

[Local Immigration Partnership](#)



## APPENDIX B:

### INFORMATION SOURCES

[Statistics Canada \(2021 and 2016 Census, 2011 National Household Survey, Canadian Business Patterns\)](#)

[Algonquin College - Pembroke](#)

[Algonquin College - Perth](#)

[County of Lanark Website](#)

[County of Renfrew Website](#)

[Lightcast Analyst Tool](#)

## APPENDIX C:

### STATISTIC DATA DEFINITION

**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 earlier Census of Population Program. A CA must have a core



population of at least 10,000 also based on data from the earlier 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 earlier 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 persons employed in the week of Sunday, May 2 to Saturday, May 8, 2021, expressed as a percentage of the total 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, and 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 feasible 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:

### SOURCES

#### *Childcare*

[https://www.insideottawavalley.com/news/centralized-child-care-registry-to-bring-relief-to-lanark-county-parents-with-wait-list-blues/article\\_75a2c777-0858-5156-9b31-0d1dd8b488d7.html](https://www.insideottawavalley.com/news/centralized-child-care-registry-to-bring-relief-to-lanark-county-parents-with-wait-list-blues/article_75a2c777-0858-5156-9b31-0d1dd8b488d7.html)

<https://www.lanarkcounty.ca/living/social-services/child-care/providers/>

[https://www.insideottawavalley.com/news/shape-the-future-of-our-community-mississippi-mills-breaks-ground-on-modern-cutting-edge-child/article\\_2a56bfcf-549d-5173-aafa-abaf4aa41f2f.html](https://www.insideottawavalley.com/news/shape-the-future-of-our-community-mississippi-mills-breaks-ground-on-modern-cutting-edge-child/article_2a56bfcf-549d-5173-aafa-abaf4aa41f2f.html)

<https://www.pembrokeobserver.com/news/local-news/new-daycare-coming-to-pembroke-set-to-open-2026>

<https://www.countyofrenfrew.on.ca/en/community-services/canada-wide-early-learning-and-child-care-cwelcc-system.aspx>

#### *Manufacturing*

[EMC WORKFORCE PULSE \(MANUFACTURING\) 2025-09-30.pdf](https://www.emcworkforcepulse.com/manufacturing/2025-09-30.pdf)

#### *Housing*

[https://www.insideottawavalley.com/news/ottawa-valley-affordable-housing-inc-creates-partnerships-in-communities/article\\_477d8561-4e92-5921-b06f-53d3d0900f74.html](https://www.insideottawavalley.com/news/ottawa-valley-affordable-housing-inc-creates-partnerships-in-communities/article_477d8561-4e92-5921-b06f-53d3d0900f74.html)

<https://ovah.ca/>

<https://www.lanarkcounty.ca/living/social-services/housing/>



[https://www.insideottawavalley.com/news/the-problems-are-still-the-same-rotary-homes-in-renfrew-continues-to-address-housing-for/article\\_18f4324c-129e-5378-80ae-7c955ac5bd42.html](https://www.insideottawavalley.com/news/the-problems-are-still-the-same-rotary-homes-in-renfrew-continues-to-address-housing-for/article_18f4324c-129e-5378-80ae-7c955ac5bd42.html)

[https://www.countyofrenfrew.on.ca/en/community-services/resources/Community-Housing/RCHC-2024-Report\\_-Digital-Single-Page-Update-July.pdf](https://www.countyofrenfrew.on.ca/en/community-services/resources/Community-Housing/RCHC-2024-Report_-Digital-Single-Page-Update-July.pdf)

### ***Immigration***

<https://www.cicnews.com/2025/11/ontario-immigrant-nominee-program-suspends-skilled-trades-stream-suspends-express-entry-skilled-trades-stream-1162152.html>

### ***Business***

[New businesses across the Ottawa Valley in 2025](#)



Photo by Brooke Cagle



## APPENDIX E:

### INDICATOR DATA TABLES AND TECHNICAL NOTES

#### E.1 – Total Number of Employers & Distribution by Firm Size Range and Industry (NAICS-2)

##### Renfrew County

#### Number of Firms & Distribution by Firm Size - Renfrew County, Jun 2025

Renfrew - Census Division: 3547	Employee Size Range				
2-Digit Industry	Without Employees	Micro (1 – 4)	Small (5 – 99)	Medium (100 – 499)	Large (500+)
11 - Agriculture, forestry, fishing and hunting	709	78	30	2	0
21 - Mining, quarrying, and oil and gas extraction	11	3	3	0	0
22 - Utilities	39	5	5	0	0
23 - Construction	576	253	180	3	0
31-33 - Manufacturing	92	42	66	8	0
41 - Wholesale trade	63	30	38	0	0
44-45 - Retail trade	250	147	275	7	0
48-49 - Transportation and warehousing	147	40	33	1	0
51 - Information and cultural industries	50	16	28	0	0
52 - Finance and insurance	259	23	65	0	0
53 - Real estate and rental and leasing	1571	87	24	0	0
54 - Professional, scientific and technical services	447	137	54	1	1
55 - Management of companies and enterprises	42	0	12	0	0
56 - Administrative and support, waste management and remediation services	171	62	50	0	1
61 - Educational services	71	7	12	1	2
62 - Health care and social assistance	466	146	133	13	1
71 - Arts, entertainment and recreation	90	7	23	1	0
72 - Accommodation and food services	138	69	194	1	0
81 - Other services (except public administration)	392	185	98	0	0
91 - Public administration	0	0	20	7	1
<b>Total</b>	<b>5584</b>	<b>1337</b>	<b>1343</b>	<b>45</b>	<b>6</b>

Source: Statistics Canada, Canadian Business Counts/Patterns (Dec 2024), accessed via OneHub.



**Number of Firms & Distribution by Firm Size - Renfrew County, Dec 2024**

Renfrew - Census Division: 3547	Employee Size Range				
	Without Employees	Micro (1 – 4)	Small (5 – 99)	Medium (100 – 499)	Large (500+)
2-Digit Industry					
11 - Agriculture, forestry, fishing and hunting	671	81	31	2	0
21 - Mining, quarrying, and oil and gas extraction	10	3	3	0	0
22 - Utilities	37	4	5	0	0
23 - Construction	565	251	178	4	0
31-33 - Manufacturing	92	37	66	8	0
41 - Wholesale trade	67	29	39	0	0
44-45 - Retail trade	243	140	291	6	0
48-49 - Transportation and warehousing	144	40	33	1	0
51 - Information and cultural industries	52	18	25	0	0
52 - Finance and insurance	259	26	64	0	0
53 - Real estate and rental and leasing	1527	86	23	0	0
54 - Professional, scientific and technical services	434	131	59	0	1
55 - Management of companies and enterprises	44	1	12	0	0
56 - Administrative and support, waste management and remediation services	164	55	51	0	1
61 - Educational services	67	7	13	1	2
62 - Health care and social assistance	445	147	133	12	1
71 - Arts, entertainment and recreation	90	9	22	1	0
72 - Accommodation and food services	143	61	201	1	0
81 - Other services (except public administration)	386	188	96	1	0
91 - Public administration	0	0	20	7	1
Total	5,440	1,314	1365	44	6

Lanark County

**Number of Firms & Distribution by Firm Size - Lanark County, Jun 2025**

Lanark - Census Division: 3509	Employee Size Range				
	Without Employees	Micro (1 – 4)	Small (5 – 99)	Medium (100 – 499)	Large (500+)
2-Digit Industry					
11 - Agriculture, forestry, fishing and hunting	398	32	20	0	1
21 - Mining, quarrying, and oil and gas extraction	1	1	3	0	0
22 - Utilities	19	1	1	0	1
23 - Construction	522	275	155	0	1
31-33 - Manufacturing	83	40	49	5	0
41 - Wholesale trade	50	24	22	0	0
44-45 - Retail trade	199	121	178	8	0
48-49 - Transportation and warehousing	88	11	19	1	0
51 - Information and cultural industries	50	10	8	0	0
52 - Finance and insurance	221	43	31	0	0
53 - Real estate and rental and leasing	1242	77	11	0	0
54 - Professional, scientific and technical services	665	184	52	0	0
55 - Management of companies and enterprises	38	1	4	0	0
56 - Administrative and support, waste management and remediation services	176	64	45	0	0
61 - Educational services	60	10	6	0	0
62 - Health care and social assistance	385	85	107	12	0
71 - Arts, entertainment and recreation	87	10	15	1	0
72 - Accommodation and food services	77	38	131	0	0
81 - Other services (except public administration)	352	136	84	0	0
91 - Public administration	2	1	8	6	0
Total	4,715	1,164	949	33	3

Source: Statistics Canada, Canadian Business Counts/Patterns (Dec 2024), accessed via OneHub.



**Number of Firms & Distribution by Firm Size - Lanark County, Dec 2024**

Lanark - Census Division: 3509	Employee Size Range				
	Without Employees	Micro (1 – 4)	Small (5 – 99)	Medium (100 – 499)	Large (500+)
2-Digit Industry					
11 - Agriculture, forestry, fishing and hunting	380	35	18	0	1
21 - Mining, quarrying, and oil and gas extraction	1	1	3	0	0
22 - Utilities	17	1	1	0	1
23 - Construction	502	269	161	0	1
31-33 - Manufacturing	84	37	51	5	0
41 - Wholesale trade	51	26	20	0	0
44-45 - Retail trade	202	119	188	9	0
48-49 - Transportation and warehousing	83	12	21	0	0
51 - Information and cultural industries	47	12	7	0	0
52 - Finance and insurance	216	42	35	0	0
53 - Real estate and rental and leasing	1182	79	11	0	0
54 - Professional, scientific and technical services	643	184	50	0	0
55 - Management of companies and enterprises	39	1	5	0	0
56 - Administrative and support, waste management and remediation services	175	62	45	0	0
61 - Educational services	57	8	7	0	0
62 - Health care and social assistance	373	84	102	12	0
71 - Arts, entertainment and recreation	78	11	15	1	0
72 - Accommodation and food services	79	39	131	0	0
81 - Other services (except public administration)	335	135	84	1	0
91 - Public administration	1	1	8	6	0
Total	4,545	1,158	963	34	3

**E.2 – Total Employment & Distribution by Occupation (NOC-1)**

**Renfrew and Lanark Counties**

The Labour Market Group of Renfrew & Lanark	2021	2016	Change	% Change
Total - Employed Population	79,795	80,230	-435	-1%
0 Legislative and senior management occupations	9,970	9,175	795	9%
1 Business, finance and administration occupations	10,420	10,285	135	1%
2 Natural and applied sciences and related occupations	5,595	5,010	585	12%
3 Health occupations	6,770	6,100	670	11%
4 Occupations in education, law and social, community and government services	11,990	12,390	-400	-3%
5 Occupations in art, culture, recreation and sport	1,505	1,780	-275	-15%
6 Sales and service occupations	15,265	17,510	-2,245	-13%
7 Trades, transport and equipment operators and related occupations	13,610	13,095	515	4%
8 Natural resources, agriculture and related production occupations	1,660	1,620	40	2%
9 Occupations in manufacturing and utilities	3,005	3,265	-260	-8%



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### E.3 – Migration Characteristics by Age Group

#### Renfrew County Migration Characteristics (2018-2023)

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,867	4,370	497
18-24	2,891	2,447	444
25-44	9,527	8,237	1,290
45-64	5,871	3,049	2,822
65+	2,555	1,806	749
Total	25,711	19,909	5,802

#### Lanark County Migration Characteristics (2018-2023)

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	3,990	2,471	1,519
18-24	1,700	1,724	-24
25-44	7,261	4,635	2,626
45-64	5,415	2,793	2,622
65+	3,111	1,804	1,307
Total	21,477	13,427	8,050

Source: Statistics Canada, Taxfiler data, accessed via OneHub.

**E.4 – Total Labour Force by Highest Level of Educational Attainment**

**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-university certificate or diploma	23,520	15,750	14,535	1,215	7,770
University	1,920	1,035	970	60	885

**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-university certificate or diploma	21,170	15,210	14,375	830	5,965
University	2,085	1,165	1,115	50	920

**CHANGE**

Total	In the labour force	Employed	Unemployed
-9%	-17%	-19%	-2%
11%	0%	-2%	24%
-13%	-16%	-19%	19%
11%	4%	1%	46%
-8%	-11%	-13%	20%



## 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	3025	510	5580
High (secondary) school diploma or equivalency certificate	18,895	10,875	9730	1150	8015
Apprenticeship or trades certificate or diploma	4,485	2,770	2465	300	1720
College, CEGEP or other non-university certificate or diploma	17,775	11,655	10875	780	6115
University	1,605	980	930	50	630

2016

Labour force status	Total	In the labour force	Employed	Unemployed	Not in the labour force
No certificate, diploma or degree	9560	3685	3250	440	5875
High (secondary) school diploma or equivalency certificate	16405	9930	9115	815	6475
Apprenticeship or trades certificate or diploma	4645	2895	2750	145	1750
College, CEGEP or other non-university certificate or diploma	16255	11740	11180	560	4515
University	1,690	1,035	980	55	650

## CHANGE

Total	In the labour force	Employed	Unemployed
-5%	-4%	-7%	16%
15%	10%	7%	41%
-3%	-4%	-10%	107%
9%	-1%	-3%	39%
-5%	-5%	-5%	-9%

Source: Statistics Canada, accessed via OneHub



**E.5 – Income Definitions and Methodological Notes**

The following definitions are provided to support interpretation of the income tables presented in Median Income by Source. Definitions are drawn from Statistics Canada and have been summarized for clarity.

**Median income**

The median income is the value that divides the income distribution into two equal halves, with 50% of individuals earning less and 50% earning more. Median income is calculated for individuals with income (positive or negative) and is used in this report as it is less affected by extremely high or low values than averages, providing a more representative measure of typical earnings.

**Total income**

Total income refers to the sum of regular and recurring income received from all sources during the reference period, before income taxes and deductions. For individuals, this includes employment income, investment income, private retirement income, and income from government sources.

**Market income**

Market income is the sum of employment income, net self-employment income, investment income, private retirement income, and other income from market sources. It is equivalent to total income minus government transfers and is also referred to as income before transfers and taxes.

**Employment income**

Employment income includes all income received from paid employment and self-employment during the reference period.

**Wages, salaries and commissions**

This component includes gross wages and salaries from paid employment before deductions, as well as commissions, tips, cash bonuses, and allowances. Employer contributions to pension plans and employment insurance are excluded.

**Net self-employment income**

Net income received from self-employment activities after deducting operating expenses and capital cost allowances. This includes income from unincorporated businesses, professional practices, farming, fishing, and self-employed commission sales.

**Investment income**

Investment income includes interest, dividends, net rental income, and other regular income from financial assets. Capital gains and losses are excluded.

**Private retirement income**

Private retirement income includes regular payments from employer and personal pension plans, annuities, registered retirement savings plans (RRSPs), and registered retirement income funds (RRIFs). Lump-sum withdrawals are excluded.



**Government transfers**

Government transfers include cash benefits received from federal, provincial, territorial, or municipal governments. Major components include Old Age Security (OAS), Guaranteed Income Supplement (GIS), Canada Pension Plan and Québec Pension Plan (CPP/QPP) benefits, Employment Insurance benefits, child benefits, social assistance, workers' compensation benefits, and other income support programs.

**After-tax income**

After-tax income is total income minus federal, provincial, and territorial income taxes paid during the reference period.

**Income taxes**

Income taxes include federal and provincial or territorial income taxes, net of applicable abatements, and may include health care premiums where applicable.

**Scope and reference period**

All income values presented in Indicator 7 are median amounts reported for individuals with income, based on Statistics Canada, Census 2021 Income Statistics, and are shown in current dollars as reported.

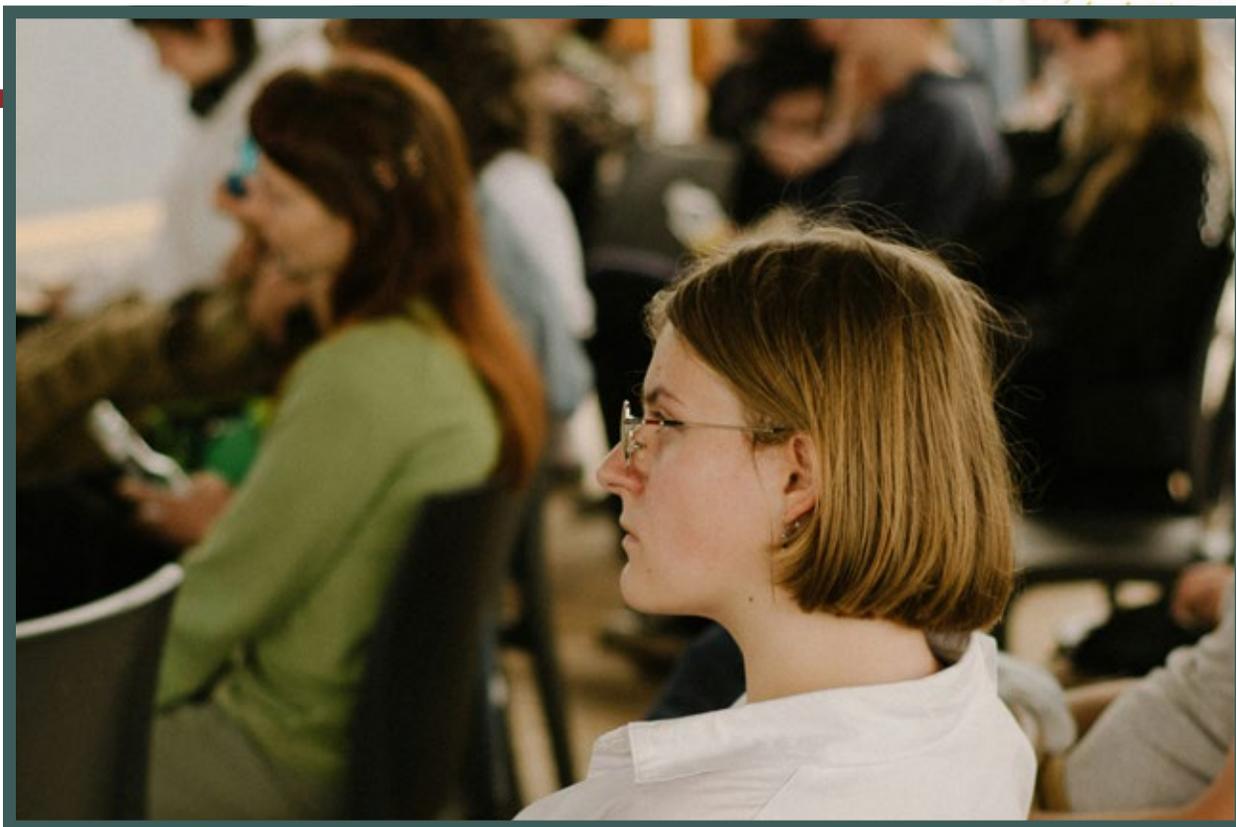


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MARKET GROUP**  
OF RENFREW & LANARK