



LOCAL LABOUR MARKET PLANNING REPORT

**LLMP
2023/24**

FEBRUARY 2024



**EASTERN WORKFORCE
INNOVATION BOARD**

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ACKNOWLEDGMENTS

The Eastern Workforce Innovation Board (EWIB) would like to acknowledge and thank our community partners for their support and input into the completion of our Local Labour Market Planning Report. It should be clearly noted that this report is the communities' report on our labour market and the various elements affecting it. It provides a blueprint of our communities' labour market that everyone can utilize. Local labour market information is a critical element for supporting our local economy and its growth in our respective communities.

We have experienced a number of challenges in the past three years. However, our region is experiencing a resurgence of visitors to our beautiful area and our local service sector has prospered. We see positive growth in our construction sector with an increase in the number of local projects underway. Our manufacturing sector has remained stable. Unfortunately, there continues to be challenges in finding workers to fill jobs, especially in the trades and in the service industry. EWIB, together with our community partners, continues to find solutions in addressing these challenges. If ever there is a time when local labour market information is required to assist in providing direction for future planning, it is now.

The Board would also like to acknowledge the efforts of Sandra Wright, Labour Market Information Analyst, for her dedication and expertise in the completion of this community report. Her input has been invaluable to the board and the communities we serve.

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

George Horton
Board Chair and Business Representative
Eastern Workforce Innovation Board



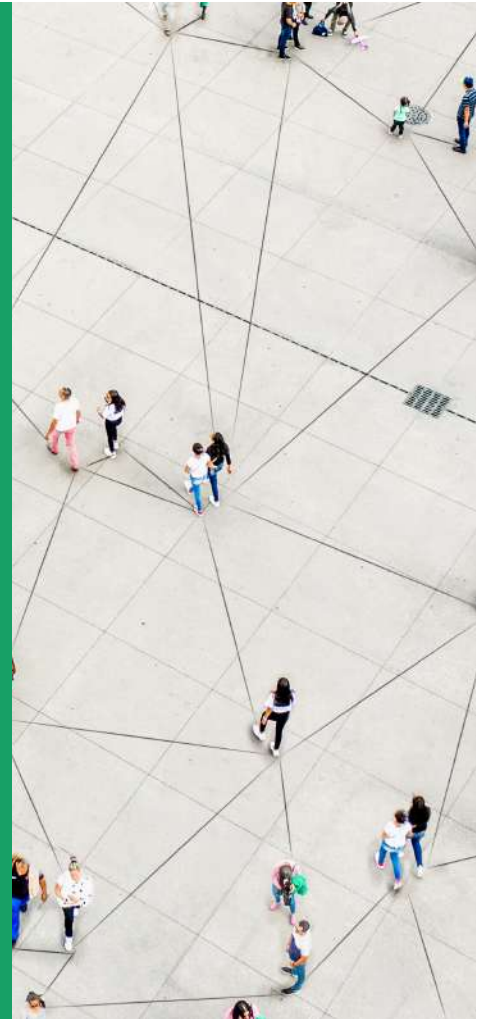
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This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

We would like to honor all the ancestral stewards of this land on which we create this report for our region and all First Peoples of our indigenous communities .

The views expressed in this document do not necessarily reflect those of the Government of Canada or the Government of Ontario.



Canada 

**EMPLOYMENT
ONTARIO**

Ontario 

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01

THE EASTERN WORKFORCE INNOVATION BOARD

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

BOARD OF DIRECTORS

The Board of Directors of the EWIB consists of volunteer representatives from Labour, Business, Educators, Trainers and Equity Groups.

Directors

George Horton, Chair and Business Representative

David Paul, Vice Chair and Business Representative

Sam Laldin, Treasurer and Visible Minority Representative

John Holmes, Labour Representative

James Roy, Labour Representative

Julia Lynch, Labour Representative

Christine Forman, Business Representative

Terry Childs, Business Representative

Liam McMunagle, Business Representative

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Diane Sabourin, Francophone Representative

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Gail Bradley, Social Media

Louise Adam, Bookkeeper

Dave Webster, IT Consultant

Diane Soucie, LMIA Consultant

Sandra Wright, LMIA Consultant

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

The Board was incorporated in 1996 and has been in operation for over 28 years. The EWIB catchment area consists of the counties of Frontenac, Leeds and Grenville and Loyalist Township (within the county of Lennox and Addington). It receives its core funding from the Ministry of Labour, Immigration, Training and Skills Development.

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

The EWIB has a very interactive and informative web-site offering a wide variety of resources for the community to utilize. It features job search tools including a job board, job map and an interactive data base of monthly job postings. The web-site also features several career videos, trending news articles, a human resources hub and an extensive array of labour market information that includes current and past Local Labour Market Planning (LLMP) reports. It highlights an LMI Help Desk or "Ask the Expert" service where users can click on a link and ask questions about the labour market and receive a timely response. This is a free service.

You are encouraged to visit the EWIB's website at <https://www.workforcedev.ca> and to utilize the information provided.

PROJECTS AND PARTNERSHIPS 2023-24

The EWIB is involved in multiple projects and partnerships. Details of these initiatives can be found in section 7.0 of this report.

02 BACKGROUND/ CONTEXT

2.1 THE LLMP REPORT & PLANNING PROCESS OVERVIEW

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

This 2023-24 LLMP Report is comprised of both quantitative and qualitative data. The quantitative information found in the document is derived from a number of data sources:

- Employment Ontario Data
- Canadian Business Counts
- Labour Market Insights – EWIB Jobs Hub
- 2016 Census and 2021 Census
- Labour Force Survey
- Taxfiler Data
- Canadian Business Counts
- Lightcast – data modelling
- Employment Insurance Data
- Statistics Canada

Qualitative data has been compiled from information gathered from various outreach initiatives conducted throughout the year involving local employers, workers, service providers, educators and other community agencies. One hundred and eleven (111) agency representatives and/or employers participated in local consultations and/or surveys. The valuable input gathered from these stakeholders helped to inform the EWIB on current challenges and opportunities within the local labour market.



03 KEY TRENDS AND CHALLENGES

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

3.1 CANADA'S ECONOMIC OUTLOOK – RECESSION AVOIDED

Below are some highlights from the 2023 Fall Economic Statement released in November 2023
<https://www.budget.canada.ca/fes-eea/2023/report-rapport/FES-EEA-2023-en.pdf>

It is encouraging that the Canadian government is taking measures that address the concerns of its citizens relating to: high interest rates, high cost of living, lack of affordable housing and available and affordable childcare. These are the same concerns affecting the population in the EWIB catchment area.

The 2023 Fall Economic Statement expects that Canada will avoid the recession that many have predicted. Today, over a million more Canadians are employed compared to before the pandemic. A gradual return to stronger growth is expected over the course of 2024. Canada's recovery from the pandemic marked the fastest recovery than that of past four recessions.

ECONOMIC GROWTH

A gradual return to stronger growth is expected over the course of 2024.

- 1.1% growth in 2023
- 0.4% growth in 2024
- 2.2% growth in 2025

UNEMPLOYMENT RATES

As the economy slows the unemployment rate is expected to rise but to remain far below the peaks experienced during past recessions.

- 6.5% (first quarter of 2024)
- 6.2% in 2025

CPI (CONSUMER PRICE INDEX) INFLATION

Inflation is coming down and wages are going up.

- 3.8% CPI Inflation rate annual average in 2023
- 3.0% CPI inflation rate in 2024
- 2.1% CPI inflation rate in 2025

INTEREST RATES

Interest rates are raised in an effort to curb inflation. Economists expect no further interest rate hikes from the Bank of Canada above the current overnight¹ rate of 5 per cent.

- The first full rate cut is expected in the second quarter of 2024
- 3.75% by the fourth quarter of 2024
- 2.9% average in 2025

BUILDING MORE HOMES – FASTER AND AFFORDABLE

The federal government is working with governments at the provincial and municipal levels, across Canada to help them cut red tape to speed up permit approvals, to lift zoning restrictions, and to build more homes, faster. Many initiatives have already been put in place and more will continue to be added. Within its first six years, the Affordable Housing Fund, has already committed funding to repair or renew nearly 129,000 homes, also while supporting the construction of more than 31,500 new homes.

MAKING GROCERIES MORE AFFORDABLE

The federal government is also taking action to help stabilize food prices for Canadians. New measures have been announced this fall to help make groceries more affordable.

CRACKING DOWN ON 'JUNK' FEES

Examples of junk fees include: excessive roaming fees, excessive banking fees, or extra charges to sit with your children on an airplane. The federal government is taking further action to crack down on these and other junk fees.

For more information on the 2023 Fall Economic Statement click on the link below: <https://www.budget.canada.ca/fes-eea/2023/report-rapport/FES-EEA-2023-en.pdf>

¹ Overnight rates are the rates at which banks lend funds to each other at the end of the day in the overnight market.

3.2 LOCAL LABOUR MARKET CHALLENGES – COMMUNITY OUTREACH

This section outlines changes, challenges and opportunities in the local labour market within the EWIB catchment area as identified by community partners. Community outreach included consultations and/or surveys with 111 community stakeholders (56 employment service agency staff, 11 economic development agencies, 3 chambers of commerce and 41 employers).

Labour shortages and the lack of qualified job seekers were cited as the key issues facing the local labour market. These shortages have been reported across many sectors but are most prevalent in health care, skilled trades and in hospitality and tourism industries.

The challenges for the community are in understanding the reasons for this supply/demand imbalance and determining what needs to be done to address it.

Many factors contribute to labour shortages in the area. Two significant factors are the retirement of the aging workforce and low birth rates. Although the older workers may be working longer, eventually they leave employment. Data indicates that there is not a sufficient labour supply available to replace the job openings created by this exodus of workers. Technology has replaced some of these employment needs but not to the extent once predicted. For this reason, it is imperative to ensure that employers are aware of and willing to access all available labour pools in the area.

In order to have access to all available sources of labour, other challenges need to be addressed. These challenges include the lack of available and flexible public transportation services, adequate child care services, and affordable and available housing.

Transportation is not only a rural issue but it is an issue in populated areas as well. For instance, job seekers and community partners have indicated that current transportation services may not operate in the evenings or nights to accommodate shift workers.

Finding available child care services is also a struggle for many. There are long waiting lists for available positions and child care services do not have the staff and/or other resources to create more openings. It was also noted that child care is only available during the day and not evening, nights or weekends to accommodate the needs of working parents.

The housing shortage has also been a growing issue in the area. Not only is there a lack of available housing, the

costs of renting or obtaining a mortgage are not financially feasible for many people. Without suitable housing available it becomes very difficult to attract workers from outside the area.

Mental health issues continue to be identified as challenges for many job seekers. This combined with the lack of financial means and the other factors mentioned above make it very difficult these people to find gainful employment.

Some employers reported that they are consistently hiring staff year-round and the few applicants they have may never show up to interviews. Above all, they are looking for employees who are loyal, demonstrate a strong work ethic and have a positive attitude.

Out of necessity, employers have undertaken various initiatives to attract and retain workers. Such initiatives include offering: higher wages, flexible work schedules, hybrid working environments, increased health care benefits and other supports. Despite these incentives, some employers have had to reduce their hours of operations or have ceased operations.

The common labour market challenges have been consolidated and summarized into the following five (5) categories below. Many of these challenges are similar to those in previous years.

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

1. WORKFORCE

- Labour shortages have been identified across many industry sectors
- Difficulty in retaining staff – due to increased job opportunities and diminished labour supply
- Continued concerns about work ethics of workers – lack of motivation, increased absenteeism, lack of dedication and loyalty
- Coping with an aging workforce, along with difficulty finding young workers with the necessary skills and/or experience
- Difficulties attracting and retaining talent in rural areas
- Backlog of immigrant approvals and slow credential recognition of newcomers
- Employers need to appreciate work-life balances of employees

2. EDUCATION/TRAINING

- Continue to increase skills trades learning in high schools
- Literacy and Basic Skills – continued need for these skills especially in communication
- Need for digital literacy of workers

- New hires lack soft/employability skills including: customer service, communications, conflict resolution and time management
- Ensuring post-secondary programming matches local labour market requirements
- Need for short-term retraining/re-skilling and pre-employment
- Provide on-the-job training incentives for employers

3. SOCIAL

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

4. ECONOMY

- Concern over the uncertainties of the economy
- Inflation rates – despite coming down have already resulted in higher prices of goods for consumers
- High interest rates significantly limiting big ticket item expenditures but also creating financial hardships for those needing to renew their mortgages
- Continued high and fluctuating gas prices
- Concern of impact in Canada pertaining to declining global economies and other factors

5. INFRASTRUCTURE

- Lack of available and affordable housing for local residents and adequate housing to attract and retain migrants to the area. Although housing prices are leveling off, increased interest rates are a deterrent in making new purchases and there is still the availability issue.
- Shortage of available and affordable child care to support workers and encourage workers (usually women) to re-join the workforce. Ontario has signed the National Child Care Program agreement but some agencies are not entering into agreements due to the paper work involved and the large demand for existing spaces and clients willing to pay the going rates.
- Although improving, there is still the lack of access to technology and broadband connectivity, especially in rural areas.
- Lack of transportation (access to a vehicle, license or public transportation), especially in rural areas, or where work sites are located away from public transportation routes. Public transportation is not always convenient in meeting the scheduling needs of workers.

3.3 LABOUR SHORTAGE SURVEY RESULTS

It is important to re-iterate that since the COVID-19 pandemic this area has been experiencing employment growth and relatively low unemployment. It continues to be a job seekers' market where there are ample employment opportunities for them to choose from. Because of this demand/supply imbalance, many employers continue to have difficulty in finding workers.

Forty-one (41) employers responded to the labour shortages survey conducted in the fall by EWIB. All but two employers or 95% indicated they were having difficulty finding workers. Employers were having difficulty finding workers in various sectors but the three main sectors were in: Skilled Trades, Health Care and Accommodation, Food and Beverage.

Skilled Trades: machinists, millwrights, industrial electricians, mechanics, construction labourers, woodworker, landscape workers, machine operators, production workers, commercial cleaners, snow removal persons, general maintenance workers, installers, AZ Drivers, farm labourers, farm equipment operators, child development practitioner (ECE)

Health Care: nurses, PSWs, front line emergency response, medical radiation technologists, community support workers

Accommodation, Food, Beverage: cooks, food handlers, housekeeping, servers, front desk staff, laundry workers

Other: there was also difficulty in hiring retail workers, animal care workers – technicians, groomers, data analytics programmers, customer support representatives, insurance sales, security guards

Approximately 75% of employers reported that a lack of qualified workers was the main reason they were having difficulty in filling job vacancies. Many of the occupations required specific education, experience and/or training.

Over fifty percent (50%) of employers had the perception that job seekers and/or employees do not want to work and/or have poor work ethics ie: not reliable, do not show up for work on time, and lack enthusiasm. Some employers reported that applicants had unrealistic job expectations such as wage expectations and job requirements.

Some employers acknowledged that there are fewer workers available mainly due to demographic changes such as the exodus of the older worker due to retirements.

Many employers were concerned about increased operating costs due to inflation and the increased costs of supplies and materials. This has led to an increase in the cost of goods and services to consumers.

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

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

Several employers are investigating the process for hiring foreign workers.

3.4 FRANCOPHONE EMPLOYMENT CHALLENGES

In the past, most French-speaking jobseekers were military spouses that were relocated in Kingston. The situation has changed somewhat since the pandemic, and the area is receiving more and more French-speaking immigrant newcomers. Their needs and profiles are different. Contrary to military spouses, they don't already have someone in the family who is working, so the need for employment is much more urgent. Their knowledge of English is often limited, and this is a great barrier for some in finding employment or services. The lack of housing options also discourages qualified workers to stay in the area.

Employment Issues for Francophones that are related to employment:

1. Lack of training options in French.

Kingston is fortunate to have a French LBS provider. There are more online opportunities than there used to be, which is an improvement. However, there is still a lack of specific opportunities in French. There are no First aid or Working at Heights courses available in French. People need to go to Ottawa to get these certificates. There is also a lack of reskilling options or access to government-funded training programs (for example the PSW course).

2. Bilingual positions are English first.

There is a need for more French-language services in Kingston, which means employers are looking for bilingual employees. However, in most organizations,

there is a requirement to have an excellent level of English to be hired. This means that organizations are willing to hire someone with limited French skills but good English for a bilingual position, but not the opposite. As an example, a client who was a French-speaking nurse, something that is very much needed in the community, could not find employment because her level of English was not sufficient. She decided to leave the community to find employment in her field.

Another aspect of this is that although organizations are looking for bilingual staff, the hiring process is entirely in English. Someone that does an interview in a second language will not necessarily be as convincing as in their first language or seem as qualified. An employer came to speak to some Francophone clients of a bilingual employment opportunity, but the HR person spoke only English, the position was not posted in French in the career section and the resume and interviews needed to be in English.

There have also been employers who find it regrettable that they can't offer more services in French and say they would like more bilingual staff, yet they don't indicate French as being an asset in job postings.

It has been mentioned that French may be seen as a foreign language, not as an official language of Canada. A person who speaks French, but has a limited level of English, might not be recognized as having the skills required for the position.

04 THE UPSIDE

Highlights of some positive trends are identified in the chart below.



05 EMPLOYMENT ONTARIO PROGRAM DATA

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

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

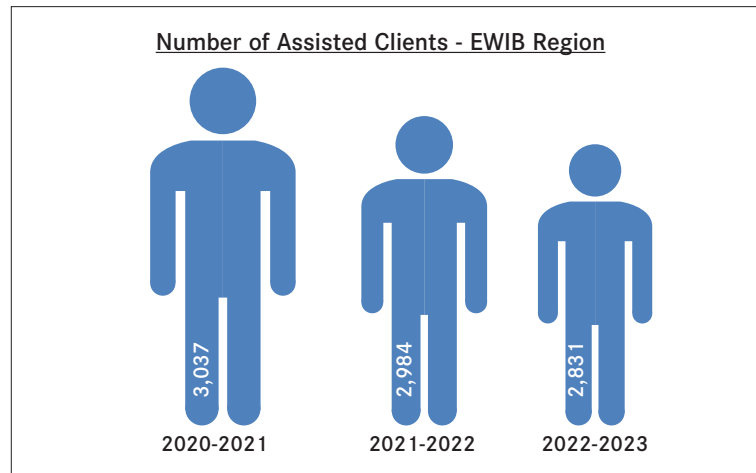
This year's LLMP report will present three-year trends in the EWIB's catchment area, as well as comparisons to Eastern Region and Ontario, for the following EO programs:

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



5.1 EMPLOYMENT SERVICES (ES)

Chart 1



Source: Employment Ontario Program Data

Table 1: Employment Services Assisted Clients by County

Region	2020-21	2021-22	2022-23
Leeds and Grenville	1,285	1,133	1,224
Frontenac	1,752	1,851	1,607

Source: Employment Ontario Program Data

Table 2: Employment Services Assisted Clients

Region	2020-21	2021-22	2022-23
EWIB Region	3,037	2,984	2,831
Eastern Ontario	18,059	15,326	16,726
Ontario	117,296	99,810	104,045

Source: Employment Ontario Program Data

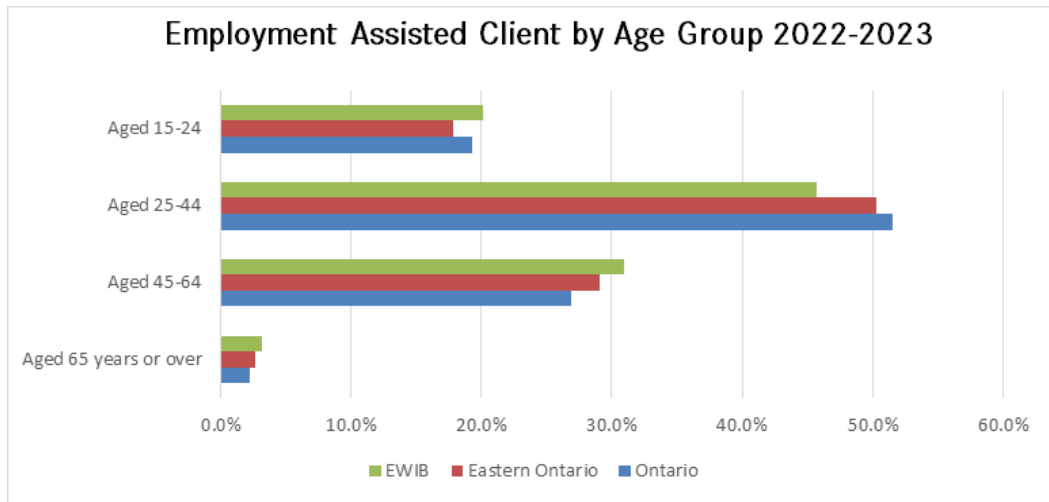
The number of ES assisted clients reported in 2022-23 declined by 153 or 5.1%. Compared to 2020-21 the number of ES assisted clients decreased 206 or 6.8%. Within the EWIB region, the counties Leeds and Grenville experienced an increase of assisted clients of 8% over last year but Frontenac County had a loss of 13.2%. Eastern Ontario and Ontario both saw increases in the number of assisted clients of 9.1% and 4.2% respectively. Lower numbers of ES assisted clients are expected when the job market is doing well.

In 2022-23, 45.5% of assisted clients were women, 52.4% men and 2.4% other. Genders from the previous year were balanced between women and men at 49.4% and 49.8% respectively. Others were reported at only 0.8%.

Outcome at exit data indicated that in the EWIB region 70.2% of clients were employed, 12.2% were in education or training, 6.5% were unemployed, and 11.2% fell in the other or unknown categories.

The education levels of assisted clients were 48.8% with certificates/diplomas or higher; 37.4% with grade 12; 12.4% with less than grade 12 and 1.4% with apprenticeship training.

Chart 2

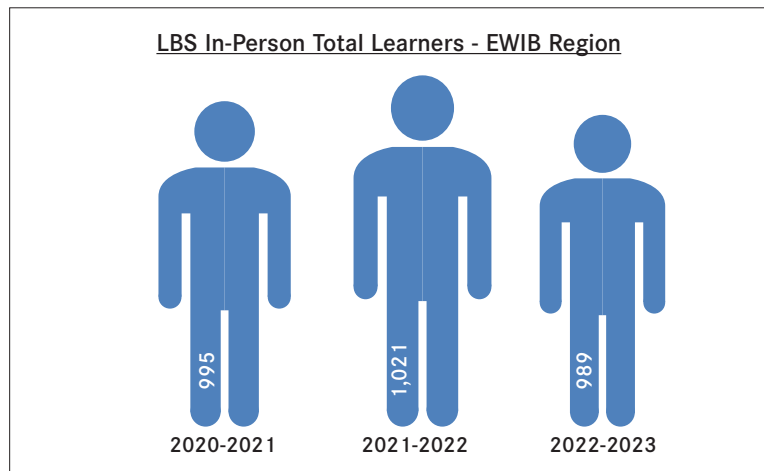


Source: Employment Ontario Program Data

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

5.2 LITERACY & BASIC SKILLS (LBS)

Chart 3



Source: Employment Ontario Program Data

Table 3: LBS Total In-Person & E-Channel Learners by County

Region	2020-21	2021-22	2022-23
Leeds and Grenville	345	324	337
Frontenac	650	697	652

Source: Employment Ontario Program Data

Table 4: LBS Total In-Person & E-Channel Learners

	2020-21	2021-22	2022-23
EWIB Region	995	1,021	989
Eastern Region	6,289	6,550	6,755
Ontario	40,094	41,705	42,107

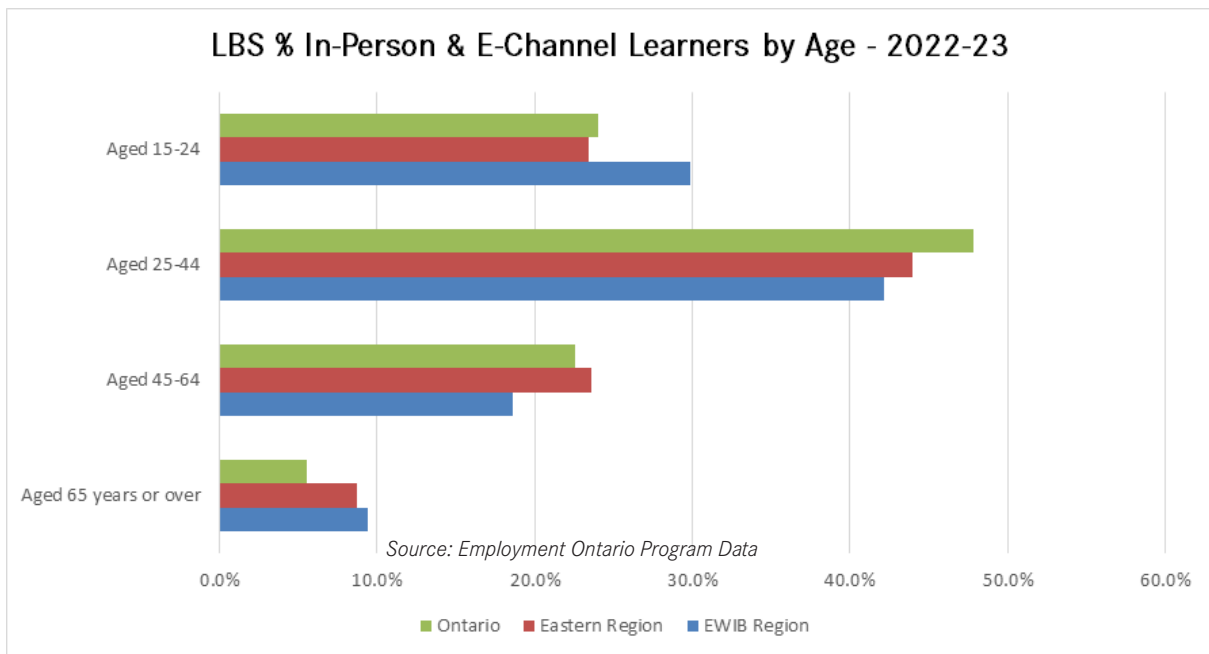
Source: Employment Ontario Program Data
E-Channel Learners are reported only for Ontario

The total number of in-person LBS learners in the EWIB region decreased last year from 1,021 to 989. This decrease was due to the decline in the number of learners in Frontenac County. LBS in-person learners include both new and carry-over learners.

Both Eastern Ontario and Ontario had an increase in LBS learners (which include E-Channel learners for Ontario).

The common reported genders of women and men learners represented 62.0% and 36.0% respectively in the EWIB region. These gender ratios were similar to Eastern Ontario and Ontario.

Chart 4



Source: Employment Ontario Program Data
E-Channel Learners are reported only for Ontario

Higher percentages of LBS learners are within the age categories of 25-44 followed by those aged 15-24.

Table 5: LBS Total In-Person Learners by Education Attainment

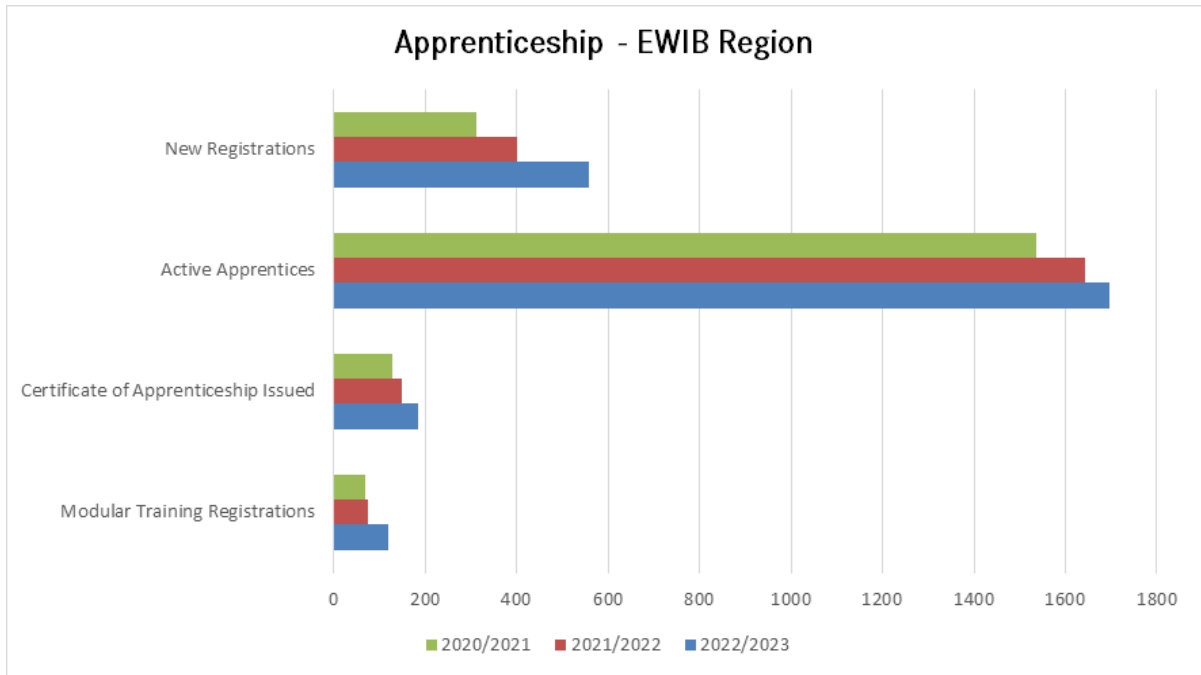
EWIB Region	Clients	Percentage
Less than Grade 9	35	3.6%
Less than Grade 12	281	28.7%
Completion of Secondary	274	28.0%
Certificate of Apprenticeship/Journey Person	180	18.4%
Certificate/Diploma	14	1.4%
Applied/Associate/Bachelor Degree	80	8.2%
Post Graduate	27	2.8%
Other (Some Apprenticeship/College/University)	89	9.1%
Unknown	X	

Source: Employment Ontario Program Data
Totals may not add due to unknown suppressed data X.

32.3% of learners had educational attainments lower than grade 12. 28.0% of learners completed grade 12 and the remainder of learners, 39.9%, had educational attainments of college diploma, apprenticeship or university.

5.3 APPRENTICESHIP

Chart 5



Source: Employment Ontario Program

Table 6: Apprenticeship in EWIB

	New Registrations	Active Apprentices	Certificate of Apprenticeship Issued	Modular Training Registrations
2022/2023	559	1,696	185	120
2021/2022	402	1,644	148	75
2020/2021	312	1,535	129	69

Source: Employment Ontario Program

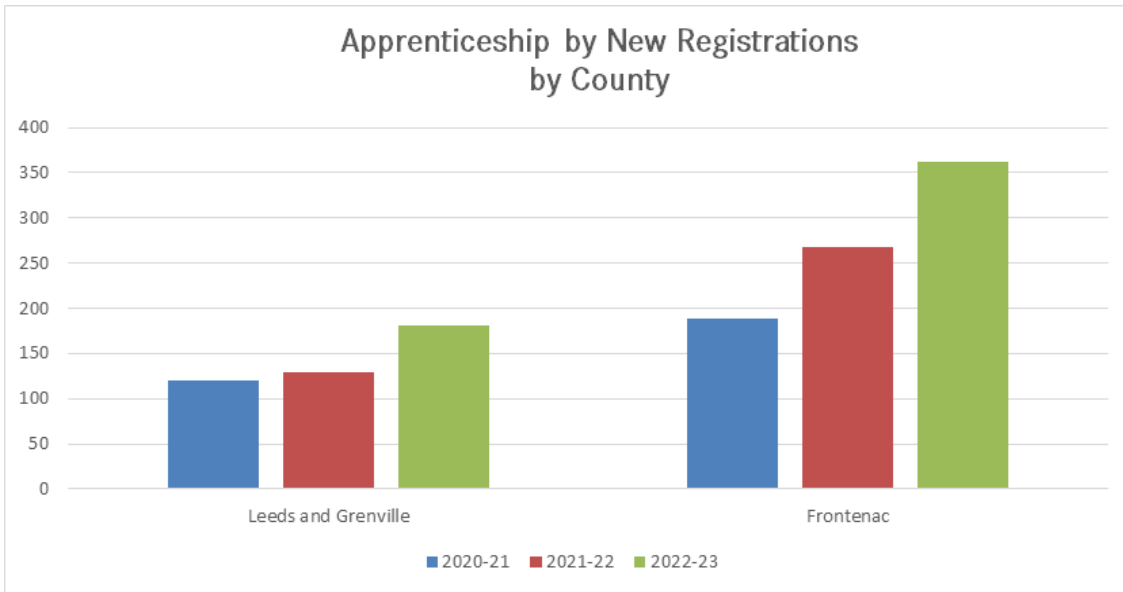
All apprenticeship measurements have increased in 2022-23 compared to the previous year. There has been a positive growth in the number of new apprenticeship registrations (39.1%) and modular training (60.0%). Modular training is on-the-job training that is provided in response to skills needs or health and safety concerns. Working with industry, the Ministry of Labour, Immigration, Training and Skills Development develops training standards, administers the modular training programs, and certifies the trainees.

New registrations have jumped 16.6% and 23.2% in Eastern Ontario and Ontario respectively.

Certificates of apprenticeships have increased in all three areas of EWIB, Eastern Ontario and Ontario.

The increase in apprenticeship activity is encouraging to help offset the labour challenges in meeting the demand for skilled trade workers.

Chart 6



Source: Employment Ontario Program

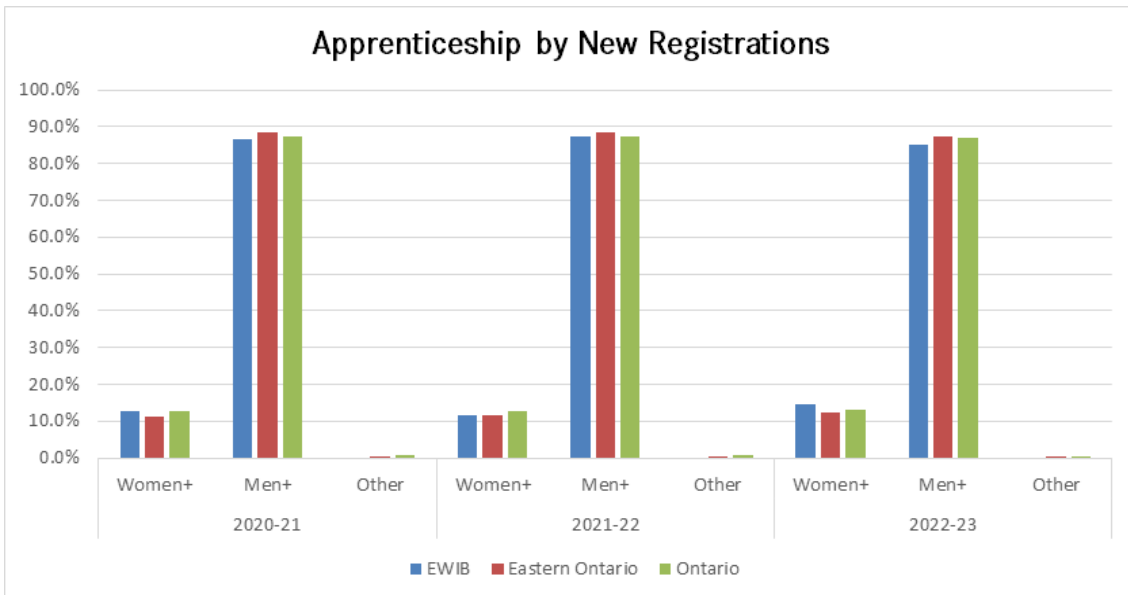
New apprenticeship registrations have continued to increase in the last two years within the counties of Leeds and Grenville and Frontenac.

Table 7: New Apprenticeship Registrations by County

Region	2020-21	2021-22	2022-23
Leeds and Grenville	120	130	181
Frontenac	189	268	362

Source: Employment Ontario Program

Chart 7



Source: Employment Ontario Program

Men still dominate the number of new apprenticeship registrations. However, the number of registrations of women increased from 12% last year to 14.5% in the EWIB region. Eastern Ontario also saw a small increase in the number of registrations from women.

Table 8: Top 10 New Apprenticeship Registrations by Occupation – EWIB Region

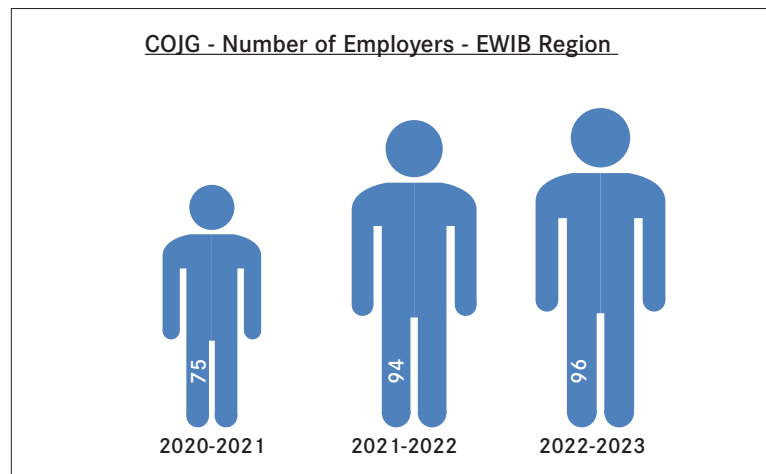
Top 10 Registrations 2020-21	Top 10 Registrations 2021-22	Top 10 Registrations 2022-23
Electrician - Construction and Maintenance	General Carpenter	Electrician - Construction and Maintenance
Automotive Service Technician	Electrician - Construction and Maintenance	General Carpenter
General Carpenter	Automotive Service Technician	Automotive Service Technician
Hairstylist	Plumber	Hairstylist
Truck and Coach Technician	Hairstylist	Plumber
Plumber	Sheet Metal Worker	Truck and Coach Technician
Welder	Truck and Coach Technician	Welder
	Industrial Mechanic Millwright	Industrial Mechanic Millwright
	Welder	Sheet Metal Worker
	Brick and Stone Mason	Child Development Practitioner

Source: Employment Ontario Program

5.4 CANADA-ONTARIO JOB GRANT (COJG)

The Canada-Ontario Job Grant (COJG) provides opportunities for employers to invest in their workforce, with help from the government.

Chart 8



Source: Employment Ontario Program

EMPLOYER

The number of employers in the EWIB region, participating in the Canada-Ontario Job Grant in 2022-23 was similar to the numbers from the previous year but falls short of the numbers reported in 2020-21. There was a significant decrease in the number of employers participating in the program in Eastern Ontario and Ontario. This decrease could indicate that employers do not have the resources to invest in their workforce despite assistance from the government. The majority of participating employers reported having less than 50 employees. This was similar to past years.

Training was provided by a mix of private trainers, public colleges, and registered private career colleges.

Table 9: Canada-Ontario Job Grant - Number of Employers

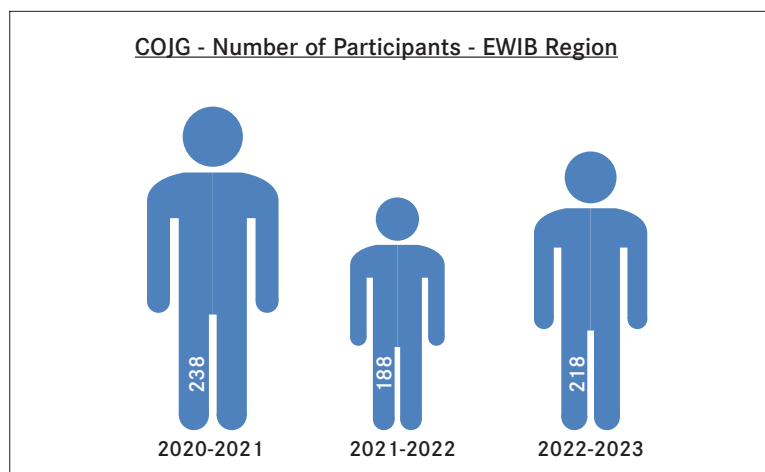
	2020-21	2021-22	2022-23
EWIB	75	94	96
Eastern Region	596	714	659
Ontario	2456	2837	2468

Source: Employment Ontario Program

Table 10: Canada-Ontario Job Grant - Number of Employers by County

	2020-21	2021-22	2022-23
Leeds and Grenville	24	37	32
Frontenac	51	55	62

Source: Employment Ontario Program

Chart 9

Source: Employment Ontario Program

PARTICIPANT

Although the number of employers participating in the COJG program remained the similar to last year, the number of participants increased. The loss of participating employers in Eastern Ontario and Ontario resulted in losses of participants in the program.

Most participants in the COJG tend to be in the prime working ages of 25-44.

Table 11: Canada-Ontario Job Grant - Number of Participants

	2020-21	2021-22	2022-23
EWIB	238	188	218
Eastern Region	1905	1912	1662
Ontario	10350	10767	8951

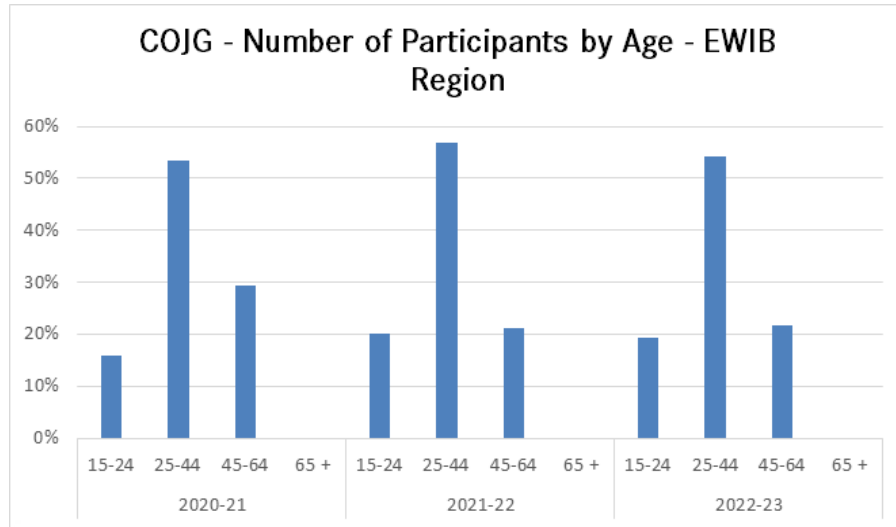
Source: Employment Ontario Program

Table 12: Canada-Ontario Job Grant - Number of Participants by County

	2020-21	2021-22	2022-23
Leeds and Grenville	82	71	72
Frontenac	156	115	144

Source: Employment Ontario Program

Chart 10



Source: Employment Ontario Program

Table 13: COJG - Participants by Gender (2022-23)

Region	Women	Men
EWIB	38.1%	61.5%
Eastern Ontario	39.0%	59.8%
Ontario	37.5%	61.4%

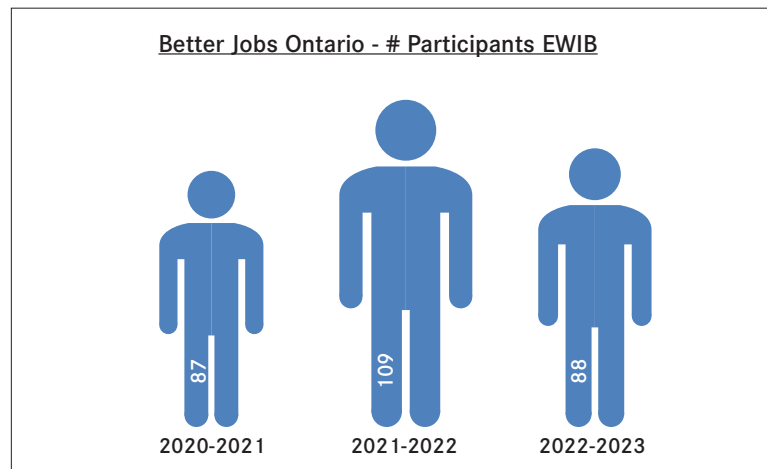
Source: Employment Ontario Program

Men represent the majority of participants in the COJG program. This is similar to the previous year and in the gender breakdown of participants in Eastern Ontario and Ontario.

5.5 BETTER JOBS ONTARIO

The Better Jobs Ontario (formerly Second Career) program is an application-based grant program that provides unemployed individuals with vocational skills training. This training program, which takes 52 weeks or less to complete, is available to unemployed individuals for which skills training is the most appropriate intervention to transition them into high-skill, in-demand occupations. This program is available to unemployed individuals, who have been laid-off, or are from a low-income household experiencing challenges attaching to the labour market.

Chart 11



Source: Employment Ontario Program

PARTICIPANTS

The number of participants in the Better Jobs program in the EWIB area decreased from last year. The number of participants increased in Eastern Ontario but significantly decreased in Ontario. A decrease may be indicative of a strong labour market with less of a demand for this program.

Table 14: Better Jobs Ontario - Number of Participants

	2020-21	2021-22	2022-23
EWIB	87	109	88
Eastern Region	678	742	774
Ontario	3110	3777	3064

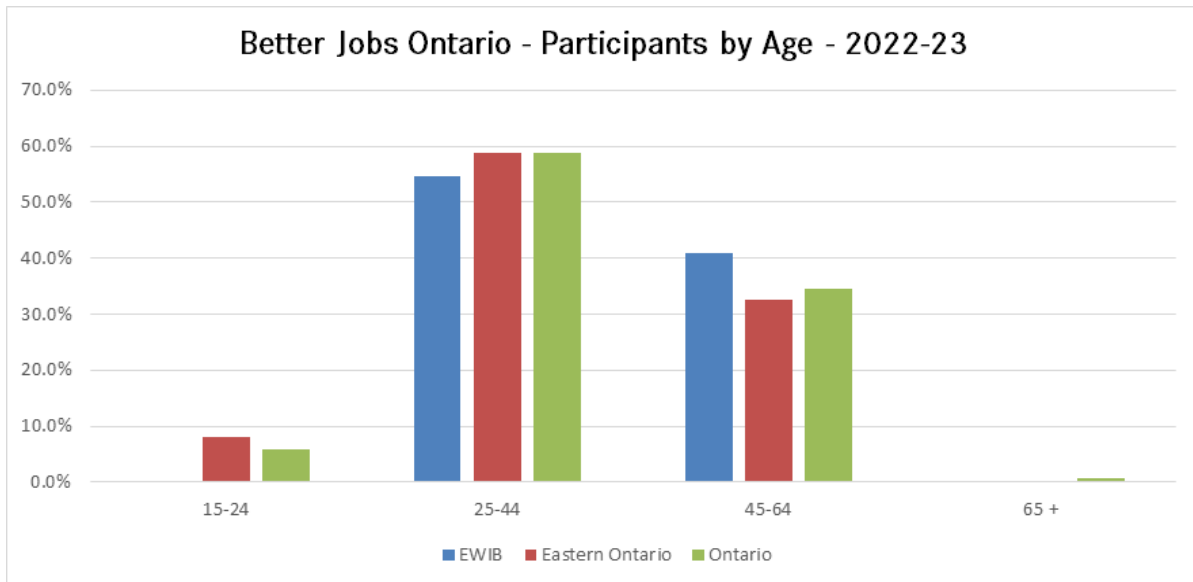
Source: Employment Ontario Program

Table 15: Better Jobs Ontario - Number of Participants by County

	2020-21	2021-22	2022-23
Leeds and Grenville	45	50	37
Frontenac	39	57	48

Source: Employment Ontario Program

Chart 12



Source: Employment Ontario Program

Most participants in Better Jobs tend to be in the prime working ages of 25-44 followed by the number of participants in the age group of 45-64.

Table 16: Better Jobs Ontario - Participants by Age Group (2022-23)

Region	15-24	25-44	45-64	65 +
EWIB	X	54.5%	40.9%	X
Eastern Ontario	8.1%	58.7%	32.6%	X
Ontario	5.8%	58.7%	34.6%	0.8%

Source: Employment Ontario Program

An 'X' filed indicates data suppression due to insufficient amount of data.

Table 17: Better Jobs Ontario - Participants by Gender (2022-23)

Region	Women+	Men+
EWIB	47.7%	51.1%
Eastern Ontario	37.5%	61.9%
Ontario	40.7%	58.8%

Source: Employment Ontario Program

There is a relatively small difference in the number of women participants compared to the number of men participants in the EWIB area. However, there are significantly more men participants than women in Eastern Ontario and Ontario.

Table 18: Better Jobs Ontario - Registrations by Occupations EWIB Region

Registrations 2020-21	Registrations 2021-22	Registrations 2022-23
Transport Truck Driver (35)	Transport Truck Driver (32)	Transport Truck Driver (34)
	Medical Administrative Assistants (13)	Medical Administrative Assistants (11)

Source: Employment Ontario, Ministry of Labour, Immigration, Training and Skills Development

Much of the data was suppressed in identifying participant registration in the EWIB region. However, the two occupations listed were transport truck driver and medical administrative assistants.

06 LOCAL LABOUR MARKET DATA UPDATES

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

The following labour market information is reviewed in this section:

- 6.1 Population
- 6.2 Working Age Population
- 6.3 Education
- 6.4 Labour Force Survey
- 6.5 Income
- 6.6 Changes in Employment
- 6.7 Occupational Outlook
- 6.8 Industry Outlook
- 6.9 Business Counts
- 6.10 Employment Insurance Beneficiaries
- 6.11 Hiring Demand
- 6.12 Migration

6.1 POPULATION

TOTAL POPULATION OVERVIEW OF THE EWIB REGION

Table #19: Population Comparison - EWIB Region

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

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

The 2021 Census data reported that there was an overall increase in population in the EWIB region of 15,800 or 5.9%. This is a greater population increase compared to Ontario and Canada at 5.5% and 5.2% respectively.

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

Table 20: Median Age of Population

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

Source: Statistics Canada Census Population Data, 2016, 2021

The county of Leeds Grenville is aging at a faster rate. In 2021, the median age in Leeds Grenville increased to 50.8 years compared to Ontario and Canada at 41.6 years and 41.6 years respectively. However, the median age in Frontenac County decreased slightly to 43.2 reflecting a younger population similar to Ontario and Canada. Loyalist Township showed a small increase in the median age of its population.

6.2 WORKING AGE POPULATION – AGED 15 YEARS AND OVER

This section will focus on the working age population of those aged 15 and over.

Table 21: Working Age Population Aged 15 and over - EWIB Region

Population 15+	EWIB	Leeds and Grenville	Frontenac	Loyalist
2016	229,320	86,505	128,460	14,355
2021	244,050	89,910	139,020	15,120
Change	14,730	3,405	10,560	765
% Change	6.4%	3.9%	8.2%	5.3%

Source: Statistics Canada Census Population Data - 100% Sample

In 2021, the working age population 15 years and over in the EWIB region represented 86.0% of the total population which is slightly higher than the rate in 2016 of 86.6%. These percentages are higher than Ontario at 84.2% in 2021 and 83.6% in 2016.

In the EWIB region, the working age population grew 14,730 or 6.4% since 2016.

Table 22: Working Age Population by Indigenous and Racialized Populations (Population 15+) EWIB Region

EWIB	Total	Total Indigenous	% Total	Total Racialized	% Total
2016	229,320	7,445	3.2%	11,645	5.1%
2021	244,050	8,780	3.6%	17,420	7.1%
Change	14,730	1,335		5,775	
% Change	6.4%			17.9%	49.6%

Source: Statistics Canada Data Tables, Custom Census Tabulations - OneHub 2016, 2021

The Indigenous population in the EWIB region represents 3.6% of the working age population which is an increase of 1,335 or 17.9% since 2016. Ontario’s share of the Indigenous population was 2.6% in 2021.

The racialized population represents 7.1% of the working age population which is an increase of 5,775 or 49.6% since 2016. Ontario’s working age population has significantly higher share of the racialized population at 32.6% in 2021.

The significant growth of the racialized populations 15 and over is largely reflective of the increase in migration to the EWIB region.

Table 23: Newcomers by Working Age Population by Age - EWIB Region

Immigration Period	Leeds & Grenville	Frontenac	Loyalist Twsp	EWIB Region	Ontario
2016-2021					
15-24	50	295	10	355	62,005
25-54	290	1,650	40	1,735	376,850
55+	60	170	10	230	49,565
Total Newcomers 15+	400	2,115	60	2,320	488,420
Total Pop 15+	89,905	139,005	15,145	244,055	11,975,150
Newcomer Pop 15+/ Total Pop 15+	0.4%	1.5%	0.4%	1.0%	4.1%

Source: Statistics Canada. Custom Data Tables 2021 (One-Hub) - Tables 2A, 2B - 25% Sample Data
Totals may not add due to rounding.

During the immigration period 2016 to 2021, there were 2,320 newcomers aged 15 years and over that came to reside in the EWIB catchment area. This newcomer population represented 1.0% of the total working population in the area which is low compared to the 4.1% share for Ontario. The greatest share of the immigrants came to Frontenac County, most likely to reside in the city of Kingston.

Table 24: % Working Age Population 15 and over by Age - EWIB

EWIB	2016	2021
15-24	14%	13%
25-54	43%	41%
55+	43%	46%
Total Population 15+	100.0%	100.0%

Source: Statistics Canada Census Population Data 2016, 2021 - 100% Sample

In the EWIB area, the age group 55 and over has the largest share of the working age population at 46% with an increase from 43% on 2016. In Ontario, the age group 25-54 has the largest share of the working age population but the largest increase from 2016 was in the older group of 55 and over.

The Indigenous and racialized groups have a much younger working age population compared to the total working age population of the EWIB region as shown in the tables below. This represents a good source of labour to draw from.

Table 25: % Indigenous Working Age Population by Age - EWIB

Age	Total 2016	Total 2021
15-24	22.1%	20.4%
25-54	53.7%	48.6%
55+	24.2%	31.0%
Total Indigenous Population 15+	100.0%	100.0%

Source: Statistics Canada. Data Tables 2021 Census - Table 98-10-0266-01
Source: Statistics Canada. Data Tables 2016 Census - 98-400-X2016156

Table 26: Racialized Working Age Population by Age - EWIB

Age	Total 2016	Total 2021
15-24	21.3%	22.6%
25-54	57.3%	56.2%
55+	21.4%	21.2%
Total Racialized Population 15+	100.0%	100.0%

Source: Statistics Canada. Data Tables 2021 Census - Table 98-10-0352-01
Source: 2016 Custom Tabulations - One Hub - Table 5 - POR CD and CSD

Gender ratios of women are higher than that of men in the working population for all groups as follows: 51.1% for the total working age population; 52.3% for the Indigenous groups; 51.2% for the racialized groups and 54.2% for newcomers.

6.3 EDUCATION

Table 27: Highest Level of Educational Attainment by Labour Force Status - 2016 vs 2021 - EWIB Region

	Labour force status	No certificate, diploma or degree	High (secondary) school diploma or equivalency certificate	Apprenticeship or trades certificate or diploma	College, CEGEP other non-university certificate or diploma	University	Total Labour Force Status
2016	Total - Labour force status	34,710	64,485	16,100	57,460	50,035	222,790
	In the labour force	11,925	39,285	9,700	41,140	34,730	136,780
	Employed	10,255	35,315	9,045	38,840	33,050	126,505
	Unemployed	1,665	3,965	655	2,305	1,685	10,275
	Not in the labour force	22,790	25,195	6,390	16,305	15,300	85,980
	Participation rate	34.4%	60.9%	60.2%	71.6%	69.4%	61.4%
	Employment rate	29.5%	54.8%	56.2%	67.6%	66.1%	56.8%
	Unemployment rate	14.0%	10.1%	6.8%	5.6%	4.9%	7.5%
2021	Total - Labour force status	31,265	70,930	14,160	61,555	59,920	237,830
	In the labour force	10,405	40,235	7,975	41,420	40,375	140,410
	Employed	8,465	33,490	7,040	37,420	37,750	124,165
	Unemployed	1,945	6,745	935	3,995	2,625	16,245
	Not in the labour force	20,860	30,695	6,185	20,135	19,540	97,415
	Participation rate	33.3%	56.7%	56.3%	67.3%	67.4%	59.0%
	Employment rate	27.1%	47.2%	49.7%	60.8%	63.0%	52.2%
	Unemployment rate	18.7%	16.8%	11.7%	9.6%	6.5%	11.6%

Source: Statistics Canada - Custom Tabulations - 2021 Census - Tables 1B - Persons 15 years and over
 Source: Statistics Canada - Custom Tabulations - 2016 Census - Table 3 POR - Persons 15 years and over
 Totals may not add due to rounding

Statistics Canada collects detailed information on educational attainment for the working age population (aged 15 years and over) every five years as part of the Census.

This table illustrates the labour force characteristics of the population in relation to their educational attainment. In general, the data suggests that the higher the educational attainment the higher the employment rate and the lower the unemployment rate. This is a similar trend when comparing 2016 to 2021. However, it cannot be inferred as to whether the person is working in employment equivalent to their education level.

The rates of those participating in the labour force with less than a high school education, are less than half of those with a college or university education. The unemployment rate of this same group is double the rate of those with a college education and triple the rate of those with a university education.

Although the working age population (total labour force status) without a high school diploma has declined in 2016, it is a bit disconcerting that the working age population of those with an apprenticeship diploma also declined from 2016 especially when there is such a demand for skilled tradespersons.

University educational attainment has significantly increased since 2016 in the EWIB area. There is data, however, that suggests there is not a match to the number of jobs in the area that require a university education. This would indicate many people may be working in jobs below their educational level.

Refer to 2022-23 LLMP for additional information on educational attainment.

Refer to the glossary in this document for definitions.

6.4 LABOUR FORCE SURVEY

The Labour Force Survey, released monthly by Statistics Canada, tracks economic indicators for select geographies. The data is reported as a three-month moving average unadjusted or adjusted for seasonality with the target population being the non-institutionalised population 15 years of age and over. This information is crucial in understanding trends in local labour markets and can also be used to compare against similar regions or the province as a whole.

LFS data is used to produce the well-known unemployment rate as well as other standard labour market indicators such as the employment rate and the participation rate. The LFS also provides employment estimates by industry, occupation, public and private sector, hours worked and much more, all cross-classifiable by a variety of demographic characteristics. Estimates are produced for Canada, the provinces, the territories and a large number of sub-provincial regions. For employees, data on wage rates, union status, job permanency and establishment size are also produced.

The LFS data is used by different levels of government for evaluation and planning of employment programs in Canada. Regional unemployment rates are used by Employment and Social Development Canada to determine eligibility, level, and duration of insurance benefits for persons living within a particular employment insurance region. The data is also used by labour market analysts, economists, consultants, planners, forecasters and academics in both the private and public sector.

Recently, the monthly LFS sample size rose to 68,000 from 56,000 households since Statistics Canada's Disaggregated Data Action Plan (DDAP) resulting in the collection of labour market information for approximately 120,000 individuals.

Monthly labour force characteristics are gathered for the Kingston Census Metropolitan Area (CMA) which is within the EWIB region. The Kingston CMA consists of the Census Divisions of Kingston, South Frontenac, Loyalist and Frontenac Islands. Unfortunately, there is no CMA level data that accurately covers the counties of Leeds and Grenville. The Ottawa CMA covers this area but the data is skewed to Ottawa.

LABOUR FORCE CHARACTERISTICS OF THE KINGSTON CMA

Table 28: Labour Force Characteristics - Kingston CMA

Labour Force Characteristics	Sep-21	Sep-22	Sep-23	Change 2023 vs 2021	Change 2023 vs 2022
Population (15+)	144,900	148,700	154,500	6.6%	3.9%
Labour force	88,600	95,900	97,900	10.5%	2.1%
Employment	80,900	90,500	93,100	15.1%	2.9%
Full-time	64,400	72,800	75,900	17.9%	4.3%
Part-time	16,500	17,700	17,200	4.2%	-2.8%
Unemployment	7,700	5,400	4,800	-37.7%	-11.1%
Not-In-The Labour Force	56,300	52,800	56,600	0.5%	7.2%
Unemployment rate	8.7%	5.6%	4.9%	-3.8pp	-0.7pp
Participation rate	61.1%	64.5%	63.4%	2.3pp	-1.1pp
Employment rate	55.8%	60.9%	60.3%	4.5pp	-0.6pp

Source: Statistics Canada, Table 14-10-0378-01

Labour Force Characteristics, three month moving average, unadjusted for seasonality

Compared to the last several years, there has been a positive upswing in labour force activity in the Kingston CMA as indicated by labour force characteristics reported in September 2023. There was an increase in the working age population (ages 15 and over) marking an increase in the labour force. Employment grew by 15.1% from 2021 and slowed to a growth of 2.9% from 2022.

Unemployment figures fell substantially over the last two years and are at a low rate of 4.9% which helps to explain a shortage in the supply of labour.

The positive activity in the labour force characteristics of the Kingston CMA is indicative of a stable economy.

6.5 INCOME

Annual income estimates are provided for the development and dissemination of annual small area socio-economic data for Canadians and their families. These data, collected primarily from income tax returns submitted to the Canada Revenue Agency (CRA), provide income and demographic information for sub-provincial geographic areas. Data are used by municipal, provincial and federal government departments to evaluate programs and support policy recommendations. Data are used in business and educational fields to learn more about the markets targeted. Academics and researchers use the data for analyses of socio-economic conditions. The most recent data was released on July 12, 2023 for data collected in 2021.

There were only two geographical areas, within or covering parts of the EWIB region—Kingston Census Metropolitan Area (CMA) and Brockville Census Agglomeration (CA) area.

Table 29: Number of Taxfilers by Total Income - Kingston Census Metropolitan Area (CMA)

Income Groups	2016	2021	Change	% Change
Under \$10,000	12,830	9,050	-3,780	-29.5%
\$10,000 - \$24,999	28,440	23,830	-4,610	-16.2%
\$25,000 - \$49,999	34,650	36,300	1,650	4.8%
\$50,000 - \$74,999	22,460	25,650	3,190	14.2%
\$75,000 - \$99,999	11,970	14,360	2,390	20.0%
\$100,000 - \$149,999	6,790	11,220	4,430	65.2%
\$150,000 - \$199,999	1,740	2,920	1,180	67.8%
Above \$200,000	1,350	2,440	1,090	80.7%
Total Income Groups	120,230	125,770	5,540	4.6%
Median Total Income	\$37,790	\$45,340	\$7,550	20.0%

Source: Statistics Canada. Table 11-10-0008-01 - Tax filers and dependants with income by total income
Data released July 2023

In 2021, in the Kingston CMA, there was an increase in the total number of taxfilers of 5,540 or 4.6%. There was a decrease in the number of taxfilers who had incomes of less than \$25,000. All the other income groups had an increase in the number of taxfilers, most prominently those reporting income of \$100,000 to \$150,000.

Table 30: Number of Taxfilers by Total Income - Brockville Census Agglomeration (CA)

Income Groups	2016	2021	Change	% Change
Under \$10,000	2,740	1,550	-1,190	-43.4%
\$10,000 - \$24,999	7,300	5,600	-1,700	-23.3%
\$25,000 - \$49,999	8,820	8,350	-470	-5.3%
\$50,000 - \$74,999	4,300	4,930	630	14.7%
\$75,000 - \$99,999	2,020	2,200	180	8.9%
\$100,000 - \$149,999	1,100	1,570	470	42.7%
\$150,000 - \$199,999	210	310	100	47.6%
Above \$200,000	230	350	120	52.2%
Total Income Groups	26,720	24,860	-1,860	-7.0%
Median Total Income	\$33,190	\$40,050	\$6,860	20.7%

Source: Statistics Canada. Table 11-10-0008-01 Tax filers and dependants with income by total income
Data released July 2023

In 2021, in the Brockville CA, there was a decrease in the total number of taxfilers of 1,860 or 7.0%. There was a decrease in the number of taxfilers who had incomes of less than \$50,000. All the other income groups had an increase in the number of taxfilers, most prominently those reporting income of \$50,000 to \$75,000 and \$100,000 to \$150,000.

Table 31: Median Income Comparisons in Eastern Ontario (2015-2020)

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

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

Note: Median income is the income cut-off where half of the recipients earn more, and half earn less than that amount.

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

Table 32: Median Total Annual Income by Gender (2020)

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

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

Table 33: Median Total Annual Income by Gender (2015)

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

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

There continues to be a significant disparity in median incomes between genders with incomes of men being much higher than those of women.

6.6 CHANGES IN EMPLOYMENT

CHANGES IN EMPLOYMENT BY OCCUPATION

Table 34: Changes in Employed Labour Force by Occupation – EWIB Region

NOC Occupation	2016 Jobs	2021 Jobs	Change	% Change
0 - Management occupations	13,340	15,055	1,715	12.9%
1 - Business, finance and administration occupations	17,940	17,695	-245	-1.4%
2 - Natural and applied sciences and related occupations	7,045	8,160	1,115	15.8%
3 - Health occupations	11,830	13,300	1,470	12.4%
4 - Occupations in education, law and social, community and government services	19,385	19,660	275	1.4%
5 - Occupations in art, culture, recreation and sport	3,230	2,845	-385	-11.9%
6 - Sales and service occupations	30,050	24,095	-5,955	-19.8%
7 - Trades, transport and equipment operators and related occupations	17,240	17,420	180	1.0%
8 - Natural resources, agriculture and related production occupations	2,255	2,060	-195	-8.6%
9 - Occupations in manufacturing and utilities	4,195	3,885	-310	-7.4%
Total Classified Jobs by Occupation	126,510	124,175	-2,335	-1.8%

Source: 2021 Census - Custom Tabulation – OneHub Local Board Data - Indicator 2
 Source: 2016 Census - Custom Tabulation - OneHub Local Board Data - T7-POR

The 2021 Census was taken on May 11, 2021, while the country was still recovering from the effects of the pandemic. Comparing data from the 2016 Census with that of the 2021 Census will show the impact the pandemic had on employment figures.

There was an overall decrease in employment of 2,335 or 1.8% of jobs since 2016 in the EWIB region.

The three (3) occupational sectors with the largest employment losses were:

- Sales and service occupations (-5,955)
- Occupations in art, culture, recreation and sport (-385), and
- Occupations in manufacturing and utilities (-310).

The three (3) occupational sectors with the largest employment gains were:

- Management occupations (1,715)
- Health occupations (1,470),
- Natural and applied sciences and related occupations (1,115).

The three (3) occupational sectors having the highest employment levels in the EWIB region in 2021 were:

- Sales and services (19.4%)
- Occupations in education, law and social, community and government services (15.8%)
- Business, finance and administration occupations (14.3%).

These were the same top three (3) occupations with the highest employment levels in 2016.

Note: In order to compare occupational data from the 2016 Census it was necessary to re-code the occupational codes from NOC version 2021 to NOC version 2016. This was only done for the above table. All other data in this report that refers to occupations from the 2021 Census, job postings etc. is coded using the NOC version 2021.

There were many changes between NOC version 2016 and NOC version 2021 particularly relating to Management Occupations. The Broad Category 0 has been renamed to Legislative and Senior management occupations in the NOC 2021 Broad Category 0. Non-senior management occupations that would have fallen under Broad Category 0 in the 2016 NOC and 2016 Census have been redistributed throughout the other nine occupational broad categories in NOC 2021 and are reflected in the 2021 Census data.

CHANGES IN EMPLOYMENT BY INDUSTRY

Notes: Employed Labour Data by North American Industry Classification (NAIC) for Census Sub-divisions was not available for 2016 from Statistics Canada Data Tables or in the 2016 custom tabulations on OneHub. Therefore, roll-up data for the EWIB region was not available.

Table 35: Changes in Employed Labour Force by Industry - Leeds & Grenville

Industry (NAIC)	2016 Labour Force	2021 Labour Force	Change	% Change
11 - Agriculture, forestry, fishing and hunting	1615	1470	-145	-9.0%
21 - Mining, quarrying, and oil and gas extraction	100	85	-15	-15.0%
22 - Utilities	285	320	35	12.3%
23 - Construction	4030	4770	740	18.4%
31-33 - Manufacturing	4290	4205	-85	-2.0%
41 - Wholesale trade	1590	1245	-345	-21.7%
44-45 - Retail trade	6025	5695	-330	-5.5%
48-49 - Transportation and warehousing	2265	2115	-150	-6.6%
51 - Information and cultural industries	690	555	-135	-19.6%
52 - Finance and insurance	1115	975	-140	-12.6%
53 - Real estate and rental and leasing	785	775	-10	-1.3%
54 - Professional, scientific and technical services	2200	2645	445	20.2%
55 - Management of companies and enterprises	20	45	25	125.0%
56 - Administrative and support, waste management and remediation services	2335	2145	-190	-8.1%
61 - Educational services	2935	2890	-45	-1.5%
62 - Health care and social assistance	6475	6850	375	5.8%
71 - Arts, entertainment and recreation	1060	755	-305	-28.8%
72 - Accommodation and food services	3235	2090	-1,145	-35.4%
81 - Other services (except public administration)	2005	1680	-325	-16.2%
91 - Public administration	3820	4120	300	7.9%
Total Employed Labour Force	46,875	45,430	-1,445	-3.1%

Source: 2021 Census Custom Tabulations - OneHub - Tables 6A
Source: 2016 Census Data Tables - 98-400-X2016291

During these five (5) years, there was a net loss of 1,445 jobs in the Leeds and Grenville area. Losses occurred in twelve (15) of twenty (20) industry sectors while gains occurred in five (5) sectors.

The three (3) industries with the most employment losses were:

- Accommodation and food services (-1,145),
- Wholesale trade (-345), and
- Retail trade (-330).

The three (3) industries with the most employment gains were:

- Construction (740),
- Professional, scientific and technical services (445), and
- Health care and social assistance (375).

Table 36: Changes in Employed Labour Force by Industry - Frontenac

Industry (NAIC):	2016 Labour Force	2021 Labour Force	Change	% Change
11 - Agriculture, forestry, fishing and hunting	645	735	90	14.0%
21 - Mining, quarrying, and oil and gas extraction	110	125	15	13.6%
22 - Utilities	475	445	-30	-6.3%
23 - Construction	4590	4785	195	4.2%
31-33 - Manufacturing	2990	3175	185	6.2%
41 - Wholesale trade	1420	1340	-80	-5.6%
44-45 - Retail trade	8160	7605	-555	-6.8%
48-49 - Transportation and warehousing	1885	2195	310	16.4%
51 - Information and cultural industries	1070	885	-185	-17.3%
52 - Finance and insurance	2115	2195	80	3.8%
53 - Real estate and rental and leasing	1345	1470	125	9.3%
54 - Professional, scientific and technical services	3485	4305	820	23.5%
55 - Management of companies and enterprises	40	60	20	50.0%
56 - Administrative and support, waste management and remediation services	3245	2640	-605	-18.6%
61 - Educational services	9325	9415	90	1.0%
62 - Health care and social assistance	11795	13115	1,320	11.2%
71 - Arts, entertainment and recreation	1525	945	-580	-38.0%
72 - Accommodation and food services	5925	4250	-1,675	-28.3%
81 - Other services (except public administration)	2880	2305	-575	-20.0%
91 - Public administration	8600	9160	560	6.5%
Total Employed Labour Force	71,625	71,150	-475	-0.7%

Source: 2021 Census Custom Tabulations - OneHub - Tables 6A
Source: 2016 Census Data Tables - 98-400-X2016291

During these five (5) years, Frontenac County only had a net loss of 474 jobs. This area was somewhat insulated from overall effect of the pandemic as it had a lot of employment in essential services. Losses occurred in eight (8) of twenty (20) industry sectors while gains occurred in twelve (12) sectors.

The three (3) industries with the most employment losses were:

- Accommodation and food services (-1675),
- Arts, entertainment and recreation (-580) and,
- Other services (-575).

The three (3) industries with the most employment gains were:

- Health care and social assistance (1,320)
- Professional, scientific and technical services (820) and,
- Public administration (560)

6.7 OCCUPATION OUTLOOK: 2023 TO 2028

Table 37: Occupational Outlook for EWIB Region

NOC - Occupation	2023 Jobs	2028 Jobs	Change	% Change
0 - Management occupations	408	426	17	4.3%
1 - Business, finance and administration occupations	20,379	21,376	997	4.9%
2 - Natural and applied sciences and related occupations	9,828	10,491	663	6.7%
3 - Health occupations	13,947	15,587	1,640	11.8%
4 - Occupations in education, law and social, community and government services	21,035	22,210	1,175	5.6%
5 - Occupations in art, culture, recreation and sport	2,240	2,364	123	5.5%
6 - Sales and service occupations	34,266	35,902	1,636	4.8%
7 - Trades, transport and equipment operators and related occupations	19,494	21,244	1,749	9.0%
8 - Natural resources, agriculture and related production occupations	1,936	2,154	218	11.2%
9 - Occupations in manufacturing and utilities	5,677	5,948	271	4.8%
X - Unclassified Jobs	2,420	2,580	160	6.6%
Total Jobs by Occupation	131,631	140,282	8,651	6.6%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Growth is expected in all occupations throughout the EWIB Region from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment increases are:

- Trades, transport and equipment operators and related occupations (1,749)
- Health occupations (1,640), and
- Sales and service occupations (1,636).

Table 38: Occupational Outlook for Leeds & Grenville

NOC - Occupation	2023 Jobs	2028 Jobs	Change	% Change
0 - Management occupations	146	147	1	0.8%
1 - Business, finance and administration occupations	6,362	6,785	423	6.6%
2 - Natural and applied sciences and related occupations	3,908	4,233	325	8.3%
3 - Health occupations	3,263	3,566	302	9.3%
4 - Occupations in education, law and social, community and government services	5,773	6,289	516	8.9%
5 - Occupations in art, culture, recreation and sport	718	749	31	4.3%
6 - Sales and service occupations	10,730	11,444	714	6.7%
7 - Trades, transport and equipment operators and related occupations	5,442	5,844	403	7.4%
8 - Natural resources, agriculture and related production occupations	871	976	105	12.0%
9 - Occupations in manufacturing and utilities	2,008	2,061	54	2.7%
X - Unclassified Jobs	740	794	55	7.4%
Total Jobs by Occupation	39,960	42,889	2,929	7.3%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Growth is expected in all occupations throughout Leeds and Grenville from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment increases are:

- Sales and service occupations (714),
- Occupations in education, law and social, community and government services (516), and
- Business, finance and administration occupations (423).

Table 39: Occupational Outlook for Frontenac

NOC - Occupation	2023 Jobs	2028 Jobs	Change	% Change
0 - Management occupations	242	256	13	5.5%
1 - Business, finance and administration occupations	13,068	13,518	450	3.4%
2 - Natural and applied sciences and related occupations	5,460	5,731	271	5.0%
3 - Health occupations	10,146	11,374	1,228	12.1%
4 - Occupations in education, law and social, community and government services	14,004	14,485	481	3.4%
5 - Occupations in art, culture, recreation and sport	1,438	1,518	80	5.6%
6 - Sales and service occupations	22,607	23,396	790	3.5%
7 - Trades, transport and equipment operators and related occupations	13,023	14,165	1,143	8.8%
8 - Natural resources, agriculture and related production occupations	989	1,092	103	10.4%
9 - Occupations in manufacturing and utilities	3,383	3,566	183	5.4%
X - Unclassified Jobs	1,574	1,662	89	5.6%
Total Jobs by Occupation	85,933	90,764	4,831	5.6%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Growth is expected in all occupations throughout Frontenac from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment increases are:

- Health occupations (1,228),
- Trades, transport and equipment operators and related occupations (1,143), and
- Sales and service occupations (790).

Table 40: Occupational Outlook for Loyalist Township

NOC - Occupation	2023 Jobs	2028 Jobs	Change	% Change
0 - Management occupations	19	23	3	15.9%
1 - Business, finance and administration occupations	949	1,073	124	13.1%
2 - Natural and applied sciences and related occupations	460	527	67	14.6%
3 - Health occupations	538	647	109	20.3%
4 - Occupations in education, law and social, community and government services	1,258	1,436	178	14.1%
5 - Occupations in art, culture, recreation and sport	85	97	12	14.2%
6 - Sales and service occupations	930	1,062	132	14.2%
7 - Trades, transport and equipment operators and related occupations	1,030	1,234	204	19.8%
8 - Natural resources, agriculture and related production occupations	75	86	10	13.5%
9 - Occupations in manufacturing and utilities	286	321	35	12.2%
X - Unclassified Jobs	107	124	17	15.5%
Total Jobs by Occupation	5,737	6,628	891	15.5%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Growth is expected in all occupations throughout Loyalist Township from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment increases are:

- Trades, transport and equipment operators and related occupations (1,143),
- Occupations in education, law and social, community and government services (178)
- Sales and service occupations (132).

6.8 INDUSTRY OUTLOOK: 2023 TO 2028

Table 41: Industry Outlook - EWIB Region

NAICS - Sector	2023 Jobs	2028 Jobs	Change	% Change
11 - Agriculture, forestry, fishing and hunting	1,025	1,066	41	4.0%
21 - Mining, quarrying, and oil and gas extraction	43	31	(12)	-28.3%
22 - Utilities	678	691	13	1.9%
23 - Construction	7,238	7,405	167	2.3%
31-33 - Manufacturing	9,680	10,396	716	7.4%
41 - Wholesale trade	3,914	4,016	101	2.6%
44-45 - Retail trade	15,045	15,206	161	1.1%
48-49 - Transportation and warehousing	4,509	5,166	657	14.6%
51 - Information and cultural industries	1,218	1,118	(100)	-8.2%
52 - Finance and insurance	2,872	3,010	139	4.8%
53 - Real estate and rental and leasing	2,169	2,339	169	7.8%
54 - Professional, scientific and technical services	5,592	6,080	487	8.7%
55 - Management of companies and enterprises	190	212	23	12.0%
56 - Administrative and support, waste management and remediation services	6,026	6,813	787	13.1%
61 - Educational services	15,797	16,776	979	6.2%
62 - Health care and social assistance	21,405	23,706	2,301	10.8%
71 - Arts, entertainment and recreation	1,932	1,970	39	2.0%
72 - Accommodation and food services	11,846	13,135	1,289	10.9%
81 - Other services (except public administration)	3,594	3,713	119	3.3%
91 - Public administration	14,429	14,841	412	2.9%
X0 - Unclassified Jobs	2,420	2,580	160	6.6%
Total Industry Jobs	131,622	140,271	8,649	6.6%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Employment growth is expected in all industries in the EWIB region except Information and cultural industries and mining, quarrying, and oil and gas extraction.

The three (3) industry sectors with the highest projected employment increases are:

- Health care and social assistance (2,301),
- Accommodation and food services (1,289), and
- Educational services (979).

Table 42: Industry Outlook – Leeds & Grenville

NAICS - Sector	2023 Jobs	2028 Jobs	Change	% Change
11 - Agriculture, forestry, fishing and hunting	763	813	50	6.6%
21 - Mining, quarrying, and oil and gas extraction	< 10	< 10	Insf. Data	Insf. Data
22 - Utilities	208	217	9	4.3%
23 - Construction	2,471	2,632	161	6.5%
31-33 - Manufacturing	4,405	4,650	244	5.5%
41 - Wholesale trade	1,519	1,569	50	3.3%
44-45 - Retail trade	5,354	5,481	127	2.4%
48-49 - Transportation and warehousing	1,759	1,924	165	9.4%
51 - Information and cultural industries	424	416	(8)	-2.0%
52 - Finance and insurance	768	852	84	11.0%
53 - Real estate and rental and leasing	386	408	22	5.7%
54 - Professional, scientific and technical services	1,752	1,981	230	13.1%
55 - Management of companies and enterprises	85	98	13	15.5%
56 - Administrative and support, waste management and remediation services	1,646	1,849	204	12.4%
61 - Educational services	2,976	3,232	257	8.6%
62 - Health care and social assistance	5,682	6,180	497	8.8%
71 - Arts, entertainment and recreation	812	821	9	1.1%
72 - Accommodation and food services	3,391	3,724	333	9.8%
81 - Other services (except public administration)	1,105	1,215	110	9.9%
91 - Public administration	3,712	4,030	318	8.6%
X0 - Unclassified Jobs	740	794	55	7.4%
Total Industry Jobs	39,960	42,889	2,929	7.3%

Source: Lightcast Q3, 2023 (Industries with employees)
 Totals may not add due to rounding.

Employment growth is expected in all but one industry in Leeds and Grenville – information and cultural industry.

The three (3) occupational sectors with the highest projected employment increases are:

- Health care and social assistance (497),
- Accommodation and food services (333), and
- Public administration (318).

Table 43: Industry Outlook - Frontenac

NAICS - Sector	2023 Jobs	2028 Jobs	Change	% Change
11 - Agriculture, forestry, fishing and hunting	222	214	(8)	-3.8%
21 - Mining, quarrying, and oil and gas extraction	43	31	(12)	-28.3%
22 - Utilities	447	460	13	2.9%
23 - Construction	4,553	4,531	(22)	-0.5%
31-33 - Manufacturing	4,708	5,099	391	8.3%
41 - Wholesale trade	2,160	2,155	(5)	-0.2%
44-45 - Retail trade	9,385	9,398	13	0.1%
48-49 - Transportation and warehousing	2,415	2,822	407	16.9%
51 - Information and cultural industries	750	660	(90)	-12.0%
52 - Finance and insurance	1,960	1,993	33	1.7%
53 - Real estate and rental and leasing	1,731	1,875	144	8.3%
54 - Professional, scientific and technical services	3,554	3,751	197	5.5%
55 - Management of companies and enterprises	94	100	6	6.5%
56 - Administrative and support, waste management and remediation services	4,225	4,764	539	12.8%
61 - Educational services	12,198	12,802	604	5.0%
62 - Health care and social assistance	14,917	16,576	1,659	11.1%
71 - Arts, entertainment and recreation	1,045	1,071	26	2.5%
72 - Accommodation and food services	8,261	9,175	914	11.1%
81 - Other services (except public administration)	2,328	2,292	(36)	-1.6%
91 - Public administration	9,365	9,333	(32)	-0.3%
X0 - Unclassified Jobs	1,574	1,662	89	5.6%
Total Industry Jobs	85,933	90,764	4,831	5.6%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Employment growth is expected in fourteen (14) of twenty (20) industry sectors in Frontenac from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment increases are:

- Health care and social assistance (1,659),
- Accommodation and food services (914), and
- Educational services (604).

Table 44: Industry Outlook – Loyalist Township

NAICS - Sector	2023 Jobs	2028 Jobs	Change	% Change
11 - Agriculture, forestry, fishing and hunting	40	39	(1)	-1.4%
21 - Mining, quarrying, and oil and gas extraction	< 10	< 10	Insf. Data	Insf. Data
22 - Utilities	24	14	(9)	-39.8%
23 - Construction	214	242	28	13.2%
31-33 - Manufacturing	566	647	81	14.3%
41 - Wholesale trade	236	292	56	23.7%
44-45 - Retail trade	306	327	21	6.9%
48-49 - Transportation and warehousing	335	420	85	25.5%
51 - Information and cultural industries	44	42	(1)	-2.9%
52 - Finance and insurance	144	165	21	14.9%
53 - Real estate and rental and leasing	52	55	3	6.1%
54 - Professional, scientific and technical services	287	348	61	21.2%
55 - Management of companies and enterprises	11	14	3	32.9%
56 - Administrative and support, waste management and remediation services	155	200	45	28.8%
61 - Educational services	623	742	119	19.0%
62 - Health care and social assistance	805	950	145	18.0%
71 - Arts, entertainment and recreation	75	78	3	4.2%
72 - Accommodation and food services	194	236	42	21.7%
81 - Other services (except public administration)	161	207	46	28.3%
91 - Public administration	1,352	1,477	125	9.3%
X0 - Unclassified Jobs	107	124	17	15.5%
Total Industry Jobs	5,737	6,628	891	15.5%

Source: Lightcast Q3, 2023 (Industries with employees)
 Totals may not add due to rounding.

Employment growth is expected in all but three (3) industry sectors in Loyalist Township from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment increases are:

- Health care and social assistance (145),
- Public administration (125), and
- Educational services (119).

6.9 BUSINESS COUNTS

Table 45: Number of Businesses by 2-Digit Industry and Size - June 2023 - Leeds & Grenville

2-Digit Industry (NAIC)	Total Number of Businesses	Without ees	Total with ees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
11 - Agriculture, forestry, fishing and hunting	664	542	122	81	24	10	5	1	1	0	0
21 - Mining, quarrying, and oil and gas extraction	8	4	4	2	1	1	0	0	0	0	0
22 - Utilities	41	33	8	4	0	3	0	0	1	0	0
23 - Construction	1093	594	499	297	129	53	17	2	1	0	0
31-33 - Manufacturing	216	103	113	36	18	17	22	9	3	8	0
41 - Wholesale trade	181	79	102	53	28	14	7	0	0	0	0
44-45 - Retail trade	680	299	381	148	113	63	35	17	2	3	0
48-49 - Transportation and warehousing	269	177	92	42	17	10	16	5	2	0	0
51 - Information and cultural industries	89	55	34	16	10	5	2	1	0	0	0
52 - Finance and insurance	380	283	97	45	26	18	8	0	0	0	0
53 - Real estate and rental and leasing	1578	1453	125	101	13	8	2	1	0	0	0
54 - Professional, scientific and technical services	925	661	264	208	30	16	10	0	0	0	0
55 - Management of companies and enterprises	43	38	5	1	2	0	1	1	0	0	0
56 - Administrative and support, waste management and remediation services	319	183	136	71	40	18	4	1	2	0	0
61 - Educational services	83	53	30	17	2	4	4	0	1	1	1
62 - Health care and social assistance	595	313	282	130	71	39	19	13	6	2	2
71 - Arts, entertainment and recreation	159	105	54	14	14	12	8	4	1	1	0
72 - Accommodation and food services	336	123	213	53	51	54	43	12	0	0	0
81 - Other services (except public administration)	672	396	276	165	78	24	6	2	1	0	0
91 - Public administration	23	1	22	0	0	7	4	5	4	2	0
Total Businesses	8354	5495	2859	1484	667	376	213	74	25	17	3

Source: Canadian Business Counts - Classified Businesses - OneHub Custom Tabulations - June 2023
Totals may not add due to rounding

According to Statistics Canada (Canadian Business Counts), there were 8,354 classified businesses in June 2023 in Leeds and Grenville. Of these businesses, 5,495 or 65.8%, were businesses without any employees (self-employed), and 2,859, or 34.2%, were businesses with employees. Almost twice as many businesses in the area have no employees compared to those with employees—a ratio that appears to be consistent over past years.

In 2023, the top three (3) subsectors with the highest number of businesses (with or without employees) in Leeds and Grenville were:

- Real estate (1,578 businesses),
- Construction (1,093 businesses), and
- Professional, scientific and technical services (925 businesses).

The top three (3) subsectors with the highest number of businesses with employees were:

- Construction (499 businesses),
- Retail (381 businesses), and
- Health Care and social assistance (282 businesses).

The top three (3) subsectors with the highest number of businesses without employees were:

- Real estate (1,453 businesses),
- Professional, scientific and technical services (661 businesses), and
- Construction (594).

Table 46: Number of Businesses by 2-Digit Industry and Size - June 2023 - Frontenac

2-Digit Industry (NAIC)	Total Number of Businesses	Without ees	Total, with ees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
11 - Agriculture, forestry, fishing and hunting	288	246	42	28	7	7	0	0	0	0	0
21 - Mining, quarrying, and oil and gas extraction	19	7	12	4	4	3	0	1	0	0	0
22 - Utilities	63	50	13	4	2	0	2	3	2	0	0
23 - Construction	1213	583	630	318	161	82	53	13	2	1	0
31-33 - Manufacturing	248	87	161	54	33	32	26	10	4	1	1
41 - Wholesale trade	212	89	123	48	19	28	22	3	1	2	0
44-45 - Retail trade	1060	365	695	220	180	170	76	32	10	7	0
48-49 - Transportation and warehousing	507	389	118	48	29	15	14	9	2	1	0
51 - Information and cultural industries	157	80	77	35	17	18	5	2	0	0	0
52 - Finance and insurance	793	619	174	88	36	15	27	5	1	2	0
53 - Real estate and rental and leasing	4390	4155	235	173	27	18	13	2	2	0	0
54 - Professional, scientific and technical services	1440	994	446	289	65	48	31	8	4	1	0
55 - Management of companies and enterprises	100	79	21	9	3	7	1	1	0	0	0
56 - Administrative and support, waste management and remediation services	448	247	201	92	47	26	24	9	1	2	0
61 - Educational services	181	110	71	29	18	8	10	1	1	1	3
62 - Health care and social assistance	1847	1061	786	518	88	96	58	9	6	8	3
71 - Arts, entertainment and recreation	228	147	81	31	16	14	17	2	1	0	0
72 - Accommodation and food services	580	177	403	60	91	118	94	36	2	2	0
81 - Other services (except public administration)	954	499	455	263	97	58	26	5	5	1	0
91 - Public administration	21	0	21	3	1	4	3	2	3	2	3
Total Businesses	14749	9984	4765	2314	941	767	502	153	47	31	10

Source: Canadian Business Counts - Classified Businesses - OneHub Custom Tabulations - June 2023
Totals may not add due to rounding

There were 14,749 classified businesses in June 2023 in Frontenac. Of these businesses, 9,984 or 67.7%, were businesses without any employees (self-employed), and 4,765 or 32.3%, were businesses with employees. Over twice as many businesses in the area have no employees compared to those with employees. This is similar in comparison to past years.

In 2023, the top three (3) subsectors with the highest number of businesses (with or without employees) in Frontenac were:

- Real estate (4,390 businesses),
- Health Care and social assistance (1,847), and
- Professional, scientific and technical services (1,440 businesses).

The top three (3) subsectors with the highest number of businesses with employees were:

- Health Care and social assistance (786 businesses),
- Retail (695 businesses), and
- Construction (630 businesses).

The top three (3) subsectors with the highest number of businesses without employees were:

- Real estate (4,155 businesses)
- Health Care and social assistance (1,061 businesses), and
- Professional, scientific and technical services (994 businesses).

Table 47: Five-Year Change In Business Counts by Business Size in Leeds & Grenville

Business Size	June 2018	June 2022	June 2023	5 Year Change 2018-2023	1 Year Change 2022-2023	% Change over 5 years	% Change over 1 year
Total # Businesses	8,855	9,017	9,143	288	126	3.3%	1.4%
Total, without employees	5911	5,956	6136	225	180	3.8%	3.0%
Total, with employees	2944	3,061	3007	63	-54	2.1%	-1.8%
1-4	1538	1,634	1594	56	-40	3.6%	-2.4%
5-10	697	690	697	0	7	0.0%	1.0%
10-19	373	402	381	8	-21	2.1%	-5.2%
20-49	219	221	215	-4	-6	-1.8%	-2.7%
50-99	64	66	75	11	9	17.2%	13.6%
100-199	33	25	25	-8	0	-24.2%	0.0%
200-499	15	19	17	2	-2	13.3%	-10.5%
500 +	5	4	3	-2	-1	-40.0%	-25.0%

Source: Canadian Business Counts, Classified & Unclassified Businesses - Custom Tabulations - OneHub
Total may not add due to rounding

In June 2023, there was a net increase of 126 businesses from the previous year. Businesses without employees had an increase of 180 businesses while businesses with employees had a net loss of 54 businesses over last year.

Small businesses with fewer than 5 employees lost the most numbers of businesses, followed by a loss of 21 businesses with 10-19 employees.

A small increase in the number of businesses having 50-99 employees would have a positive employment impact.

Table 48: Five-Year Change In Business Counts by Business Size in Frontenac

Business Size	June 2018	June 2022	June 2023	5 Year Change 2018-2023	1 Year Change 2022-2023	% Change over 5 years	% Change over 1 year
Total # Businesses	14,731	15,418	16,073	1,342	655	9.1%	4.2%
Total, without employees	9,903	10,399	11,016	1,113	617	11.2%	5.9%
Total, with employees	4,828	5,019	5,057	229	38	4.7%	0.8%
1-4	2,398	2,545	2,536	138	-9	5.8%	-0.4%
5-10	991	994	980	-11	-14	-1.1%	-1.4%
10-19	746	756	786	40	30	5.4%	4.0%
20-49	470	490	513	43	23	9.1%	4.7%
50-99	135	148	154	19	6	14.1%	4.1%
100-199	48	50	47	-1	-3	-2.1%	-6.0%
200-499	28	28	31	3	3	10.7%	10.7%
500 +	12	8	10	-2	2	-16.7%	25.0%

Source: Canadian Business Counts, Classified & Unclassified Businesses - Custom Tabulations - OneHub
Total may not add due to rounding

In June 2023, there was a net increase of 655 businesses from the previous year. Businesses without employees accounted for 94.2% of this increase.

There were significant increases in the number of businesses having 10-49 employees within the last five (5) years and from the previous year. This would have a significant impact on employment growth in the area.

A small increase in the number of businesses having over 200 employees would also contribute significantly to the employment growth in Frontenac.

6.10 EMPLOYMENT INSURANCE BENEFICIARIES

The Employment Insurance (EI) program provides temporary income support to unemployed workers while they look for employment or seek to upgrade their skills. The EI program also provides special benefits to workers who take time off work due to specific life events such as illness or pregnancy.

The Canada Employment Insurance Commission (CEIC) plays a leadership role in overseeing the EI program. The CEIC is also responsible for setting the annual EI premium rate.

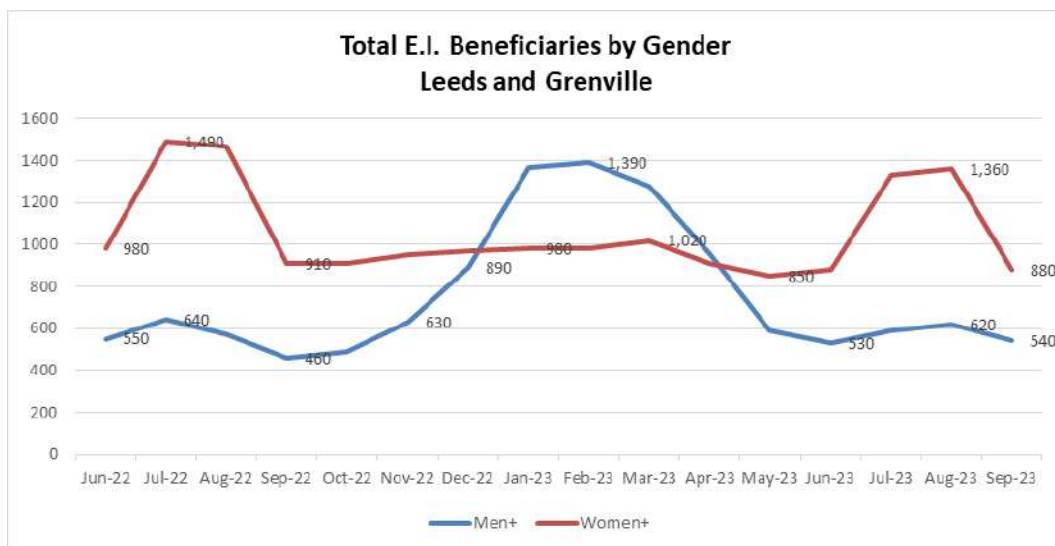
COVID-19 had a significant impact on the increase of EI beneficiaries during the period from March 2020 to October 2021 when the Canada Recovery Benefit ended. However, all the COVID-19 benefits did not end until May 2022 as listed below.

COVID-19 BENEFIT TIMELINES

COVID-19 Benefit	Timelines
Canada Emergency Response Benefit (CERB)	March 15, 2020 to September 26, 2020
Canada Emergency Student Benefit (CESB)	May 10, 2020 to August 29, 2020
Canada Recovery Benefit (CRB)	September 27, 2020 to October 23, 2021
Canada Recovery Caregiving Benefit (CRCB)	September 27, 2020 to May 7, 2022
Canada Recovery Sickness Benefit (CRSB)	September 27, 2020 to May 7, 2022
Canada Worker Lockdown Benefit (CWLB)	October 24, 2021 to May 7, 2022

The following two charts show monthly numbers of EI beneficiaries for the Leeds and Grenville area, from June 2022 following the end of COVID-19 benefits.

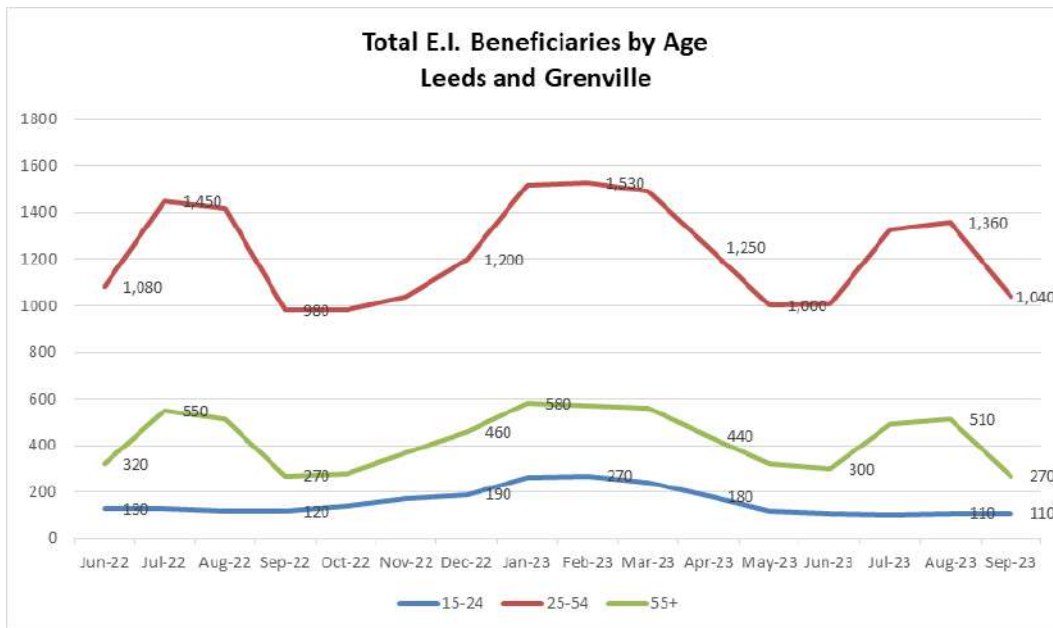
Chart 13



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

Chart 13 shows different trends of EI beneficiaries for men and women in Leeds and Grenville. EI benefits for women peaked during the summer months. This may be due to an increased demand to care for children during their summer vacation. To the contrary, EI benefits increased for men during the winter months, reflecting seasonal layoffs.

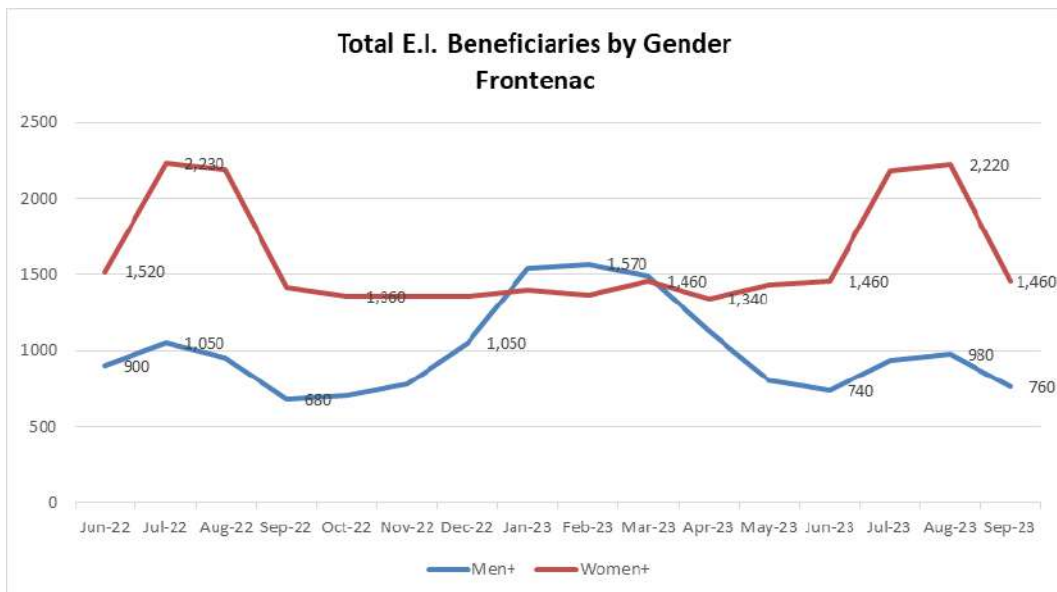
Chart 14



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

Workers in the age group of 25-54 accounted for the highest number of claimants, more than doubling the numbers of those ages 55 and over. These numbers will be proportionate to their share of participation in the labour force.

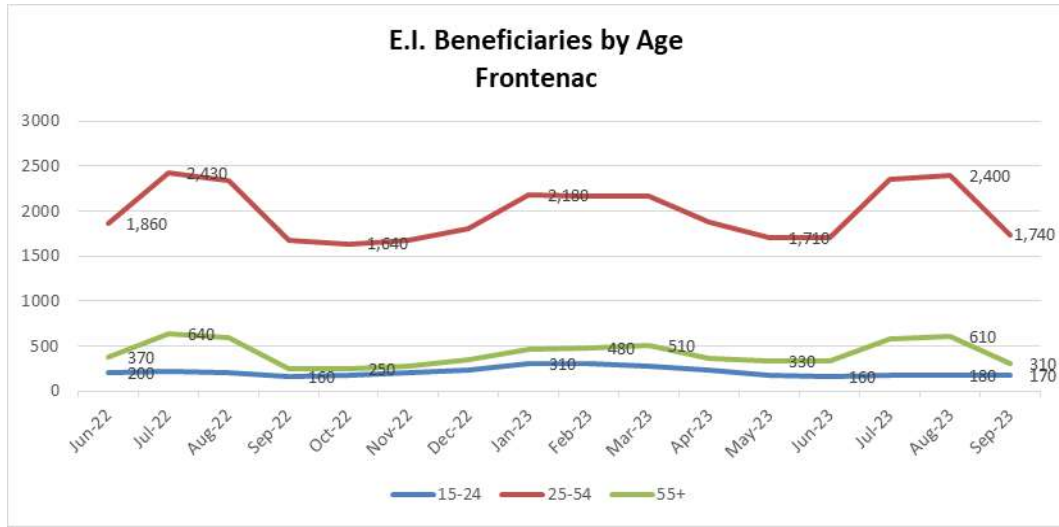
Chart 15



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

The above chart shows a similar pattern to that of Leeds and Grenville. In Frontenac county, the number of women collecting EI benefits also peaked during the summer months. As mentioned, this is most likely due to an increased demand to care for children during the summer months. EI beneficiaries peaked for men during the winter months, reflecting seasonal layoffs.

Chart 16



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

In Frontenac, workers in the age group of 25-54 accounted for the highest number of claimants, more than four times the numbers of those ages 55 and over. These numbers will be reflective to their respective share of participation in the labour force.

6.11 HIRING DEMAND

EWIB tracks in-demand occupations by monitoring online job postings, as aggregated from over 30 job boards on the Local Jobs Hub. This information is made available on the website through the Labour Market Insights Report, an interactive monthly report.

Table 49: TOP 25 Job Postings - October 2022 - September 2023 - EWIB Region

NOC Code	Occupation Title	New Job Posting - Oct 2022 - Sept 2023	% Total Job Postings	2022 Median Wages
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	1,820	5.8%	\$36,193
6510	Cashiers and other sales support occupations	1,116	3.5%	\$31,080
6520	Food support occupations	1,086	3.4%	\$31,846
6320	Cooks, butchers and bakers	908	2.9%	\$33,829
4220	Paraprofessional occupations in legal, social, community and education services	863	2.7%	\$50,823
1311	Office administrative assistants - general, legal and medical	796	2.5%	\$49,335
6531	Cleaners	768	2.4%	\$39,593
6002	Retail and wholesale trade managers	670	2.1%	\$73,723
7330	Transport truck and transit drivers	638	2.0%	\$46,280
3210	Technical occupations in therapy and assessment	605	1.9%	\$62,694
7510	Longshore workers and material handlers	555	1.8%	\$41,085
3130	Nursing and allied health professionals	535	1.7%	\$82,685
1410	Office support and court services occupations	502	1.6%	\$44,886
1310	Administrative, property and payroll officers	433	1.4%	\$55,428
6440	Customer and information services representatives	385	1.2%	\$38,926
7511	Trades helpers and labourers	383	1.2%	\$42,559
6202	Service supervisors	357	1.1%	\$43,882
7001	Managers in construction and facility operation and maintenance	342	1.1%	\$86,142
4122	Secondary, elementary and kindergarten school teachers	331	1.1%	\$91,210
5410	Program leaders and instructors in recreation, sport and fitness	320	1.0%	\$34,270
6003	Managers in food service and accommodation	318	1.0%	\$46,100
1001	Administrative services managers	316	1.0%	\$109,995
6201	Retail sales supervisors	303	1.0%	\$41,313
1420	Financial, insurance and related administrative support workers	296	0.9%	\$51,593
7231	Carpenters and cabinetmakers	275	0.9%	\$52,891
Total TOP 25 Jobs		14,921	47.3%	
Total New Jobs - Oct 2022 to Sept 2023		31,514	100.0%	

Sources: Labour Market Insights - Jobs Hub - EWIB, Lightcast Q3, 2023

There were 31,514 new job postings in the EWIB region from October 2022 to September 2023 compared to 41,259 new job postings a year ago. This was a decrease of 9,745 or 23.6% of job postings.

According to economists, the job-switching rate in Canada had been declining since it peaked in early 2022 after the easing of the pandemic restrictions. It is thought that some people may have realized they wished to pursue different career goals. Historically, the number of people switching jobs tends to decrease ahead of recessions, reflecting workers' fears around unfavourable labour conditions. This may explain the substantial decrease in the number of job postings in the EWIB area.

The top 25 new job postings account for 47.3% of total number of job postings.

There was wide range of salaries within the top 25 job postings from a low of \$31,080 for cashiers to a high of \$109,995 for administrative services managers.

Table 50: Top Five (5) Job Postings in EWIB Region – October 2022 to September 2023

Occupation Title	# New Postings	Share of Total Job Postings
Retail salespersons and non-technical wholesale trade sales and account representatives	1,820	5.8%
Cashiers and other sales support occupations	1,116	3.5%
Food support occupations	1,086	3.4%
Cooks, butchers and bakers	908	2.9%
Paraprofessional occupations in legal, social, community and education services	863	2.7%

Table 51: Top Five (5) Job Postings in Ontario – October 2022 to September 2023

Occupation Title	# New Postings	Share of Total Job Postings
Retail salespersons and non-technical wholesale trade sales and account representatives	84,949	5.0%
Food support occupations	44,675	2.6%
Longshore workers and material handlers	39,876	2.3%
Customer and information services representatives	39,287	2.3%
Cooks, butchers and bakers	38,980	2.3%

Job postings as retail salespersons, non-technical wholesale trade sales and account representatives are the top postings in the EWIB region and in Ontario representing 5.8% and 5.0% respectively of the total job postings.

The top in-demand common skills in the EWIB area during the period of October 2022 to September 2023 were:

- Communications (oral and written skills)
- Support (flexibility, patience, empathy, active listening etc.)
- Management
- Customer Service
- Organization

HIRING DEMAND – LEEDS & GRENVILLE

There were 8,850 new job postings in Leeds and Grenville from October 2022 to September 2023 compared to 11,335 new job postings a year ago. This was a decrease of 2,485 or 21.9% of job postings.

The top in-demand common skills in Leeds and Grenville during the period of October 2022 to September 2023 were:

- Communications (oral and written skills)
- Support (flexibility, patience, empathy, active listening etc.)
- Management
- Customer Service
- Interpersonal Skills (ability to effectively communicate, interact and work with people)

HIRING DEMAND – FRONTENAC

There were 21,743 new job postings in Frontenac from October 2022 to September 2023 compared to 28,797 new job postings a year ago. This was a decrease of 7,054 or 24.5% of job postings.

The top in-demand common skills in Frontenac during the period of October 2022 to September 2023 were:

- Communications (oral and written skills)
- Support (flexibility, patience, empathy, active listening etc.)
- Management
- Customer Service
- Organization

HIRING DEMAND – LOYALIST TOWNSHIP

There were 558 new job postings in Loyalist Township from October 2022 to September 2023 compared to 672 new job postings a year ago. This was a decrease of 114 or 16.9% of job postings.

The top in-demand common skills in Loyalist Township during the period of October 2022 to September 2023 were:

- Communications (oral and written skills)
- Management
- Customer Service
- Support (flexibility, patience, empathy, active listening etc.)
- Interpersonal Skills (ability to effectively communicate, interact and work with people)

6.12 MIGRATION CHARACTERISTICS

LEEDS & GRENVILLE

Table 52: Migration Patterns 2016-2021 - Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,056	2,811	1,245
18-24	2,031	2,667	-636
25-44	6,709	5,740	969
45-64	6,287	3,621	2,666
65+	3,062	2,566	496
Total	22,145	17,405	4,740

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Table 53: % Migration Patterns 2016-2021 - Leeds & Grenville

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	18.3%	16.2%	26.3%
18-24	9.2%	15.3%	-13.4%
25-44	30.3%	33.0%	20.4%
45-64	28.4%	20.8%	56.2%
65+	13.8%	14.7%	10.5%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Over the five-year period from 2016 - 2021, there was an increase of net-migrants of 4,740 moving to Leeds and Grenville.

There was an increase of net-migrants in all age categories, except the group aged 18-24 where out-migrants exceeded in-migrants. This is a normal transition of youth moving to urban areas to work or further their education. However, it is hoped that they will return to their home communities later in life.

The largest increase of net-migrants of 2,666 was in the older population age group of 45-64 indicating good employment and retirement opportunities in the area. This age group represents 56.2% of the net-migrants moving to Leeds and Grenville from 2016 to 2021.

Ontario had the largest increase of net-migrants in the prime working age population ages 25-44 indicating good employment opportunities in the area. This age groups represents 60.8% of the net-migrants moving to Ontario from 2016 to 2021.

FRONTENAC

Table 54: Migration Patterns 2016-2021 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	7,034	5,621	1,413
18-24	7,718	5,225	2,493
25-44	17,167	13,368	3,799
45-64	6,928	5,333	1,595
65+	3,349	2,445	904
Total	42,196	31,992	10,204

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Table 55: % Migration Patterns 2016-2021 - Frontenac

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	16.7%	17.6%	13.8%
18-24	18.3%	16.3%	24.4%
25-44	40.7%	41.8%	37.2%
45-64	16.4%	16.7%	15.6%
65+	7.9%	7.6%	8.9%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada, Taxfiler (OneHub Migration Table 6A)
Data released in January 2023

Over the five-year period from 2016 - 2021, there was an increase of net-migrants of 10,204 moving to Frontenac.

There was an increase of net-migrants in all age categories. This area is an attractive metropolitan area with the city of Kingston as its hub.

The largest increase of net-migrants of 3,799 was in the prime working age population ages 25-44 indicating good employment opportunities in the area. This age group represents 37.2% of the net-migrants moving to Frontenac County from 2016 to 2021. There was also a substantial net-migration population growth of those aged 18-24 or 2,493 representing 24.4% of the net-migrants moving to this area. This area has an attractive base of post-secondary education facilities, including a university which attracts youth to migrate to the area to further their education.

Ontario had the largest increase of net-migrants in the prime working age population ages 25-44 indicating good employment opportunities in the area. This age groups represents 60.8% of the net-migrants moving to Ontario from 2016 to 2021.

07 ACTION PLAN UPDATE

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

Summary List of Partnerships with Employment Ontario Community

Action #1: Help Desk/Job Tools – 2023-2024

Action #2: Service Coordination 2023-2024

Action #1: Help Desk/Jobs Tool 2023/2024

CHALLENGE TO BE ADDRESSED:

- There is labour market information available but it is not always at a granular local level. There is a need for local data to help job seekers, employers and community partners make informed decisions. Statistics Canada and the National Job Bank are complimentary sources of data, however, both capacity and skill sets are required in order to effectively obtain, analyze and use the data.

OBJECTIVE(S):

- Continue to provide a Labour Market Information Help Desk and Local Job Tools to community stakeholders, businesses, jobseekers, and local media, etc.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

- Continue to promote help desk through social media and in person outreach. Continue to provide Job Tools on website.

Q2 Milestone

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

Q3 Milestone

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

Q4 Milestone

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

POTENTIAL PARTNERS:

- -

EXPECTED OUTCOMES/OUTPUTS:

- Meet the expected 95 requests target. A final report for the 2023/2024 fiscal.

UPDATE:

- EWIB is on track to meet milestones

Action #2: Service Coordination 2023/2024

CHALLENGE TO BE ADDRESSED:

- The lack of current and relevant information related to the needs of the workforce continues to be a priority. The Board conducted consultations with Employment Network Committees, local stakeholders and other invested community members.

OBJECTIVE(S):

- The Board produced a quarterly newsletter outlining the results of the collection of local labour market information. This newsletter focused on the needs of clients and employers to provide a more comprehensive picture of the supply and demand dynamic in the local labour market. The Board worked with partners to augment the visibility of services available to the community and clients in order to maximize the access and use of programs and services.

LEAD:

- Eastern Workforce Innovation Board

TIMELINES:

Q1 Milestone

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

Q2 Milestone

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

Q3 Milestone

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

Q4 Milestone

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

POTENTIAL PARTNERS:

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

EXPECTED OUTCOMES/OUTPUTS:

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

UPDATE:

- All outcomes and outputs were met.

08 COMMUNITY CONSULTATION PARTICIPANTS

8.1 EMPLOYMENT SERVICE PROVIDERS

ACFOMI	Kingston	5 participants
CSE Consulting	Prescott	3 participants
Employment & Education Centre	Brockville	16 participants
KEYS	Gananoque	5 participants
KEYS	Kingston	10 participants
ReStart Employment Services	Kingston	11 participants
St. Lawrence College Employment Services	Kingston	6 participants

8.2 ECONOMIC DEVELOPMENT AGENCIES

KEDCO	Kingston
Business Development	Gananoque
Frontenac Economic Development Working Table	
South Frontenac	
City of Kingston	
Central Frontenac	
North Frontenac	
Frontenac County	
Frontenac Business	
Kingston Frontenac Public Library	
North Grenville	Kemptville
Prescott Economic Development	Prescott

8.3 CHAMBERS OF COMMERCE

1000 Islands Gananoque Chamber of Commerce	Gananoque
Brockville Chamber of Commerce	Brockville
Kingston Chamber of Commerce	Kingston

8.4 EMPLOYERS

Anna's Cafe	Gananoque
Auntie Shannon's	Kemptville
Axens Canada Specialty Aluminas Inc.	Brockville
Bayfield Manor	Kemptville
Beking Poultry Farm	Oxford Station
Big Brothers Big Sisters of Leeds and Grenville	Brockville
Carmichael Insurance- Co-operators	Kemptville
CFRC 101.9 FM	Kingston
Commissionaires Kingston	Kingston
deTails Dog Grooming	Gananoque
Dixons Automotive	Brockville
Ferguson Forest Centre	Kemptville
Handy Fairies	Stella
Home Hardware	Gananoque
Hopkins Chitty Land Surveying	Kingston
Jennifer Baker Consulting Ltd.	Kingston
Kemptville District Hospital	Kemptville
Kingston Medical Imaging Inc	Kingston
Klein's Agri Services LTD	Mountain
Lindahl Cleaning & Contracting Services Inc	Winchester Springs
Lindsay Landscape	Ottawa
Lockwood Brothers Construction	Perth
McDougall Insurance and Financial	Belleville
Moex Property Maintenance Inc.	Kemptville
More Than Just Babysitting Child Care Centre Inc	Prescott
My Old Cher	Wolfe Island
Nordic Resorts Management Inc.	Cloyne
Novelis Inc	Kingston
Pivotal Momentum Inc.	Sydenham
Precision Diesel	Winchester
Quality Inn and Suites 1000 Islands	Gananoque
Saunders Country	Oxford Station
Stonewood Masonry	Kemptville
The Flower Shop / Intricate Interlock	Kingston
Tim Hortons	Kemptville
Tim Hortons	Prescott
Victim Services of Leeds & Grenville	Brockville
voice2net Corp	Prescott
Walmart Canada	Kemptville
West Palmerston Cottages	Ompah

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

Canadian Business Counts: Canadian business counts are produced by Statistics Canada to provide numbers of active businesses by industry classification and categories based on employee size for Canada and the provinces and territories.

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

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

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

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

Gender: Gender refers to an individual's personal and social identity as a man, woman or non-binary person. Men+ includes men (and/or boys), as well as some non-binary persons. Women+ includes women (and/or girls), as well as some non-binary persons.

Indigenous Population: In Canada, the term Indigenous peoples (or Aboriginal peoples) refers to First Nations, Métis and Inuit peoples.

Labour Market Insights Report: A report produced by a dynamic tool that shows employment recruiting and job search behaviour data. It is generated by the Eastern Workforce Innovation Board's Local Jobs Hub using data collected from national, provincial and local job boards.

Labour Force: Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed and actively seeking work. This is the sum of those employed and unemployed.

Labour Force Status: The sum of the number of persons, aged 15 years and over, in the labour force and those not in the labour force.

Lightcast: A subscription-based software tool that estimates labour market information using trend analysis and econometrics. The economic projections are largely derived from Statistics Canada datasets including the Labour Force Survey, Survey of Employment, Payroll and Hours, and Canadian Occupational Projection System (COPS). Projections of the labour market are not perfect, but can lend insight into the general trends. Lightcast's Canadian job postings data is gathered by scraping company career sites, national and local job boards, and job posting aggregators.

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

National Occupational Classification (NOC): The National Occupational Classification (NOC) is Canada's national system for describing occupations. The NOC can be used to find where an occupation is classified, its educational requirements or other useful information. More information about the NOC can be found [here](#).

North American Industry Classification System (NAICS): The NAICS is an industry classification system developed by the statistical agencies of Canada, Mexico and the United States. Statistics Canada uses NAICS as means to standardize the classification of the industrial structure. More information on the NAIC can be found [here](#).

Not in the Labour Force: Refers to persons who were neither employed nor unemployed. It includes students, homemakers, retired workers, seasonal workers in an 'off' season who were not looking for work, and persons who could not work because of a long-term illness or disability.

OneHub: A tool used to share custom tabulations purchased from Statistics Canada by the Ministry of Labour, Immigration, Training and Skills Development. This data is shared with workforce planning boards across Ontario to assist them with local labour market analysis.

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

Racialized Population: The racialized population encompasses all people that are non-Caucasian in race or non-white in colour.

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

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