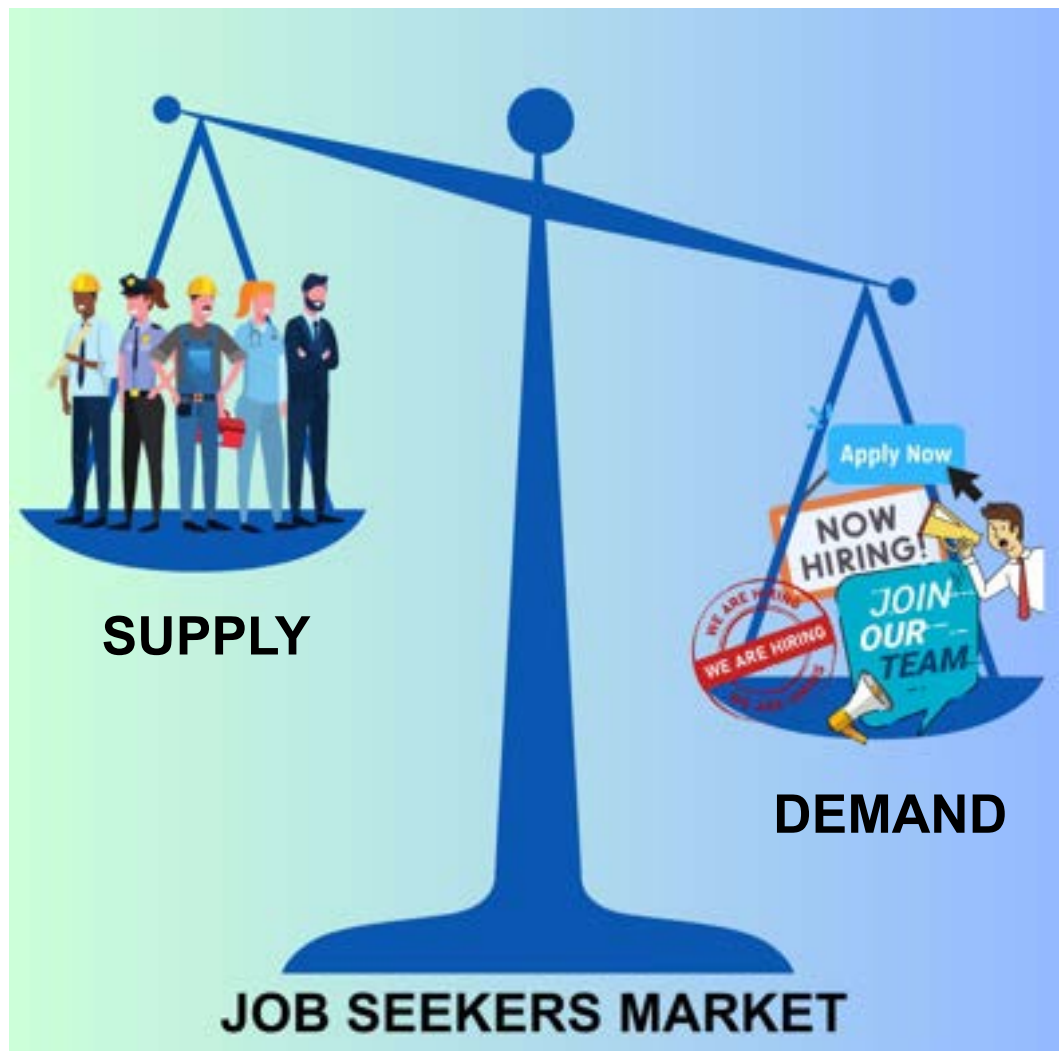


2024

# Local Labour Market Plan



**2022 - 2025 Strategic Plan Update**  
Highlighting Local Labour Market  
Gaps, Challenges & Opportunities



# Centre for Workforce Development

The Centre for Workforce Development (CFWD) is your expert on the local labour market in Hastings, Prince Edward and Lennox & Addington Counties. Initially incorporated as the East Central Ontario Training Board in 1997, it operates as one of 26 non-profit Boards across Ontario with a focus on local labour market research and workforce development.

CFWD is governed by a volunteer Board of Directors who provide vital direction to the activities of the Board as well as important input to addressing local labour force issues.

## BOARD OF DIRECTORS

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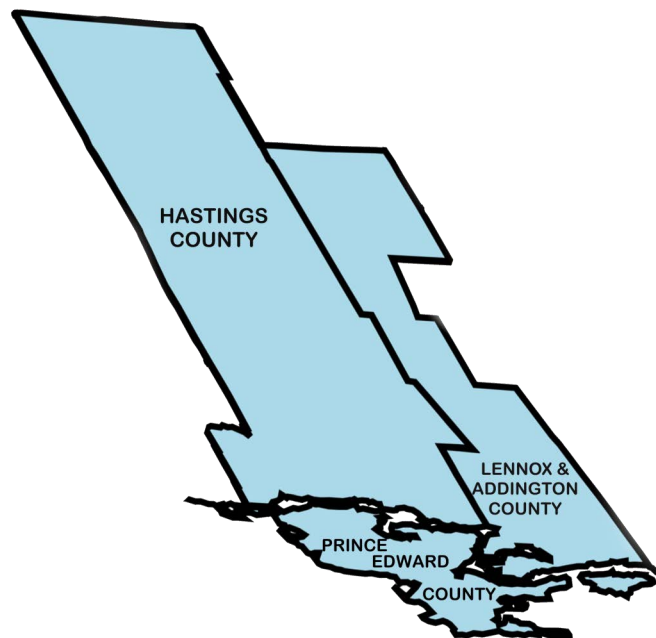
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This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

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# ACKNOWLEDGEMENTS

The Centre for Workforce Development (CFWD) extends its heartfelt gratitude to the community members whose invaluable input and unwavering support significantly contributed to the creation of the 2023-2024 Local Labour Market Planning Report. As dedicated workforce intermediaries, we collaborate to gain a comprehensive understanding of the challenges and opportunities inherent in both the demand and supply sides of our local labour market.

We would also like to express our deep appreciation to our esteemed staff and Board of Directors for their steadfast commitment to our mission of furnishing our region with pertinent local labour market insights to guide effective workforce development endeavors.

Additionally, we acknowledge the exceptional contributions of Diane Soucie, esteemed Labour Market Analyst with the Eastern Ontario Training Board, whose specialized expertise was instrumental in gathering and disseminating crucial data for this report.

It is our sincere aspiration that this report achieves its objective of enhancing awareness regarding local labour market conditions and serves as a comprehensive update on the preceding year's Action Plan, which saw collective community efforts addressing numerous pertinent issues.



# Executive Summary

In February 2022, the Centre for Workforce Development (CFWD) unveiled its latest three-year strategic blueprint known as the Local Labour Market Plan (LLMP). Designed to guide local workforce development efforts from 2022 to 2025. This 2024 LLMP, presents a comprehensive update to the three-year strategy action plan. Additionally, it offers a detailed overview of recent developments spanning various sectors within the local workforce in the catchment of Hastings, Prince Edward and Lennox & Addington Counties over the past year.

During the period of 2023-2024, CFWD maintained its focus on the Healthcare industry, leading a Healthcare HR Strategy collaborative comprised of local healthcare recruiters and educators. In early March 2024, CFWD released a video aimed at promoting career opportunities and training in diagnostic imaging technology occupations, specifically targeting roles like Medical Radiation Technologists. This video marked the third installment in a series of healthcare-related videos released previously, which spotlighted job opportunities in medical laboratories and the dental industry. This 2024 report reiterates the importance of workforce development in healthcare and other traditional sectors struggling with workforce development such as sales and hospitality.

In January 2024, CFWD conducted its EmployerOne Survey, urging local businesses to provide insights into their current workforce status and the obstacles encountered in employee hiring, training, and retention. Survey results revealed a notable shift in focus for this year's report, moving away from the significant impacts previously observed in the local labor market due to the COVID-19 pandemic. The majority of employers surveyed indicated that the pandemic is no longer the primary driver behind workforce gaps and challenges.

Despite improvements in overall workforce recruitment, numerous businesses still face difficulties in filling vacant positions. This emerging reality has been looming for several years, with the persistent trend of more job openings in our community than available or willing candidates to fill them. Consequently, businesses encounter challenges in sourcing the necessary talent, maintaining a job seekers' market environment.

Local businesses, alongside stakeholders from employer associations, economic development, educators, and employment service providers, have shared valued input with the CFWD this past year in terms of local workforce challenges and possible solutions for tackling them. The collective input highlighted the effectiveness of suggested Action Plan activities in affirming key areas outlined in the original 2022 LLMP release and the updated 2023 LLMP. However, it also identified areas necessitating revision and updates, along

# Executive Summary

with fresh insights into workforce concerns and potential solutions. Notably, the following new or revised areas were identified as critical for addressing existing and future gaps, challenges, and opportunities associated with local workforce development:

1. Attract, integrate, and retain marginalized and barriered groups in the workforce, including immigrants, youth, people with disabilities, those in need of affordable housing, victims of age discrimination, and individuals with disadvantaged or criminal backgrounds.
2. Assist employers in attracting and retaining workers in hard-to-fill occupations, including Registered Massage Therapists, Physiotherapists, Sales Representatives, and Skilled Trades such as cooks, cabinetmakers, industrial electricians, landscape horticulturists, tool and die makers, and others.
3. The need for adoption of new technologies such as Artificial Intelligence (AI) integration and the promotion of local and/or virtual training to upskill both job seekers and existing employees.

In conclusion, communities within CFWD's jurisdiction encounter similar labor force challenges as those experienced provincially and nationally. Despite this, our cohesive rural Eastern Ontario region demonstrates resilience. The refined strategies outlined in this document offer promising avenues for addressing local labor force shortages and facilitating businesses in attracting and retaining employees effectively.

*Sandi Ramsay*

Sandi Ramsay  
Executive Director,  
Centre for Workforce Development



# 2024 EmployerOne Survey

In January 2024, the Centre for Workforce Development (CFWD) engaged local businesses in Hastings, Prince Edward and Lennox & Addington Counties to participate in its 2024 EmployerOne Survey. The EmployerOne Survey was designed to collect information on a range of issues including projected vacancies, hiring intentions, recruitment strategies and challenges, as well as employers perspective on job candidate skills, education and training.

## KEY FINDINGS FROM 2024 EMPLOYERONE SURVEY:

- ⇒ Workers under the age of 25 continue to represent a smaller portion of the workforce overall, with 11% of the respondents workforce being 25 and under.
- ⇒ As 25% of the workforce is over age 55, the impending retirement bubble among this demographic will compound employee recruitment challenges.
- ⇒ 60% of employees were in regular full time positions, compared to 89% during the last survey period in 2022.
- ⇒ 23% of employees were in regular part-time positions compared to 6% in 2022.
- ⇒ Respondents indicated that the top 3 hard to fill occupations were Registered Massage Therapists/Physiotherapists, Sales Representatives, and Skilled Trades.
- ⇒ 62% of respondents indicated that they had hired over the last 12 months.
- ⇒ 58% of respondents indicated that they plan to hire in 2024, which is down from 65% in 2022.
- ⇒ Top three reasons driving recruitment needs were 1. and increase to sales, 2. reorganization of employers workforce, 3. Adoption of New Technologies
- ⇒ 17% of employers reported that employee skills set needs had changed since January 2023.
- ⇒ 93% of employers try to recruit from the local region.
- ⇒ 12% of employers accessed workforce development programs or training through apprenticeships.
- ⇒ 81% of respondents consider themselves as having a diverse workplace.
- ⇒ 50% of respondents indicated that they had not hired a New Canadian.

# Canada Business Counts

One of the first measures that provides some insight into our region's economy is Canada Business Counts data, which is released by Statistics Canada semi-annually. These Canada Business Counts enable us to better understand the composition of the region's workforce demand by looking at the percent of total businesses operating in each sector, or distribution.

Tables 1A, 1B, and 1C (found on pages 7, 8 and 9 respectively) examine the composition of the economies of Hastings, Prince Edward and Lennox & Addington Counties by the number and size of businesses, featuring the number of employees within each sector.

Data indicates that businesses operated by self-employed entrepreneurs comprise more than 65% of the **11,933** businesses operating in Hastings County, 71% of the **3,676** businesses operating in Prince Edward County, and 79% of the **3,008** businesses operating in Lennox & Addington County as of June 2023.

In each of the three counties, the second most prevalent type of business in terms of size is classified as Micro Business, defined as those employing fewer than 5 individuals.



# Canada Business Counts

## Hastings County

**Table 1A: Distribution of Businesses by Sector and Employee Size Range**

Industries	No employees (emp)		Micro 1 to 4 emp		Small 5 to 99 emp		Medium 100-499 emp		Large 500+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, forestry, fish, hunting	577	7.4	88	4.2	34	1.7	0	0.0	0	0.0
Oil/Gas Extraction, quarrying	2	0.0	2	0.1	5	0.3	0	0.0	0	0.0
Utilities	49	0.6	1	0.0	3	0.2	0	0.0	2	18.2
Construction	683	8.7	364	17.5	284	14.5	1	1.7	0	0.0
Manufacturing	104	1.3	52	2.5	110	5.6	18	30.5	2	18.2
Wholesale Trade	106	1.4	58	2.8	77	3.9	0	0.0	1	9.1
Retail Trade	385	4.9	226	10.8	407	20.8	11	18.6	0	0.0
Transportation and Warehousing	332	4.2	93	4.5	65	3.3	1	1.7	0	0.0
Information & Cultural Industries	68	0.9	22	1.1	39	2.0	0	0.0	0	0.0
Finance and Insurance	369	4.7	65	3.1	68	3.5	1	1.7	0	0.0
Real Estate and Leasing	2,210	28.3	151	7.2	49	2.5	0	0.0	0	0.0
Professional, Scientific, Technical	621	7.9	191	9.2	83	4.2	0	0.0	0	0.0
Management of Companies	51	0.7	8	0.4	7	0.4	0	0.0	0	0.0
Admin. Sup't., Waste, Remediat'n	233	3.0	86	4.1	83	4.2	2	3.4	1	9.1
Educational Services	69	0.9	13	0.6	22	1.1	1	1.7	2	18.2
Health Care and Social Assistance	463	5.9	198	9.5	224	11.4	13	22.0	1	9.1
Arts, Entertainment, Recreation	109	1.4	23	1.1	29	1.5	1	1.7	0	0.0
Accommodation & Food Services	128	1.6	64	3.1	195	10.0	4	6.8	0	0.0
Other Services	499	6.4	240	11.5	127	6.5	3	5.1	0	0.0
Public Administration	0	0.0	3	0.1	21	1.1	2	3.4	2	18.2
Unclassified	762	9.7	137	6.6	26	1.3	1	1.7	0	0.0
<b>TOTAL</b>	<b>7,820</b>		<b>2,085</b>		<b>1,958</b>		<b>59</b>		<b>11</b>	

Source: Canada Business Counts, June 2023

# Canada Business Counts

## Prince Edward County

**Table 1B: Distribution of Businesses by Sector and Employee Size Range**

Industries	No employees (emp)		Micro 1 to 4 emp		Small 5 to 99 emp		Medium 100-499 emp		Large 500+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, forestry, fish, hunting	236	9.1	61	9.3	27	6.5	2	20.0	0	0.0
Oil/Gas Extraction, quarrying	2	0.1	0	0.0	2	0.5	0	0.0	0	0.0
Utilities	14	0.5	2	0.3	0	0.0	0	0.0	0	0.0
Construction	216	8.3	110	6.8	55	13.2	1	10.0	0	0.0
Manufacturing	65	2.5	21	3.2	41	9.8	1	10.0	0	0.0
Wholesale Trade	34	1.3	11	1.7	11	2.6	0	0.0	0	0.0
Retail Trade	109	4.2	45	6.9	53	12.7	2	20.0	0	0.0
Transportation and Warehousing	40	1.5	20	3.0	6	1.4	0	0.0	0	0.0
Information & Cultural Industries	41	1.6	11	1.7	5	1.2	0	0.0	0	0.0
Finance and Insurance	112	4.3	10	1.5	10	2.4	0	0.0	0	0.0
Real Estate and Leasing	680	26.2	43	6.6	7	1.7	0	0.0	0	0.0
Professional, Scientific, Technical	271	10.5	59	9.0	21	5.0	0	0.0	0	0.0
Management of Companies	18	0.7	2	0.3	1	0.2	0	0.0	0	0.0
Admin. Sup't., Waste, Remediat'n	74	2.9	30	4.6	18	4.3	1	10.0	0	0.0
Educational Services	22	0.8	3	0.5	3	0.7	0	0.0	0	0.0
Health Care and Social Assistance	125	4.8	69	10.5	47	11.2	1	10.0	0	0.0
Arts, Entertainment, Recreation	54	2.1	12	1.8	10	2.4	0	0.0	0	0.0
Accommodation & Food Services	124	4.8	29	4.4	68	16.3	1	10.0	0	0.0
Other Services	105	4.1	64	9.8	13	3.1	0	0.0	0	0.0
Public Administration	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Unclassified	250	9.6	54	8.2	19	4.5	0	0.0	0	0.0
<b>TOTAL</b>	<b>2,592</b>		<b>656</b>		<b>418</b>		<b>10</b>		<b>0</b>	

Source: Canada Business Counts, June 2023

# Canada Business Counts

## Lennox And Addington County

**Table 1C: Distribution of Businesses by Sector and Employee Size Range**

Industries	No employees (emp)		Micro 1 to 4 emp		Small 5 to 99 emp		Medium 100-499 emp		Large 500+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, forestry, fish, hunting	306	12.9	29	4.9	0	0.0	0	0.0	0	0.0
Oil/Gas Extraction, quarrying	3	0.1	2	0.3	0	0.0	0	0.0	0	0.0
Utilities	22	0.9	1	0.2	0	0.0	1	6.7	0	0.0
Construction	242	10.2	125	21.2	1	3.4	0	0.0	0	0.0
Manufacturing	26	1.1	11	1.9	4	13.8	2	13.3	1	50.0
Wholesale Trade	33	1.4	15	2.5	2	6.9	0	0.0	0	0.0
Retail Trade	99	4.2	48	8.1	5	17.2	3	20.0	0	0.0
Transportation and Warehousing	84	3.5	30	5.1	2	6.9	1	6.7	0	0.0
Information & Cultural Industries	21	0.9	10	1.7	0	0.0	0	0.0	0	0.0
Finance and Insurance	103	4.3	19	3.2	1	3.4	0	0.0	0	0.0
Real Estate and Leasing	555	23.4	26	4.4	0	0.0	0	0.0	0	0.0
Professional, Scientific, Technical	204	8.6	42	7.1	0	0.0	0	0.0	0	0.0
Management of Companies	19	0.8	0	0.0	0	0.0	0	0.0	0	0.0
Admin. Sup't., Waste, Remediat'n	82	3.5	22	3.7	1	3.4	0	0.0	0	0.0
Educational Services	15	0.6	2	0.3	0	0.0	0	0.0	1	50.0
Health Care and Social Assistance	118	5.0	62	10.5	7	24.1	2	13.3	0	0.0
Arts, Entertainment, Recreation	28	1.2	9	1.5	0	0.0	0	0.0	0	0.0
Accommodation & Food Services	31	1.3	22	3.7	3	10.3	0	0.0	0	0.0
Other Services	173	7.3	62	10.5	0	0.0	0	0.0	0	0.0
Public Administration	0	0.0	0	0.0	3	10.3	6	40.0	0	0.0
Unclassified	209	8.8	52	8.8	0	0.0	0	0.0	0	0.0
<b>TOTAL</b>	<b>2,373</b>		<b>589</b>		<b>29</b>		<b>15</b>		<b>2</b>	

Source: Canada Business Counts, June 2023

# Canada Business Counts cont'd

Canada Business Counts data can also be used to highlight the importance of each sector to the local economy. Table 1D, 1E, and 1F (found on pages 11, 12 and 13 respectively) examine the total number of businesses by sector in Hastings, Prince Edward and Lennox & Addington Counties, and the percentage within each sector of the total businesses overall. This can be compared with the distribution in Ontario to gauge the importance of the sector locally as compared to the province.

Data indicates that as a percentage of total businesses in Hastings County and Lennox & Addington Counties, there are more businesses operating in the Agriculture, Construction, Retail Trade and Other Services sectors compared to Ontario.

In Prince Edward County, a higher percentage of total businesses operate within the Agriculture, Construction, Manufacturing, Arts, Sports, Entertainment, Recreation, and Accommodation and Food Services sectors when compared to the province of Ontario.



# Canada Business Counts

## Hastings County

**Table 1D: Distribution of Total Businesses by Sector**

Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing and Hunting	699	5.9	2.9
Oil and gas extraction, Quarrying, Mining	9	0.1	0.1
Utilities	55	0.5	0.2
Construction	1,332	11.2	8.5
Manufacturing	286	2.4	2.1
Wholesale Trade	242	2.0	2.2
Retail Trade	1,029	8.6	5.6
Transportation and Warehousing	491	4.1	6.8
Information and Cultural Industries	129	1.1	1.3
Finance and Insurance	503	4.2	5.1
Real Estate and Leasing	2,410	20.2	20.7
Professional, Scientific and Technical Services	895	7.5	12.5
Management of Companies and Enterprises	66	0.6	0.8
Admin. support, Waste Mngt., Remediation	381	3.2	3.5
Educational Services	107	0.9	1.0
Health Care and Social Assistance	899	7.5	6.5
Arts, Sports, Entertainment and Recreation	162	1.4	1.4
Accommodation and Food Services	391	3.3	2.6
Other Services	869	7.3	5.5
Public Administration	28	0.2	0.1
Unclassified	926	7.8	10.7
<b>TOTAL</b>	<b>11,933</b>		

Source: Canada Business Counts, June 2023

# Canada Business Counts

## Prince Edward County

### Indicator 1E: Distribution of Total Businesses by Sector

Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing and Hunting	326	8.9	2.9
Oil and gas extraction, Quarrying, Mining	4	0.1	0.1
Utilities	16	0.4	0.2
Construction	382	10.4	8.5
Manufacturing	128	3.5	2.1
Wholesale Trade	56	1.5	2.2
Retail Trade	209	5.7	5.6
Transportation and Warehousing	66	1.8	6.8
Information and Cultural Industries	57	1.6	1.3
Finance and Insurance	132	3.6	5.1
Real Estate and Leasing	730	19.9	20.7
Professional, Scientific and Technical Services	351	9.5	12.5
Management of Companies and Enterprises	21	0.6	0.8
Admin. support, Waste Mngt., Remediation	123	3.3	3.5
Educational Services	28	0.8	1.0
Health Care and Social Assistance	242	6.6	6.5
Arts, Sports, Entertainment and Recreation	76	2.1	1.4
Accommodation and Food Services	222	6.0	2.6
Other Services	182	5.0	5.5
Public Administration	2	0.1	0.1
Unclassified	323	8.8	10.7
<b>TOTAL</b>	<b>3,676</b>		

Source: Canada Business Counts, June 2023

# Canada Business Counts

## Lennox & Addington County

### Indicator 1F: Distribution of Total Businesses by Sector

Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing and Hunting	354	10.2	2.9
Oil and gas extraction, Quarrying, Mining	9	0.3	0.1
Utilities	25	0.7	0.2
Construction	443	12.8	8.5
Manufacturing	58	1.7	2.1
Wholesale Trade	62	1.8	2.2
Retail Trade	233	6.7	5.6
Transportation and Warehousing	135	3.9	6.8
Information and Cultural Industries	35	1.0	1.3
Finance and Insurance	136	3.9	5.1
Real Estate and Leasing	590	17.1	20.7
Professional, Scientific and Technical Services	263	7.6	12.5
Management of Companies and Enterprises	20	0.6	0.8
Admin. support, Waste Mngt., Remediation	124	3.6	3.5
Educational Services	20	0.6	1.0
Health Care and Social Assistance	238	6.9	6.5
Arts, Sports, Entertainment and Recreation	49	1.4	1.4
Accommodation and Food Services	113	3.3	2.6
Other Services	270	7.8	5.5
Public Administration	11	0.3	0.1
Unclassified	271	7.8	10.7
<b>TOTAL</b>	<b>3,459</b>		

Source: Canada Business Counts, June 2023

# Canada Business Counts

## Distribution of Employed Labour Force by Sector 2016 and 2021

Industries	Hastings – Lennox and Addington – Prince Edward County		Ontario
	Percent of Total Employed Labour Force 2016	Percent of Total Employed Labour Force 2021	Percent of Total Employed Labour Force 2021
11 Agriculture, forestry, fishing, hunting	3.2%	3.2%	1.5%
21 Mining, quarrying, oil and gas extraction	0.3%	0.3%	0.5%
22 Utilities	0.9%	1.1%	0.8%
23 Construction	8.0%	9.2%	7.5%
31-33 Manufacturing	11.1%	11.4%	9.3%
41 Wholesale trade	2.9%	2.7%	3.5%
44-45 Retail trade	12.4%	11.9%	10.5%
48-49 Transportation and warehousing	5.1%	4.8%	5.3%
51 Information and cultural industries	1.1%	1.2%	2.4%
52 Finance and insurance	2.0%	2.2%	5.3%
53 Real estate, rental and leasing	1.6%	1.4%	2.2%
54 Professional, scientific and technical services	3.8%	4.9%	9.9%
55 Management of companies and enterprises	0.0%	0.1%	0.4%
56 Admin, support, waste mngt. and remediation	5.8%	5.0%	4.3%
61 Educational services	6.6%	6.4%	7.5%
62 Health care and social assistance	13.1%	14.6%	12.6%
71 Arts, entertainment and recreation	1.4%	1.2%	1.3%
72 Accommodation and food services	7.3%	5.2%	4.5%
81 Other services (except public admin.)	4.0%	3.5%	3.5%
91 Public administration	9.4%	9.6%	6.4%

Source: Statistics Canada Census 2016 and 2021 Data Tables: Statistics Canada Census 2021 (Table 6) and 2016 (Table 12BB POR) completed Dec 13, 2023.

The above table highlights the importance of the Public Administration; Manufacturing; and Health Care and Social Assistance sectors to employment in the region. It also identifies gains in employment locally taking place between 2016 and 2021 in the Health Care and Social Assistance; Construction; and Professional, Scientific and Technical Services sectors. Decreases in the Accommodation and Food Services; Retail and Other Services sectors may be partially attributable to pandemic restrictions which were in place when the Statistics Canada Census 2021 was conducted.

# Canada Business Counts

## Distribution of Employed Labour Force by Major Occupational Group 2016 and 2021

Occupation	Hastings – Lennox and Addington – Prince Edward County		Ontario
	Percent of Total Employed Labour Force 2016	Percent of Total Employed Labour Force 2021	Percent of Total Employed Labour Force 2021
0 Legislative and senior management	10.8%	11.9%	13.1%
1 Business, finance and administration	12.2%	12.3%	16.5%
2 Natural and applied sciences	4.5%	5.1%	9.2%
3 Health occupations	7.4%	8.4%	7.8%
4 Education, law, social, community, government	13.1%	12.8%	12.2%
5 Art, culture, recreation and sport occupations	2.2%	2.1%	2.9%
6 Sales and service occupations	23.0%	20.1%	18.8%
7 Trades, transport and equipment operators	17.1%	18.2%	13.4%
8 Natural resources and agriculture occupations	2.6%	2.1%	1.4%
9 Manufacturing and utilities occupations	7.1%	7.0%	4.6%

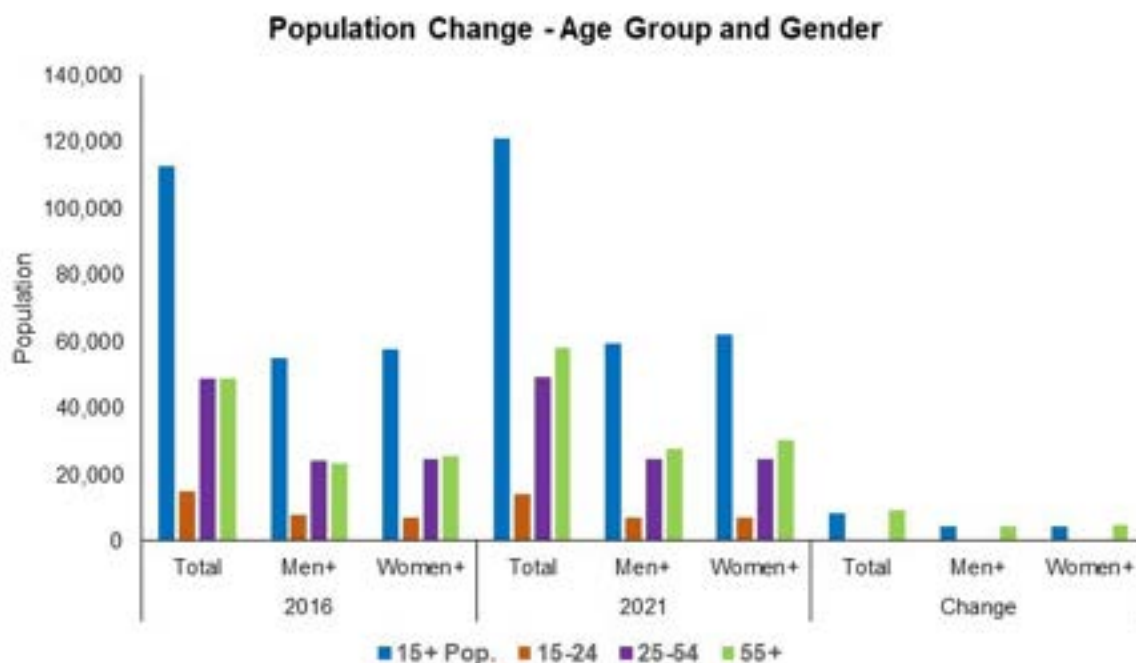
Source: Statistics Canada Census 2016 and 2021 Data Tables: Statistics Canada Census 2021 (Table 2.ivt) and 2016 (Table 12BB) completed Dec 13, 2023.

The table above highlights changes in employment levels within major occupational groups between 2016 and 2021 in the CFWD region. Like many regions across Ontario, there was an increase in the number employed within Health occupations. There was a similar increase in employment in Legislative and Senior Management occupations as well as Trades, Transport and Equipment Operator occupations. The decrease in Sales and Services group may, once again, be attributable to the timing of the 2021 census during pandemic restrictions.

# Labour Force Overview

## Total Population and Distribution

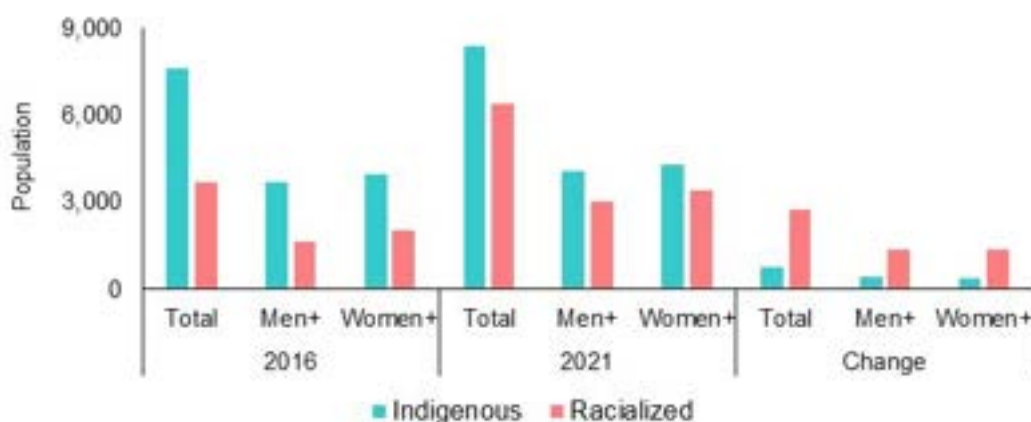
### Hastings County



Source: Statistics Canada Census 2016 and 2021 Data Source: Table 1 2021 and Table 5\_POR 2016

The population of individuals age 15 and older increased in Hastings by 7.5%. The greatest population growth was of people age 55 and older growing by 18.8%. The key population for workforce development, individuals age 25 to 54, experienced stagnant growth of 0.7%.

### Change in Population - Indigenous and Racialized



Source: Statistics Canada Census 2016 and 2021 Data Source: Tables 1 2021 and Table 5\_POR 2016

The Indigenous population in Hastings grew by 10% while the population of racialized individuals increased by 74.8%.

# Labour Force Overview

## Hastings County

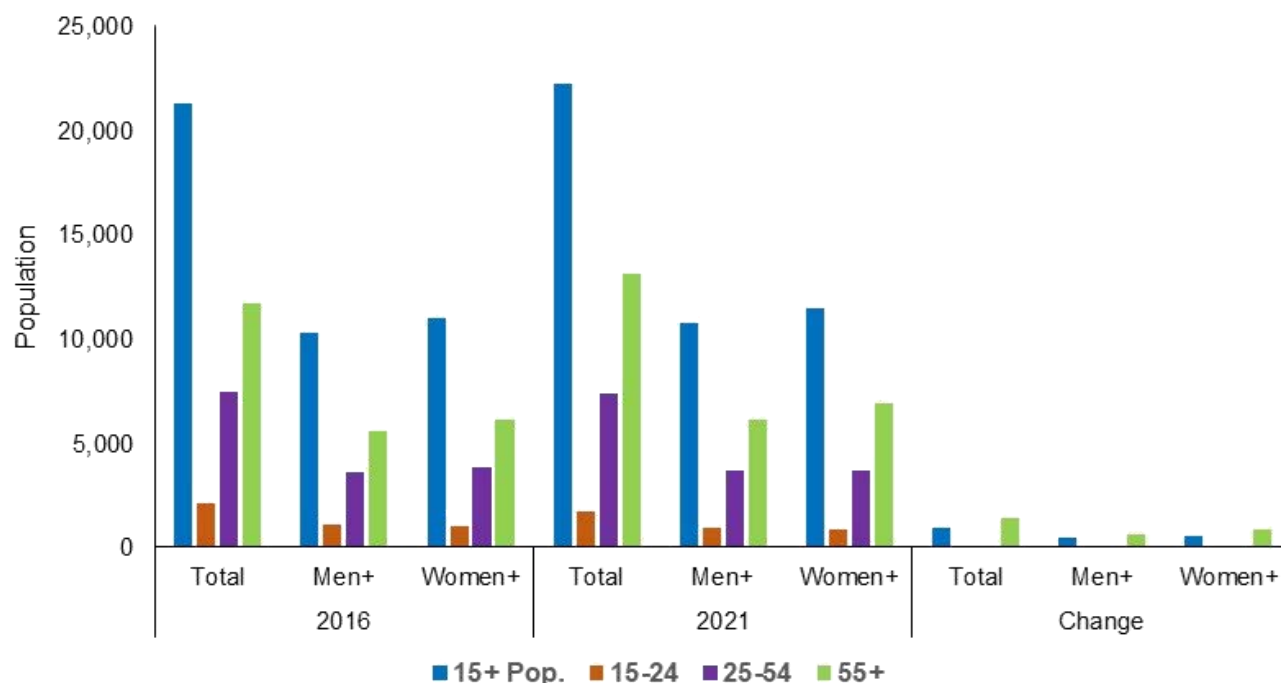
Changes in Newcomer population by Age Group								
Age Group	Total Immigrants	2016-2021	2016	2017	2018	2019	2020	2021
Age 15 to 24	395	150	35	35	10	20	15	10
Age 25 to 54	3,630	610	90	175	100	155	65	25
Age 55 and older	7,085	105	0	30	20	10	0	0
Total – Age	11,110	855	145	255	145	195	80	35

Source: Statistics Canada Census 2016 and 2021. Arithmetical errors due to rounding and/or data suppression to meet confidentiality requirements. Data Source: Table 2 2021

The above table highlights the increase and pace of immigrants arriving in the region. Of the 855 immigrants settling in Hastings between 2016 and 2021, 71% were in the important workforce age demographic, age 25 to 54. Integrating these individuals into the labour force is important to addressing labour market demand pressures.

## Prince Edward County

### Population Change - Age Group and Gender

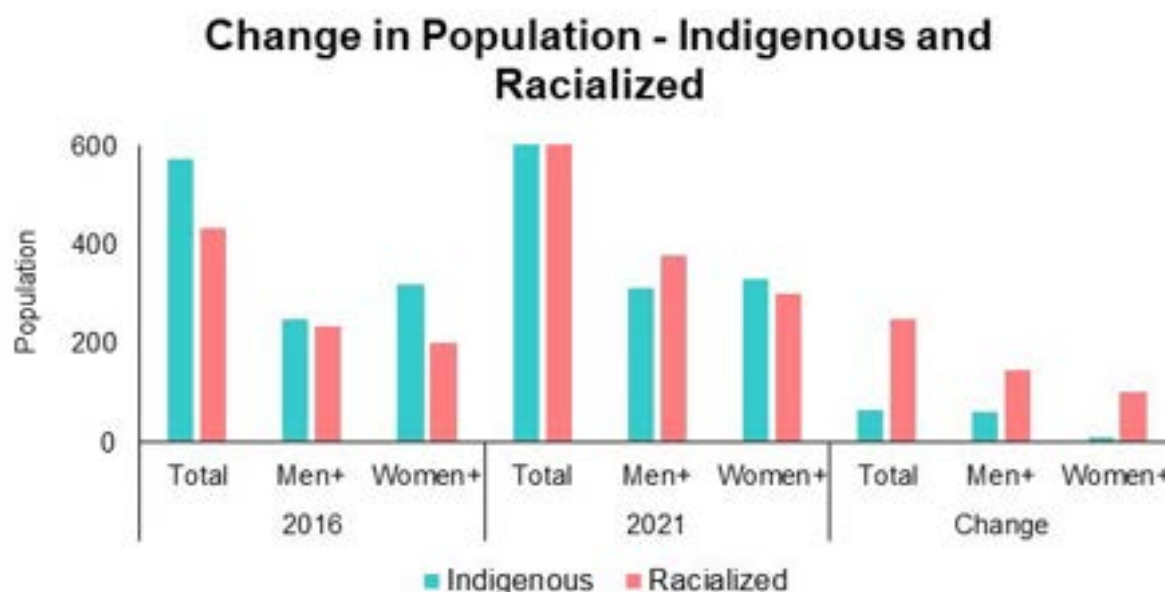


Source: Statistics Canada Census 2016 and 2021. Arithmetical errors are due to rounding. Data Source: Table 1 2021 and Table 5\_POR 2016

The population of individuals age 15 and older increased in Prince Edward County by 4.5%. The greatest population growth was of people age 55 and older growing by 12.2%. The key population for workforce development, individuals age 25 to 54, decreased by 1.5%.

# Labour Force Overview

## Prince Edward County



Source: Statistics Canada Census 2016 and 2021 Data Source: Tables 1 2021 and Table 5\_POR 2016

The Indigenous population in Prince Edward County grew by 11% while the population of racialized individuals increased by 57.5%.

Changes in Newcomer population by Age Group								
Age Groups	Total Immigrants	2016-2021	2016	2017	2018	2019	2020	2021
Age 15 to 24	10	0	0	0	0	0	0	0
Age 25 to 54	475	85	10	10	10	0	0	0
Age 55 and older	2,005	20	0	10	0	0	0	0
Total – Age	2,505	115	25	30	20	20	20	0

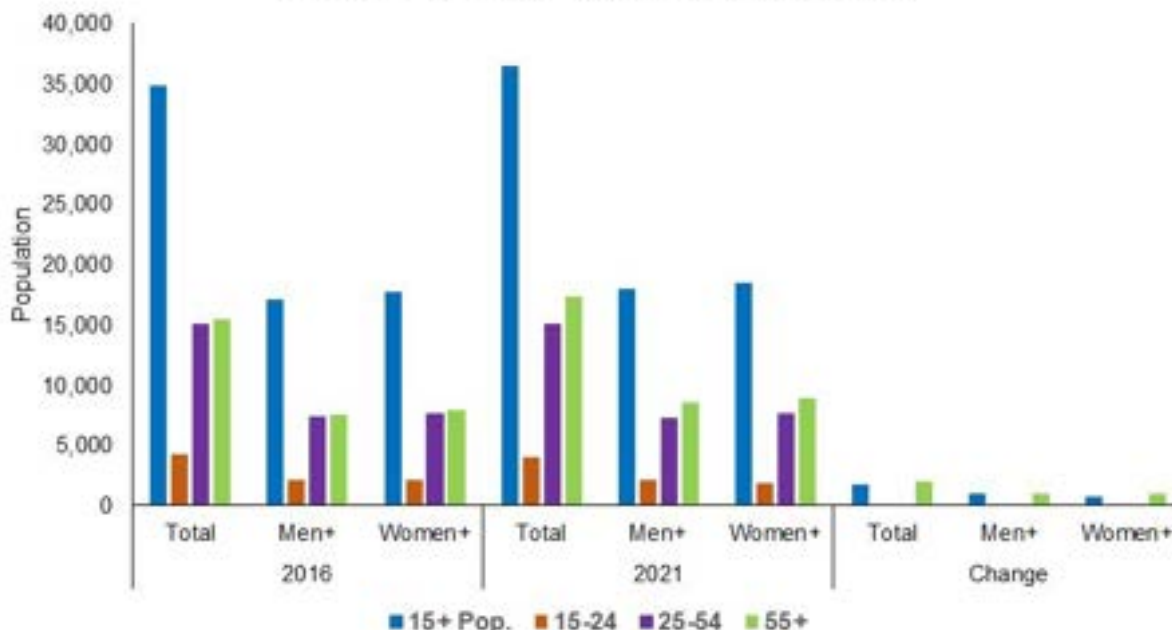
Source: Statistics Canada Census 2016 and 2021. Arithmetical errors due to rounding and/or data suppression to meet confidentiality requirements Data Source: Table 2 2021

The table above highlights the increase and pace of immigrants arriving in the region. Of the 115 immigrants settling in Prince Edward County between 2016 and 2021, 74% were in the important workforce age demographic, age 25 to 54. Integrating these individuals into the labour force is important to addressing labour market demand pressures.

# Labour Force Overview

## Lennox and Addington County

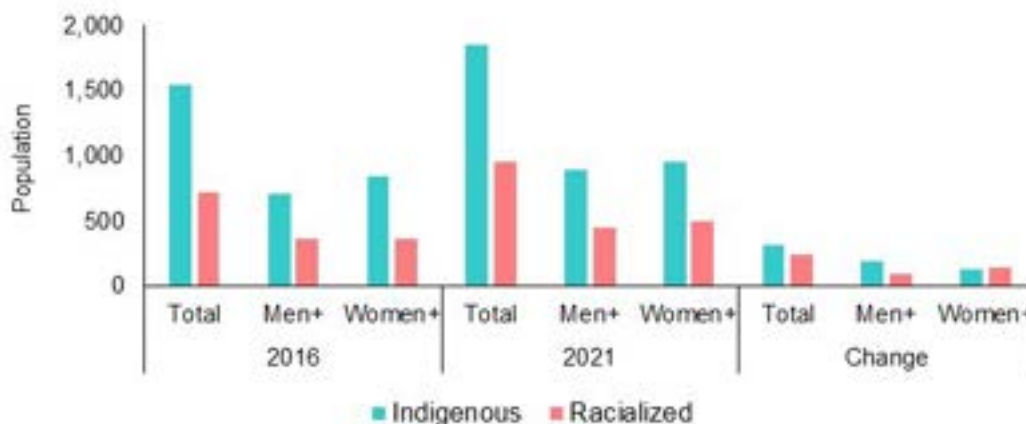
### Population Change - Age Group and Gender



Source: Statistics Canada Census 2016 and 2021. Arithmetical errors are due to rounding  
Data Source: Table 1 2021 and Table 5\_POR 2016

The population of individuals age 15 and older increased in Lennox and Addington by 5.0%. The greatest population growth was of people age 55 and older growing by 12.7%. The key population for workforce development, individuals age 25 to 54, experienced stagnant growth of 0.1%.

### Change in Population - Indigenous and Racialized



Source: Statistics Canada Census 2016 and 2021. Arithmetical errors due to rounding and/or data suppression to meet confidentiality requirements Data Source: Table 2 2021

The Indigenous population in Lennox and Addington grew by 20.5% while the population of racialized individuals increased by 32.2%.

# Labour Force Overview

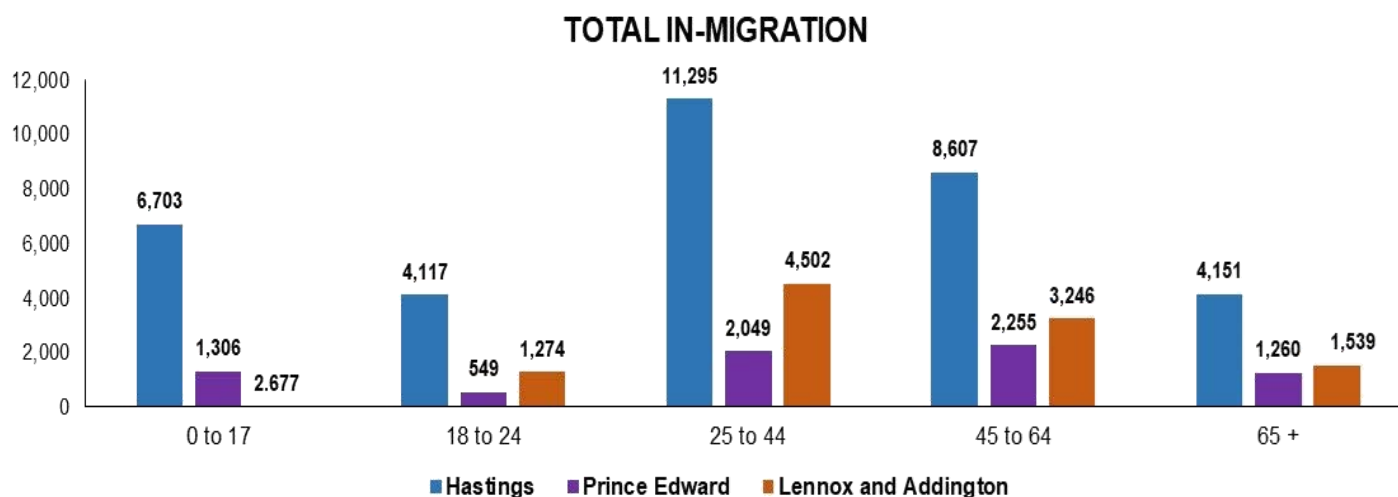
## Lennox and Addington County

Changes in Newcomer population by Age Group								
Age Groups	Total Immigrants	2016-2021	2016	2017	2018	2019	2020	2021
Age 15 to 24	55	15	0	0	0	10	0	0
Age 25 to 54	765	85	20	0	10	10	10	0
Age 55 and older	2,035	20	0	0	0	10	0	0
Total – Age	2,865	145	20	10	25	45	20	20

Source: Statistics Canada Census 2016 and 2021. Arithmetical errors due to rounding and/or data suppression to meet confidentiality.

The table above highlights the increase and pace of immigrants arriving in the region. Of the 145 immigrants settling in Lennox and Addington between 2016 and 2021, 59% were in the important workforce age demographic, age 25 to 54. Integrating these individuals into the labour force is important to addressing labour market demand pressures.

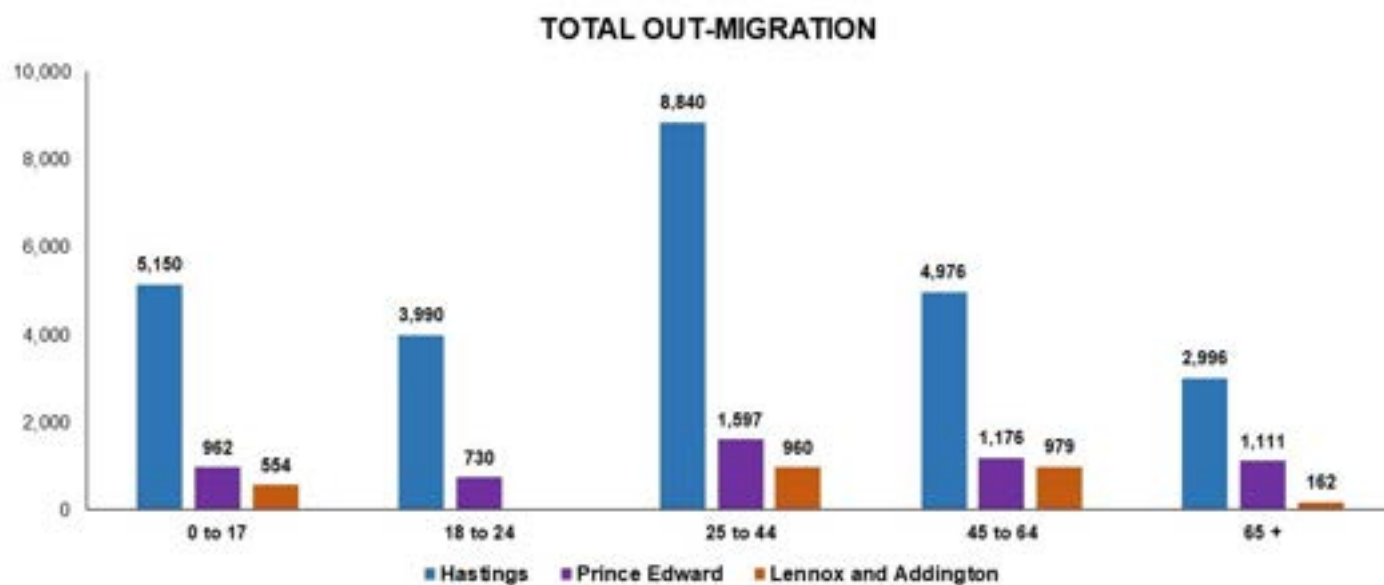
## Migration



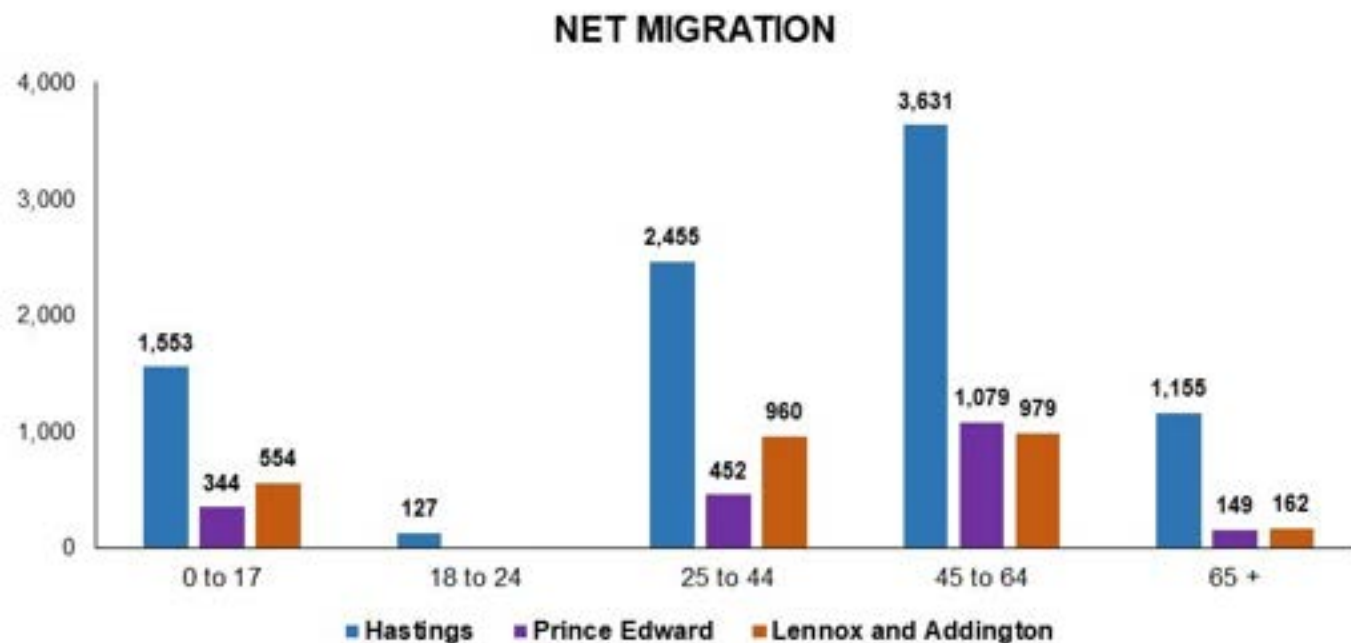
Source: Statistics Canada Taxfiler data Date Source: Local Labour Market Indicator. Note: this data is updated by Statistics Canada annually. Their next release of Taxfiler data should take place in February 2024.

There was a net in-migration into Hastings County for all age ranges. There was also a net in-migration into Prince Edward County and Lennox and Addington Counties for all age ranges except age 18 to 24. Net out-migration is commonly observed for this age demographic for more rural communities as youth leave for post-secondary education. Encouraging youth to return to their home community after completing their education is an important strategy for workforce development.

# Labour Force Overview



Source: Statistics Canada Taxfiler data Date Source: Local Labour Market Indicator. Note: this data is updated by Statistics Canada annually.

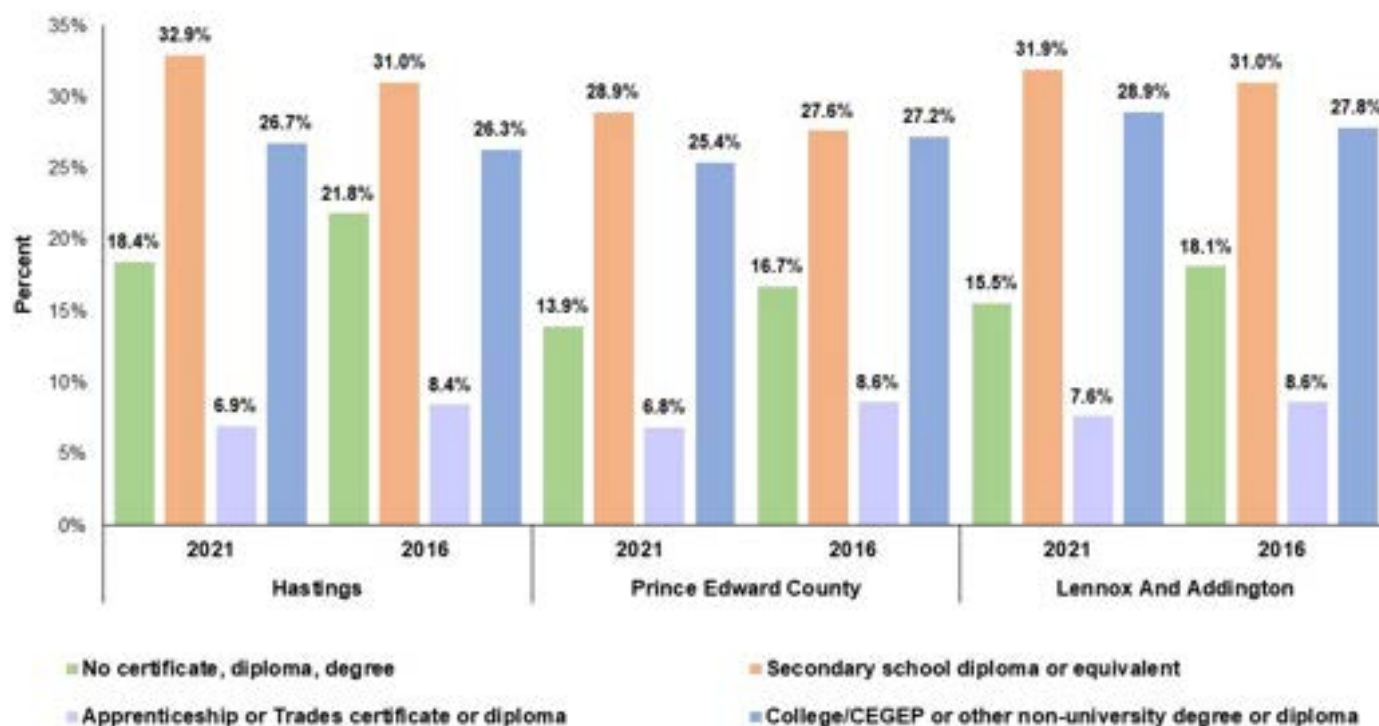


Source: Statistics Canada Taxfiler data Date Source: Local Labour Market Indicator. Note: this data is updated by Statistics Canada annually. Their next release of Taxfiler data should take place in February 2024.

# Labour Force Overview

## Level of Educational Attainment

Highest Educational Levels Attained - 2016-2021



Source: Statistics Canada Census 2016 and 2021 Data Source: 2021: Table 1A; 2016: Table 3POR

### HASTINGS COUNTY

The number of people without a secondary school diploma in Hastings County decreased between 2016 and 2021 while the number with a secondary school diploma but no post-secondary education increased during this 5-year period.

There are 1,020 fewer people with an apprenticeship credential in Hastings, a decrease of 10.8%. However, at 6.9% of the labour force in Hastings the percentage of the total labour force in the area with an Apprenticeship credential exceeds Ontario where 5% of the labour force has this level of educational attainment.

The number of people with a college degree or diploma increased by 2,810 people and comprised 26.7% of the total labour force in 2021.

In Ontario, one in 5 people has a college-level education. The number with a university degree or diploma increased 4,200 and made up 15% of the total labour force as of 2021. In Ontario, just over 32% of the total labour force had a university credential in 2021.

# Labour Force Overview

## PRINCE EDWARD COUNTY

The number of people without a secondary school diploma in Prince Edward decreased between 2016 and 2021 while the number with a secondary school diploma but no post-secondary education increased during this 5-year period.

There are 300 fewer people with an apprenticeship credential in Prince Edward, a decrease of 16.5%. However, at 6.8% of the total labour force in Prince Edward, the number with an Apprenticeship credential exceeds Ontario where 5% of the labour force has this level of educational attainment.

The number with a college diploma or degree decreased slightly between 2016 and 2021, however, at 25.4%, a greater percentage of the total labour force in Prince Edward has a college certificate or diploma than in Ontario where one in five has this credential.

There are 1,305 more people with a university degree or diploma in Prince Edward County in 2021 as compared to 2016, an increase of almost 31%.

One in four people in Prince Edward County now has a university credential compared to Ontario where 32% had this level of educational attainment as of 2021.

## LENNOX & ADDINGTON COUNTY

The number of people without a secondary school diploma in Lennox and Addington decreased between 2016 and 2021 while the number with a secondary school diploma but no post-secondary education increased during this 5-year period.

There are 205 fewer people with an apprenticeship credential in Lennox and Addington, a decrease of 6.8%. However, at 7.6% of the labour force, the percentage of the total labour force in the area with an Apprenticeship credential exceeds Ontario where 5% of the labour force has this level of educational attainment.

The number of people with a college degree or diploma increased by 890 people and comprised 28.9% of the total labour force in 2021.

In Ontario, one in 5 people has a college-level education. Similarly, the number with a university degree or diploma increased by 820 and made up 16.1% of the total labour force in 2021. In Ontario, just over 32% of the total labour force has a university credential.



# Labour Force Overview

## Top 25 Occupations Advertised in the CFWD Region Jan 1 2023 to Dec 31 2023

Occupation	Number of Online Job Postings	Median Annual Wage
Retail salespersons and visual merchandisers	951	\$35,344.00
Food counter attendants, kitchen helpers & related	436	\$33,150.00
Licensed practical nurses	343	\$60,762.00
Other customer and info services representatives	322	\$33,673.00
Cooks	312	\$37,050.00
Material handlers	276	\$37,050.00
Light duty cleaners	257	\$33,150.00
Transport truck drivers	255	\$48,750.00
Retail and wholesale trade managers	196	\$39,000.00
Social and community service workers	187	\$50,700.00
Administrative assistants	184	\$48,750.00
Cashiers	129	\$35,100.00
Receptionists	128	\$39,000.00
Retail sales supervisors	124	\$34,125.00
Food service supervisors	108	\$33,638.00
Food and beverage servers	104	\$32,175.00
Store shelf stockers, clerks and order fillers	94	\$38,132.00
Construction trades helpers and labourers	94	\$46,800.00
Registered nurses and registered psychiatric nurses	90	\$52,359.00
Carpenters	90	\$58,500.00
Bartenders	88	\$32,467.00
Banking, insurance and other financial clerks	86	\$10,000.00
Retail and wholesale buyers	84	\$38,025.00
Storekeepers and parts persons	81	\$42,000.00
Administrative officers	76	\$46,800.00

Source: CFWD Jobs Tool

As more and more employers turn to online job postings sites analyzing the number of job postings provides insights into labour market demand. The Centre for Workforce Development hosts an online job posting board highlighting employment opportunities in Hastings, Lennox and Addington and Prince Edward. The above table provides a list of the top 25 occupations advertised on the site in 2023, the advertised wage and the number of postings providing wage information.

# Labour Force Overview

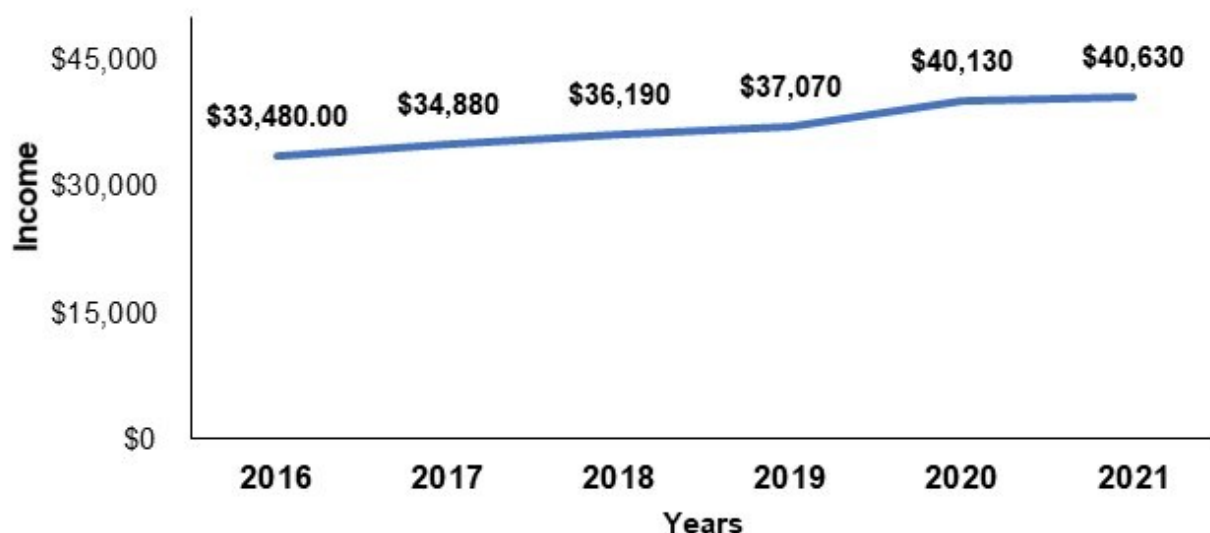
## Taxfilers By Total Income Group - Belleville and Quinte West

Number of taxfilers – income group	2016	2017	2018	2019	2020	2021	Absolute change 2016 -2021	Percent Change 2016 - 2021
\$10,000 or less	8,060	7,520	6,980	7,080	4,980	5,860	(-2,200)	(-27.3%)
\$10,000-\$25,000	22,150	21,750	20,630	20,320	18,600	18,950	(-3,200)	(-14.4%)
\$25,000-\$50,000	26,050	26,140	26,440	26,470	28,340	28,050	2,000	7.70%
\$50,000-\$75,000.	14,080	14,070	15,080	15,660	17,500	16,880	2,800	19.90%
\$75,000-\$100,000	6,000	7,160	6,940	7,220	7,730	8,850	2,850	47.50%
\$100,000-\$150,000	3,200	3,660	3,860	4,330	4,810	5,740	2,540	79.40%
\$150,000-\$200,000	600	710	740	790	910	1,170	570	95.00%
\$200,000+	460	560	610	650	750	940	480	104.30%
<b>Median total income</b>	<b>\$33,480.00</b>	<b>\$34,880</b>	<b>\$36,190</b>	<b>\$37,070</b>	<b>\$40,130</b>	<b>\$40,630</b>		<b>21.40%</b>

Source: Statistics Canada Table 11-10-0008-01

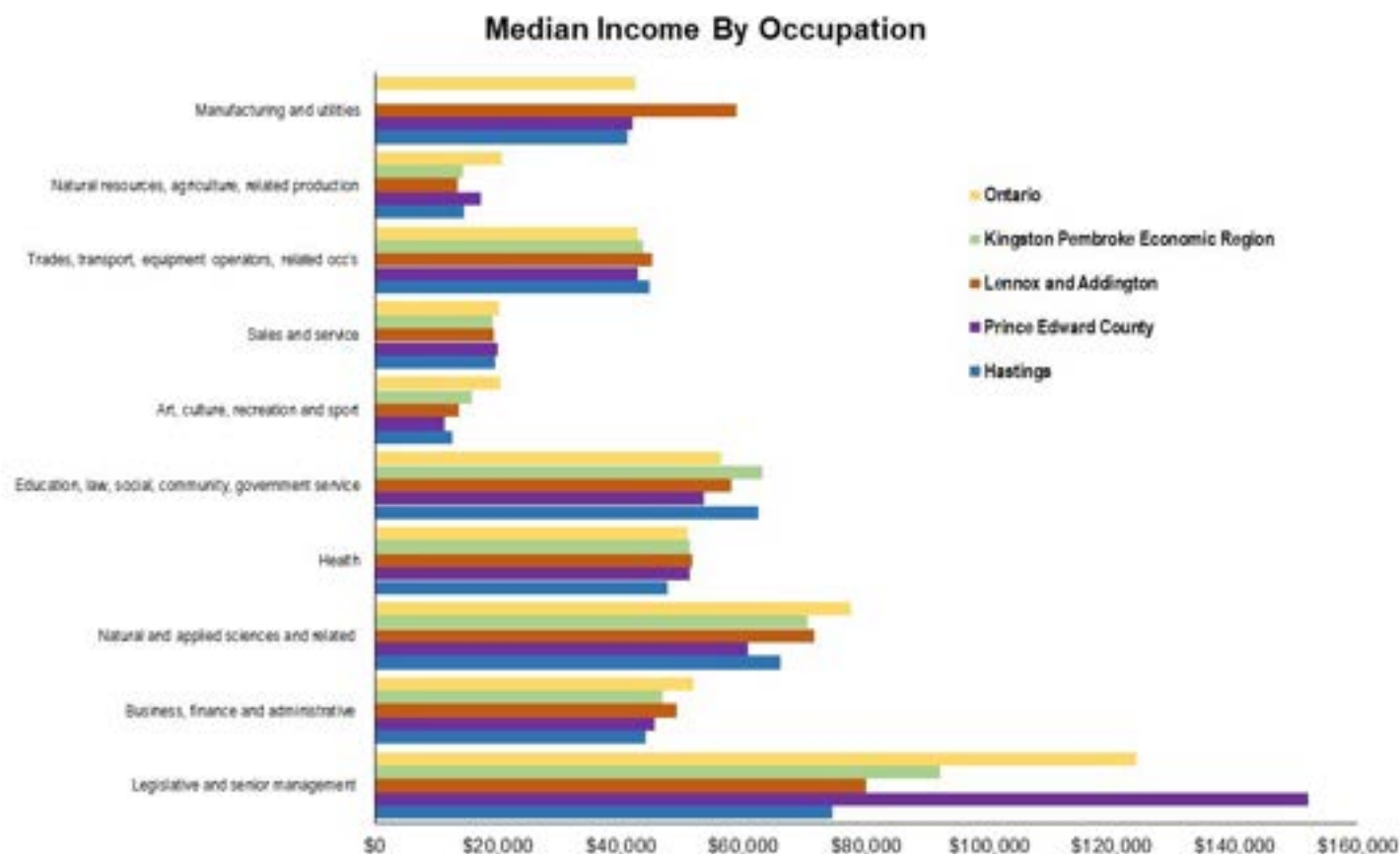
Income levels provide additional insights into labour market demand. The above table highlights the number of tax filers by total income group between 2016 and 2021 as well as median total income. The number of tax filers earning \$100,000.00 or more has increased almost 80% in the past five years. The median income increased 21% during the same time period.

### Median Total Income Belleville and Quinte West



# Labour Force Overview

## Median Income by Occupation



Source: Statistics Canada Census 2021

Income levels provide additional insights into labour market demand. Indicator 7 highlights the median annual employment income earned in 2020 within each major occupational group in Hastings, Lennox and Addington and Prince Edward; the Northwest Economic Region; and the province of Ontario as per the Statistics Canada Census 2021. The median employment income includes all wages, salaries and commissions from paid full and part-time employment and net self-employment income from farm or non-farm unincorporated business and/or professional practice.

The Kingston-Pembroke Economic Region includes the Centre for Workforce Development area as well as Frontenac and Renfrew Census Divisions.

# Belleville - Quinte West CMA

The image below lays out what the boundaries of the Belleville - Quinte West Census Metropolitan Area (CMA) include. This CMA contains the City of Belleville, City of Quinte West, Township of Stirling-Rawdon and Tyendinaga Township. The information and image source is from Statistic Canada.

This CMA was originally referred to as the Belleville CMA and before that, the Belleville Census Amalgamation. Although it is still referred to in a variety of data sets as the Belleville CMA, it is important to note that Statistics Canada has renamed this to **Belleville - Quinte West CMA**. All data sources will be changed as time permits.

Throughout the pandemic, past reports presented data on the effect that it was having on the labour market. However, as the Province eased pandemic restrictions, the overall labour force has rebounded well. Some industries continue to struggle with filling job vacancies, but this is unlikely to be related to the COVID-19 pandemic.

The Belleville-Quinte West CMA should be viewed as a good indicator as to what is happening across the labour force in at least the Quinte Region. Similarities will surface in surrounding communities such as Greater Napanee, Prince Edward County, Madoc and Tweed.



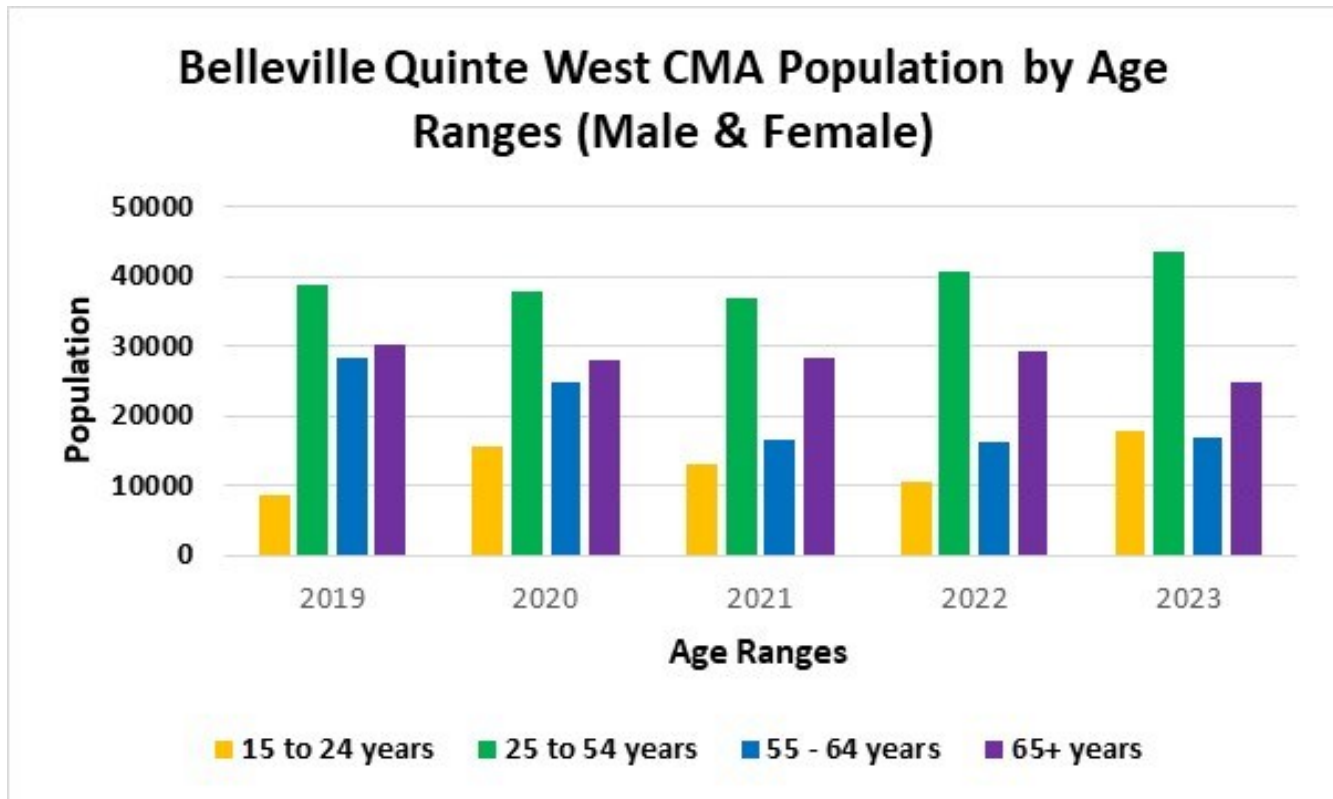
There are three key indicators, besides unemployment rate, which can help assess the health of the local labour force.

- Overall population of key working age ranges
- Overall labour force availability
- Overall participation rates

The following three tables provide a snapshot overview of these key indicators. Note that it is important to look at these three indicators outlined over time, not just as a single time period or even a single year.

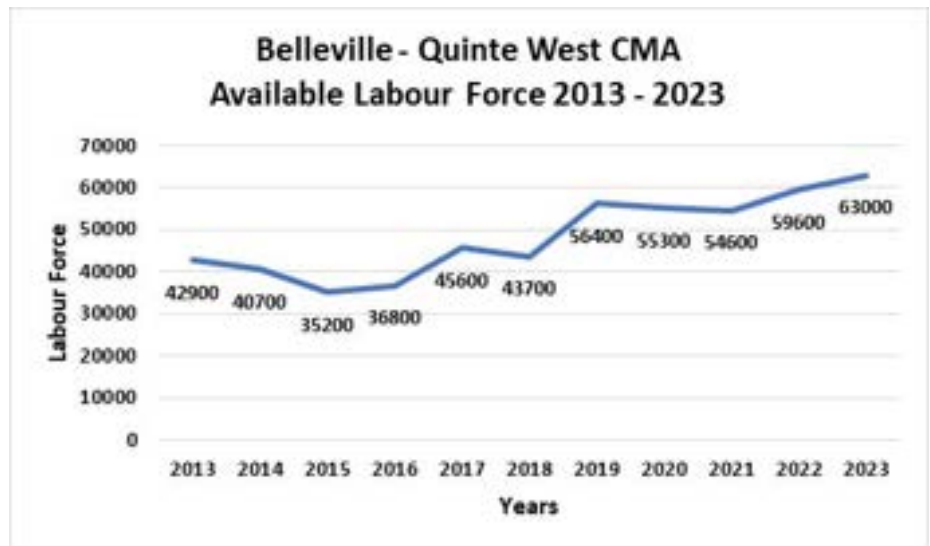
# Belleville - Quinte West CMA

Looking at the table below, we note that over the past 5 years the key labour force age range covering 25 to 54 years was initially in decline (2019 to 2021), and has experienced a moderate increase in 2021 and 2022 as our region recovers from the COVID-19 pandemic. However, the age range of 15 to 24 years falls significantly below these thresholds in comparison. This suggests that there may be less workers available to fulfill job vacancies in the future. The following table looks at the available labour force over the past ten years.



Source: Statistics Canada. Table 14-10-0385-01 Labour force characteristics

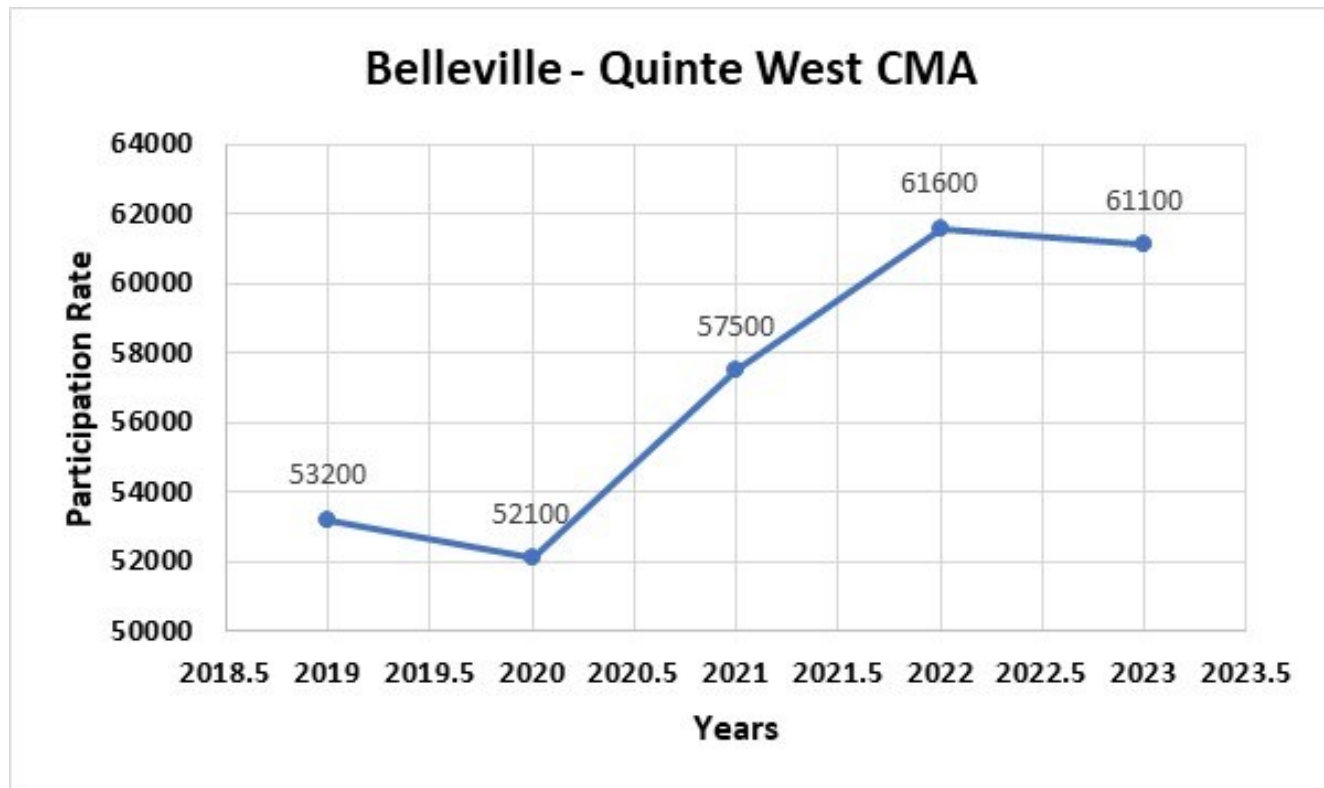
The table to the right looks at the available labour force in the Belleville - Quinte West Census Metropolitan Area over the past ten years. While the Labour Force has increased since 2015, so have job opportunities and employers continue to experience difficulty in fulfilling vacant jobs. This suggests that while our local labour force is climbing, the rate of increase may not be enough to sustain the need, locally.



Statistics Canada. Table 14-10-0385-01 Labour force characteristics

# Belleville - Quinte West CMA

The following table shows the Participation Rate in the labour force from January 2019 to January 2023.



Source: Statistics Canada. Table 14-10-0385-01 Labour force characteristics

The table above serves as a reliable indicator of a third factor influencing employers' ability to fill job vacancies. In the Belleville - Quinte West CMA, there has been a notable increase in the participation rate. However, this rate has seen a decline in the past year. Research on local participation rates indicates that a majority of individuals not in the labor force are aged 55 and above. Additionally, this research reveals that among those not participating in the labor force, only a small fraction express a desire to work, with many facing significant barriers to employment. These barriers encompass various challenges such as inadequate housing, clothing, or food, limited proficiency in English, a criminal history, lack of education, lack of applicable work experience, lack of credentials, lack of reliable transportation, and/or difficulties associated with childcare arrangements.

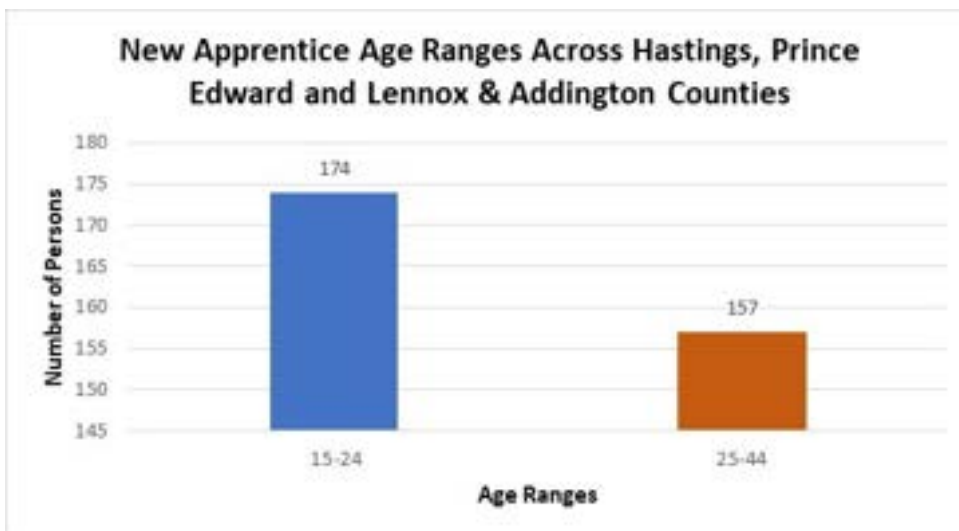


# Employment Ontario Programs

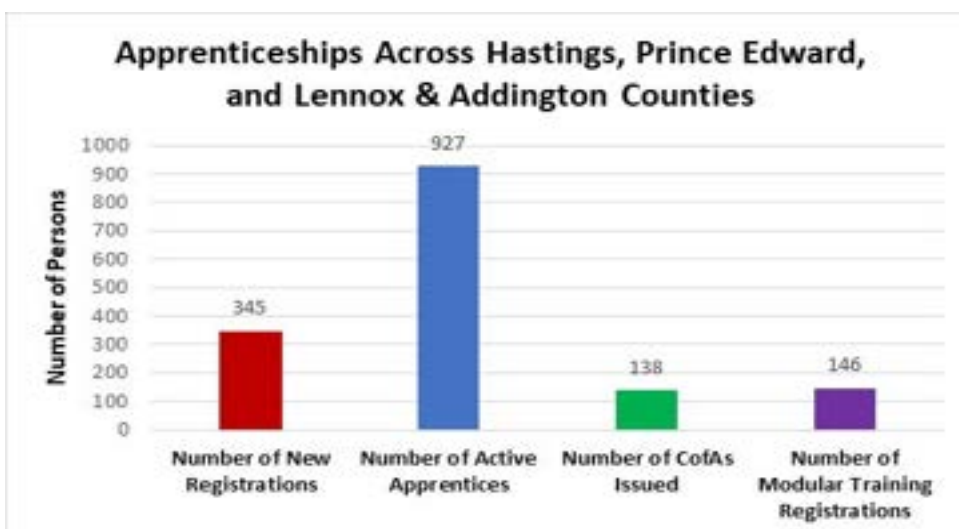
The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) provides data updates on various program areas administered through the Employment Ontario Service Provider Network. The organizations that deliver the programs are broken into Employment Services and Literacy and Basic Skills Services. The following data update, covering the 2022-23 fiscal year, is presented to provide an overview to the community of what is occurring across the program areas. The data is presented with a note of caution as any data numbers below 10 are suppressed by MLITSD and will not be reflected in the data presented. For this reason very little direct analysis of this data is done, however it is reviewed with the Service Provider Network. The numbers in all tables and charts, unless expressed as a percentage, indicate number of clients. Suppression throughout also affects data presentation thus some numbers will not appear to add up properly.

It is important to note that throughout the data presented in this report for Employment Ontario Programs, clients self-identify in many categories including, gender, culture (indigenous, francophone, etc.) and disabilities. The actual number of people across these categories may be higher than reported.

## Apprenticeships



There was a **38% increase** in 15-24 age range over the previous time frame. The 25-44 age range saw a **54% increase**. Data for the 45-64 age range was suppressed.



Data indicates that apprenticeships experienced significant **increases** as compared to 2021-22. New registrations grew by **46%**. Modular Training Registrations grew by **20%**. The issuance of Certificates of Apprenticeship (CofAs) grew **28%**. Active apprentices also grew by **13%**.

# Employment Ontario Programs

## New Apprentice Gender

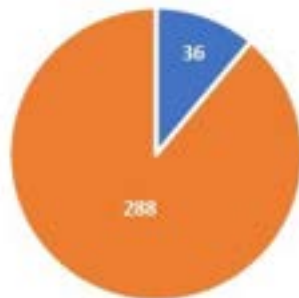


250



28

## New Apprentice Highest Level of Education Across Hastings, Prince Edward and Lennox & Addington Counties



■ Less than Grade 12 ■ Completion of Secondary

The majority of new apprentice registrations had completed high school.

Suppressed data indicates that there were at least some new apprentice registrations that had some Apprenticeship/College/University education.

**22%** of new apprentice registrations were Indigenous.



New apprentice registrations were also recorded in the following other Designated Groups. The specific number for each of these categories was suppressed.

- Francophone
- Person with Disability
- Racialized

# Employment Ontario Programs



New registrations across trades where data was available indicated an increase in registrations compared to the previous reporting period. It is encouraging to see new apprenticeship registrations in the Electrician - Construction and Maintenance, Automotive Service Technician, Industrial Mechanic Millwright, General Carpenter and Plumber skilled trades as data indicates an 8.3% increased need in these occupation areas between now and 2029.

There are additional skilled trades that had new apprenticeship registrations in our region, however, the exact number is unknown due to data suppression. These trades include 246T Process Operator—Food Manufacturing, 308A Sheet Metal Worker, 308R Residential (Low-Rise) Sheet Metal Installer, 309C Electrician - Domestic and Rural, 310B Auto Body and Collision Damage Repairer, 310G Motorcycle Technician, 310T Truck and Coach Technician, 313A Refrigeration and Air Conditioning Systems Mechanic, 313D Residential Air Conditioning Systems Mechanic, 332A Hairstylist, 339A Hoisting Engineer - Mobile Crane Operator 1, 401A Brick and Stone Mason, 415A Cook, 421A Heavy Duty Equipment Technician, 425A Agricultural Equipment Technician, 429A General Machinist, 434A Powerline Technician, 437A Metal Fabricator (Fitter), 441C Horticultural Technician, 442A Industrial Electrician, 444A Arborist, , 456A Welder, 605B Water Well Driller, 620A Child and Youth Worker, 620C Child Development Practitioner, and 620D Developmental Services Worker.

## Canada - Ontario Job Grant (COJG)

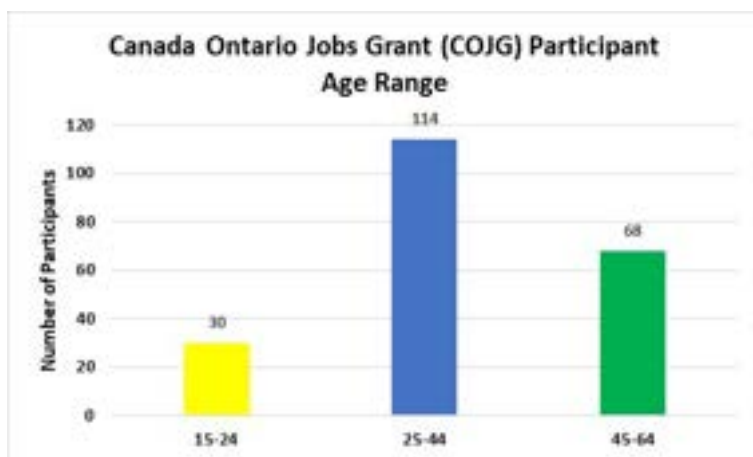
In the Employer Stream, there were **89** participating employers falling within the “Under 25 Stream” category, meaning there were 25 or less participants in training. Overall there was a modest **decrease** in the Employer Stream by **5%** over the last reporting period.

**58** of the participating employers had less than 50 employees in their company. Suppressed data also indicated participating employers in the following categories.

- 50 - 150
- 151 - 300
- 501 - 1,500

# Employment Ontario Programs

Based on the responses received from employers, the table to the right outlines employer satisfaction with the program as it pertained to trainees productivity and whether it met workforce expectations. Both saw very high satisfaction ratings with employers reporting they were **100%** satisfied with it meeting workforce needs.



There were a total of **243** participants in the COJG program. This is an **increase** in participation of **14%**. Gender make-up is outlined below. A small portion of individuals preferred not to disclose this information.

Suppressed data indicated there were also participants aged 65 and older, and the ages of some participants is unknown.

## COJG Participant Gender

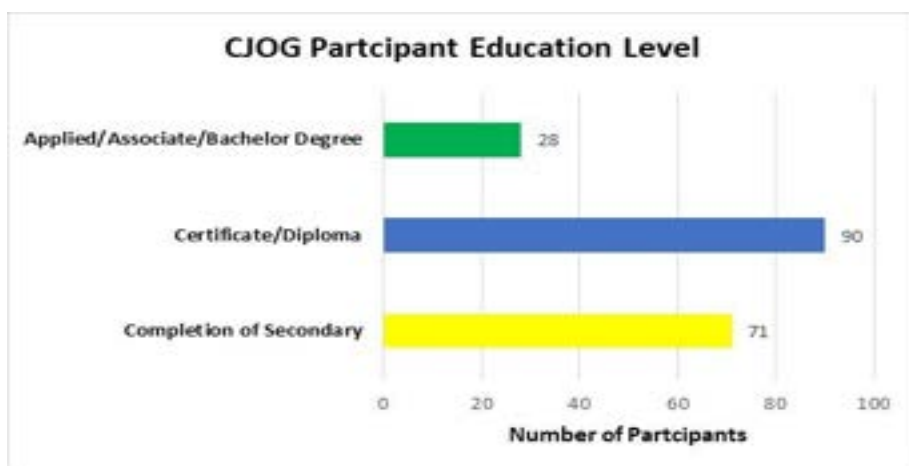


121



117

**80%** of the participants were employed full-time.  
**14%** were employed part-time.  
 Participant information across the remaining categories was suppressed.

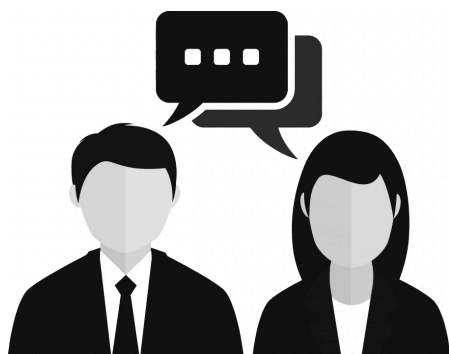


The data for all other education levels was suppressed.

# Employment Ontario Programs

## Employment Services

### Assisted Service Clients<sup>1</sup>



2,109

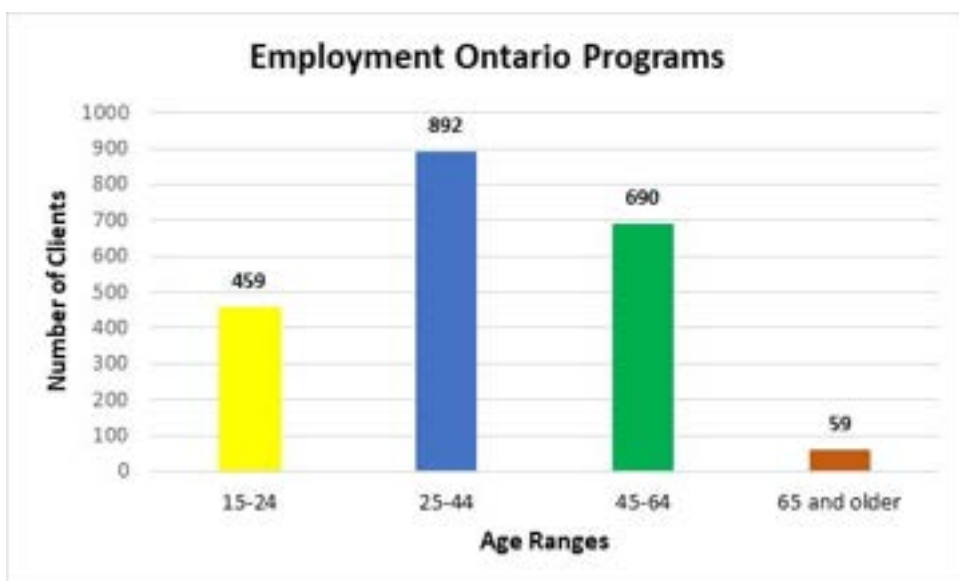


Both assisted clients and unassisted clients saw an increase from the previous fiscal year. Assisted clients rose by **13%** and unassisted saw a significant increase of **31%**, due in part likely to post-pandemic recovery.

### Unassisted R&I Clients<sup>2</sup>



6,555



### Assisted Client\* Gender



1,117



980

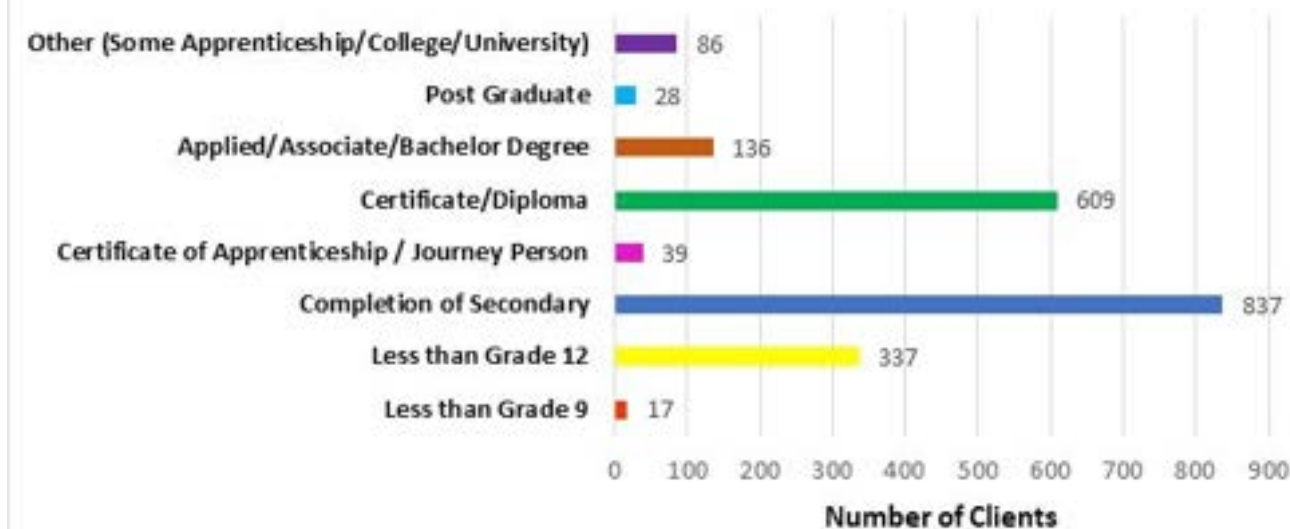
\*Data indicating Transgender, Other and Prefer Not to Disclose was suppressed.

<sup>1</sup> Assisted Clients are unemployed and not participating in full time training or education. Components include Job Search, Job Matching, Placement and Incentive and Job/Training Retention.

<sup>2</sup> (R&I) - The Resource and Information (RI) component is a resource that is available to everyone in the community including the employed, under-employed, job seekers, students, laid off workers, apprentices, internationally trained and employers. There are no eligibility or access criteria for RI.

# Employment Ontario Programs

## Assisted Client Highest Education Level at Program Entry



### Designated Groups\*

Indigenous	160
Francophone	18
Internationally Trained Professionals	83
Newcomer	60
Person with Disability	621
Racialized	79

### Labour Force Attachment

Employed Full-Time	88
Employed Part-Time	24
Underemployed	17
Unemployed	1,960
Full-time Student	Suppressed
Part-time Student	Suppressed

### Top 7 Layoff Occupations in Hastings, Prince Edward and Lennox & Addington Counties\*

Service support and other service occupations, n.e.c.**	189
Trades helpers, construction labourers and related occupations	159
Labourers in Processing, Manufacturing and Utilities	141
Service representatives and other customer and personal services occupations	105
Sales support occupations	103
Transport and heavy equipment operation and related maintenance occupations	97
Industrial, electrical and construction trades	74

\*Layoff descriptions are based on Record of Employment and client reporting for 2-digit National Occupational Classifications (NOCs)

\*\* n.e.c (not elsewhere classified)

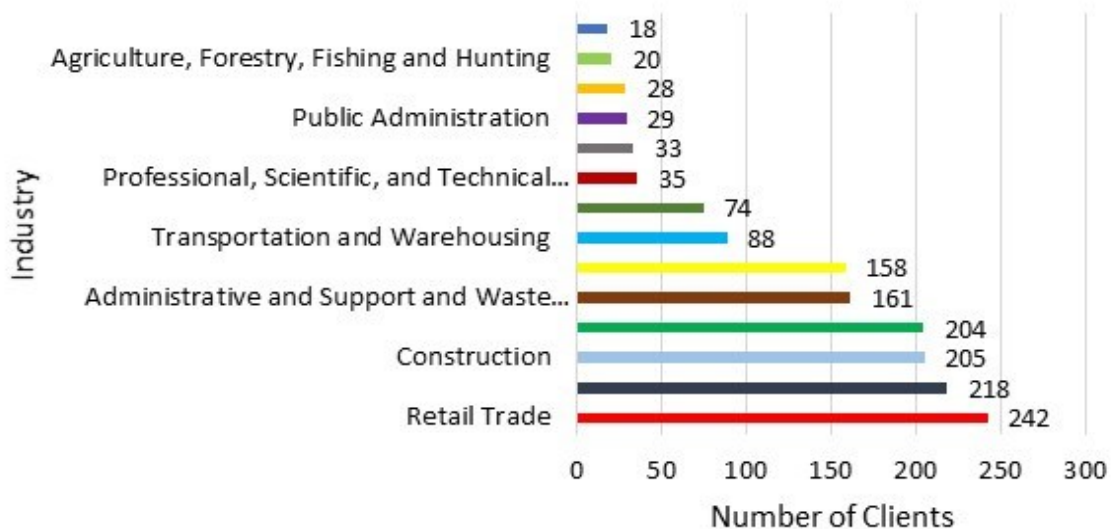
# Employment Ontario Programs

## Remaining Client Numbers Layoffs by 2-Digit Occupations

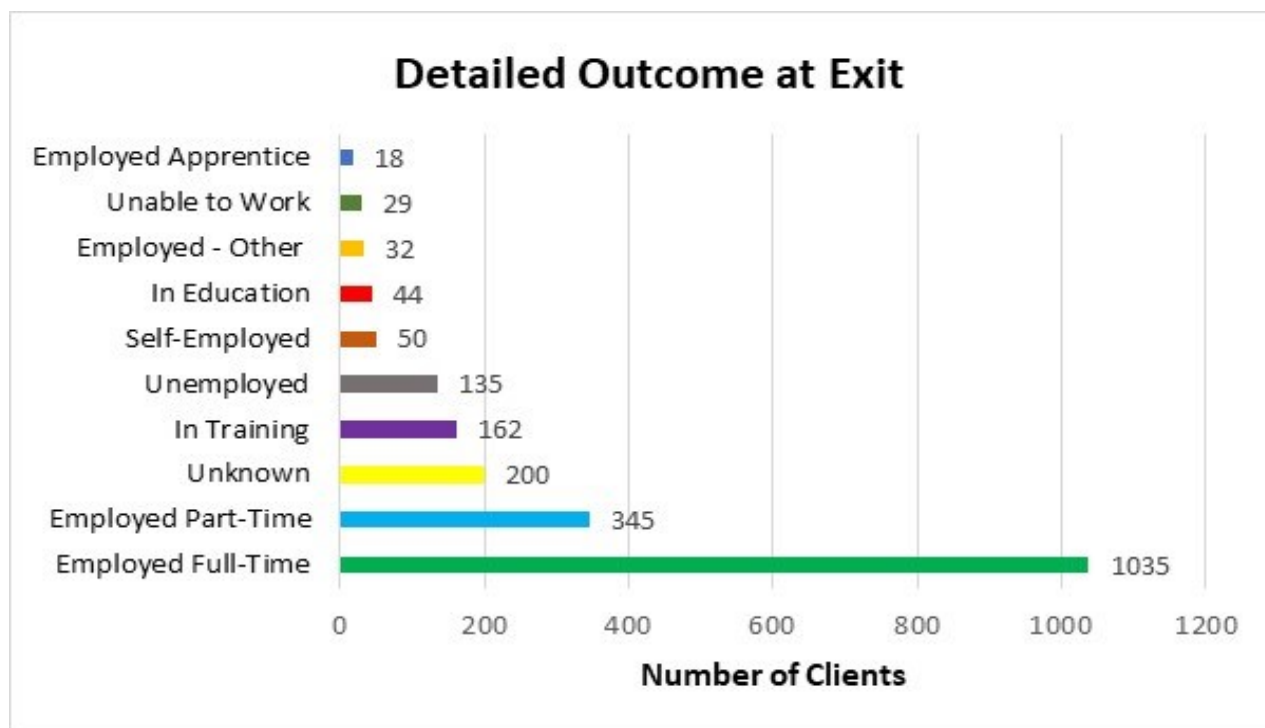
Sales representatives and salespersons - wholesale and retail trade	62
Care providers and educational, legal and public protection support occupations	60
Other installers, repairers and servicers and material handlers	54
Office support occupations	46
Service supervisors and technical service occupations	46
Administrative and financial supervisors and administrative occupations	43
Paraprofessional occupations in legal, social, community and education services	37
Harvesting, landscaping and natural resources labourers	37
Processing and manufacturing machine operators and related production workers	34
Maintenance and equipment operation trades	30
Assisting occupations in support of health services	26

Distribution, tracking and scheduling co-ordination occupations	25
Middle management occupations in retail and wholesale trade and customer services	22
Workers in natural resources, agriculture and related production	15
Technical Occupations Related to natural and applied sciences	12
Retail sales supervisors and specialized sales occupations	12
Middle management occupations in trades, transportation, production and utilities	(Suppressed)
Technical occupations in health	(Suppressed)
Professional occupations in education services	(Suppressed)
Processing, manufacturing and utilities supervisors and central control operators	(Suppressed)
Senior management occupations	(Suppressed)
Professional occupations in business and finance	(Suppressed)

## Assisted Client Layoffs Industryby 2-digit NAICS



# Employment Ontario Programs



Note: Employed - Other (employed in a more suitable job, employed in a professional occupation/trade, employed in area of training/choice)

## Employed Outcome Top Six Industries

Manufacturing	34
Accommodation and Food Services	25
Retail Trade	23
Construction	19
Administrative and Support and Waste Management and Remediation Services	19
Health Care and Social Assistance	18

## Employed Outcome Top Six Occupations

Labourers in Processing, Manufacturing and Utilities	29
Service support and other service occupations, n.e.c.*	23
Sales support occupations	18
Trades helpers, construction labourers and related occupations	17
Service representatives and other customer and personal services occupations	16
Transport and heavy equipment operation and related maintenance occupations	14

\*n.e.c. (not elsewhere classified)

# Employment Ontario Programs

## Literacy and Basic Skills (LBS)



The number of new learners saw a significant increase of **59%** when compared to the previous year. The number of carry-over clients also saw an increase of **47%** from the previous reporting period. It's probable that these increases are partially associated to post-pandemic recovery.

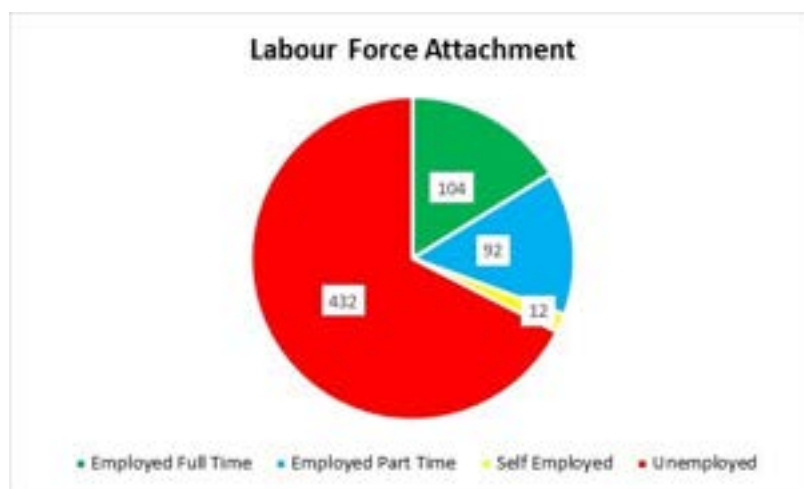
### LBS Client Gender <sup>3</sup>



288



375



### Designated Groups<sup>4</sup>

Indigenous Group	71
Newcomer	17
Person with Disability	277
Racialized	11

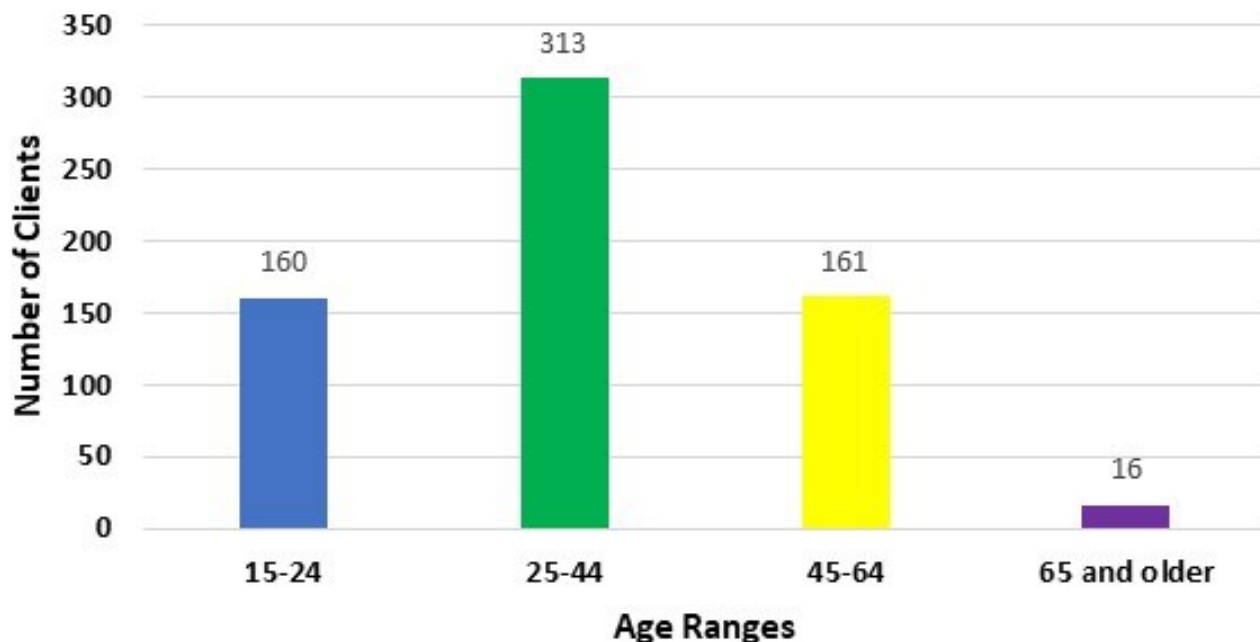
There were other categories that indicated a type of labour force attachment but numbers in all four remaining categories were suppressed. These included Full Time Student, Part Time Student, Under Employed and Unknown.

<sup>3</sup> Trans and Other gender category numbers were suppressed.

<sup>4</sup> Deaf, Deaf/Blind, and Francophone categories were suppressed.

# Employment Ontario Programs

## Literacy & Basic Skills Clients by Age Range



### Client Source of Income

Dependent of OW/ODSP	29
Employed	172
Employment Insurance	19
No Source of Income	115
Ontario Disability Support Program	132
Ontario Works	105
Other	52

Crown Ward, Self Employed and Unknown categories contained suppressed data.

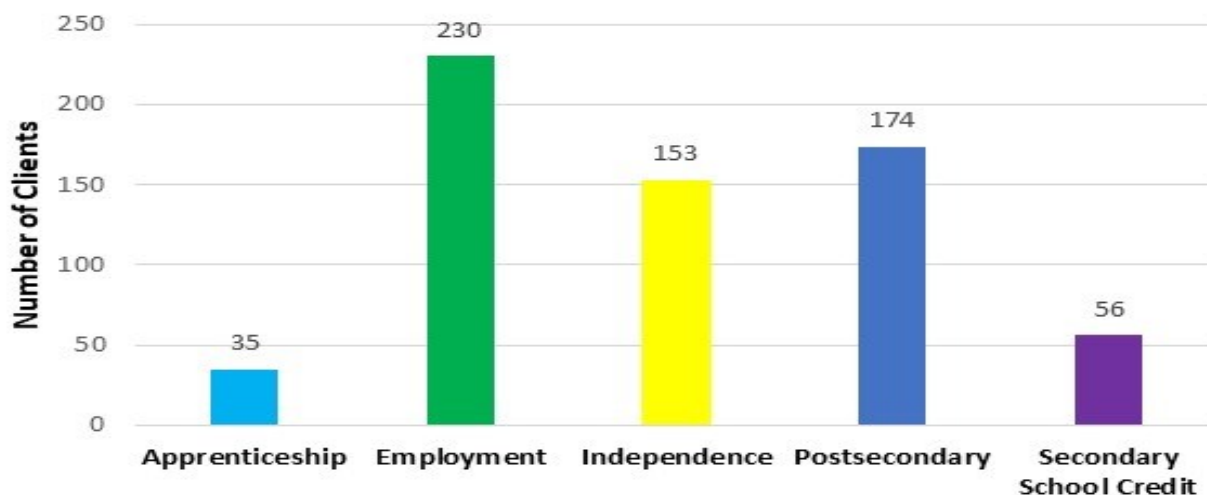
### Where Were Clients Referred In From?

EO - Employment Service Provider	83
Government Training Federal - Youth Employment Strategy	14
Informal Word of Mouth/Media Referral	232
Ontario Works	45
Other - Structured/Formal Referral	231

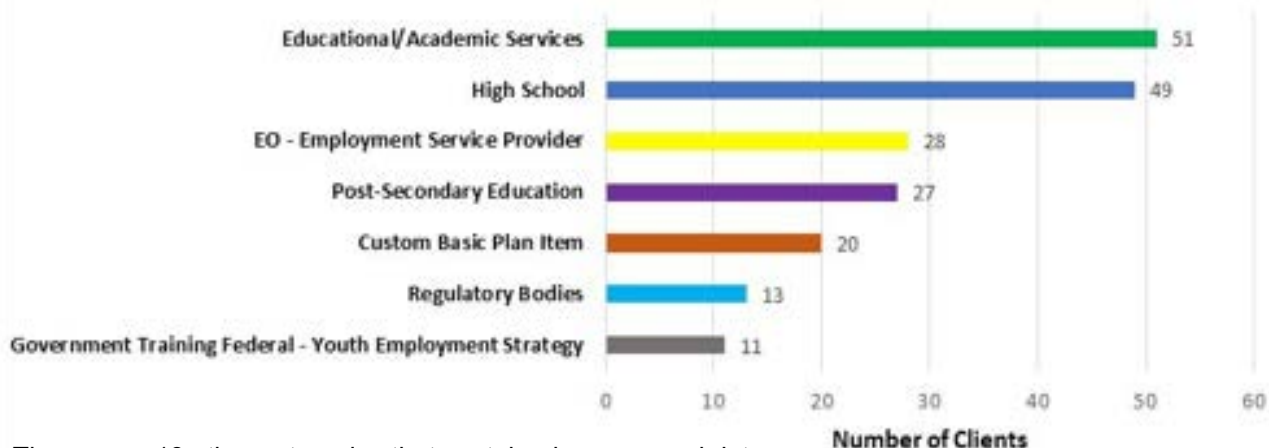
7 Categories contained suppressed data and made up the remainder of referrals.

# Employment Ontario Programs

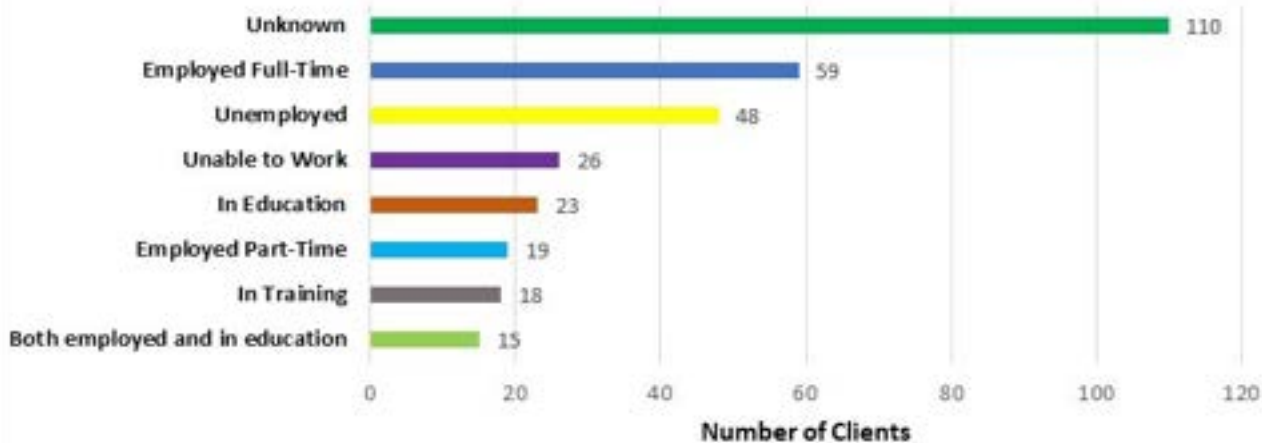
## Literacy & Basic Skills Learner Goal Path



## Referral Out to Other Community Resources, Programs and Services



## Detailed Outcome at Program Exit

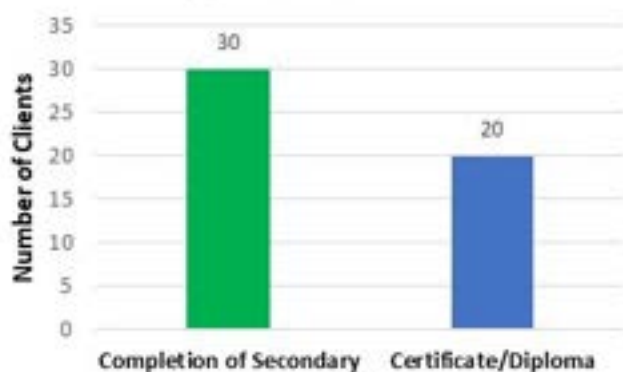


# Employment Ontario Programs

## Better Jobs Ontario (formerly Second Career)

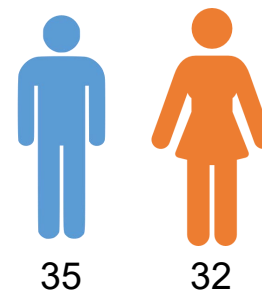
There were a total of 81 clients assisted through the Second Career program, an **increase of 9%** when compared to the previous year.

### Client Highest Education Levels



The following categories contained suppressed data: Less than Grade 9, Less than Grade 12, Certificate of Apprenticeship/Journey Person, Applied/Associate/Bachelor Degree, Post Graduate, and Other (Some Apprenticeship/College/University).

### Client Gender



The data for training programs was suppressed in all categories for the exception of Transport Truck Drivers (25 clients). Data indicates that clients entered the following programs. (Programs highlighted in **red** are in-demand occupations)

- Accommodation, Travel, Tourism and Related Services Supervisors
- Accounting and Related Clerks
- Accounting Technicians and Bookkeepers
- **Administrative Assistants**
- Administrative Officers
- Computer Network Technicians
- Desktop Publishing Operators and Related Occupations
- Drillers and Blasters - Surface Mining, Quarrying and Construction
- Elementary and Secondary School Teacher Assistants
- Estheticians, Electrologists and Related Occupations
- Family, Marriage and Other Related Counsellors
- Food Service Supervisors
- General Office Support Workers
- Graphic Arts Technicians
- Graphic Designers and Illustrators
- Hairstylists and Barbers
- **Heavy Equipment Operators (Except Crane)**
- **Home Support Workers, Housekeepers and Related Occupations**
- **Mechanical Engineering Technologists and Technicians**
- **Medical Administrative Assistants**
- **Medical Laboratory Technicians and Pathologists' Assistants**
- **Medical Radiation Technologists**
- **Nurse Aides, Orderlies and Patient Service Associates**
- **Other Medical Technologists and Technicians (Except Dental Health)**
- Payroll Administrators
- Pet Groomers and Animal Care Workers
- **Professional Occupations in Advertising, Marketing and Public Relations**
- Receptionists
- Residential and Commercial Installers and Servicers
- **Social and Community Service Workers**
- **Transport Truck Drivers (25 clients)**
- Underground Production and Development Miners

# Employment Ontario Programs

## Better Jobs Ontario (formerly Second Career)

### Length of Time Out of Employment/Training

Less than 3 months 28

Data for all other categories was suppressed.

### Client Age Ranges

25-44 38

45-64 23

Data for clients aged 15 - 24 was suppressed.

### Source of Income

Six categories contained suppressed data.

Employment Insurance 15

No Source of Income 26

## Better Jobs Ontario—Clients Outcome at Exit Detail

Data indicated that there were **14 Employed** clients and **24 Unemployed** clients.

Several categories of Outcome at Exit Detail data were suppressed, including clients in the categories of Employed Full-Time, Employed Part-Time, Employed - Other (employed in a more suitable job, employed in a prof occ/trade, employed in area of training/choice), Self-Employed, In Training and Unknown.

Data also indicated that the Outcome at 12-Months (following program exit) that there were **44 Employed** clients, **21** clients whose employment status was **Unknown**, and the data for Unemployed clients was suppressed.

It is important to understand that client reporting at completion of training may not truly reflect the success of clients. They may report unemployed but have employment arranged to start at a later date.

The other factor that affects understanding of program success is Unknown Clients at both Exit and 12 month Follow-up. This category of clients have gone through the program but never connected after it to advise of their status. Many of these clients may have been successful in obtaining employment but there is no way to tell.



# Employment Ontario Programs

## Youth Job Connection (YJC)

There were a total of 82 clients assisted through the Youth Job Connection program.<sup>5</sup> There was a **24% increase** in people accessing this program over the last reporting period. This increase in Youth Job Connection clients suggests the program is now experiencing welcome recovery post-height of the COVID-19 pandemic.

**YJC Client Highest Education Level at Intake**

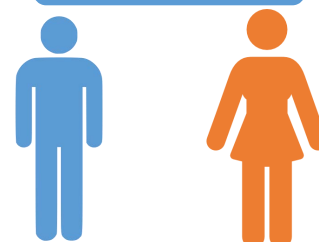


The categories Less than Grade 9, Certificate/Diploma, Other (Some Apprenticeship/College/University), and Unknown contained suppressed client numbers.

### Client Income Source

55 Clients indicated that they had no source of income. The categories of Crown Ward, Dependent of OW/ODSP, Ontario Disability Support Program, Ontario Works and Unknown contained suppressed data.

### Client Gender



22

30

Suppressed gender categories included Trans and Other.

### Client Age Ranges

15-24	79
25-44	Suppressed

### Client Designated Groups

Indigenous Group	12
Person with Disability	60

Suppressed categories included the categories of Newcomer and Racialized.

<sup>5</sup> Client data across a number of categories was suppressed, so client numbers will not always equal the total number of clients in the program.

# Employment Ontario Programs

## Youth Job Connection (YJC) SUMMER

There were a total of 121 clients assisted through the Youth Job Connection Summer program.<sup>6</sup> This indicates a **21% increase** in YJC Summer clients when compared to the previous year.

### Highest Level of Education at Intake

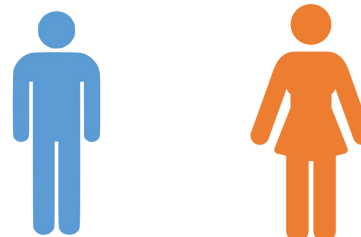
There were 104 clients who had Less than Grade 12.

Data also indicated that there were clients in the Less than Grade 9 and Completion of Secondary categories, however, the numbers were suppressed.

### Client Income Source

There were 121 clients in YJC Summer that reported no source of income. The categories Dependent of OW/ODSP, Ontario Disability Support Program, Ontario Works and Unknown contained suppressed data.

### Client Gender



Suppressed gender categories included Trans, Other and Prefer Not to Disclose.

### Client Age Ranges

There were 120 clients in the 15-24 age range for this program. Data was suppressed under the category of Unknown.

### Client Designated Groups

There were 38 clients identified as Person with Disability, while 17 clients identified as Indigenous Group. The categories Newcomer and Racialized contained suppressed data.

<sup>6</sup> Client data across a number of categories was suppressed, so client numbers will not always equal the total number of clients in the program.

## Long Range Actions – 2024 Update

The following series of tables outlines updates to the focus areas and proposed activities aimed at addressing identified labor force issues over the three-year plan. These updates are presented in accordance with the priority ranking determined by the community during the original 2022 consultation process.

Throughout the consultation and surveying processes, several changes and additions were made, resulting in discrepancies from the tables released in 2022. This includes the removal of issues that are no longer deemed community priorities, as well as rewording of certain topics to better align with the community's defined concerns, focus areas, and activities. Additionally, new issues identified during the process have been incorporated.

Potential activity leads are provided for each activity, with further discussions with partners planned to determine implementation timeframes.

### Identify opportunities, gaps and challenges between education and job market demands.

Focus	Activity	Partners	2024 Activity
<b>REVISED</b> Identify skill gaps, leverage shared successes, and aid employers in attracting and retaining workers in difficult-to-fill	Conduct consultations and host roundtable discussions with employers.	Centre for Workforce Development (Co-Lead) Loyalist College (Co-Lead) Chambers of Commerce Business Associations	A collaboration event involving roundtable discussions between employers and senior Loyalist College staff to be held in 2024-2025.
Regional coordination to break down silos with all education, training providers and data holders in community.	Engaging with all levels of education and training providers in the community to develop cooperative response. Engagement activities could include LMI workshops, implementation of Regional Workforce Group.	Centre for Workforce Development (Lead) Employment Ontario Service System Manager Employment Ontario Literacy and Basic Skills School Boards Loyalist College	No action to date.
Address the language disconnect between post secondary educators and business needs.	Marketing campaign by post secondary institute supported by community stakeholders to promote and engage employer involvement in Program Advisory Committees.	Loyalist College (Lead) Centre for Workforce Development Chambers of Commerce Quinte Home Builders Association Quinte Economic	No action to date.
Explore disconnection with up-and-coming workforce	Engage students at elementary and high school levels to spark interest in career development. Invite professionals to visit schools to share their experience and knowledge with students. Examples - Career Days.	Madoc Chamber – Young Entrepreneurs Lennox and Addington Kidpreneurs Local business owners and professionals CFWD	As this is a new focus/activity there is no current activity to report.

## Long Range Actions – 2024 Update

### Identify opportunities, gaps and challenges between education and job market demands.

Focus	Activity	Partners	2024 Activity Update
Create a “full funnel experience” where youth are supported all the way through from education, to apprenticeship/ internship and job attainment.	Research current processes through literature review and consultation with partners, to find and fill gaps that exist. Share wrap around support success stories from education to employment. Example plumbing trade – students struggle to get hired as an apprentice, even after completing OYAP.	Centre for Workforce Development Employment Ontario Service System Manager Trades Associations	As this is a newer focus/activity there is no current activity to report.
Employer validated customized training programs. (Used to be micro-credentials)	Customized training, developed and delivered with input from employers, to suit their organization’s needs, including the method and time of delivery. For example, the Loyalist Training and Knowledge Centre (LTKC) created a customized training program for Proctor and Gamble which included test stands. After students learned how to perform tasks on the test stands, the instructor created errors for them to solve, so that they could demonstrate that they’d learned the necessary competencies.	Loyalist College - Loyalist Knowledge and Training Centre (Lead) Centre for Workforce Development Chambers of Commerce Business Associations Economic Development Offices Literacy and Basic Skills - Community Learning Alternatives Employment Ontario Service System Manager	Although there was no specific action in 2022-23 or 2023 - 2024 the community recommended that in 2024-25, CFWD and partners share LTKC and CLA success stories.
Better use of Labour Market Information (LMI) data at local, regional & provincial levels to shape course changes.	Host workshops for Loyalist College Program Advisory committee members.	Centre for Workforce Development (Lead) Loyalist College	No action in 2022-23 - has been included in CFWD 2023-24 Business Planning
	Implementation of monthly LMI reports for the community.	Centre for Workforce Development (Lead) Loyalist College	No action in 2022-23 - new data under development to support these in 2023-24

## Long Range Actions – 2024 Update

### Identify opportunities, gaps and challenges in the manufacturing and construction sectors.

Focus	Activity	Partners	2024 Activity Update
Employers provide a better understanding of both entry level and management level opportunities.	Host events aimed at educators, parents, elementary and high school Students, and job seekers for both sectors. Examples include Manufacturing Day and Construction Trades Day	<p>Quinte Manufacturing Association (Manufacturing Lead)</p> <p>Quinte Home Builders Association (Construction Lead)</p> <p>Centre for Workforce Development</p> <p>Employment Ontario Service System Manager</p> <p>Service Providers</p>	On October 25th, 2023 CFWD cohosted a Skilled Trades in Construction experiential education event for secondary school teachers and students in graded 9 & 10, partnering with QHBA
	<p>Marketing of career paths outside of university and college education. - this would help provide an understanding of pathways to meaningful employments</p> <ol style="list-style-type: none"> <li>1. Create activities aimed at parents, educators, and job seekers to help them understand that trades are a valid path to successful careers.</li> <li>2. Create local success story videos featuring people in manufacturing and the trades, 6 by 4 foot posters with QR codes linked to videos. Share videos on social media and through High School newsletters</li> </ol>	<p>Quinte Manufacturing Association (Manufacturing Lead)</p> <p>Quinte Home Builders Association (Construction Lead)</p> <p>Centre for Workforce Development</p>	On March 21st, 2024, CFWD in collaboration with Bay of Quinte Economic Development hosted a well attended local Manufacturing Tours and Job Information session event geared to “Educate the Educators” including guidance counselors, careers teachers and Ontario Youth Apprenticeship representatives as participants.
Develop an adult literacy program with a manufacturing focus that can address skills the sector indicates are needed by potential	Host manufacturing literacy workshops/programs for job seekers and current employees.	<p>Employment Ontario Literacy and Basic Skills (Lead)</p> <p>Centre for Workforce Development</p> <p>Employment Ontario Service System Manager</p> <p>Business associations</p>	No action to date.

## Long Range Actions – 2024 Update

Identify opportunities, gaps and challenges in the manufacturing and construction sectors.

Focus	Activity	Partners	2024 Activity Update
<p>Improve employers understanding of the power of networking to attract employees, continue to share best practices from word of mouth to digital engagement.</p>	<p>Continue to share best practices through a variety of activities including:</p> <ul style="list-style-type: none"> <li>• Chamber focused presentations to their members</li> <li>• Employer workshops</li> <li>• Distribution of CFWD’s HR Toolkit with online advertising guide</li> <li>• Digital engagement tools</li> </ul>	<p>Chambers of Commerce Business Associations Employment Ontario Service Providers Centre for Workforce Development</p>	<p>Webinars and in-person events held in 2022-23 and 2023-2024 (note: this also covers actions identified under “Business/Job Seeker attraction, connection and retention opportunities”).</p> <p>Updated HR Toolkit released in March 2023.</p>
<p>Remove barriers to offering trades courses at a high school / elementary school level, especially in rural locations. Combat outmigration of youth who must learn elsewhere and often choose not to return.</p>	<p>Explore removing barriers for certified tradespeople to earn teaching qualification (B.Ed.) to teach at elementary and high school level.</p> <p>Support activities to encourage students to take trades-based courses in their region.</p> <p>Identify alternate avenues for the low numbers of high school students in rural areas to access these courses or equivalent training</p>	<p>Centre for Workforce Development Chambers of Commerce Business Associations Employment Ontario Service System Manager Education</p>	<p>No action to date.</p>
<p>Create a multifaceted / holistic plan to meet the needs of both the workforce and the manufacturing and construction sectors.</p>	<p>Research and encourage a holistic approach designed to take into consideration all factors related to employment, including housing, public transportation, securing apprenticeships, entrepreneurship, immigration, and outmigration.</p>	<p>Centre for Workforce Development Chambers of Commerce Business Associations City of Belleville City of Quinte West Hastings, Prince Edward and Lennox and Addington Counties Bancroft, Madoc, Tweed Quinte Economic Development Commission Bay of Quinte Regional Marketing Board</p>	<p>No action to date.</p>

## Long Range Actions – 2024 Update

### Workforce growth opportunity through international students.

Focus	Activity	Partners	2024 Activity Update
Develop an understanding of international student needs and motivations in order to develop events, programs and initiatives to support student retention after graduation.	Conduct research with the international students to gain a better understanding of their challenges, strengths as well as the opportunities they can provide.	Loyalist College (Co-Lead) Centre for Workforce Development (Co-Lead) International Student Organizations Bay of Quinte Regional Marketing Board Business Associations Chambers of Commerce	No action in 2022-23
	Host a day for Internationally Trained Professionals to share local industry best practices, Canadian employment culture and networking development.	Centre for Workforce Development (Lead) Quinte Immigration Services Bay of Quinte Regional Marketing Board Employment Ontario Employment Services Industry associations and regulatory bodies.	No action in 2022-23 Possible community partnership for 2023-24 is being discussed but needs several funding partners to make this happen - referred to as Global Skills Conference East
Develop and implement Bay of Quinte engagement strategies to connect the business community with the international student community.	There could be a variety of activities associated with this goal including: <ul style="list-style-type: none"> <li>• Hosting cultural events specifically for employers participation</li> <li>• Support and promote the cultural events taking place for the community</li> <li>• Invite international student leaders to participate in the local Employment Networks</li> <li>• International student leaders promote ongoing labour market related events and research</li> </ul>	International Student Organizations such as Belleville International (Co-Lead) Bay of Quinte Regional Marketing Board (Co-Lead) Centre for Workforce Development Business Associations Chambers of Commerce	The City of Belleville has worked with the international student community through organizations such as Belleville International to host the Diwali Festival in the fall of 2021 and 2022. This has help the community learn more about students from India and their culture.
Develop cross cultural awareness and diversity training for employers.	Development and delivery of a series free workshops for employers.	Loyalist College (Lead) Centre for Workforce Development Business Associations Chambers of Commerce Employment Ontario Service Providers	No action to date.

## Long Range Actions – 2024 Update

### Business/Job Seeker attraction, connection and retention opportunities.

Focus	Activity	Partners	2024 Activity Update
<p><b>REVISED</b></p> <p>Educate employers on enhancing their businesses' digital presence and promoting job opportunities within them, while also advocating for the adoption of new technologies like Artificial Intelligence (AI) through local or virtual training to upskill both job seekers and existing employees.</p>	<p>Develop and deliver a series of workshops for employers that will inform employers about:</p> <ul style="list-style-type: none"> <li>On-line job posting (places, methods and thinking outside the box)</li> <li>Website development best practices</li> <li>Sharing corporate culture</li> </ul>	<p>Centre for Workforce Development Loyalist College Business Associations Chambers of Commerce</p>	<p>Webinars and in-person events were held in 2022-23 and 2023-2024 - this also covers actions identified under "Identify opportunities, gaps and challenges in the manufacturing and construction sectors."</p>
	<p>Share best practice resources from other organizations such as Digital Mainstreet, TechSoup, Nonprofit Hub, through CFWD website and/or newsletter (Raising awareness of other organizations' resources)</p>	<p>Centre for Workforce Development Loyalist College Business Associations Chambers of Commerce</p>	<p>As this is a newly revised focus/activity there is no current activity to report.</p>
<p>Employer education workshops on Employment Ontario Employment Services and Literacy and Basic Skills that are available for them to access free of charge.</p>	<p>Develop a marketing campaign that will inform employers about the services available. This could include print, radio and social media advertising as well as workshops.</p>	<p>Employment Ontario Service Provider Network Centre for Workforce Development</p>	<p>No action in 2022-23</p>
<p>Develop a regional strategy to attract talent to Quinte and area to live, work, play and raise family. Regional coordination and integration of the strategy among all partners.</p>	<p>Review the Regional Immigration Strategy already developed for Hastings, Prince Edward and Lennox and Addington Counties. Create actionable steps with milestones to implement key strategy initiatives.</p>	<p>Centre for Workforce Development, Trenval City of Belleville City of Quinte West County of Hastings The Corporation of the County of Prince Edward County of Lennox and Addington Quinte Economic Development Commission Bay of Quinte Regional Marketing Board</p>	<p>Awaiting new RED funding to proceed - ongoing discussions with original partners about next steps.</p>

## Long Range Actions – 2024 Update

### Identify workforce revitalization opportunities, gaps and challenges in tourism and hospitality sector.

Focus	Activity	Partners	2024 Activity Update
Create new 1 & 6 month short training programs for Hospitality and tourism (Similar to the PSW Training implemented by Ontario Government)	Develop training criteria and reasoning and implement a training pilot.	Loyalist College OTEC Hospitality and tourism business leaders/ associations	<ul style="list-style-type: none"> <li>• OTEC's delivered free SRDC training</li> <li>• Reviewed the revival of OTEC's Fishing Guide Program with Hastings County</li> <li>• OTEC's fee for service training programming</li> </ul>
Develop marketing of local Hospitality and tourism sector job opportunities including career paths in the industry and transferable skills.	Build upon work already done by OTEC and the CFWD Edge Factor Community Labour Market Information Hub to create a local marketing campaign that could include print, radio and social media, workshops and career development events.	OTEC (Lead) Centre for Workforce Development Hospitality and tourism business leaders/ associations Employment Ontario Service Provider Network	<ul style="list-style-type: none"> <li>• OTEC's/WDB Accommodation Career Ladder (can be adapted for CFWD area)</li> <li>• OTEC's and the City of Kingston/ KEYS Workplace Inclusion Charter (could be adapted by communities in CFWD area)</li> </ul>
<b>NEW</b> Develop agrotourism, especially in rural areas to promote career development as well as business growth opportunities	Explore promoting agrotourism including: livestock, forestry lifecycle, breweries, farm activities and courses –craft and cooking classes etc.  Share resources to help grow these businesses and their workforces, such as marketing courses, etc.	Madoc Chamber of Commerce Centre for Workforce Development Bay of Quinte Regional Marketing Board	As this is a new focus/activity there is no current activity to report.
<b>NEW</b> Raise awareness of resources available to support Hospitality and Tourism	Promote training programs and other resources created by OTEC and other partners to support Hospitality and Tourism.  Out reach to partners to learn and then share success stories from this industry.	Loyalist College OTEC Hospitality and tourism business leaders/ associations RTO 9	As this is a new focus/activity there is no current activity to report.

# Long Range Actions – 2024 Update

## Remote work and the impact on workforce.

- After lengthy discussion and input, community members at both consultations felt that this was no longer a priority but did feel that an emerging issue which encompasses some of this area of concern is “Best Practices Attraction and Retention of Employees”

## Best Practices Attraction and Retention of Employees

Focus	Activity	Partners	2024 Activity Update
<p>Educate employers about the merits of Flexible Work Arrangements.</p>	<p>Promote workshops and other resources where experts share information about Flexible Work Arrangements such as, but not limited to:</p> <ul style="list-style-type: none"> <li>• Job sharing</li> <li>• Flexible hours</li> <li>• Hybrid workplaces</li> <li>• Remote work</li> <li>• Office Hoteling</li> </ul> <p>Conduct high level literature review, then share what others have created. Potential to create a curated list of resources.</p>	<p>Centre for Workforce Development (lead) Chambers of Commerce Business associations</p>	<p>No current activity to report.</p>
<p>Identify resources create and maintain a consolidated (curated) resource list for employers.</p>	<p>Share resources with the community, which may include the results of research conducted by other organizations and experts in this area. This could include topics such as:</p> <ul style="list-style-type: none"> <li>• Effective orientation and onboarding for new employees.</li> <li>• Ongoing employee engagement, with recognition and reward programs and sharing success stories.</li> <li>• How to clearly communicate expectations and accountability in the workplace.</li> <li>• Updating HR Policies</li> <li>• Technical updates on hardware and software required for remote work.</li> <li>• Living wage versus starting wages for skilled employees.</li> <li>• Information about grants supporting employers as they adopt Flexible Work Arrangements and acquire new technology.</li> </ul>	<p>Centre for Workforce Development (Co-Lead) Enrichment Centre (Co-Lead) Chambers of Commerce Business associations.</p>	<p>No current activity to report.</p>

# Long Range Actions – 2024 Update

## Best Practices Attraction and Retention of Employees

Focus	Activity	Partners	2024 Activity Update
<p>Identify shift in the labour force - Workforce Engagement Issues</p>	<p>Research (high level literature review) to explore and share resources about:</p> <ul style="list-style-type: none"> <li>• Changes in employee retention and attendance.</li> <li>• Shift in the workforce supply and demand.</li> <li>• Employers need to become desirable, online and with more verbal connections.</li> <li>• Training on company culture, what do you stand for and how to market this to your customers but also your employees and the labour market.</li> <li>• The need to better understand the current trends in the workforce. Example – offer and accept interviews but don't show up for them.</li> <li>• Attendance incentives offered but not achieved.</li> </ul>	<p>Centre for Workforce Development</p>	<p>No current activity to report.</p>

## Long Range Actions – 2024 Update

Attract, integrate, and retain marginalized and barriered groups in the workforce, including immigrants, youth, people with disabilities, those in need of affordable housing, victims of age discrimination, and individuals with disadvantaged or criminal backgrounds. (NEW)

Focus	Activity	Partners	2024 Activity Update
<p>Educate employers to better understand the need and how to attract, integrate, and retain marginalized and barriered groups in the workforce by using inclusive recruitment practices, cultural competency training, accessible Workplace Accommodations, flexible work arrangements; affordable housing assistance, an ti-discrimination policies and training, mentorship support programs and second chance hiring initiatives</p>	<p>Promote the following:</p> <ul style="list-style-type: none"> <li>• Utilization of diverse recruitment channels to reach a wider pool of candidates, including community organizations, job fairs, and online platforms.</li> <li>• Removal of biases from job descriptions and advertisements to attract a more diverse range of applicants.</li> <li>• Implementation of blind resume screening processes to focus solely on qualifications and skills.</li> <li>• Training employees, including managers and supervisors, on cultural competency and diversity awareness to create an inclusive workplace environment.</li> <li>• Offering language training programs or support for non-native English speakers to facilitate integration into the workforce.</li> <li>• Ensuring that the workplace is physically accessible for people with disabilities, including wheelchair ramps, accessible restrooms, and ergonomic workstations.</li> <li>• Assistive technologies and accommodations tailored to the needs of employees with disabilities.</li> </ul>	<p>Centre for Workforce Development International Student Organizations such as Belleville International Business Associations Chambers of Commerce Employment Ontario Services City of Belleville Affordable Housing Initiatives Grace Inn Shelter City/Regional Police Services</p>	<p>As this is a new focus there is no current activity to report.</p>

## Long Range Actions – 2024 Update

Attract, integrate, and retain marginalized and barriered groups in the workforce, including immigrants, youth, people with disabilities, those in need of affordable housing, victims of age discrimination, and individuals with disadvantaged or criminal backgrounds. (NEW)

Focus	Activity	Partners	2024 Activity Update
<p><b>CONT'd</b>            Educate employers to better understand the need and how to attract, integrate, and retain marginalized and barriered groups in the workforce by using inclusive recruitment practices, cultural competency training, accessible Workplace Accommodations, flexible work arrangements; affordable housing assistance, an ti-discrimination policies and training, mentorship support programs and second chance hiring initiatives</p>	<ul style="list-style-type: none"> <li>• Offerings of flexible work schedules or remote work options to accommodate the needs of employees.</li> <li>• Partnering with local housing organizations or government agencies to provide housing assistance programs or subsidies for employees in need of affordable housing.</li> <li>• Offerings of housing allowances or stipends to help offset housing costs for employees.</li> <li>• Establishment of clear anti-discrimination policies and procedures that prohibit discrimination based on age, race, gender, disability, or criminal background.</li> <li>• Training to employees on diversity, inclusion, and unconscious bias to create a welcoming and respectful workplace culture.</li> <li>• Implementation of mentorship programs that pair marginalized employees with experienced colleagues who can provide guidance.</li> <li>• Offerings of employee resource groups or affinity networks where employees from marginalized groups can connect, share experiences, and receive support,</li> <li>• Partnering with local organizations or reentry programs to provide employment opportunities for individuals with disadvantaged or criminal backgrounds.</li> </ul>	<p>Centre for Workforce Development            International Student Organizations such as Belleville International Business Associations            Chambers of Commerce            Employment Ontario Services            City of Belleville Affordable Housing Initiatives            Grace Inn Shelter            City/Regional Police Services</p>	<p>As this is a new focus there is no current activity to report.</p>

# In Summary

The workforce within the Centre for Workforce Development's catchment area remains robust, yet businesses confront a persistent challenge of more job openings than available workers. This competition for talent is intensified by a low unemployment rate and a high participation rate throughout 2023 - 2024. Moreover, a notable portion of the remaining available workforce faces various barriers to employment, including disabilities, affordable housing shortages, age discrimination, lack of accessible daycare, and individuals with disadvantaged or criminal backgrounds.

Despite these challenges, the community has identified significant opportunities to address these issues. Employers are urged to engage with and respond to these ideas actively.

Over the past year, CFWD has maintained its commitment to addressing these challenges through various projects across the catchment area. Initiatives have ranged from producing informative healthcare videos to co-hosting events like the 2023 Skilled Trades in Construction event for secondary students and teachers, as well as providing education on the hidden job market within local manufacturing operations to educators. These proactive efforts were made possible through collaboration with local stakeholders, including Employment Ontario, Economic Development agencies, professional associations, and businesses.

Moreover, CFWD's Labour Market Information (LMI) Help Desk has conducted over 220 hours of research on labor market trends and reporting, providing valuable insights for stakeholders.

Hastings, Prince Edward, and Lennox & Addington Counties continue to experience growth across various industry sectors. However, the success of this growth hinges on the business community's collective effort to address associated challenges. It is reiterated that this region offers an exceptional quality of life and ample opportunities for work and leisure.

To further address these challenges and capitalize on opportunities, active participation, input, and involvement from all stakeholders is highly and enthusiastically encouraged.



Regional Job Listings



Regional Job Map



LMI Help Desk



Career Explorer



Labour Market Monthly

# Special Thanks

The Centre for Workforce Development (CFWD) extends its gratitude to all of our community partners for their invaluable contributions over the past year. Whether through active participation in partnership initiatives, completion of our 2024 EmployerOne Survey or engaging in discussions about labour force dynamics, your involvement has been instrumental. CFWD and our community recognize that progress on workforce issues is only possible through proactive collaborations and your support. Thank you to all of the following stakeholders for their continued commitment and participation in local workforce development.

Algonquin Lakeshore District School Board  
Bay of Quinte Regional Marketing Board  
Belleville Chamber of Commerce  
Belleville Economic Development  
Belleville Economic and Destination  
Development Committee  
Business and Professional Women's Network  
Career Edge  
Community Learning Alternatives  
École Secondaire Publique Marc-Garneau  
Enrichment Centre for Mental Health  
Greater Napanee Economic Development  
Harvest Hastings  
Hastings and Prince Edward District School  
Board  
Hastings County Economic Development  
Hastings Manor  
HRPA Quinte and District  
John Howard Society of Belleville  
Lennox and Addington Economic Development  
Life Labs  
Limestone District School Board  
Loyalist College  
Loyalist Community Employment Services  
Madoc Chamber of Commerce  
Manufacturing Resource Centre

META Employment Services  
Military Resource Family Centre  
Mohawks of the Bay of Quinte  
Napanee Chamber of Commerce  
Ontario East Economic Development  
Commission  
Ontario Tourism Education Corporation  
(OTEC)  
Prince Edward County Chamber of Commerce  
Prince Edward County Community  
Development  
Prince Edward Learning Centre  
Quinte Economic Development Commission  
Quinte Health  
Quinte Home Builders Association  
Quinte West Chamber of Commerce  
Quinte West Economic Development  
RTO9 Regional Tourism Organization  
Sir James Whitney School for the Deaf  
Small Business Centre  
The County Foundation  
Trenval  
United Way Hastings and Prince Edward



Centre for Workforce Development  
47 South Pinnacle Street  
Belleville, ON K8N 3A1

Office 613-969-0720

Email: [info@CFWD.ca](mailto:info@CFWD.ca)

Website: [www.CFWD.ca](http://www.CFWD.ca)

Twitter: [https://twitter.com/CFWD\\_Workforce](https://twitter.com/CFWD_Workforce)

Instagram: [@cfwd.ca](https://www.instagram.com/cfwd.ca)

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company/18716345/admin/feed/posts/](https://www.linkedin.com/company/18716345/admin/feed/posts/)