

Trends
Opportunities & *Priorities*
LANARK RENFREW

Report

2007 - 2008



Mission: To foster and champion the development of community initiatives and partnerships that best use local resources ensuring a skilled, effective and adaptable workforce for both Renfrew and Lanark Counties

January 31, 2007

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INTRODUCTION

In the absence of a Training Board in Lanark and Renfrew, St. Lawrence College facilitates the Trends, Opportunities and Priorities: Lanark & Renfrew (TOP: L&R). TOP L&R is dedicated to identifying local labour force trends and opportunities, working with community stakeholders to prioritize the identified issues, and developing partnerships to address local issues. TOP: L&R is a project that is administered by St. Lawrence and jointly presented by St. Lawrence and Algonquin Colleges.

TOP: L&R's primary role is to help improve the conditions of the local labour market by:

1. Involving community stakeholders from Lanark and Renfrew Counties in a local planning process with a broad representation from labour, business, education, training, women, racial minorities, persons with disabilities, Francophones and youth.
2. Using these planning processes, with the involvement of community stakeholders, to identify and respond to the key Trends, Opportunities and Priorities that exist within the local labour market.
3. Facilitating a local planning process where community business, organizations and institutions agree to come together to work on joint community actions that will address local labour market issues of common interest.
4. Create opportunities for joint partnership activities and projects that respond to the more complex/pressing labour market challenges as identified through the community consultation meetings.
5. Organize events and activities that promote the importance of education and life-long learning, on-going training and skills upgrading to meet the emerging labour market issues facing Lanark and Renfrew counties.

First awarded the contract in 2005 to conduct the Trends, Opportunities and Priorities Report (TOP), St. Lawrence College has continued to conduct community consultations and prepare the TOP report for 2006-07. The local partnership projects flowing from the TOP consultation process are presented in conjunction with community partners who have been involved throughout the consultation process.

This TOP Report will set out the labour market trends, issues and opportunities identified through community consultation meetings, input from municipalities and Community Futures Development Corporations, on-line surveys, census data, research reports, news stories and various government agencies in the community.

TOP: L&R is funded by Service Canada and the Ministry of Training, Colleges and Universities.

COMMUNITY PROFILE

Lanark & Renfrew covers an area comprised of 10382 square kilometers, with a combined population of 160,719 people of which 49% is female and 51% is male. While Lanark County has grown by 4.4%, Renfrew County has decreased by 1.1%.

Lanark County is composed of mostly rural areas, with pockets of urban activity that includes Smiths Falls (population 9,100), Carleton Place (population 9,500), Perth (population 6,000), Mississippi Mills (population 11,000), Village of Lanark (population 800). From 1996 – 2001, the population grew by 4.4%.

Renfrew County is located in the heart of the Ottawa Valley and is the largest County in Ontario, encompassing approximately 7,645 sq. km. There are a total of 18 municipalities in the County with Pembroke, Petawawa, Renfrew and Arnprior having the largest concentrated populations. A number of smaller communities dot the landscape, but are usually long distances from each other. The total population for the County is approximately 99,500 residents. The County is highly diverse ranging from wilderness areas, which make up half the county, to highly industrialized and developed areas with world-class employers and facilities using the latest technology. The natural environment is unique lending itself to a wide range of outdoors and tourism activities.

Population and Age Breakdown

The population of Lanark and Renfrew is aging and this will give rise to labour force shortages in the future. The 2001 census tells us that ...

- Lanark and Renfrew's **population is more concentrated in the 55 years and older age group** than is Ontario;
- Since 1996, Lanark and Renfrew have experienced **growth in the numbers of people aged 50-64 years and 80 years and older**; and **decline in the numbers of people aged 20-34 years**;
- Most **occupations** in Lanark and Renfrew experienced:
 - o An increase in the share of all workers aged 45 years and older;
 - o An increase in the share of all workers aged 65 years and older; and
- Twenty-one out of 26 occupational groups experienced an **increase in the proportion of workers aged 55 years and older**. For example:
 - o Senior Management Occupations experienced an increase of 88 percent;
 - o Professional Occupations in Natural and Applied Sciences experienced an increase of 100 percent;
 - o Paraprofessional Occupations in Law, Social Services, Education and Religion experienced an increase of 350 percent; and
 - o Labourers in Primary Industry experienced an increase of 150 percent.

Educational Attainment

The level of education attainment in the Lanark and Renfrew workforce in 2001 is slightly lower than Ontario as a whole but higher than it was in 1996.

Specifically, the analysis reveals that:

- The difference between Lanark-Renfrew and Ontario, in terms of educational attainment in the workforce, has widened since 1991;
- Since 1991, the share of the employed labour force reporting a “Trades Certificate or Diploma” as the highest level of education attained has decreased in Lanark-Renfrew, as well as in Ontario overall
 - This share has however been consistently higher in Lanark-Renfrew than in Ontario;
- With the exception of youth, all equity groups (ie: Visible Minorities, Aboriginals, Francophones and Immigrants) have consistently shown lower educational attainment levels than the general employed labour force; however, since 1996, all groups have experienced an increase in the level of educational attainment;
- Immigrants who immigrated to Lanark-Renfrew between 1996 and 2001 had a much higher level of education attainment than did those immigrants who migrated between 1991 and 1996;
 - e.g., in 2001, 50 percent of immigrants reported “university” as their highest level of educational attainment, whereas in 1996, the share was 34 percent;
- Between 1996 and 2001, the share of all workers in the Visible Minority component of the employed labour force that reported “University” as the highest level of education attained decreased from 44% to 38.9%;
 - even with this decline, the share of all Visible Minority workers reporting “University” in the TOP: L&R area exceeded that for overall employed labour force in Lanark-Renfrew; and,
 - The occupational mix in Lanark-Renfrew is similar to that for Ontario as a whole; however, this analysis reveals that noteworthy differences are beginning to emerge.

Occupational Breakdown

- The **top 3 occupations** in Lanark-Renfrew as of 2001 are:
 - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc)(12.5%)
 - Trades and Skilled Transport Equipment Operators (e.g., contractors, carpenters, electricians, plumbers, etc)(10.7%)

- o Middle and other Management Occupations (e.g. financial managers, human resources managers, bank managers, etc)(9.3%)
- Relative to Ontario as a whole, Lanark-Renfrew is more heavily concentrated in:
 - o Trades and Skilled Transport Equipment Operators (e.g., contractors, carpenters, electricians, plumbers, etc);
 - o Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents, etc)
- While Lanark-Renfrew and Ontario experienced significant growth in highly skilled/highly educated occupations between 1991 and 2001, Ontario's employed labour force outstripped that of Lanark-Renfrew in this regard;
- **The fastest growing occupations** in Lanark-Renfrew between 1991 and 2001 were:
 - o Professional occupations in **Business and Finance** (e.g., financial auditors, human resources specialists, etc)(123.6.percent growth in Lanark-Renfrew and 85.5.percent growth in Ontario);
 - o **Senior management occupations** (e.g., legislators and senior managers)(101.2 percent growth in Lanark-Renfrew, and 50.6 percent growth in Ontario)
 - o **Paraprofessional occupations in Law, Social Services, Education and Religion**(e.g., paralegals, community service workers, employment counselors, etc)(77.2 percent growth in Lanark-Renfrew and, 123.8 percent growth in Ontario)
 - o **Professional occupations in Art and Culture** (e.g., musicians, writers, dancers, artists, etc)(45.2 percent growth in Lanark-Renfrew and 32.0 percent in Ontario)
 - o **Professional occupations in Natural and Applied Sciences** (e.g., physical scientists, engineers, architects, etc)(42.1 percent growth in Lanark-Renfrew, and 63.3 percent in Ontario);
 - o **Technical and skilled occupations in Health** (e.g., medical technicians, dental hygienists, nurses, etc)(27.9 percent growth in Lanark-Renfrew and 9.2 percent growth in Ontario)

Sectoral Breakdown

Manufacturing industries are still the top employers in Lanark-Renfrew. However, the 2001 census is showing increasing diversification of the Lanark-Renfrew economy.

- Manufacturing (15.2 percent)
- Retail trade (11.6 percent)
- Health care and social assistance (11.2 percent)
- Public administration (11.1 percent)

Commuting Patterns

As of 2001, **commuting out of Lanark-Renfrew to other jurisdictions appears to be on the up-swing...**

- In 2001, approximately 81% of Lanark-Renfrew's residential labour force held down jobs located inside Lanark-Renfrew, down from nearly 84 percent in 1996.
- The next major destination for journey-to-work trips originating in Lanark-Renfrew was the Ottawa-Carleton District, which captured 16 percent of all trips in 2001 (up from 13 percent in 1996).

SIGNIFICANT CHANGES:

Each year, the TOP Report investigates significant changes in the local labour market. The following items constitute significant losses and gains in Lanark-Renfrew:

Losses:

Rideau Regional Centre (RRC) in Smiths Falls is slated to close in 2009, transitioning 350 residents from the Centre to group homes. The closure will ultimately result in the layoff of 800 employees. RRC is the largest employer in Smiths Falls (Pop. 9000) and a large number of its employees require significant upgrading in order to find new jobs. The loss of RRC is expected to result in a significant economic downturn for the area.

Stanley Tools, Smiths Falls, has laid off more than 100 of its employees in 2006. It is unknown as to whether these workers will be called back. Much of this is as a result of a strengthened Canadian dollar.

Hershey Chocolate Factory, Smiths Falls, experienced a temporary closure in the last quarter of 2006 due to an environmental issue. The temporary closing of the plant (it has now re-opened) resulted in a significant economic loss for retailers in the area at the important Christmas sales time. On February 22, 2007, Hershey announced that it will permanently close its Smiths Falls factory by the end of 2007 (with some operations continuing through 2008) as a part of its restructuring effort. Hershey intends to trim its 13,000 workforce down by 1,500 positions. The Company will also open a plant in Mexico as a component of its strategy to reduce costs. Currently, the Hershey Plant employs 400 people in Smiths Falls (Pop. 9,000). Therefore, the shutdown is anticipated to have a significant impact on the community.¹

In June 2006, **Smurfit-MBI** closed its corrugated board plant in Pembroke, resulting in the loss of 139 full-time jobs. As of July 2006, 26 employees had found employment, while 12 employees opted for retirement. With the announcement of the closure, the MBI Employees Action Centre was established, which is run primarily by volunteers and members of the plant's labour adjustment committee. The Action Centre is assisting

¹ CBC News, "Hershey confirms Smiths Falls plant will close," <http://www.cbc.ca/canada/ottawa/story/2007/02/22/hershey.html>, February 22, 2007.

the affected employees in a number of ways, including accessing re-training opportunities, finding new employment and providing moral support. Many of the employees were employed at the plant for generations.

In August 2006, **Phizer Canada**, which produces products such as Visine and Viagra, announced it will close its Arnprior manufacturing facility by 2008, resulting in the potential loss of 200 high-paying jobs. At the time, Phizer announced that it will be reducing its facilities worldwide, from 93 to 62. Local Phizer officials report that, as the company restructures, new products coming down the pipe do not fit the Arnprior plant's capabilities. The announcement came as a surprise, given that the Arnprior plant underwent a major expansion two years ago, when security measure were updated to bring it up to world-class standards. While local officials are hopeful that the plant will be acquired by another pharmaceutical company, no buyers have yet come forward.

In January 2007, **Commonwealth Plywood** in Pembroke announced an indefinite closure of its veneer division in Pembroke. The closure will occur on March 9, 2007. Local officials indicated that the closure results from extremely difficult market conditions brought on by a strong Canadian dollar, diminishing market capacity, deteriorating log supply, a lack of competitiveness in the Pembroke operation and offshore competition. Local officials at Commonwealth have also indicated that they are not averse to keeping the plant open, (or reopening the plant at some point in the future in the event that the announced closure goes ahead as planned), if and when the market for hardwood veneer turns around. The closure is yet another symptom of the ongoing crisis in the forestry industry. More than 100 employees are impacted by the impending closure.

Gains:

On Line Support continues to expand in Pembroke and has more than 400 full-time employees, while TeleTech in Renfrew employs more than 200 people. The introduction of call centres to the area has resulting in many other local employers struggling with trying to find and retain employees. As call centre's hourly rate generally starts at \$10.00, it puts pressure on employers who pay minimum wage.

ATC Panels in Laurentian Valley Township has introduced a new moldings business creating 60+ jobs.

Both **CFB Petawawa** and **Atomic Energy of Canada's** Chalk River Laboratories have been hiring employees in several sectors including the skilled trades, management and support staff. The military base, one of Canada's largest, is anticipating significant growth of up to 1500 new soldiers within the next 3 to 5 years, while AECL is dealing with a growing number of retirements and new business opportunities that have spurred increased hiring.

The **construction sector** continues to be very active, particularly in the Pembroke area where there have been several major building projects in recent years. These

include work on a new Renfrew County court facility and a pollution control plant for the City of Pembroke. These projects have come on the heels of a major expansion at the Pembroke Regional Hospital and construction of a new Miramichi Lodge Seniors' facility, also in Pembroke. New retail expansion in both Pembroke and Renfrew has also resulted in many construction jobs.

THE TOP CONSULTATION PROCESS: The Local Planning Model

The Trends, Opportunities and Priorities (TOP) process is a local planning process that involves a broad cross-section of community representatives from Lanark and Renfrew Counties. These representatives come together at community consultation meetings held at several venues throughout the two counties.



Through this local planning process the participants are able to identify and define trends, facing their communities, opportunities that these trends present and prioritize how they should be dealt with. From this local planning process, a multi-year strategic plan of local activities is then developed to address these LMI trends, opportunities and priorities.

Community consultation meetings were held at various venues throughout the two counties over several months to ensure input from a wide range of community stakeholders. This local planning process solicits input from a wide cross-section of knowledgeable community leaders and representatives and helps to build and prepare their communities to be able to address labour market challenges and identify opportunities that will improve the local labour market.

A Key Community Stakeholders Contact List (see Appendices) was created so that TOP: L&R could very quickly make contact with and receive feedback from these key stakeholders.

The following sources were used to compile the TOP: L&R Report:

- A web-based survey was designed and distributed electronically to over 185 community representatives. Issues identified in research formed the basis of this survey. There were opportunities for respondents to record issues not previously identified
- Display set up at the skilled trade's fair, Options 2006, in Renfrew on April 21, 2006 to disseminate information and solicit feedback on the TOP: L&R process. Approximately 2700 students and 60 local businesses were involved in the event
- Display set up at the Showcase 2006 Trade Show in Petawawa April 21 – 23, 2006
- May 11, 2006 participated in the CASTLE Smiths Falls 2006 event, with display on TOP
- June 1st, 2006 – TOP Consultation Meeting – Renfrew County
- June 9th, 2006 – TOP Consultation Luncheon, SLC campus – 26 attendees, representing service groups and business across Lanark County
- June 16th, conducted online survey to all who attended the TOP consultation process on June 9th – survey achieved a 65% response rate
- July 28th, 2006 – TOP Consultation Luncheon, SLC campus - 27 attendees.
- July 28th formed the Reading Initiative Advisory Group (5 people) to present the Seniors/Youth Train the Trainer partnership project
- August 17th, 2006 – TOP Consultation Meeting – Renfrew County
- October 20th, 2006- TOP Consultation with Smiths Falls Chamber of Commerce – 25 businesses and other community representatives attended
- October 27th, 2006 – TOP Consultation with Carleton Place Chamber of Commerce - 21 businesses and other community representatives attended
- Surveys sent out to the 46 who attended the TOP Consultation meetings with the two Chambers of Commerce and received 40 completed surveys back
- October 26th, 2006 – TOP Consultation Meeting – Renfrew County
- November 2nd, 2006 – TOP Consultation Meeting – Renfrew County – 75 participants with a followup survey on TOP

One-on-One Meetings:

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- Dave Fisher in Petawawa, President of Upper Ottawa Valley Chamber of Commerce
- Paul Simpson and Mark Moyle, Central Wire, Perth
- Gordon Hicks, CEO, GH Metal Stamping, Smiths Falls
- Francine Weagle, Shorewood Manufacturing, Smiths Falls
- Graham Whitelaw, H Rose, Carleton Place
- Wentworth Marshall, KVB Manufacturing, Smiths Falls
- Neal Lackey, Kilmarnock Enterprises, Smiths Falls
- Sam Bitar, Wiki/Groupware, Smiths Falls
- Dwight McMillan, Seagrave Fire Trucks, Carleton Place

- Smurfit MBI Action Committee Coordinator re: options for laid-off employees.
- Robin Mulloy, President of Carleton Place Chamber of Commerce
- Spoke at the Algonquin Club Dinner on May 16, 2006 - approximately 60 people from the Renfrew County community attended
- Displayed at the Petawawa Trade Show, May 5 – 7
- Participated in research study presentation on Economic Impact of College in Renfrew County. About fifty-five business, industry and education leaders attended presentation

SUMMARY OF TRENDS:

Trends and issues have remained essentially the same from last year. New opportunities to address some of these trends and issues have arisen as a result of the community consultations, one-on-one meetings and special meetings conducted by TOP: L&R.

The trends below were identified from last year's report and consultations with key community stakeholders:

- Imbalance of the labour force due to ageing;
- Difficulty finding employment for new labour force entrants;
- Insufficient Literacy, Language and Soft Skills Training;
- Addressing skill requirements and shortages; and
- Lack of pertinent information on training and employment opportunities available in rural areas.

EMERGING TREND(S):

Based on the research conducted throughout the TOP planning process, a new trend has been added for 2007-2008:

- Local Labour Market Information, and information relating to current stakeholder strategies, is difficult to access.

COMMUNITY ACTION PLAN:

The following pages outline the action(s) already taken in each of the above trend areas during 2006 – 2007 and the actions planned for 2007 – 2008. Several municipalities, local businesses and organizations have participated in partnering on projects that help in addressing the labour market issues facing our area and we greatly appreciate their assistance.

<p>Trend I:</p> <p>Priority:</p> <p>Issue(s):</p> <p>Opportunity:</p>	<p>Imbalance of labour force due to aging</p> <p>High</p> <p>Retiring workers have skills and experience that, if imparted, would be beneficial to new labour force entrants</p> <p>Create opportunities for youth to avail themselves of the skills and experience of retired workers.</p>
<p>Action taken in 2006/07</p>	<p>Action Planned 2007/08</p>
<p>Action: Initiated talks with the retirement community, with the objective of assessing their level of interest in participating in a mentorship program.</p> <p>Partners/Role - The Renfrew Labour Market Working Group – lead, Seniors groups and other community partners</p> <p>Outcome Achieved – Held two workshops in Renfrew that were attended by 11 individuals</p>	<p>Proposed Action I: Establish a mentorship program that links high-risk youth and retirees with the objective of increasing the skills transfer capacity in the region.</p> <p>Potential Partners/Role The Renfrew Labour Market Working Group – lead Retirement homes, Seniors clubs, High Schools and other community partners.</p> <p>Timelines Recommendations to be delivered by August 31, 2007. Launch a program wherein 20 mentor-protégé relationships are created. (January 2008)</p> <p>Expected Outcomes Increase skills-transfer capacity in our community by establishing a program wherein 20 mentor-protégé relationships are created.</p>

<p>Trend 2:</p> <p>Priority:</p> <p>Issue(s):</p> <p>Opportunity:</p>	<p>Lack of jobs for new labour force entrants</p> <p>High</p> <p>Youth lack information related to the required skills for specific occupations.</p> <p>Empower youth by providing them with opportunities to learn more about potential employment opportunities and the essential skills required perform these positions.</p>
<p>Action taken in 2006/07</p>	<p>Action Planned 2007/08</p>
<p>Action: Promoted the CASTLE program.</p> <p>Outcome Achieved This year's event, which featured 62 exhibits representing 36 organizations, was attended by 1540 individuals from Lanark, Leeds and Grenville. Key achievement was a new venture that broadened the scope of the event to include many Gr. 8 elementary students.</p> <p>Action: Held the "Second Annual Labour Market Forum" – a one-day symposium – in February to address the perceived lack of jobs in Lanark-</p>	<p>Proposed Action 1: Publish an online and print directory of services for youth, which will profile entry-level occupations that offer the greatest employment potential, essential skill requirements, and key industry contacts and support networks in the region.</p> <p>Potential Partners/Role Industry Reps. From Retail Sector, Manufacturing, Construction, Transportation. School Boards and Employment Service Providers could distribute the directory.</p> <p>Timelines March 2007 – March 2008</p> <p>Expected Outcomes 1,500 copies of the directory will be distributed to youth throughout the region.</p> <p>Proposed Action 2: "Working Towards a Future" – A one-day workshop for graduating workforce bound Grade 12 students. Students will have the opportunity to connect with mentors in the</p>

<p>Renfrew.</p> <p>Outcomes Achieved 125 individuals from business, government and service providers attended the Second Annual Labour Market Forum. Attendance increased by more than 35% over the First Annual Labour Market Forum.</p>	<p>community and also local employment support agencies. Consultation will be provided regarding effective job search strategies.</p> <p>Potential Partners/Role Potential partners TBD, but should include youth who have found employment who will share their strategies (successful & unsuccessful), community members who will volunteer as mentors, schoolboards, employment service providers, and local employers.</p> <p>Timelines Develop curriculum and format --- October 2007 Secure partners --- January 2008 Launch program --- March – April 2008</p> <p>Expected Outcomes 75 students will attend the one-day event. 10 local mentors will volunteer to participate. 5 local youth will provide presentation on job search techniques. Several local employment organizations will contribute effective job search strategies. 50% of the attendees will provide feedback through a questionnaire regarding the effectiveness of the program in assisting with their job search.</p> <p>Proposed Action 3: “I Want To Come Home” program, intended to provide youth who grew up in the area (but who are attending school outside the area) with the opportunity to undertake co-op placements in their hometown.</p> <p>Potential Partners/Role Local administrative unit, universities/colleges, employers, Chambers of Commerce.</p>
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Timelines

Open lines of communication with employers/universities/colleges to determine their willingness to participate. (March 2007)
Program Launch (September 2007)

Expected Outcomes

Generate 10 new co-op positions in the first year of the program.

Proposed Action 4:

Leverage the database of individuals who participated in the Paired Reading Workshops to develop an “Adopt a Post Secondary Student Mentoring Program,” in which post secondary students will be able to work with a mentor as they prepare to enter the workforce.

Potential Partners/Role

Lead: TBD
Local Administrative Unit
Literacy Service Providers
Local High Schools (Guidance Counsellors and Principals)
The Renfrew Labour Market Working Group

Timelines

Launch program – September 2007

Expected Outcomes

Provide 20 high-risk students with the opportunity to work with a mentor.
Recruit 20 mentors, who will meet with their protégé bi-monthly

Proposed Action 5:

Create a web-based database containing jobs from which older residents (55 – 65 years of age) in the region have retired, and incorporate database into the website at <http://www.algonquincollege.com/renfrewlanarkworkforce/LabourMarketInformation.htm>
For each position, the retiring worker will be invited to outline the various positions held throughout their career, along with the essential skills required for each position.

Potential Partners/Role

Local administrative unit, retirees, high school guidance counsellors and principals, businesses and other organizations.

Timelines

Launch website in March 2008.

Expected Outcomes

New labour force entrants will be able to avail themselves of information relating to the career paths followed by retiring workers, and the essential skills required for each position.

Identify and collect information from 50 area retirees by March 2008.

Share information with all high school guidance counsellors and principals

Generate 1,000 unique hits on the website within the first year of launch.

<p>Trend 3:</p> <p>Priority:</p> <p>Issue(s):</p> <p>Opportunity:</p>	<p>Insufficient literacy, language and soft skills training</p> <p>High</p> <p>Deficiencies in the areas of literacy, language and soft skills have negative impacts on workers in the area of unemployment and underemployment, and also have negative impacts on the potential to grow the local economy.</p> <p>Provide local residents with the opportunity to enhance their literacy skills and recognize the achievements of those who have taken measures to improve their own literacy skills and those of others.</p>
<p>Action taken in 2006/07</p>	<p>Action Planned 2007/08</p>
<p>Action: Formed the Reading Initiative Advisory Group to train volunteer trainers to provide Paired Reading workshops.</p> <p>Partners/Role Lead – St. Lawrence College Lanark County - partnered with the Adult Learning and Training Centre, Perth and the Public Library, Carleton Place Renfrew County – partnered with Literacy Plus</p> <p>Outcome Achieved Lanark County – Conducted two workshops on Paired Reading in November and December, which trained 11 volunteer trainers Renfrew County - one literacy workshop aimed at youth was presented, which trained 5</p>	<p>Proposed Action 1: Liaise with Literacy Link of Eastern Ontario to ensure that volunteer trainers are inserted into the Literacy Link database.</p> <p>Partners/Role Lead – St. Lawrence College Lanark County - The Adult Learning and Training Centre, Perth and the Public Library, Carleton Place Renfrew County – Literacy Plus Literacy Link of Eastern Ontario (Adult Learning and Training Centre, Perth)</p> <p>Timelines September 2007 – April 2008</p> <p>Expected Outcomes Present two additional training workshops in two new locations in Lanark and Renfrew Counties.</p>

<p>volunteers trainers in Eganville. Another training session is scheduled for late January, 2007.</p>	<p>Create a complement of 25 volunteer trainers who will be equipped to work with those individuals who have low literacy skills.</p> <p><u>Proposed Action 2:</u> Organize an area service providers' symposium to review and revise the current strategy to address literacy and soft skills development issues.</p> <p>Potential Partners/Role Lead – St. Lawrence College (Not Confirmed) Lanark County - The Adult Learning and Training Centre, Perth and the Public Library, Carleton Place Renfrew County – Literacy Plus Literacy Link of Eastern Ontario (Adult Learning and Training Centre, Perth)</p> <p>Timelines Symposium to be held in November 2007</p> <p>Expected Outcomes Develop literacy and soft skills strategy with input from 20 participants.</p> <p><u>Proposed Action 3:</u> Organize an annual literacy awards event to recognize the accomplishments of those who have taken the necessary steps to address literacy issues.</p> <p>Partners/Role Lead – St. Lawrence College Lanark County - The Adult Learning and Training Centre, Perth and the</p>
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	<p>Public Library, Carleton Place Renfrew County – Literacy Plus Literacy Link of Eastern Ontario (Adult Learning and Training Centre, Perth)</p> <p>Timelines Host Awards Ceremony - March 2008</p> <p>Expected Outcomes Recognize, with an award and bursary, at least five people who have taken successful actions to improve their literacy skills.</p>
<p>Trend 4:</p> <p>Priority:</p> <p>Issue(s):</p> <p>Opportunity:</p>	<p>Skill shortages and an unskilled workforce</p> <p>High</p> <p>Employers are reluctant to take on apprentices because they are not aware of the value of doing so.</p> <p>Generate increased awareness of the value of creating apprenticeship positions</p>
<p>Action taken in 2006/07</p>	<p>Action Planned 2007/08</p>
<p>Action: – Created an updated apprenticeship brochure entitled, “Making Cent\$ of Apprenticeship,” that stresses the benefits of apprenticeships to both prospective employers and apprentices.</p> <p>Outcome Achieved</p>	<p>Proposed Action 1: Develop a three-page fact sheet on the benefits (employers’ tax credit, etc.) to employers of taking on an apprentice. Engage the Chamber of Commerce as partners to distribute the fact sheet in their regular mailings.</p> <p>Potential Partners/Role:</p>

<p>Produced and printed 30,000 copies of the brochure (5000 in French) Distributed 15,000 copies of the brochure.</p> <p>Action: – Assisted by promoting the Options 2006 and Castle (Skilled Trades Fair) aimed at providing information and guidance regarding work in skilled trades to youth.</p> <p>Outcome Achieved This year’s event, which featured 62 exhibits representing 36 organizations, was attended by 1540 individuals from Lanark, Leeds and Grenville. Key achievement was a new venture that broadened the scope of the event to include many Gr. 8 elementary students.</p>	<p>Lead – Chamber of Commerce (Not Yet Confirmed) Area municipalities Employers St. Lawrence College and Algonquin College OYAP Job Connect</p> <p>Timelines Develop brochure by May 2007 Distribution beginning in September 2007</p> <p>Expected Outcomes Print and Distribute 500 copies of the brochure to area employers Generate 20 new apprentice positions.</p> <p>Proposed Action 2: Conduct a survey of employers to determine skills shortages in the local labour market that exist at the present time.</p> <p>Potential Partners/Role Lead – Chamber of Commerce (Not Yet Confirmed) Employers St. Lawrence College and Algonquin College OYAP Job Connect</p> <p>Timelines Develop survey by July 2007 Conduct research in September – October 2007</p>
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	<p>Expected Outcomes Generate current labour market information and identify skill shortage areas and potential job opportunities in the region Information will be disseminated by posting it on community partner websites, distributing it to local media, and including it in next year's TOP Report.</p> <p><u>Proposed Action 3:</u> Approach employers, who have indicated that skill shortages exist, to sit on a "Champions' Committee" aimed at addressing employer reluctance to take on apprentices.</p> <p>Potential Partners/Role Lead – TBD (Industry Leader) Employers</p> <p>Timelines Form the Committee in February 2008 Deliver series of recommendations by May 2008 Implement recommendations --- ongoing</p> <p>Expected Outcomes Involve at least 5 area business leaders in the project aimed at addressing and overcoming reluctance to take on apprentices Encourage a minimum of 10 employers to create 15 new apprenticeship positions.</p>
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Trend 5	Lack of pertinent information on training and employment opportunities available in rural areas
Priority	High
Issue	Rural residents are poorly informed about programs and services that would improve their skill base (training) and employment opportunities.
Opportunity	Increase opportunities for rural residents to inform themselves about training and employment opportunities in their communities of residence.
Action taken in 2006/07	Action Planned for 2007/08
<p>Action: Launched Rural Road Show in two rural communities</p> <p>Outcomes Roadshow, aimed at informing rural residents about the training and job opportunities in their communities, was held in Middleville (January 29, 2007) and Lanark (February 5, 2007). 18 service providers participated. More than 50 individuals learned more about training and job opportunities available in rural communities.</p>	<p>Proposed Action 1: Conduct Rural Roadshow in two additional rural communities to provide rural residents with information on training and job opportunities.</p> <p>Potential Partners/Role Lead Organization: St. Lawrence College Partners: Two small, rural municipalities for 2007 – 2008 and two more for 2008 – 2009, plus 3M Canada Company (Perth), Adult Learning & Training Centre, Algonquin College – Ottawa, Bayshore Home Health, Canadian Forces Recruiting, Canadian Career Academy, Lanark County Social Services, OMYA Canada, ontrac Employment Services Resource Services, OYAP, Red Cross Community Health Services, Regional Centre for Business Development & Innovation, Service Canada, Kemptville College - University of Guelph, Algonquin College - Job Connect, St. Lawrence College, and Perth Soap/Trillium Health Care Products</p> <p>Timelines September 2007 – April 2008</p>

	<p>Expected Outcomes Provide 50 area residents in two rural regional communities with information on training and job opportunities in rural opportunities.</p> <p>Proposed Action 2: Partner with I,000 Islands Region Workforce Development Board to research Best Practices of Access --- i.e. “Connect North” in Sudbury, “Dial-a-Bus” in Cornwall, “Rural Routes” in Frontenac County to develop innovative strategies to improve rural access to skill-based and employment-based programs and services.</p> <p>Potential Partners/Role I,000 Islands Region Workforce Development Board Renfrew Lanark Administrative Unit Trainers and Educators Economic Development Organizations Area Municipalities CSE Consulting, Robin Eekhout St. Lawrence College Job Connect, Glenna Schaillee</p> <p>Timelines October 2007 --- Complete Research on Best Practices December 2007 --- Table Strategies Ongoing --- Implementation</p> <p>Expected Outcomes Complete Best Practices Strategy Report</p>
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Trend 6:	Local Labour Market Information, and information relating to current stakeholder strategies, is difficult to access.
Priority:	High
Issue:	While various service providers and organizations are working to improve the skills development capacity in our region, there is insufficient communication/teamwork/information sharing between employers, employment professionals, government funding organizations, economic development offices, social services, and educational institutions.
Opportunity:	Create additional networking opportunities aimed at collecting labour market information, sharing information, and generating partnerships.

Action taken in 2006-07	Action Planned for 2007/08
<p>Action: The formation of a Local Labour Market Working Group</p> <p>Outcomes Achieved The working group meets monthly and has a membership of approximately 45 individuals. Assisted to organize Options Program, and to publicize/ encourage individuals to attend the community consultations for TOP Report. Assisted to organize the Jobs Fair for employees affected by the MBI-Smurfit plant closure. Assisted to organize the Passport to Prosperity program. Liaised with Renfrew County Manufacturing Alliance to discuss apprenticeship-related issues facing the manufacturing sector.</p> <p>Action: The creation of a labour market website</p>	<p>Proposed Action 1: Mobilize the Local Labour Market Discussion Forum on http://www.algonquincollege.com/renfrewlanarkworkforce/LabourMarketInformation.htm to receive and communicate local labour market information and current stakeholder strategies.</p> <p>Potential Partners/Role Local Administrative Unit, Colleges and others.</p> <p>Timelines: June 2007</p> <p>Expected Outcomes Generate 250 posts over a 12-month period from a virtual community of 50 individuals.</p> <p>Proposed Action 2: Hold the 3rd Annual Labour Market Forum.</p> <p>Timelines February 2008</p> <p>Expected Outcomes Individuals who attend will be better informed on issues affecting the local labour force. Increase attendance by 10% over the Second Annual Labour Market Forum, to 137 attendees.</p>

Outcomes Achieved

Created a central access point for information relating to education and training, labour market news bulletins, employment programs, apprenticeship, human resources, TOP Report, news and events, and speakers' bureau.

Action:

Held the "Second Annual Labour Market Forum" – a one-day symposium – in February to address the perceived lack of jobs in Lanark-Renfrew.

Outcomes Achieved

The first symposium was held in March 2006 and was attended by 90 individuals representing business, government, educational institutions and service providers.

The second annual symposium

– with the theme of addressing the perceived lack of jobs in Renfrew-Lanark - was held in February 2007 and was attended by 125 individuals, representing business, government, educational institutions and service providers.
Attendance increased by more than 35% over the First Annual Labour Market Forum.

Action:

The creation of a Labour Market Speakers' Bureau

Outcomes Achieved

Created a roster of 5 speakers. Each of these individuals has spoken at least twice at venues throughout Lanark-Renfrew.

Action:

TOP staff have made several

community labour market presentations to CFDCs, economic development officers, municipalities and manufacturer associations.

Outcomes Achieved

Generated awareness of the TOP mandate to 4 audiences in Lanark and 5 audiences in Renfrew.

Action:

Creation of a Newsletter

Outcomes Achived

Several issues of the Newsletter were published and distributed electronically to 200 – 300 individuals per edition.

APPENDIX A – KEY COMMUNITY STAKEHOLDER CONTACT LIST

Contact Name	Company/Organization	Phone Number	Website
Al Kennedy	Star 96 FM		
Allaister Baird	County of Renfrew		
Anne Davis	Algonquin College - Career & College Preparation Department	613-283-8567	http://www.algonquincollege.com
Ben Treadlinger	Ministry of Community & Social Services	1-800-267-0112 ext. 215	www.cfcs.gov.ca
Bert Morrow	Ontario Works Employment Services Resource Centre	613-264-9888 / 613-623-4680	
Bonnie Campbell	Canadian Career Academy	613-257-3237	http://www.canada-career.com
Brad Purvis	Zomax Canada Company	613-623-7901	www.zomax.com
Brenda Jolicoeur	Ontario Works		www.countyofrenfrew.on.ca
Bryan Ostrom	Portage Place Bed & Breakfast	613-687-2053	
Catherine Junop	Pembroke Regional Hospital	613-732-3675 ext. 6503	www.pemgenhos.org
Cathie	Carleton Place BIA	613-257-	http://www.gettoknowcarletonplace.com

McOrmond		8049	
Charity Mwaba	Algonquin College in the Ottawa Valley	613-735-4700	-
Chery Leigh	Ontario Works - County of Renfrew	613-732-2601 ext. 142	www.countyofrenfrew.on.ca
Cheryl Stewart	Tyerman & Daughters Inc.	613-628-1700	
Chris Garnett	Home Depot – Pembroke	613-732-6550	
Christine Lightbody	Algonquins of Pikwakanagan		
Chuck Hudson	Town of Smiths Falls	613-283-4124 x 107	http://www.smithsfalls.ca
Cindy James	Lanark North Leeds Enterprise Centre	613-283-7002 x 108	http://www.lnenterprisecentre.ca
Clem Raby	Royal Bank Pembroke	613-735-8104	
Colleen Clark	Algonquin College - Job Connect	613-267-1381	http://www.jobconnectperth.com
Cyndy Phillips	Town of Petawawa	613-687-5536	www.petawawa.ca
Dan Callaghan	Pembroke Downtown Development Commission		
Darlene Walker	County of Renfrew	613-735-0091	www.countyofrenfrew.on.ca
Darrell Veres	Shorewood Packaging Corporation	613-283-0820	http://www.shorewoodpackaging.com

Dave Chaplin	St. Lukes Catholic School	613-283-4477	http://www.cdsbeo.on.ca
David Buske	MBI Employee Action Centre		
David Onion	Algonquin College - Job Connect	613-267-1381	http://www.jobconnectperth.com
Debbie Laut	Algonquin College - Job Connect	613-267-1381	http://www.jobconnectperth.com
Debra Thomlinson	Smiths Falls District Collegiate Institute	613-283-0288	http://www.sfdci.smithsfalls.com
Dennis Cordick	Town of Perth	613-267-3311	http://www.town.perth.on.ca
Dennis Staples	Town of Smiths Falls	613-283-4124	http://www.smithsfalls.ca
Dianne McKinnon	Renfrew County Community Futures Development Corporation	613-735-3951	www.rccfdc.org
Donna Roach	Atomic Energy of Canada Limited	613-584-8811 ext. _____	
Elsie Commanda	Algonquins of Pikwakanagan		
Evelyn Culleton	Algonquin College	613-735-4700 ext. 2813	www.algonquincollege.com/pembroke
France Guy-Tessier	Tyerman & Daughters Inc.	613-628-1700	
Francine Weagle	Shorewood Packaging Corporation	613-283-0820	http://www.shorewoodpackaging.com
Fred Davidson	Algonquin College - Heritage Institute	613-267-2859 x	http://www.algonquincollege.com

		5601	
Graham Whitelaw	H. Rose Machining Limited	613-257-5788	http://www.hrose.com
Guy Boudreault	Weatherstrong Building Products Ltd.	613-283-0999	
Ingrid Berndt	Service Canada	613-432-4878	
Jamie Bramburger	Algonquin College in the Ottawa Valley	613-735-4700, ext. 2756	www.algonquincollege.com/pembroke
Jane Hebert	Algonquin College in the Ottawa Valley	613-735-4700, ext. 2712	www.algonquincollege.com/pembroke
Jayne Brophy	Pembroke Mall	613-735-0060	www.pembrokemall.ca
Jean Ostrom	Portage Place Bed & Breakfast	613-687-2053	
Jeanne St. Louis	onTrac Employment Resource Services	613-623-4680	
Jennifer Hein	Atomic Energy of Canada Limited	613-584-8811 ext. _____	
Jennifer Pickett	Algonquin College in the Ottawa Valley	613-735-4700, ext. _____	www.algonquincollege.com/pembroke
Jill Stewart	County of Renfrew - Ontario Works	613-433-9846 ext 231	
Jim Macmillian	The Delfi Group	613-584-1705	www.thedelfigroup.com

John Doherty	Valley Heartland Community Futures Development Corporation	613-283-7002	http://www.valleycfdc.com
John Fenik	Town of Perth	613-267-3311	http://www.town.perth.on.ca
John Walden	Town of Deep River	613-584-2000 ext. 123	
Joyce Lawlor	Royal Bank		
Karen Davies	Algonquin College	613-735-4700 ext. 2752	www.algonquincollege.com/pembroke
Karen Fox	Town of Perth	613-267-3311 x 2240	http://www.town.perth.on.ca
Karen Gunn	Service Canada	613-545-8957	
Karen Prince	Service Canada	613-432-4878	
Kathy Bennett	Community Living	613-735-0659	www.communitylivingupperottawavalley.ca
Ken Tong	Home Depot – Pembroke	613-732-6550	
Kevin O'Dair	Ministry of Agriculture, Food & Rural Affairs	613-283-7002 ext. 110	
Larry Sparks	OMYA (Canada) Inc.	613-256-5374	http://www.omya-na.com
Laura Deacon	County of Renfrew - Ontario Works		

Lee Torvi	Literacy Plus	613-628-1720	www.literacyplus-renfrewcounty.ca
Lesley MacDonald	T.R Leger School - Smiths Falls	613-283-5418	http://www.ucdsb.on.ca
Linda Pond	St. Lawrence College - TOP Coordinator - Lanark County	613-283-8477	
Linda Schmidt	Town of Carleton Place	613-253-0006	http://www.carletonplace.ca
Linda Sovey	ontrac Employment Services Resource Centre	613-283-6978	
Loran Young	Renfrew County District School Board		
Louise Anderson	PMFRC Employment Assistance		
Louise Hermitte	Speedpro Signs & Talbot Marketing	613-732-7775	www.speedpro.com / www.talbot-promo.com
Maggie Tyerman	Tyerman & Daughters Inc.	613-628-1700	
Malcom Montgomery	Office of Cheryl Gallant, MP	613-732-4404	
Marc Seguin	Ecole Secondaire Jeanne Lajoie		
Marcia White	Algonquin College in the Ottawa Valley		-
Maria Williams	Algonquin Bonnechere Community: O-GI	613-687-4141	http://bac-o-gi.com/ogi.html
Marie Mask	A-Channel Pembroke	613-735-1036 ext. 3355	www.Achannel.ca
Mary-Ellen Cote	Lanark-North Leeds Government Information	613-283-7002	http://www.gov.on.ca

	Centre (GIC)		
Melissa Brash	Algonquin College in the Ottawa Valley	613-735-4700, ext. 2831	www.algonquincollege.com/pembroke
Michael McConnachie	Employment Networks	613-432-3424	www.employmentnetworks.ca
Michelle Toop	Ontario Employment Services Resource Centre	613-264-9888	
Mitchell Wilkie	County of Renfrew	613-735-0091	www.countyofrenfrew.on.ca
Nancy McGuire	Job Connect	613-735-4308 ext. 2	www.algonquincollege.com/jobconnect
Nicole Miller	Ontario Works	613-732-2601 ext. 138	www.countyofrenfrew.on.ca
Pam Duplessis	Ministry of Training, Colleges and Universities	613-735-3911	www.edu.gov.on.ca
Pam Etmanskie	Royal Bank Pembroke and Petawawa Team	613-735-8104	
Pat Wolfe	Algonquin College - TOP Coordinator - Renfrew County	613-735-4700, ext. _____	www.algonquincollege.com/renfrewlanarkworkforce
Paul Dulmage	Town of Carleton Place	613-257-6206	http://www.carletonplace.ca
Penny Williamson	Grenville Castings Ltd. (Smiths Falls)	613-284-4144	http://www.grenvillecastings.com
Rhonda Puckett	Collins Barrow Chartered Accountants	613-253-0014	http://www.collinsbarrow.com
Richard Hale	KI Pembroke	613-735-	www.ki.com

		5566 ext. 216	
Rob Probert	Canadian Career Academy	613-257- 2008	http://www.canada-career.com
Ross Duff	On-Line Support	613-633 4214	www.onlinesupport.com
Russell Cowan	OYAP (Ontario Youth Apprenticeship Program) – UCDSB	613-283- 0288 x 2389	http://www.sfdci.smithsfalls.com
Shawn Buske	MBI Employee Action Centre		
Shellee Evans	Town of Perth	613-267- 3311 x 2227	http://www.town.perth.on.ca
Stephanie Scobie	Algonquin College in the Ottawa Valley	613-735- 4700	-
Steve Holmgren	Grenville Castings Ltd. (Perth)	613-267- 7557	http://www.grenvillecastings.com
Susan Ellis	City of Pembroke	613-735- 6821 ext. 1500	www.pembroke.ca
Susan Peacock	Employment Networks	613-432- 3424	www.employmentnetworks.ca
Susan Sweet	Atomic Energy of Canada Limited	613-584- 8811 ext. 4328	
Tina Peplinskie	The Daily Observer	613-732- 3691	
Trudy Hardy	Canadian Career Academy	613-257- 3237	http://www.canada-career.com
Wendy	Town of Carleton Place	613-253-	http://www.carletonplace.ca

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Wentworth Marshall	KVB Manufacturing	613-283- 3196	http://www.kvb.ca
Yvonne Gutz	onTrac Employment Resource Services	613-623- 4680	

APPENDIX B - CONSULTATION PROCESS ATTENDEES

Lanark County: Friday June 6, 2006

Name	Organization/Company
Allyn Chapman	Investors Group
Andrew Moizer	Andrew Moizer Professional Leadership Services
Brian Jessop	Tomahawk Technologies
Carol Shewan	Scotiabank
David McFadden	St. Lawrence College
David Ashton	St. Lawrence College
Denise Miall	Rideau Regional Centre
Dennis Staples	Town of Smiths Falls
Kevin O'Dair	Ministry of Agriculture, Food & Rural Affairs Lanark-North Leeds Service Ontario Government Information Centre
Mary Ellen Cote	Centre
Mary MacCafferty	Canadian Career Academy
Michael Laking	St. Lawrence College
Paul Dulmage	Corporation of Carleton Place
Rhonda Puckett	Collins Barrow
Robin Mulloy	Carleton Place Chamber of Commerce
Roger Holmes	Carleton Refrigeration, Heating and Air Conditioning Ltd
Rudy Witlox	Stanley Mechanics Tools
Sharon Pritchard	Passport to Prosperity
Stephanie Smart	Bayshore Home Health
Susan Curtis	Canadian Career Academy
Susan Van Slooten	Loon Lodge Bed & Breakfast

Lanark County: Friday July 28, 2006

Name	Company/Organization
Brian Handrigan	Telnet Networks
Carol Shewan	Scotiabank
Chuck Hudson	Town of Smiths Falls
Dave McFadden	St. Lawrence College
David Onion	Algonquin College, Job Connect
Denise Miall	Rideau Regional Centre
Graham Whitelaw	H. Rose Machining Ltd
Ian Gibson	dominKnow Learning Systems
Kevin O'Dair	Ministry of Agriculture, Food & Rural Affairs
Kim Field	Canadian Career Academy
Linda Sovey	ontrac Employment Services Resource Centre
Michael Laking	St. Lawrence College
Rhonda Puckett	Collins Barrow
Roger Holmes	Carleton Refrigeration, Heating and Air Conditioning Ltd.
Sharon Holzschere	Mississippi School
Sharon Pritachard	Assessment & Consulting Services
Sherry Gamble	Independent Consultant
Stephanie Smart	Bayshore Home Health
Susan Anstett	County of Lanark
Susan Van Slooten	Loon Lodge Bed & Breakfast
Tracy Lamb	Mopani Communications Inc.
Trudy Hardy	Canadian Career Academy
Wentworth Marshall	KVB Manufacturing

Lanark County: Friday October 20, 2006

Name	Company/Organization
Art Quartermain	Carleton Place Town Council
Barry Brockus	Ottawa Business Contacts
Carol Shewan	Scotiabank

Cathy Currie	Scotiabank
Cheyenne Wells	ontrac Employment Services Resource Services
Dave McFadden	St. Lawrence College
David J. McGlade	Verico McGlade Financial Services
Donna O'Donohue	Carleton Place & District Chamber of Commerce
George Chiasson	IES, Imagery Exploitation Services, Inc.
George Kilpatrick	The Lawn and Garden Company
Gerald Kirby	Town of Carleton Place
Janice Bowie	Lux Photographic Services Inc.
Jason Beattie	Keller Williams VIP Realty
Joan Morin	People First
Laura White	Canadian Career Academy
Laurie McVicar	EMC/Record News/Business Today
Linda Sovey	ontrac Employment Services Resource Services
Lyndon Raymond	Business Connex
Randy Hiller	Ontario Landowners Association
Rhonda Puckett	Collins Barrow Ltd
Robin Mulloy	Tomahawk Technologies Inc.
Sandra Russell	Lake Park Lodge
Sandy Grella	Lanark Cedar
Sharon Holzscherer	Mississippi School
Stephanie Smart	Bayshore Home Health
Tom Redpath	Strategic Business Catalyst
Wayne Irwin	Royal Lepage Gale

Lanark County: Friday October 27, 2006

Name	Company/Organization
Anne Davis	Algonquin College, Smiths Falls Centre
Bamdad Sadjadi	3D Comet Inc
Bracken Begley	Algonquin College Teacher

Cindy James	Lanark-North Leeds Enterprise Centre
Colleen Clark	Algonquin College, Job Connect
Darrell Veres	Shorewood Packaging Corp.
Dawn Risebrough	Comcare Health Services
Denise Miall	Rideau Regional Centre
Dennis Staples	Town of Smiths Falls
Francine Weagle	Shorewood Packaging Corp.
John Doherty	Valley Heartland CFDC
Ken Maidment	CIBC
Kevin O'Dair	OMAFRA - Rural Development
Kim Fields	Canadian Career Academy, Job Search Resource Centre
Laura Jewett	Royal Canadian Legion Br 95
Lee Carey	Outsource Oasis
Lorraine Carter	St. Lawrence College
Lynn Walker	St. Lawrence College
Marj Milne	Comcare Health Services
Mark Brus	Parks Canada
Mary Ellen Cote	ServiceOntario/Government Information Centre
Merle Bowes	Lanark Landowners Association
Paul Dobson	RANA International
Randy Hillier	Ontario Landowners Association
Rob Probert	Canadian Career Academy
Tim Dales	Dales Design & Construction Co.
Tom Redpath	Strategic Business Catalyst
Wendy LeBlanc	Corporation of Carleton Place, Councillor

Renfrew County: Thursday June 1, 2006

Name	Company/Organization
Barb Anderson	Renfrew County District School Board

Catherine Junop	Pembroke Regional Hospital
Jamie Bramburger	Algonquin College
Karen Gunn	Service Canada
Lee Torvi	Literacy Plus
Leigh Sweeny	Women's Shelter and Support Services
Linda Pond	TOP Coordinator for Lanark County
Lorraine MacKenzie	Upper Ottawa Valley Chamber of Commerce
Luke Murphy	Pontiac County – Tourism, Marketing and Rurality
Maggie Tyerman	Tyerman & Daughters – Employment Services
Mitch Wilkie	County of Renfrew

Renfrew County: Thursday August 17, 2006

Name	Company/Organization
Barb Anderson	Renfrew County District School Board
Bernadette Wren	Pembroke Regional Hospital, Community Mental Health Services
Catherine Junop	Pembroke Regional Hospital
Jamie Bramburger	Algonquin College
Jayne Brophy	Pembroke Mall
Karen Gunn	Service Canada (via teleconference)
Lee Torvi	Literacy Plus
Leigh Sweeny	Women's Shelter and Support Services
Linda Pond	TOP Coordinator for Lanark County
Lorraine MacKenzie	Upper Ottawa Valley Chamber of Commerce
Luke Murphy	Pontiac County – Tourism, Marketing and Rurality
Maggie Tyerman	Tyerman & Daughters – Employment Services
Mitch Wilkie	County of Renfrew
Pat Wolfe	Algonquin College
Shawn Buske	MBI Employee Action Centre

Renfrew County: Thursday October 26, 2006

Name	Company/Organization
Jamie Bramburger	Algonquin College
Kathy Chretien	On-Line Support
Lee Torvi	Literacy Plus
Leigh Sweeny	Women's Shelter and Support Services
Loran Young	Renfrew County District School Board
Lorraine MacKenzie	Upper Ottawa Valley Chamber of Commerce
Maggie Tyerman	Tyerman & Daughters – Employment Services
Mitch Wilkie	County of Renfrew
Pat Wolfe	Algonquin College

Renfrew County: November 2, 2006

Name	Company/Organization
Al Kennedy	Star 96 FM
Allaister Baird	County of Renfrew
Ben Treadlinger	Ministry of Community & Social Services
Bert Morrow	onTrac Employment Resource Services
Brad Purvis	Zomax Canada Company
Brenda Jolicoeur	Ontario Works
Bryan Ostrom	Portage Place Bed & Breakfast
Catherine Junop	Pembroke Regional Hospital
Charity Mwaba	Algonquin College in the Ottawa Valley
Chery Leigh	Ontario Works – County of Renfrew
Cheryl Stewart	Tyerman & Daughters Inc.
Chris Garnett	Home Depot - Pembroke
Christine Lightbody	Algonquins of Pikwakanagan
Clem Raby	Royal Bank Pembroke
Cyndy Phillips	Town of Petawawa

Dan Callaghan	Pembroke Downtown Development Commission
Darlene Walker	County of Renfrew
David Buske	MBI Employee Action Centre
Dianne McKinnon	Renfrew County Community Futures Development Corporation
Donna Roach	Atomic Energy of Canada Limited
Elsie Commanda	Algonquins of Pikwakanagan
Evelyn Culleton	Algonquin College
France Guy-Tessier	Tyerman & Daughters Inc.
Ingrid Berndt	Service Canada
Jamie Bramburger	Algonquin College in the Ottawa Valley
Jane Hebert	Algonquin College in the Ottawa Valley
Jayne Brophy	Pembroke Mall
Jean Ostrom	Portage Place Bed & Breakfast
Jeanne St. Louis	onTrac Employment Resource Services
Jennifer Hein	Atomic Energy of Canada Limited
Jennifer Pickett	Algonquin College in the Ottawa Valley
Jill Stewart	County of Renfrew - Ontario Works
Jim Macmillian	The Delfi Group
John Walden	Town of Deep River
Joyce Lawlor	Royal Bank
Karen Davies	Algonquin College
Karen Gunn	Service Canada
Karen Prince	Service Canada
Kathy Bennett	Community Living
Ken Tong	Home Depot - Pembroke
Kevin O'Dair	Ministry of Agriculture, Food & Rural Affairs
Laura Deacon	County of Renfrew - Ontario Works
Lee Torvi	Literacy Plus
Linda Pond	St. Lawrence College
Loran Young	Renfrew County District School Board
Louise Anderson	PMFRC Employment Assistance

Louise Hermitte	Speedpro Signs & Talbot Marketing
Maggie Tyerman	Tyerman & Daughters Inc.
Malcom Montgomery	Office of Cheryl Gallant, MP
Marc Seguin	Ecole Secondaire Jeanne Lajoie
Marcia White	Algonquin College in the Ottawa Valley
Maria Williams	Algonquin Bonnechere Community: O-GI
Marie Mask	A-Channel Pembroke
Melissa Brash	Algonquin College in the Ottawa Valley
Michael McConnachie	Employment Networks
Mitchell Wilkie	County of Renfrew
Nancy McGuire	Job Connect
Nicole Miller	Ontario Works
Pam Duplessis	Ministry of Training, Colleges and Universities
Pam Etmanskie	Royal Bank Pembroke and Petawawa Team
Pat Wolfe	TOP Renfrew County
Richard Hale	KI Pembroke
Ross Duff	On-Line Support
Shawn Buske	MBI Employee Action Centre
Stephanie Scobie	Algonquin College in the Ottawa Valley
Susan Ellis	City of Pembroke
Susan Peacock	Employment Networks
Susan Sweet	Atomic Energy of Canada Limited
Tina Peplinskie	The Daily Observer
Yvonne Gutz	onTrac Employment Resource Services

APPENDIX C - DETAILED CENSUS INFORMATION

	<i>Lanark County</i>	<i>Renfrew County</i>
Population and Dwelling Counts	TOTAL	TOTAL
Population in 2001	62,495	95,138
Population in 1996	59,845	96,224
1996 to 2001 population change (%)	4.4	-1.1
	<i>Lanark County</i>	<i>Renfrew County</i>
Age Characteristics of the Population	TOTAL	TOTAL
Total - All persons	62,495	95,140
Age 0-4	3,325	5,280
Age 5-14	8,980	13,190
Age 15-19	4,400	6,480
Age 20-24	2,965	4,860
Age 25-44	17,120	26,970
Age 45-54	9,680	13,325
Age 55-64	6,475	9,805
Age 65-74	5,020	8,315
Age 75-84	3,380	5,275
Age 85 and over	1,155	1,630
Median age of the population	39.9	39.2
% of the population ages 15 and over	80.3	80.4
	<i>Lanark County</i>	<i>Renfrew County</i>

Language(s) First Learned and Still Understood	TOTAL	TOTAL
Total - All persons	60,955	93,760
English Only	57,345	83,800
French Only	1,805	4,270
Both English and French	205	595
Other Languages	1,600	5,090
	<i>Lanark County</i>	<i>Renfrew County</i>
Immigration Characteristics	TOTAL	TOTAL
Total - All persons	60,955	93,760
Canadian-born population	57,015	88,330
Foreign-born population	3,905	5,340
Immigrated before 1991	3,540	4,550
Immigrated between 1991 and 2001	365	790
Non-permanent residents	35	90
	<i>Lanark County</i>	<i>Renfrew County</i>
Aboriginal Population	TOTAL	TOTAL
Total - All persons	60,955	93,760
Aboriginal identity population	925	3,225
Non-Aboriginal population	60,035	90,535
	<i>Lanark County</i>	
Visible Minority Status – Top 5	TOTAL	

Total population by visible minority groups	60,960		
Visible minority population	470		
Chinese	110		
Black	80		
Filipino	65		
Latin American	65		
South Asian	35		
All others	60,480		
		Renfrew County	
Visible Minority Status – Top 5		TOTAL	
Total population by visible minority groups	93,760		
Visible minority population	1,495		
Black	455		
Chinese	250		
South Asian	200		
Korean	155		
Filipino	135		
All others	92,265		
		Lanark County	Renfrew County
Highest Level of Schooling		TOTAL	TOTAL
Total population aged 20-34	9,480	15,830	
% of the population aged 20-34 with less than	15.2	15.9	

a high school graduation certificate		
% of the population aged 20-34 with a high school graduation certificate and/or some postsecondary	36.1	3702
% of the population aged 20-34 with a trades certificate or diploma	10.9	13.6
% of the population aged 20-34 with a college certificate or diploma	24.7	21.9
% of the population aged 20-34 with a university certificate; diploma or degree	13	11.4
	Lanark County	Renfrew County
Highest Level of Schooling	TOTAL	TOTAL
Total population aged 35-44	10,360	15,890
% of the population aged 35-44 with less than a high school graduation certificate	18.8	19.9
% of the population aged 35-44 with a high school graduation certificate and/or some postsecondary	26.6	30.3
% of the population aged 35-44 with a trades certificate or diploma	15.4	17.5
% of the population aged 35-44 with a college certificate or diploma	26.6	22.3
% of the population aged 35-44 with a university certificate; diploma or degree	12.6	10.1
	Lanark County	Renfrew County

Highest Level of Schooling	TOTAL	TOTAL
Total population aged 45-64	15,785	23,010
% of the population aged 45-64 with less than a high school graduation certificate	27.8	32.1
% of the population aged 45-64 with a high school graduation certificate and/or some postsecondary	24.2	23.1
% of the population aged 45-64 with a trades certificate or diploma	13.7	14.5
% of the population aged 45-64 with a college certificate or diploma	19.6	16.4
% of the population aged 45-64 with a university certificate; diploma or degree	14.8	13.9
	<i>Lanark County</i>	<i>Renfrew County</i>
Earnings in 2000	TOTAL	TOTAL
All persons with earnings (counts)	32,815	48,820
Average earnings (all persons with earnings (\$))	30,803	27,113
Worked full year; full time (counts)	18,955	25,815
Average earnings (worked full year; full time (\$))	40,572	37,660
	<i>Lanark County</i>	<i>Renfrew County</i>
Labour Force Indicators	TOTAL	TOTAL
Participation rate	65.1	62.3
Employment rate	61.8	58

Unemployment rate	5.1	6.8
	Lanark County	Renfrew County
Industry – Top 5	TOTAL	TOTAL
Total - Experienced labour force	31,370	46,335
Agriculture and other resource-based industries	1,365	2,920
Manufacturing and construction industries	7,500	10,120
Wholesale and retail trade	4,555	6,370
Finance and real estate	1,180	1,290
Health and education	5,215	7,555
Business services	5,055	6,275
Other services	6,495	11,810
	Lanark County	
Occupation – Top 5	TOTAL	
Total - Experienced labour force	31,370	
Sales and service occupations	7,150	
Trades; transport and equipment operators and related occupations	5,585	
Business; finance and administration occupations	4,605	
Management occupations	3,455	
Social science; education; government service and religion	2,375	

	Renfrew County
Occupation – Top 5	TOTAL
Total - Experienced labour force	46,335
Sales and service occupations	13,495
Trades; transport and equipment operators and related occupations	7,720
Business; finance and administration occupations	5,890
Management occupations	4,350
Occupations unique to processing; manufacturing and utilities	3,545