LOCAL LABOUR MARKET PLANNING REPORT

LLMP 2022/23

FEBRUARY 2023

THE EASTERN WORKFORCE INNOVATION BOARD

BACKGROUND/CONTEXT

KEY TRENDS AND CHALLENGES

QUICK TIPS

EMPLOYMENT ONTARIO PROGRAM DATA

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COMMUNITY CONSULTATION PARTICIPANTS

GLOSSSARY

EASTERN WORKFORCE INNOVATION BOARD

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ACKNOWLEDGMENTS

The Eastern Workforce Innovation Board would like to acknowledge and thank our community partners for their engagement and input into this planning report. Local labour market information is a critical element in supporting our local economy and its growth in our respective communities.

None of us have lived in a more challenging time. We are still facing the effects of the pandemic. There are environmental issues that need to be addressed. We are being affected by the war in Ukraine. Local challenges need to be addressed such as, finding enough workers to fill jobs, especially in the trades and the service industry.

If ever there is a time when local labour market information is necessary to assist in providing direction for future planning, it is now.

The Board would like to acknowledge the efforts of Sandra Wright, Labour Market Information Analyst, for preparing this report.

I would also like to recognize our board of directors for their continued support of our board and their valuable work in the community. We have a diverse and engaged board of directors. It is our hope we can make a difference in these challenging times.

George Horton
Board Chair and Business Representative
Eastern Workforce Innovation Board

EASTERN WORKFORCE INNOVATION BOARD
Nurturing a stronger workforce

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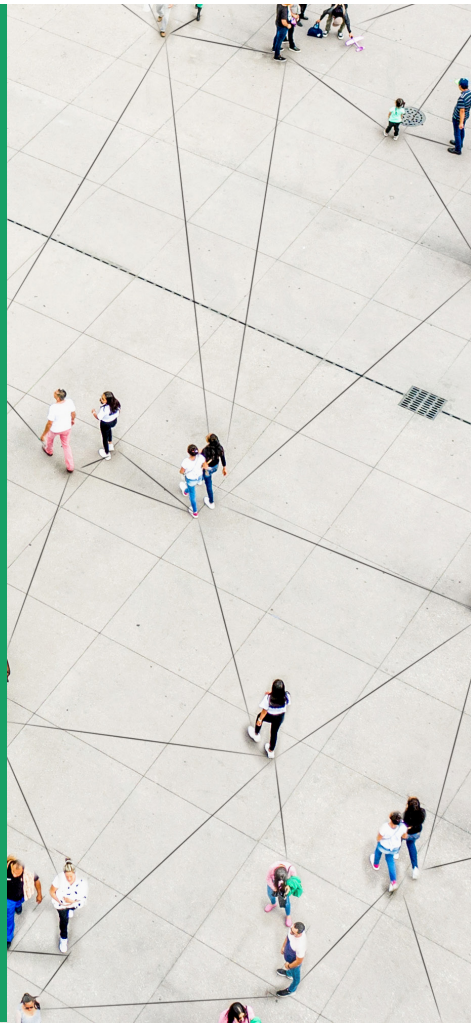

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01 THE EASTERN WORKFORCE INNOVATION BOARD

THE MISSION: To work collaboratively with community partners in identifying labour market challenges and to develop opportunities in addressing these challenges.

BOARD OF DIRECTORS
The Board of Directors of the EWIB includes volunteer representatives from Labour, Business, Educators, Trainers and Equity Groups.

Directors
George Horton, Chair and Business Representative
Wendy Vuyk, Vice Chair and Business Representative
Sam Laldin, Treasurer and Visible Minority Representative
John Holmes, Labour Representative
James Roy, Labour Representative
Julia Lynch, Labour Representative
David Paul, Business Representative
Christine Forman, Business Representative
Terry Childs, Business Representative
Teanne Larocque, Director at Large
Liam McMunagle, Business Representative
Diane Kirkby, Education
Dale Jones, Labour Representative
Diane Sabourin, Francophone Representative

Staff
Frank O'Hearn, Executive Director
Maureen Keeler, Project Manager
Louise Adam, Bookkeeper

The Eastern Workforce Innovation Board (EWIB) is one of twenty-six (26) workforce planning areas in the province of Ontario.

The Board was incorporated in 1996 and has been in operation for over 27 years. The EWIB catchment area consists of the counties of Frontenac, Leeds and Grenville and Loyalist Township (within the county of Lennox and Addington).

The EWIB gathers intelligence about the supply of labour and the demand side of the local labour market by working collaboratively with community partners. They actively engage organizations and community partners in local labour market projects.

The EWIB has a very interactive and informative web-site offering a wide variety of resources for the community to utilize. It includes recent news articles that focus on the labour market; job boards; a human resources hub; community profiles of our municipal partners; labour market information; Local Labour Market Planning reports and various project information. We encourage you to seek out our website and utilize the information that is provided. Check out our web site at https://www.workforcedev.ca

PROJECTS AND PARTNERSHIPS 2022-23
The EWIB is involved in numerous projects and partnerships. Details of these initiatives can be found in section 7.0 of this report.

02 BACKGROUND/ CONTEXT

2.1 THE LLMP REPORT & PLANNING PROCESS OVERVIEW

The Local Labour Market Planning (LLMP) Report is an annual report that highlights changes in local labour market information including demographics, industry and occupational composition and job trends. It also identifies key workforce challenges and opportunities in the Eastern Workforce Innovation Board (EWIB) region.

This 2022-23 LLMP Report is comprised of both quantitative and qualitative data. The quantitative information found in the document is derived from a number of data sources as follows:

- Employment Ontario
- 2016 Census and 2021 Census
- Labour Force Survey
- Taxfiler Data
- Canadian Business Counts
- Lightcast (formerly EMSI Analyst)
- Statistics Canada

Qualitative data has been compiled from undertaking various outreach initiatives throughout the year with local employers, workers, service providers, educators and other community agencies. Over one hundred community organizations and employers participated in local consultations and/or surveys. The valuable input gathered from these stakeholders informed the EWIB on current challenges and opportunities within the local labour market.

03 KEY TRENDS AND CHALLENGES

Section 3.0 identifies key trends and challenges combining the data knowledge from Section 6 with findings from consultations and surveys with community partners and employers as highlighted later in this section.

3.1 AN ECONOMIC DOWNTURN ON THE HORIZON

The 2022 Fall Economic Statement released in November 2022, indicates that despite global economic uncertainty that Canadians should be confident that Canada will overcome any hurdles and will prosper in the days ahead. This is due to Canada's strong economic position including: an unemployment rate near its record low–400,000 more Canadians are working today than before the pandemic, the strongest economic growth in the G7 this year, a triple-A credit rating, and the lowest net debt- and deficit-to-GDP ratios in the G7.

But is it enough to survive the anticipated downturn in the economy?

Many economists are predicting an economic downturn in Canada in 2023, with some economists predicting its effects as early as the first quarter.

For the last several months interest rates have been rising and are forecasted to do so throughout 2023. Central banks are in the midst of one of the most aggressive rate-hiking cycles in history. Housing markets have cooled sharply. And while labour markets remain strong, employment levels have been declining. In addition, The U.S. Federal Reserve hikes projected in early 2023 will hasten the arrival of this downturn in Canada.

Growing inflation rates usually signal higher bank rates which manifests a reduction in household consumption and a deeper economic downturn.
There is no doubt that the labour market is the tightest it's been in decades. An excess of job openings and a scarcity of workers will protect against a major spike in unemployment in the very near-term. However, it is expected that the jobless rate will still rise. A report issued in October 2022 by RBC Economics predict that a weakening in the economy will push the jobless rate close to seven per cent by the end of 2023 – up almost two percentage points from lows of 4.9 per cent in June and July.

RBC Economics also report that "households are already feeling the squeeze of economic headwinds. Rising inflation and higher borrowing and debt servicing costs are expected to shave almost $3,000 from average purchasing power in 2023. And while drum-tight job markets have pushed wages higher, it hasn't been enough to offset these losses. This will weigh most heavily on Canadians at the lower end of the wealth spectrum, particularly those whose disposable income has faded alongside pandemic support."

The upcoming downturn will affect businesses differently. The housing market is already correcting itself by lowering prices. A decline in jobs in the manufacturing sector and other goods-producing industries are expected. Employment in the public sector such as government, education and healthcare will remain relatively unscathed. This is also true for the professional, scientific and technical services which had the largest source of employment growth from pre-pandemic levels

Travel and hospitality sectors – among the hardest hit by COVID-19 restrictions – could be more resilient than in past downturns. There remains lingering demand for travel and hospitality services after two years of pandemic lockdowns. These businesses may also be more hesitant to resort to layoffs.

3.2 COVID-19 UPDATE

By April 27, 2022 most COVID -19 restrictions ended in Ontario except for a few mask requirements. Then on June 11, 2022, remaining Directives were revoked and replaced with Ministry of Health guidance for health care workers and organizations. This includes guidance on when masks should be worn in hospitals and other health care settings. On October 1, 2022 the government of Canada removed all COVID-19 entry restrictions as well as testing, quarantine and isolation requirements for anyone entering Canada. While masking requirements are expiring, organizations may implement their own policies. Ontarians should continue to wear a mask if they feel it is right for them, are at high risk for severe illness, recovering from COVID-19, have symptoms of the virus or are a close contact of someone with COVID-19.

3.3 LOCAL LABOUR MARKET CHANGES, CHALLENGES AND OPPORTUNITIES

Local labour market changes have been identified by reviewing labour market data (Section 6) with findings from consultations with over 100 community participants (53 employment service staff and 52 employers).

The common labour market changes have been consolidated and summarized into the following five (5) categories relating to:

1. Workforce
2. Education/Training
3. Social
4. Economy
5. Infrastructure

1. WORKFORCE

- Tight labour market. Labour shortages have been identified across many industry sectors.
- Significant job growth – higher numbers than pre-COVID.
- Low unemployment numbers and rates due to high employment levels.
- Lower levels of employment insurance beneficiaries than pre-COVID demonstrating renewed confidence in the labour market.
- Difficulty in retaining staff – due to increased job opportunities and diminished labour supply.
- Growth in working age population 15+ resulting in increase of numbers in the labour force and not-in-the labour force.
- Continued career shifts.
- Critical healthcare shortages.
- Increase in those not-in-the labour force mainly reflective of the number of new retirees and growth in the working age population 15+.
- Continued concerns about work ethics of workers – lack of motivation, increased absenteeism, lack of dedication and loyalty.
- Coping with an aging workforce, along with difficulty finding young workers with the necessary skills and/or experience.
- Difficulties attracting and retaining talent in rural areas.
- Concern of pending recession and impact on workforce.
- Backlog of immigrant approvals and slow credential recognition of newcomers.
- Increase in GIG economy and underground economy.
- Wages are increasing to attract new employees. Often the employer is unable to increase the wages of other staff to the same levels creating problems with existing employees.
- Employers need to appreciate work-life balances of employees.

2. EDUCATION/TRAINING

- Increase skills trades learning in high schools.
- Continued high percentage of working age population with high school education or less (over 40%) - may lack of appropriate levels of education, skills and experience to meet job requirements of employers
- Literacy and Basic Skills – continued need for these skills especially in communication.
- Need for digital literacy of workers.
- New hires lack soft/employability skills including: customer service, communications, conflict resolution and time management. A high percentage of employers indicated issues with attendance and absenteeism.
- Ensuring post-secondary programming matches local labour market requirements. Suggestions that there is an opportunity to better connect education and industry beginning in high school.
- Need for short-term retraining/re-skilling and pre-employment.
- Provide on-the-job training incentives for employers.

3. SOCIAL

- Continued addiction and mental health as a barrier to employment or negatively impacting productivity.
- Poverty - living in poverty resulting in poor health, lack of access to employment and resources.
- Impact of isolation and abusive behavior in homes.

4. ECONOMY

- Concern of the uncertainties of the economy.
- Growing inflation resulting in higher prices of goods for consumers.
- Increasing interest rates significantly limiting big ticket item expenditures ie: housing, cars.
- Continued high and fluctuating gas prices.
- Concern of impact in Canada pertaining to declining global economies and other factors such as the war in Ukraine.

5. INFRASTRUCTURE

- Lack of available and affordable housing for local residents and adequate housing to attract and retain migrants to the area. Although housing prices are leveling off, increased interest rates are a deterrent in making new purchases and there is still the availability issue.
- Shortage of available and affordable child care to support workers and encourage workers (usually women) to re-join the workforce. Ontario has signed the National Child Care Program agreement but some agencies are not entering into agreements due to the paper work involved and the large demand for existing spaces and clients willing to pay the going rates.
- Lack of access to technology and broadband

connectivity, especially in rural areas.

- Lack of transportation (access to a vehicle, license or public transportation), especially in rural areas, or where work sites are located away from public transportation routes. Public transportation is not always convenient in meeting the scheduling needs of workers.

3.4 EMPLOYERS

Fifty-two (52) telephone and in-person consultations were held with employers in the EWIB catchment area. Forty-six (46) or 88.5% indicated they are hiring or intend to hire in the near future. But of the employers who were currently hiring, most were having difficulty finding suitable employees mainly because of few applicants. Because of this some employers were not able to operate at full capacity, notably in the restaurant business.

Besides few applicants applying for job postings, employers expressed concerns about the quality of job seekers that do apply. Several commented about the lack of enthusiasm, poor communication skills and the general lack of employment skills.

There were numerous employers who believed that the labour shortages were still attributed to the supply of labour collecting government support. This may have been the case when COVID-19 was in full swing. But during the summer of 2022, the number of people collecting employment insurance benefits was actually lower than the figures reported prior to the pandemic and the number of people employed had also increased during that time. It was explained that many people left the work force due to natural attrition from retirements contributing to the ongoing labour shortages.

Unfortunately, finding employees to fill vacancies continues to be a problem and labour shortages are plaguing businesses across all sectors.

Many employers were concerned about increased operating costs due to inflation and the increased costs of supplies and materials. This has led to an increase in the cost of goods and services to consumers. The high and fluctuating price of gasoline is also affecting businesses in the area.

Employers reported having to increase wages to recruit employees but do not have the revenue to increase the wages of existing employees and they are now worried about retention of workers.

Some employers mentioned that they are being more proactive in their hiring practices offering flexibility in hours and days of work, work at home opportunities and bonuses. They are also reviewing job descriptions for job advertisements to ensure that they reflect actual job requirements.

3.5 THE UPSIDE

Highlights of some positive trends are identified below.

- Jobs! Jobs! Jobs! Lots of jobs in all sectors.
- Employment growth surpassing that of pre-COVID.
- Low unemployment.
- National child care program approved for Ontario.
- Increase in average and median wages.
- Projected job growth over the next 4 years.
- Population growth in the EWIB catchment area.
- Highly educated workforce.
- Great source of labour supply of workers from those not-in-the labour force.
- Push to change the culture of the workplace towards more diversity and inclusivity.
- Renewed confidence in the economy.
- Employers are offering more work flexibility in their workplaces.

04 QUICK TIPS - JOB SEEKERS AND EMPLOYERS

4.1 QUICK TIPS FOR EMPLOYERS

1: Be creative in hiring practices focusing on diversity and inclusivity.

2: Understand the labour supply in your region and use the services of employment providers.

3: Review job descriptions to ensure they are realistic and reflect what is necessary to do the job. Do not inflate requirements to screen applicants.

4: Offer/increase training and mentoring for employees.

5: Offer competitive wage and benefits and value work-life balance.

4.2 QUICK TIPS FOR JOB SEEKERS

1: Research the labour market. There is a vast amount of information available locally, provincially and nationally about career choices and the training and information required. Do your homework.

2: Use reputable job boards to assist in your job search.

3: Be flexible and willing to multi-task.

4: Keep your skills and qualifications current. Soft-skills are also important such as customer service, communications, conflict resolution, and time management. Know what it take to be a valued employee.

5: Use the services of employment and literacy service providers in your area. They can assist you with your employment needs.

05 EMPLOYMENT ONTARIO PROGRAM DATA

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) provides Workforce Planning Boards with aggregated Employment Ontario (EO) program data relevant to each individual Board geographical area. This data captures client and program information. There was also regional, provincial and data by Census Division provided to offer comparative context. The data elements are to serve as the basis for discussions that relate to local service and provide evidence which may identify service issues-gaps, overlaps and under-serviced populations.

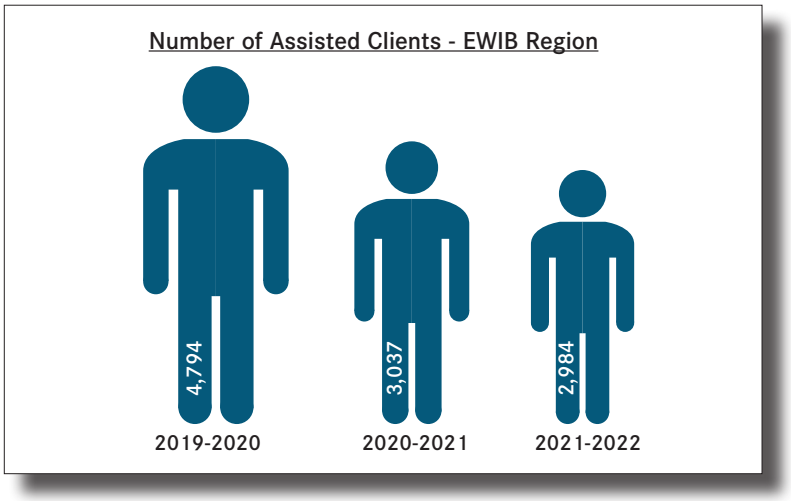
The Ministry strived to keep the data elements, derived from the different programs, as consistent as possible to allow for identification of cross-program commonalities. But it should be noted there are possible limitations to this data. It is important to keep in mind that the Ministry has conducted a careful review of the data to ensure that it does not compromise client confidentiality. The data was provided in aggregated form and individual client or organization cannot be identified. Also, to ensure confidentiality, any data counts lower than 10 participants were suppressed and were reflected as zero in the data reports.

This year's LLMP report will present three-year trends in the EWIB's catchment area, as well as comparisons to Eastern Region and Ontario, for the following EO programs:

- Employment Services (ES)
- Literacy and Basic Skills (LBS)
- Apprenticeship
- Canada-Ontario Job Grant (COJG) – employer and participant
- Second Career

5.1 EMPLOYMENT SERVICES (ES)

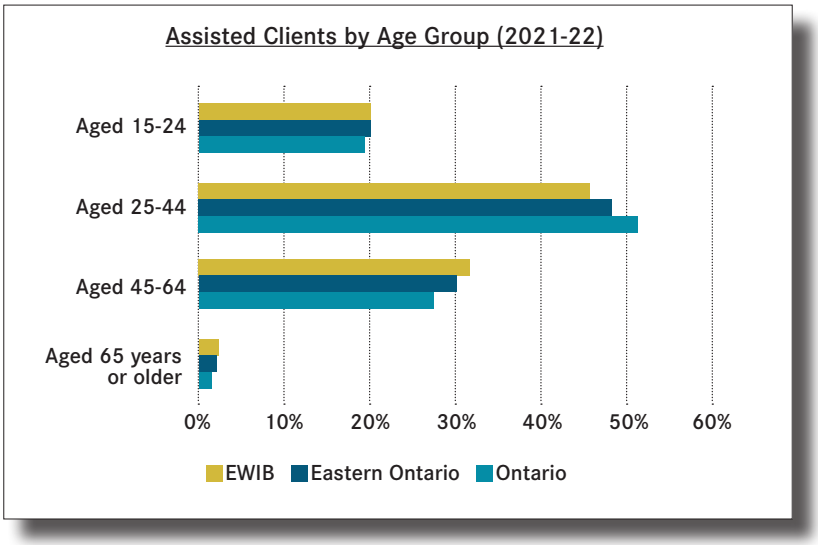
Chart 1



Source: Employment Ontario Program Data

The number of ES assisted clients reported in 2021-22 declined slightly by 53 or 1.7%. But compared to 2019/20 the number of ES assisted clients decreased 1810 or 37.8%. In 2021-22, 49.9% of assisted clients were male and 49.6% were female (0.5% other). Similar gender ratios were reported the previous year. Outcome at exit data indicated that in the EWIB region 68.5% of clients were employed, 14.5% were in education or training, 7.1% were unemployed, and 17% fell in the other or unknown categories. Low numbers of EO assisted clients reported in the last two years were attributed to the COVID pandemic and increase is not expected until the reporting period of 2022-23.

Chart 2

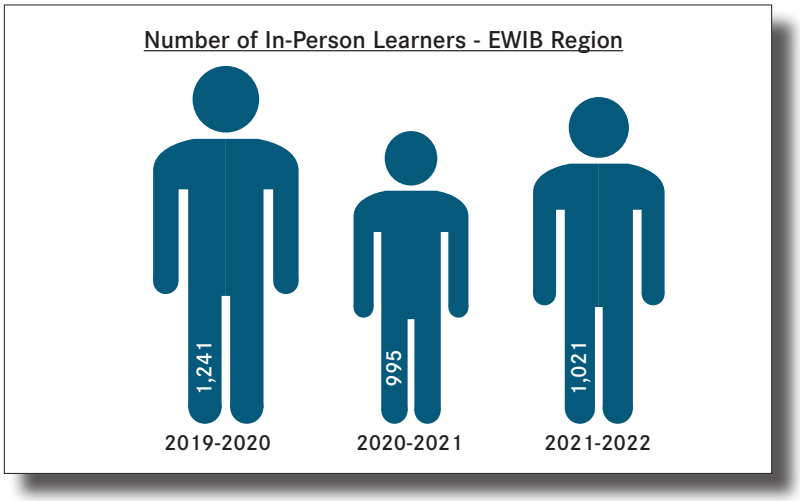


Source: Employment Ontario Program Data

As shown in Chart 2, age breakdowns of EO assisted clients are similar for the EWIB's catchment area compared to Eastern Ontario and Ontario. Higher percentages of clients are within the age categories of 25-44 followed by those aged 45-64.

5.2 LITERACY & BASIC SKILLS (LBS)

Chart 3



Source: Employment Ontario Program Data

The total number of in-person LBS learners in the EWIB's catchment area has increased over last year but are significantly less than reported in 2019-20. LBS in-person learners includes both new and carry-over learners. It is anticipated that the number of clients will increase even further in 2022-23.

Table 1: LBS Total In-Person Learners by Gender - EWIB Region

Clients by Gender	Female	Male
2021-2022	67.0%	33.0%

Source: Employment Ontario Program Data

In 2021-22, 67.0% of the total in-person learners were female and 33.0% were male.

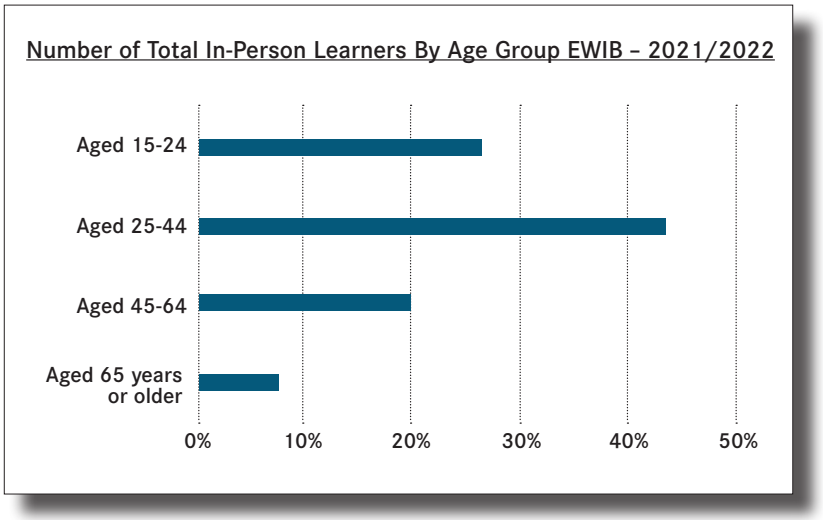
Table 2: LBS Total In-Person Learners by Education Attainment - EWIB Region

Clients By Educational Attainment	Clients	Percentage
Less than Grade 9	36	3.5%
Less than Grade 12	260	25.5%
Completion of Secondary	287	28.2%
Certificate/Diploma	210	20.6%
Certificate of Apprenticeship/Journey Person	14	1.4%
Applied/Associate/Bachelor Degree	76	7.5%
Post Graduate	32	3.1%
Other (Some Apprenticeship/College/University)	103	10.1%
Unknown	0	0.0%

Source: Employment Ontario Program Data

25.5% of learners did not finish grade 12, while 28.2% had attained a secondary school diploma as their highest level of education. 42.7% of learners had attained a college diploma, certificate of apprenticeship or university degree. The educational breakdown percentages were similar to the previous year.

Chart 4



Source: Employment Ontario Program Data

Table 3: LBS Total In-Person Learners by Age (2021/2022) – EWIB Region

Region	Aged 15-24	Aged 25-44	Aged 45-64	Aged 65 years or over
EWIB	28.2%	43.8%	20.2%	7.8%
Eastern Ontario	23.7%	47.3%	22.9%	6.2%
Ontario	24.5%	49.9%	21.5%	4.1%

Source: Employment Ontario Program Data

The 25-44 age group is the highest in absolute numbers of in-person LBS learners. However, LBS providers in the EWIB's catchment area serve a low proportion of clients in this age group relative to Eastern Ontario and Ontario. This is offset by higher relative percentage of clients served in the age groups of 15-24 and 65+.

Table 4: Literacy & Basic Skills In-Person Total Learners by County

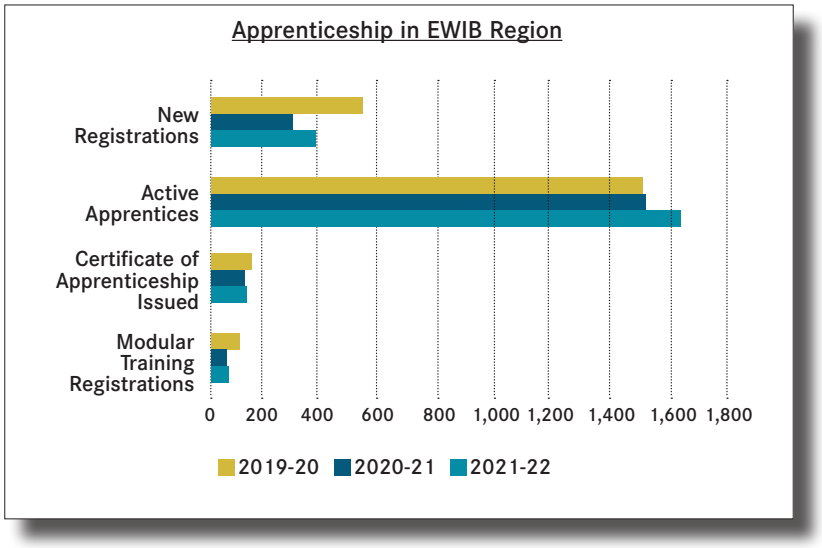
Region	2019-20	2020-21	2021-22
Leeds and Grenville	437	345	324
Frontenac	804	650	697

Source: Employment Ontario Program Data

There has been a steady decline of in-person learners over the last two years in the counties of Leeds and Grenville. However, in Frontenac County, there was an increase in total learners over the previous year.

5.3 APPRENTICESHIP

Chart 5



Source: Employment Ontario Program Data

Table 5: Apprenticeship Clients – EWIB Region

Number of Clients	2019-20	2020-21	2021-22
Modular Training Registrations	117	69	75
Certificate of Apprenticeship Issued	164	129	148
Active Apprentices	1,515	1,535	1,644
New Registrations	538	312	402

Source: Employment Ontario Program Data

All apprenticeship measurements have increased in 2021-22 compared to the previous year. There has also been an increase in active apprenticeships from two years ago. It appears that this area is beginning to return to pre-COVID numbers. Modular training registrations are low but are expected to increase in 2022-23. Modular training is on-the-job training that is provided in response to skills needs or health and safety concerns. Working with industry, the Ministry of Labour, Immigration, Training and Skills Development develops training standards, administers the modular training programs, and certifies the trainees.

Table 6: Apprenticeship Clients by Gender – EWIB Region

Clients by Gender	Female	Male
2020-2021	13 %	87 %
2021-2022	12 %	88 %

Source: Employment Ontario Program Data

In 2021-22, 88% of apprenticeship clients were male, while 12% were female. These ratios are similar to the previous year.

Table 7: Apprenticeship Registrations by Age – EWIB Region

Clients By Age Group	15-24 years	25-44 years	45-64 years	65 years or over
2021/22	50.0%	45.5%	4.5%	0.0%

Source: Employment Ontario Program Data

The majority of apprenticeship clients were between 15-24 years of age or 50.0%. 45.5% were between 25-44 years of age and 4.5% between the ages of 45-64.

Table 8: Registrations by Occupation – EWIB Region

Registrations 2020-21	Registrations 2021-22
Electrician - Construction and Maintenance	General Carpenter
Automotive Service Technician	Electrician - Construction and Maintenance
General Carpenter	Automotive Service Technician
Hairstylist	Plumber
Truck and Coach Technician	Hairstylist
Plumber	Sheet Metal Worker
Welder	Truck and Coach Technician
	Industrial Mechanic Millwright
	Welder
	Brick and Stone Mason

Source: Employment Ontario Program Data

Table 9: New Apprenticeship Registrations by County

Region	2019-20	2020-21	2021-22
Leeds and Grenville	164	120	130
Frontenac	365	189	268

Source: Employment Ontario Program Data

New registrations in Leeds and Grenville and Frontenac have increased since last year but are lower than reported in 2019-20. However, active apprentices in these counties have increased over the last two years. This is a positive reflection of apprenticeship activity in the EWIB area.

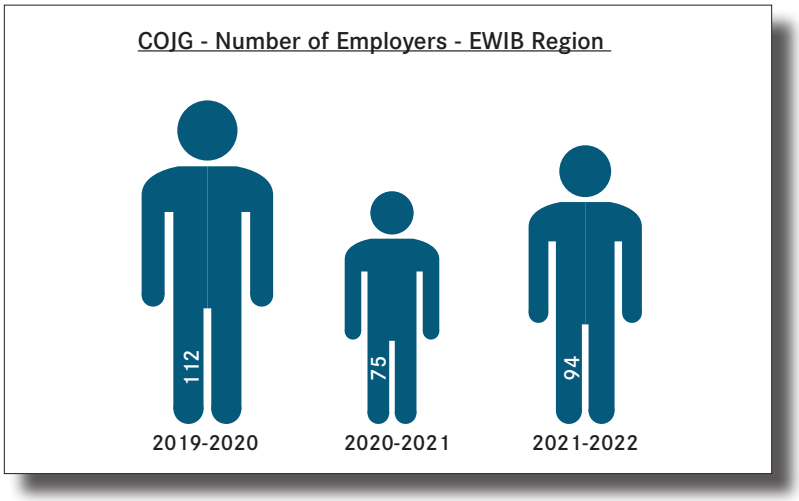
Table 10: Active Apprentices by County

Region	2019-20	2020-21	2021-22
Leeds and Grenville	445	472	522
Frontenac	1,047	1,042	1,104

Source: Employment Ontario Program Data

5.4 CANADA-ONTARIO JOB GRANT (COJG)

Chart 6



Source: Employment Ontario Program Data

Employer

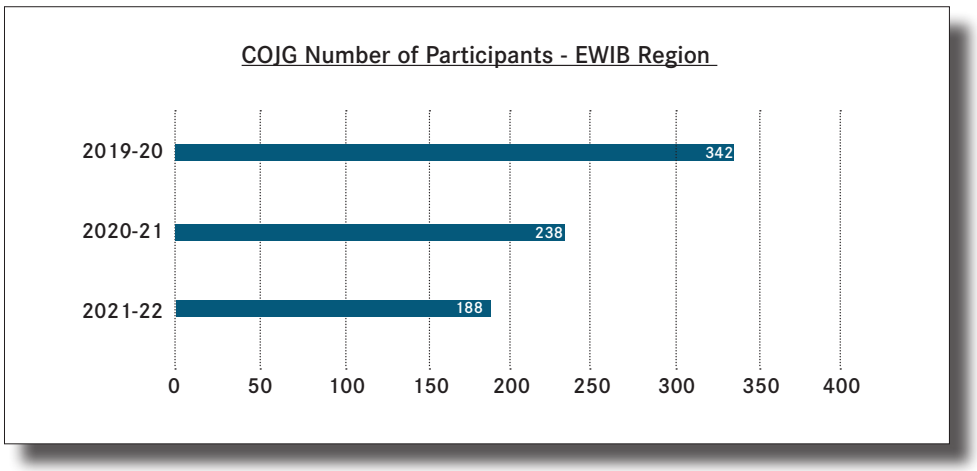
The number of employers participating in the Canada-Ontario Job Grant in 2021-22 has increased from the previous year but still falls short of the numbers reported in 2019-20. All of the participating employers (94) in the EWIB's catchment area that received the COJG in 2021-22 had fewer than 50 employees. Training was provided by a mix of private trainers, public colleges, and registered private career colleges.

Table 11: COJG - Number of Employers by County

Region	2019-20	2020-21	2021-22
Leeds & Grenville	37	24	37
Frontenac	70	51	55

Source: Employment Ontario Program Data

Chart 7



Source: Employment Ontario Program Data

Table 12: COJG - Number of Participants by County

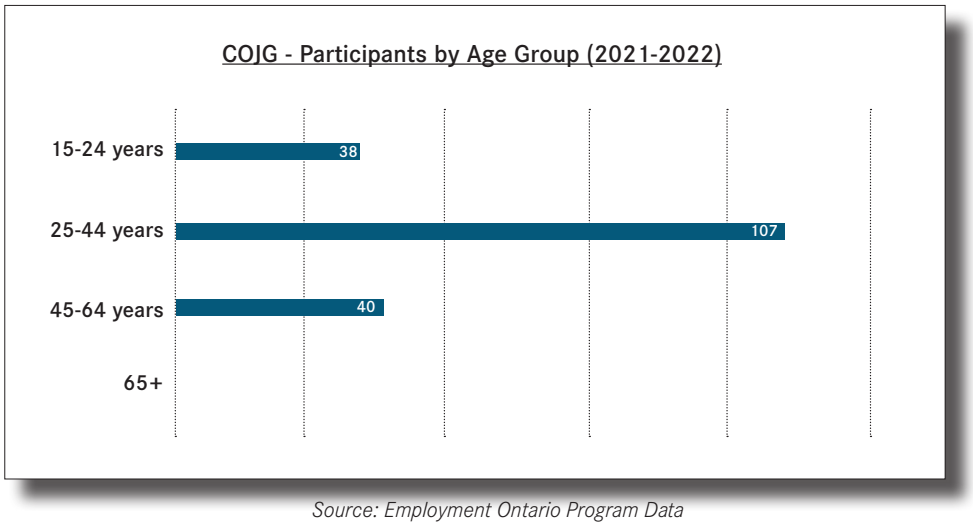
Region	2019-20	2020-21	2021-22
Leeds & Grenville	120	82	71
Frontenac	208	156	115

Source: Employment Ontario Program Data

Participant

Although the number of employers participating in the COJG increased from last year, the number of participants continued to decrease. Most participants in the COJG tend to be in the prime working ages of 25-44.

Chart 8

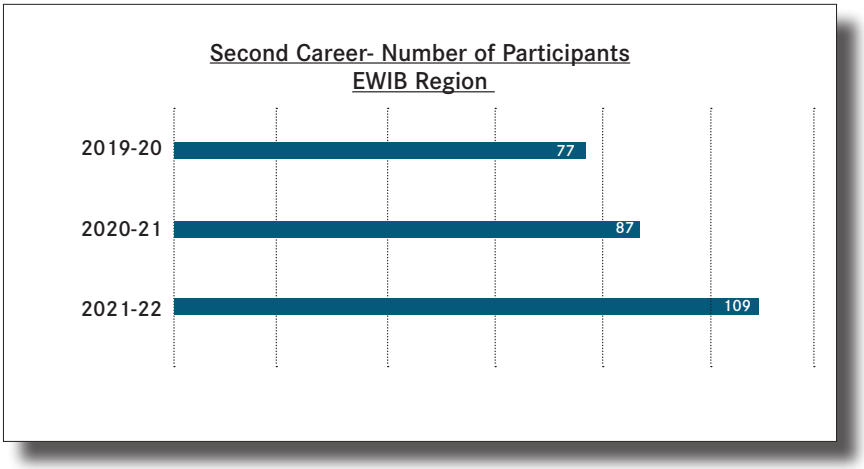


Source: Employment Ontario Program Data

5.5 SECOND CAREER (BETTER JOBS ONTARIO)

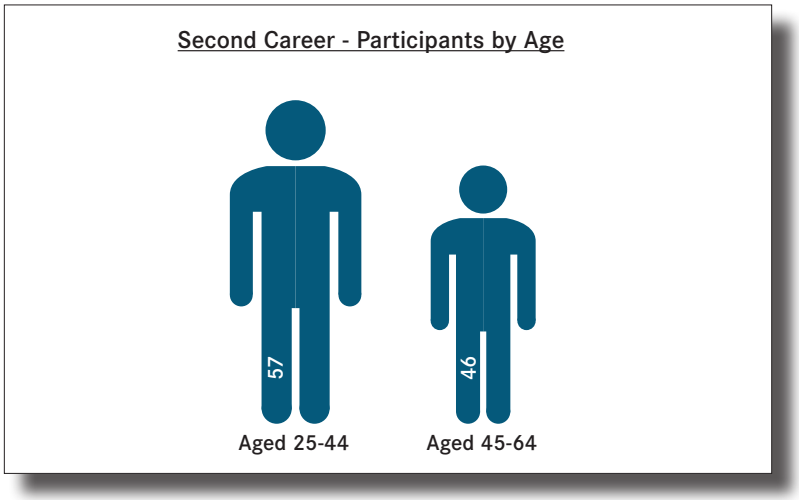
Although the number of participants increased in 2021-22 compared to the previous year, the numbers remain significantly lower than 2019-20. Most participants in this program are within the age groups of 25-44 and 45-65.

Chart 9



Source: Employment Ontario Program Data

Chart 10



Source: Employment Ontario Program Data

06 LOCAL LABOUR MARKET DATA UPDATES

In section 6.0, we discuss changes in regional labour market data that can be used to support local government, educators and community partners in making informed decisions pertaining to local working force and economic planning and decision-making.

The following labour market information is reviewed in this section:

6.1 Census 2021 Release Dates
6.2 Population
6.3 Labour Force Characteristics
6.4 Income
6.5 Changes in Employment
6.6 Industry Outlook
6.7 Occupational Outlook
6.8 Business Counts
6.9 Employment Insurance Beneficiaries
6.10 Jobs
6.11 Migration Characteristics

6.1 CENSUS 2021 RELEASE DATES

All the Census 2021 release dates have been adhered to by Statistics Canada and relevant data has been included in this report.

FEBRUARY 9, 2022
- Canada's growing population and where they are living

APRIL 27, 2022
- Canada's shifting demographic profile

JULY 13, 2022
- Portrait of Canada's families and households
- Contemporary portrait of Canadian Veterans
- Income profile of Canadians

AUGUST 17, 2022
- Linguistic diversity and use of English and French in Canada

SEPTEMBER 21, 2022
- First Nations people, Métis and Inuit in Canada
- Canada's housing portrait

OCTOBER 26, 2022
- Portrait of citizenship and immigration in Canada
- Ethnocultural and religious composition of the population
- Mobility and migration

NOVEMBER 30, 2022
- Education in Canada
- The changing dynamics of the Canadian labour force and how people get to work
- Instruction in the official minority language

6.2 POPULATION

POPULATION OVERVIEW OF THE EWIB REGION

The EWIB Region consists of Frontenac County, United Counties of Leeds and Grenville and the Township of Loyalist. Recent 2021 Census figures indicate that there was an overall increase in population in the EWIB Region of 15,800 or 5.9%. This is a greater population increase compared to Ontario and Canada at 5.5% and 5.2% respectively.

The male population in 2021 represented 49.0% of the population compared to the female population at 51.0%. The male population grew faster than the female population at 6.4% compared to 5.4%.

Table 13: Population Comparison - EWIB Region

Geography	2016	2021	Change	% Change
Frontenac	150,470	161,770	11,300	7.5%
Leeds and Grenville	100,545	104,075	3,530	3.5%
Loyalist Township	16,975	17,945	970	5.7%
EWIB (Total)	267,990	283,790	15,800	5.9%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

Table 14: Population Comparison by Male Gender - EWIB Region

Census Division	Male 2016	Male 2021	Change	% Change
Frontenac	73,005	79,020	6,015	8.2%
Leeds and Grenville	49,115	50,910	1,795	3.7%
Loyalist Township	8,695	9,260	565	6.5%
EWIB (Total)	130,815	139,190	8,375	6.4%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

Table 15: Population Comparison by Female Gender - EWIB Region

Census Division	Female 2016	Female 2021	Change	% Change
Frontenac	77,475	82,765	5,290	6.8%
Leeds and Grenville	51,430	53,170	1,740	3.4%
Loyalist Township	8,270	8,660	390	4.7%
EWIB (Total)	137,175	144,595	7,420	5.4%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

POPULATION OVERVIEW OF LEEDS AND GRENVILLE

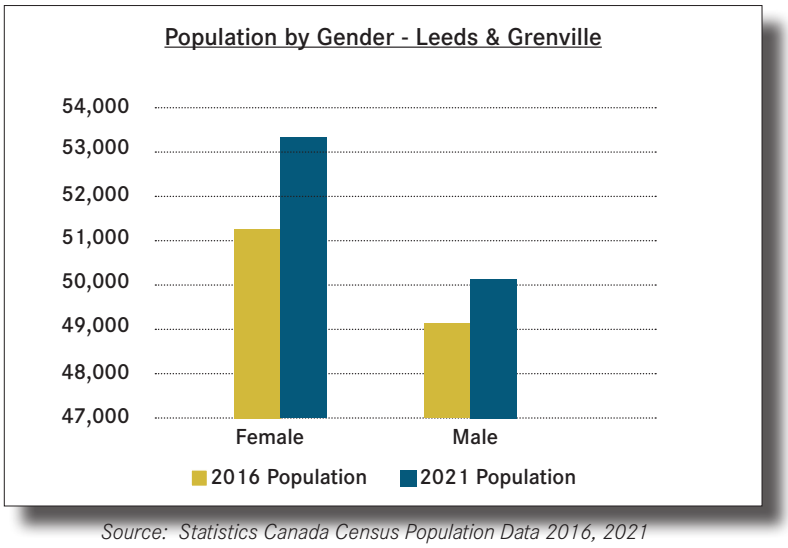
Leeds Grenville is made up of 13 municipalities (9 townships, 1 village, 2 towns, 1 city). This geographical area encompasses approximately 3400 square kilometres. Population density is estimated at 31.0 people per square kilometre.

Table 16: Population by Gender – Leeds Grenville

Gender	2016 Population	2021 Population	Change	% Change	% 2021 Cohort
Female	51,430	53,170	1,740	3.4%	51.1%
Males	49,115	50,910	1,795	3.7%	48.9%
Total	100,545	104,080	3,535	3.5%	100.0%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

Chart 11



Source: Statistics Canada Census Population Data 2016, 2021

Leeds Grenville population figures from the 2021 Census was 104,080. This is a growth of 3535 or 3.5% from the 2016 Census data. This rate of growth is substantially lower than the population of Ontario at 5.5% and that of Canada at 5.2%. Females represent over half of the population at 51.1% compared to males at 48.9%.

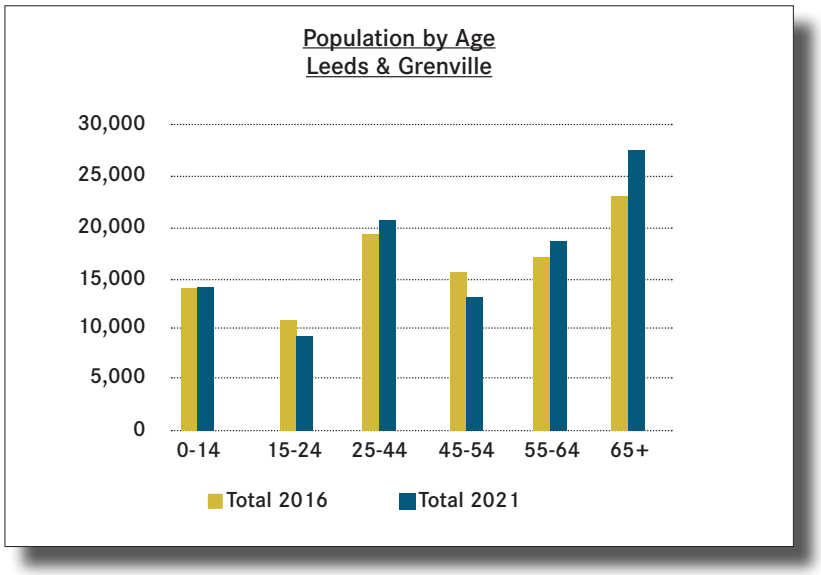
Table 17: Population by Age Cohort - Leeds Grenville

Age	Total 2016	Total 2021	Change	% Change
0-14	14,040	14,170	130	0.9%
15-24	10,700	9,845	-855	-8.0%
25-44	19,715	20,795	1,080	5.5%
45-54	15,355	13,145	-2,210	-14.4%
55-64	17,345	18,505	1,160	6.7%
65+	23,390	27,615	4,225	18.1%
Total Population	100,545	104,075	3,530	3.5%
Average Age	45.6	46.9	1.3	2.9%
Median Age	49.2	50.8	1.6	3.3%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

Although, the overall population grew by 3.5%, it is important to understand what age groups have been impacted. The 65+ age group has seen significant growth of population of 4225 or 18.1%. This growth would mainly be attributed to older people moving to this area to retire. The prime working age group of 25-54 had a net decrease of population of 1130 or 3.2%. Youth under the age of 25 have also experienced a net decrease in population. This is important as it will have a negative effect on the labour force in future years.

Chart 12



Source: Statistics Canada Census Population Data 2016, 2021

Table 18: Median Age of Population

Region	Median Age 2016	Median Age 2021	Change
Leeds Grenville	49.3	50.8	1.5
Frontenac	43.6	43.2	-0.4
Loyalist	44.8	45.2	0.4
Ontario	41.3	41.6	0.3
Canada	41.2	41.6	0.4

Source: Statistics Canada Census Population Data, 2016, 2021

In 2021, the median age in Leeds Grenville increased to 50.8 compared to Ontario and Canada at 41.6 and 41.6 respectively. Leeds Grenville is an aging county.

POPULATION OVERVIEW OF FRONTENAC

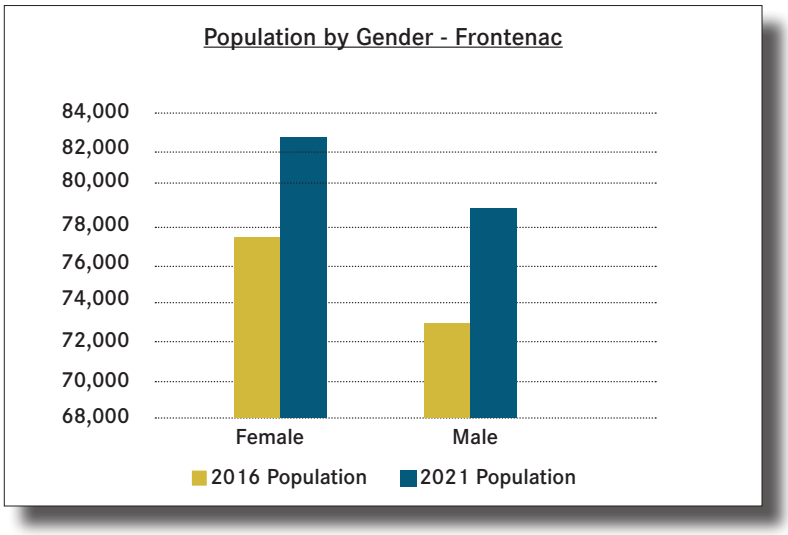
Frontenac County is made up of 5 municipalities (4 townships, 1 city – Kingston). This geographical area encompasses approximately 3800 square kilometres. Population density is estimated at 43.4 people per square kilometre.

Table 19: Population by Gender - Frontenac

Gender	2016 Population	2021 Population	Change	% Change	% 2021 Cohort
Female	77,475	82,765	5,290	6.8%	51.2%
Males	73,005	79,020	6,015	8.2%	48.8%
Total	150,480	161,785	11,305	7.5%	100.0%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

Chart 13



Source: Statistics Canada Census Population Data 2016, 2021

Frontenac population figures from the 2021 Census was 161,770. This is a growth of 11,300 or 7.5% from the 2016 Census data. This rate of growth is substantially higher than the population growth of Ontario at 5.5% and that of Canada at 5.2%. Females represent over half of the population at 51.2% compared to males at 48.8%.

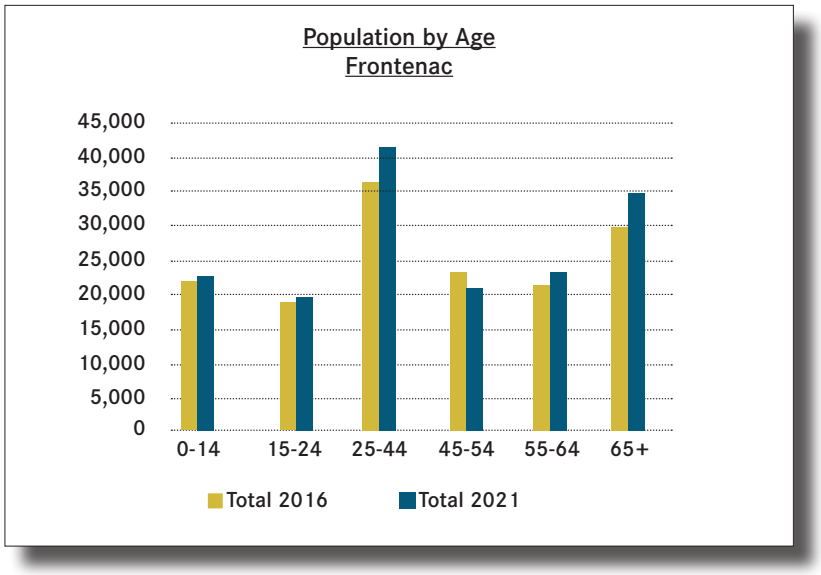
Table 20: Population by Age Cohort - Frontenac

Age	Total 2016	Total 2021	Change	% Change
0-14	22,015	22,765	750	3.4%
15-24	19,055	19,885	830	4.4%
25-44	36,550	41,315	4,765	13.0%
45-54	21,315	18,755	-2,560	-12.0%
55-64	21,815	23,720	1,905	8.7%
65+	29,720	35,330	5,610	18.9%
Total Population	150,470	161,770	11,300	7.5%
Average Age	42.8	43.5	0.7	1.6%
Median Age	43.6	43.2	-0.4	-0.92%

Source: Statistics Canada Census Population Data 2016, 2021
Totals may not add due to rounding.

Although, the overall population in Frontenac County grew by 7.5%, it is important to understand what age groups have been impacted. All age categories saw an increase in population except for the age group 45-54 which experienced a decline of 12%. The 65+ age group had a significant growth of population of 5610 at 18.9%.
It is encouraging to see growth in the younger population under the age of 25 as that will have a positive effect on the labour force in the future. The growth of the age group 25-44 of 4,765 or 13% is very significant and will also have a positive impact on the labour force.

Chart 14



Source: Statistics Canada Census Population Data 2016, 2021

Table 21: Median Age of Population

Region	Median Age 2016	Median Age 2021	Change
Leeds Grenville	49.3	50.8	1.5
Frontenac	43.6	43.2	-0.4
Loyalist	44.8	45.2	0.4
Ontario	41.3	41.6	0.3
Canada	41.2	41.6	0.4

Source: Statistics Canada Census Population Data, 2016, 2021

In 2021, the median age in Frontenac County decreased to 43.2 reflecting a younger population similar to Ontario and Canada at 41.6 and 41.6 respectively.

LANGUAGE CHARACTERISTICS OF THE POPULATION

Table 22: Language Characteristics of the Population Comparison - EWIB Region

	EWIB Region 2016	EWIB Region 2021	Change	%Change
Characteristics				
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	262,645	279,010	16,365	5.8%
English only	230,245	243,690	13,445	86.0%
French only	350	295	-55	-15.7%
English and French	31,255	34,070	2,815	9.0%
Neither English nor French	795	950	155	19.5%

Source: Statistics Canada - Population Census 2016, 2021

Only 12.2% of the population in the EWIB Region have knowledge of both official languages. This is an increase of 2815 or 9.0% reported in 2016. Knowledge of only English continues to dominate at 87.3% in the EWIB Region.

Table 23: Language Characteristics of the Population – EWIB Region 2021

	Leeds Grenville 2021		Frontenac 2021		Loyalist Township 2021		EWIB Region 2021	
Characteristics	Total	%	Total	%	Total	%	Total	%
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	90,130	87.6%	138,445	87.0%	16,960	100%	27,9010	100%
English only	87,415	88.1%	128,445	87.1%	15,115	89.1%	243,690	87.3%
French only	65	0.1%	205	0.1%	25	0.1%	295	0.1%
English and French	12,615	12.3%	19,650	12.4%	1,805	10.6%	34,070	12.2%
Neither English nor French	135	0.1%	795	0.5%	20	0.1%	950	0.3%

Source: Statistics Canada – Population Census 2021

Table 24: Language Characteristics of the Population – EWIB Region 2016

	Leeds Grenville 2016		Frontenac 2016		Loyalist Township 2016		EWIB Region 2016	
Characteristics	Total	%	Total	%	Total	%	Total	%
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	99,220	100%	147,500	100%	15,925	100%	262,645	100%
English only	87,415	88.1%	128,445	87.1%	14,385	90.3%	230,245	87.7%
French only	55	0.1%	270	0.2%	25	0.2%	350	0.1%
English and French	11,625	11.7%	18,130	12.3%	1,500	9.4%	31,255	11.9%
Neither English nor French	120	0.1%	660	0.4%	15	0.1%	795	0.3%

Source: Statistics Canada – Population Census 2016

Table 25: Language Characteristics of the Population Comparison - Leeds Grenville

	Leeds Grenville 2016	Leeds Grenville 2021	Change	%Change
Characteristics				
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	99,220	102,950	3,730	3.8%
English only	87,415	90,130	2,715	3.1%
French only	55	65	10	18.2%
English and French	11,625	12,615	990	8.5%
Neither English nor French	120	135	15	12.5%

Source: Statistics Canada – Population Census 2016

12.3% of the population in Leeds Grenville have knowledge of both official languages. This is an increase of 990 or 3.1% reported in 2016. Knowledge of only English continues to dominate at 87.6% in Leeds Grenville.

Table 26: Language Characteristics of the Population Comparison - Frontenac

	Frontenac 2016	Frontenac 2021	Change	%Change
Characteristics				
Total - Knowledge of official languages for the total population excluding institutional residents - 100% data	147,500	159,100	11,600	7.9%
English only	128,445	138,445	10,000	7.8%
French only	270	205	-65	-24.1%
English and French	18,130	19,650	1,520	8.4%
Neither English nor French	660	795	135	20.5%

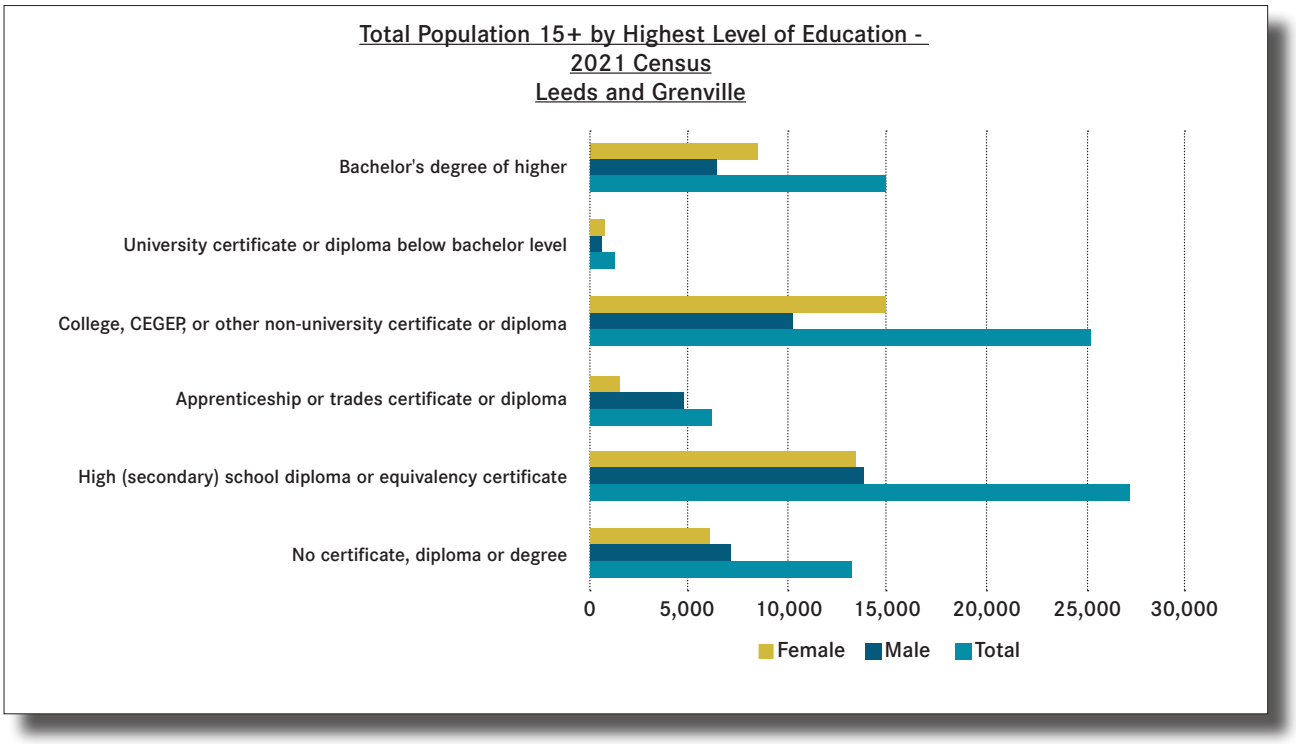
Source: Statistics Canada – Population Census 2016

12.4% of the population in Frontenac have knowledge of both official languages. This is an increase of 1520 or 8.4% reported in 2016. Knowledge of only English continues to dominate at 87.0% in Frontenac County.

EDUCATIONAL CHARACTERISTICS OF THE POPULATION

Leeds and Grenville

Chart 15



Source: 2021 Census

Table 27: Educational Characteristics – Leeds and Grenville

	Total	Total %	Male	Female
Total Population aged 15+ by highest certificate, diploma or degree	88,210	100.0%	43,030	45,175
No certificate, Diploma or Degree	13,145	14.9%	7,115	6,035
High School Certificate or Equivalent Certificate	27,180	30.8%	13,760	13,420
Apprenticeship or Trades Certificate or Diploma	6,235	7.1%	4,730	1,505
College, CEGEP or Other Non-University Certificate or Diploma	25,270	28.6%	10,235	15,035
University Certificate, Degree or Diploma below the bachelor level	1,385	1.6%	660	725
Bachelor's Degree or Higher	14,990	17.0%	6,530	8,460

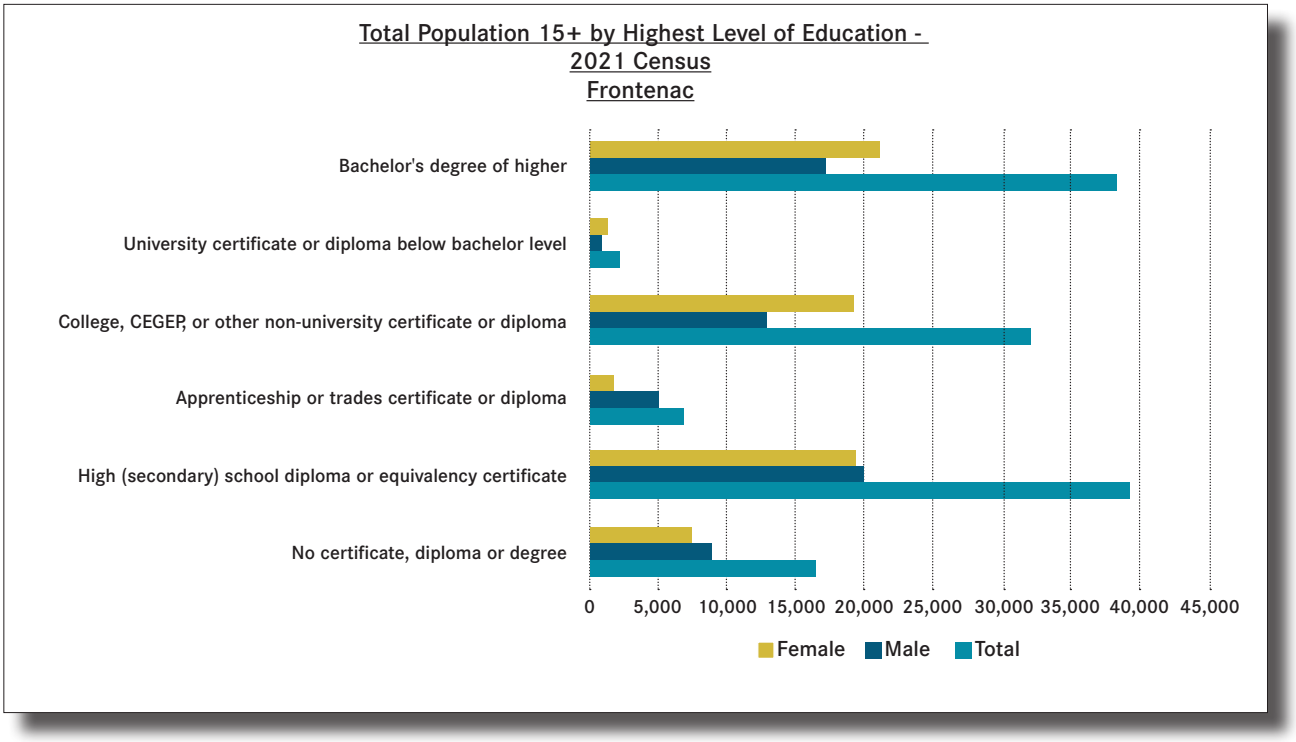
Source: 2021 Census

Totals may not add due to rounding.

In the counties of Leeds and Grenville 45.8% of the population over 15 have an educational attainment of high school or less. 54.3% of the population has an apprenticeship, college or university certificate, diploma or degree. Significantly more females have a higher education above high school than the male population in this area. But males represent 75.9% of apprenticeship or trades certificates or diplomas compared to females.

Frontenac

Chart 16



Source: 2021 Census

Table 28: Educational Characteristics – Frontenac

	Total	Total %	Male	Female
Total Population aged 15+ by highest certificate, diploma or degree	135,470	100.0%	65,105	70,365
No certificate, Diploma or Degree	16,440	12.1%	8,890	7,550
High School Certificate or Equivalent Certificate	39,260	29.0%	20,015	19,245
Apprenticeship or Trades Certificate or Diploma	6,900	5.1%	5,075	1,825
College, CEGEP or Other Non-University Certificate or Diploma	32,055	23.7%	12,875	19,175
University Certificate, Degree or Diploma below the bachelor level	2,300	1.7%	920	1,380
Bachelor's Degree or Higher	38,515	28.4%	17,330	21,190

Source: 2021 Census
Totals may not add due to rounding.

In Frontenac County 41.1% of the population over 15 have an educational attainment of high school or less. 58.9% of the population has an apprenticeship, college or university certificate, diploma or degree. Significantly more females have a higher education above high school than the male population in this area. But males represent 73.4% of apprenticeship or trades certificates or diplomas compared to females.

6.3 LABOUR FORCE CHARACTERISTICS

Monthly, labour force statistics are collected by the national Labour Force Survey (LFS). The monthly Labour Force Survey measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial and regional employment and unemployment rates. The survey results are used to make important decisions regarding job creation, education and training, retirement pensions and income support.

Because of data suppression there is no labour force characteristic data available at the county level on a monthly basis. However, every five years, the Census, provides labour force data at the county level. Census 2021 data was released in November 2022 and a comparison of data from the 2016 Census is contained in this report for Frontenac County and for the United Counties of Leeds and Grenville.

The Kingston CMA consists of the Census Divisions of Kingston, South Frontenac, Loyalist and Frontenac Islands. Unfortunately, there is no CMA level data that accurately covers the counties of Leeds and Grenville. The Ottawa CMA covers this area but the data is skewed to Ottawa.

LABOUR FORCE CHARACTERISTICS OF THE KINGSTON CMA

Table 29: Labour Force Characteristics - Kingston CMA

Labour Force Characteristics	Sep-19	Sep-21	Sep-22	2022 vs 2019	2022 vs 2021
Population (15+)	140,400	144,900	148,700	5.9%	2.6%
Labour force	89,800	88,100	95,700	6.6%	8.6%
Employment	84,000	80,700	90,200	7.4%	11.8%
Full-time	66,500	64,100	72,900	9.6%	13.7%
Part-time	17,500	16,600	17,900	2.3%	7.8%
Unemployment	5,800	7,400	5,500	-5.2%	-25.7%
Not In Labour Force	50,600	56,800	53,000	4.7%	-6.7%
Unemployment rate	6.5%	8.4%	5.7%	-0.8%	-2.7%
Participation rate	64.0%	60.8%	64.5%	0.5%	3.7%
Employment rate	59.8%	55.7%	60.7%	-9.1%	0.9%

Source: Statistics Canada, Table 14-10-0378-01
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

Compared to the last several years, there has been a positive upswing in labour force activity in the Kingston CMA as indicated by labour force characteristics reported in September 2022. There was an increase in the working age population resulting in an increase in the labour force. Employment levels increased substantially in both full-time and part-time jobs while unemployment decreased to low rate of 5.7%

Those not-in-the labour force decreased from the previous year due to renewed confidence in the labour market. However, there was an increase in numbers from September 2019 most likely reflecting normal retirements in the area.

From the perspective of the labour force characteristics, the Kingston CMA shows a very positive economic recovery not only the negative impact of the pandemic but also from pre-COVID-19 times.

Table 30: Employed Labour Force by Gender & Age - Kingston CMA

Employment	Sep-19	Sep-21	Sep-22	% Change 2022 vs 2019	% Change 2022 vs 2021
Total Employment	84,000	80,700	90,200	7.4%	11.8%
Male	43,200	43,000	46,000	6.5%	7.0%
Female	40,800	37,700	44,000	7.8%	16.7%
15-24	14,200	11,300	15,800	11.3%	39.8%
25-54	51,700	49,100	56,100	8.5%	14.3%
55-65	14,300	15,100	13,600	-4.9%	-9.9%
65+	3,800	5,300	4,500	18.4%	-15.1%

Source: Statistics Canada, Table 14-10-0378-01
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

Total employment grew by 6,200 or 7.4% from 2019 and 9,500 or 11.8% from 2021. Employment increased for both males and females in September 2022 surpassing pre-COVID numbers. Employment rates of males are slightly higher than that of females at 51.0% and 49.0% respectively and have returned to pre-COVID levels.
All age categories experienced growth in employment except those aged 55-64. This decrease likely reflects an increase in retirements in this age category. The employment increase in those aged 65+ may indicate a financial need for work by this age group.

Table 31: Unemployed Labour Force by Gender - Kingston CMA

Unemployment By Gender	Sep-19	Sep-21	Sep-22	% Change 2022 vs 2019	% Change 2022 vs 2021
Total Unemployment	5,800	7,400	5,500	-5.2%	-25.7%
Male	3,000	4,700	2,600	-13.3%	-44.7%
Female	2,800	2,700	2,900	3.6%	7.4%

Source: Statistics Canada, Table 14-10-0378-01
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

The significant decline in unemployment in 2022 was as a result of the decrease of unemployed males. Unemployment of females have increased but have remained relatively steady since the pandemic.

Table 32: Not In Labour Force by Gender & Age - Kingston CMA

Not In Labour Force	Sep-19	Sep-21	Sep-22	% Change 2022 vs 2019	% Change 2022 vs 2021
Total Not In Labour Force	50,600	56,800	53,000	4.7%	-6.7%
Male	20,900	24,800	23,900	14.4%	-3.6%
Female	29,600	32,000	29,200	-1.4%	-8.8%
15-24	5,300	4,300	6,500	22.6%	51.2%
25-54	8,500	9,200	8,500	0.0%	-7.6%
55-64	8,300	10,400	8,100	-2.4%	-22.1%
65+	28,500	32,900	29,900	4.9%	-9.1%

Source: Statistics Canada, Table 14-10-0378-01
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

An interesting labour force characteristic is the number of people who are not in the labour force. Not only do these numbers indicate an ample pool of untapped labour but they lead us to look at the reasons why such a significant portion of our working age population is not working or actively looking for work.

In the Kingston CMA there has been a decrease in those not in the labour force since last year but the numbers are higher than that of pre-COVID-19. The increase in the working age population of those aged 15+ would account for much of this growth together with those retiring from the labour force.

Table 33: Labour Force Characteristics - Census Comparison - Leeds Grenville

Labour Force Characteristics	2016	2022	Change	Change %
Population (15+)	84,765	88,210	3,445	4.1%
Labour force	50,805	50,640	-165	-0.3%
Employment	46,870	45,425	-1,445	-3.1%
Unemployment	3,935	5215	1,280	32.5%
Not In Labour Force	33,960	37,570	3,610	10.6%
Unemployment rate	7.7%	10.3%	2.6ppts	
Participation rate	59.9%	57.4%	-2.5ppts	
Employment rate	55.3%	51.5%	-3.8ppts	

Source: Statistics Canada, Community Profiles: 2016 Census, 2021 Census
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

The data reported in the above table reflect changes in labour force characteristics from the 2016 and 2021 census data. The 2021 Census data was collected in May 2021 during peak pandemic months. Therefore, the comparison results of labour force characteristics are very biased but do accurately reflect the changes in employment during this five (5) year period.

During this time, Leeds and Grenville experienced an increase in the working age population (15+) with little effect on the net labour force (those employed or unemployed but looking for work). The decrease in those employed was offset by an increase of those unemployed. There was a substantial growth of the working age population not-in-the labour force. This growth would reflect people who have left the labour force and are no longer looking for work, retirees, and students.

Unemployment rates skyrocketed during this time from 7.7% in 2016 to 10.3% in 2021. Statistics Canada does not produce monthly labour force data at the census division level of Leeds and Grenville. This area is included in data collected for the census metropolitan area of Ottawa. Unemployment rates for the Ottawa CMA for the month of November 2022 was 4.6% compared to the Kingston CMA at 5.3% and Eastern Ontario at 4.5%.

Table 34: Labour Force Characteristics - Census Comparison - Frontenac

Labour Force Characteristics	2016	2021	Change	Change % 2021 vs 2016
Population (15+)	124,725	135,470	10,745	8.6%
Labour force	77,390	81,375	3,985	5.1%
Employment	71,620	71,160	-460	-0.6%
Unemployment	5,775	10,210	4,435	76.8%
Not In Labour Force	47,330	54,095	6,765	14.3%
Unemployment rate	7.5%	12.5%	5.0ppts	
Participation rate	62.0%	60.1%	-1.9ppts	
Employment rate	57.4%	52.5%	-5.4ppts	

Source: Statistics Canada, Community Profiles: 2016 Census, 2021 Census
Labour Force Characteristics, three month moving average, unadjusted for seasonality
Figures may not add due to rounding

Comparing labour force characteristics from 2016 to 2021, Frontenac County experienced a significant increase (10,745) in the working age population (15+). Some of these people joined the labour force, increasing these numbers by 5.1%. Labour force employment fell slightly while labour force unemployment increased dramatically. And similar to Leeds and Grenville, Frontenac County experienced a substantial growth of the working age population not-in-the labour force. This growth would reflect people who have left the labour force and are no longer looking for work, retirees, and students. Unemployment rates grew from 7.5% in 2016 to an incredible rate of 12.5% in 2021. Statistics Canada does not produce monthly labour force data at the census division level of Frontenac County. However, much of this area is included in data collected for the census metropolitan area of Kingston. Unemployment rates for the Kingston CMA for the month of November 2022 was5.3%.

6.4 INCOME

Table 35: Average Total Income Comparisons in Eastern Ontario (2015-2020)

Average Income	2015	2020	Change 2015-2020	% Change
Frontenac	$46,950	$54,300	$7,350	15.7%
Leeds and Grenville	$42,940	$51,040	$8,100	18.9%
Haliburton	$39,260	$50,400	$11,140	28.4%
Kawartha Lakes	$41,490	$50,400	$8,910	21.5%
Northumberland	$44,340	$52,000	$7,660	17.3%
Peterborough	$41,940	$50,360	$8,420	20.1%
Hastings	$38,650	$46,640	$7,990	20.7%
Prince Edward	$44,780	$55,950	$11,170	24.9%
Lennox and Addington	$42,100	$50,000	$7,900	18.8%
Lanark	$44,110	$53,650	$9,540	21.6%
Renfrew	$42,510	$50,280	$7,770	18.3%
Ottawa	$54,600	$64,500	$9,900	18.1%
Prescott and Russell	$45,790	$54,750	$8,960	19.6%
Stormont, Dundas and Glengarry	$38,920	$46,960	$8,040	20.7%
Ontario	$47,915	$56,350	$8,435	17.6%

Source: 2021 Census, 2016 Census
Average Total Income by Recipients 2015 and 2020

Note: Average total income (or mean) is calculated by dividing the total recipients' income by the number of recipients.

The average total income for all regions within Eastern Ontario had a significant increase from 2015. Ontario also experienced an increase. However, the average total incomes for Frontenac and Leeds Grenville continue to be less than in Ontario for both reporting years of 2015 and 2020.

Table 36: Median Income Comparisons in Eastern Ontario (2015-2020)

Median Income	2015	2020	Change 2015-2020	% Change
Frontenac	$35,400	$42,000	$6,600	18.6%
Leeds and Grenville	$34,300	$41,600	$7,300	21.3%
Haliburton	$29,400	$38,000	$8,600	29.3%
Kawartha Lakes	$32,300	$39,200	$6,900	21.4%
Northumberland	$33,930	$40,800	$6,870	20.2%
Peterborough	$31,800	$39,200	$7,400	23.3%
Hastings	$29,400	$38,400	$9,000	30.6%
Prince Edward	$32,100	$40,000	$7,900	24.6%
Lennox and Addington	$34,800	$42,000	$7,200	20.7%
Lanark	$35,800	$44,000	$8,200	22.9%
Renfrew	$34,300	$42,000	$7,700	22.4%
Ottawa	$41,900	$50,000	$8,100	19.3%
Prescott and Russell	$38,800	$47,200	$8,400	21.6%
Stormont, Dundas and Glengarry	$30,900	$39,200	$8,300	26.9%
Ontario	$33,550	$41,200	$7,650	22.8%

Source: 2021 Census, 2016 Census
Median Income by Recipients 2015 and 2020
Note: Median income is the income cut-off where half of the recipients earn more, and half earn less.

The median income for all regions within Eastern Ontario had a significant increase from 2015. Ontario also experienced an increase. Median incomes for Frontenac and Leeds Grenville have been higher than Ontario for both reporting years of 2015 and 2020.

Table 37: Average Total Annual Income by Gender (2020)

Average Income	2020			Change (Female vs Male)	% Change (Female vs Male)
	Total	Male	Female		
Frontenac	$54,300	$61,150	$48,000	-$13,150	-21.5%
Leeds and Grenville	$51,050	$57,150	$45,250	-$11,900	-20.8%
Ontario	$56,350	$64,900	$48,300	-$16,600	-26.7%

Source: Statistics Canada - 2021 Census
Average Total Income by Recipients 2020

Table 38: Average Total Annual Income by Gender (2015)

Average Income	2015			Change (Female vs Male)	% Change (Female vs Male)
	Total	Male	Female		
Frontenac	$46,950	$54,040	$40,490	-$13,550	-25.1%
Leeds and Grenville	$42,950	$49,550	$36,700	-$12,850	-25.9%
Ontario	$47,900	$56,800	$39,600	-$17,200	-30.3%

Source: Statistics Canada - 2016 Census
Average Total Income by Recipients 2015

There continues to be a significant difference in average incomes between genders with males earning much more than that of females.

Table 39: Median Total Annual Income by Gender (2020)

Median Income	2020			Change (Female vs Male)	% Change (Female vs Male)
	Total	Male	Female		
Frontenac	$42,000	$46,400	$38,800	-$7,600	-16.4%
Leeds and Grenville	$41,600	$46,800	$37,600	-$9,200	-19.7%
Ontario	$41,200	$46,000	$37,200	-$8,800	-19.1%

Source: Statistics Canada - 2021 Census
Median Total Income by Recipients 2020

Table 40: Median Total Annual Income by Gender (2015)

Median Income	2015			Change (Female vs Male)	% Change (Female vs Male)
	Total	Male	Female		
Frontenac	$35,400	$41,100	$31,100	-$10,000	-24.3%
Leeds and Grenville	$34,300	$40,400	$29,500	-$10,900	-27.0%
Ontario	$33,550	$39,900	$28,700	-$11,200	-28.1%

Source: Statistics Canada - 2016 Census
Median Total Income by Recipients 2015

There continues to be a significant disparity in median incomes between genders with male incomes being much higher.

6.5 CHANGES IN EMPLOYMENT

CHANGES IN EMPLOYMENT BY INDUSTRY

Table 41: Changes in Employment by Industry - Leeds & Grenville

NAICS - Sector	2016 Jobs	2021 Jobs	Change	Change %
11 - Agriculture, forestry, fishing and hunting	1,665	1,525	-140	-8.4%
21 - Mining, quarrying, and oil and gas extraction	125	95	-30	-24.0%
22 - Utilities	310	320	10	3.2%
23 - Construction	4,520	5,180	660	14.6%
31-33 - Manufacturing	4,470	4,555	85	1.9%
41 - Wholesale trade	1,640	1,300	-340	-20.7%
44-45 - Retail trade	6,410	6,375	-35	-0.5%
48-49 - Transportation and warehousing	2,395	2,315	-80	-3.3%
51 - Information and cultural industries	725	615	-110	-15.2%
52 - Finance and insurance	1,140	1,000	-140	-12.3%
53 - Real estate and rental and leasing	840	825	-15	-1.8%
54 - Professional, scientific and technical services	2,310	2,775	465	20.1%
55 - Management of companies and enterprises	20	50	30	150.0%
56 - Administrative and support, waste management and remediation services	2,625	2,460	-165	-6.3%
61 - Educational services	3,045	3,095	50	1.6%
62 - Health care and social assistance	6,665	7,145	480	7.2%
71 - Arts, entertainment and recreation	1,230	1,060	-170	-13.8%
72 - Accommodation and food services	3,625	2,740	-885	-24.4%
81 - Other services (except public administration)	2,125	2,025	-100	-4.7%
91 - Public administration	3,945	4,195	250	6.3%
Total Classified Jobs	49,835	49,650	-180	-0.4%

Source: 2016 Census, 2021 Census
Totals may not add due to rounding.

Over the five-year period from 2016 to 2021 there has been a net loss of 180 jobs in Leeds and Grenville. The hardest hit sectors were in accommodation and food services (-885 jobs); wholesale trade (-340 jobs) and administrative and support, waste management and remediation services (165 jobs). Many of these job losses would have resulted from the impact of the pandemic.

However, during this same time period there were substantial employment increases in the sectors of construction (660 jobs), professional, scientific, and technical services (465 jobs) and health care and social services (480 jobs).

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Table 42: Changes in Employment by Industry - Frontenac

NAICS - Sector	2016 Jobs	2021 Jobs	Change	Change %
11 - Agriculture, forestry, fishing and hunting	665	810	145	21.8%
21 - Mining, quarrying, and oil and gas extraction	140	130	-10	-7.1%
22 - Utilities	485	465	-20	-4.1%
23 - Construction	5,010	5,400	390	7.8%
31-33 - Manufacturing	3,155	3,395	240	7.6%
41 - Wholesale trade	1,500	1,430	-70	-4.7%
44-45 - Retail trade	8,695	9,260	565	6.5%
48-49 - Transportation and warehousing	1,975	2,480	505	25.6%
51 - Information and cultural industries	1,090	960	-130	-11.9%
52 - Finance and insurance	2,175	2,240	65	3.0%
53 - Real estate and rental and leasing	1,400	1,525	125	8.9%
54 - Professional, scientific and technical services	3,670	4,650	980	26.7%
55 - Management of companies and enterprises	40	60	20	50.0%
56 - Administrative and support, waste management and remediation services	3,555	3,185	-370	-10.4%
61 - Educational services	9,760	10,090	330	3.4%
62 - Health care and social assistance	12,105	13,620	1515	12.5%
71 - Arts, entertainment and recreation	1,705	1,420	-285	-16.7%
72 - Accommodation and food services	6,665	5,805	-860	-12.9%
81 - Other services (except public administration)	2,995	2,925	-70	-2.3%
91 - Public administration	8,855	9,405	550	6.2%
Total Classified Jobs	75,620	79,255	3,615	4.8%

Source: 2016 Census, 2021 Census
Totals may not add due to rounding.

Over the five-year period from 2016 to 2021 there was a net gain of 3,615 jobs in Frontenac County. There were substantial employment increases in the sectors of health care and social services (1515 jobs), professional, scientific, and technical services (980 jobs) and retail trade (565 jobs)

Sectors that lost jobs during this period were in accommodation and food services (-860 jobs); administrative and support, waste management and remediation services (-370 jobs) and arts, entertainment and recreation (-285 jobs).

CHANGES IN EMPLOYMENT BY OCCUPATION

Note: This report does not compare changes in employment by occupation from census years 2016 vs 2021 as there were substantial changes to the National Occupational Classification (NOC) coding - NOC 2016 vs NOC 2021.

6.6 INDUSTRY OUTLOOK

Table 43: Industry Outlook - Leeds & Grenville

NAICS - Sector	2022 Jobs	2025 Jobs	Change	Change %
11 - Agriculture, forestry, fishing and hunting	666	661	-5	-1%
21 - Mining, quarrying, and oil and gas extraction	45	47	2	5%
22 - Utilities	220	221	2	1%
23 - Construction	1,855	1,880	25	1%
31-33 - Manufacturing	4,142	4,170	28	1%
41 - Wholesale trade	1,565	1,614	50	3%
44-45 - Retail trade	4,868	4,930	62	1%
48-49 - Transportation and warehousing	1,807	1,836	30	2%
51 - Information and cultural industries	334	327	-7	-2%
52 - Finance and insurance	620	652	32	5%
53 - Real estate and rental and leasing	417	424	8	2%
54 - Professional, scientific and technical services	925	965	40	4%
55 - Management of companies and enterprises	95	111	16	16%
56 - Administrative and support, waste management and remediation services	1,847	1,969	122	7%
61 - Educational services	2,108	2,147	39	2%
62 - Health care and social assistance	5,568	5,877	309	6%
71 - Arts, entertainment and recreation	673	672	-1	-0%
72 - Accommodation and food services	2,497	2,541	44	2%
81 - Other services (except public administration)	843	832	-11	-1%
91 - Public administration	2,193	2,235	42	2%
X0 - Unclassified Jobs	576	590	14	2%
Total Industry Jobs	33,860	34,701	841	2%

Source: Lightcast(EMSI) 2022 Q1 – Industries with employees
Totals may not add due to rounding.

Over the next four years, there is a modest projected growth of 841 jobs in Leeds and Grenville. Growth is expected in most industries especially in health care and social assistance. There was a minimal decline in employment anticipated in four (4) sectors as above.

TOP 3 INDUSTRIES WITH EMPLOYMENT GROWTH: 2022 TO 2025 IN LEEDS & GRENVILLE

Health care and social assistance (+309 jobs)
Administrative and support, waste management and remediation services (+122 jobs)
Retail Sales (+62 jobs)

Table 44: Industry Outlook - Frontenac

NAICS - Sector	2021 Jobs	2024 Jobs	Change	Change %
11 - Agriculture, forestry, fishing and hunting	231	224	-8	-3%
21 - Mining, quarrying, and oil and gas extraction	121	131	9	8%
22 - Utilities	421	412	-9	-2%
23 - Construction	5,211	5,207	-4	-0%
31-33 - Manufacturing	3,717	3,777	60	2%
41 - Wholesale trade	2,444	2,530	86	4%
44-45 - Retail trade	9,106	9,154	48	1%
48-49 - Transportation and warehousing	1,586	1,614	28	2%
51 - Information and cultural industries	1,168	1,199	31	3%
52 - Finance and insurance	2,193	2,303	110	5%
53 - Real estate and rental and leasing	1,399	1,348	-51	-4%
54 - Professional, scientific and technical services	3,441	3,643	202	6%
55 - Management of companies and enterprises	84	85	0	0%
56 - Administrative and support, waste management and remediation services	4,283	4,460	178	4%
61 - Educational services	11,600	11,903	303	3%
62 - Health care and social assistance	13,409	14,205	796	6%
71 - Arts, entertainment and recreation	957	996	39	4%
72 - Accommodation and food services	5,830	5,906	76	1%
81 - Other services (except public administration)	2,722	2,695	-28	-1%
91 - Public administration	10,387	10,493	106	1%
X0 - Unclassified Jobs	1,415	1,450	35	2%
Total Industry Jobs	81,726	83,733	2,007	2%

Source: Lightcast(EMSI) 2022 Q1 – Industries with employees
Totals may not add due to rounding.

Over the next four years, there is a modest projected growth of 2,007 jobs in Frontenac. Growth is expected in most industries especially in health care and social assistance. A small projected decline in jobs is noted in three industries.

TOP 3 INDUSTRIES WITH EMPLOYMENT GROWTH: 2022 TO 2025

Health care and social assistance (+796 jobs)
Educational Services (+303 jobs)
Professional, scientific, and technical services (+202)

6.7 OCCUPATION OUTLOOK

Table 45: Occupational Outlook for Leeds and Grenville

NOC - Occupation	2022 Jobs	2025 Jobs	Change	Change %
0 - Management occupations	2,400	2,440	40	2%
1 - Business, finance and administration occupations	4,948	4,991	44	1%
2 - Natural and applied sciences and related occupations	2,425	2,439	14	1%
3 - Health occupations	2,984	3,161	178	6%
4 - Occupations in education, law and social, community and government services	3,940	4,064	125	3%
5 - Occupations in art, culture, recreation and sport	623	643	20	3%
6 - Sales and service occupations	8,973	9,224	251	3%
7 - Trades, transport and equipment operators and related occupations	4,464	4,580	116	3%
8 - Natural resources, agriculture and related production occupations	711	738	27	4%
9 - Occupations in manufacturing and utilities	1,817	1,829	12	1%
X - Unclassified Jobs	576	590	14	2%
Total Jobs by Occupation	33,860	34,701	841	2%

Source: Lightcast(EMSI) 2022 Q1
Totals may not add due to rounding.

Growth is expected in all occupations throughout Leeds and Grenville, especially in sales and services and health.

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2022 VS 2025

Sales and service (+251 jobs)
Health (+178 jobs)
Education, law and social, community and government services (+125 jobs)

Table 46: Occupational Outlook for Frontenac

NOC - Occupation	2022 Jobs	2025 Jobs	Change	Change %
0 - Management occupations	3,717	3,699	-18	0%
1 - Business, finance and administration occupations	12,437	12,579	142	1%
2 - Natural and applied sciences and related occupations	4,904	4,974	70	1%
3 - Health occupations	9,041	9,772	731	8%
4 - Occupations in education, law and social, community and government services	13,408	13,685	277	2%
5 - Occupations in art, culture, recreation and sport	1,413	1,473	60	4%
6 - Sales and service occupations	21,649	22,060	412	2%
7 - Trades, transport and equipment operators and related occupations	10,092	10,314	222	2%
8 - Natural resources, agriculture and related production occupations	990	1,034	43	4%
9 - Occupations in manufacturing and utilities	2,659	2,693	34	1%
X - Unclassified Jobs	576	590	14	2%
Total Jobs by Occupation	33,860	34,701	841	2%

Source: Lightcast(EMSI) 2022 Q1
Totals may not add due to rounding

Growth is expected in all but one occupational category especially in health and sales and service occupations. There is a projected decline in jobs in management occupations.

TOP 3 OCCUPATIONAL CATEGORIES WITH EMPLOYMENT GROWTH: 2022 VS 2025

Health (+731 jobs)
Sales and service (+412 jobs)
Education, law and social, community and government services (+277 jobs)

6.8 BUSINESS COUNTS

BUSINESSES BY SIZE RANGE

Table 47: Number of Businesses by Business Size - range of employees (ees)

Business Size	Number of Businesses Leeds Grenville June 2022	% Total Businesses	Number of Businesses Frontenac June 2022	% Total Businesses	Number of Businesses Ontario June 2022	% Total Businesses
# Without ees	5,956	66.1%	10,399	67.4%	1,171,890	70.3%
# With ees	3,061	33.9%	5,019	32.6%	494,107	29.7%
1– 4	1,634	18.1%	2,545	16.5%	292,400	17.6%
5– 9	690	7.7%	994	6.4%	85,278	5.1%
10 – 19	402	4.5%	756	4.9%	55,819	3.4%
20-49	221	2.5%	490	3.2%	37,724	2.3%
50-99	66	0.7%	148	1.0%	12,734	0.8%
100-199	25	0.3%	50	0.3%	5,929	0.4%
200-499	19	0.2%	28	0.2%	3,006	0.2%
500+	4	0.0%	8	0.1%	1,217	0.1%
Total # Businesses	9,017	100.0%	15,418	100.0%	1,665,997	100.0%

Source: Statistics Canada, Canadian Business Counts (Classified & Unclassified)

As of June 2022, 66.1% of businesses in Leeds and Grenville had no employees compared to Frontenac at 67.4% and Ontario at 70.3%. There is approximately twice as many sole proprietors than those who have employees.

Small businesses with less than 10 employees accounted for 75.9% of employers who had employees in Leeds and Grenville compared to 70.5% in Frontenac and 76.4% in Ontario.

Table 48: Number of Businesses by Business Size (over 5 years) - Leeds Grenville

Business Size	Number of Businesses June 2017	Number of Businesses June 2021	Number of Businesses June 2022	Change 2022 vs 2017	Change 2021 vs 2020
# Without ees	6,063	5,973	5,956	-107	-17
# With ees	2,830	2,960	3,061	231	101
1– 4	1,460	1,602	1,634	174	32
5– 9	675	673	690	15	17
10 – 19	358	363	402	44	39
20-49	216	211	221	5	10
50-99	65	65	66	1	1
100-199	32	25	25	-7	0
200-499	18	17	19	1	2
500+	6	4	4	-2	0
Total # Businesses	8,893	8,933	9,017	124	84

Source: Statistics Canada, Canadian Business Counts (Classified & Unclassified)

Over the last five years, 2017 – 2022, there was a net increase of 124 total businesses in Leeds and Grenville. This net increase was made up of a loss of the number of businesses without employees (-107) and an increase of 231 employers who had employees, mainly in the employee size ranges of 1-4 and 10-19.

Compared to June 2021, there was also a net increase of businesses with a growth of 84. There was a small loss in the number of businesses without employees but significant growth in the number of employers who had employees. Significant gains were in the number of small businesses with under 50 employees

Growth in small business is indicative of the of a rebound in the economy.

Table 49: Number of Businesses by Business Size (over 5 years) - Frontenac

Business Size	Number of Businesses June 2017	Number of Businesses June 2021	Number of Businesses June 2022	Change 2022 vs 2017	Change 2021 vs 2020
# Without ees	8,972	10,241	10,399	1,427	158
# With ees	4,578	5,015	5,019	441	4
1– 4	2,241	2,633	2,545	304	-88
5– 9	942	943	994	52	51
10 – 19	705	760	756	51	-4
20-49	459	464	490	31	26
50-99	143	133	148	5	15
100-199	48	42	50	2	8
200-499	28	31	28	0	-3
500+	12	9	8	-4	-1
Total # Businesses	13,550	15,256	15,418	1,868	162

Source: Statistics Canada, Canadian Business Counts (Classified & Unclassified)

Over the last five years, 2017 – 2022, there was an increase of 1,868 total businesses in Frontenac. This net increase was made up of gains in the number of businesses without employees at 1,427 and an increase of 441 employers who had employees, mainly in the employee size range of 1-4.

Compared to June 2021, there was also a net increase of businesses with a growth of 162. There was an increase in the number of sole proprietors with a net gain 158 and a small increase in the number of employers with employees. There were significant losses in small businesses with under five employees but growth was reported in most employee size ranges under 200 employees. Unfortunately, there appears to be a loss of the number of employers with the larger employee size from 200-500+.

The overall growth in the number of businesses is a positive indication of growth and confidence in the economy.

EMPLOYERS BY INDUSTRY

Table 50: Number of Self-Employed Employers by Top 20 Classified Industry Sub-Sectors - Leeds and Grenville

Industry (NAICS)	# Self-Employed ERS June 2022	% Self-Employed ERS
531 - Real Estate	1,461	27.3%
541 - Professional, Scientific and Technical Services	626	11.7%
238 - Specialty Trade Contractors	351	6.6%
111 - Crop production	248	4.6%
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	244	4.6%
112 - Animal production and aquaculture	240	4.5%
621 - Ambulatory Health Care Services	215	4.0%
236 - Construction of buildings	167	3.1%
561 - Administrative and support services	158	3.0%
811 - Repair and maintenance	132	2.5%
812 - Personal and laundry services	128	2.4%
813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations	122	2.3%
484 - Truck Transportation	100	1.9%
721 - Accommodation Services	65	1.2%
722 - Food services and drinking places	61	1.1%
454 - Non-store retailers	59	1.1%
453 - Miscellaneous store retailers	56	1.0%
611 - Educational services	55	1.0%
713 - Amusement, gambling and recreation industries	53	1.0%
237 - Heavy and civil engineering construction	46	0.9%
SUB-TOTAL - Top 20 Employers Without Employees	4,587	85.8%
TOTAL # CLASSIFIED EMPLOYERS Without Employees	5,349	100.0%

Source: Statistics Canada, Canadian Business Counts, Classified, June 2022

Of the 102 industry sub-sectors in NAIC, the top 20 industry sub-sectors of employers without employees in Leeds and Grenville represent 85.8% of the total number of classified employers without employees.

TOP 5 INDUSTRY SUB-SECTORS (WITHOUT EMPLOYEES) IN LEEDS AND GRENVILLE

Real Estate
Professional, Scientific and Technical Services
Specialty Trade Contractors
Crop Production
Securities, Commodity Contracts, and Other Financial Investment and Related Activities

Table 51: Number of Self-Employed Employers by Top 20 Classified Industry Sub-Sectors - Frontenac

Industry (NAICS)	# Self-Employed ERS June 2022	% Self-Employed ERS
531 - Real Estate	3,909	41.7%
541 - Professional, Scientific and Technical Services	935	10.0%
621 - Ambulatory health care services	836	8.9%
523 - Securities, commodity contracts, and other financial investment and related activities	470	5.0%
238 - Specialty trade contractors	324	3.5%
561 - Administrative and support services	227	2.4%
236 - Construction of buildings	184	2.0%
813 - Religious, grant-making, civic, and professional and similar organizations	181	1.9%
812 - Personal and laundry services	176	1.9%
112 - Animal production and aquaculture	136	1.5%
611 - Educational services	110	1.2%
811 - Repair and maintenance	104	1.1%
485 - Transit and ground passenger transportation	101	1.1%
484 - Truck transportation	98	1.0%
722 - Food services and drinking places	88	0.9%
711 - Performing arts, spectator sports and related industries	87	0.9%
624 - Social assistance	86	0.9%
551 - Management of companies and enterprises	82	0.9%
111 - Crop production	80	0.9%
721 - Accommodation services	73	0.8%
SUB-TOTAL - Top 20 Employers Without Employees	8,287	88.5%
TOTAL # CLASSIFIED EMPLOYERS Without Employees	9,365	100.0%

Source: Statistics Canada, Canadian Business Counts Classified, June 2022

Of the 102 industry sub-sectors in NAIC, the 20 industry sub-sectors of employers without employees in Frontenac represent 88.5% of the total number of classified employers without employees.

TOP 5 INDUSTRY SUB-SECTORS (WITHOUT EMPLOYEES) IN FRONTENAC

Real Estate
Professional, Scientific and Technical Services
Ambulatory Health Care Services
Securities, Commodity Contracts, and Other Financial Investment and Related Activities
Specialty Trade Contractors

Table 52: Number of Employers with Employees by Top 20 Classified Industry Sub-Sectors - Leeds Grenville

Industry (NAICS)	# ERS with employees	% Total ERS with EEs
238 - Specialty trade contractors	332	11.4%
541 - Professional, scientific and technical services	286	9.8%
621 - Ambulatory health care services	180	6.2%
722 - Food services and drinking places	169	5.8%
236 - Construction of buildings	140	4.8%
561 - Administrative and support services	126	4.3%
813 - Religious, grant-making, civic, and professional and similar organizations	111	3.8%
531 - Real estate	106	3.6%
811 - Repair and maintenance	99	3.4%
445 - Food and beverage stores	73	2.5%
112 - Animal production and aquaculture	72	2.5%
812 - Personal and laundry services	72	2.5%
453 - Miscellaneous store retailers	68	2.3%
624 - Social assistance	68	2.3%
441 - Motor vehicle and parts dealers	48	1.6%
721 - Accommodation services	48	1.6%
484 - Truck transportation	46	1.6%
623 - Nursing and residential care facilities	46	1.6%
446 - Health and personal care stores	44	1.5%
713 - Amusement, gambling and recreation industries	44	1.5%
SUB-TOTAL - # Top 20 Employers With Employees	2178	74.7%
TOTAL # CLASSIFIED EMPLOYERS With Employees	2916	100.0%

Source: Statistics Canada, Canadian Business Counts, Classified, June 2022

Of the 102 industry sub-sectors in NAIC, the top 20 industry sub-sectors of employers with employees in Leeds and Grenville represent 74.7% of the total number of classified employers with employees.

TOP 5 INDUSTRY SUB-SECTORS (WITH EMPLOYEES) IN LEEDS AND GRENVILLE

Specialty Trade Contractors
Professional, Scientific and Technical Services
Ambulatory Health Care Services
Food Services and Drinking Places
Construction of Buildings

Table 53: Number of Employers with Employees by Top 20 Classified Industry Sub-Sectors - Frontenac

Industry (NAICS)	# ERS	% Total ERS with EEs
621 - Ambulatory health care services	628	13.3%
541 - Professional, scientific and technical services	433	9.1%
238 - Specialty trade contractors	428	9.0%
722 - Food services and drinking places	335	7.1%
531 - Real estate	214	4.5%
236 - Construction of buildings	189	4.0%
561 - Administrative and support services	185	3.9%
813 - Religious, grant-making, civic, and professional and similar organizations	159	3.4%
811 - Repair and maintenance	137	2.9%
445 - Food and beverage stores	135	2.9%
812 - Personal and laundry services	125	2.6%
448 - Clothing and clothing accessories stores	101	2.1%
624 - Social assistance	98	2.1%
446 - Health and personal care stores	97	2.0%
453 - Miscellaneous store retailers	76	1.6%
441 - Motor vehicle and parts dealers	70	1.5%
611 - Educational services	66	1.4%
523 - Securities, commodity contracts, and other financial investment and related activities	64	1.4%
721 - Accommodation services	63	1.3%
522 - Credit intermediation and related activities	57	1.2%
SUB-TOTAL - #Top 20 Employers With Employees	3635	76.6%
TOTAL # CLASSIFIED EMPLOYERS With Employees	4733	100.0%

Source: Statistics Canada, Canadian Business Counts Classified, June 2022

Of the 102 industry sub-sectors in NAIC, the top 20 industry sub-sectors of employers with employees in Frontenac represent 76.6% of the total number of classified employers with employees.

TOP 5 INDUSTRY SUB-SECTORS (WITH EMPLOYEES) IN FRONTENAC

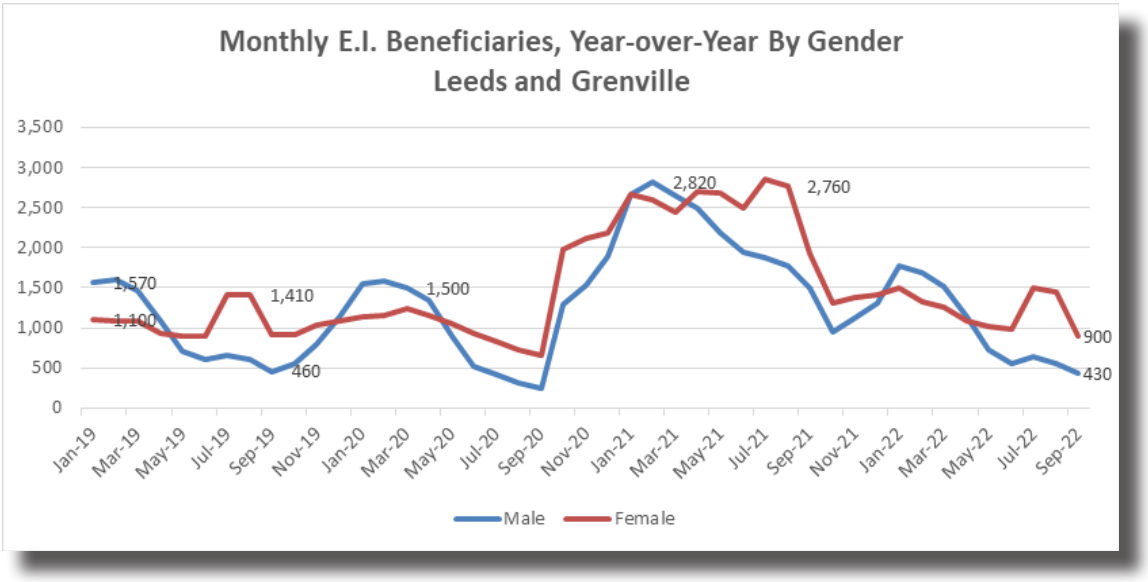
Ambulatory Health Care Services
Professional, Scientific and Technical Services
Specialty Trade Contractors
Food Services and Drinking Places
Real Estate

6.9 EMPLOYMENT INSURANCE BENEFICIARIES

Another method to understand changes in employment is to analyze beneficiaries of employment insurance (EI). This data is released monthly by Statistics Canada at the county level. In the early months of the pandemic, people who were out of work collected the Canada Emergency Response Benefit (CERB) rather than EI and for that reason, Statistics Canada did not release EI data for much of 2020. Only once those out-of-work transitioned from CERB to EI did Statistics Canada begin releasing data again, at which point the number of EI beneficiaries reached unprecedented levels as shown during the first quarter of 2021.

EI claims across the province are cyclical in nature and EWIB's catchment area is no exception. Thus, the best way to analyze changes in EI is to compare year-over-year.

Chart 17



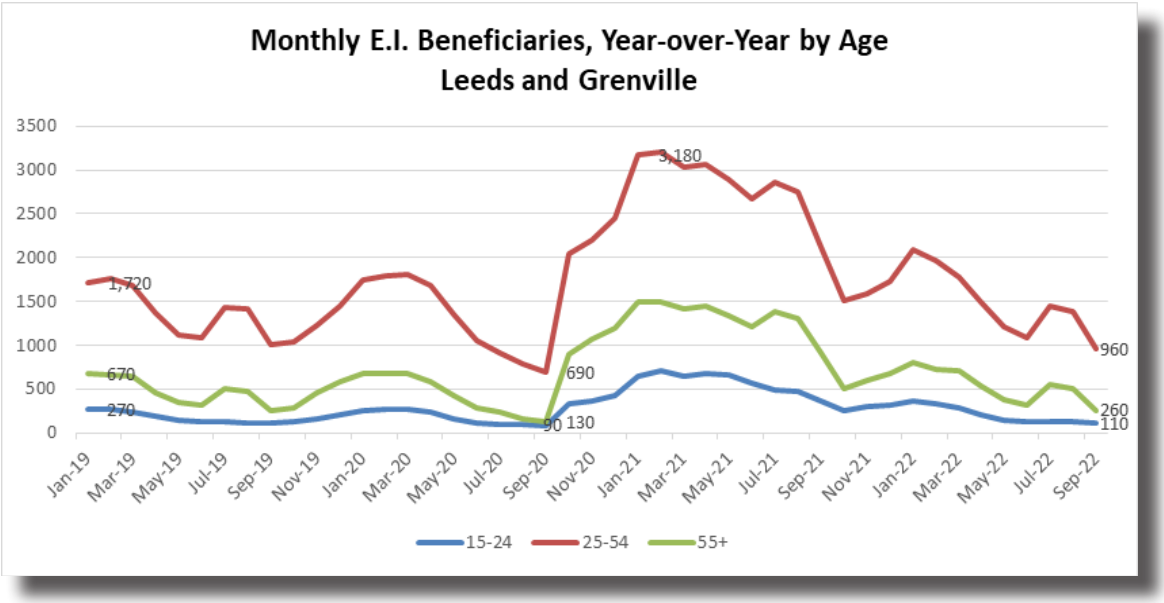
Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

This approach, illustrated in Chart 17, shows that the number of EI beneficiaries in early 2021 was almost triple for females compared to January 2019 and over double for males. This spike is a result of the Canada Recovery Benefits being implemented in September 2020. From July 2021 to September 2022, there was a dramatic decline of almost 2,000 female claimants. The number of male claimants continued its gradual decline from January 2021 decreasing approximately 2,400 claimants as of September 2022.

The Canada Recovery Benefit for workers ended on October 23, 2021, and as of September 2022 the number of claimants for both male and female have declined reaching comparable numbers to pre-COVID months in 2019.

This indicates that people have returned to work with an increase confidence in the economy in Leeds and Grenville.

Chart 18



Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

As can be seen in Chart 18, workers in the age group of 25-54 accounted for the highest number of claimants, and in early 2021 this number had more than doubled since January 2019. The dramatic increase in the number of claimants in all age categories was again directly related to the implementation of the Canada Recovery Benefit Program.

However, since the end of the Canada Recovery Benefit Program, there has been a significant reduction of claimants across all age groups in Leeds and Grenville. And as of September 2022, claimant numbers are similar to September 2019 (pre-COVID) figures with the age group 25-54 having over three times as many claimants than the other age groups.

Table 54: Employment Insurance Claimants - Details by Gender & Sex - Leeds & Grenville

TOTAL INCOME BENEFITS	Pre COVID-19 Sep-2019	Sep-21	Sep-22	2022 vs 2019 Change	2022 vs 2019 %Change
Male					
15-24	50	181	40	-10	-20.0%
25-54	280	810	260	-20	-7.1%
55-65	100	320	90	-10	-10.0%
55+	140	500	130	-10	-7.1%
Total Male - Total Income Benefits	470	1,491	430	-40	-8.5%
Female					
15-24	70	190	70	0	0.0%
25-54	730	1,310	700	-30	-4.1%
55-65	100	330	100	0	0.0%
55+	130	420	120	-10	-7.7%
Total Female - Total Income Benefits	930	1,920	890	-40	-4.3%
Total Income Beneficiaries Ages 15+	1,400	3,411	1320	-80	-5.7%

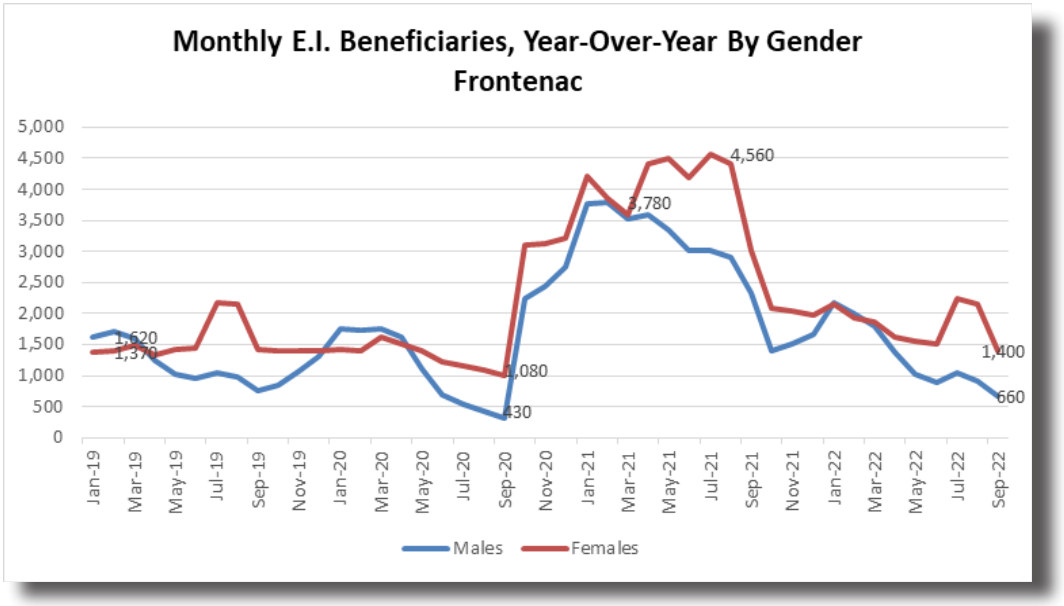
Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality
Figures may not add due to rounding

Female Claimants are usually twice that of males in Leeds and Grenville. During the pandemic, there was more of a ratio balance as the number of male claimants increased more proportionately to female claimants.

Table 55: Employment Insurance Claimants by Gender and Percentage Share - Leeds & Grenville

Total Income Benefits	% Male	% Female
Sep 2019	33.6%	66.4%
Sep 2021	43.7%	56.3%
Sep 2022	33.3%	66.6%

Chart 19



Source: Statistics Canada, Table 14-10-0323-01

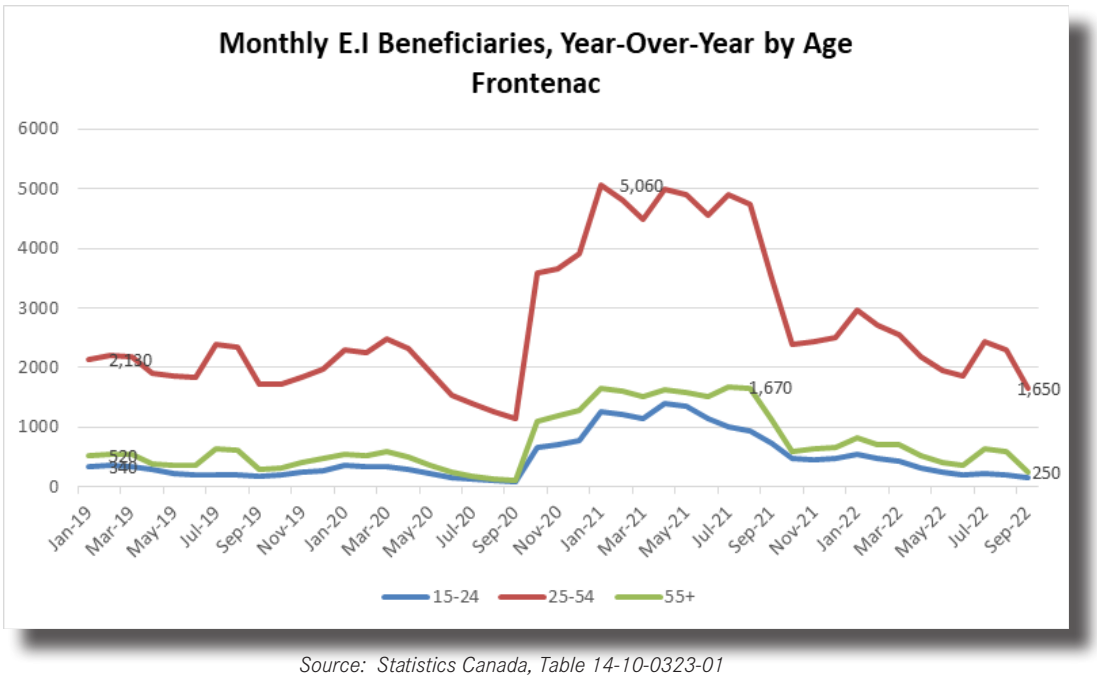
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

This approach, illustrated in Chart 19, shows that the number of EI beneficiaries in mid 2021 was over triple for females compared to January 2019. Males reached a peak number of claimants in early 2021 which was over double then numbers since January 2019. As already mentioned, this spike is a result of the Canada Recovery Benefits being implemented in September 2020. From July 2021 to September 2022, there was a dramatic decline of over 3100 female claimants. The number of male claimants continued its gradual decline from January 2021 also decreasing over 3,000 claimants as of September 2022.

The Canada Recovery Benefit for workers ended on October 23, 2021, and as of September 2022 the number of claimants for both male and female have declined reaching comparable numbers to pre-COVID months in 2019.

This indicates that people have returned to work with an increase confidence in the economy in Frontenac.

Chart 20



Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality

As can be seen in Chart 20, workers in the age group of 25-54 accounted for the highest number of claimants, and in early 2021 this number had more than doubled since January 2019. The dramatic increase in the number of claimants in all age categories was again directly related to the implementation of the Canada Recovery Benefit Program.

However, since the end of the Canada Recovery Benefit Program, there has been a significant reduction of claimants across all age groups in Frontenac. And as of September 2022, claimant numbers are similar to September 2019 (pre-COVID) figures with the age group 25-54 having over three times as many claimants than the other age groups.

Table 56: Employment Insurance Claimants - Details by Gender & Sex - Frontenac

TOTAL INCOME BENEFITS	Pre COVID-19 Sep-2019	Sep-21	Sep-22	2022 vs 2019 Change	2022 vs 2019 %Change
Male					
15-24	60	340	30	-30	-50.0%
25-54	540	1,430	460	-80	-14.8%
55-65	120	380	100	-20	-16.7%
55+	160	550	130	-30	-18.8%
Total Male - Total Income Benefits	760	2,320	620	-140	-18.4%
Female					
15-24	110	390	100	-10	-9.1%
25-54	1,170	2,070	1,180	10	0.9%
55-65	110	410	100	-10	-9.1%
55+	130	560	120	-10	-7.7%
Total Female - Total Income Benefits	1,410	3,020	1,400	-10	-0.7%
Total Income Beneficiaries Ages 15+	2170	5340	2020	-150	-6.9%

Source: Statistics Canada, Table 14-10-0323-01
Employment Insurance Beneficiaries by census division, monthly, unadjusted for seasonality
Figures may not add due to rounding

Table 57: Employment Insurance Claimants by Gender and Percentage Share - Frontenac

Total Income Benefits	% Male	% Female
Sep 2019	35.0%	65.0%
Sep 2021	43.4%	56.6%
Sep 2022	30.7%	69.3%

Female Claimants are normally twice that of males in Frontenac. However, during the pandemic, there was more of a ratio balance as the number of male claimants increased more proportionately to female claimants. It is interesting to note that as reported in September 2022 there were over three times as many female claimants compared to that of males.

6.10 JOBS

JOB POSTINGS SUMMARY

Table 58: Job Postings Summary

County	Unique Postings Oct 2021 – Oct 2022	Total Postings Oct 2021 – Oct 2022	Posting Intensity
Leeds & Grenville	3,727	6,588	2 : 1
Frontenac	12,766	22,517	2 : 1

Source: Lightcast (EMSI Analyst)

There were 6,588 new job postings in the counties of Leeds and Grenville from October 2021 to October 2022, of which 3,727 were unique. These numbers give us a posting intensity of 2-to-1 meaning that for every 2 postings there is 1 unique job posting.

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There were 22,517 new job postings in Frontenac County October 2021 to October 2022, of which 12,766 were unique. These numbers give us a posting intensity of 2-to-1.

ADVERTISED SALARY

Table 59: Advertised Salary – Leeds & Grenville

Advertised Salary	# Observations Oct 21 - Oct 22	% Total Observations
$20,000.00-$24,999.00	3	0.3%
$25,000.00-$29,999.00	13	1.1%
$30,000.00-$34,999.00	170	14.6%
$35,000.00-$39,999.00	218	18.7%
$40,000.00-$44,999.00	125	10.7%
$45,000.00-$49,999.00	89	7.6%
$50,000.00-$54,999.00	98	8.4%
$55,000.00-$59,999.00	60	5.1%
$60,000.00-$64,999.00	70	6.0%
$65,000.00-$69,999.00	64	5.5%
$70,000.00-$74,999.00	40	3.4%
$75,000.00-$334,000.00	217	18.6%
Total Observations	1,167	100.0%

Source: Lightcast (EMSI Analyst)

There are 1,167 advertised salary observations (31% of the 3,727 matching postings).in Leeds and Grenville. The median advertised hourly rate was $23.08/hr.

Table 60: Advertised Salary – Frontenac

Advertised Salary	# Observations Oct 21 - Oct 22	% Total Observations
$15,000.00-$19,999.00	0	0.0%
$20,000.00-$24,999.00	6	0.1%
$25,000.00-$29,999.00	37	0.8%
$30,000.00-$34,999.00	906	20.3%
$35,000.00-$39,999.00	890	19.9%
$40,000.00-$44,999.00	551	12.3%
$45,000.00-$49,999.00	451	10.1%
$50,000.00-$54,999.00	344	7.7%
$55,000.00-$59,999.00	297	6.7%
$60,000.00-$64,999.00	219	4.9%
$65,000.00-$69,999.00	162	3.6%
$70,000.00-$450,000.00	603	13.5%
Total Observations	4,466	100.0%

Source: Lightcast (EMSI Analyst)

There are 4,466 advertised salary observations (35% of the 12,766 matching postings) in Frontenac. The median advertised hourly rate was $20.86/hr.

JOB POSTINGS BY REGION

Table 61: Job Postings by Region – Leeds & Grenville

Census Subdivision (CD)	Unique Postings Oct 2021 - Oct 2022	% Postings by CD
North Grenville	1,920	53.9%
Brockville	738	20.7%
Gananoque	344	9.7%
Augusta	295	8.3%
Elizabethtown-Kitley	263	7.4%
Total Postings	3,560	100.0%

Source: Lightcast (EMSI Analyst)

Table 62: Job Postings by Region - Frontenac

Census Subdivision (CD)	Unique Postings Oct 2021 - Oct 2022	% Postings by CD
Kingston (in Ontario)	17,554	89.4%
South Frontenac (in Ontario)	2,047	8.7%
Frontenac Islands	356	1.9%
Central Frontenac	No data reported	
North Frontenac	No data reported	
Total Postings	12,766	100.0%

Source: Lightcast (EMSI Analyst)

JOB POSTINGS BY TOP OCCUPATIONS

Table 63: Top Job Postings by Occupation – Leeds and Grenville

Occupation (NOC)	Unique Postings (Oct 2021 - Oct 2022)
Retail salespersons	156
Home support workers, housekeepers and related occupations	128
Retail sales supervisors	104
Other customer and information services representatives	99
Other business services managers	90
Janitors, caretakers and building superintendents	88
Software engineers and designers	75
Sales and account representatives - wholesale trade (non-technical)	75
Food and beverage servers	69
Registered nurses and registered psychiatric nurses	67
Human resources professionals	66
Material handlers	63

Source: Lightcast (EMSI Analyst)

TOP 3 UNIQUE JOB POSTINGS BY OCCUPATION IN LEEDS AND GRENVILLE

Retail Salesperson
Home Support Workers, Housekeepers and Related Occupations
Retail Sales Supervisors

Table 64: Top Job Postings by Occupation – Frontenac

Occupation (NOC)	Unique Postings (Oct 2021 - Oct 2022)
Retail salespersons	672
Other customer and information services representatives	405
Janitors, caretakers and building superintendents	401
Retail sales supervisors	354
Cooks	332
Sales and account representatives - wholesale trade (non-technical)	331
Material handlers	314
Food and beverage servers	303
Home support workers, housekeepers and related occupations	290
Administrative assistants	251
Other business services managers	237
Human resources professionals	188

Source: Lightcast (EMSI Analyst)

TOP 3 UNIQUE JOB POSTINGS BY OCCUPATION IN FRONTENAC

Retail Salesperson
Other Customer and Information Services Representatives
Janitors, Caretakers and Building, Superintendents

JOB POSTINGS BY COMMON SKILLS

Table 65: Top Postings by Common Skills - Leeds & Grenville

Skills	Total Postings	% Included Postings
Communications	1,420	38%
Customer Service	1,134	30%
Management	731	20%
Detail Oriented	691	19%
Valid Driver's License	622	17%
Sales	554	15%
Problem Solving	530	14%
Interpersonal Communications	486	13%
Operations	478	13%
Leadership	451	12%
Organizational Skills	436	12%
Time Management	370	10%
Written Communication	345	9%
Computer Literacy	343	9%
Planning	308	8%
Lifting Ability	302	8%
Multitasking	300	8%
Microsoft Excel	296	8%
Verbal Communication Skills	278	7%
Presentations	278	7%

Source: Lightcast (EMSI Analyst)

TOP 5 COMMON SKILLS BY TOTAL JOB POSTINGS IN LEEDS AND GRENVILLE

Communications
Customer Service
Management
Detailed Oriented
Valid Driver's License

Table 66: Top Postings by Common Skills - Frontenac

Skills	Total Postings	% Included Postings
Communications	4,299	34%
Customer Service	3,929	31%
Management	2,295	18%
Detail Oriented	2,218	17%
Sales	2,087	16%
Problem Solving	1,751	14%
Valid Driver's License	1,599	13%
Interpersonal Communications	1,568	12%
Leadership	1,388	11%
Operations	1,336	10%
Time Management	1,283	10%
Organizational Skills	1,278	10%
Planning	1,182	9%
Computer Literacy	1,137	9%
Written Communication	1,035	8%
Multitasking	988	8%
Presentations	929	7%
Microsoft Office	906	7%
Research	881	7%
Verbal Communication Skills	856	7%

Source: Lightcast (EMSI Analyst)

TOP 5 COMMON SKILLS BY TOTAL JOB POSTINGS IN FRONTENAC

Communications
Customer Service
Management
Detailed Oriented
Sales

6.11 MIGRATION CHARACTERISTICS

Table 67: Migration Characteristics 2015 – 2020 - Leeds and Grenville

Age Group	In-migrants 2015 - 2020	Out-migrants 2015 - 2020	Net-migrants 2012-2020
0-17	4,009	2,847	1,162
18-24	2,025	2,825	-800
25-44	6,540	5,831	709
45-64	6,133	3,644	2,489
65+	3,006	2,551	455
Total	21,713	17,698	4,015

Source: Statistics Canada, Taxfiler

Over the five-year period from 2015 - 2020, there was an increase of net-migrants in all age categories in Leeds Grenville, except the group aged 18-24. There was a significant out migration of this age group which is a normal transition of youth at that age to go to more urban areas to live or further their education. The largest increase was in the older working age group of 45-64 indicating good employment opportunities in the area.

Table 68: Migration Patterns for Leeds and Grenville – Census 2021

Period	Movers	Non-migrants	Migrants	Internal migrants	External migrants
1 year ago	10,005	3,620	6,390	6,095	300
5 years ago	35,150	8,730	26,420	25,500	920

Source: 2021 Census
Totals may not add due to rounding.

Data from the 2021 Census reports that 6,390 migrants moved to the Leeds and Grenville area within one (1) year ago. Of these migrants 6,095 or 95.3% were internal migrants moving from other parts of Canada and 300 or 4.7% were external migrants moving to this area from outside of Canada.

Within the period of five (5) ago, 26,420 migrants moved to this area. Of these migrants 25,500 or 96.5% were internal migrants moving from other parts of Canada and 920 or 3.5% were external migrants moving to this area from outside of Canada.

Table 69: Migration Characteristics 2015 – 2020 - Frontenac

Age Group	In-migrants 2015 - 2020	Out-migrants 2015 - 2020	Net-migrants 2012-2020
0-17	6,997	5,820	1,177
18-24	7,934	5,239	2,695
25-44	17,247	13,741	3,506
45-64	7,030	5,590	1,440
65+	3,374	2,439	935
Total	42,582	32,829	9,753

Source: Statistics Canada, Taxfiler

Over the five-year period from 2015 - 2020, there was an increase of net-migrants in all age categories in Frontenac. This has been consistent in previous years. The city of Kingston is an urban area able to attract and retain youth. It is also an attractive area for young families to relocate to live and find employment.

Table 70: Migration Patterns for Frontenac – Census 2021

Period	Movers	Non-migrants	Migrants	Internal migrants	External migrants
1 year ago	22,955	12,965	9,990	8,800	1,185
5 years ago	64,520	26,910	37,610	32,030	5,575

Source: 2021 Census
Totals may not add due to rounding.

Data from the 2021 Census reports that 9,990 migrants moved to the Frontenac area within one (1) year ago. Of these migrants 8,800 or 88.1% were internal migrants moving from other parts of Canada and 1,185 or 11.9% were external migrants moving to this area from outside of Canada.

Within the period of five (5) years ago, 37,610 migrants moved to this area. Of these migrants 32,030 or 85.2% were internal migrants moving from other parts of Canada and 5,575 or 14.8% were external migrants moving to this area from outside of Canada.

07 ACTION PLAN UPDATE

This action plan outlines proposed partnerships currently underway or are planned to be undertaken by the Eastern Workforce Innovation Board.

Summary List of Partnerships with Employment Ontario Community

Action #1: Service Coordination Update 2021-2022
Action #2: Service Coordination 2022-2023
Action #3: Employer Engagement – Webinar Series 2021-2022
Action #4: Employer Engagement – Webinar Series 2022-2023
Action #5: Career Pathways – 2022-2023
Action #6: Help Desk/Jobs Tool – 2020-2022

Action #1:
Service Coordination 2021/2022

CHALLENGE TO BE ADDRESSED:

- As the Board conducted consultations with Employment Network Committees, local stakeholders and other invested community members. The main theme, that has been a priority for a number of years, is the lack of current and relevant information related to the needs of the workforce.

OBJECTIVE(S):

- The Board produced a quarterly newsletter outlining the results of the collection of local labour market information. This newsletter focused on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market.
- The Board worked with partners to augment the visibility of services available to the community and clients in order to maximize the access and use of programs and services. The strategy included a series of workshops where service provider employees worked through actual client scenarios with the intent to learn about what services are available in the community.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

- Economic Development Officers and agencies, Employer Organizations, Employment Ontario Network, Employment Ontario Service Providers in Leeds and Grenville Employment Service Providers Frontenac, La Rue-La Route du Savoir, Literacy and Basic Skills, Literacy Link Eastern Ontario, MTCU

TIMELINES:

Q1 Milestone

- The Board utilized the existing newsletter template to capture an organized format to present information. The Board collected local LMI from sources (ie media, publications, etc.). Newsletter published end of each quarter.
- Continued to host ENC meetings.

Q2 Milestone

- Continued outreach to the community and sourcing of LMI through other options Newsletter was published end of quarter.
- Continue to host ENC meeting.

Q3 Milestone

- Continued outreach to the community and sourcing of LMI through other options. Newsletter published end of quarter.
- Continued to host ENC meeting.

Q4 Milestone

- Continued outreach to the community and sourcing of LMI through other options
- Final partnership project report generated, translated and posted to the website.
- Continued to host ENC meetings

EXPECTED OUTCOMES/OUTPUTS:

- The Board sourced data/LMI and stakeholders which provided LMI pertaining to their organization. This was compiled and presented in a format that combined the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning. A quarterly newsletter was published.
- A final report outlining the Service Coordination initiatives was generated.

UPDATE:

- All outcomes and outputs were met.

Action #2:
Service Coordination Update 2022/2023

CHALLENGE TO BE ADDRESSED:

- Through the community consultations for the LLMP report, partnership projects and other sources, much of the LMI gleaned from the individual stakeholder pillars are telling a similar story. Feedback from consultations and evaluations indicate that LMI is required but accessing and utilizing it is not easy. Although the LLMP report captures this LMI in one report, an ongoing information forum facilitates a stream lined and coordinated picture.

OBJECTIVE(S):

- The Board will produce a quarterly newsletter outlining the results of the collection of local labour market information. Employer engagement and service coordination are not mutually exclusive. This newsletter will focus on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

- Q1 The Board developed a newsletter. The Board collected local LMI from sources (ie media, publications, etc.). Focus Feature generated for the Newsletter which was published end of quarter. Will host ENC meetings
- Q2 Newsletter produced using Q1 format. Continue to host ENC meetings. Q3 Newsletter will be produced using Q1 format. Continue to host ENC meetings.
- Q4 Milestone
- Newsletter will be produced. Continue to host ENC meetings.

POTENTIAL PARTNERS:

- Employment Ontario Service Providers, Employers, Employer Organizations, Ontario Works, Educators/ Trainers, ODSP, Frontenac/Leeds Grenville Mental Health, LBS Providers, LLEO, MTCU, Employer based associations, EDCOs, Chamber of Commerce, Unions, etc.

EXPECTED OUTCOMES/OUTPUTS:

- The Board will source data/LMI and stakeholders will provide LMI pertaining to their organization. This will be compiled and presented in a format that combines the information in a way to foster frequent, easy and relevant access to LMI for ongoing planning.

UPDATE:

- EWIB is on track to meet milestones.

Action #3:
Employer Engagement – Webinar Series 2021/2022

CHALLENGE TO BE ADDRESSED:

- Prior to the COVID-19 pandemic, local businesses struggled with attracting human resources as a result of record-high employment. Also, EO data and employers indicated that retention was a challenge. With the shutdown of the economy in 2020/2021 and subsequent gradual opening three months later, human resource challenges continue to evolve. There is a need to support and offer education to employers at this time.

OBJECTIVE(S):

- Employers and other stakeholders were provided with three one-hour webinars focusing on areas of importance to Frontenac and Leeds and Grenville businesses as they continue to recover from the COVID-19. Possible webinar topics include the Shifting local Labour Market; Recruitment and Retention Post-COVID, Employee Wellness and Mental Health in the Workplace; available HR resources including use of the EWIB HR Hub, Diversity in a Workplace, etc.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

- Kingston Chamber of Commerce
- United Counties of Leeds and Grenville Economic Development
- KEDCO

TIMELINES:

Q1 Milestone

- The Board made contact with potential partners to inform them of the opportunity of informational webinars that would be provided to local businesses. A strategy was developed to engage businesses to obtain their input on the focus of the webinar series. Consultant(s) were acquired to execute project.

Q2 Milestone

- Outreach was conducted to secure employers and other stakeholders to participate in the workshops. An outline of workshops was developed, presenters secured, and deliverables confirmed. Various webinar platforms were reviewed to identify the most suitable online training vehicle. Webinar evaluation surveys were developed for implementation at the completion of each online workshop.

Q3 Milestone

- A webinar for employers and other relevant stakeholders was conducted and evaluated.

Q4 Milestone

- Results of the workshops were compiled and captured in a final report that was translated to French and both English and French was posted on the EWIB website and submitted to the Ministry.

EXPECTED OUTCOMES/OUTPUTS:

- Employers and other stakeholders received important information about human resource strategies and resources available to them. Three one-hour webinars focusing on a range of potential topics of importance to local businesses including the shifting labour market, recruitment and retention, employee wellness and mental health in the workplace were presented. EWIB facilitated the three webinars. Topics will be finalized based on input from economic developers and participants in business recovery taskforces. Webinar topics included Hidden Market Hiring-Attracting and Retaining Talent Through Word-Of-Mouth Recruitment, Stress Management in the Work Place and Emotional Intelligence Management.

UPDATE:

- Workshops are ongoing.

Action #4:
Employer Engagement – Webinar Series 2022/2023

CHALLENGE TO BE ADDRESSED:

- Prior to the COVID-19 pandemic, local businesses struggled with attracting human resources as a result of record-high employment. Employment Ontario data and employers themselves indicated the retention was also a challenge. With the shutdown of the economy in March 2020 and subsequent gradual opening three months later, human resource challenges continue to evolve.

OBJECTIVE(S):

- Employers and other stakeholders will be provided with a minimum of three one-hour webinars focusing on areas of importance to Frontenac and Leeds and Grenville businesses as they continue to recover from the COVID-19 pandemic.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

- Kingston Chamber of Commerce
- United Counties of Leeds and Grenville Ec Dev
- KEDCO

EXPECTED OUTCOMES/OUTPUTS:

- Employers and other stakeholders will receive important information about human resource strategies and resources available to them as they continue to recover from the COVID-19 pandemic. A minimum of three one-hour webinars focused on a range of potential topics of importance to local businesses including the Shifting Labour Market; Recruitment and Retention Post-COVID, Employee Wellness and Mental Health in the Workplace; available HR resources including use of the EWIB HR Hub, Diversity in a Workplace, etc. EWIB will facilitate a minimum of three webinars with specific topics to be finalized in consultation with local stakeholders including business representatives, industry associations and economic development officers.

UPDATE:

- Workshops are ongoing.

TIMELINES:

Q1 Milestone

- The Board will make contact with potential partners to inform them of the opportunity informational webinars provide local businesses and secure support for the project. A strategy will be developed to engage businesses to obtain their input on the focus of the webinar series. Consultant(s) will be acquired to execute project. The EWIB website HR Hub will be updated and utilized as a resource for the project.

Q2 Milestone

- Outreach will be conducted to secure employers and other stakeholders to participate in the workshops. An outline of workshops will be developed, presenters secured, and deliverables confirmed. Various webinar platforms will be reviewed to identify the most suitable online training vehicle. Webinar evaluation surveys will be developed for implementation at the completion of each online workshop.

Q3 Milestone

- A minimum of two webinars for employers and other relevant stakeholders will be conducted and evaluated. A minimum of six individuals will participate in each webinar. Ongoing promotion of the webinars will continue along with outreach to confirm topics of greatest relevance to employers.

Q4 Milestone

- A minimum of one webinar for employers and other relevant stakeholders will be conducted and evaluated. Results of the workshops will be compiled and captured in a final report that will be translated to French and both English and French will be posted on EWIB website.
- Employers (in general and specific sectors) and other stakeholders will be provided education as it relates to recruitment and retention of required employees. The education will consist of gaining knowledge about the EWIB HR Hub, expert training geared towards recruitment and retention practices to meet the employer needs and help overcome the workforce shortage.

Action #5:
Career Pathways 2022/2023

CHALLENGE TO BE ADDRESSED:

- Labour Market Information and community input suggests that there are career pathways that are not being entered due to the lack of knowledge about what career opportunities there are. Individuals may not pursue certain jobs because they are not aware of what the options are and what the labour market data is for the area the reside.

OBJECTIVE(S):

- Participating in an Eastern Ontario project which is funded by Ontario East Economic Development and in partnership with Edge Factor, the objective is to develop, implement, deliver and promote a Workforce Development Community Hub. To create four videos featuring sectors that are in need of workforce.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

- EWIB will have the Workforce Community Hub populated with local labour market information and profile of the organization. Sectors will be selected and businesses secured to participate in the video productions.

Q2 Milestone

- There will be four videos produced and the hub will be updated.

Q3 Milestone

- Promotion of the Workforce Community Hub and the local video content through media and social media.

Q4 Milestone

- Feedback Surveys will be conducted and a final report will be generated.

POTENTIAL PARTNERS:

- Edge Factor
- Workforce Development Board
- School Boards

EXPECTED OUTCOMES/OUTPUTS:

- The project will include the development and delivery of the Edge Factor career pathways. There will be videos produced and posted on the hub. School Boards, students, parents, teachers, guidance counsellors, community organizations and job seekers will be able to explore industries and career pathways.

UPDATE:

- The videos production has been done and finalized. Hub has been populated and will be promoted when complete.

Action #6:
Help Desk/Jobs Tool 2022/2023

CHALLENGE TO BE ADDRESSED:

- There is LMI available but it is not always at a granular local level and only provide for the economic region. Statistics Canada and Job Bank are complimentary sources of data, however, both capacity and skill sets are required in order to effectively obtain, analyze and use the data.

OBJECTIVE(S):

- Participate in Eastern Ontario Regional OLMP. Establish a Labour Market Information Help Desk. Implement a start-up framework to launch a local LMI Helpdesk that adapts the framework of the WDB and Ottawa Employment Hub, which have been providing the Help Desk service for a number of years. Provide LMI to community stakeholders, businesses, jobseekers, local media, etc.

LEAD:

- Eastern Workforce Innovation Board

POTENTIAL PARTNERS:

TIMELINES:

Q1 Milestone

- Participate in working groups with other training boards. Set up help desk email. Start conversion of website to accommodate Jobs Tool application.

Q2 Milestone

- Promote Help Desk with various stake holders and individuals that will benefit from it. Continue with the website conversion.

Q3 Milestone

- Secure marketing person to actively promote the Help Desk and Jobs Tool through outreach, media and social media.

Q4 Milestone

- Continue marketing strategies for Help Desk and Job Tools. Plan for following fiscal.

EXPECTED OUTCOMES/OUTPUTS:

- Meet the expected 65 requests target. A final report for the 2022/2023 fiscal.

UPDATE:

- Workshops and outreach are ongoing to make community aware of the initiative.

08 COMMUNITY CONSULTATION PARTICIPANTS

8.1 AGENCIES/ORGANIZATIONS

Amanda Vanderhaar	St. Lawrence College Employment Service
Anne Barrett	ReStart
Ashley Barrie	St. Lawrence College Employment Service
Brandy Truscott	ReStart
Casey Lappen	KEYS Gananoque
Chris Lambert	KEYS Kingston
Christine Mimis	St. Lawrence College Employment Service
Dave Paul	Eastern Workforce Development Board (EWIB)
Diane Sabourini	ACFOMI
Frank O'Hearn	Eastern Workforce Development Board (EWIB)
George Horton	Eastern Workforce Development Board (EWIB)
Hannah Nuysson	St. Lawrence College Employment Service
Ian Giles	ReStart
Jackie Huffman	Employment Education Centre
James Roy	Eastern Workforce Development Board (EWIB)
Jane Rudolph	Employment Education Centre
Jayme Jackson	Employment Education Centre
Jeff Kennedy	KEYS Kingston
Jenn Fournier	CSE
John Holmes	Eastern Workforce Development Board (EWIB)
Karen McDonald-Hurley	KEYS Gananoque
Kelly MacGregor	KEYS Kingston
Kim Gratton	ACFOMI
Krista Scott	St. Lawrence College Employment Service
Laura Hetherington	Employment Education Centre
Laurelle Avery	Employment Education Centre
Laurianne Montpetit	ACFOMI
Leanne Thomas	KEYS Gananoque
Lesley Patry	Employment Education Centre
Manasse Maniragaba	ACFOMI
Mark King	KEYS Kingston
Matt Hoy	St. Lawrence College Employment Service
Matthew Snell	KEYS Kingston
Maureen Keeler	Eastern Workforce Development Board (EWIB)
Meaghan Stevenson	Employment Education Centre
Mike Johnson	ACFOMI
Miriam Ghebreamlak	KEYS Kingston
Nabilia Naciri	ACFOMI
Nadia Rey	ACFOMI
Nancy McGarvie	KEYS Kingston
Nathalie Melzer	KEYS Kingston
Rebecca Fortune	ReStart
Rod Palmer	CSE
Sara Ryder	St. Lawrence College Employment Service
Sarah El-Mallah	KEYS Kingston
Shannon Liscumb	CSE
Susan Watts	Employment Education Centre
Tara Earle	Employment Education Centre
Teanne Larocque	Eastern Workforce Development Board (EWIB)
Terry Childs	Eastern Workforce Development Board (EWIB)
Tracy Handy	ReStart
Tracy McDonald	CSE
Trish McNamara	KEYS Gananoque

8.2 EMPLOYERS

1000 Islands Brewery	Brockville
Action Flooring Kingston	Kingston
Andre & Sons - General Contractors	Kingston
Bay Electric	Kingston
Bayshore HealthCare	Brockville
Beach Home Hardware	Athens
Boston Pizza	Brockville
Brockville Home Health Care	Brockville
Canadian Tire	Prescott
Cardinal Health	Gananoque
Comfort Inn Hotel	Brockville
Community and Primary Health Care	Brockville
Concord Engineering	Kingston
Cornwall's Pub	Rockport
Don's Fish & Chips	Brockville
Exclusive Cooling Ltd.	Kingston
Ford Chiropractic Clinic	Gananoque
Funeral Tech	Kingston
G. Tackaberry & Sons	Athens
Gananoque Inn and Spa	Gananoque
Glen House	Lansdowne

Hampton Inn Brockville	Brockville
Holiday Inn Express and Suites	Kingston
Hopkins Chitty Land Surveyors Inc	Kingston
Howard Travel	Brockville
K.D. Construction & Equipment Rentals	Brockville
KIMCO Steel Sales Ltd.	Kingston
Lansdowne Freshmart	Lansdowne
Maple Leaf Restaurant	Gananoque
Maple Leaf Tours	Kingston
Maple View Lodge	Athens
Mavericks Restaurant	Gananoque
Mayfield Retirement Residence	Prescott
McCahill Custom Building LTD.	Kingston
McCoy Travel	Kingston
McDonald's	Gananoque
Montana's Restaurant	Kingston
Moroni's Restaurant	Gananoque
Natures Tonic	Gananoque
Old English Pub	Gananoque
Phase 1 Electric Ltd.	Kingston
Planes Precast Concrete Ltd.	Prescott
Providence Care	Kingston
Riva Restaurant	Gananoque
Running's Auto	Gananoque
ServiceMaster of Kingston	Kingston
Shoreline Casino 1000 Islands	Gananoque
The Ivy Restaurant	Ivy Lea
Thomson Fasteners Inc	Gananoque
Walmart	Kingston
Wieser Electric Ltd.	Kingston
Wilcore Concrete Drilling and Cutting Ltd.	Kingston

09 GLOSSARY

Active Businesses: Businesses that reported having one or more employees in a given month.

Average Annual Wages: An average annual wage (sometimes called a mean hourly wage) is calculated by adding up all of the annual wages of your sample and dividing the total by the number in your sample.

Continuing businesses: Businesses that have at least one employee in the previous month and at least one employee in the current month.

Closing businesses: Businesses that transition from having at least one employee in the pre¬vious month to having no employees in the current month. These instances occur when a small firm goes out of business, when a large firm closes an establishment temporarily or permanently, and when a seasonal firm ceases business activity for the year. Source: Statistics Canada. Table 33-10-0270-01. Experimental estimates for business openings and closures for Canada, provinces and territories, census metropolitan areas, seasonally adjusted.

Census Division: Group of neighbouring municipalities joined together for the purposes of regional planning and managing common services.

Census Metropolitan Area (CMA): A large population centre (known as the core) together with adjacent fringe and rural areas that have a high degree of social and economic integration with the core. A CMA has a population of at least 100,000 of which 50,000 or more must live in the core.

Economic Region (ER): A grouping of complete census divisions (with one exception in Ontario) created as a standard geographic unit for analysis of regional economic activity.

Employment rate: Number of employed persons expressed as a percentage of the population 15 years of age and over.

External Migrants: Persons who lived outside Canada at the earlier reference date prior to May 11, 2021.

Indigenous Identity: This category includes persons who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit) and/or those who report being Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who report having membership in a First Nation or Indian band.

Internal Migrants: Persons who moved to a different city, town, township, village or Indian reserve within Canada.

Labour force: Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed.

Median Annual Wages: The median annual wage is the boundary between highest-paid 50 percent of jobs and the lowest-paid 50 percent of jobs. Half of all jobs have an annual wage less than or equal to the median and half are paid more than or equal to the median.

Migrants: Total of 'internal migrants' + 'external migrants'.

Movers: Persons who moved from one residence to another.

Non-Migrants: Persons who moved but remained in the same city, town, township, village or Indian reserve.

Opening businesses: Businesses that transition from having no employees in the previous month to having at least one employee in the current month. These instances occur when a new, small firm begins, when a large firm opens a new establishment or when a seasonal firm re-opens.

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force of that group expressed as a percentage of the population for that group.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, one defined by age, sex, or marital status) is the number of unemployed persons in that group expressed as a percentage of the labour force for that same group.

Working age population: The portion of the population that is 15 years of age or older.