



Chatham-Kent Workforce Planning Board

2022 Local Labour Market Plan

February 2023



Prepared by:

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Introduction

Chatham-Kent Workforce Planning Board

Chatham-Kent Workforce Planning Board was created in 2009 to meet a local need in workforce planning. The Board's mandate is to plan, facilitate, and advocate for local workforce development. Workforce development is defined as "the development, retention, and recruitment of a wide range of skilled workers to meet the current and future economic and social development needs of Chatham-Kent." The board will work to identify where the jobs of the future will be coming from and ensure the Chatham-Kent workforce will meet these demands.

The board members are community leaders with a strategic outlook on the Municipality of Chatham-Kent as a whole in addition to ties to key sectors in energy, arts and culture, education, non-profit, community services, business, healthcare, and government.

Vision

Chatham-Kent's Workforce is an innovative, diversified global partner priding itself on continuous improvement.

Mission

Sector leaders providing innovative, dynamic and integrated strategic direction for stakeholders to provide globally competitive workforce.

CK Initiatives 2022

The 2021 CK LLMPD identified three strategic priorities for the Workforce Planning Board:

1. Developing Resources to Support Employers and Job Seekers
2. Foster Local Partnerships Among Employers, Educators, and Agencies
3. Enhance Research of Local Labour Market

Over the past year a number of actions within these priority areas have been undertaken. Activities completed or underway are summarized here.



Developing Resources

ChathamKentJobs.com: This tool, launched in 2021, consolidates job postings from up to 40 popular job boards and presents postings to job seekers in one easy-to-use spot. In 2022, this tool was promoted broadly through community webinars, online and social media campaigns, at job fairs, and on local websites (i.e., Chatham-Kent Chamber of Commerce, Wallaceburg Chamber of Commerce, Living CK, and others).

From November 1, 2021 to November 30, 2022:

- 37,390 users
- 59,721 sessions
- 241,285 pageviews

Employer Job Posting Support: Chatham-Kent Community Attraction & Promotion, Economic Development, and Employment & Social Services hosted a webinar supporting local employers in “How to Digitize your Job Postings.” In addition, there are ongoing conversations with local employers to support effective job postings.

Speakers Directory and Video Pilot: Initiated by the Chatham-Kent Community Leaders’ Cabinet’s Job Preparation Action Team, the video project is aimed at providing local high school students with an experiential learning opportunity by producing CK-specific employer/career videos and having a training opportunity with an industry leader. The speaker’s directory is aimed at engaging employers that want to engage schools and classes to build awareness of the needs and opportunities in the local labour force.

Local Labour Market Newsletter: Created a monthly newsletter sharing CK labour market information and workforce events.

Fostering Partnerships

CK Community Leaders’ Cabinet: Brings together local businesses, educators, and employment agencies to share information, discuss challenges, and define collaborative action.

Cracking the Code Event: Community Attraction & Promotion sponsored the Human Resources Professionals Association’s “Cracking the Code to Talent Attraction: How to Compete for the Best Talent” and provided information on ChathamKentJobs.com.

Best Practices in Hiring Immigrant Newcomers and Young People: Community Attraction & Promotion offers information sessions to Human Resource Professional Association Chapter members and supports employers in recruitment and hiring immigrant newcomers and young people including sharing feedback from the 2022 CKY to the Power of Young People survey results which highlight key attraction and retention strategies for those aged 15-39. In addition, CK Local Immigration Partnership (LIP) partnered with Immplay, to host a two-part webinar series on Pathways to Hiring Immigrant Talent.

Digital Literacy: Ongoing Literacy and Basic Skills (LBS) programming through Adult Language and Learning, Lambton Kent District School Board, and St. Clair College.

Welcome Week: Hosted by CK Local Immigration Partnership (LIP), Welcome Week included connecting local employers with local employees, and a networking fair providing an opportunity for immigrant newcomers to explore existing community career and entrepreneurial supports, as well as access to local labour market information provided by CKWPB.

International Student Job Fair: St. Clair College Chatham Campus hosted an international student job fair with local employers.

Enhancing Research

EmployerOne: Annual employer survey asks employers to share their workforce insights to identify challenges and celebrate successes. This survey was reviewed and expanded in 2022. New areas for questions added include interests in hosting co-op and intern positions, concerns and strategies for employee retention, inclusion policies, impacts of COVID-19, and strategies resulting from labour shortages.

Workforce Shortage Research: CKWPB initiated a research project looking at potential causes of workforce shortages in Chatham-Kent including labour shortages, skills shortages, and wage differences to surrounding communities.

Local Labour Market Plan

The purpose of the Local Labour Market Plan (LLMP) is to present labour market trends in Chatham-Kent, assess current needs, and outline strategic actions to respond to current labour market challenges.

The LLMP is intended to support:

- **Residents** and job seekers in finding and maintaining employment
- **Education and employment organizations** in identifying gaps and trends in the local labour market
- **Employers** in accessing required labour pool and expanding business opportunities
- **Policy makers** in strategic planning and workforce investments

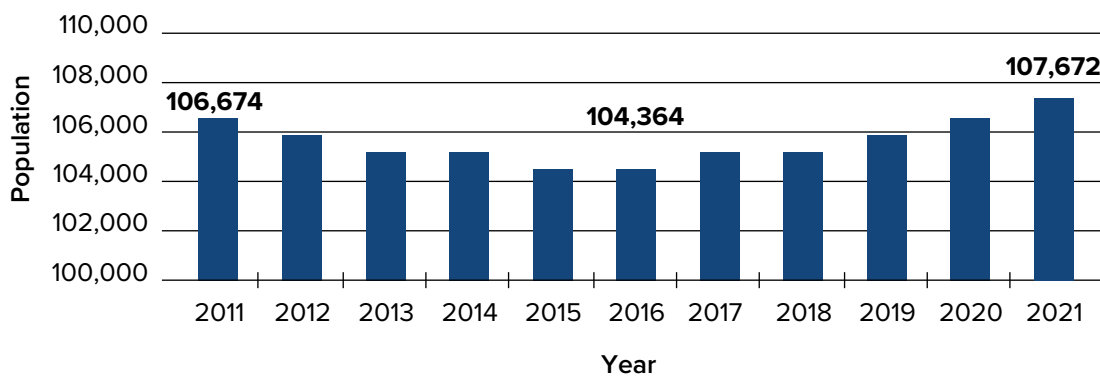


Our Community: Demographic Trends

Population Growth

Chatham-Kent's population has been relatively consistent over the past 10 years, but has been increasing slightly each year over the past six years (from 104,364 in 2016 to 107,672 in 2021), and has exceeded 2011 levels (Statistics Canada, Population Estimates). It should be noted that the population estimates include people missed in the Census. Statistics Canada's Census showed population of 103,988 in 2021.

Estimated Population by Year, 2011-2021

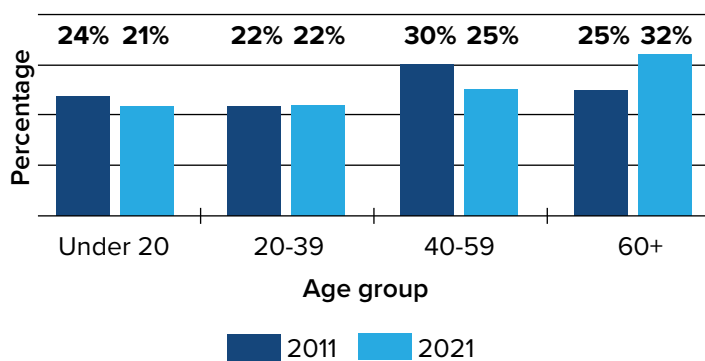


Source: Statistics Canada, Population Estimates

Adults aged 60 and over make up 32% of Chatham-Kent's population.

In 2021, Chatham-Kent's older adult population 60+ made up over 32% of the entire population (33,270 people) (Statistics Canada, Census). This is significantly higher than in 2011, when older adults 60+ accounted for 25% of the population.

Population by Age Group, 2011 and 2021



Source: Statistics Canada, 2021 Census

Chatham-Kent's population is aging, which is likely driving reductions in the labour force now and into the future.

The largest increase in Chatham-Kent's population between 2016 and 2021 were among the 65-75 age range, coinciding with the aging Boomer generation. People in this age range are typically exiting, or already out of, the workforce, although labour force participation rates for this age group have been increasing over time. In 2010, 29.2% of people 65 and over were in the labour force, compared to 33.1% in 2020.

Population Change by Age Group, 2016 and 2021

	0-14	15-24	25-34	35-44	45-54	55-64	65-74	75-85	85+	Total
2021	16,550	11,295	11,075	11,615	12,150	16,760	14,205	7,380	2,945	103,975
2016	16,740	11,645	10,690	10,960	14,335	16,220	11,980	6,410	3,065	102,045
Change (%)	-1.1%	-3.0%	3.6%	6.0%	-15.2%	3.3%	18.6%	15.1%	-3.9%	1.9%

Source: Statistics Canada, 2016 & 2021 Census

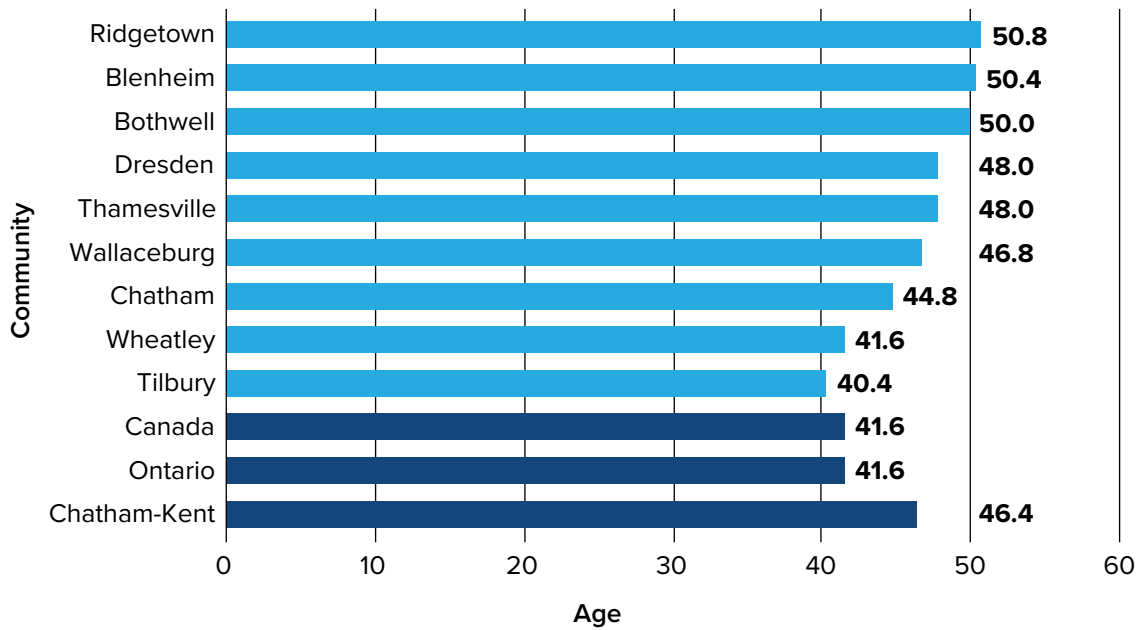
Population Trends Communities within Chatham-Kent

Community	Type	Population		% Change
		2021	2016	
Blenheim	Population centre	4,487	4,344	3.3
Chatham	Population centre	45,171	43,550	3.7
Dresden	Population centre	2,401	2,451	-2.0
Ridgetown	Population centre	2,797	3,002	-6.8
Tilbury	Population centre	4,687	4,768	-1.7
Wallaceburg	Population centre	10,323	10,098	2.2
Wheatley	Population centre	3,060	2,868	6.7
Bothwell	Designated place	908	856	6.1
Thamesville	Designated place	774	861	10.1
Chatham-Kent	Census Subdivision	103,998	101,647	2.3
Ontario				5.8
Canada				5.2

Source: Statistics Canada, 2021 Census

Wheatley and Bothwell had the greatest increases, while Thamesville and Ridgetown saw the largest decreases.

Median Age, Communities of Chatham-Kent



Source: Statistics Canada, 2021 Census

There is a large difference in the median age among the population centres in Chatham-Kent. Chatham-Kent is 4.8 years older than the national and provincial median age, while Ridgetown, Blenheim, and Bothwell are about 9.2 years older than Ontario and Canada. Tilbury is the only community with a population younger than Ontario and Canada.



Incomes have been rising

The most recent data available on incomes is from 2020, as it corresponds with tax filings. Tax filers in Chatham-Kent have increased their incomes since 2015, which is promising for the community. The share of tax filers with incomes in each income range above \$20,000 has increased and the share of tax filers with incomes in the below \$5,000 range have decreased.

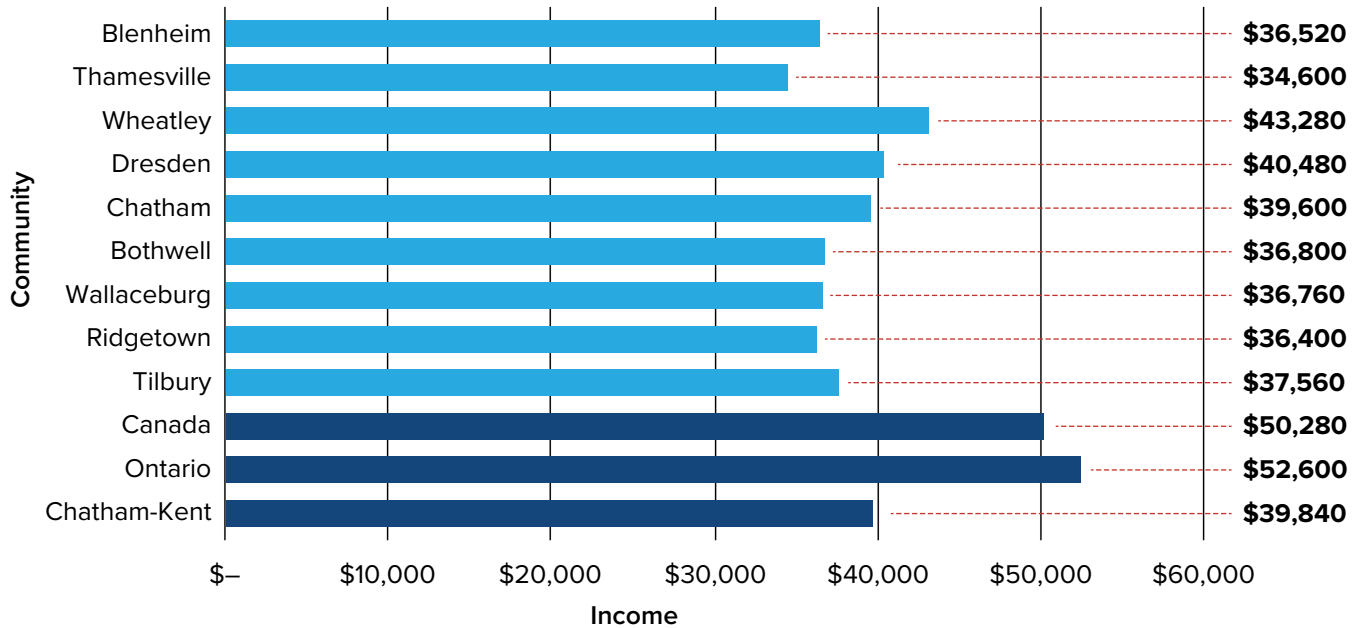
Individual Employment Income for Chatham-Kent, 2015 and 2020

	2015	2020	2015	2020
Persons with income under \$5,000	4,590	4,000	5.87%	4.65%
Persons with income of \$5,000 and over	73,630	81,620	94.13%	94.87%
Persons with income of \$10,000 and over	68,810	77,620	87.97%	90.16%
Persons with income of \$15,000 and over	61,650	71,230	78.82%	82.74%
Persons with income of \$20,000 and over	54,330	64,200	69.46%	74.57%
Persons with income of \$25,000 and over	46,880	56,330	59.93%	65.43%
Persons with income of \$35,000 and over	34,930	43,480	44.66%	50.51%
Persons with income of \$50,000 and over	20,770	27,110	26.55%	31.49%
Persons with income of \$75,000 and over	9,030	11,920	11.54%	13.85%
Persons with income of \$100,000 and over	3,910	5,590	5.00%	6.49%
Persons with income of \$150,000 and over	1,090	1,520	1.39%	1.77%
Persons with income of \$200,000 and over	460	630	0.59%	0.73%
Persons with income of \$250,000 and over	240	350	0.31%	0.41%

Source: Table 11-10-0008-01 Tax filers and dependants with income by total income, sex and age



Average Employment Income, Communities in Chatham-Kent



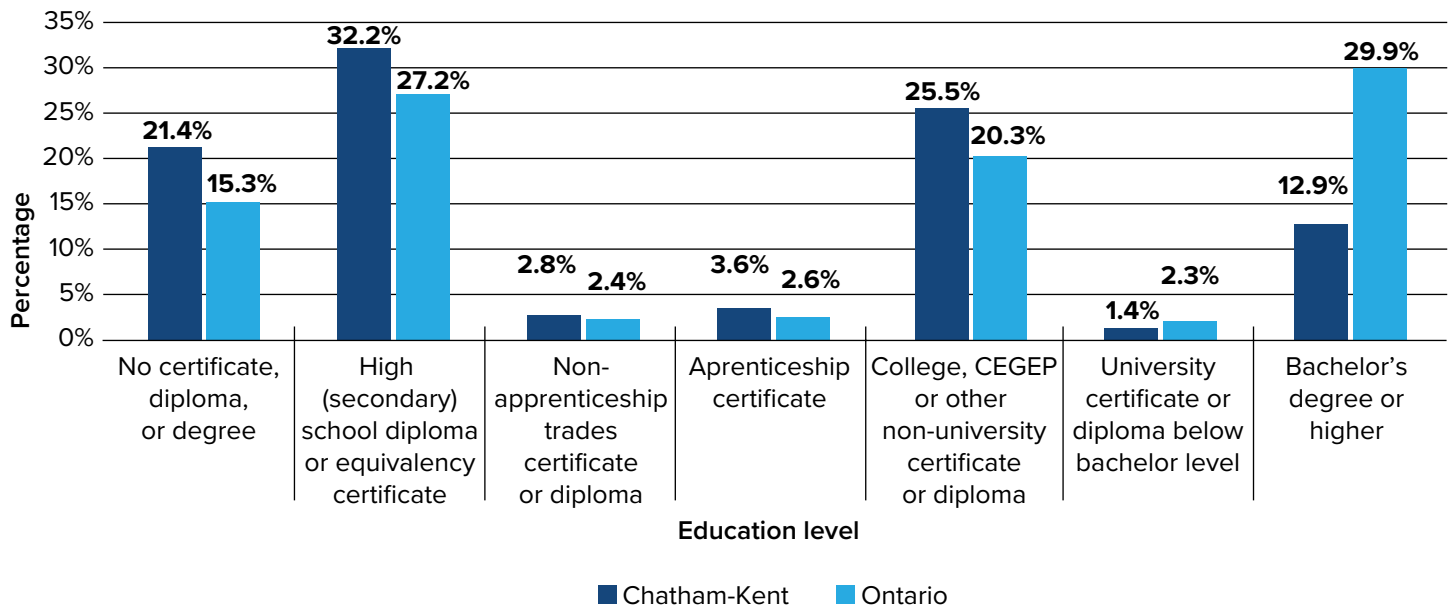
Source: Statistics Canada, Census, 2021

Average employment incomes among Chatham-Kent’s communities are lower than the provincial and national averages. Wheatley has the highest annual average at \$43,280, followed by Dresden at \$40,480. Thamesville had the lowest average employment income at \$34,600.

Community	Average Employment Income (2020)
Blenheim	\$36,520
Chatham	\$39,600
Dresden	\$40,480
Ridgetown	\$36,400
Tilbury	\$37,560
Wallaceburg	\$36,760
Wheatley	\$43,280
Bothwell	\$36,800
Thamesville	\$34,600
Chatham-Kent	\$39,840
Canada	\$50,280
Ontario	\$52,600



Educational attainment Chatham-Kent vs Ontario, 2021



Source: Statistics Canada Census, 2021

Chatham-Kent’s workforce has a lower educational attainment than the provincial average, which can create challenges for employers trying to fill positions requiring a university education, but the situation is improving

College diplomas, apprenticeships and other trades certificates or diplomas are more common, which aligns with local workforce needs.

Some 79% of Chatham-Kent’s population aged 25-64 have at least obtained a secondary school diploma, compared to 85% of Ontario as a whole (Statistics Canada, Census, 2021). About 21% of Chatham-Kent’s population aged 25-64 has not obtained a certificate, degree, or diploma. The population without a certificate, degree, or diploma is 6% higher than the Ontario average of 15.3%. However, the percentage with a college education, apprenticeship certificate, and other trades certificate or diploma is higher in Chatham-Kent than Ontario, while the percentage with a university degree was significantly lower than the Ontario average. The percentage with a college diploma or higher was 39.8% in 2021, up from 38.0% in 2016. The percentage with a university degree or higher was 11% in 2016 compared to 12.9% in 2021.

Mobility and Migration

In 2020/21 Chatham-Kent saw a sizable increase in net intra-provincial migration. People from other parts of the province were an important source of population for the workforce. At the same time, Chatham-Kent has seen an increase in net Interprovincial out-migration, suggesting that some employees are potentially being attracted to other provinces.

	2011/ 2012	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016	2016/ 2017	2017/ 2018	2018/ 2019	2019/ 2020	2020/ 2021
Net international permanent residents	94	104	93	6	51	135	104	98	82	46
Net interprovincial migration	-145	-161	-59	-167	26	74	11	-20	-23	-79
Net intra-provincial migration	-440	-236	-179	-109	81	359	295	411	488	971
Net non-permanent residents	-20	-22	11	-21	260	124	295	83	341	325

Source: Statistics Canada, "Components of population change by census division, 2016 boundaries, annual", Table 17-10-0140-01



Our Workers: Workforce Trends

The analysis in this section is based on annual data up to 2021 (2020 for income data and annual labour force participation rates by age). Monthly data for 2021 and 2022 has been reported for Chatham-Kent, where available. Some monthly data is not available for Chatham-Kent. This includes:

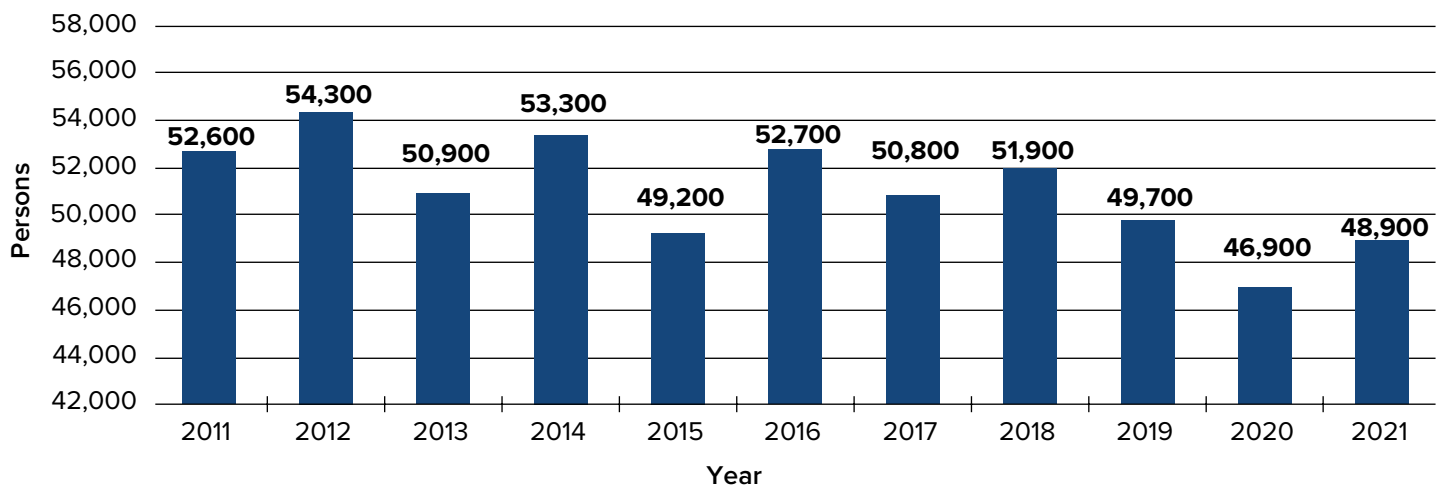
- data on full-time versus part-time employment
- data by gender and age
- data by industry.

For this data, we rely on data for the whole Windsor-Sarnia economic region.

Labour Force Characteristics

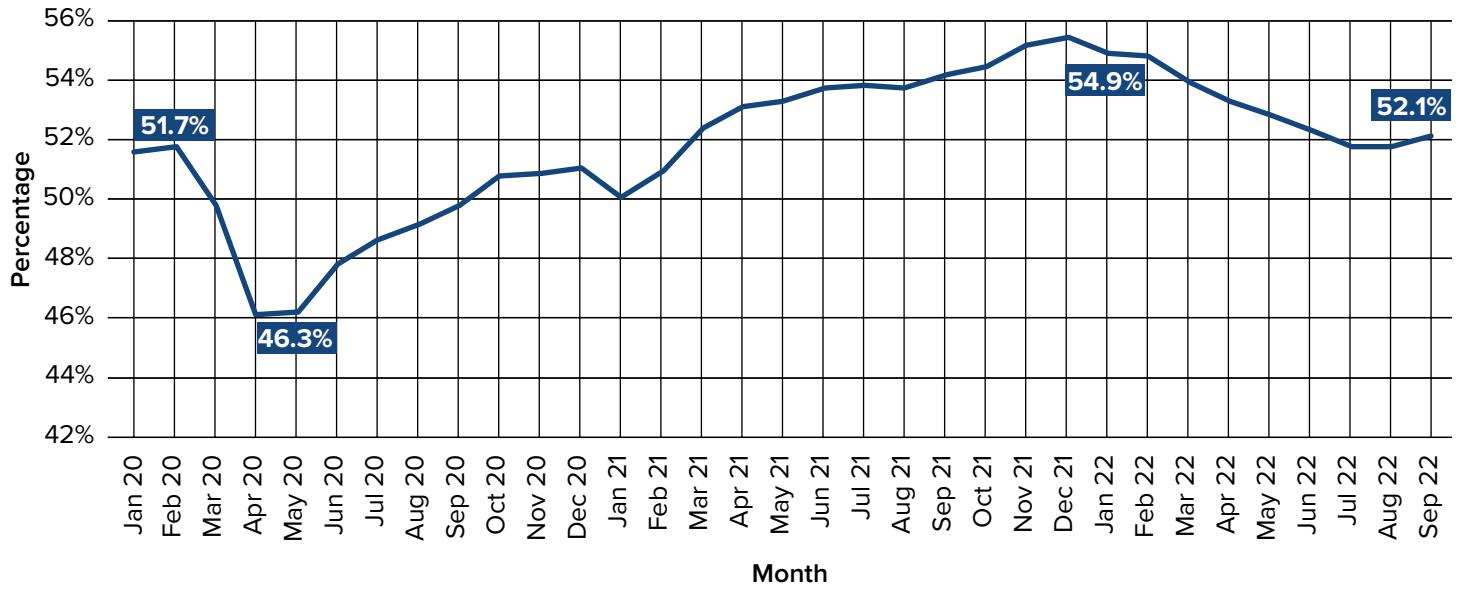
The size of Chatham-Kent’s labour force in 2021 increased from 2020, but is still trending downward over the past ten years, declining by about 7%. The labour force saw an increase in 2021 of 2000 people, up from 46,900 to 48,900. The labour force includes those actively employed or looking for employment.

Annual Labour Force (Persons), 2011-2021



Source: Statistics Canada. Table 14-10-0102-01

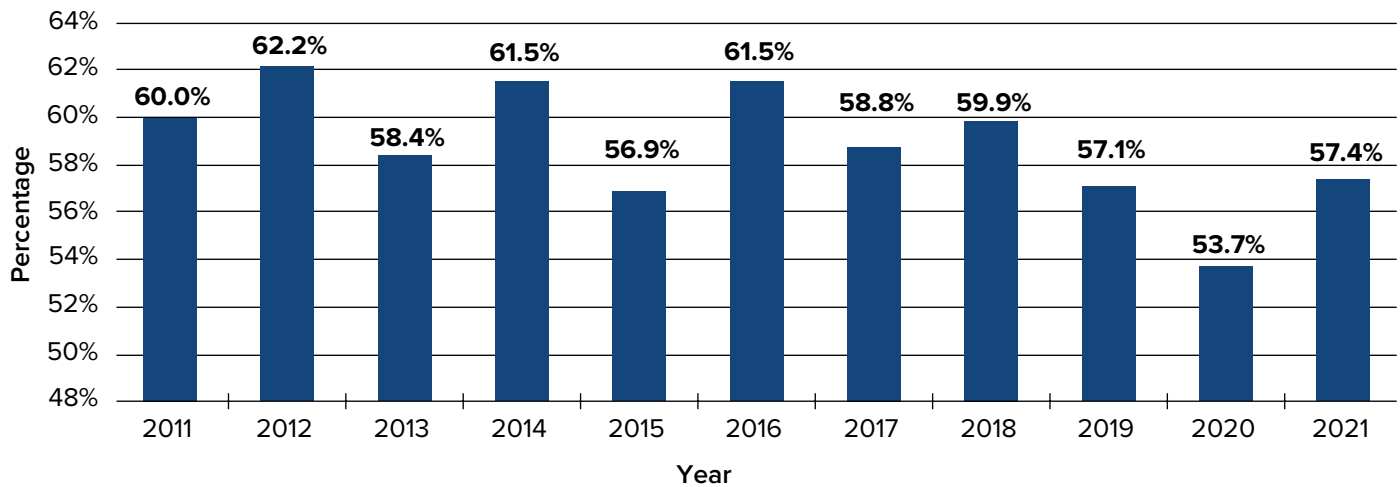
Labour Force Participation Rate by month, January 2020 - September 2022, unadjusted, Chatham-Kent (000s)



Source: Metro Economics 2022

Chatham-Kent saw approximately 5,550 people drop out of the labour market at the start of the pandemic, but the number of people employed or seeking employment has recovered and in September 2022, the latest available data, it exceeded pre-pandemic levels.

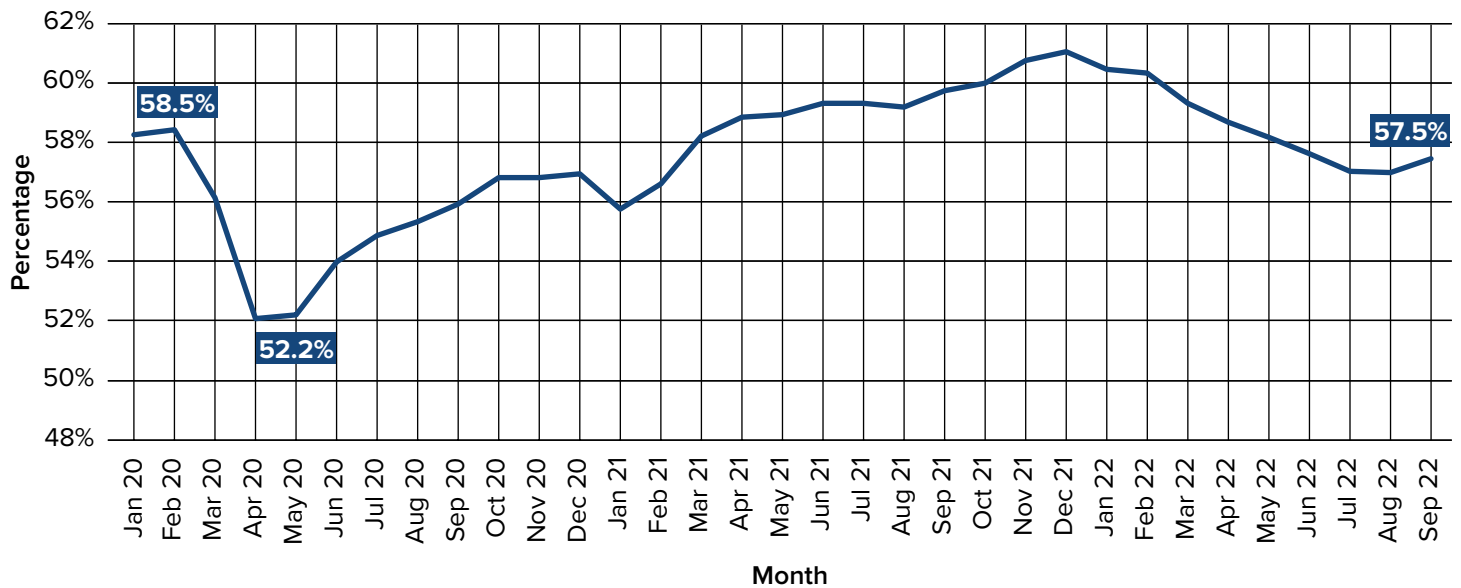
Annual Labour Force Participation Rate, 2011-2021



Source: Statistics Canada. Table 14-10-0102-01.

Annual data shows that labour force participation is declining and has not reached its peak level in the past nine years, which was 62.2% in 2012. However, the labour force increased by 4.3% from 53.7% in 2020 to 57.4% in 2021.

Labour Force Participations Rates by Month, January 2020 - September 2022, unadjusted, Chatham-Kent (000s)

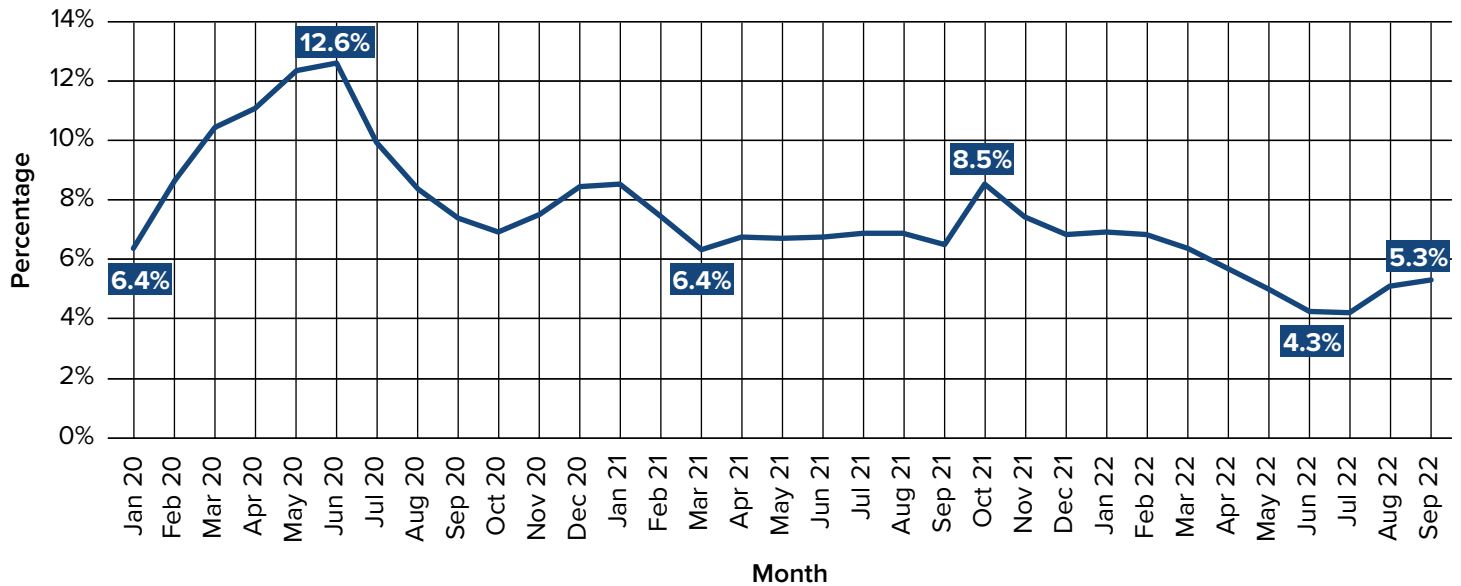


Source: Metro Economics 2022

Chatham-Kent’s labour force participation rate dropped from 58.5% in February 2020 to 52.2% in April 2020 as a result of the pandemic. Participation rates were trending upwards as of April 2020, however, rates started to drop in January 2022.

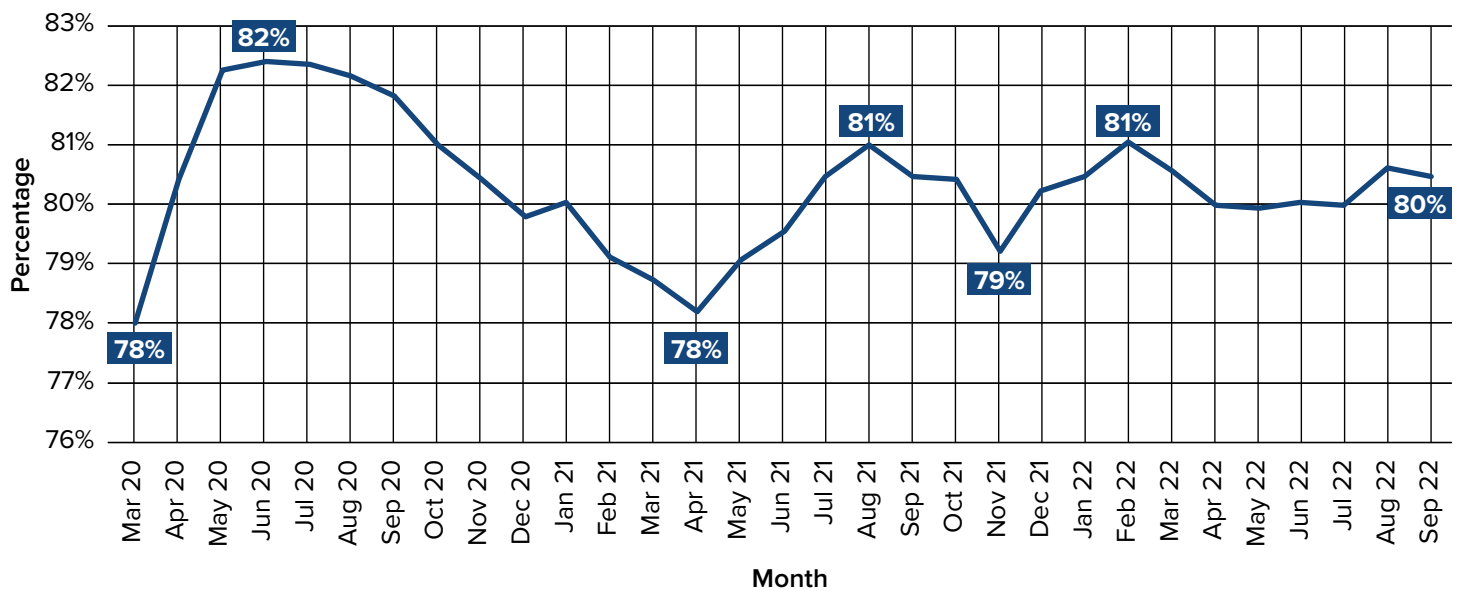
After peaking in June 2020, unemployment rates in Chatham-Kent consistently dropped until November 2020. Following a brief decline in January 2021, unemployment rates levelled off at around 6.5% until October 2021 (Statistics Canada. Labour Force Survey, 2021). Unemployment rates dropped to 33-month low of 4.3% in June of 2022, but rose again to 5.3% in September 2022.

Unemployment Rate, January 2020 - September 2022, unadjusted, Chatham-Kent (%)



Source: Metro Economics 2022

Percentage of employment that is full time, March 2020 – September 2022, unadjusted, Windsor-Sarnia (000s)



Source: based on Statistics Canada. Labour Force Survey, 2021

The percentage of full-time employment in the Windsor-Sarnia economic region has consistently remained above March 2020 levels, with the exception of April 2021, when the percentage (78%) was the same as the start of the pandemic in 2020 (Statistics Canada, Labour Force Survey, 2021).

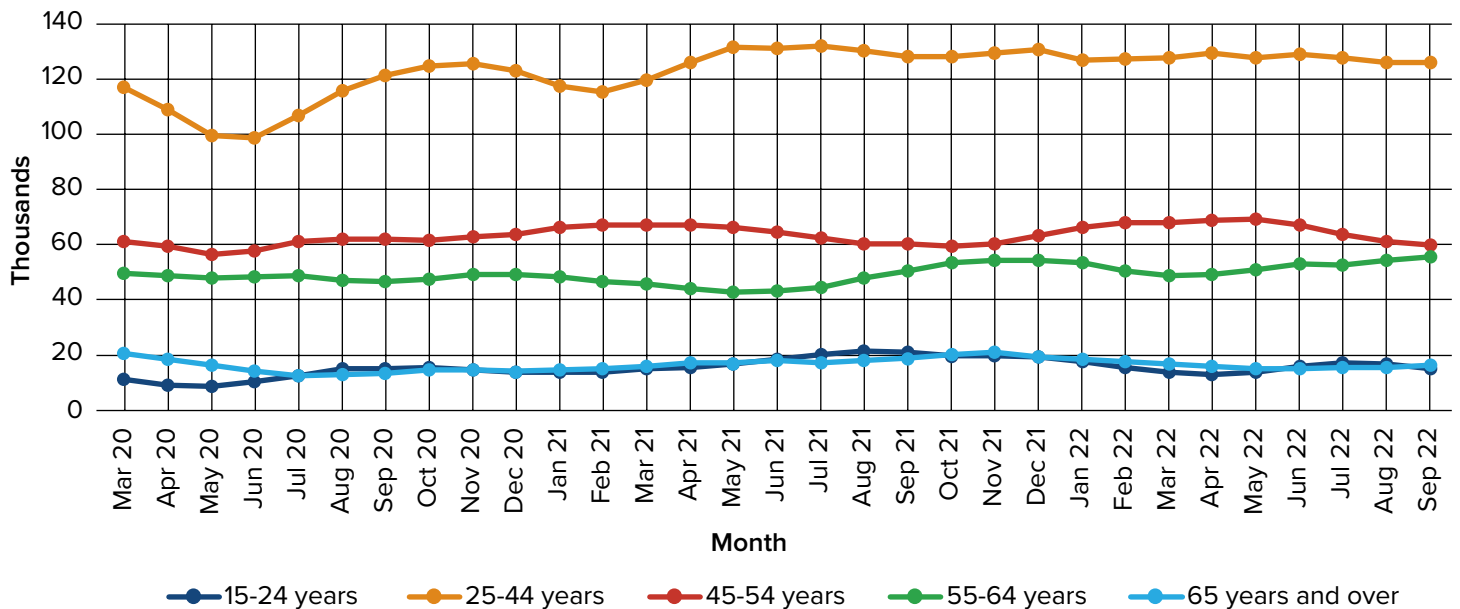
Annual Labour Market Participation Rates by Age Group (%) Chatham-Kent and Ontario, 2020.
Significantly lower shaded orange, significantly higher shaded green (min. 2.5 percentage points).

Age Groups	Total	Total	Females	Females	Males	Males
	ONT	CK	ONT	CK	ONT	CK
All Age Groups	67.3	64.6	62.9	59.2	72.1	70.3
15-19 years	35.2	44.2	35.8	44	34.6	44.7
20-24 years	82.6	84.4	82.5	83.2	82.8	85.7
25-29 years	86.7	83	84.5	78.6	88.9	87.1
30-34 years	85.1	82.5	80.9	77.2	89.6	87.6
35-39 years	84.7	83.6	80.1	79.2	89.7	88
40-44 years	84.8	83.5	80.9	79.9	89.2	87.3
45-49 years	85.2	84.8	82.1	82	88.5	87.9
50-54 years	83.9	82.5	81.2	81	86.8	84.6
55-59 years	79.4	77.5	76	74.9	83.1	80.2
60-64 years	67.9	66.4	62.3	61	74	72
65 years and older	28.7	33.1	21.1	23.3	37.7	44.3

Source: Statistics Canada. Table 11-10-0023-01

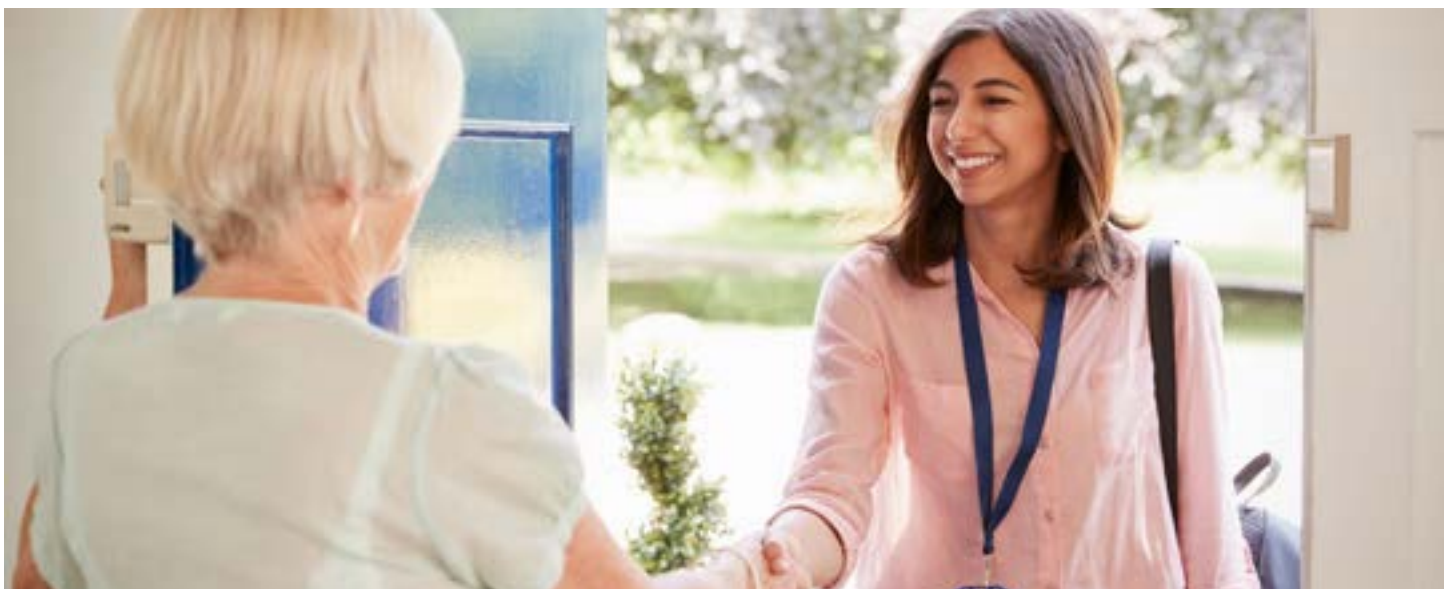
In 2020, 44.3% of males 65 years and older were still active in Chatham-Kent’s labour market compared to 37.7% in Ontario as a whole (Statistics Canada, Labour Force Survey). Youth between the ages of 15-19 participating in the labour force was 9% higher than the provincial average at 44.2% compared to 35.2%. Labour force participation was 5.9% lower for females age 25-29 than Ontario, which may in part be reflective of the higher fertility rates in Chatham-Kent. Comparing 2020 to 2019, the most sizable difference in labour market participation was among both males and females between ages 20 and 24 when the rate dropped from 86.8% in 2019 to 84.4% in 2020.

Employment by age, March 2020 – September 2022, unadjusted, Windsor-Sarnia (000s)

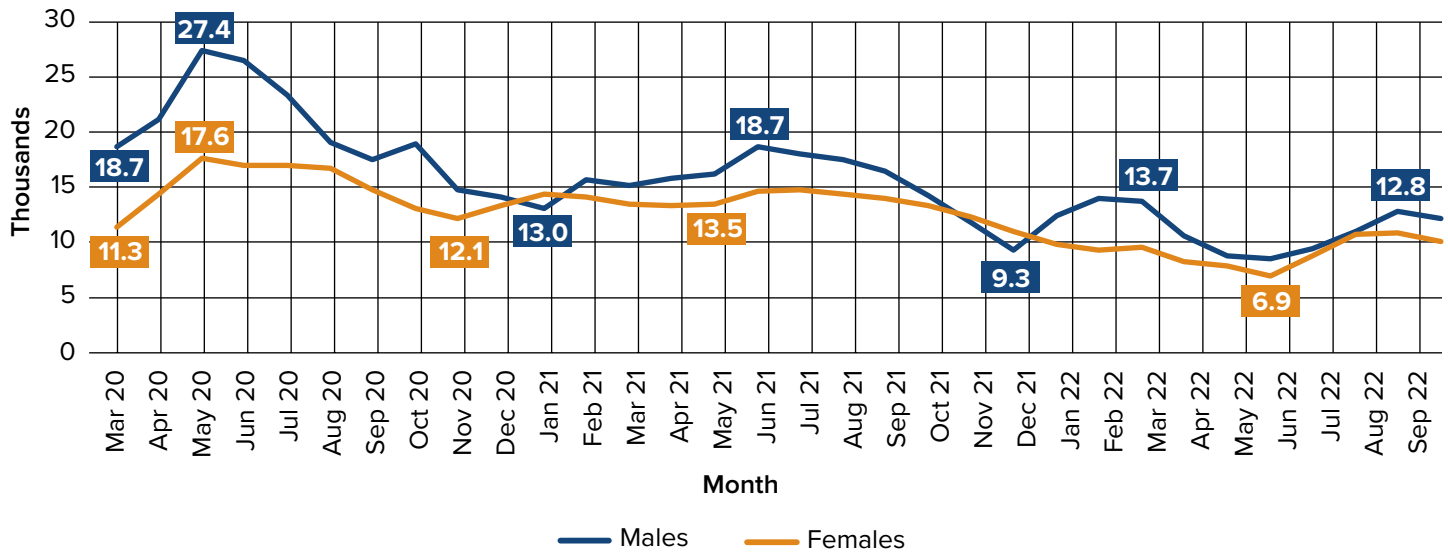


Source: Statistics Canada. Labour Force Survey, 2022

Employment levels among 25 to 40 year-olds have seen the greatest fluctuation between March 2020 and May 2021, as impacted by the pandemic, but levels remained relatively consistent since December 2021 (Statistics Canada. Labour Force Survey, 2022). Employment among older adults between the ages of 55 and 64 experienced two periods of increase since the start of the pandemic, with the first being between July 2021 and November 2021, and the second between May 2022 and September 2022. Employment rate increases among this age cohort have taken longer to recover from the pandemic.



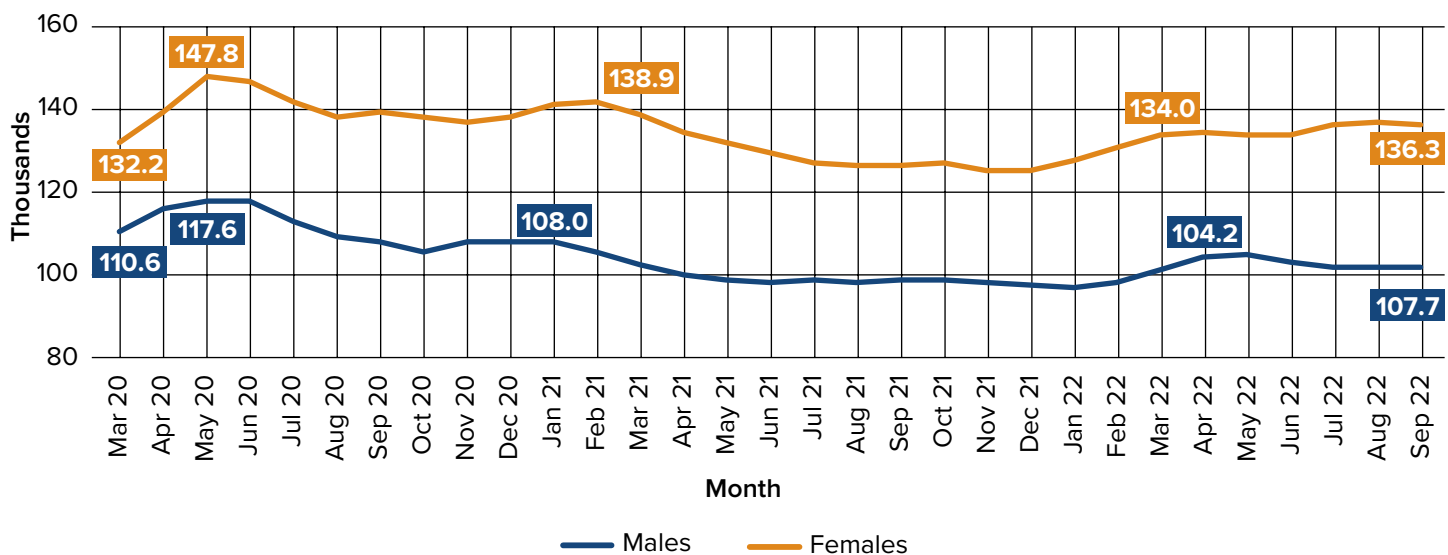
Unemployment by month, by gender, March 2020 – September 2022, unadjusted, Windsor-Sarnia (000s)



Source: Statistics Canada. Labour Force Survey, 2022

Unemployment rate have followed similar trends for both males and females in 2022.

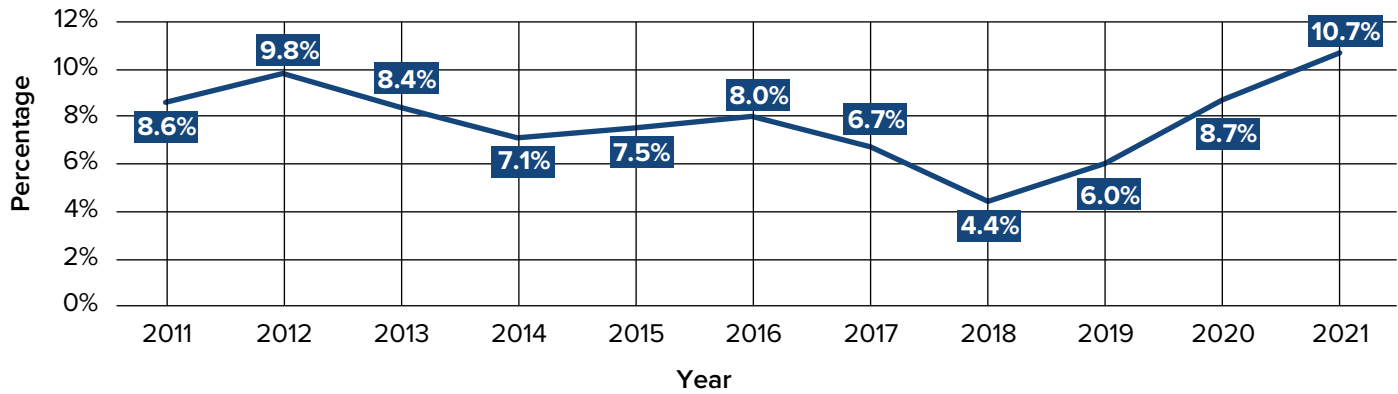
Not in the labour force by month, by gender, March 2020 - September, 2022, unadjusted, Windsor-Sarnia (000s)



Source: Statistics Canada. Labour Force Survey, 2022

The number of people not in the labour force has followed similar trends for both males and females in 2022.

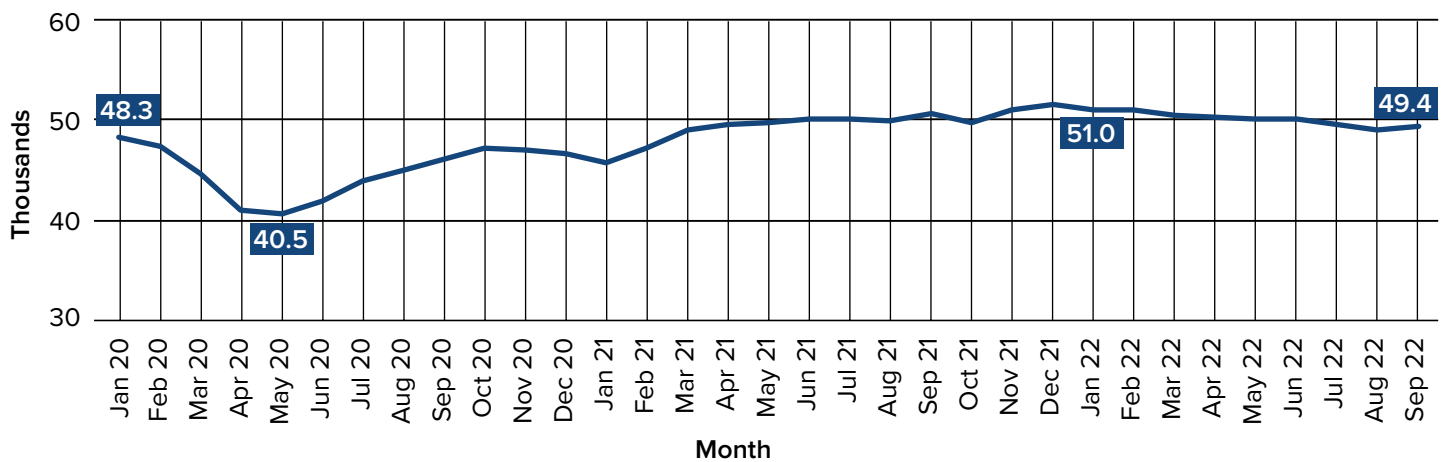
Annual Unemployment Rate (2011-2021), Chatham-Kent (%)



Source: Statistics Canada. Table 14-10-0102-01

Annual unemployment in Chatham-Kent has steadily increased since 2018. In 2021 annual unemployment was at its highest rate in the past 10 years. However, employment rates are anticipated to be lower in 2022. Monthly data from January to November 2022 showed unemployment rates between 4 and 7%.

Employment by month, January 2020 - September 2022, unadjusted, Chatham-Kent (000s)



Source: Metro Economics 2022

Employment, selected industries, March 2020 - September 2022, unadjusted, Windsor-Sarnia (000s)

Industry	20-Mar	20-Jun	20-Sep	20-Dec	21-Mar	21-Jun	21-Sep	21-Dec	22-Mar	22-Jun	22-Sep
Agriculture, forestry, fishing and hunting	8.5	8.3	9.9	8.5	7	8.7	10	8.5	5.6	6	7.1
Construction	19.2	21.2	27.1	24.3	24.8	23.5	23	23.9	21.2	25.6	27.3
Manufacturing	52.3	46	62.7	61.3	50.9	48	50.4	56.7	55.8	54.6	51.3
Retail trade	34.8	29.9	25.3	27.1	30.7	38.2	36.2	33	31.2	34.2	33.8
Transportation & warehousing	12.4	11.3	12.6	17.2	17.8	14.4	15	14.5	14.9	16.9	15.7
Finance and insurance	8.6	8.9	9.3	10.4	12	11.1	10.8	10.3	8.5	9.8	9.4
Professional, scientific and technical services	15.4	11.1	10.8	12.3	12.5	15	15	17.4	18.4	14.5	15.3
Educational services	18.5	16	17.1	22.2	17.5	19.5	18.9	22.4	22.5	22.6	20.1
Arts, entertainment and recreation	6.5	3.8	4.9	4.6	4.5	5.9	7.1	4.8	5.6	5.2	8.3
Accommodation and food services	18	14.5	18.4	15.2	15	18.3	19.9	15.5	17.9	18	16.8

Source: Statistics Canada. Labour Force Survey, 2022

Employment in all the main industries in the Windsor-Sarnia economic regions recovered to levels approximately equal to or above pre-pandemic levels in 2020. Industries that continued seeing increased employment throughout 2020 and 2021 were manufacturing; construction; transportation and warehousing; professional, scientific and technical services; educational services, and arts, entertainment and recreation.

Labour Market Review: Communities within Chatham-Kent

Education levels, population aged 25-64, communities within Chatham-Kent (2021)

Community	High School Graduate	University Graduate	College, Apprenticeships or Trades Diploma
Blenheim	86%	12%	41%
Chatham	87%	18%	37%
Dresden	86%	12%	43%
Ridgetown	85%	14%	44%
Tilbury	82%	11%	39%
Wallaceburg	85%	7%	42%
Wheatley	72%	14%	31%
Bothwell	81%	8%	40%
Thamesville	89%	12%	46%
Chatham-Kent	86%	16%	42%
Ontario	91%	37%	31%
Canada	90%	33%	35%

Source: Statistics Canada, 2021 Census

The communities of Chatham-Kent generally had higher rates of college, apprenticeships or trades diplomas than Ontario and lower rates of university education. Each community is below the provincial rate of high school graduates.

Labour Market Characteristics, Communities of Chatham-Kent (% of total)

Community	Labour Force	Participation Rate	Employment Rate	Unemployment Rate	Worked Full Year, Full Time
Blenheim	1,930	51.5	47	9.1	54
Chatham	21,015	56.6	49.4	12.8	50
Dresden	1,180	59.4	52.9	11	53
Ridgetown	1,240	52.7	48.4	8.1	50
Tilbury	2,255	59.6	54.2	9.1	55
Wallaceburg	4,440	52.4	46.1	12	49
Wheatley	1,390	62.2	57.9	6.5	54
Bothwell	410	52.9	45.8	12.2	48
Thamesville	405	63.8	58.3	7.4	48
Chatham-Kent	48,900	57.4	51.2	10.7	52
Ontario	7,399,200	62.8	55.1	12.2	54
Canada	19,310,345	63.7	57.1	10.3	53

Source: Statistics Canada, 2021 Census

There are vast differences in the labour market among the communities within Chatham-Kent. Chatham is the largest market with 21,015 people active in the workforce. Comparatively, the other communities have relatively small labour markets. The next largest market is Wallaceburg with a workforce of 4,440. Third is Tilbury with 2,255 and fourth is Blenheim with 1,930.

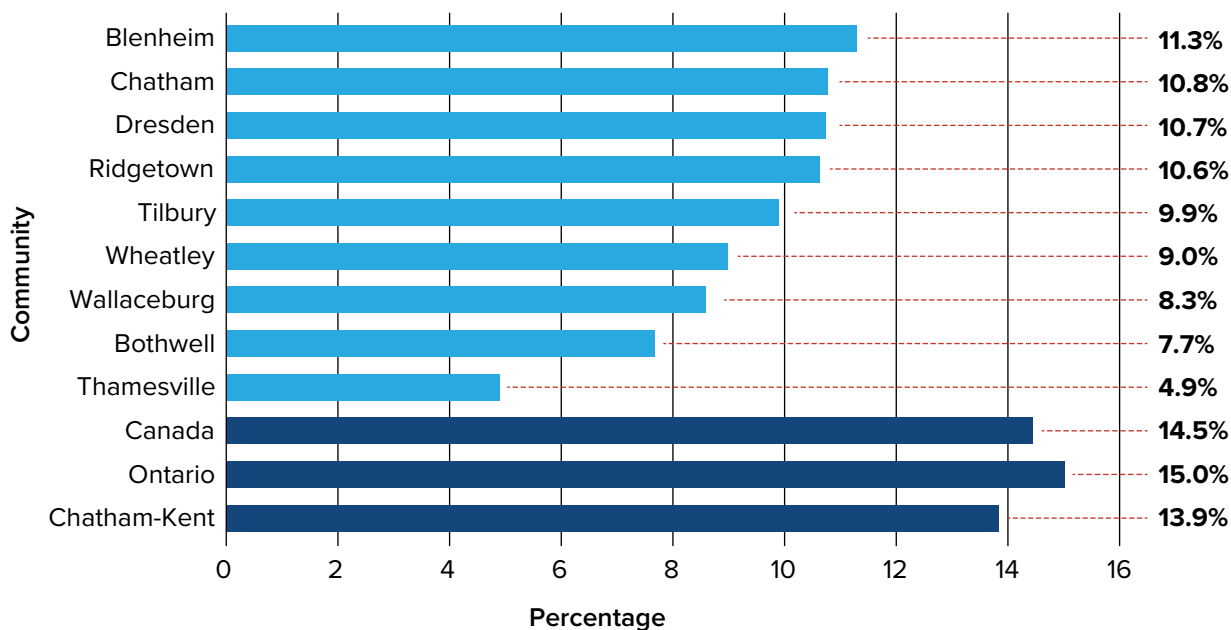
Each community, with the exception of Thamesville which has a labour market participation rate of 63.8%, has a lower participation rate than Ontario and Canada. This could be attributed to older populations, but is also dependant on other local economy influences, such as higher employment in agriculture. Farmers tend to retire late.¹ Chatham and Bothwell have higher rates of unemployment, at 12.8% and 12.2% respectively, but are relatively aligned with Ontario’s 2021 unemployment rate of 12.2%.

¹ <https://www.producer.com/news/a-love-of-farming-can-postpone-retirement/>

Self-Employment

Overall, self-employment among the rural communities of Chatham-Kent has declined since 2016. Interestingly, self-employment rates for Ontario and Canada have increased during the same five year period. Out of all the communities in Chatham-Kent, self-employment was most prevalent in Blenheim at 11.3%. Next is Chatham at 10.8%, followed by Dresden at 10.7%, then Ridgetown at 10.6%. Thamesville has the lowest self-employment rate of 4.9%, which is only about 20 people of the entire population.

Self-Employment Rates, Communities of Chatham-Kent (% of total)



Source: Statistics Canada, 2021 Census



Share of People Working at Home (% of employed workforce)

Community	Working at Home
Blenheim	14.2%
Chatham	16.9%
Dresden	11.0%
Ridgetown	11.8%
Tilbury	10.0%
Wallaceburg	8.6%
Wheatley	8.9%
Bothwell	7.0%
Thamesville	9.5%
Chatham-Kent	16.2%
Ontario	29.7%
Canada	24.3%

Source: Statistics Canada, 2021 Census

Chatham-Kent and its rural population centres' share of people working from home is significantly lower than the rest of Canada and Ontario. For example, people working from home in Chatham-Kent is 59% lower than Ontario. Bothwell has the smallest share of people working from home at 7.0% while Chatham has the largest share at 16.9%. This could be influenced by its major industries such as agriculture and manufacturing, which are jobs typically performed on-site and away from a home office.

Commuting Pattern and length, communities within Chatham-Kent

Community	Commute outside of municipality for work	30-minute or more one-way commute
Blenheim	7%	17%
Chatham	11%	17%
Dresden	23%	38%
Ridgetown	10%	28%
Tilbury	39%	32%
Wallaceburg	24%	34%
Wheatley	70%	26%
Bothwell	53%	51%
Thamesville	22%	46%
Chatham-Kent	18%	25%
Ontario	23%	38%
Canada	19%	33%

Source: Statistics Canada, 2021 Census

Most residents of Chatham-Kent also work within the municipality. 18% of the population commute outside of the municipality for work, and of that 18%, 39% have a one-way commute of 30 minutes or more. Residents of Wheatley are an anomaly as the community is located along the westerly boundary of the municipality, and as a result, 70% of the workforce leaves the community for the purpose of employment.

Relative to Ontario and Canada, Chatham-Kent has a shorter daily commute time. Blenheim and Chatham have the shortest commute times as only 17% of those commuting have a one-way journey of 30 minutes or more. However, 53% of Bothwell residents commute outside of the municipality, given its geographical location on the far east boundary, and 51% of those residents will have a commute of 30 minutes or more.

Employment by Occupation (Location Quotient (LQ) values, communities within Chatham-Kent (Ontario = 1.00)

Occupational Group	Blenheim	Chatham	Dresden	Ridgetown	Tilbury	Wallaceburg	Wheatley	Bothwell	Thamesville	Chatham-Kent
Legislative and senior management occupations	0.00	0.39	0.00	0.00	0.00	0.18	0.83	0.00	0.00	0.45
Business, finance and administration	0.70	0.76	0.77	0.64	0.62	0.55	0.69	0.53	0.80	0.70
Natural and applied sciences and related occupations	0.66	0.61	0.63	0.77	0.42	0.40	0.15	0.51	0.39	0.54
Health occupations	1.32	1.32	1.20	0.92	1.07	1.14	0.87	0.64	1.14	1.15
Occupations in education, law and social, community and government services	0.91	0.96	0.64	0.98	0.57	0.57	0.85	0.60	1.12	0.84
Occupations in art, culture, recreation and sport	0.57	0.51	0.40	0.38	0.28	0.36	0.34	0.75	0.00	0.42
Sales and service occupations	0.98	1.20	1.07	1.02	1.05	1.17	0.83	1.16	0.72	1.04
Trade, transport and equipment operators and related occupations	1.25	1.08	1.66	1.18	1.48	1.51	1.70	1.79	1.96	1.29
Natural resources, agriculture and related production occupations	3.03	1.35	1.38	3.68	3.02	2.01	6.58	2.35	1.58	4.16
Occupations in manufacturing and utilities	1.93	1.46	1.42	2.14	2.78	2.52	1.63	2.36	1.19	1.63

Source: Derived using Statistics Canada, 2021 Census

Employment by Industry (Location Quotient (LQ) values, communities within Chatham-Kent (Ontario = 1.00)

Industry	Blenheim	Chatham	Dresden	Ridgetown	Tilbury	Wallaceburg	Wheatley	Bothwell	Thamesville	Chatham-Kent
11 Agriculture, forestry, fishing and hunting	4.14	1.6	2.66	4.2	4.0	1.9	11	1.7	4.2	5.1
21 Mining, quarrying, and oil and gas extraction	0.00	0.41	2.70	0.0	0.0	1.9	0	7.7	0	0.8
22 Utilities	2.39	3.33	2.80	1.1	1.5	1.4	0	0	0	2.4
23 Construction	1.05	0.93	1.61	0.7	1.0	1.2	1.3	0.5	2	1.1
31-33 Manufacturing	1.61	1.21	1.09	2.0	2.4	2.3	2	1.3	1.8	1.4
41 Wholesale trade	0.92	0.9	0.63	0.7	1.1	0.9	0.9	0.7	1.1	1
44-45 Retail trade	1.32	1.31	1.05	1.3	1.2	1.2	0.8	1.9	0.7	1.1
48-49 Transportation and warehousing	0.85	0.75	1.06	0.8	0.9	0.8	0.9	3	1.6	0.9
51 Information and cultural industries	0.02	1.07	0.55	0.9	0.2	0.6	0.6	1.6	0	0.7
52 Finance and insurance	0.43	0.43	0.78	0.7	0.5	0.4	0.2	0	0	0.4
53 Real estate and rental and leasing	0.62	0.57	0.00	0.0	0.2	0.3	0	0	0	0.5
54 Professional, scientific and technical services	0.47	0.38	0.55	0.2	0.3	0.3	0.4	0.4	0	0.4
55 Management of companies and enterprises	0.00	0	0.00	0.0	0.0	0.0	0	0	0	0.1
56 Administrative and support, waste management and remediation services	0.99	1.18	0.86	0.6	0.6	0.8	0.5	0.8	0.5	1
61 Educational services	1.03	0.9	0.64	1.1	0.7	0.7	0.7	0.7	0.5	0.8
62 Healthcare and social assistance	1.14	1.32	1.19	1.0	1.0	1.1	1	0.6	1.3	1.2
71 Arts, entertainment and recreation	0.58	0.91	0.95	1.1	0.9	0.8	0	2.7	0	0.8
72 Accommodation and food services	0.10	1.25	1.27	1.2	1.6	1.3	1.1	0.7	0.7	1.1
81 Other services (except public administration)	1.07	1.08	0.77	0.7	0.7	1.3	0.7	0.9	1.3	1.1
91 Public administration	0.62	0.87	1.23	1.0	0.5	0.4	0.6	0.4	1	0.7

Source: Statistics Canada, 2021 Census

Location Quotient analysis is used to assess employment by industry based on region, relative to a larger geographic area. The table on page 26, highlights Chatham-Kent’s share of workers as compared to the province of Ontario. Employment by occupation is different than employment by industry as there are many different occupational groups represented within each industry.

Compared to Ontario, Chatham-Kent has a high concentration of workers in the agriculture sector, with a rate of 5.1 workers in Chatham-Kent compared to Ontario which would have 1 worker. Chatham-Kent is Canada’s largest producer of brussels sprouts, black tobacco, cucumbers, pumpkins, seed corn and tomatoes . Chatham-Kent also has an above average workforce in the manufacturing industry given its specialization in the manufacturing of automotive, oil, gas and specialized chemicals. However, the municipality has a relatively low concentration of workers in the legislative, senior management, art and culture, sport and recreation, and science related sectors. However, it should be noted that in absolute terms, arts, entertainment, and recreation combined, account for more jobs than agriculture.



The municipality as a whole has varied employment by industry. For example, Wheatley has the highest concentration of agriculture workers with 11 times more employees in the industry than Ontario as Wheatley is home to the largest fresh water commercial fishing port in the world. Thamesville has the highest rate of construction employees, with over double the workforce relative to Ontario. Thamesville also has the highest concentration of workers in manufacturing, trade and transportation and public administration. Chatham has the lowest rate of agriculture and manufacturing employees. Chatham however, has the highest rate of healthcare workers as it’s the site of the Chatham-Kent Health Alliance hospital, serving local and rural residents in the surrounding areas. Chatham also is the leader of the information industry, with two large information technology companies doing business in the community.

As the second largest community, Wallaceburg also has the second highest concentration of manufacturing workers, next to Tilbury, and is tied with Ridgetown for the lowest rate of transportation and warehousing employees. Wallaceburg is also tied with Bothwell for having the lowest rate of public administration.

Tilbury, the third largest population centre in the municipality has a highest concentration of manufacturing and is tied with Thamesville for the highest rate of wholesale trade. Tilbury also has relatively low concentrations of other industries such as administration, sciences, finances and real estate and ranks much lower than the provincial average in these sectors.

Five-Year Mobility Status

Population aged 5+ by mobility status, communities within Chatham-Kent

Community	% who lived outside CK but somewhere in Ontario	% who lived outside CK in another province	% who lived outside CK – in another country	From all three sources combined
Blenheim	11.6%	1.4%	0.5%	13.5%
Chatham	9.3%	1.2%	1.7%	12.1%
Dresden	10.2%	1.1%	0.7%	12.0%
Ridgetown	12.0%	2.1%	1.3%	15.4%
Tilbury	14.3%	0.9%	1.3%	16.5%
Wallaceburg	14.4%	1.4%	0.5%	16.3%
Wheatley	19.9%	1.9%	1.3%	23.1%
Bothwell	20.5%	0.0%	0.0%	20.5%
Thamesville	12.7%	0.0%	2.8%	15.5%
Chatham-Kent	10.6%	1.1%	1.2%	12.9%
Ontario	14.5%	1.7%	5.5%	21.7%
Canada	14.7%	2.7%	4.9%	22.2%

Source: Statistics Canada, 2021 Census

Mobility data from the 2021 Census provides insights into the movement of the local population. Data highlights how many people moved, or did not move from the same or different municipality, outside or inside of the province, or from outside the country. Understanding mobility is key for decision-makers in understanding how to attract and retain a workforce relative to population growth and changing industry dynamics.

In Chatham-Kent, only 10.6% of the population over the age of five lived outside of the municipality in 2016. This signals very little inward mobility within the province or from other provinces or immigration. When combining all three sources, Chatham-Kent had a rate less than half of Canada and Ontario.

Mobility among the population centres of Chatham-Kent varied. Dresden and Chatham had the lowest in migration of all the communities. Wheatley had the highest rate of inward migration rates of 23.1%, which is about 10% higher than Chatham-Kent’s overall rate of 12.9%.

Our Businesses: Local Industry Trends

Business Counts

Business Counts data include businesses identified as “active” on the Business Register, Statistics Canada’s internal listing of Canadian businesses. The data is compiled primarily from Canada Revenue Agency tax records. The status of a business is only changed to “inactive” once tax accounts are formally closed or become dormant over an extended period. Businesses are counted on the basis of the statistical concept of “location.” Each operating location is separately counted, including cases where one business comprises multiple locations.

The following table shows a breakdown of employer business in Chatham-Kent in June 2021 and June 2022 by size. Chatham-Kent only saw one loss of a medium-size business with 100-199 employees, while the number of businesses in all other categories increased.

Breakdown of businesses/locations by employment level, Chatham Kent (2021, 2022)

	2021	2022	Changes 2021 - 2022		
# Without employees	7,253	7,555	302		
Total, with Employees	2,993	3,248	255	% of total 2021	% of total 2022
1-4	1,516	1,586	70	51%	49%
5-9	634	732	98	21%	23%
10-19	418	459	41	14%	14%
20-49	280	308	28	9%	9%
50-99	78	94	16	3%	3%
100-199	45	44	-1	1.5%	1%
200-499	17	18	1	0.6%	1%
500+	5	7	2	0.2%	0%

Source: Statistics Canada Business Counts (June 2021, June 2022)

Chatham-Kent’s economy saw a net gain of 255 employer business locations between June 2021 and 2022. The following table shows selected sectors of Chatham-Kent’s economy that saw net gains and losses in the number of employer businesses and a breakdown by size.

Change in number of employers, selected sectors, June 2021 -2022

Sector	Net Gains/ Losses	Number of Employees							
		1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
Agriculture	0	+4	-2	-5	+3	-2	+2	0	0
Construction	+26	+8	+10	+1	+5	+2	0	0	0
Manufacturing	+22	+5	+7	-2	+3	+7	-1	+2	+1
Retail	+56	+16	+20	+7	+10	-1	+4	0	0
Professional Services	+14	+5	+9	-1	+2	-1	0	0	0
Finance and Insurance	-2	-9	+4	+2	-1	+2	0	0	0
Transportation and Warehousing	+4	+11	+2	-2	-4	-1	-2	0	0
Accommodations	+1	+4	-3	-1	+1	0	0	0	0
Restaurants	+7	-9	+1	+7	+6	+1	0	+1	0
Arts, Culture and Recreation	0	-5	+3	-2	+2	+3	-1	0	0

Source: Statistics Canada Business Counts, June 2021 and 2022

The largest net gains in the number of businesses were in the Retail sector, with a net gain of 56 businesses. The primary gains were among food and beverage stores (+14) and motor vehicle and parts dealers (+8). The sector only experienced one loss among clothing and accessory stores (-4). The Restaurant sector also had a slight increase of seven firms. The Retail and Restaurant sectors were hardest hit during the pandemic, but are recovering as of 2022.

Other sectors that experienced significant net gains in 2022 were the Construction (+26) and Manufacturing (+22) sectors. In 2022, there were 20 new speciality trade contractor businesses established and eight new building construction firms, but there was a loss of two heavy and civil engineering construction firms. The Manufacturing sector saw increases among plastics and rubber products manufacturing (+7), fabricated metal product manufacturing (+5) and machinery manufacturing (+6 firms) businesses.

The Finance and Insurance sector was the only sector to see a net loss. The securities, commodity contractors and other investment firms saw a loss of seven firms, while the insurance carriers (+3) and credit intermediation firms (+4) saw net gains in 2022.

Interestingly, the agricultural and arts and culture and recreation sectors did not see any net gains or losses in 2022. The agricultural sector lost three animal production and aquaculture firms, and four crop productions firms, but gained five agriculture and forestry support businesses and two forestry firms.

Select subsector net gains and losses June 2021 to June 2022, employer businesses

Agriculture	
Net Gains	Net Losses
Support activities for agriculture and forestry (+5 firms) Forestry & logging (+ 2 firms)	Animal production and aquaculture (-3 firms) Crop Production (-4 firms)
Construction	
Net Gains	Net Losses
Construction of buildings (+8 firms) Specialty trade contractors (+20 firms)	Heavy and civil engineering construction (-2 firms)
Manufacturing	
Net Gains	Net Losses
Food manufacturing (+1 firm) Beverage and tobacco product manufacturing (+2 firms) Textile product mills (+2 firms) Printing and related support activities (+2 firms) Plastics and rubber products manufacturing (+7 firms) Fabricated metal product manufacturing (+5 firms) Machinery manufacturing (+6 firms) Electrical equipment, appliance and component manufacturing (+ 1 firm) Transportation equipment manufacturing (+1 firm)	Clothing manufacturing (-1 firm) Textile product mills (-1 firm) Wood product manufacturing (-1 firm) Primary metal manufacturing (-1 firm) Furniture and related product manufacturing (-1 firm)
Retail	
Net Gains	Net Losses
Motor vehicle and parts dealers (+8 firms) Furniture and home furnishings stores (+1 firms) Electronics and appliance stores (+7 firms) Building material and garden equipment and supplies dealers (+4 firms) Health and personal care stores (+3 firms) Gasoline stations (+5 firms) Sporting goods, hobby, book and music stores (+2 firms) Food and beverage stores (+14 firms) General merchandise stores (+7 firms) Miscellaneous store retailers (+16 firms) Non-store retailers (+2 firms)	Clothing and clothing accessories stores (-4 firms)

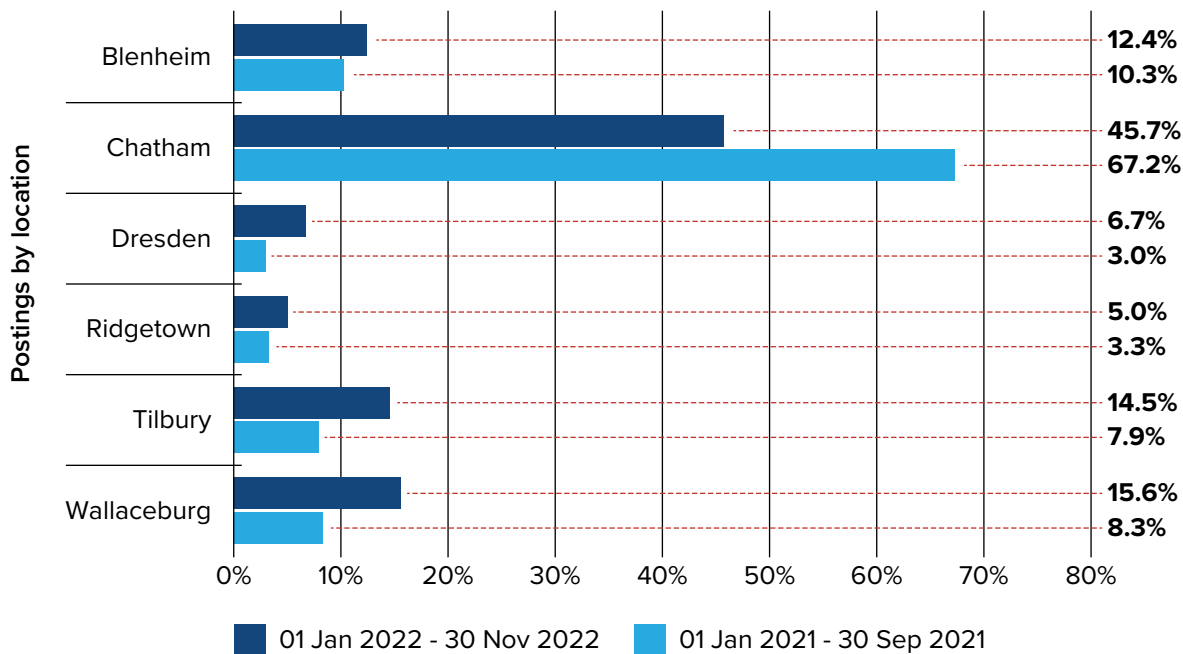
Professional Services	
Net Gains	Net Losses
Professional, scientific and technical services (+14 firms)	
Finance and Insurance	
Net Gains	Net Losses
Insurance carriers and related activities (+3 firms) Credit intermediation and related activities (+4 firms)	Securities, commodity contracts and other financial investment activities (-7 firms) Funds and other financial vehicles (-2 firms)
Transportation and Warehousing	
Net Gains	Net Losses
Truck Transportation (+9 firms) Support activities for transportation (+3 firms)	Transit and ground passenger transportation (-3 firms) Pipeline transportation (-1 firm) Couriers and messengers (-3 firms) Warehousing & storage (-1 firm)
Accommodations	
Net Gains	Net Losses
Accommodation services (-+1 firm)	
Restaurants	
Net Gains	Net Losses
Food services and drinking places (+7 firms)	
Arts, Culture and Recreation	
Net Gains	Net Losses
Amusement, gambling and recreation industries (+1 firm)	Performing arts, spectator sports and related industries (-1 firm)

Source: Statistics Canada Business Counts (June 2022)

Job Posting Trends

The proportion of job postings in Chatham declined from 2021 (January to September) to 2022 (January to November), while the proportion of job postings in the smaller population centres increased over this time.

Job Postings by Community, Chatham-Kent, January - September 2021 versus January - November 2022



Sources: 2021 data was from based on data from Vicinity Jobs and 2022 data was ChathamKentJobs.com

The top 10 posted for occupation were as follows.

Top 10 Posted for Occupations, November 2021 - November 2022

6421	Retail salespersons	679
6711	Food counter attendants, kitchen helpers and related support occupations	447
4412	Home support workers, housekeepers and related occupations	431
6552	Other customer and information services representatives	397
9619	Other labourers in processing, manufacturing and utilities	374
7511	Transport truck drivers	297
7452	Material handlers	290
8431	General farm workers	219
6322	Cooks	197
6731	Light duty cleaners	187
7514	Delivery and courier service drivers	178

Source: ChathamKentJobs.com



Stakeholder Insights

To support the 2022 LLMP, local stakeholders were asked to share their experiences, insights, and ideas on local labour market trends. Consultations included a series of interviews and focus groups with local Employment Ontario services providers and agencies working with job seekers in Chatham-Kent. In addition, the EmployerOne survey was conducted to hear from local employers.

Of note, in previous years a separate survey was completed for the LLMP, this year the survey was combined with the EmployerOne survey to reduce duplication for local employers.

Interviews and Focus Groups

The following local stakeholders were engaged in conversations as part of the 2022 LLMP:

- Canadian Executive Search Group
- Canadian Mental Health Association
- Chatham-Kent Employment and Social Services
- College Boreal
- Community Living
- Goodwill Career Centre
- Job Worx
- Lambton Kent District School Board
- St. Clair Employment
- St. Clair College, Employment Centre
- Tri County Literacy
- Working Groups:
 - Chatham-Kent Community Leaders' Cabinet; Job Preparation Working Group
 - Chatham-Kent Community Leaders' Cabinet; Retention and Belonging Working Group
 - Chatham-Kent Community Leaders' Cabinet; Employment Working Group

Key Messages

Continued Gaps in Digital Literacy and Soft Skills

Local Employment Ontario Providers identify continued skills gaps in the areas of digital literacy, computers, as well as numeracy and math. Other areas of learning continue to be in soft skills (i.e., interpersonal and communication skills). In addition, some stakeholders point to gaps in resume writing, interview skills and defining job interests and pathways. Language challenges was also noted as a barrier for some in accessing and retaining employment.

External Factors are a Growing Challenge

Stakeholders identify lack of housing, transportation, and childcare spaces/staff as important challenges when looking at the labour market. Stakeholders emphasize that these services are essential in retaining residents and workers, as well as attracting new workers.

Other challenges such as mental health issues and access to computers were also identified by some as additional barriers to employment.

COVID Impacts are Lessening

Generally, stakeholders' sense is that COVID is not currently having a significant impact on the labour market. Some stakeholders report that it may still be having a small impact on employee absenteeism and that a small number of people may still be uncertain about getting back into the labour market. A few stakeholders note that the COVID-19 pandemic is having a lingering impact on food service and customer service jobs. Other stakeholders highlight that several companies (largely 'white collar') are shifting to hybrid work models on a more permanent basis. Of note, almost 50% of the EmployerOne survey respondents stated that COVID is still impacting their business (see more below under EmployerOne Survey Results).

In addition, organizations working with students express challenges related to finding co-op positions for students as many companies continue to have large portions of their staff working from home and remote working can be a barrier for co-op students.

Labour Shortage Having Continued and Increasing Impacts

All stakeholder groups emphasize a 'labour pool gap' in Chatham-Kent. While most stakeholders point to gaps "across the board", some specific areas include ECE, PSW, skilled trades, education (teachers, clerical, custodial), manufacturing, child and youth workers, law enforcement, accounting and bookkeeping, construction, and healthcare workers including physicians.

Some stakeholders point to stories from employers who have had to turn down new work opportunities due to a lack of employees. Others describe reducing the number of shifts or hours of operation, and employers themselves (often smaller business owners) taking on an increasing number of hours in an effort to stay open. And others describe businesses not being able to expand or do not want to locate in Chatham-Kent out of concern in finding enough employees.

Some Challenges in Finding Apprenticeships

Stakeholders working with job seekers do identify challenges for some people in finding apprenticeships.

Local Employers Making Changes to Attract Employees

Stakeholders express that many employers are making changes in efforts to hire and retain employees. Changes include providing hybrid working arrangements, increasing pay, and providing flexible job hours to accommodate schedule needs (i.e., transportation, childcare). In addition, stakeholders are seeing employers more open to taking on employees who may require further training.

More employers are also reaching out to educational institutions to speak to students about job opportunities and to promote their job sector/business.

New Programs Seem to be Having a Positive Impact

Stakeholders highlight that the new ECE program at St. Clair College (funded tuition and job placement) has seen a significant increase in enrolment. Stakeholders also point to several job readiness programs in Chatham-Kent that seem to be having a positive impact for people gaining employment.

Overall, Stakeholders indicate that there are a lot of resources to help people find employment.

"Mis-matched resumes" and "Ghosting" an Increasing Trend

Several stakeholders describe challenges with people sending in an application, getting an interview, and then not showing up to interviews. Other stakeholders note receiving large numbers of resumes, with a very small proportion that may be qualified for the job.

Ideas and Directions

Through conversations, local stakeholders identify a number of potential ideas and opportunities:

Connecting Employers with Resources

- Linking employers with literacy organizations, training to support people upgrading their skills (math, numeracy, soft skills) to help maintain employment.

Information Sharing

- Ongoing sharing of community resources, data, and information sharing among all stakeholders.
- Prepare wage analysis.
- Sharing success, and non-success, stories.

Skills Development and Job Promotion

- Hosting more skills development events and career fairs.
- Continued education of labour market needs to youth.
- Co-op programs at grades 7 & 8.
- Continued programs such as PSW program (paid education and job placement).
- Continue to connect people with basic skill and up-skilling training programs.
- Dedicated community space for job search (i.e., free access to computers).

Local Training

- Dedicated training site (i.e., immigrant newcomers in skilled trades, women in skilled trades).
- Encourage employers to consider on-the-job training.
- Consider needs and support opportunities of new immigrants.

System-wide Collaboration and Marketing

- Working across the Municipality to create a place that people want to visit, live, and work.
- Videos and other tools are helpful in showcasing different job sectors and positions, and skills/training and education needed to get the job.

Continue to Respond to External Solutions

- Need for housing for current residents as well as attracting new residents/employees.
- Need for more childcare workers.
- Considering transportation options.

Focus on Retention

- Need to better understand why people are leaving jobs and develop opportunities to support employers and employees in job retention.

Continued Flexibility from Employers

- Encourage employers to continue to adapt to labour force needs such as job flexibility, providing on-the-job training, and creating culture in workplace (i.e., creating space for prayer).



EmployerOne Survey

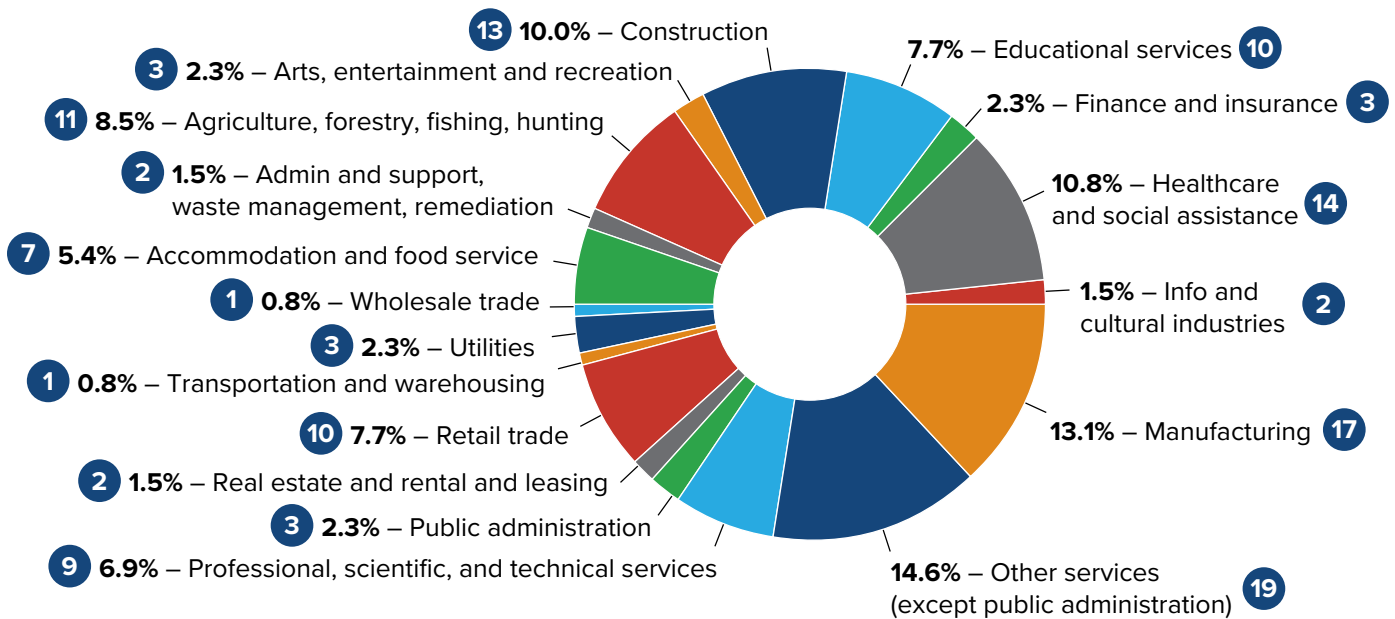
Responses from the November 2022 EmployerOne Survey

Who responded

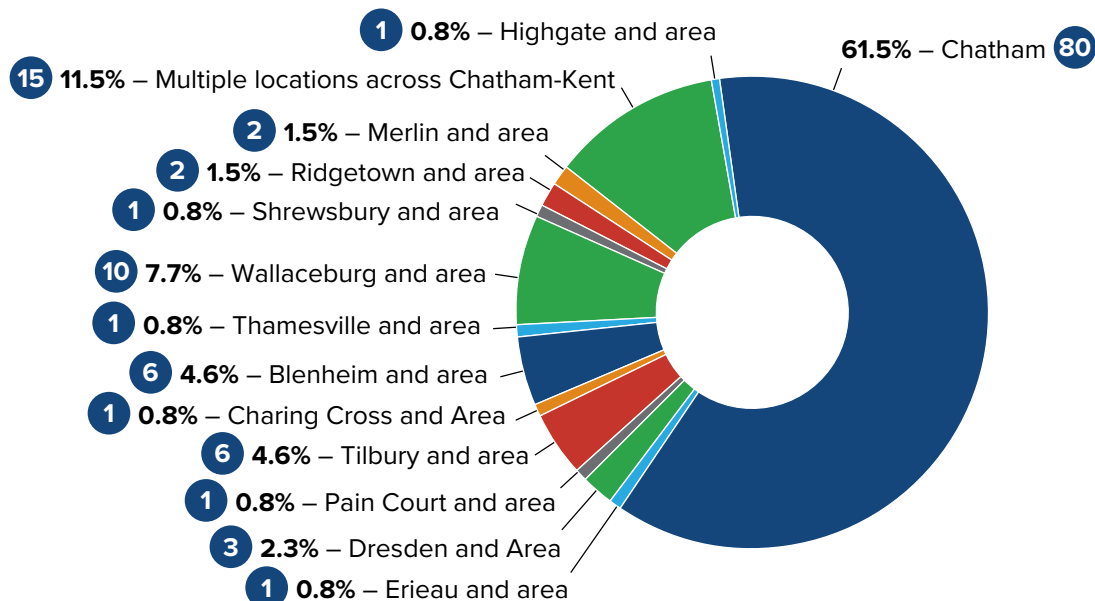
130 Employers from various sectors and locations within Chatham-Kent responded to the EmployerOne Survey. These are the highlights from the survey.

Number of Respondents by Sector

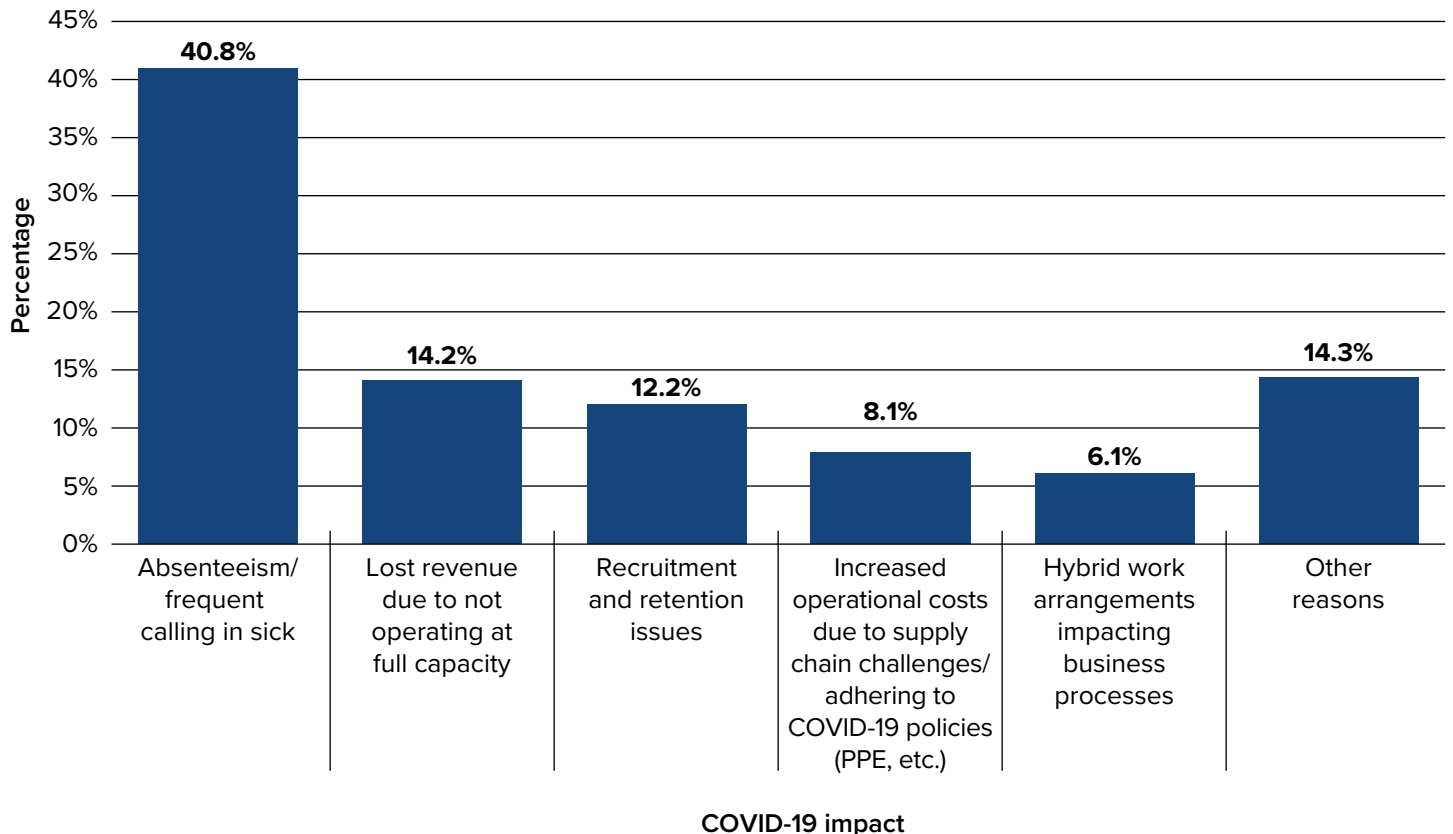
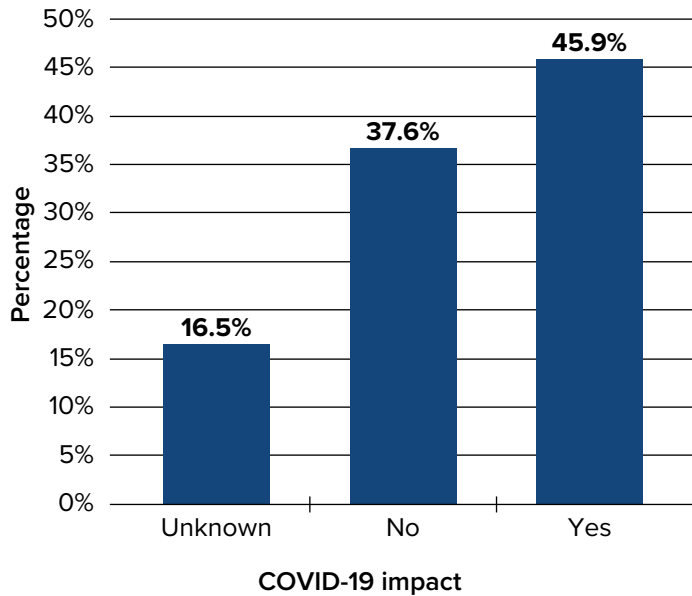
= Number of respondents



Physical Location of Organization Within Chatham-Kent

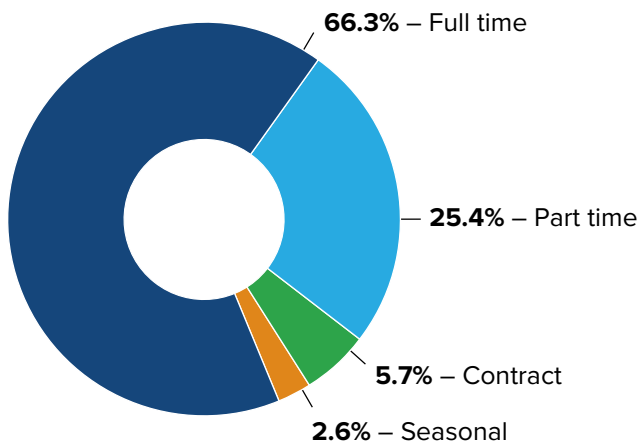


Does COVID-19 continue to have an impact on your business needs and workforce?



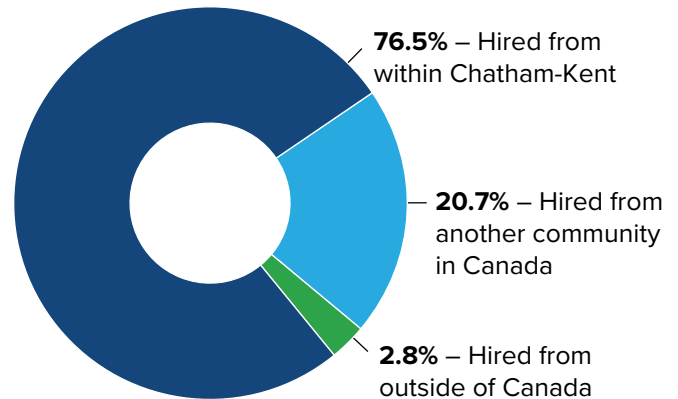
The pandemic continues to have lingering impacts on business operations into 2022. Nearly 46% of employers stated the pandemic is impacting their workforce with absenteeism and frequent calling in sick as the top issue. 14% of respondents also indicated that pandemic has impacted their ability to operate at full capacity, which has resulted in a loss of revenue. 12% of employers also felt the pandemic was challenging their recruitment and retention efforts, and 8% were experiencing increased operational cost due to ongoing supply challenges or having to adhere to COVID-19 policies throughout 2022.

What percentage (%) of your workforce is classified as full-time on average?



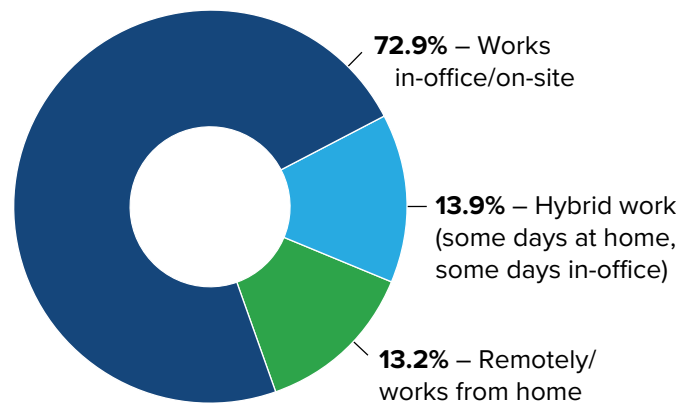
On average, 66% of Chatham Kent’s workforce is classified as full time according to EmployerOne survey respondents. 25% of the workforce was classified as part time, 6% was contract and 3% of survey respondents reported their average workforce as seasonal.

Approximately what percentage (%) of your workforce was hired from which location:



Approximately 77% of the workforce was hired from Chatham-Kent, while only 21% of the workforce was hired from another community within Canada, and 3% were hired from outside Canada.

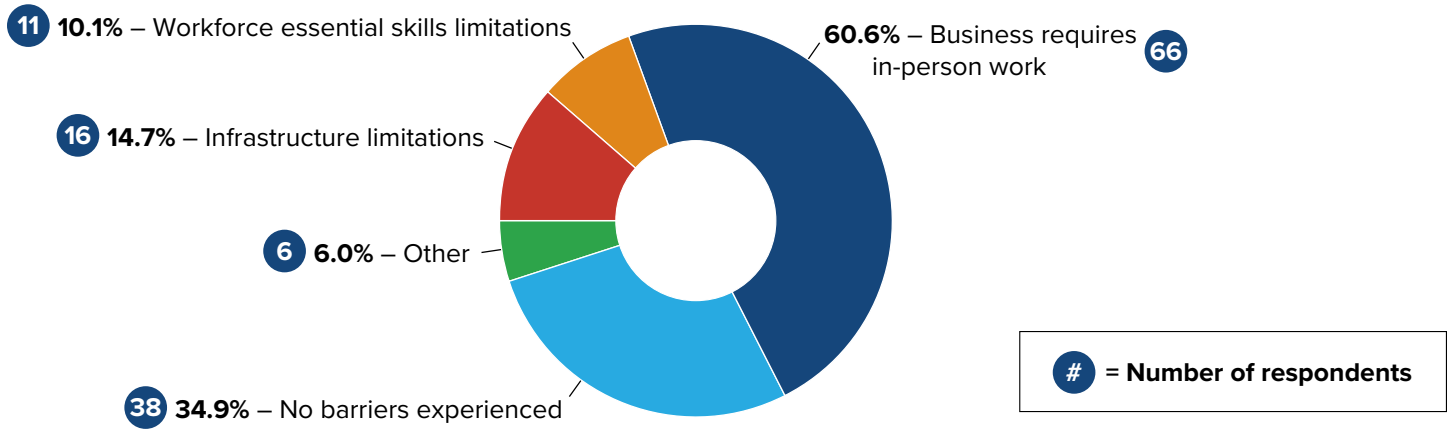
Approximately what percentage (%) of your workforce has the following work arrangement:



Most of Chatham-Kent’s workforce continues to work in the office. Based on the EmployerOne survey results, 73% of the workforce is in the office or on-site. Remote work does not appear to be as common in Chatham-Kent as in other jurisdictions as only 13% works exclusively from home and 14% have a hybrid arrangement meaning some days are spent at home and some are in the office or on-site.

This is consistent with the nature of Chatham-Kent’s main industries such as agriculture and manufacturing.

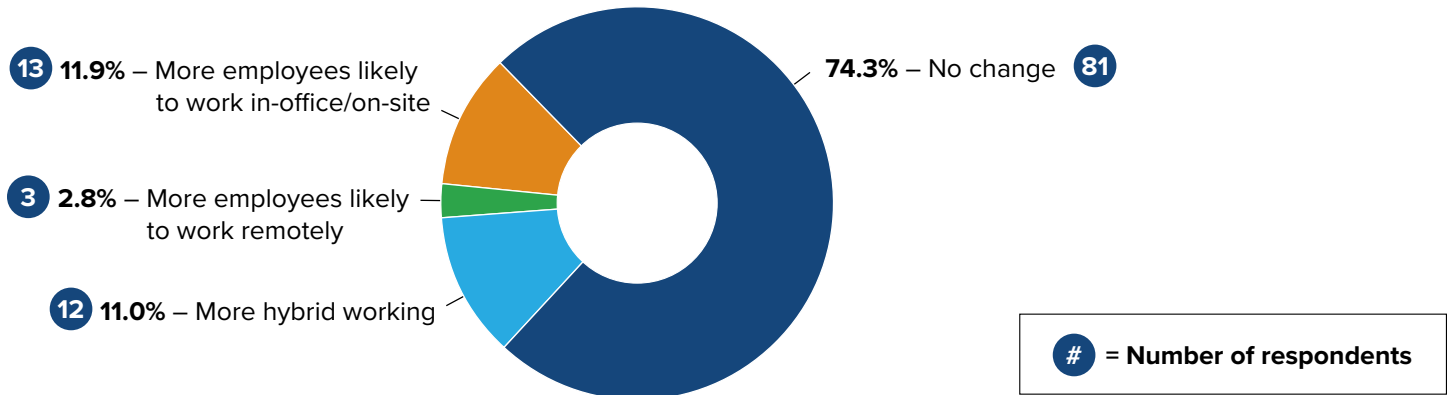
Have you experienced any barriers to support a more remote workforce?



Note: respondents could select multiple responses

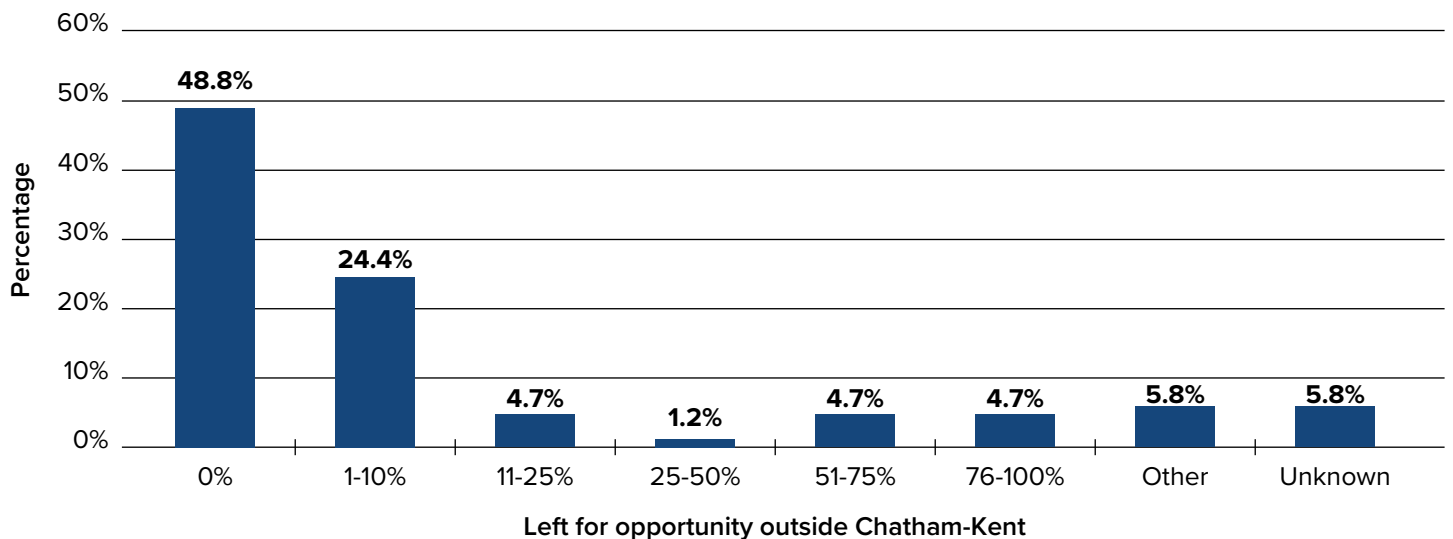
Businesses continue to face barriers with implementing a remote workforce. 61% of respondents stated their business requires its employees to be in the office. However, almost 35% stated no barriers were experienced when supporting a more remote workforce.

**Do you anticipate changes related to remote work in the next year?
(Between November 1, 2022 to October 31, 2023)**



In addition, 74% employers responded there will be no anticipated changes related to remote work into 2023. Almost 12% stated they anticipate there will more employees in the office and on-site, while 11% anticipated more hybrid working options.

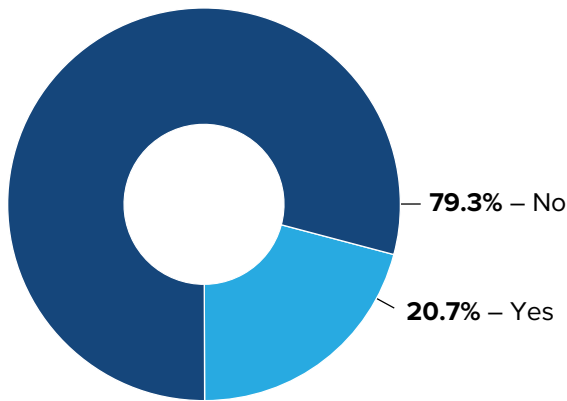
For all separations resulting from a quit, approximately what percentage of those people do you think left your organization for a job opportunity outside Chatham-Kent?



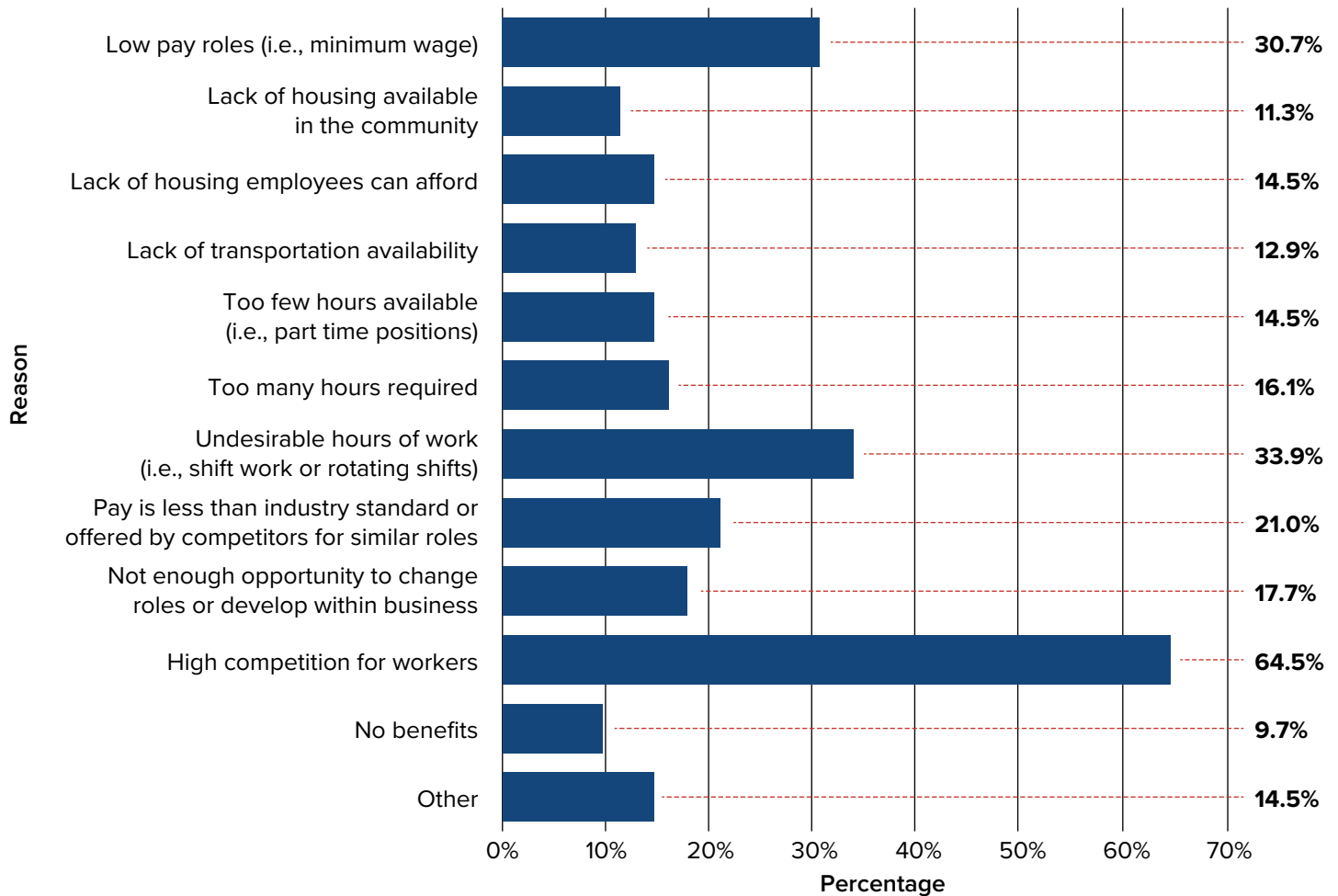
Employers report a small percent of employees leaving Chatham-Kent once they quit. Nearly 49% of employers felt their employees who quit stayed in the municipality, while 24% felt only a small percentage (0-10%) left Chatham-Kent for another job opportunity.

Have you had to alter business hours due to staffing shortages?

Approximately 20% of respondents reported they had to alter business hours due to staffing shortages.



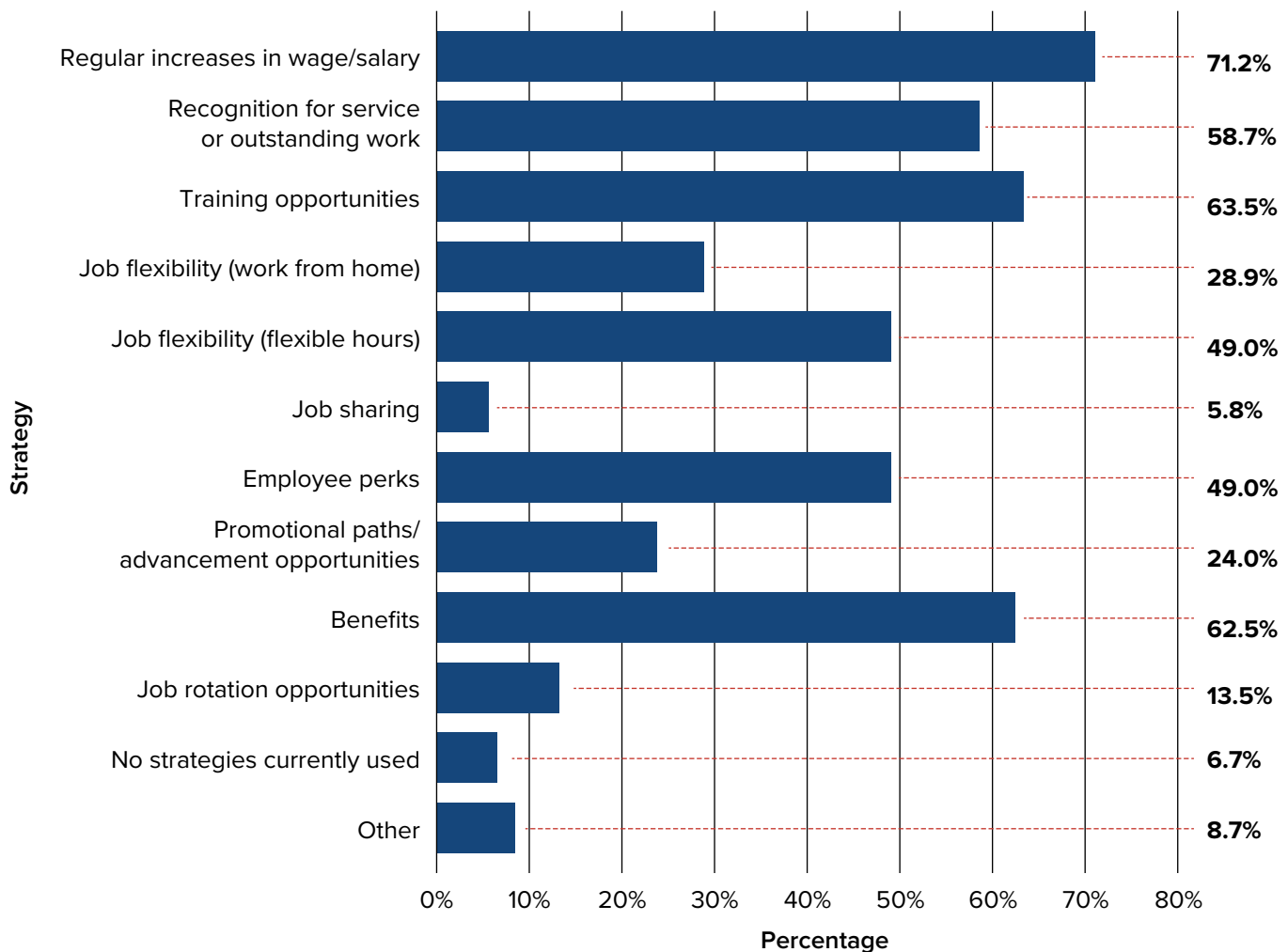
Is employee retention a concern for your organization? If yes, please specify:



Note: respondents could select multiple responses

Employers feel there is high competition for workers. Almost 65% of survey respondents indicated competition for staff as being the biggest retention concern for their workforce. This was followed by undesirable work hours (40%) and low paying wages (31%) (e.g., minimum wage).

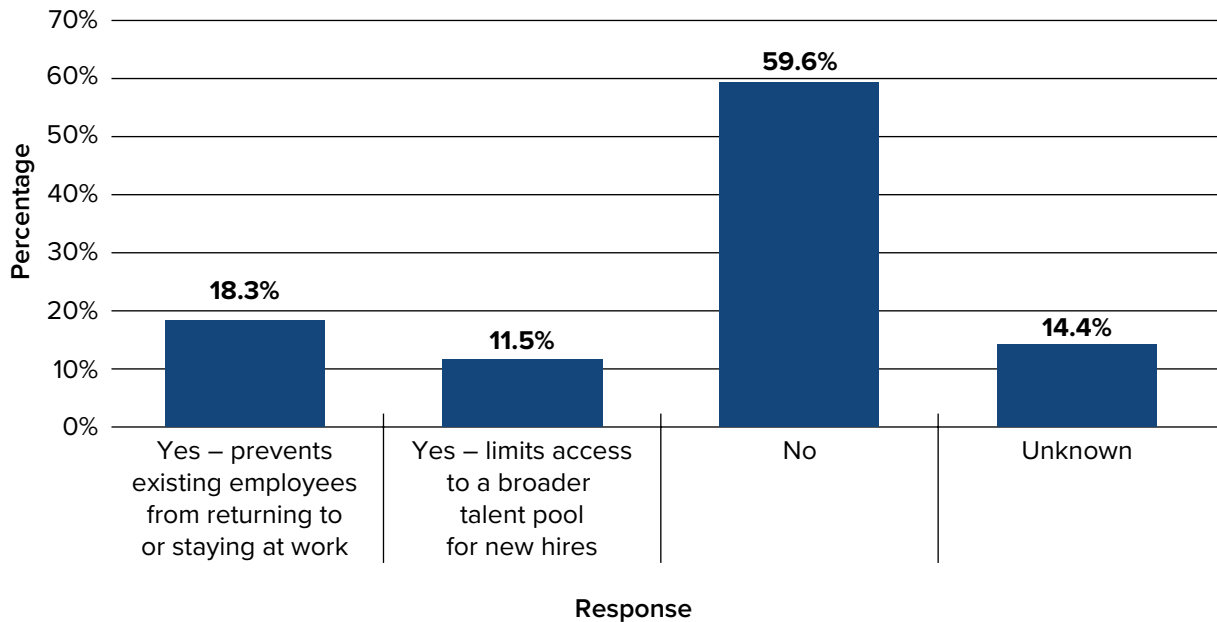
What are strategies you have used to encourage employee retention?



Note: respondents could select multiple responses

Employers are using different strategies to retain employees. Survey respondents reported regular wage increases (71%), training opportunities (64%), and benefits (63%) as being the top strategies. Job sharing and job rotation opportunities were less common, and 7% of employers reported not using any retention strategies.

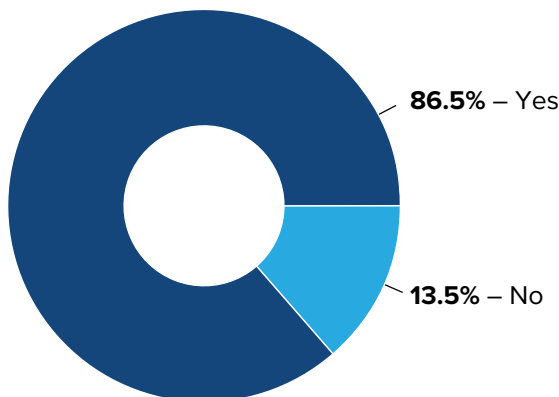
Has access to childcare impacted your ability to attract/retain talent in the past nine months (January 1, 2022 to October 31, 2022)?



Note: respondents could select multiple responses

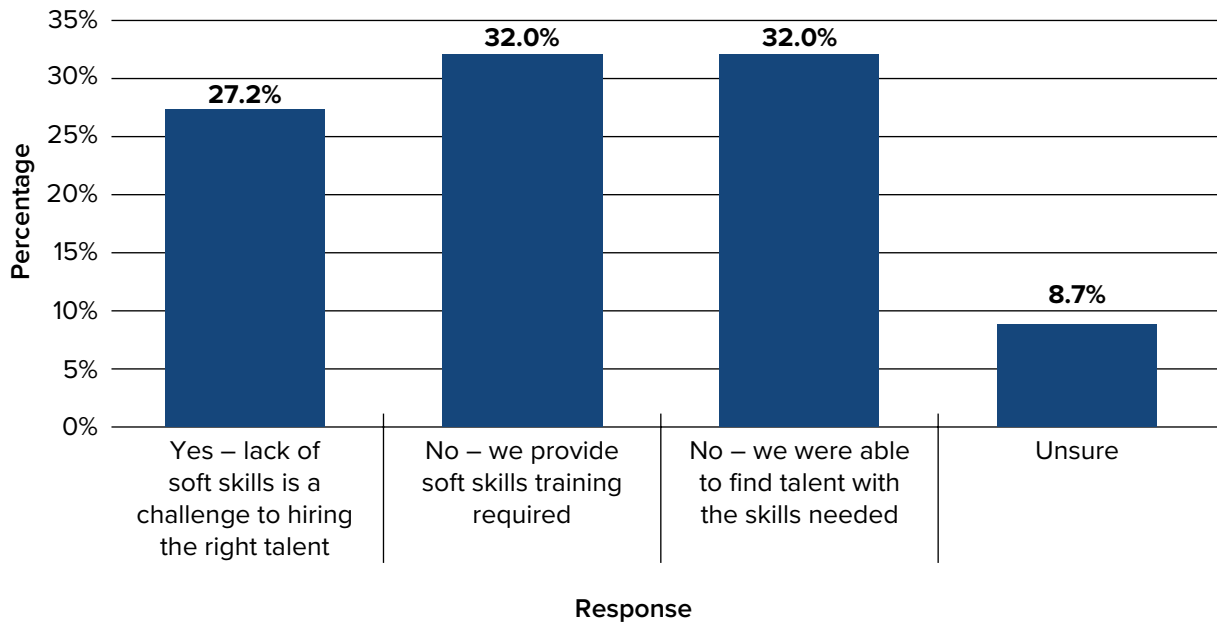
Some 18% of employers responded that childcare does prevent existing employees from returning or staying at work and 11% responded that access to childcare limits a broader talent pool for new hires. With lower participations rates by females, particularly in the child bearing age range, there may be an opportunity to increase access to the labour pool of people who may be needing childcare support if additional affordable childcare was available.

Did your organization hire any employees between January 1, 2022 and October 31, 2022?



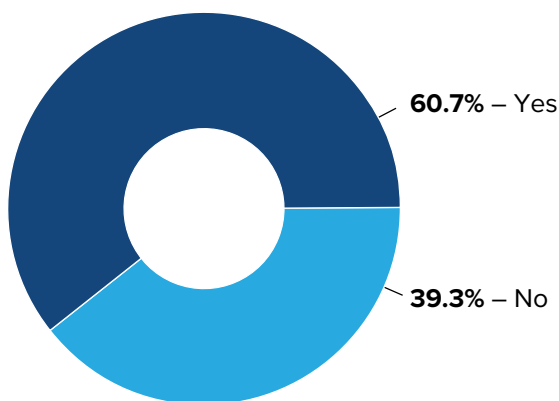
Most employers (86.5%) did some hiring in the first 10 months of 2022.

**Do you require assistance with soft skills training for your workforce?
(example: professional attitude, work ethic)**



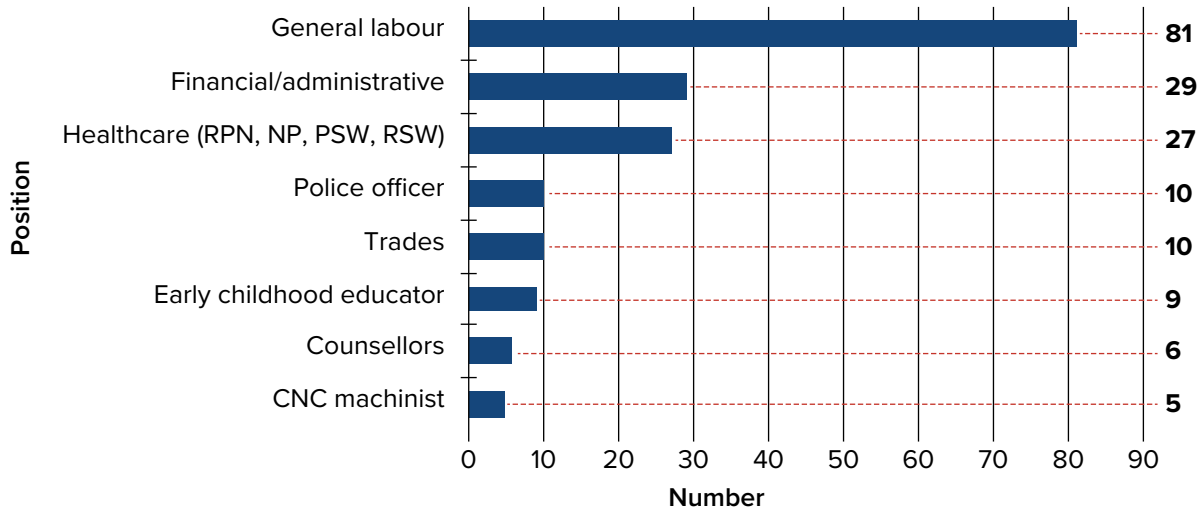
The majority of employers did not feel they needed assistance with soft skills training for their workforce. 32% responded being able to find the right talent with the skills needs, while an additional 32% responded they are able to provide the soft skills required. However, 27% responded as requiring assistance as it was a challenge to hire the right talent.

Did your organization have any vacant positions that were hard to fill from January 1, 2022 to October 31, 2022?

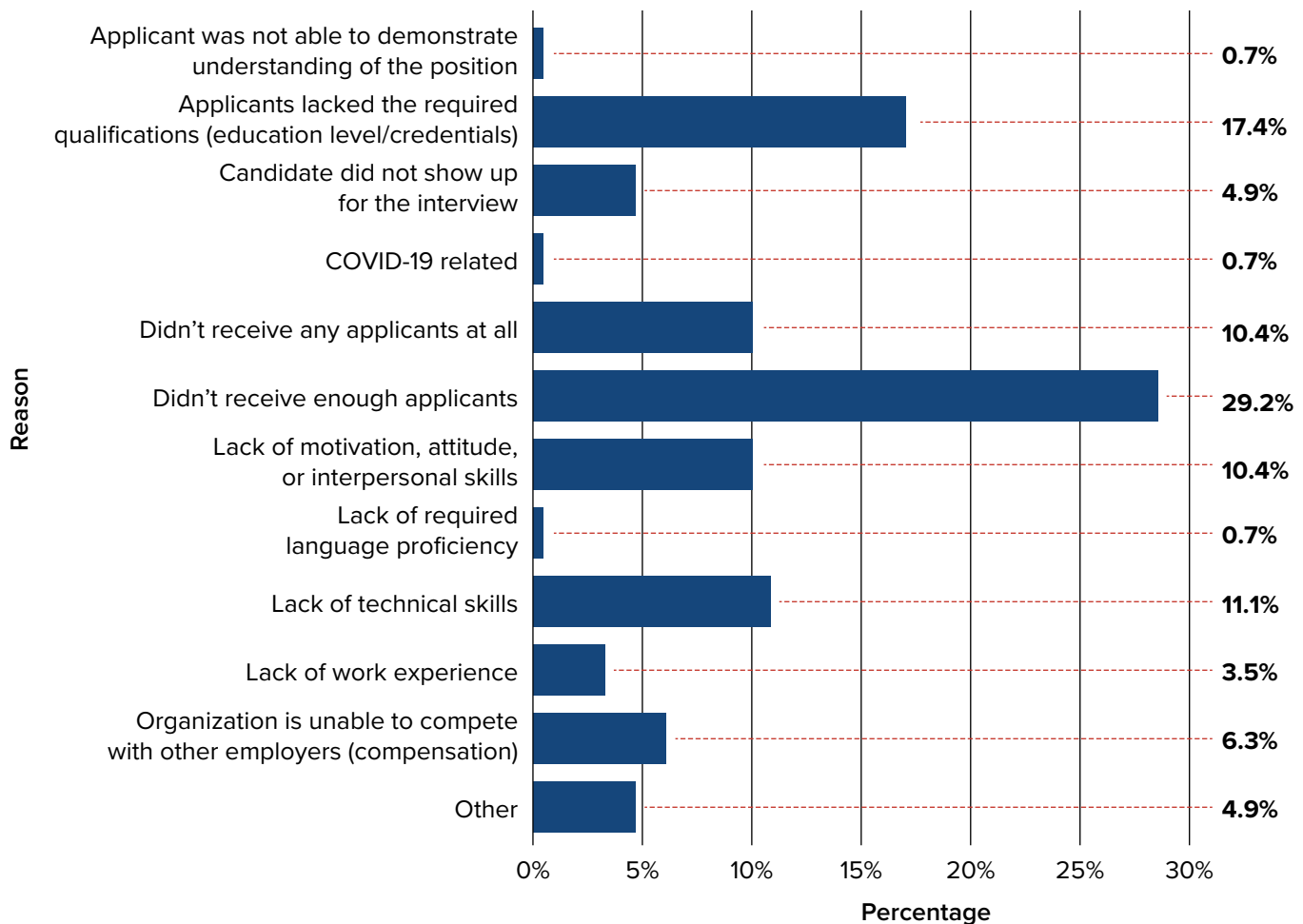


Over 60% of respondents reported that they had vacant positions that were hard to fill.

Please list up to three positions your organization found hard to fill, and the approximate number needed.



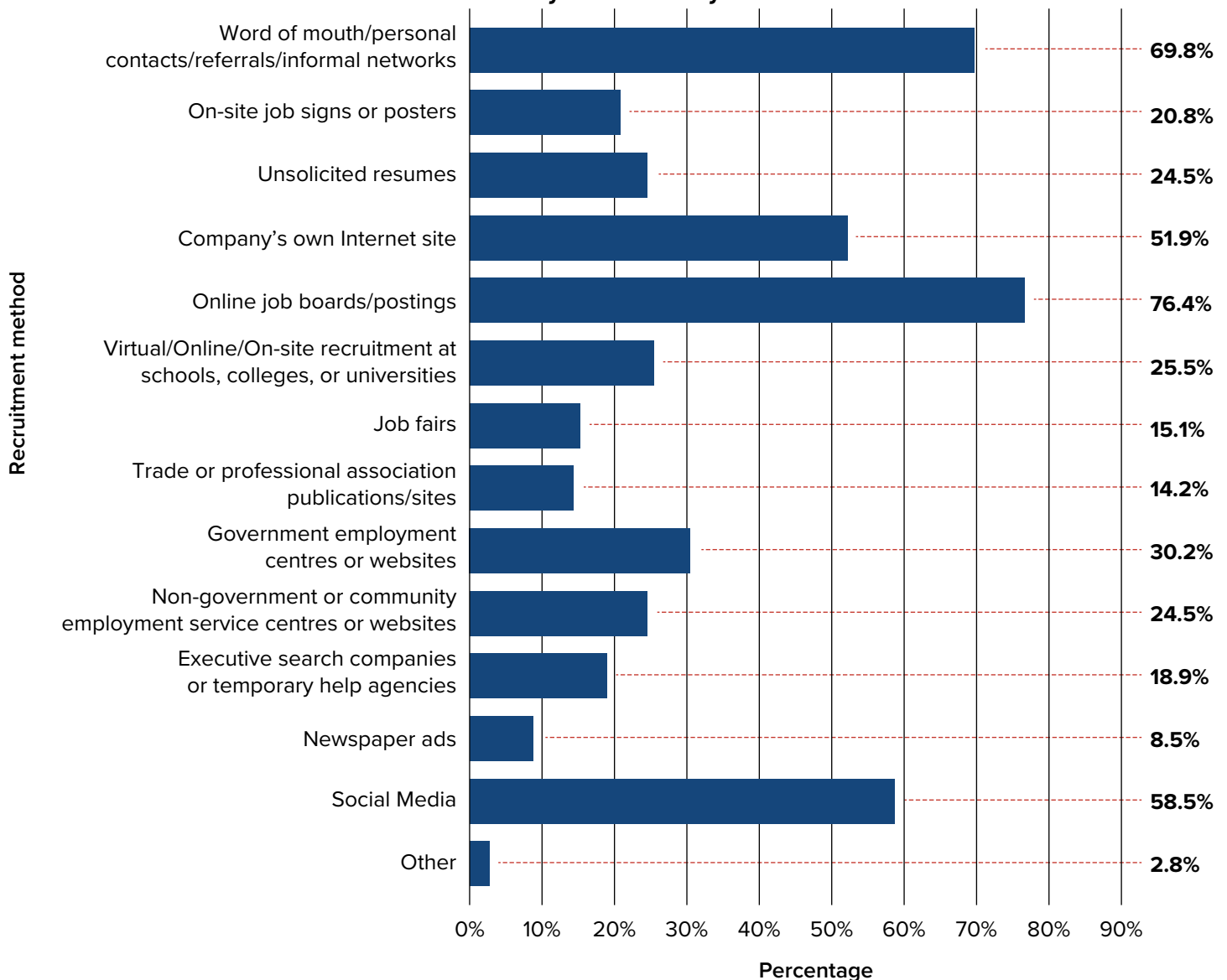
Please select the main reason why each position was hard to fill:



General Labourers were reported as being the number one position employers had a hard time filling. Healthcare positions, including PSW, RSW, RPN, Nurse Practitioner, Community Nurse, were the next most difficult. Financial and administration were also commonly reported as being difficult positions to fill.

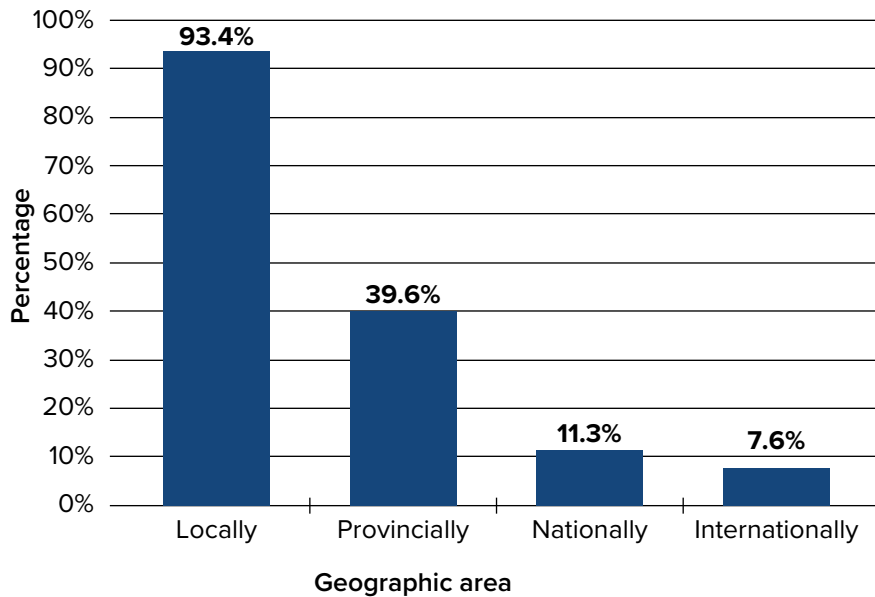
29% of employers reported not getting enough applicants to fill positions and 17% indicated applicants lacked the skills required for the role, while 11% reported applicants did not have the technical skills required. Interestingly, only 6% of survey respondents felt their organizations were unable to compete with other employers when it came to compensation as the main reason for not being able to fill positions.

Please select the five main recruitment methods you use when you hire:



Note: respondents could select multiple responses

**Which of the following geographic areas does your organization target for recruitment when hiring?
Please check all that apply.**

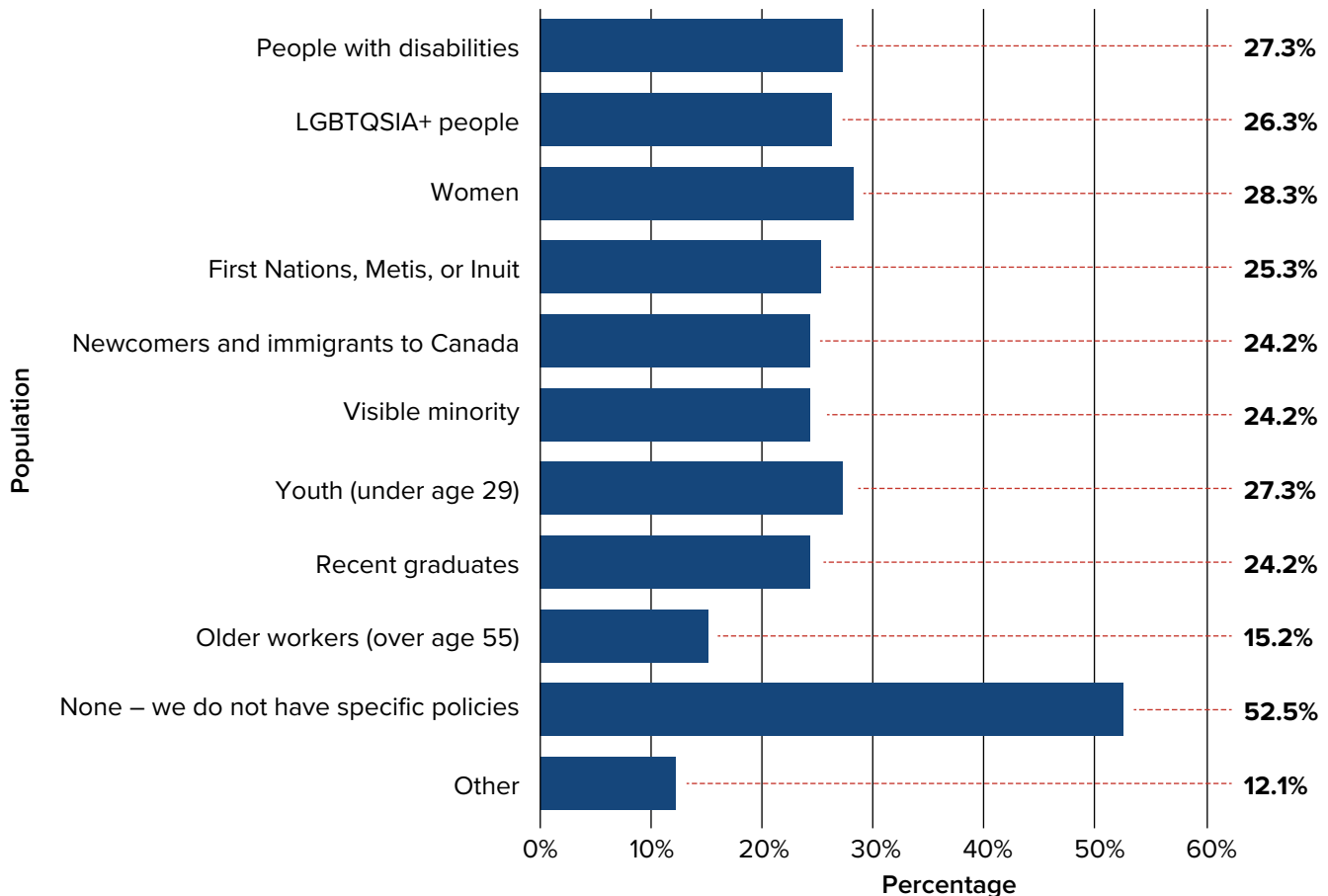


Note: respondents could select multiple responses

93% of survey respondent target local marketplaces for recruitment and 40% target provincial markets. Word of mouth and personal referrals are still strong recruiting methods within the municipality, with almost 70% of employers using this method. The survey demonstrated that employers mostly use job boards and web-based platforms such as company websites or social media to recruit for positions.



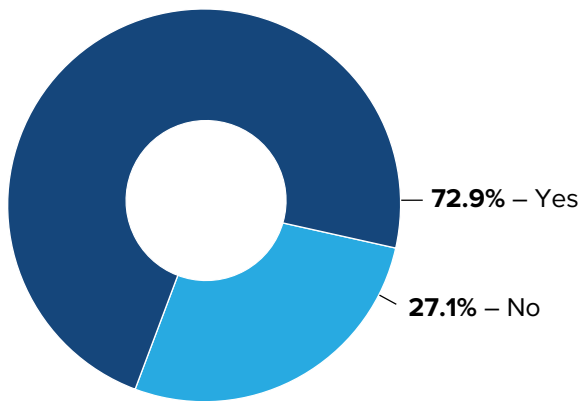
Does your organization have any policies or practices in place that encourage hiring from any of the following populations (select any that apply):



Note: respondents could select multiple responses

Almost half of survey respondents reported that they had specific hiring policies or practices to encourage hiring from targeted populations. Few respondents (less than 30%) had hiring policies or practices to encourage any specific group such as older workers, youth, visible minorities, Indigenous people, women, LGBTQ2S+, or people with disabilities from applying.

Does your organization plan to hire in the next 12 months (i.e., November 1, 2022 to October 31, 2023)?

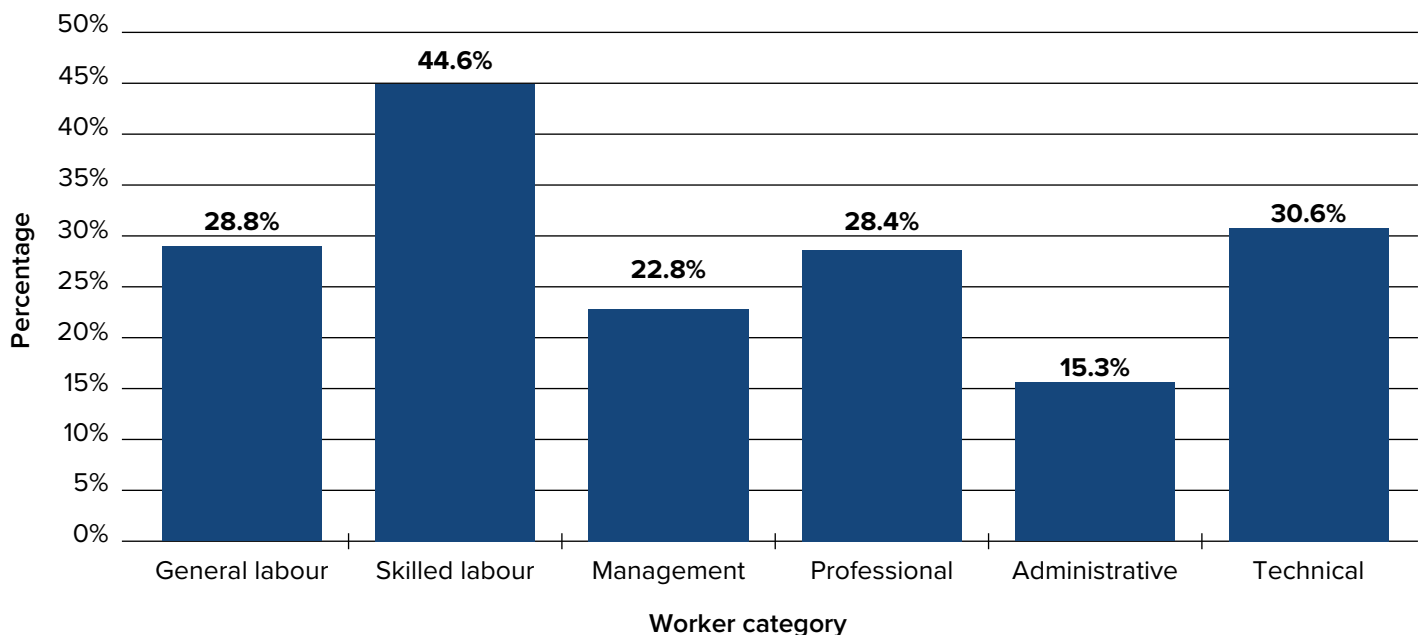


Most (72.9%) respondents reported that they were planning to hire in the next 12 months. The top positions being recruited for are shown to the right.

What are the top three positions you are planning to hire for in the next 12 months (November 1, 2022 to October 31, 2023), and approximately how many are you looking for?

Top Positions	How Many Are Needed?
General Labourer	291
Healthcare Professional	42
Skilled Labour	35
Administrative	12
Customer Service	11
Hospitality	10

How do you rate the availability of qualified workers and access to talent in Chatham-Kent? Percentage of Employers that Reported that the Workforce was Less Than Satisfactory



Survey responses indicate employers are less than satisfied with the availability of qualified workers within Chatham-Kent. In particular employers reported being less than satisfied with the labour pool 45% of the time when it came to skilled labourers. This indicates there is a critical shortage among skilled labour in the municipality.

General Labour		
Ranking	%	#
Less than satisfactory	28.8%	23
Satisfactory	25.0%	20
Good	32.5%	26
Excellent	7.5%	6
Unknown	6.3%	5

Skilled Labour		
Ranking	%	#
Less than satisfactory	44.6%	33
Satisfactory	20.3%	15
Good	27.0%	20
Excellent	1.4%	1
Unknown	6.8%	5

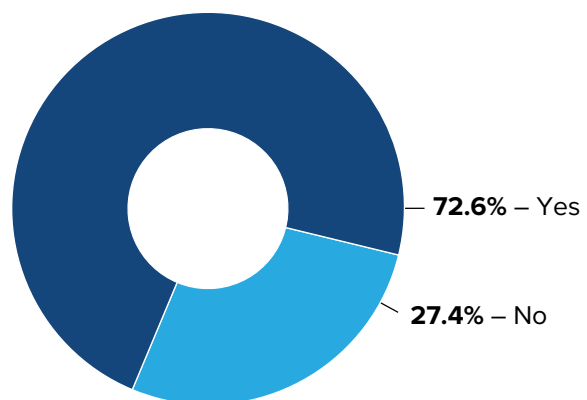
Management		
Ranking	%	#
Less than satisfactory	22.8%	18
Satisfactory	38.0%	30
Good	17.7%	14
Excellent	7.6%	6
Unknown	13.9%	11

Professional		
Ranking	%	#
Less than satisfactory	28.4%	23
Satisfactory	29.6%	24
Good	29.6%	24
Excellent	4.9%	4
Unknown	7.4%	6

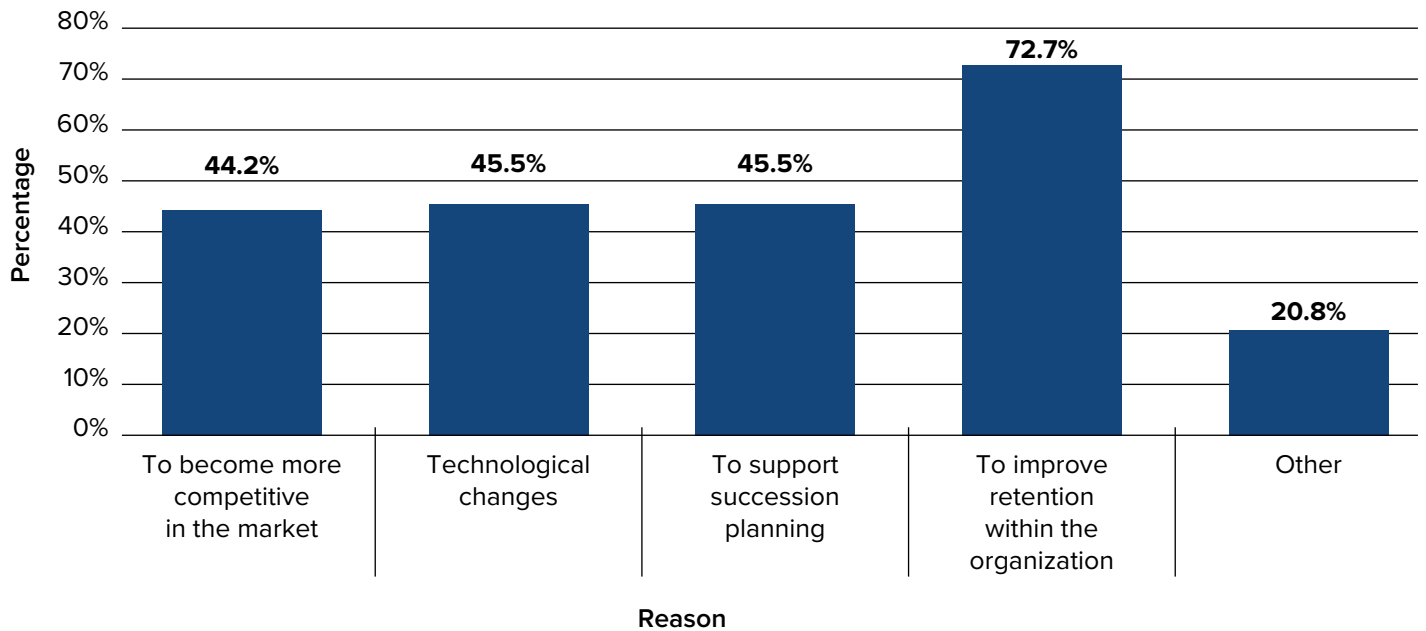
Administrative		
Ranking	%	#
Less than satisfactory	15.3%	13
Satisfactory	30.6%	26
Good	32.9%	28
Excellent	10.6%	9
Unknown	10.6%	9

Technical		
Ranking	%	#
Less than satisfactory	30.6%	19
Satisfactory	25.8%	16
Good	22.6%	14
Excellent	6.5%	4
Unknown	14.5%	9

Aside from the required training (WHMIS, AODA, onboarding, Health and Safety) was your organization able to provide/support professional development or training opportunities for your employees last year?



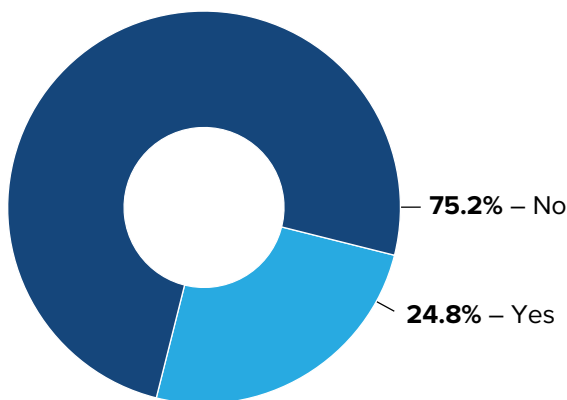
Why did you offer training (outside of the required training) to your employees in the last 12 months?



Note: respondents could select multiple responses

About 73% of employers stated their organization was able to offer professional development or training opportunities in the past year. The training provided was primarily to improve retention within the organizations (73%), while 45% was to support succession planning and due to technological changes, and 44% was to be more competitive in the market.

Do you have entry-level employees that lack essential or foundational skills for the job?

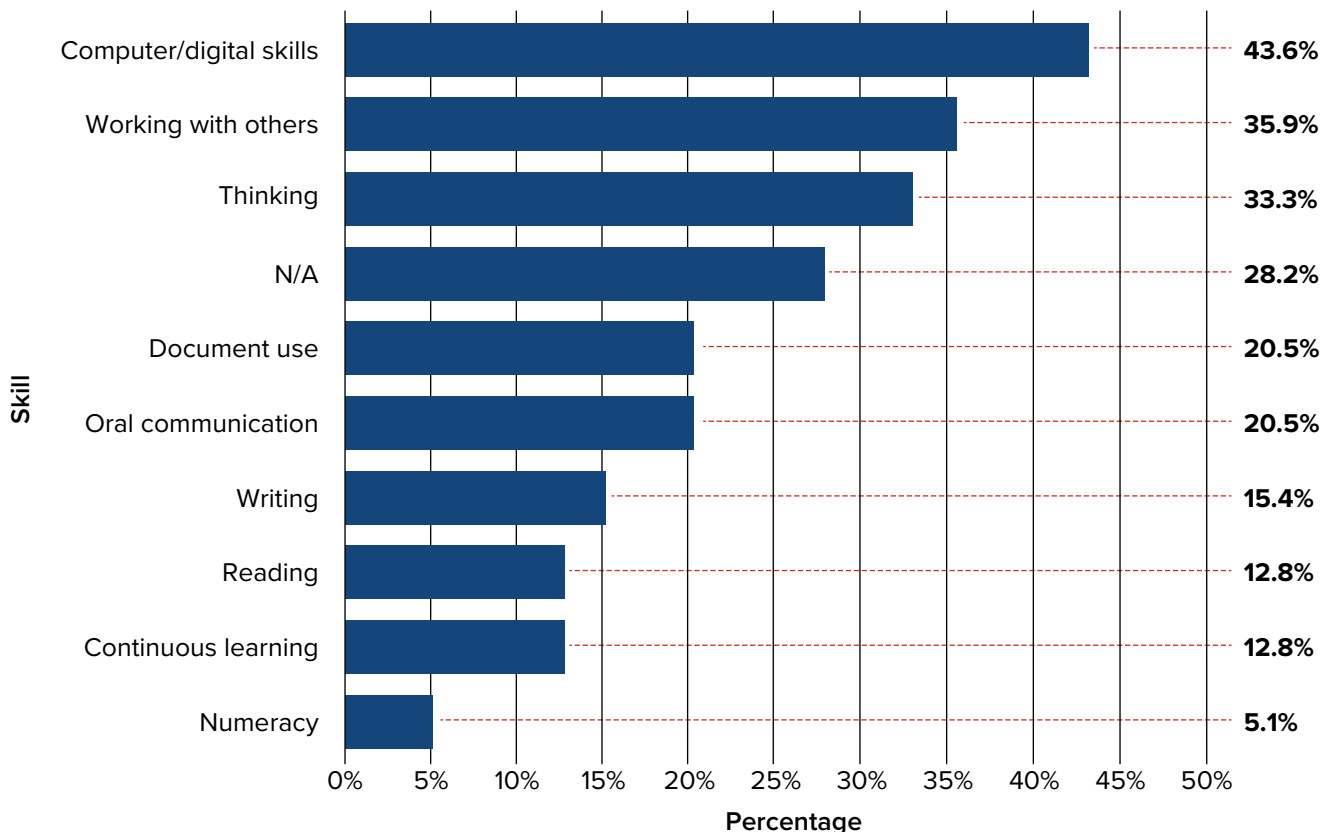


If yes, what are the top three skills that you are typically lacking?

Computer/Digital Skills	43.59%	17
Working with Others	35.90%	14
Thinking	33.33%	13
N/A	28.21%	11
Document Use	20.51%	8
Oral Communication	20.51%	8
Writing	15.38%	6
Reading	12.82%	5
Continuous Learning	12.82%	5
Numeracy	5.13%	2

Note: respondents could select multiple responses

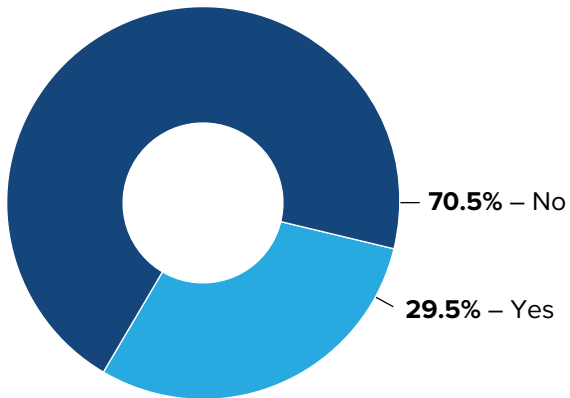
Most employers (75%) felt their entry level employees had the essential or foundation skills for the job. Respondents stated that computer and digital skills (44%), working with others (36%), and thinking (33%) as being the top three skills employees are lacking.



Note: respondents could select multiple responses

Would you be interested in learning more about essential skills training in your workplace or a partnership with local upgrading programs?

Nearly 30% of employers report being interested in learning more about essential skills training in the workplace or a partnership with local upgrading programs.

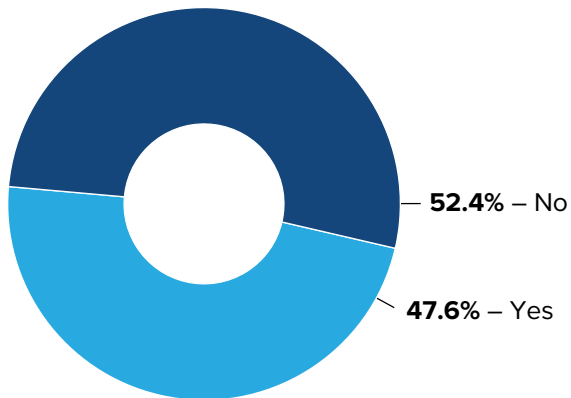


Is your organization currently providing or interested in learning more about providing any of the following opportunities to students or job seekers?

	Job Seeker - Unpaid Co-op/ Internship	Job Seeker - Paid Internship	Job Seeker - Canada Summer Job	Job Seeker - Presentation	Job Seeker - Classroom/ Facility Tour
Currently provide	16.7%	5.0%	50.0%	28.6%	26.7%
Interested in learning about	50.0%	65.0%	26.9%	14.3%	33.3%
Not interested	33.3%	30.0%	23.1%	57.1%	40.0%
	University - Unpaid Co-op/ Internship	University - Paid Internship	University - Canada Summer Job	University - Presentation	University - Classroom/ Facility Tour
Currently provide	36.1%	28.6%	48.1%	0.0%	10.0%
Interested in learning about	33.3%	47.6%	37.0%	25.0%	50.0%
Not interested	30.6%	23.8%	14.8%	75.0%	40.0%
	College - Unpaid Co-op/Internship	College - Paid Internship	College - Canada Summer Job	College - Presentation	College - Classroom/ Facility Tour
Currently provide	41.7%	32.0%	55.2%	16.7%	15.4%
Interested in learning about	38.9%	52.0%	34.5%	25.0%	46.2%
Not interested	19.4%	16.0%	10.3%	58.3%	38.5%
	Grades 9-12 - Unpaid Co-op/ Internship	Grades 9-12 - Paid Internship	Grades 9-12 - Canada Summer Job	Grades 9-12 - Presentation	Grades 9-12 - Classroom/ Facility Tour
Currently provide	46.3%	13.3%	35.3%	15.4%	18.8%
Interested in learning about	29.3%	46.7%	23.5%	23.1%	50.0%
Not interested	24.4%	40.0%	41.2%	61.5%	31.3%
	Elementary (presentation/ tours only) - Unpaid Co-op/ Internship	Elementary (presentation/ tours only) - Paid Internship	Elementary (presentation/ tours only) - Canada Summer Job	Elementary (presentation/ tours only) - Presentation	Elementary (presentation/ tours only) - Classroom/ Facility Tour
Currently provide	8.3%	0.0%	9.1%	10.0%	15.4%
Interested in learning about	29.2%	20.0%	18.2%	10.0%	38.5%
Not interested	62.5%	80.0%	72.7%	80.0%	46.2%

Almost half of employers reported that their organization participates in a workplace wellness program.

Does your organization participate in a workplace wellness program?



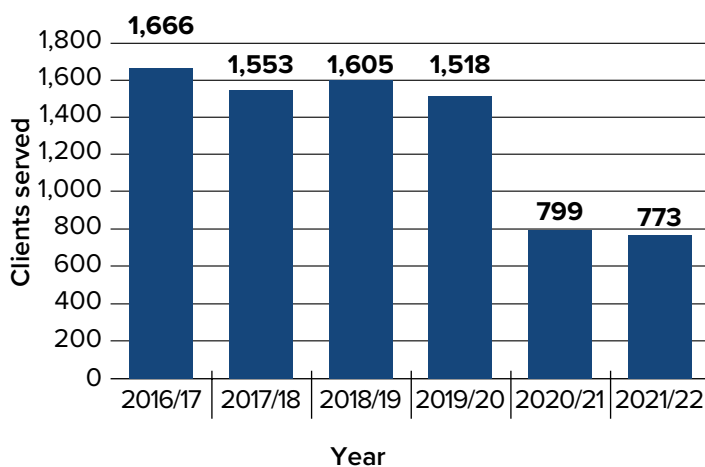
Employment Ontario Services

The Chatham-Kent Workforce Planning Board was provided with client data for those accessing Employment Ontario services during the reporting period of 2021-2022. The scope of Employment Ontario services includes Employment services, Second Career, Literacy and Basic Skills, and Apprenticeships. The programs have been developed to connect clients with opportunities to engage in the local workforce. Analysis of this data provides some insights to year-over-year trends and outcomes of individuals accessing Employment Ontario services. The data reported and presented reflects closed cases for the given fiscal year, which runs from April 1 to March 31. A closed case refers to a client's service plan closure.

Employment Services

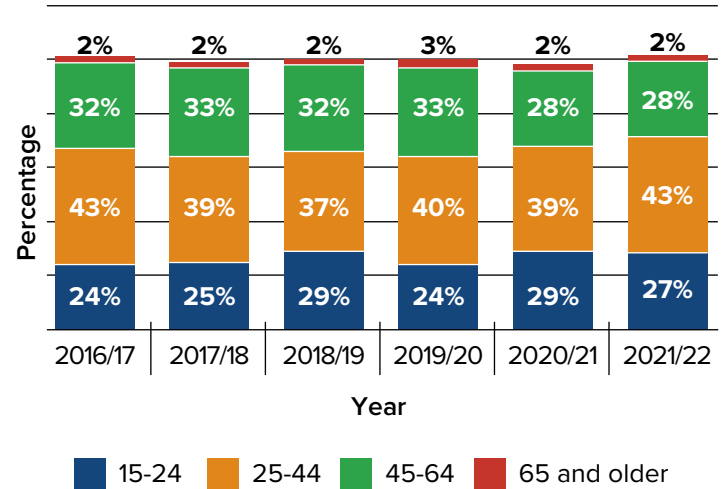
The number of Employment Services clients remained lower in 2021/22 (773 clients) compared to pre-pandemic.

Number of Employment Services Clients Served in Chatham-Kent 2017/18-2021/22



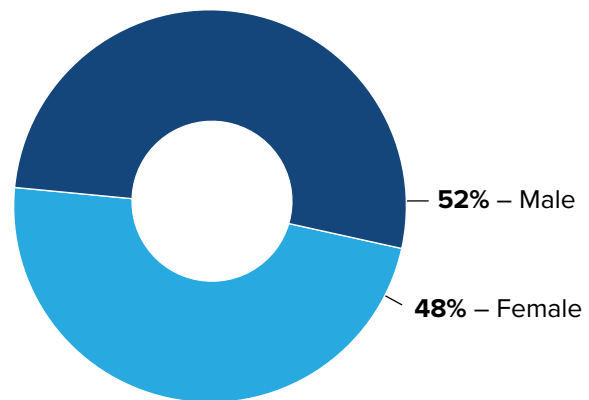
Employment Services Clients Served by Age, 2016/17-2020/21

A higher proportion of clients were age 25-44.



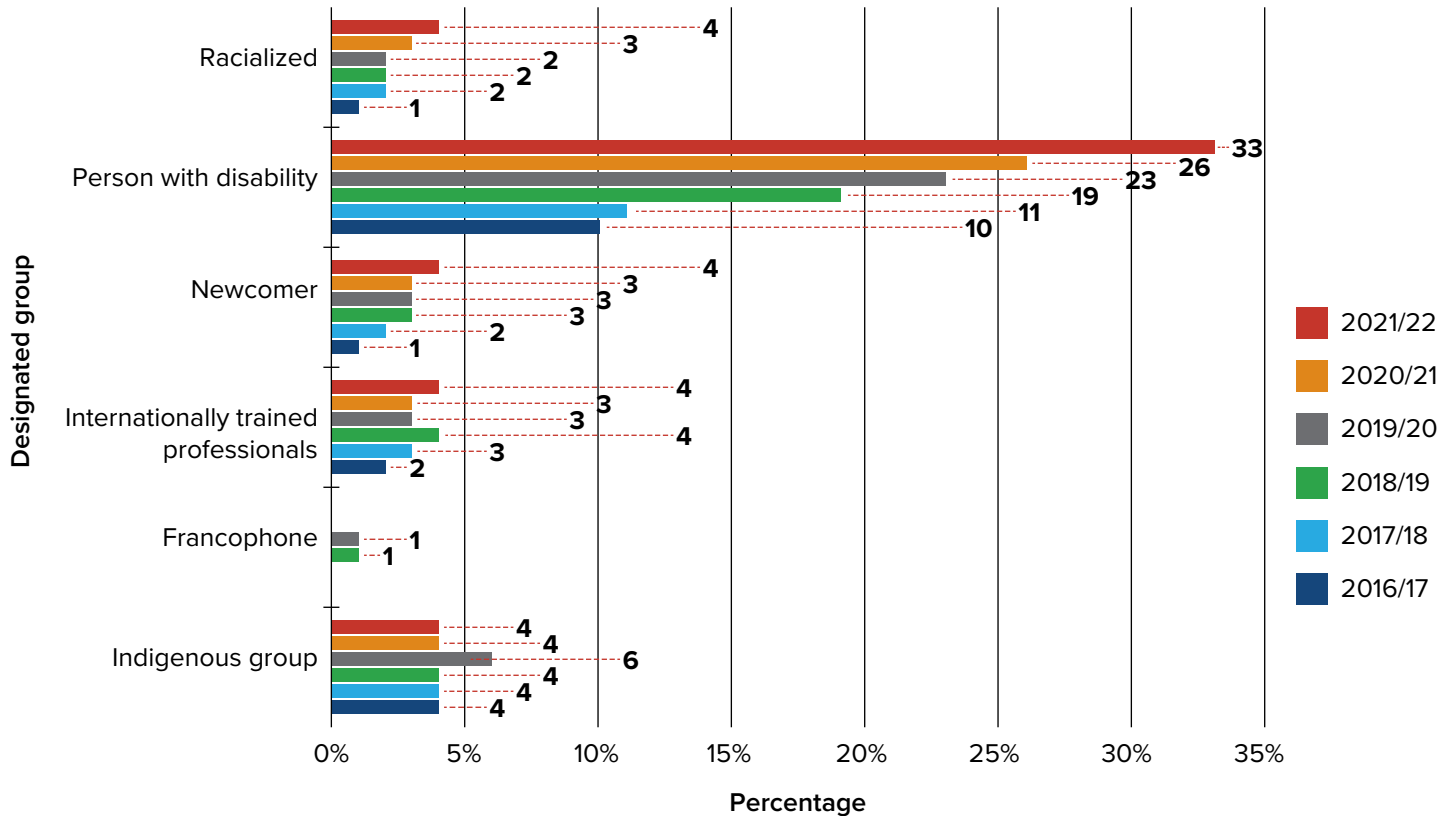
The split between genders was fairly even.

Employment Services Clients Served by Sex



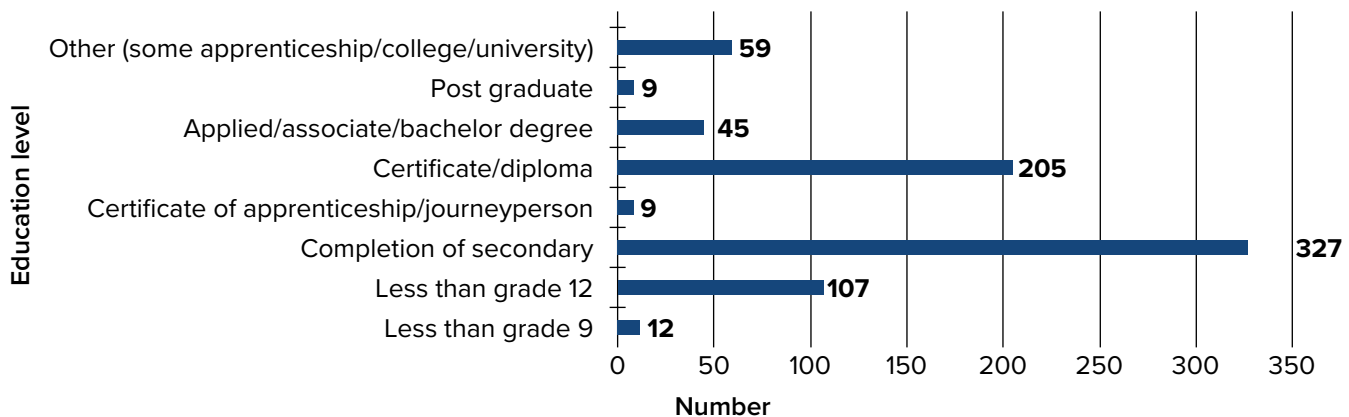
The percent of clients served in 2021/22 from each of the designated groups was higher than in previous years, in particular persons with disabilities, which represented 33% of clients.

Percentage of Employment Services Clients Served by Designated Groups



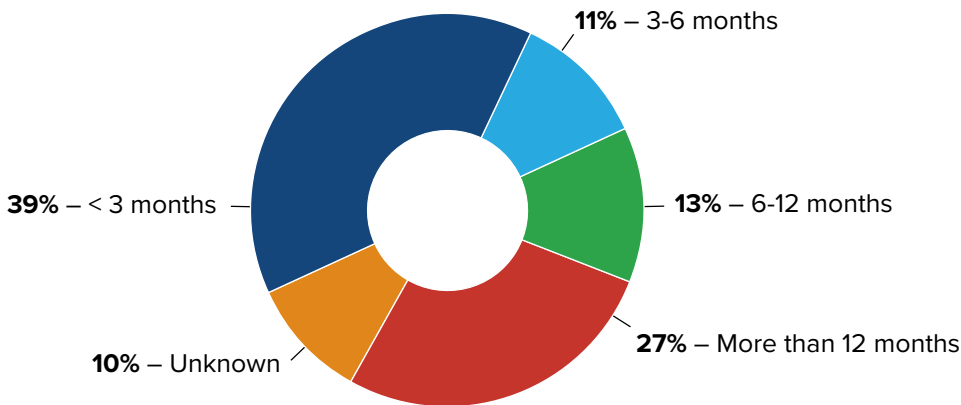
Most Employment Services clients had at least completed Grade 12.

Employment Services Clients Served by Highest Level of Education



Approximately half of Employment Services clients had been out of employment for less than 6 months; 27% had been out of work for more than 12 months.

Length of Time Out of Employment



The top layoff industries were accommodation and food services, manufacturing, and retail trade.

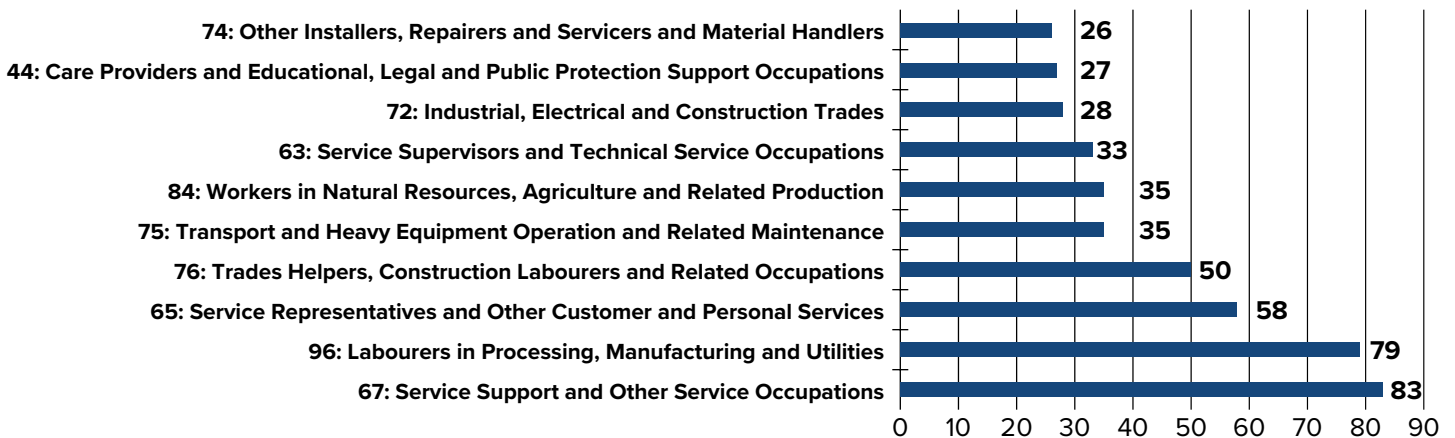
Top 10 Layoff Industries 2021-2022



Note: 31: Manufacturing includes food beverage and tobacco manufacturing, textile mills, textile products, apparel, and leather manufacturing. 33: Manufacturing includes primary metal machinery, computer and electronic product, electrical equipment, and appliance manufacturing. Machinery, transportation, furniture and miscellaneous manufacturing.

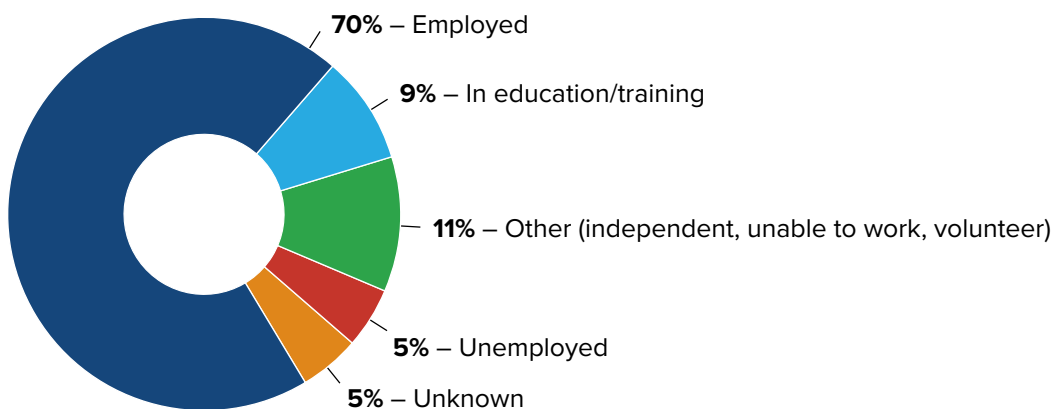
Top layoff occupations were service support and other service occupations, labourers in processing, manufacturing and utilities, and service representatives and other customer and personal services occupations.

Top 10 Layoff Occupations



The reported outcome for 70% of Employment Services clients at exit was employment. Another 9% were in education or training.

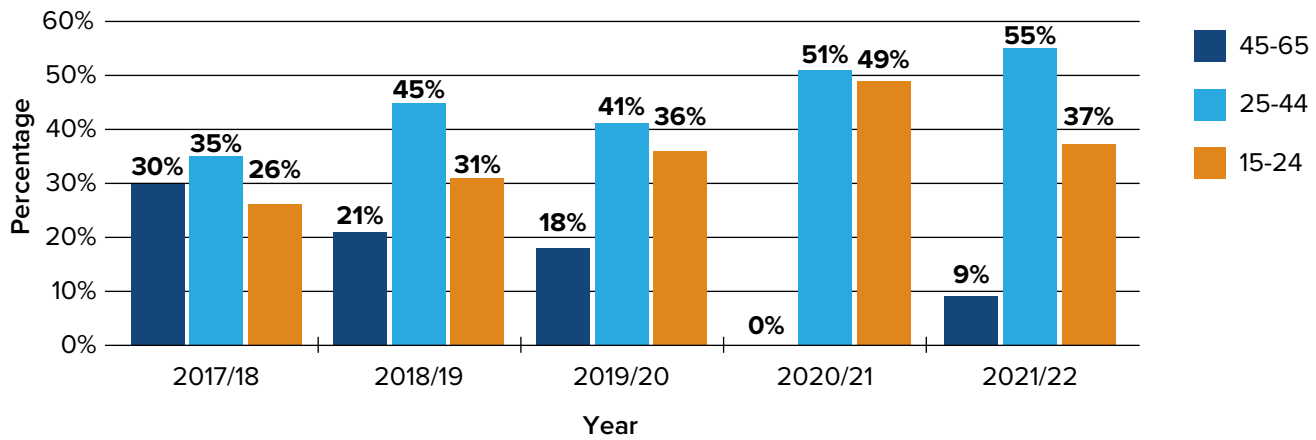
Outcome at Exit Summary



Literacy and Basic Skills

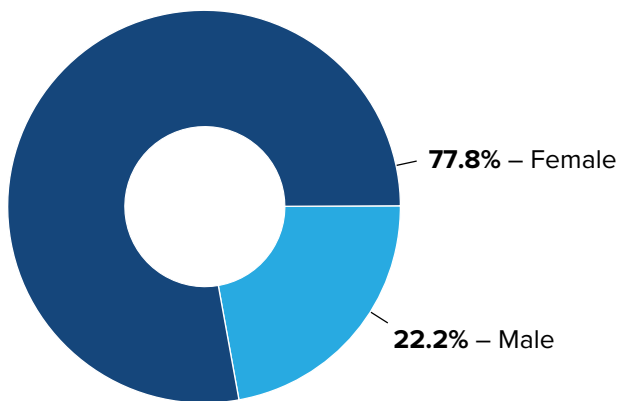
Over half (55%) of the Literacy and Basic Skills clients were age 25 to 44, which is higher than previous years.

Literacy and Basic Skills of Clients by Age Group



Literacy and Basic Skills by Gender

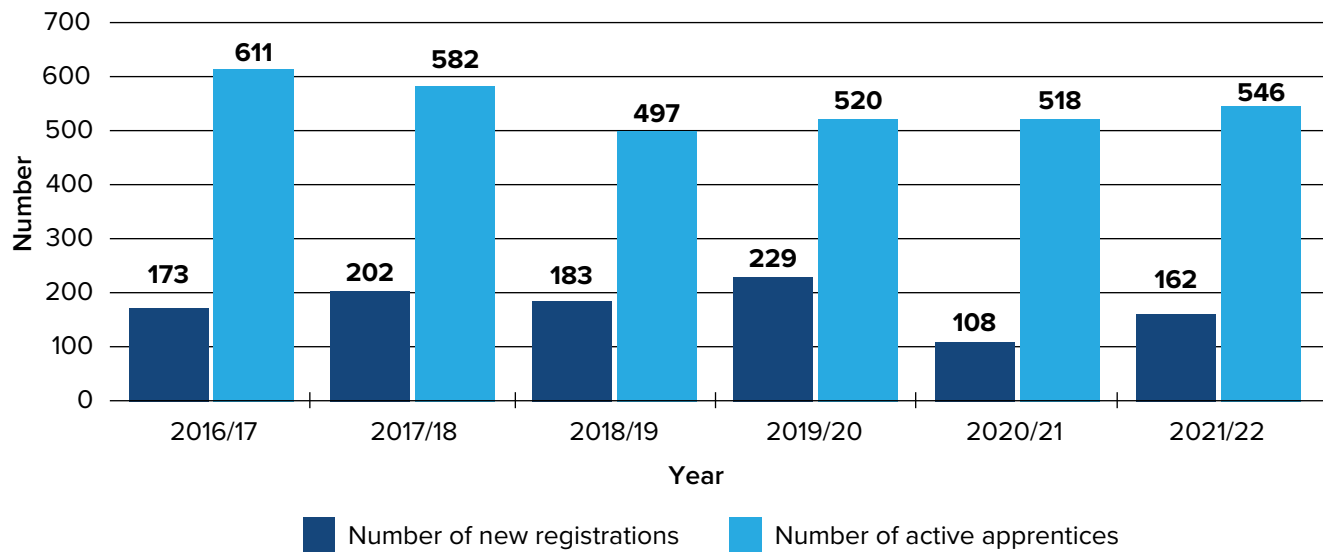
The majority (77.8%) of Literacy and Basic Skills clients were female.



Apprenticeships

Both the number of new registrations and active apprentices increased in 2021/22.

New and Active Apprenticeships



Key Findings



Chatham-Kent's population has continued to increase slightly, however, its population is aging, which is likely driving reductions in the labour force now and into the future. There is growth within working age groups, but not as much as in older age groups and not enough to alleviate labour market pressure.

In 2020/21, Chatham-Kent saw an increase in net intra-provincial migration. People from other parts of the province are increasingly providing an important source of population for the workforce. At the same time, Chatham-Kent has seen an increase in net Interprovincial out-migration, suggesting that some employees are potentially being attracted to other provinces.

Chatham-Kent's workforce has higher rates of college, apprenticeship, and other trades certificates or diplomas, which aligns with labour market needs. The community has lower rates of university education.

Demand versus supply of labour is tight. Chatham-Kent's labour force increased in 2021 (to 48,900), but it is still below pre-pandemic levels. Unemployment rates dropped to 33-month low of 4.3% in June of 2022, but rose again to 5.3% in September 2022.

Labour pool gap was identified as top concern for employers and local stakeholders. Impacts have been felt across a broad spectrum of sectors and include turning down new work/expansion opportunities, reducing hours of operations, and hesitation from new employers wanting to locate in Chatham-Kent.

Limited supply of affordable and rental housing options, limited public transportation, and shortage of childcare spaces are all highlighted as key challenges in retaining and attracting employees to the area.

Labour market impacts of the COVID-19 pandemic are generally lessening, with some lingering impacts on food service and customer service jobs. Nearly 46% of employers stated the pandemic is impacting their workforce with absenteeism and frequent calling in sick as the top issue. 14% of respondents also indicated that pandemic has impacted their ability to operate at full capacity, which has resulted in a loss of revenue. 12% of employers also felt the pandemic was challenging their recruitment and retention efforts, and 8% were experiencing increased operational cost due to ongoing supply challenges or having to adhere to COVID-19 policies throughout 2022. Longer-term impacts include continued trends in hybrid working models.

Remote work does not appear to be as common in Chatham-Kent as in other jurisdictions as only 12% of employers reported their workforce being exclusively remotely or in a home office. Some businesses continue to face barriers with implementing a remote workforce, including infrastructure limitations (14.7%) and workforce essential skills limitations (10.1%).

With the aging workforce and tightening of supply and demand, employers reported workforce shortages and high competition for workers. Top hard-to-fill positions include general labour, financial/administrative, healthcare (PSW, RPN, community nurses), police officer, trades, Early Childhood Educator, counsellor, and CNC machinist. Survey responses indicate employers are less than satisfied with the availability of qualified workers within Chatham-Kent. In particular, 45% of employers reported being less than satisfied with the labour pool of skilled labourers, suggesting a shortage of skilled labour in the municipality. Approximately one-fifth of employers reported they had to alter business hours due to staffing shortages.

Local employers generally reported that their entry level employees had the essential or foundation skills for the job or were able to provide the soft skills training that is required. However, over one quarter (27%) reported that they require assistance as it was a challenge to hire the right talent.

Fewer employers reported that access to childcare impacted their ability to attract/retain talent in this year's EmployerOne Survey (28.7%) as compared to last year (36.5%), but childcare has still been an issue.

Employers and stakeholders highlight increased challenges with 'ghosting' interviews, and lack of qualified candidates.

Local employers are making changes in an effort to attract employees, including providing hybrid working environments, increasing pay, providing flexible job hours to accommodate schedule needs (i.e., transportation, childcare). Employers are also reaching out to educational institutions more and providing more on-the-job training. Stakeholders also highlighted that the new ECE program at St. Clair College has seen an increase in enrollment, and that several job readiness programs seem to be having a positive impact.



Recommendations

Building on the direction of 2021 CK LLMPD and work underway at the Workforce Planning Board, continuing priorities include:

1. Developing resources to support employers and job seekers
2. Fostering local partnerships among employers, educators, and agencies
3. Enhancing research of local labour market

Actions to support these strategic priorities are identified below. Many of these recommendations reflect work that has been initiated and are intended to build on the direction of the 2021 CK LLMPD.

1. Developing resources to support employers and job seekers
 - a. Continue to broadly promote awareness and utilization of ChathamKentjobs.com, and provide support to employers in establishing digital postings.
 - b. As part of the Explore Chatham-Kent Career Pathway and Jobs Project, host the Learning, Earning & LivingCK Career Expo and Job Fair.
 - c. As a municipality, continue to develop resources that promote Chatham-Kent as a welcoming and inclusive community.
 - d. Share results of the 2022 Local Labour Market Plan with community stakeholders
 - e. Continue monthly newsletter to share local labour market information, skills training and education, and workforce events.
 - f. With Chatham-Kent Employment and Social Services, support the development of videos showcasing different job sectors and positions, including training and education requirements of various jobs.
2. Fostering local partnerships among employers, educators, and agencies
 - a. With education and skilled trade sector partners, explore opportunities to support access to local training.
 - b. Continue to promote and create awareness of local basic skill and up-skilling training programs.
 - c. Continue to promote and create awareness of local co-op and internship opportunities.
 - d. Continuously refine, and expand when needed, membership of Cabinet Working Groups, and continue engagement with local stakeholders and employers.
 - e. Work with Tri-County Literacy Network on Skills for Success project that includes initiatives on workplace literacy and apprenticeship.
3. Enhancing research of local labour market
 - a. Continue research, and share findings, on potential causes of workforce shortages in Chatham-Kent including labour shortages, skills shortages, and wage differences to surrounding municipalities as well as local infrastructure needs such as affordable housing, public transportation, and childcare services.
 - b. Continue to research and understand market needs of immigrant newcomers.
 - c. Continue to develop, conduct, and share results from the annual EmployerOne survey.

How did we do?

The Chatham-Kent Workforce Planning Board thanks all stakeholders whose insights informed the contents of this report. We invite your feedback on all publications produced by the Chatham-Kent Workforce Planning Board

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CKWPB is committed to ongoing research to enhance local labour market planning in the Chatham-Kent region.

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