



EASTERN ONTARIO  
TRAINING BOARD  
COMMISSION DE FORMATION  
DE L'EST ONTARIEN

# 2024 LOCAL LABOUR MARKET PLAN

Cornwall, Stormont, Dundas,  
Glengarry, Prescott-Russell





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## **MARTHA WOODS**

*Executive Director*

Eastern Ontario Training Board

(613) 932-0210 | [martha@eotb-cfeo.on.ca](mailto:martha@eotb-cfeo.on.ca)

16 Second Street West

Cornwall, ON

K6J 1G2

[eotb-cfeo.on.ca](http://eotb-cfeo.on.ca)

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## EXECUTIVE SUMMARY

In 2021-2022, the Eastern Ontario Training Board (EOTB) released a plan for workforce development in the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell United Counties (PR) covering the period of 2022 to 2025. The three-year evidence-based plan focused on:

- Re-building the local economy through the availability of a resilient and skilled labour force;
- Re-engaging with workers as they return to the workforce and students as they prepare for the future;
- Re-igniting the local economy via actions and strategies outlined in our Workforce Development Action Plan 2022-2025.

This report provides the second of three annual updates. In the past year, EOTB together with community partners agreed that the priorities first identified in 2012 and confirmed in 2021 no longer fully reflected current economic and workforce development challenges and opportunities. On November 29, 2023, 27 local stakeholders representing employers, employer associations, economic development officers, educators, and employment service providers came together to confirm the following four new areas of focus for workforce development planning and to discuss collaborative actions to address these priorities:

01

Identify immediate and future skills in demand and promote training to upskill job seekers and existing workers.

02

Attract, integrate and retain marginalized and barriered groups in the workforce including immigrants, youth, people with disabilities, etc.

03

Identify and promote immediate and longer-term occupations in demand.

04

Assist employers to attract, retain and promote existing workers.

# LABOUR MARKET SUPPLY

The Statistics Canada Census 2021 identified that the population in SDG increased 1.0% and the population in PR increased 7.1% between 2016 and 2021. During the same time period, the population in Ontario grew by 5.8% and in Canada by 5.2%. The median age of 47.6 in SDG and 44.8 in PR is older than the 41.6 median age in Ontario and Canada.

While the total population age 15 and older increased by 1,135 in SDG, the number of people age 25 to 54 decreased by 1,410. This is concerning as this age demographic comprises the greatest percentage of the labour force. In PR, the population age 15 and older increased by 5,350 with only a small increase of 495 people age 25 to 54.

The indigenous population grew in both SDG and PR between 2016 and 2021 as did the racialized population.

Immigrants and newcomers were attracted to both SDG and PR between 2016 and 2021. More than 75% of the 725 immigrants settling in SDG during that time and 86% of the 515 immigrants settling in PR were in the important age demographic 25 to 54. Integrating these individuals into the labour force is important to addressing labour market demand.

Migration into the region between 2016 and 2021 continues to increase. There was a net in-migration of 4,335 people into SDG and 6,398 into PR during this five-year period.

The number of people in the labour force without a secondary school diploma decreased in SDG and PR between 2016 and 2021 while the number with a secondary school diploma and no post-secondary increased.

The number of people in the labour force with a college or university credential increased in both SDG and PR in the past five years. The number with an apprenticeship credential decreased in both SDG and PR between 2016 and 2021. However, at 7.7% of the population in SDG and 8.1% in PR as of 2021, the percent of the population age 15 and older with this designation continues to be greater than the rest of the population where 5% has an apprenticeship credential.

-A comparison of the one-year period between October 2022 and October 2023 shows that the number receiving Regular Employment Insurance benefits was stable in SDG. The greatest increase was in males age 15 to 29 with 30 more males in this demographic in receipt of benefits in 2023. In PR, there were 50 more males and 30 more females age 30 to 54 collecting benefits in October 2023 as compared to October 2022 an increase of 45.5% and 33.3% respectively.



## LABOUR MARKET DEMAND

Comparing the number of businesses currently operating by sector in SDG and PR Districts with the number operating in 2020 contributes to our understanding of how the pandemic impacted the local economy. There are 526 more businesses currently operating in SDG than in June 2020 with the greatest increases taking place in the Professional, scientific, technical services; Construction; Health care and social assistance; Administrative support, waste management and remediation services and Public Administration sectors. A large increase in the Real Estate and leasing sector can be attributed to self-employed individuals with no employees. The Accommodation and food services; Other services and Arts, entertainment and recreation sectors continue to recover post-pandemic.

The economic recovery in PR is very similar to SDG. With an additional 403 businesses operating in the area with the greatest increases taking place in the Professional, scientific and technical services; Construction; Health care and social assistance; Administrative support, waste management and remediation services and Public administration sectors while decreases are observed in the Accommodation and food services; Other services and Arts, entertainment and recreation sectors. There has also been a significant decrease in the number of businesses operating in the Agriculture, forestry, fishing and hunting sector in PR.

Both SDG and PR have a significant number of new businesses not yet classified. This can be a positive indicator of innovation and future growth.

Examining the percentage of businesses operating within all sectors of the economy by employee size range (distribution) highlights the importance of entrepreneurship in SDG and PR.

More than 68% of the 10,302 businesses operating in SDG and 70% of the 9,209 businesses in PR are operated by individuals with no employees. Businesses employing fewer than four people comprise 84% of all businesses in SDG and 87% of enterprises in PR.



Changes in the distribution of the labour force by industry and occupation can also be analyzed using the Statistics Canada Census 2021 and the Statistics Canada Census 2016. Despite the administration of the 2021 Census while pandemic restrictions were in effect, levels of employment were relatively stable in SDG and PR between 2016 and 2021. The greatest gains took place in the Health Care and Social Assistance and Public Administration sectors. Compared to Ontario, there is a greater concentration of employment in the Agriculture and Public Administration sectors. A smaller percentage are employed in the Finance and Insurance; Real Estate and Leasing; and Professional, Scientific and Technical Services sectors. Occupationally, a greater percentage of people in SDG and PR are employed in occupations in the Trades, transport and equipment operator occupations compared to Ontario and fewer in Natural and applied sciences occupations.

EMSI Analyst uses various Statistics Canada data sources to project industry and occupation growth. Between 2024 and 2029 in SDG, they anticipate the greatest job creation to take place in the Health Care and Social Assistance; Accommodation and Food Services and Transportation and Warehousing sectors. By 2029, the greatest employment concentration in SDG is projected to be in Agriculture, Manufacturing, Retail Trade, and Transportation and Warehousing.

The greatest projected job creation in Prescott-Russell between 2024 and 2029 is anticipated in Public Administration and Health Care and Social Assistance. Employment concentration in 2029 in PR is projected to be in Agriculture; Manufacturing; Construction; Retail Trade; Other Services and Public Administration.

EMSI Analyst projects more than 100 jobs to be created in SDG by 2029 in the following occupations: Nurses aides, orderlies and patient associates (NOC 33102); Registered nurses and registered psychiatric nurses (NOC 31301); Food counter attendants and kitchen helpers (NOC 65201); and Transport truck drivers (NOC 73300). They project more than 100 jobs created in Prescott-Russell by 2029 for Social policy researchers and program officers (NOC 41403) and Registered nurses and registered psychiatric nurses (NOC 31301).



## EMPLOYMENT ONTARIO DATA

Employment Ontario data provided annually to EOTB highlighted that Assisted Employment Services program usage was stable in 2022-2023 as compared to 2021-2022 while falling 15% in PR. In Eastern Ontario, 9% more people utilized the service in the past year compared to 2021-2022. In Ontario, client usage increased 4%.

Ten percent more people used Unassisted Employment Services in SDG while usage in PR decreased 8% between 2021-2022 and 2023. In Eastern Ontario participation in unassisted services increased by 23% and by 12% in Ontario.

The number of newcomers in SDG utilizing Assisted Services almost tripled in the last year from 36 to 136 with internationally trained professionals increasing from 45 in 2021-2022 to 126 in the past year.

Participation in Literacy and Basic Skills was also stable over the past year. There were 37 fewer learners in SDG and 4 fewer learners in PR. Similarly, participation in the program increased by 3% in both Eastern Ontario and Ontario.

With the exception of the Youth Job Connection program in SDG, participation in programs administered by Employment Services decreased between 2021-2022 and 2022-2023.

The number of new Apprenticeship registrations in SDG decreased slightly from 873 to 848 (-3%) while the number of active apprentices decreased significantly from 3,468 to 2,442 (-30%).

The number of new Apprenticeship registrations in PR increased from 157 to 186 (19%) while the number of active apprentices was relatively stable increasing by 5 to 163 (1%).

Comparison of program activity in 2022-2023 with 2019-2020, the last pre-pandemic year, highlighted that, for the most part, participation in Employment Ontario programs has decreased since the pandemic. The exceptions were increases in new learners in LBS in PR, carry-over learners in LBS in SDG, apprenticeship activity in general and participation in the Canada Ontario Job Grant program in SDG.

Employment Ontario service providers expressed concern with the sudden decrease of active apprentices in SDG and further explanation was requested. Literacy and Basic Skills providers pointed out that apprentices often do not reach completion because of a lack of literacy skills. Providers are trying to catch apprentices before they fail and will be inviting stakeholders including the unions to a forum to explore how they can help.

The second of three annual updates to the three-year Action Plan 2022-2025, itemizes short, medium and long-term actions now underway.



## BACKGROUND



Early in 2022, the Eastern Ontario Training Board (EOTB) released a three-year evidence-based plan for workforce development in the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell United Counties (PR). This 2024 report is the second of three annual updates.

In the past year, the Eastern Ontario Training Board together with community partners agreed that the priorities first identified in 2012 and confirmed in 2021 no longer fully reflected current economic and workforce development challenges and opportunities. On November 29, 2023, 27 local stakeholders representing employers, employer associations, economic development officers, educators, and employment service providers came together to confirm the following four new areas of focus for workforce development and to discuss collaborative actions to address these priorities:

01

Identify immediate and future skills in demand and promote training to upskill job seekers and existing workers.

02

Attract, integrate and retain marginalized and barriered groups in the workforce including immigrants, youth, people with disabilities, etc.

03

Identify and promote immediate and longer-term occupations in demand.

04

Assist employers to attract, retain and promote existing workers.

Along with the resulting Action Plan for workforce development, this update provides an analysis of various indicators of labour market demand and labour market supply as well as a summary of input provided by multiple stakeholders including employers, economic developers, educators and employment service providers.

# LABOUR MARKET SUPPLY



Statistics Canada Census 2021 population data provides an overview of changes that have taken place in the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell United Counties (PR) over the past five years. As noted in our 2022 3-year Action Plan, the population of SDG increased by 1.0% from 113,448 in 2016 to 114,637 in 2021. The median age in SDG is 47.6. In Prescott-Russell the population increased by 7.1% from 89,333 in 2016 to 95,639 in 2021. The median age is 44.8. During the same five-year period, the population of Ontario grew by 5.8% and in Canada at 5.2%. The median age in both the province and Canada is 41.6.

## Population Groups in Stormont, Dundas and Glengarry and Prescott-Russell

Tables 1A, B and C provide a further examination of the populations of SDG and PR by gender, age group, racialized and indigenous populations and newcomers.

**Table 1A: Age Characteristics of the SDG and PR populations**

### United Counties of Stormont, Dundas and Glengarry

Age Groups	2016			2021			Change		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
<b>15+ Pop.</b>	93,070	45,455	47,615	94,205	46,295	47,910	1,135	840	295
<b>15-24</b>	12,430	6,410	6,020	11,040	5,740	5,295	(-1,390)	(-670)	(-725)
<b>25-54</b>	39,695	19,175	20,520	38,285	18,870	19,405	(-1,410)	(-305)	(1,115)
<b>55+</b>	40,925	19,860	21,065	44,875	21,670	23,210	3,950	1,810	2,145

Prescott and Russell United Counties									
Age Groups	2016			2021			Change		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
<b>15+ Pop.</b>	72,270	35,745	36,525	77,620	38,410	39,210	5,350	2,665	2,685
<b>15-24</b>	9,810	4,990	4,815	9,095	4,735	4,370	(-715)	(-255)	(-445)
<b>25-54</b>	34,685	17,070	17,610	35,180	17,345	17,840	495	275	230
<b>55+</b>	27,770	13,680	14,090	33,350	16,335	17,000	5,580	2,655	2,910

Source: Statistics Canada Census 2016 and 2021

While the population of individuals age 15 and older in SDG has increased by just over 1,100 people (1.2%) between 2016 and 2021, the population of people age 25 to 54 has decreased by more than 1,400. This is concerning as this age demographics comprises the greatest percentage of the labour force. The population of individuals age 15 and older increased by more than 5,300 between 2016 and 2021 in Prescott-Russell (7.4%) with a slight increase of 495 in the number of people age 25 to 54. Both SDG and PR experienced a decrease in the population age 15 to 24 between 2016 and 2021 with population increases largely driven by people age 55 and older.

**Table 1B: Changes in the Indigenous and Racialized populations in SDG and PR**

Population Groups	2016			2021			Change		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
<b>United Counties of Stormont, Dundas and Glengarry</b>									
<b>Indigenous</b>	3,580	1,535	2,045	3,780	1,800	1,975	200	265	(-70)
<b>Racialized</b>	2,690	1,295	1,400	4,490	2,270	2,225	1,800	975	825
<b>Prescott and Russell United Counties</b>									
<b>Indigenous</b>	2,165	1,025	1,140	3,230	1,490	1,740	1,065	465	600
<b>Racialized</b>	1,865	875	990	3,430	1,650	1,780	1,565	775	790



6%

Indigenous population growth between 2016-2021 in SDG



49%

Indigenous population growth between 2016-2021 in PR



67%

Racialized population growth between 2016-2021 in SDG



84%

Racialized population growth between 2016-2021 in PR

Source: Statistics Canada Census 2016 and 2021

**Table 1C: Changes in newcomer population in SDG and PR**

The following table highlights the increase and pace of immigrants arriving in the region.

United Counties of Stormont, Dundas and Glengarry								
AGE GROUPS	TOTAL	2016-2021	2016	2017	2018	2019	2020	2021
15 to 24	285	110	0	30	15	50	10	0
25 to 54	2,935	550	85	90	135	180	50	25
55 +	4,260	55	0	0	0	25	0	0
<b>Total - Age</b>	<b>7,475</b>	<b>725</b>	<b>90</b>	<b>135</b>	<b>155</b>	<b>245</b>	<b>60</b>	<b>40</b>

Prescott and Russell United Counties								
AGE GROUPS	TOTAL	2016-2021	2016	2017	2018	2019	2020	2021
15 to 24	260	45	0	20	0	10	0	0
25 to 54	2,470	445	45	115	75	85	65	25
55 +	2,365	20	0	0	0	0	0	0
<b>Total - Age</b>	<b>5,095</b>	<b>515</b>	<b>75</b>	<b>140</b>	<b>80</b>	<b>105</b>	<b>80</b>	<b>30</b>

Source: Statistics Canada Census 2016 and 2021. Arithmetical errors due to rounding



## Migration Characteristics

Table 2 uses residents' annual tax returns to track migration in and out of the region.

**Table 2 - Migration in and out of SDG and Prescott-Russell**

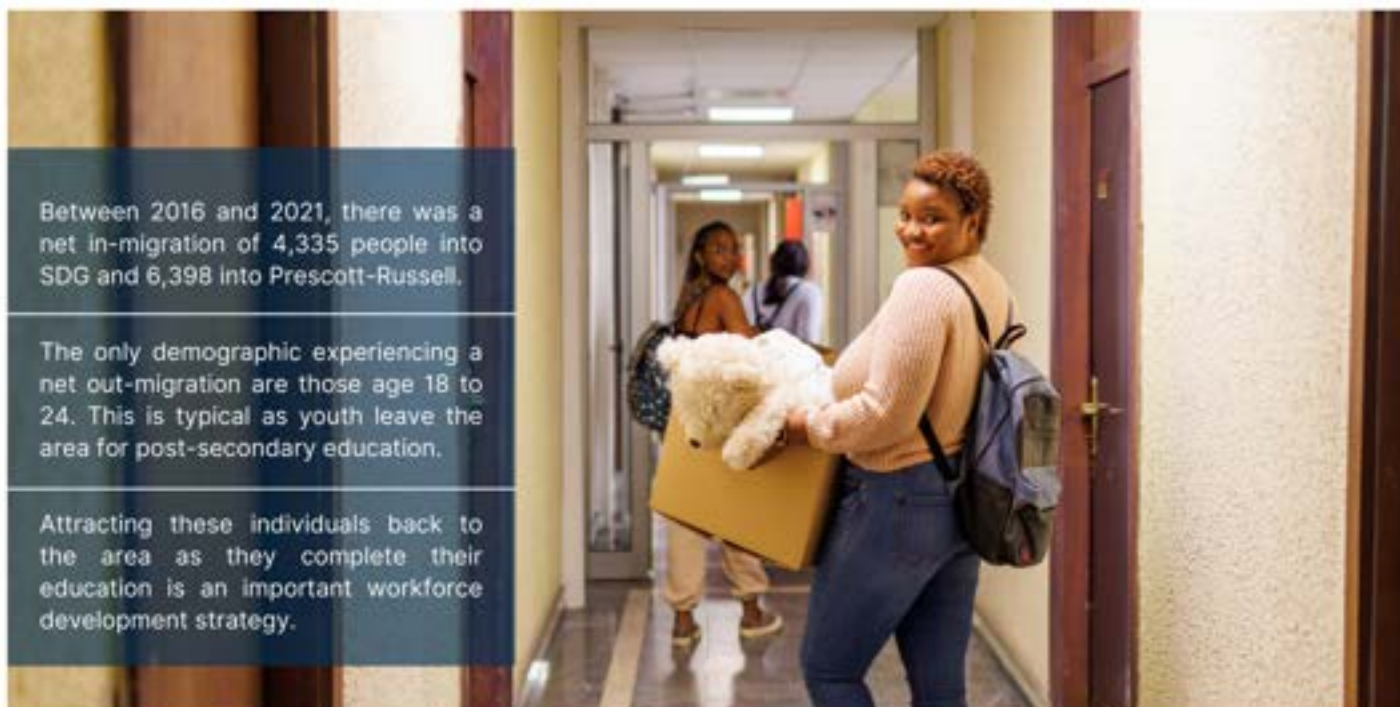
United Counties of Stormont, Dundas and Glengarry – 2016 to 2021			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	3,981	2,486	1,495
18 to 24	1,944	2,295	(-351)
25 to 44	6,100	4,930	1,170
45 to 64	4,331	2,622	1,709
65 +	1,987	1,675	312
<b>TOTAL</b>	<b>18,343</b>	<b>14,008</b>	<b>4,335</b>
Prescott and Russell United Counties – 2016 to 2021			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	4,904	3,029	1,875
18 to 24	1,793	2,465	(-672)
25 to 44	8,564	5,806	2,758
45 to 64	5,143	3,596	1,547
65 +	2,563	1,673	890
<b>TOTAL</b>	<b>22,967</b>	<b>16,569</b>	<b>6,398</b>

Source: Statistics Canada Taxfiler data

Between 2016 and 2021, there was a net in-migration of 4,335 people into SDG and 6,398 into Prescott-Russell.

The only demographic experiencing a net out-migration are those age 18 to 24. This is typical as youth leave the area for post-secondary education.

Attracting these individuals back to the area as they complete their education is an important workforce development strategy.



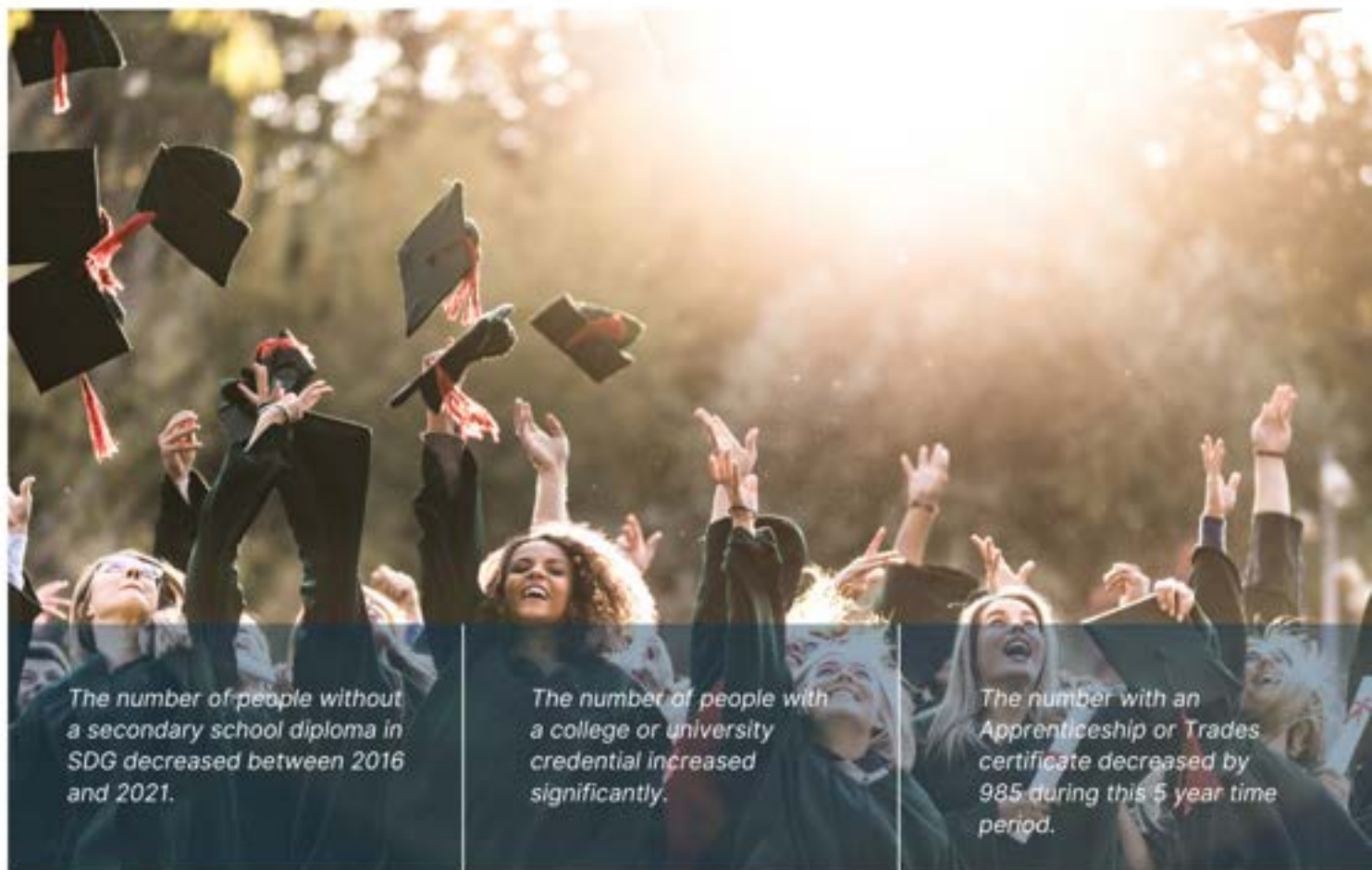
## Educational Attainment

Tables 3A and B highlight the change in educational attainment in SDG and PR in the five-year period between 2016 and 2021.

**Table 3A: Educational attainment - 2021 compared to 2016 - SDG**

Level of Education	Total Labour Force - 2021		Total Labour Force - 2016		Change	% Change
	Number	%	Number	%		
No certificate, diploma or degree	17,865	19%	20,885	22.4%	(-3,020)	(-14.5%)
Secondary school diploma or equivalent	30,985	32.9%	29,220	31.4%	1,765	6.0%
Apprenticeship or Trades certificate/diploma	7,300	7.7%	8,285	8.9%	(-985)	(-11.9%)
College/CEGEP or other non-university degree or diploma	24,505	26.0%	22,700	24.4%	1,805	8.0%
Total University certificate, degree or diploma	2,310	14.4%	11,985	12.9%	1,565	13.1%

Source: Statistics Canada Census 2021 and 2016



The number of people without a secondary school diploma in SDG decreased between 2016 and 2021.

The number of people with a college or university credential increased significantly.

The number with an Apprenticeship or Trades certificate decreased by 985 during this 5 year time period.

## Educational Attainment

Continued.

**Table 3B: Educational attainment - 2021 compared to 2016 - PR**

Level of Education	Total Labour Force - 2021		Total Labour Force - 2016		Change	% Change
	Number	%	Number	%		
No certificate, diploma or degree	13,080	16.9%	14,220	19.7%	(-1,140)	(-8.0%)
Secondary school diploma or equivalent	23,590	30.4%	22,355	30.9%	1,235	5.5%
Apprenticeship or Trades certificate/diploma	6,275	8.1%	6,570	9.1%	(-295)	(-4.5%)
College/CEGEP or other non-university degree or diploma	19,755	25.5%	17,365	24.0%	2,390	13.8%
Total University certificate, degree or diploma	14,920	19.2%	11,765	16.3%	3,155	26.8%

Source: Statistics Canada Census 2021 and 2016

As in SDG, the number of individuals with no certificate or diploma has decreased in Prescott-Russell between 2021 and 2016 while the number with a secondary school diploma only has increased during the same time period.

Like SDG, the number with an Apprenticeship or Trades certificate decreased in this five-year period. However, at 7.7% of the total labour force in SDG and 8.1% in PR in 2021, the percentage of the total labour force with an Apprenticeship designation is significantly more than in Ontario where 5% has an apprenticeship certificate or diploma.

A greater percentage of the total labour force has a college certificate or diploma in SDG and PR than in Ontario where one in five has this credential. Just over 32% of the total labour force in Ontario has a university certificate, diploma or degree.



## Labour Market Supply

### Labour Force Status: Eastern Ontario

Table 4 highlights the annual unemployment rates in Eastern Ontario

**Table 4: Annual unemployment rates in Eastern Ontario**

Geography	2019	2020	2021	2022	2023
Ottawa Economic Region	4.8%	7.4%	6.3%	4.4%	4.5%
Ottawa Census Metropolitan Area	4.9%	7.4%	6.1%	4.2%	4.5%
Ontario	5.6%	9.8%	8.1%	5.6%	5.7%

Source: Table number 14-10-0395-01 (Economic Region) and Table: 14-10-0385-01 (CMA and ON)

### Labour Force Status: Stormont, Dundas, Glengarry and Prescott-Russell

Table 5 compares the number of people collecting Regular Employment Insurance benefits in October 2023 with October 2022. In SDC, the number collecting regular benefits was relatively stable. The greatest increase occurred in males age 15 to 29. Thirty more males were collecting regular benefits in October 2023 than in October 2022.

**Table 5: Decrease in number collecting Regular Employment insurance - October 2022 and October 2023**

	Oct 2022		Oct 2023		Difference Recipients - Males		Difference Recipients - Female	
	Males	Females	Males	Females	Number	%	Number	%
<b>United Counties of Stormont, Dundas and Glengarry</b>								
<b>Age 15-29</b>	110	50	140	50	30	27.3%	0	0%
<b>Age 30-54</b>	190	150	210	160	20	10.5%	10	6.7%
<b>Age 55-64</b>	100	80	100	70	0	0.0%	(-10)	(-12.5%)
<b>Prescott and Russell United Counties<sup>120</sup></b>								
<b>Age 15-29</b>	80	40	90	40	10	12.5%	0	0.0%
<b>Age 30-54</b>	110	90	160	120	50	45.5%	30	33.3%
<b>Age 55-64</b>	70	50	70	40	0	0.0%	(-10)	(-20.0%)

Source: Table 14-10-0323-01 Employment Insurance beneficiaries by Census Division, monthly, unadjusted for seasonality

# LABOUR MARKET DEMAND



One of the first measures that provides some insight into the impact of the pandemic on the region's economy is Canada Business Counts data, released by Statistics Canada semi-annually. Tables 6A and B compares the number of businesses operating in SDG and PR as of June 2023 with the number operating in June 2020 shortly after the initial pandemic restrictions began in March 2020. It must be noted that some changes in the numbers of businesses operating in each sector may be caused by changes in the assignment of postal codes within Census Divisions by Statistics Canada.

**Table 6A: Change in Number of Businesses June 2020-June 2023 - SDG**

Sector	No of Businesses Jun 2020	No. of Businesses Jun 2023	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	1,383	1,374	(-9)	(-0.7%)
Mining, Oil and Gas Extraction, Quarrying	10	7	(-3)	(-30.0%)
Utilities	29	29	0	0.0%
Construction	965	1,026	61	6.3%
Manufacturing	238	245	7	2.9%
Wholesale Trade	237	240	3	1.3%
Retail Trade	757	769	12	1.6%
Transportation and Warehousing	417	470	53	12.7%
Information and Cultural Services	66	60	(-6)	(-9.1%)
Finance and Insurance	414	384	(-30)	(-7.2%)
Real Estate and Leasing	1,720	1,999	279	16.2%
Professional, Scientific and Technical Services	659	731	72	10.9%
Management of Companies and Enterprises	63	55	(-8)	(-12.7%)
Admin. Support, Waste Mngmt., Remediation	293	327	34	11.6%
Educational Services	62	62	0	0.0%
Health and Social assistance	526	538	57	10.8%
Arts, Entertainment and Recreation	131	123	(-8)	(-6.1%)
Accommodation and Food Services	326	309	(-17)	(-5.2%)
Other Services	731	708	(-23)	(-3.1%)
Public Administration	15	27	12	80.0%
Businesses not classified by industry	698	1,374	76	10.9%
<b>Total</b>	<b>9,740</b>	<b>10,302</b>	<b>562</b>	<b>5.8%</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2022

## Labour Market Demand

There are 562 more businesses operating in SDG than before the COVID-19 pandemic with the greatest increases taking place in the Professional, Scientific, Technical Services; Construction; Health Care and Social Assistance; Administrative Support, Waste Management and Remediation Services and Public Administration sectors. The large increase in the Real Estate and Leasing sector can be attributed to self-employed individuals with no employees. The Accommodation and Food Services; Other Services and Arts, Entertainment and Recreation sectors continue to recover post-pandemic.

The post-pandemic economic recovery in PR is very similar to SDG. With an additional 403 businesses operating in the area, the greatest increases took place in the Professional, Scientific, Technical Services; Construction; Health Care and Social Assistance; Administrative Support, Waste Management and Remediation Services and Public Administration sectors while decreases are observed in the Accommodation and Food Services; Other Services and Arts, Entertainment and Recreation sectors. There has also been a significant decrease in the number of businesses operating in the Agriculture, Forestry, Fishing and Hunting sector.

Both SDG and PR have a significant number of new businesses not yet classified. This can be a positive indicator of innovation and future growth.



**562**

Additional businesses in SDG since Covid-19 pandemic



**403**

Additional businesses in PR since Covid-19 pandemic



*Increase in Administrative Support*



*Increase in Professional, Scientific, Technical Services*

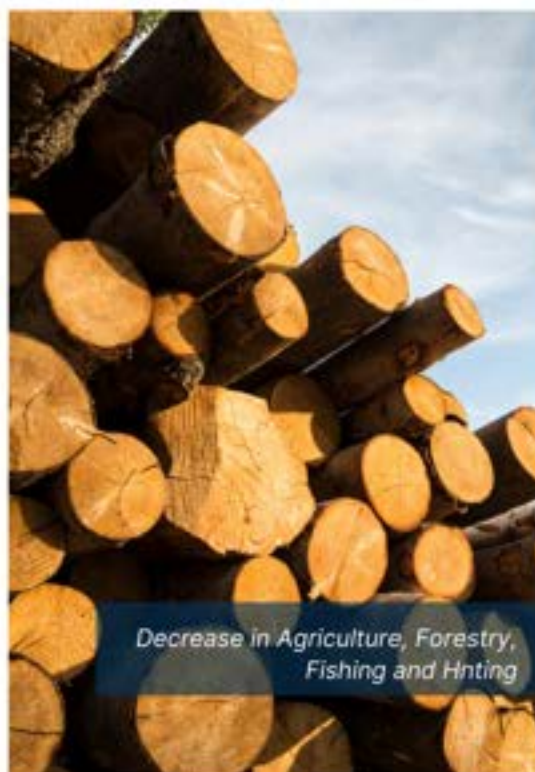


*Large increase in Real Estate and Leasing*

Table 6B: Change in Number of Businesses June 2020-June 2023 - SDG

Sector	No of Businesses Jun 2020	No. of Businesses Jun 2023	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	953	908	(-45)	(-4.7%)
Mining, Oil and Gas Extraction, Quarrying	7	6	(-1)	(-14.3%)
Utilities	37	30	(-7)	(-18.9%)
Construction	1,351	1,405	54	4.0%
Manufacturing	177	180	3	1.7%
Wholesale Trade	179	180	1	0.6%
Retail Trade	545	555	10	1.8%
Transportation and Warehousing	263	268	5	1.9%
Information and Cultural Services	59	57	(-2)	(-3.4%)
Finance and Insurance	412	405	(-7)	(-1.7%)
Real Estate and Leasing	1,536	1,733	197	12.8%
Professional, Scientific and Technical Services	719	790	71	9.9%
Management of Companies and Enterprises	59	55	(-4)	(-6.8%)
Admin. Support, Waste Mngmt., Remediation	288	322	34	11.8%
Educational Services	70	71	1	1.4%
Health and Social assistance	528	568	40	7.6%
Arts, Entertainment and Recreation	122	110	-12	-9.8%
Accommodation and Food Services	192	181	-11	-5.7%
Other Services	642	616	-26	-4.0%
Public Administration	15	17	2	13.3%
Businesses not classified by industry	652	752	100	15.3%
<b>Total</b>	<b>8,806</b>	<b>9,209</b>	<b>403</b>	<b>4.6%</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2022



## Labour Market Demand

Canada Business Counts data is also a useful tool to better understand the composition of the region's economy by looking at the percent of total businesses operating in each sector, or distribution.

Tables 7A and B examine the composition of the economies of SDG and PR by the number and size of businesses by the number of employees within each sector.

**Table 7A: Distribution of Businesses by Sector and Employee Size Range - SDG**

Industries	No employees		Micro 1-4 employees		Small 5-99 employees		Medium 100-499 employees		Large 500+ employees	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, Forestry, Fishing, Hunting	1,105	80.4	196	14.3	73	5.3	0	0.0	0	0.0
Mining, Oil and Gas Extraction, Quarrying	2	28.6	2	28.6	3	42.9	0	0.0	0	0.0
Utilities	23	79.3	2	6.9	4	13.8	0	0.0	0	0.0
Construction	567	55.3	253	24.7	204	19.9	2	0.2	0	0.0
Manufacturing	91	37.1	46	18.8	99	40.4	8	3.3	1	0.4
Wholesale Trade	110	45.8	62	25.8	68	28.3	0	0.0	0	0.0
Retail Trade	307	39.9	156	20.3	300	39.0	6	0.8	0	0.0
Transportation and Warehousing	310	66.0	93	19.8	60	12.8	6	1.3	1	0.2
Information and Cultural Services	35	58.3	10	16.7	15	250.0	0	0.0	0	0.0
Finance and Insurance	295	76.8	33	8.6	55	14.3	1	0.3	0	0.0
Real Estate and Leasing	1,872	93.6	103	5.2	23	1.2	1	0.1	0	0.0
Professional, Scientific and Technical Services	494	67.6	170	23.3	67	9.2	0	0.0	0	0.0
Management of Companies and Enterprises	47	85.5	4	7.3	3	5.5	1	1.8	0	0.0
Admin. Support, Waste Mngmt., Remediation	187	57.2	80	24.5	59	18.0	1	0.3	0	0.0
Educational Services	44	71.0	6	9.7	11	17.7	1	1.6	0	0.0
Health and Social assistance	271	46.5	134	23.0	158	27.1	19	3.3	1	0.2
Arts, Entertainment and Recreation	87	70.7	14	11.4	22	17.9	0	0.0	0	0.0
Accommodation and Food Services	100	32.4	39	12.6	169	54.7	1	0.3	0	0.0
Other Services	434	61.3	175	24.7	98	13.8	1	0.1	0	0.0
Public Administration	1	3.7	0	0.0	22	81.5	3	11.1	1	3.7
Businesses not classified by industry	639	82.6	95	12.3	50	5.2	0	0.0	0	0.0
<b>Total</b>	<b>7,021</b>	<b>68.2</b>	<b>1,673</b>	<b>16.2</b>	<b>1,553</b>	<b>15.1</b>	<b>51</b>	<b>0.5</b>	<b>4</b>	<b>0.04</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2022



Businesses operated by self-employed entrepreneurs comprise more than 68% of the 10,302 businesses operating in SDG as of June 2023. Businesses employing fewer than 4 individuals make up more than 84% of all businesses in SDG.

As Table 7B illustrates, small business is equally important in Prescott-Russell where more than 70% of the 9,209 total businesses are operated by individual entrepreneurs with no employees and more than 87% of businesses employ four or fewer employees.

**Table 7B: Distribution of Businesses by Sector and Employee Size Range - PR**

Industries	No employees		Micro 1-4 employees		Small 5-99 employees		Medium 100-499 employees		Large 500+ employees	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, Forestry, Fishing, Hunting	714	78.6	132	14.5	62	6.8	0	0.0	0	0.0
Mining, Oil and Gas Extraction, Quarrying	4	66.7	0	0.0	2	33.3	0	0.0	0	0.0
Utilities	23	76.7	3	10.0	4	13.3	0	0.0	0	0.0
Construction	772	54.9	395	28.1	236	16.8	2	0.1	0	0.0
Manufacturing	87	48.3	31	17.2	55	30.6	7	3.9	0	0.0
Wholesale Trade	101	56.1	38	21.1	41	22.8	0	0.0	0	0.0
Retail Trade	246	44.3	92	16.6	211	38.0	6	1.1	0	0.0
Transportation and Warehousing	167	62.3	58	21.6	40	14.9	3	1.1	0	0.0
Information and Cultural Services	33	57.9	12	21.1	12	21.1	0	0.0	0	0.0
Finance and Insurance	333	82.2	31	7.7	41	10.1	0	0.0	0	0.0
Real Estate and Leasing	1,631	94.1	81	4.7	21	1.2	0	0.0	0	0.0
Professional, Scientific and Technical Services	552	69.9	181	22.9	56	7.1	1	0.1	0	0.0
Management of Companies and Enterprises	46	83.6	3	5.5	5	9.1	1	1.8	0	0.0
Admin. Support, Waste Mngmt., Remediation	192	59.6	73	22.7	57	17.7	0	0.0	0	0.0
Educational Services	57	80.3	5	7.0	7	9.9	1	1.4	1	1.4
Health and Social assistance	352	62.0	77	13.6	134	23.6	4	0.7	1	0.2
Arts, Entertainment and Recreation	76	69.1	14	12.7	19	17.3	0	0.0	1	0.9
Accommodation and Food Services	67	37.0	20	11.0	94	51.9	0	0.0	0	0.0
Other Services	405	65.7	144	23.4	67	10.9	0	0.0	0	0.0
Public Administration	1	5.9	0	0.0	13	76.5	3	17.6	0	0.0
Businesses not classified by industry	624	83.0	102	13.6	25	3.3	1	0.1	0	0.0
<b>Total</b>	<b>6,483</b>	<b>70.4</b>	<b>1,492</b>	<b>16.2</b>	<b>1,202</b>	<b>13.0</b>	<b>29</b>	<b>0.3</b>	<b>3</b>	<b>0.03</b>

Source: Canada Business Counts, June 2023



## Labour Market Demand

Table 8A and B examine the total number of businesses by sector in SDG and PR 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.

**Table 8A: Distribution of Businesses by Sector - SDG**

Sector	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario	
	Total	%		
Agriculture, Forestry, Fishing, Hunting	1,374	13.3	2.9	1,374
Mining, Oil and Gas Extraction, Quarrying	7	0.1	0.1	7
Utilities	29	0.3	0.2	29
Construction	1,026	10.0	8.5	1,026
Manufacturing	245	2.4	2.1	245
Wholesale Trade	240	2.3	2.2	240
Retail Trade	769	7.5	5.6	769
Transportation and Warehousing	470	4.6	6.8	470
Information and Cultural Services	60	0.6	1.3	60
Finance and Insurance	384	3.7	5.1	384
Real Estate and Leasing	1,999	19.4	20.7	1,999
Professional, Scientific and Technical Services	731	7.1	12.5	731
Management of Companies and Enterprises	55	0.5	0.8	55
Admin. Support, Waste Mngmt., Remediation	327	3.2	3.5	327
Educational Services	62	0.6	1.0	62
Health and Social assistance	583	5.7	6.5	583
Arts, Entertainment and Recreation	123	1.2	1.4	123
Accommodation and Food Services	309	3.0	2.6	309
Other Services	708	6.9	5.5	708
Public Administration	27	0.3	0.1	27
Businesses not classified by industry	774	7.5	10.7	774
<b>Total</b>	<b>10,302</b>			

Source: Canada Business Counts, June 2023



Canada Business Counts data can also be used to highlight the importance of each sector to the local economy.

**Table 8B: Distribution of Businesses by Sector - PR**

Sector	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario	
	Total	%		
Agriculture, Forestry, Fishing, Hunting	908	9.9	2.9	908
Mining, Oil and Gas Extraction, Quarrying	6	0.1	0.1	6
Utilities	30	0.3	0.2	30
Construction	1,405	15.3	8.5	1,405
Manufacturing	180	2.0	2.1	180
Wholesale Trade	180	2.0	2.2	180
Retail Trade	555	6.0	5.6	555
Transportation and Warehousing	180	2.0	6.8	180
Information and Cultural Services	57	0.6	1.3	57
Finance and Insurance	405	4.4	5.1	405
Real Estate and Leasing	1,733	18.8	20.7	1,733
Professional, Scientific and Technical Services	790	8.6	12.5	790
Management of Companies and Enterprises	55	0.6	0.8	55
Admin. Support, Waste Mngmt., Remediation	322	3.5	3.5	322
Educational Services	71	0.8	1.0	71
Health and Social assistance	568	6.2	6.5	568
Arts, Entertainment and Recreation	110	1.2	1.4	110
Accommodation and Food Services	181	2.0	2.6	181
Other Services	616	6.7	5.5	616
Public Administration	17	0.2	0.1	17
Businesses not classified by industry	752	8.2	10.7	752
<b>Total</b>	<b>9,209</b>			

Source: Canada Business Counts, June 2023



## Labour Market Demand

The Statistics Canada Census 2021 provides an opportunity to look at the change in total employment by industry and by occupation over the past five years.

Table 9 highlights gains in employment taking place in the region in the Health Care and Social Assistance and Public Administration sectors. The decrease in employment in the Wholesale Trade sector is noteworthy. Decreases in the Accommodation and Food Services and Arts, Entertainment and Recreation sectors may be partially attributable to pandemic restrictions which were in place when the Statistics Canada Census 2021 was conducted.

**Table 9: Change in employment by sector - SDG and PR**

Industry	SDG and Prescott-Russell		Ontario
	% of Total Employed Labour Force 2016	% of Total Employed Labour Force 2021	% of Total Employed Labour Force 2021
Agriculture, Forestry, Fishing, Hunting	4.4%	4.3%	1.5%
Mining, Oil and Gas Extraction, Quarrying	0.2%	0.2%	0.5%
Utilities	0.6%	0.6%	0.8%
Construction	9.4%	10.5%	7.5%
Manufacturing	8.4%	8.5%	9.3%
Wholesale Trade	3.3%	2.4%	3.6%
Retail Trade	12.1%	12.0%	10.5%
Transportation and Warehousing	5.8%	5.8%	5.3%
Information and Cultural Services	1.2%	1.4%	2.4%
Finance and Insurance	2.6%	2.4%	6.0%
Real Estate and Leasing	1.2%	1.0%	2.2%
Professional, Scientific and Technical Services	4.0%	4.6%	9.9%
Management of Companies and Enterprises	0.1%	0.1%	0.4%
Admin. Support, Waste Mngmt., Remediation	4.3%	3.7%	4.3%
Educational Services	7.4%	7.3%	7.5%
Health and Social assistance	12.6%	14.0%	12.6%
Arts, Entertainment and Recreation	1.5%	1.0%	1.3%
Accommodation and Food Services	5.6%	4.0%	4.5%
Other Services	4.5%	4.0%	3.5%
Public Administration	10.7%	12.0%	6.4%

Source: Statistics Canada Census 2016 and 2021



Gains in employment taking place in the Health Care and Social Assistance and Public Administration sectors.



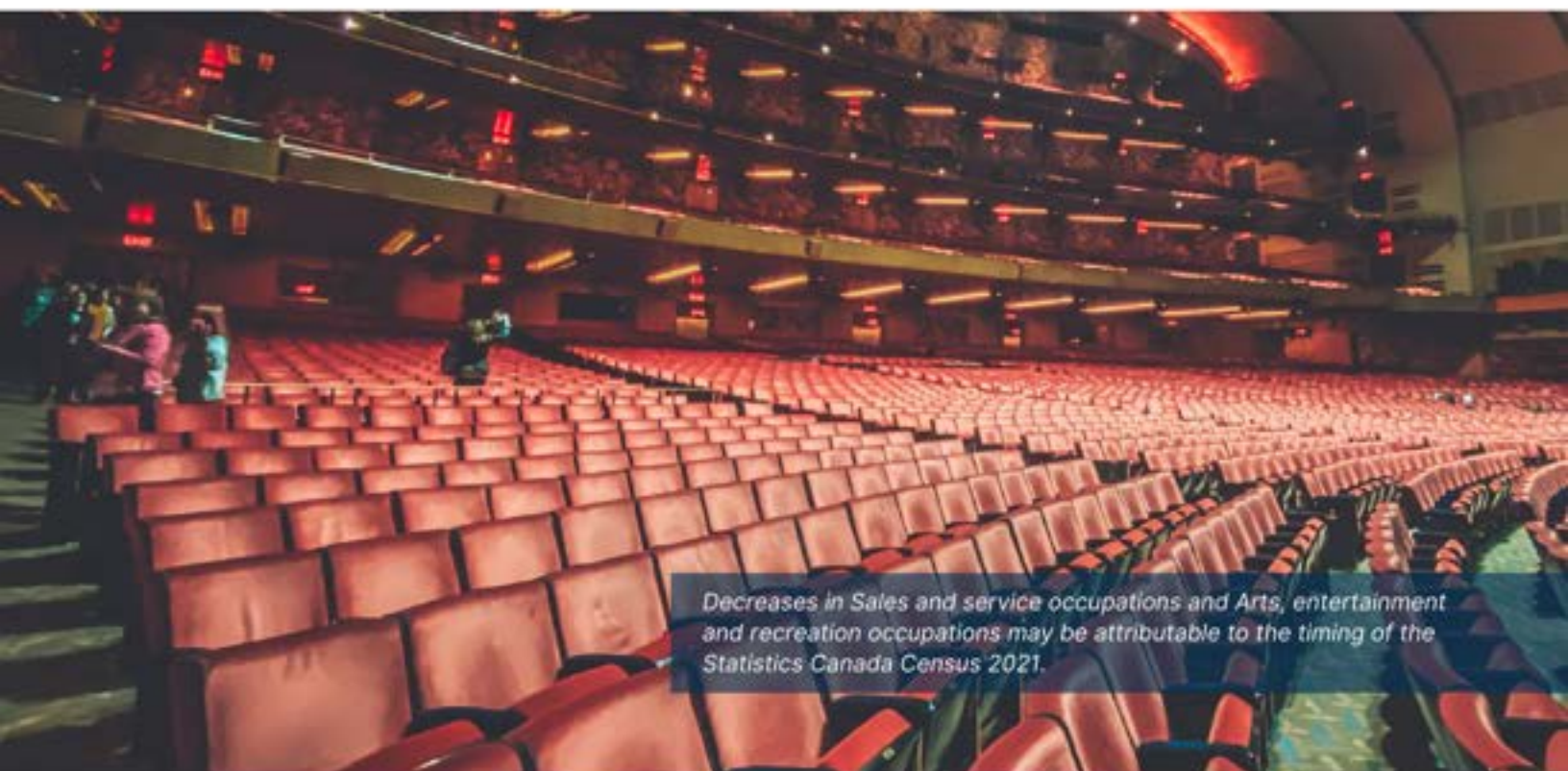
Decrease in employment in the Wholesale Trade sector.

Table 10 highlights changes in employment levels within major occupational groups between 2016 and 2021 in SDG and PR.

**Table 10: Change in employment by major occupational group - SDG and PR**

Industry	SDG and Prescott-Russell		Ontario
	% of Total Employed Labour Force 2016	% of Total Employed Labour Force 2021	% of Total Employed Labour Force 2021
Legislative and senior management	11.2%	12.3%	13.1%
Business, finance and administration	15.8%	16.5%	16.5%
Natural and applied sciences	5.0%	5.5%	9.2%
Health occupations	6.8%	7.9%	7.8%
Education, law, social, community, government	12.3%	12.1%	12.2%
Arts, entertainment and recreation occupations	1.7%	1.6%	2.9%
Sales and service occupations	21.6%	18.0%	18.8%
Trades, transport and equipment operators	18.6%	19.2%	13.4%
Natural resources and agriculture occupations	2.6%	2.1%	1.4%
Manufacturing and utilities occupations	4.4%	4.6%	4.6%
<b>Total</b>	<b>11.2%</b>	<b>12.3%</b>	<b>13.1%</b>

Source: Statistics Canada Census 2016 and 2021



## Labour Market Demand

EMSI Analyst is a useful tool for examining projected employment growth within industries and occupations. EMSI's analysis incorporates and harmonizes labour market data from multiple Statistics Canada datasets including the Survey of Employment, Payroll, and Hours (SEPH), Labour Force Survey (LFS), Canada Business Counts, Census, Postsecondary Student Information System (PSIS) and Canadian Occupation Projection System (COPS) to calculate employment growth and the concentration of employment locally as compared to national levels. Industries with a concentration of 1.00 or more have a higher concentration of employment locally compared to Canada.

Along with employment concentration, Tables 11A and B summarize projected job creation by industry from 2024 to 2029 in SDG and Prescott-Russell.

**Table 11A: Projected Job Creation and Employment Concentration by Industry - SDG**

Industries	2024 Jobs	2029 Jobs	2024-2029 Creation	2029 Employment Concentration
Agriculture, Forestry, Fishing, Hunting	1,017	1,019	2	0%
Mining, Oil and Gas Extraction, Quarrying	34	38	4	10%
Utilities	305	306	1	0%
Construction	2,458	2,564	106	4%
Manufacturing	6,235	6,651	416	7%
Wholesale Trade	1,250	1,164	(-86)	(-7%)
Retail Trade	6,735	6,955	220	3%
Transportation and Warehousing	3,165	3,500	334	11%
Information and Cultural Services	616	635	19	3%
Finance and Insurance	896	969	73	8%
Real Estate and Leasing	287	283	(-3)	(-1%)
Professional, Scientific and Technical Services	1,292	1,394	102	8%
Management of Companies and Enterprises	44	35	(-9)	(-20%)
Admin. Support, Waste Mngmt., Remediation	2,124	2,412	289	14%
Educational Services	2,785	2,795	10	0%
Health and Social assistance	7,492	8,199	706	9%
Arts, Entertainment and Recreation	565	609	45	8%
Accommodation and Food Services	3,598	3,945	347	10%
Other Services	1,369	1,502	133	10%
Public Administration	3,458	3,596	138	4%
Businesses not classified by industry	874	928	54	6%
<b>Total</b>	<b>46,599</b>	<b>49,501</b>	<b>2,902</b>	<b>6%</b>

Source: EMSI Analyst - Note: Arithmetical discrepancies are a result of rounding



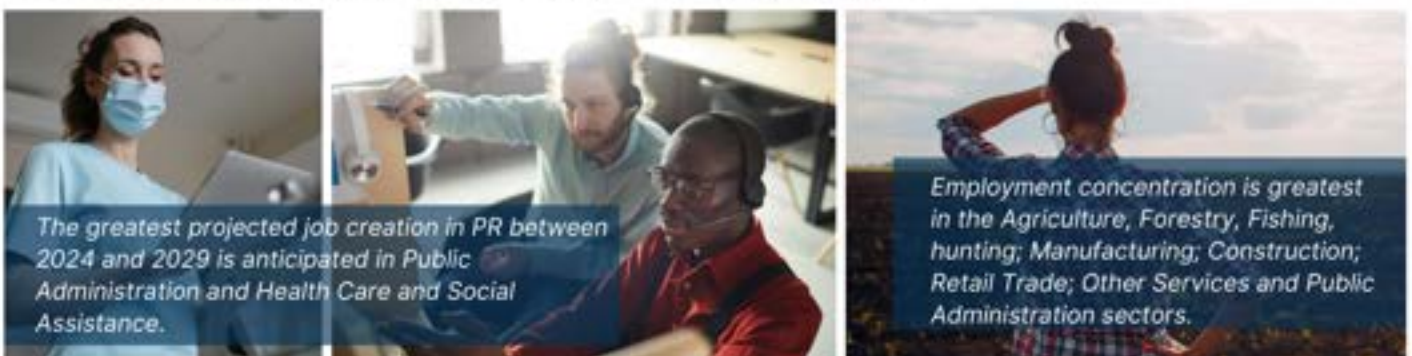
The greatest job creation in SDG is projected to take place in the Health Care and Social Assistance; Manufacturing; Accommodation and Food Services and Transportation and Warehousing sectors.



**Table 11B: Projected Job Creation and Employment Concentration by Industry - PR**

Sector	2024 Jobs	2029 Jobs	2024-2029 Creation	2029 Employment Concentration
Agriculture, Forestry, Fishing, Hunting	708	659	(-50)	(-7%)
Mining, Oil and Gas Extraction, Quarrying	38	43	5	12%
Utilities	92	93	1	1%
Construction	2,922	3,129	207	7%
Manufacturing	3,287	3,515	228	7%
Wholesale Trade	1,146	1,213	67	6%
Retail Trade	4,906	5,128	222	5%
Transportation and Warehousing	1,497	1,644	146	10%
Information and Cultural Services	468	511	43	9%
Finance and Insurance	1,359	1,573	214	16%
Real Estate and Leasing	204	210	7	3%
Professional, Scientific and Technical Services	1,493	1,654	160	11%
Management of Companies and Enterprises	44	52	8	18%
Admin. Support, Waste Mngmt., Remediation	1,603	1,875	272	17%
Educational Services	3,094	3,161	67	2%
Health and Social assistance	4,856	5,365	509	10%
Arts, Entertainment and Recreation	518	587	69	13%
Accommodation and Food Services	2,727	2,982	255	9%
Other Services	1,675	1,879	205	12%
Public Administration	7,017	7,954	938	13%
Businesses not classified by industry	759	827	68	9%
<b>Total</b>	<b>40,413</b>	<b>44,053</b>	<b>3,640</b>	<b>9%</b>

Source: EMSI Analyst - Note: Arithmetical discrepancies are a result of rounding



## Labour Market Demand

Tables 12A and B highlight occupations with more than 50 jobs projected to be created between 2024 and 2029 in SDG and PR

**Table 12A: Projected Job Change and Employment Concentration by Occupation - SDG**

Occupations	2024 Jobs	2029 Jobs	2024-2029 Creation	2029 Employment Concentration
Nurses aides, orderlies and patient associates	1,176	1,334	158	13%
Registered nurses and reg'd psychiatric nurses	1,222	1,377	155	13%
Food counter attendants, kitchen helpers	1,285	1,432	146	11%
Transport truck drivers	932	1,040	108	12%
Store shelf stockers, clerks, order fillers	1,092	1,179	87	8%
Food and beverage servers	545	619	75	14%
Retail sales supervisors	858	917	59	7%
Light duty cleaners	529	587	58	11%
Cooks	546	603	57	10%
Shippers and Receivers	507	563	55	11%
Cashiers	1,380	1,435	55	4%
<b>Total</b>	<b>46,599</b>	<b>49,501</b>	<b>2,902</b>	<b>6%</b>

Source: EMSI Analyst

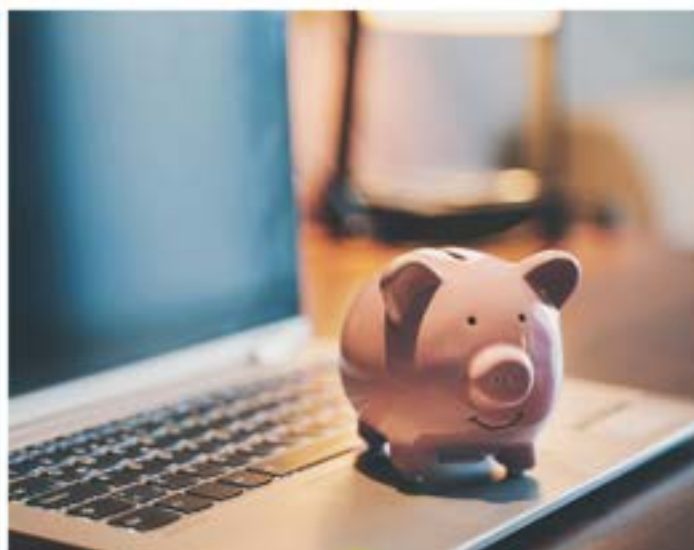
Table 12B points to the growing importance of the public administration sector to the economy of Prescott-Russell.

**Table 12B: Projected Job Change and Employment Concentration by Occupation - PR**

Occupations	2024 Jobs	2029 Jobs	2024-2029 Creation	2029 Employment Concentration
Social policy researchers, program officers	602	711	109	18%
Registered nurses and reg'd psychiatric nurses	670	774	104	15%
Food counter attendants, kitchen helpers	944	1,038	94	10%
Nurse aide, orderlies, patient service associates	710	797	87	12%
Human resource professionals	520	598	77	15%
Health policy researchers, program officers	289	360	70	24%
Retail salespersons and visual merchandisers	1,324	1,389	65	5%
Information system specialists	528	591	62	12%
Store shelf stockers, clerks, order fillers	599	655	56	9%
Computer and information systems managers	273	328	55	20%
Administrative officers	502	556	54	11%
Early childhood educators and assistants	559	613	54	10%
Retail sales supervisors	618	671	53	9%
Other managers in public administration	320	373	52	16%
Food and beverage servers	413	465	51	12%
Transport truck drivers	472	521	50	10%
<b>Total</b>	<b>40,413</b>	<b>44,053</b>	<b>3,640</b>	<b>9%</b>

Source: EMSI Analyst

Income levels provide additional insights into labour market demand. Table 13 provides the median annual income earned in 2020 within each major occupational group in SDG, PR, the Ottawa Economic Region and the province of Ontario as per the Statistics Canada Census 2021. The Ottawa Economic Region includes SDG, PR, Ottawa, Leeds and Grenville and Lanark Census Divisions. 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.



**Table 13 - Median Employment Income (2020) by Major Occupational Group**

Major Occupational Group	SDG	PR	Ottawa Economic Region	Ontario
Legislative and senior management	\$89,000	\$97,000	\$126,000	\$124,000
Business, finance and administration	\$46,800	\$56,400	\$57,200	\$52,000
Natural and applied sciences	\$65,000	\$84,000	\$86,000	\$77,500
Health occupations	\$45,200	\$50,80	\$53,200	\$50,800
Education, law, social, community, government	\$54,000	\$68,500	\$69,000	\$56,400
Occupations in art, culture, recreation and sport	\$18,000	\$30,000	\$28,600	\$20,400
Sales and service occupations	\$21,400	\$23,800	\$19,600	\$20,200
Trades, transport and equipment operators	\$45,600	\$49,600	\$43,600	\$42,800
Natural resources and agriculture occupations	\$17,800	\$20,000	\$16,400	\$20,600
Manufacturing and utilities occupations	\$43,200	\$43,600	\$42,400	\$42,400
<b>Total</b>	<b>\$39,600</b>	<b>\$49,200</b>	<b>\$48,800</b>	<b>\$42,400</b>

Source: Statistics Canada Census 2021



As more and more employers turn to online job postings sites analyzing the number of job postings provides insights into labour market demand.

Tables 14A and B identify the top 25 occupations by job postings and corresponding wages.

*It should be noted that the count does not include job postings where the employer advertised the job anonymously or when the job is advertised by a known employment agency.*

**Table 14A: Top 25 Occupations Advertised in SDG - Jan 1 2023 to Dec 31 2023**

NOC	Occupation	Number of Online Job Postings	Average Hourly Wage
14400	Shippers and receivers	329	\$21.39
73300	Transport truck drivers	149	\$30.39
44101	Home support workers, caregivers and related occupations	138	\$23.54
64100	Retail salespersons and visual merchandisers	137	\$18.95
64409	Other customer and information services representatives	129	\$22.18
60020	Retail and wholesale managers	112	\$25.34
63200	Cooks	90	\$18.91
75201	Delivery service drivers and door-to-door distributors	82	\$30.23
65310	Light duty cleaners	79	\$18.21
14100	General office support workers	67	\$23.37
65100	Cashiers	64	\$17.25
65102	Store shelf stockers, clerks and order fillers	63	\$20.23
65201	Food counter attendants, kitchen helpers and related occ'ns	60	\$18.75
43100	Elementary and secondary school teacher assistants	56	\$24.07
13100	Administrative assistants	50	\$24.04
41200	University professors and lecturers	45	\$61.30
32101	Licensed practical nurses	44	\$29.00
31301	Registered nurses and registered psychiatric nurses	42	\$63.00
75101	Material handlers	41	\$21.33
41220	Secondary school teachers	38	\$31.83
60030	Restaurant and food service managers	38	\$24.86
64101	Sales and account representatives – wholesale trade	38	\$29.93
42202	Early childhood educators and assistants	37	\$25.56
64410	Security guards and other related security occupations	37	\$18.46
14101	Receptionists	32	\$21.43
60010	Corporate sales managers	32	\$57.17
62020	Food service supervisors	32	\$20.72

Source: Vicinity Jobst



**Table 14B: Top 25 Occupations Advertised in PR - Jan 1 2023 to Dec 31 2023**

NOC	Occupation	Number of Online Job Postings	Average Hourly Wage
44101	Home support workers, caregivers and related occupations	121	\$19.68
60020	Retail and wholesale trade managers	64	\$22.76
31301	Registered nurses and registered psychiatric nurses	44	\$51.85
65102	Store shelf stockers, clerks and order fillers	43	\$15.90
64100	Retail salespersons and visual merchandisers	39	\$16.75
64409	Other customer and information services representatives	39	\$20.47
65100	Cashiers	38	\$17.26
63200	Cooks	35	\$18.63
65201	Food counter attendants, kitchen helpers and related occ'ns	35	\$17.24
73300	Transport truck drivers	31	\$43.59
43100	Elementary and secondary school teacher assistants	30	\$24.54
75201	Delivery service drivers and door-to-door distributors	30	\$21.80
63102	Financial sales representatives	29	not available
75101	Material handlers	29	\$20.82
32101	Licensed practical nurses	28	not available
65312	Janitors, caretakers and heavy-duty cleaners	26	\$21.81
42202	Early childhood educators and assistants	24	\$17.97
14100	General office support workers	22	\$23.08
13110	Administrative assistants	21	\$25.96
41221	Elementary school and kindergarten teachers	21	\$20.00
62020	Food service supervisors	21	\$20.92
64101	Sales and account representatives – wholesale trade	21	\$26.02
41220	Secondary school teachers	20	\$39.19
62101	Retail and wholesale buyers	19	\$26.20
33102	Nurse aides, orderlies and patient service associates	18	\$24.77

Source: Vicinity Jobs



# WHAT WE ARE HEARING

*"This investment activity is creating dozens of employment opportunities"*

-Bob Peters, Division Manager of Economic Development for the City of Cornwall,



In his annual "Year in Review" delivered early in December 2023, Bob Peters, Division Manager of Economic Development for the City of Cornwall, reinforced the importance of entrepreneurship to the local economy while at the same time highlighting the expansion of existing firms to meet growing demand for products and services produced locally and to incorporate new technology. "This investment activity is creating dozens of employment opportunities", concluded Mr. Peters.[1]



The EOTB team continues to hear about the importance of worker reliability from employers. Many are experiencing difficulty filling vacancies. Others are struggling to retain employees. This labour market demand extends across multiple sectors with the health care sector being particularly challenged to secure employees to fulfill a variety of functions.

EOTB will be conducting the EmployerOne Survey early in 2024. Survey results will be available in March 2024 and provide additional insights into labour market demand.

Dana McLean, "Cornwall in 2023 – A Year in Review", <https://chooscornwall.ca/news-english/cornwall-in-2023-a-year-in-review/>, Dec 08, 2023



# EMPLOYMENT ONTARIO DATA 2022-2023

Over the past several years, Employment Ontario data has been shared annually with the Eastern Ontario Training Board to provide further insight about service use and encourage collaboration to address local labour market demand and supply. The following analysis examines service usage in 2022-2023 compared to the previous year as well as the last pre-pandemic year, 2019-2020.

## Assisted Employment Services and Literacy and Basic Skills programming

Participation in SDG, P-R and Eastern Ontario has been relatively stable in the past year.

### Assisted Employment Services



#### SDG

1,323 clients received Assisted Employment Services. A slight decrease from 2021-2022 of 19 clients (-1.4%).

The number of newcomers seeking Assisted Employment Services almost tripled in the last year growing from 36 to 136 with internationally trained professionals increasing from 45 to 126.

#### P-R

In PR, 906 clients received Assisted Employment Services in 2022-2023 – a decrease of 165 clients from 2021-2022 (-15.4%).

The number of newcomers seeking Assisted Employment Services did increase from 54 to 70, but not to the significant degree observed in SDG.

#### EASTERN-ONTARIO

Participation increased 9.1% between 2021-2022 and 2022-2023 and 4.2% in Ontario overall.

In both Eastern Ontario and Ontario 68% of Assisted Employment Services participants left for employment and 13% for further education or training.

### Unassisted Employment Services



#### SDG

3,793 clients received Unassisted Employment Services in 2022-2023 - an increase of 339 (9.8%).

925 clients or 70% exited services for employment while 189 (14%) sought education or training after received Assisted Employment Services.

#### P-R

2,237 clients received Unassisted Services last year compared to 2,431 last year – a decrease of 194 or -8%.

Client results have been relatively consistent over the past three years. 680 of 906 clients (75%) left services for employment while 15% exited for training.

#### EASTERN-ONTARIO

The number participating in Unassisted Employment Services in Eastern Ontario grew by 23% last year and 12.2% in Ontario.

## Literary Basic Skills



### SDG

The number of new Literacy and Basic Skills (LBS) learners in SDG increased by 14 learners from 2021-2022 to 2022-2023 (438 to 452). Carry-over learner numbers decreased by 51. Net total of new and carry-over learners decreased from 800 to 763 (-37 learners/ -4.6%).

Referrals from Employment Service Providers to LBS decreased from 92 in 2021-2022 to 50 in 2022-2023. This was a decrease of 46% while referrals from LBS to Employment Services decreased from 89 to 77 (-14%) during the same time period.

Employment was the goal of 57% of LBS learners. 130 of 475 clients or 27% left services for employment. 44 or 9% exited in education or training.

### P-R

Participation in the Literacy and Basic Skills program in PR has been stable over the past year. The number of new learners increased from 115 to 129 learners (14%) while the number of carry-over learners decreased by 18 (-11%). The total net new and carry-over learners decreased from 277 to 273 (-1.4%).

Referrals into LBS from Employment Services decreased slightly in the past year from 135 to 115 (-15%) while referrals to Employment Services continued strong growing from 70 to 82 (17%).

Employment was the goal of 82% of LBS participants. In 2022-2023, 101 or 33% left services for employment while 19% continued their education or training.

### EASTERN-ONTARIO

In Eastern Ontario, net new learners in Literacy and Basic Skills increased 3% while in Ontario net new learners increased by 2.7%.

28% of learners left LBS for employment and 27% continued in education or training. In Ontario one in four learners left either for employment and one in four for education or training.



**Programs administered by Employment Services recorded the following level of activity between 2021-2022 and 2022-2023 in SDG, PR and Eastern Ontario:**

## Canada Ontario Job Grant



### SDG

Company participation decreased from 71 to 61 (-14%). The number of workers obtaining training decreased from 152 to 119 (-22%).

### P-R

Company participation decreased significantly from 47 to 22 (-53%). The number of workers obtaining training decreased from 209 to 42 (-80%).

### EASTERN-ONTARIO

The number of Eastern Ontario companies participating decreased by 8% and by 13% in Ontario. The number of trainees in Eastern Ontario decreased by 13% and by 17% in Ontario.

## Better Jobs Ontario



### SDG

The number of participants decreased slightly from 49 to 47 (-4%).

### P-R

The number of participants decreased from 38 to 31 (-38%).

### EASTERN-ONTARIO

Participation in E-O increased by 4.3% while experiencing a 19% decrease across ON.

## Youth Job Connection



### SDG

Participation increased from 79 to 100 (27%).

### P-R

Participation decreased from 44 to 38 (-14%).

### EASTERN-ONTARIO

In E-O, participation was stable with a slight decrease of 0.3%. Participation in Ontario increased by 2%.

## Youth Job Connection Summer

### SDG

Youth Job Connection Summer: Participation decreased from 74 to 58 (-22%).

### P-R

Participation decreased from 53 to 42 (-21%).

### EASTERN-ONTARIO

Again, participation in E-O was relatively stable with a decrease of 3% and a 2% decrease in ON.

## Apprenticeship



### SDG

The number of new Apprenticeship registrations in SDG decreased slightly from 873 to 848 while the number of active apprentices decreased significantly from 3,468 to 2,442 in 2022-2023.

Certificates of Apprenticeship issued increased from 204 to 230 (13%). Modular training registrations decreased from 48 to 31.

### P-R

The number of new Apprenticeship registrations increased in PR from 157 to 186 (18.5%) while the number of active apprentices was relatively stable increasing by 5 to 163 (1%).

The number of Certificates of Apprenticeship increased by 14 to 52 (37%). The number of modular training registrations decreased from 40 to 38 (-5%).

### EASTERN-ONTARIO

New Apprenticeship registrations grew by 17% in E-O and by 23% in Ontario overall. In E-O the number of active apprentices increased by 4% and by 5% in ON.

Certificates of Apprenticeship issued increased by 21% in E-O and by 17% in ON. In E-O modular training registrations decreased by 4% while increasing by 6% in ON overall.

Along with examining Employment Ontario program usage in the past year, participation in 2022-2023 was compared to 2019-2020, the last full year prior to the initiation of pandemic restrictions in March 2020. The following graphics highlight changes in how programs are used post-pandemic.

### LBS PARTICIPATION COMPARED TO PRE-PANDEMIC LEVELS

	SDG	PR	Eastern Ontario	Ontario
LBS New Learners	↓ 30%	↑ 3%	↓ 17%	↓ 16%
Carry-Over Learners	↑ 4%	↓ 9%	↓ 13%	↓ 10%
New + Carry-Over	↓ 19%	↓ 4%	↓ 16%	↓ 14%

### EMPLOYMENT SERVICES PARTICIPATION COMPARED TO PRE-PANDEMIC LEVELS

	SDG	PR	Eastern Ontario	Ontario
Assisted Services	↓ 37%	↓ 47%	↓ 45%	↓ 43%
Unassisted Services	↓ 25%	↓ 10%	↓ 8%	↓ 19%

### COJG PARTICIPATION COMPARED TO PRE-PANDEMIC LEVELS

	SDG	PR	Eastern Ontario	Ontario
Number of Employers	↑ 25%	↓ 51%	↓ 19%	↓ 24%
Number of Trainees	↑ 4%	↓ 77%	↓ 37%	↓ 36%

### APPRENTICESHIP PARTICIPATION COMPARED TO PRE-PANDEMIC LEVELS

	SDG	PR	Eastern Ontario	Ontario
New Registrations	↑ 4%	↓ 10%	↑ 6%	↑ 2%
Active Apprentices	↑ 37%	↑ 35%	↑ 22%	↑ 21%
C of A's Issued	↑ 19%	= 0%	↑ 11%	↑ 8%
Modular Registrations	↓ 55%	↓ 27%	↓ 29%	↑ 2%

Employment Ontario service providers attending a community consultation in November 2023 wondered about the drop in the number of active apprentices. This significant drop is now under investigation.

Literacy and Basic Skills providers pointed out that apprentices often do not reach completion because of a lack of literacy skills. Providers are trying to catch them before they fail.

They will be inviting stakeholders including the unions to a forum to discuss how they can best help. Suggestions to date include a literacy 'boot camp' prior to in-school apprenticeship training, a session on study skills and a further analysis of apprenticeship pathways.

### PARTICIPATION COMPARED TO PRE-PANDEMIC LEVELS

		SDG	PR	Eastern Ontario	Ontario
BETTER JOBS ONTARIO	Number of Trainees	↓ 27%	↑ 19%	↑ 13%	↓ 8%
YOUTH JOBS CONNECTIONS	Number of Participants	↓ 35%	↓ 61%	↓ 44%	↓ 40%
YOUTH JOBS CONNECTIONS SUMMER	Number of Participants	↓ 62%	↓ 57%	↓ 27%	↓ 31%

# ACTION PLAN UPDATE 2024

In the past year, the Eastern Ontario Training Board together with community partners agreed that the priorities first identified in 2012 and confirmed in 2021 no longer fully reflected current economic and workforce development challenges and opportunities. On November 29, 2023, 27 local stakeholders representing employers, employer associations, economic development officers, educators, and employment service providers came together to confirm four new areas of focus for workforce development and to discuss collaborative actions to address these priorities.

The following plan includes the revised priorities and actions identified by community partners.

\* S = Short-term; M = Mid-Term (2 Years); L = Long-Term (3 Years) \*\* Acronym Glossary follows

## Key Priority #1 – Transitioning workers to meet labour market shortages.

Collaborative actions identified at community consultation Nov 2023:

- Provide educational presentations at job fairs re jobs in demand and available training
- Increase awareness and collaboration between training partners
- Obtain employer feedback on in-demand jobs/skills and communicate to educators
- Champion funds to meet employer in-house training needs
- Promote services to employers

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Communicate with employers and business associations to market EO services	Maintain yournextjob.ca training info. Sponsor youth entrepreneur award at annual CoC event. Co-award winner with ACCF for community contribution.	ACCF, SCG, CoC, WCC	✓	✓	✓
Coordination of Employment Ontario services to meet the needs of jobseekers, workers, newcomers and employers.	Partners continue structured promotion, assessment and referrals.	SCG	✓	✓	✓
Deliver Labour Market Help Desk (Eastern Ontario) services in SDG and PR	Respond to a minimum of 35 inquiries per year	EOTB, WDBs in Eastern Ontario	✓	✓	✓
Use statistical data and employer feedback to coordinate services and educators to address labour market shortages. Establish employer tables to obtain input.	Programs and services developed meeting worker and employer labour market needs. Communicate findings to educators and employment service providers.	SCG, EOTB, Employers, WCC	✓	✓	✓
Conduct bi-annual EmployerOne Survey of local employers.	Analyze employer feedback, share with educators and service providers. Develop service and training responses based on feedback.	EOTB, SCG, SLC, CT		✓	✓
Maintain "www.yournextjob.ca" community calendar of workshops and webinars available to all employers, jobseekers and incumbent workers.	Community calendar promoting all EO services available online.	SCG	✓	✓	✓

## Key Priority # 2 – Attract marginalized groups and newcomers to the workforce

Collaborative actions identified at community consultation Nov 2023:

- A separate, distinct strategy for immigrants with properly funded settlement services
- Provide employers with training and guidance on onboarding immigrants
- Remove barriers to English as a Second Language (ESL) and fund appropriately
- Champion additional resources to address recurring barriers to employment like daycare and transportation

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Coordination of Employment Ontario services to meet the needs of jobseekers, workers, newcomers and employers.	Partners continue structured promotion, assessment and referrals.	SCG, WCG	✓	✓	✓
Maintain and promote "Your Next Job" website as a repository of online job postings in SDG and PR from multiple local and national job posting websites.	A minimum of 50 users access the website in year one; 100 in year two and 150 in year three	EOTB, SCG	✓	✓	✓
Deliver short-term training and work experience helping diverse candidates, differently-abled, at-risk youth, unemployed and under-employed secure employment	Depending on severity of employment barrier, 65 to 70% of participants secure employment or continue their education	EOTB, SC, TCL, JZ, GIAG, OW, SLC, PPRC	✓	✓	✓
Wrap up and analyze results: Women's Employment Readiness Pilot Program including measurements for intervention effectiveness – COMPLETE 3 31 2024	A minimum of 30 participants with 21 achieving employment.	EOTB, JZ, GIAG, OW, SLC			
Facilitate work experiences in graduates' fields of study – COMPLETED MAR 31 2023	Minimum of 75% of participants secure employment or continue their education	EOTB, SC, JZ, GIAG, KCSA, TCL			
Establish and maintain Youth Engagement Sub-committee of Service Coordination Group. Add youth representation in 2024-2025.	Conduct a minimum of one activity promoting youth transition to the labour force. Respond to youth input.	SCG		✓	✓
Deliver Newcomer Employment Welcome Services settlement and employment integration services	100 to 150 newcomers provided services annually	LIP, TRL, JZ, GIAG, OW, SLC, TCL, Mun.	✓	✓	✓



### Key Priority # 3 – Promote in-demand occupations

Collaborative actions identified at community consultation Nov 2023:

- Build stronger relationships with secondary school
- Facilitate employer-to-employer dialogue

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Analyze, summarize and publish labour market information data as released from various sources. Ensure distribution to secondary and post-secondary educators.	Publish monthly "Eye on the Labour Market" report for SDG and PR Update and promote labourmarketinfo.com website as custom data becomes available	EOTB, SCG	✓	✓	✓
Promote and distribute career videos	Promotion and distribution to a minimum of two school boards or other educators.	EOTB, EF, Employers	✓	✓	✓
Develop 'career ladders' promoting careers launched through entry-level work. Evaluate use as a tool for workforce development and training of new and incumbent workers.	Develop and test a minimum of two career ladders in year one. Evaluate use of career ladders in year two.	EOTB, OW	✓	✓	
Conduct and evaluate Financial Literacy pilot program for students	Conduct and evaluate Year Two of Financial Literacy pilot program for 400 EN and FR students in SDG and PR	OTF, EOTB, JA, UCDSB, CSBEO, CEPEO, CSDCEO	✓	✓	✓



## Key Priority # 4 – Assist employers to attract new workers and retain existing employees

Collaborative actions identified at community consultation Nov 2023:

- Promote and facilitate training for managers on topics including change management, DEI workplaces, succession planning, etc.
- Support employers to incorporate accessibility resources into their workforce for current and future employees
- Assist employers to implement onboarding programs promoting a positive workforce culture and a mentorship program that sets employees up for success
- Educate employers on the changing labour force and their motivators and priorities, e.g. flex work, hybrid work, benefits, etc. Assist to develop innovative solutions.

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Chair Local Immigration Partnership Council to welcome newcomers to SDG and PR	Assist newcomers to obtain info and services required. Partner with community and employers to promote benefits of hiring newcomers.	LIP members	✓	✓	✓
Maintain Welcome Guide for Immigrants to SDG and PR	Ongoing update and distribution through NEWS, TR and ES	LIP, Mun., JZ, OW, NEWS, TRL	✓	✓	✓
Maintain Newcomer Ambassador Group to promote area to newcomers	Newcomers representing 11 countries now participating. To increase to 13 by 2023	TRL, NEWS, LIP	✓	✓	✓
Deliver Community Connections event connecting immigrants with employers.	A minimum of one event conducted annually. Attended by a minimum of 20 employers and 100 newcomers annually.	LIP, Mun., SDC	✓	✓	✓
Organize and participate in annual job fair in SDG and PR for the general population	A minimum of one online or in-person job fair conducted annually	EN, SCC, MCA, CoC, Mun. OW, SDC, CESOC, LCC	✓	✓	✓
Investigate viability of employer participation in online job fairs organized outside of SDG and PR. Participate in non-local job fair to attract workers outside of the area	Participate in a minimum of one job fair outside of SDG and PR.	Mun., CESOC, EOTB, LCC	✓	✓	✓
Host in-person and online employer training sessions	Minimum of two online or in-person training sessions conducted annually	SCG, CoC, ACCF, EN, SDC	✓	✓	✓
Partner with African Caribbean and International Assoc. of Eastern Ontario to promote integration of newcomers into employment	Partnership activities to be planned and implemented	ACIAEO, LIP, NEWS	✓	✓	✓
Complete annual Local Labour Market Plan with updated LMI, EO data analysis and consultation feedback.	Publish annual update of three-year plan	EOTB, SCC, EN, SLC, OW Mun. CTCA,		✓	✓
Participate on various boards and committees representing workforce development. Provide LMI as requested.	Serve on Vibrant Communities, Downtown BIA, Employ-Ability Network, Municipal Housing Committee. Serve on panels of experts as required.	EOTB, VC, DBIA, EN	✓	✓	✓
Develop private and public sector funding proposals as required to address service needs and build business and community capacity.	A minimum of two proposals developed annually	EOTB	✓	✓	✓

# ACRONYM GLOSSARY

ACCF – Akwesasne Cornwall and the Counties Futures  
CEPEO – Conseil des écoles publiques de l'Est de l'Ontario  
CESOC – Conseil Economique et Social d'Ottawa Carleton  
CoC – Chamber of Commerce  
CPS – Cornwall Police Service  
CREATE – Cornwall Innovation Centre  
CSBEO – Catholic District School Board of Eastern Ontario  
CSDCEO – Conseil scolaire de district catholique de l'Est ontarien  
CSEPR – Le Centre de services à l'emploi de Prescott-Russell  
CTCA – Crossroads Truck and Career Academy  
EF – Edge Factor  
EN – Employ-Ability Network  
EO – Employment Ontario  
EOTB – Eastern Ontario Training Board  
GIAG – Glengarry Inter-Agency Group  
JA – Junior Achievement  
JZ – Job Zone d'emploi  
KCSA – KC Spencer and Associates  
LIP – Local Immigration Partnership SDG and PR  
LCC – La Cité Collegiale  
Mun. – Municipalities including economic development representatives  
OTF – Ontario Trillium Foundation  
OW – Ontario Works  
SC – Service Canada  
SCG – Service Coordination Group members  
SLC – St. Lawrence College  
TCL – Tri-County Literacy  
TRL – T.R. Leger, Upper Canada District School Board  
UCDSB – Upper Canada District School Board  
VC – Vibrant Communities  
WDBs – Workforce Development Boards  
WCG – WCG Services







