# TABLE OF CONTENTS

Labour Market Group Introduction .................................................. 1  
Background/Context ........................................................................ 2  
Executive Summary ........................................................................ 2  
Demographic Overview .................................................................... 3  
  - Renfrew County - Demographic Profile .................................... 3  
  - Lanark County - Demographic Profile ...................................... 3  
  - Age Characteristics .................................................................. 4  
  - Median Age ................................................................................ 5  
  - Population Change .................................................................... 5  
  - Migration Characteristics ....................................................... 6  
  - Historical Labour Force Characteristics .................................. 7  
Algonquin College Pembroke ......................................................... 8  
Algonquin College Perth ............................................................... 9  
Education/Willis College .............................................................. 10  
Local Education Attainment Summary ......................................... 11-12  
Economic Overview ........................................................................ 13-14  
  - Employment by Municipality .................................................. 13-14  
  - Highest Paying Industries - Renfrew County ......................... 14  
  - Highest Paying Industries - Lanark County ......................... 14  
Economic Highlight Renfrew County ............................................. 15  
Economic Highlight Pembroke ....................................................... 15-16  
Economic Highlight Lanark County ............................................... 16  
Regional Trends - Renfrew County ............................................... 17  
Regional Trends - Lanark County .................................................. 18  
Jobs by Industry - Renfrew County .............................................. 18  
Jobs by Industry - Lanark County .................................................. 18  
Local Labour Market Conditions .................................................. 19  
  - Number of Employers by Employee Size Range .................... 19  
  - Distribution of Total Employers by 3-Digit Industry ................ 20  
  - Change in the Total Number of Employers ......................... 20  
  - Fastest Growing Industries at the 2-Digit NAIC Level ............ 21  
  - Highest Ranked Occupations by NOC Skill Type .................... 21  
  - Number of Businesses by Employee Size Range and 3-Digit Industry .................................................. 22-25  
Algonquins Of Pikwakanagan Update ............................................ 26  
Employment Ontario Client Data 2017/2018 .................................. 27-30  
Employer Programs Offered by Employment Services .................. 31  
Local Immigration Partnership Program ..................................... 32  
Employer One Survey Results 2016/2017 ...................................... 33  
Employer One Survey 2018/2019 ................................................. 34  
LBS Service Coordination Day ...................................................... 35  
Health Care Labour Market Forum .............................................. 36  
LBS Graphic Recording ................................................................... 37-38  
Health Care Forum Graphic Recording ........................................ 39-40  
Plan of Action 2018/2019 .............................................................. 41  
APPENDIX A: Community Consultation Participants .................. 43  
APPENDIX B: Information Sources ............................................. 44  
APPENDIX C: Health Care Community Consultation .................. 45  
APPENDIX D: Community Partners ............................................. 45  
APPENDIX E: Data Definitions ...................................................... 46
EXECUTIVE SUMMARY

Located in Eastern Ontario and bordering on the National Capital Region, Renfrew and Lanark Counties combined, cover an area of 10,679 km² with a total population of 171,092. Historically, both counties have had similar economies that were very active in manufacturing, agriculture, and forestry resulting in higher rates of attainment for apprenticeship, trades, and college diplomas.

As a result of an aging population, youth out-migration and slower than average population growth many sectors within the region (healthcare, manufacturing, forestry, scientific and professional services, public administration, retail & service, and agriculture) are experiencing difficulty recruiting and retaining both entry-level and skilled workers. Recruiting skilled workers and new Canadians from urban centers has been identified as a priority for community partners within the region.

Globalization coupled with a volatile geopolitical and economic climate has led to losses within the manufacturing sector with Sanvik Steel (Arnprior) and Grenville Castings (Perth) scheduled for closure in 2019. Despite these losses, and as a result of a low Canadian dollar and lower than average fuel prices, many manufacturers continue to expand and are experiencing difficulty attracting and retaining workers. The Labour Market Group (LMG) of Renfrew Lanark continues to provide custom Labour Market Information (LMI) education and training to a variety of community agencies and partners. Last year we delivered over 40 presentations to a diverse group of clients including Garrison Petawawa, Youth Job Connection programs, First Nation employment services, local Chamber of Commerce groups, Employment Ontario and Literacy and Basic Skill providers, regional school boards, elected officials and town councils, high school career classes and regional economic development agencies.

The years 2019/2020 Local Labour Market Plan (LLMP) report summarizes our annual 2018/2019 Employer One survey on page 33 and of our Community Healthcare forum on page 36.

The LMG wishes to thank Algonquin College, employers/ jobseekers, service providers, educators and others for their input into this year’s LLMP. We look forward to their continued involvement and encourage participation from new organizations and individuals. The Labour Market Group is committed to generating positive change within the local labour market by working collaboratively with community partners.

Matt LeMay, Coordinator
The Labour Market Group of Renfrew & Lanark
DEMOGRAPHIC OVERVIEW

RENFREW COUNTY
Demographic Profile

Renfrew County has a total population of 105,240 (projected 2018 population EMSI analyst). The county is geographically the largest in Ontario, encompassing approximately 7,645 square kilometres. Located in the heart of the Ottawa Valley, it stretches along the shores of the Ottawa River from the outskirts of Ottawa in the east to the northern tip of Algonquin Park’s wilderness in the west. Renfrew County is home to over 900 pristine lakes and four major river systems. 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, and rural, lending itself to a wide range of outdoor and tourism activities. There

LANARK COUNTY
Demographic Profile

Lanark County has a total population of 69,423 (projected 2018 population EMSI analyst). The county is a geographically large and diverse region covering an area of 3,034 square kilometres. Lanark has two large rivers, the Mississippi and Rideau, which both flow into the Ottawa River. Located on the western boundary of Ottawa, Lanark County is the Maple Syrup Capital of Ontario. Comprised mostly of rural areas with pockets of urban activity, Lanark County advertises “a superior quality of life.” The county is said to offer “the best of both worlds,” having communities surrounded by the beauty of nature while still being only minutes away from world-class amenities in the nation’s capital. There is a total of nine municipalities in Lanark County.

<table>
<thead>
<tr>
<th>AGE CHARACTERISTICS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RENFREW COUNTY</strong></td>
</tr>
<tr>
<td>75+ 19.5% 60 - 74 5.8% 0 - 14 37.9%</td>
</tr>
<tr>
<td>15 - 29 17.1% 30 - 44 15.9%</td>
</tr>
<tr>
<td><strong>LANARK COUNTY</strong></td>
</tr>
<tr>
<td>75+ 15.9% 60 - 74 4.5% 0 - 14 22.8%</td>
</tr>
<tr>
<td>15 - 29 14.5% 30 - 44 14.5%</td>
</tr>
<tr>
<td><strong>ONTARIO</strong></td>
</tr>
<tr>
<td>75+ 16.1% 60 - 74 6.4% 0 - 14 20.9%</td>
</tr>
<tr>
<td>15 - 29 21.1% 30 - 44 19.8%</td>
</tr>
</tbody>
</table>

The charts and accompanying analysis reflect the age characteristics of Renfrew and Lanark County citizens as compared to those of Ontario.

Local Intelligence - Local statistics demonstrate a clear aging workforce trend in Renfrew and Lanark Counties. The older demographic of the region, coupled with an out-migration of youth has resulted in a workforce shortage. According to the 2018/2019 Employer One Survey Results, 62.5% of the employers stated they were having difficulty filling positions over the past year and 65.4% of those respondents stated that a lack of applicants was the reason for the hiring difficulties.

Local Needs
- Healthcare, manufacturing and trades workers are in high demand.
- Employers may be required to recruit skilled workers from outside the region, hire older, laid-off or retired workers to meet workforce demands.
**POPULATION CHANGE 2017 - 2018**

This table compares the projected total population change in Renfrew County, Lanark County and the province of Ontario between 2017 and 2018.

Renfrew County and Lanark counties are estimated to see next to no population growth between 2017 and 2018. While further research is required, the difference in growth between Renfrew and Lanark County and the province may be attributable to fewer immigrants settling in rural communities.

**Local Intelligence** – The fastest growing segment of the Canadian population is New Canadians. Economists and government experts have indicated that the region could benefit tremendously from the establishment of settlement services to support newcomers. Algonquin College is currently piloting a remote delivery of settlement services in Lanark/Renfrew Counties that supports community allies who are invested in helping newcomers.

### Census Division

<table>
<thead>
<tr>
<th>Region</th>
<th>2017</th>
<th>2018</th>
<th>Population Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Renfrew County (3547)</td>
<td>105,382</td>
<td>105,240</td>
<td>0.00%</td>
</tr>
<tr>
<td>Lanark County (3509)</td>
<td>69,281</td>
<td>69,423</td>
<td>0.00%</td>
</tr>
<tr>
<td>Ontario</td>
<td>14,193,384</td>
<td>14,322,334</td>
<td>1%</td>
</tr>
</tbody>
</table>

**MEDIAN AGE**

This table compares the median age change in Renfrew County, Lanark County and the province of Ontario between 2011 and 2016.

The median age of citizens in Renfrew County is 44.8, and in Lanark County, it is 48.2. Both counties median age is older than the provincial median of 41.3 years of age. Lanark County experienced the most significant change from 2011 to 2016 with an increase in the median age by 2.0 years.

Statistics Canada began releasing Census results in February 2017. For a detailed list of the census release schedule, visit [this website](#).

**MIGRATION CHARACTERISTICS**

The following graph shows migration characteristics of Renfrew and Lanark Counties between 2011 and 2016.

Migration characteristics describe the movement of people from one place to another, usually across a political boundary for the purpose of establishing a new residence. Migration can be international (between countries) or interregional (within countries). One of the most significant migration trends observed in the last decade or more has been rural to urban migration—the movement of people from the countryside to cities in search of opportunities.

Highest net increase in 45-64 age group = 895. Highest net decrease in 18-24 = 985. Likely attributed to youth pursuing post-secondary education opportunities outside the county.

Highest net increase in 45-64 age group = 1267. Highest net decrease in 25-44 = 408. Current and future workforce limited, in which case proactive retention measures need to be considered.

In both counties, an increase in people over the age of 45, particularly the senior population over 65 has created high demand for health care services and workers.

**Local Intelligence** - Ninety-four percent of local healthcare agencies surveyed report that it is more difficult to hire employees as compared to five years ago. The inability to fill key positions has resulted in 74% of organizations paying more overtime to fill shifts. Forty per cent of employers report that a lack of applicants is the main reason for the recent hiring challenges. The fastest growing segment of the Canadian population is New Canadians. Economists and government experts have indicated that the region could benefit tremendously from the establishment of settlement services to support newcomers.

---

<table>
<thead>
<tr>
<th>Region</th>
<th>Median Age 2011</th>
<th>Median Age 2016</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Renfrew County (3547)</td>
<td>43.9</td>
<td>44.8</td>
<td>0.9</td>
</tr>
<tr>
<td>Lanark County (3509)</td>
<td>46.2</td>
<td>48.2</td>
<td>2</td>
</tr>
<tr>
<td>Ontario</td>
<td>40.4</td>
<td>41.3</td>
<td>0.9</td>
</tr>
</tbody>
</table>

**PROJECTED DATA: EMSI**

**Source:** EMSI Analyst Projection, 2018
Algonquin College wrapped up a year long celebration of its 50th anniversary in 2018 by receiving a key to the City from Pembroke. Since opening more than five decades ago, the Pembroke Campus has gradually become one of the key economic drivers in the region, growing from a modest 16 full-time students in 1967 to approximately 1,000 students at present day. The growth of the campus student enrolment has come at a time when elementary and secondary school enrolments have been in steep decline in Renfrew County and the region’s population has aged. Through the development of unique programs, the Pembroke Campus now attracts almost 50 percent of its students from outside of the region, and is also experiencing a record enrolment of international students. In 2018, more than 25 students from all around the world enrolled in a variety of programs. The campus expects its international enrolments to continue to increase in the years ahead, a positive first step in helping rural communities become more welcoming to newcomers to Canada. The College relies heavily on its industry and business partnerships to respond to labour market needs. An example is the launch of a Personal Support Worker program in collaboration with Bonnechere Manor in Renfrew. The program started in January of 2019 and is being delivered at the Manor in an effort to help the Eastern portion of Renfrew County address a critical shortage of health care workers. The College also organized a day long labour market forum for the health care sector, a process that has resulted in several strategies that have organizations working together to make health care a more desirable career pathway for young people. The Pembroke Campus is also expanding the number of students and employers who participate in co-op programs. Co-op is an effective employee recruitment strategy for many businesses who are struggling to find skilled employees or are developing a succession plan for retiring workers. Co-op placements normally occur in the summer and are available in several programs including Business, Computer Systems Technician, Environmental Technician and Applied Nuclear Sciences and Radiation Safety. Moving forward, the campus will continue to respond to the labour market challenges facing Renfrew County, the province and Canada as society grapples with a changing workforce driven by technological advancement, changing demographics and emerging economies.

Jamie Bramburger
Acting Dean
The Perth Campus of Algonquin College joined its sister campuses in Ottawa and Pembroke in celebrating the college’s 50th anniversary in 2017-18. The campus since its inception on December 15, 1970 has provided education and training to the citizens of Lanark County and to those who choose to call it home for a short time while attending a program at the campus. Over the past 50 years the campus has undergone a number of changes and in this most recent year it experienced perhaps its most significant change to its program mix.

For the Fall of 2019 the campus will be welcoming students into its existing Personal Support Worker, Police Foundations, Early Childhood Education and Heritage Carpentry and Joinery programs but also, new for Fall 2019, two new business programs. Business Fundamentals, a two-semester certificate program and Business – Agriculture, a four-semester diploma program are being launched with a view to filling a gap in Eastern Ontario. Also new to the campus is the delivery of the Computer Programmer Diploma program to an international co-hort of 35 students from South India starting in May 2019. The campus attracts students from around the world such as Ireland, Brazil, France, South Korea and the United States, but this is a first where an entire co-hort is looking to obtain not only an education but a quintessential Canadian experience in Perth.

In a March 2016 Atlantic Monthly article, James Fallows outlined 11 key factors for a successful municipality. It included factors such as a strong downtown, a respect for diversity, a recognition of their civic story, real public-private partnerships and recognizing the champions of the community. It even outlined that a higher than average number of craft breweries and/or distilleries in a community speaks to a community’s entrepreneurship. But the article also critically mentions that truly successful communities have and care about its community college, especially one that conducts research. The Perth campus, like the article discusses, in the short term helps to lift the economy by bringing in a student population and over the longer term it helps transform the community through the talent it attracts and the talent that it trains. Moving forward, the campus looks to make an even greater difference as a partner with the community.

Christopher Hahn
Dean of Algonquin College - Perth Campus

Willis College, Our Ottawa Valley campus is conveniently located off the 417 in Arnprior. Willis College is Canada’s oldest private career college, established in 1866. We offer programs in Business, Technology and Healthcare. Anything in Health care is a good choice with our aging population. Medical Office Administrators are having success in the high 90 percentile finding employment out of school. The same can be said for all Personal Support Workers as the demand highly outweighs the supply and we have seen a large increase in hourly wage for PSW students with a choice of employers. Our business programs run from 21-48 weeks depending on the program and our Cyber Security Analyst program is second to none. The Canadian Armed Forces list Willis College as the only course in the country they recognize.

Willis College is honoured to host the Veteran Friendly Transition Program here in Arnprior at the Joan Brea Veteran Learning Centre. Approximately 20% of the student body in Arnprior are veterans of CAF. Our classes run from either 8:00-12:00 Monday to Friday or 1:00-5:00. Our classes are limited to 16 and the majority of our students are mature in nature. We have an OSAP officer on site to help guide and answer any questions.

We enroll students in most programs bi-monthly, our enrolment structure allows us to enter 4-8 students bi-monthly with the same diploma into the market place, allowing for less competition between students.

Dan Planetta
Veteran Employment Coordinator
The charts below show the level of education attained by different age groups in Renfrew and Lanark Counties in comparison to the Province of Ontario in 2016. Renfrew and Lanark Counties have historically had strong economic bases comprised of the manufacturing, agriculture and forestry sectors. This resulted in higher rates of attainment of apprenticeships, trades and college certificates, and lower rates of university degrees obtained in every age group in comparison to the province. Renfrew and Lanark Counties continue to exceed provincial attainment levels in all age cohorts for individuals who have completed an Apprenticeship or Trades Certificate or Diploma.
ECONOMIC OVERVIEW

In a bid to provide current and accurate labour market information, the LMG uses the Economic Modeling Specialists International (EMSI) Analyst tool to mine very valuable economic and occupational data. The EMSI Analyst tool combines employment and payroll data with data from the Labour Force Survey (LFS), Census and Canadian Business Patterns (CBP) to form detailed geographic estimates of employment.

EMPLOYMENT BY MUNICIPALITY

The following two graphs represent the number of jobs per municipality in Renfrew and Lanark Counties, as well as the average earnings.

<table>
<thead>
<tr>
<th>Municipality</th>
<th>Number of Jobs</th>
<th>Average Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Petawawa</td>
<td>8,534</td>
<td>$53,000</td>
</tr>
<tr>
<td>Pembroke</td>
<td>8,045</td>
<td>$38,200</td>
</tr>
<tr>
<td>Amherst</td>
<td>5,337</td>
<td>$37,400</td>
</tr>
<tr>
<td>Renfrew</td>
<td>4,820</td>
<td>$40,300</td>
</tr>
<tr>
<td>Petawawa</td>
<td>8,534</td>
<td>$53,000</td>
</tr>
<tr>
<td>Pembroke</td>
<td>8,045</td>
<td>$38,200</td>
</tr>
<tr>
<td>Amherst</td>
<td>5,337</td>
<td>$37,400</td>
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<tr>
<td>Renfrew</td>
<td>4,820</td>
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</tr>
<tr>
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<td>$38,200</td>
</tr>
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<td>5,337</td>
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<tr>
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<td>4,820</td>
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<td>8,534</td>
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<td>$38,200</td>
</tr>
<tr>
<td>Amherst</td>
<td>5,337</td>
<td>$37,400</td>
</tr>
<tr>
<td>Renfrew</td>
<td>4,820</td>
<td>$40,300</td>
</tr>
</tbody>
</table>
| Source: EMSI Analyst projection 2018

The top three industries in Renfrew County with the greatest average earnings in 2018 were Utilities, Professional, scientific and technical services, and Management of companies and enterprises.

While the average earnings across Renfrew County’s municipalities are relatively consistent, the average earnings across Renfrew County’s districts show a higher variance. Large, federally funded organizations such as Garrison Petawawa and Canadian Nuclear Laboratories account for these differences in Renfrew County. The Town of Petawawa is home to Garrison Petawawa, and Canadian Nuclear Laboratories is in Chalk River (Township of Laurentian Hills). These employers significantly boost the average earnings in these regions.

<table>
<thead>
<tr>
<th>NAICS Industry</th>
<th>Average Earnings 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>22 Utilities</td>
<td>$79,516</td>
</tr>
<tr>
<td>54 Professional, scientific and technical services</td>
<td>$72,663</td>
</tr>
<tr>
<td>55 Management of companies and enterprises</td>
<td>$63,689</td>
</tr>
<tr>
<td>91 Public administration</td>
<td>$61,408</td>
</tr>
<tr>
<td>61 Educational services</td>
<td>$58,697</td>
</tr>
<tr>
<td>54 Professional, scientific and technical services</td>
<td>$50,105</td>
</tr>
<tr>
<td>31-33 Manufacturing</td>
<td>$48,223</td>
</tr>
<tr>
<td>48-49 Transportation and warehousing</td>
<td>$45,950</td>
</tr>
<tr>
<td>56 Administrative and Support, Waste Management and Remediation Services</td>
<td>$45,840</td>
</tr>
</tbody>
</table>

Source: EMSI Analyst projection 2018

EMPLOYMENT BY MUNICIPALITY - LANARK COUNTY 2018

<table>
<thead>
<tr>
<th>Municipality</th>
<th>Number of Jobs</th>
<th>Average Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perth</td>
<td>6,049</td>
<td>$39,000</td>
</tr>
<tr>
<td>Smith’s Falls</td>
<td>5,116</td>
<td>$39,800</td>
</tr>
<tr>
<td>Carleton Place</td>
<td>4,568</td>
<td>$35,700</td>
</tr>
<tr>
<td>Mississippi Mills</td>
<td>3,177</td>
<td>$38,200</td>
</tr>
<tr>
<td>Bathurst</td>
<td>1,038</td>
<td>$43,700</td>
</tr>
<tr>
<td>Tay Valley</td>
<td>919</td>
<td>$45,500</td>
</tr>
<tr>
<td>Drummond/North Elms</td>
<td>741</td>
<td>$39,800</td>
</tr>
<tr>
<td>Lanark Highlands</td>
<td>450</td>
<td>$37,500</td>
</tr>
<tr>
<td>Montague</td>
<td>274</td>
<td>$49,900</td>
</tr>
</tbody>
</table>

Source: EMSI Analyst projection 2018

The top three industries in Lanark County with the greatest average earnings in 2018 were Utilities, Mining, quarrying, and oil and gas extraction, and Public administration.

Local Intelligence - Some regional health care employers have indicated that they are finding it difficult to recruit and retain qualified candidates to fill a variety of positions. In response to this trend, Algonquin College received additional funding from Renfrew County Community Futures Development Corporation (RCCFDC) to hold a one-day facilitated health-care forum. Employers from Renfrew and Lanark County were surveyed to gather information regarding workforce challenges. On November 25, 2018, the employers convened in Pembroke to identify specific actions to attract and retain workers. There is an acute shortage of Registered (Practical) Nurses, Personal Support Workers, and doctors within the region. After a full day workshop, the group identified important recommendations and will now work at prioritizing these ideas and provide a blueprint for community collaboration.
**ECONOMIC GROWTH HIGHLIGHT - PEMBROKE**

2018 saw strong performances in the key sectors of manufacturing, forestry and value-added wood products and agriculture. The positive results have been supported by demand in commodities, a relatively low Canadian dollar and low interest rates. Very significant investments have been continuing in the redevelopment of Canadian Nuclear Laboratories ($1.2 B) and Garrison Petawawa ($750 M), which contribute greatly to the County’s economy, particularly for the construction and trades sectors. These investments coupled with approximately $50 M in new investments in the value-added wood processing sector and ongoing investments in agriculture and manufacturing, help to maintain competitiveness and sustainability for the local and regional economies.

Renfrew County boasts strong and vibrant manufacturing sectors in aerospace, defence, bio-fuels, pharmaceuticals, botanicals (including medicinal and recreational Cannabis) and value-added wood and fibre processing. On the science and technology side, Renfrew County is home to one of Canada’s pre-eminent research and development institutions at Canadian Nuclear Laboratories, conducting lead edge research and product development in advanced hydrogen production, energy storage technologies, small modular reactors, medical isotopes, advanced materials and more.

The County of Renfrew Economic Development department supports business retention and expansion within the County, assisting with business and investment development and attraction and local municipal economic development initiatives. More recently the County’s economic development efforts are also focusing on employee and resident attraction. Within the County of Renfrew there exists a diverse range of skilled and un-skilled positions with high growth potential in a wide selection of industry sectors. The region boasts a spectacular physical environment, unique friendly small town shopping and services, abundant recreational activities, good educational and medical services, all providing a wholesome and fun environment for working, raising families or for retiring. There exists a full range of housing options with average prices of 47% to 73% lower when compared to large rural centres like the cities of Ottawa or Toronto. An exceptional place to live with nature at your doorstep and urban amenities close at hand, Renfrew County offers the perfect balance between work and play.

David Wybou  
Business Development Officer

**ECONOMIC GROWTH HIGHLIGHT - RENFREW COUNTY**

In the past year, the City of Pembroke has experienced an incredible number of new business openings providing a range of new services, products and opportunities to our residents. In 2018 alone, the City of Pembroke saw 19 new businesses open. Many of these businesses were in the downtown core such as Blenzd Smoothie Shop, Crazy Beautiful Dresses, and McGuire’s Doughnuts. Other businesses can be found outside of downtown including Planet Fitness, Redd Taxi and Camz Cars.

Moving forward, the City will continue to focus on being as open as possible to new entrepreneurs and offer assistance wherever possible. A large focus of 2019 will be on development at Pembroke’s waterfront and marketing the community to outside investors. We have identified a few sectors that would likely do well in Pembroke including indoor crops/food and beverage production, biofuels and wood by-products and independent entrepreneurs looking to escape larger cities. Pembroke has development-ready lands for those looking to build and a diverse selection of buildings as well.

With 10 available grants through our Community Improvement Plan, Pembroke has a greater appeal to investors from large-scale redevelopment tax incentives to accessibility improvement funding and beautification grants, there is something for every business. We also work to educate businesses about federal and provincial grants available to them.

Heather Salovaara  
Pembroke Economic Development Officer

**ECONOMIC GROWTH HIGHLIGHT - LANARK COUNTY**

Lanark County has a well-diversified local economy, where small business is fundamental and growth opportunities exist in key sectors including Agriculture & Food, Construction & Trades, Manufacturing, Arts & Entertainment, Tourism, Healthcare and Education. The County’s 2016 population was 68,698 (Statistics Canada 2016), comprised of 8 municipalities plus the Town of Smiths Falls, and represented a 4.6% increase over 2011. Its total jobs increased by 3.8%, from 25,818 in 2011 to 26,795 in 2016. In its vision for economic development, Lanark County empowers a progressive business-friendly community that thrives in a diversified rural urban setting, while maintaining its natural and built environment and high quality of life.

Lanark County and Valley Heartland Community Futures Development Corporation had an amazing year of COLLABORATION and FOCUS on business growth and entrepreneurial successes in 2018. By way of a service agreement, Valley Heartland provides economic development services to Lanark County. Through this partnership and with the support of OMAFRA, a county-wide economic development strategic planning process was completed, resulting in a strategic roadmap including 16 evidence-based Action Plans for the county and municipalities. The year 2018 marked the start of Action Plan implementation! The strategic roadmap identified Business Retention + Expansion (BR+E) as a priority Action Plan to help the County and municipalities better understand local business needs and priorities across all sectors of the economy. The county-wide BR+E project is in full swing, with nearly 120 businesses being surveyed by over 80 community volunteers, and data collected to address immediate concerns, connect businesses to resources and support programs, identify trends, and develop future economic development activities in support of the business community. For a complete list of Action Plans underway, please download a copy of the Lanark County Economic Development Strategic Plan 2018 – 2020 here: [https://www.valleyfcdc.com/lanarkcountyecdev](https://www.valleyfcdc.com/lanarkcountyecdev)

Lanark County offers the BEST of business opportunities and lifestyle, where the County and its municipalities collaborate with community stakeholders, to strengthen business and residential growth. For more information, contact Stacie Lloyd, Economic Development Officer, at EcDev@valleyfcdc.com or 613-283-7002, ext 106

Stacie Lloyd  
Economic Development Officer
**REGIONAL TRENDS - RENFREW COUNTY**

Renfrew County has experienced a rate of job growth of 1.0%, which is below the Provincial and National averages. Although the average income of Renfrew County ($44,600) is only 80% of the National Canadian average, it is projected that job growth will continue through 2021.

**REGIONAL TRENDS - LANARK COUNTY**

Job growth in Lanark County increased by 2.0%, on par with Provincial and National averages. Although the average income of Lanark County ($39,000) is only 70% of the national average, it is projected that job growth will occur through 2021.

**Local Intelligence** — According to the 2018/2019 Employer One Survey Results, local employers have suggested the top three competencies for future employees are Work ethic, dedication, dependability, being Self-motivated/ability to work with little to no supervision and possessing Teamwork/interpersonal skills.

### JOBS BY INDUSTRY - RENFREW COUNTY

<table>
<thead>
<tr>
<th>NAICS</th>
<th>Industry</th>
<th>2017 Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>91</td>
<td>Public administration</td>
<td>7,152</td>
</tr>
<tr>
<td>62</td>
<td>Health care and social assistance</td>
<td>6,098</td>
</tr>
<tr>
<td>44-45</td>
<td>Retail trade</td>
<td>4,990</td>
</tr>
<tr>
<td>72</td>
<td>Accommodation and food services</td>
<td>2,327</td>
</tr>
<tr>
<td>31-33</td>
<td>Manufacturing</td>
<td>2,928</td>
</tr>
<tr>
<td>54</td>
<td>Professional, scientific and technical services</td>
<td>2,908</td>
</tr>
<tr>
<td>23</td>
<td>Construction</td>
<td>2,700</td>
</tr>
<tr>
<td>61</td>
<td>Educational services</td>
<td>2,572</td>
</tr>
<tr>
<td>56</td>
<td>Administrative and support, waste management and remediation services</td>
<td>1,752</td>
</tr>
<tr>
<td>81</td>
<td>Other services (except public administration)</td>
<td>1,278</td>
</tr>
</tbody>
</table>

Source: EMSI Analyst projection, 2018

### JOBS BY INDUSTRY - LANARK COUNTY

<table>
<thead>
<tr>
<th>NAICS</th>
<th>Industry</th>
<th>2017 Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>62</td>
<td>Health care and social assistance</td>
<td>1,675</td>
</tr>
<tr>
<td>44-45</td>
<td>Accommodation and food services</td>
<td>2,333</td>
</tr>
<tr>
<td>72</td>
<td>Manufacturing</td>
<td>2,049</td>
</tr>
<tr>
<td>61</td>
<td>Construction</td>
<td>1,760</td>
</tr>
<tr>
<td>23</td>
<td>Educational services</td>
<td>1,583</td>
</tr>
<tr>
<td>91</td>
<td>Public administration</td>
<td>1,275</td>
</tr>
<tr>
<td>48-49</td>
<td>Other services (except public administration)</td>
<td>886</td>
</tr>
<tr>
<td>54</td>
<td>Wholesale trade</td>
<td>876</td>
</tr>
<tr>
<td>56</td>
<td>Transportation and warehousing</td>
<td>876</td>
</tr>
</tbody>
</table>

Source: EMSI Analyst projection, 2018

TOTAL JOBS IN RENFREW IN 2018: 41,402

AVERAGE EARNINGS IN 2018: $44,600 (88% OF THE NATIONAL AVERAGE)

TOTAL JOBS IN LANARK IN 2018: 22,753

AVERAGE EARNINGS IN 2018: $39,000 (77% OF THE NATIONAL AVERAGE)
## Local Labour Market Conditions

### Number of Employers by Employee Size Range

**Number of Employers by Employee Size Range June 2018**

<table>
<thead>
<tr>
<th>Enterprise Size Employee Size Range</th>
<th>Renfrew County Number of Employers</th>
<th>Renfrew County Percentage of Employers</th>
<th>Lanark County Number of Employers</th>
<th>Lanark County Percentage of Employers</th>
<th>Ontario Number of Employers</th>
<th>Ontario Percentage of Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small and Medium</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0*</td>
<td>4,562</td>
<td>65.1%</td>
<td>3,748</td>
<td>66.8%</td>
<td>1,113,554</td>
<td>70.5%</td>
</tr>
<tr>
<td>1 - 4</td>
<td>1,183</td>
<td>16.9%</td>
<td>975</td>
<td>17.4%</td>
<td>268,513</td>
<td>17.0%</td>
</tr>
<tr>
<td>5 - 9</td>
<td>579</td>
<td>8.3%</td>
<td>400</td>
<td>7.1%</td>
<td>82,742</td>
<td>5.2%</td>
</tr>
<tr>
<td>10 - 19</td>
<td>346</td>
<td>4.9%</td>
<td>272</td>
<td>4.8%</td>
<td>55,632</td>
<td>3.5%</td>
</tr>
<tr>
<td>20-49</td>
<td>210</td>
<td>3.0%</td>
<td>140</td>
<td>2.5%</td>
<td>36,499</td>
<td>2.3%</td>
</tr>
<tr>
<td>50-99</td>
<td>65</td>
<td>0.9%</td>
<td>40</td>
<td>0.7%</td>
<td>12,594</td>
<td>0.8%</td>
</tr>
<tr>
<td>Subtotal</td>
<td>6,945</td>
<td>99.1%</td>
<td>5,575</td>
<td>99.4%</td>
<td>1,569,534</td>
<td>99.4%</td>
</tr>
<tr>
<td>Large</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100-199</td>
<td>36</td>
<td>0.5%</td>
<td>22</td>
<td>0.4%</td>
<td>5,912</td>
<td>0.4%</td>
</tr>
<tr>
<td>200-499</td>
<td>15</td>
<td>0.2%</td>
<td>11</td>
<td>0.2%</td>
<td>3,063</td>
<td>0.2%</td>
</tr>
<tr>
<td>500+</td>
<td>8</td>
<td>0.2%</td>
<td>1</td>
<td>0.0%</td>
<td>1,273</td>
<td>0.1%</td>
</tr>
<tr>
<td>Subtotal</td>
<td>59</td>
<td>0.9%</td>
<td>34</td>
<td>0.6%</td>
<td>10,249</td>
<td>0.6%</td>
</tr>
<tr>
<td>Total</td>
<td>7,004</td>
<td>100%</td>
<td>5,609</td>
<td>100%</td>
<td>1,579,783</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Source:** Canadian Business Patterns

This table shows the number of employers in Renfrew and Lanark Counties and Ontario in June 2018. Employers are categorized by the size of their workforce and range from owner-operator establishments with no employees to those businesses with more than 500 employees. It is important to note that the vast majority of businesses in Renfrew and Lanark counties fall into categories with less than 100 employees.

In June 2018, Renfrew County had a total of 7,004 employers, and Lanark County had 5,609. Lanark County had the same percentage of Small and Medium Enterprises (SMEs) and large businesses as Ontario; 99.4% and 0.6% respectively. Renfrew County had a slightly lower percentage of SMEs at 99.1% and slightly higher percentage of large businesses at 0.9%.

**Local Intelligence –** The greatest amount of growth and decline sorted by absolute change appears to be occurring in small businesses that employ less than 10 individuals. According to the 2018/2019 Employer One Survey Results, the anticipated staffing changes over the following year will occur in Sales and Service as well as Trades, transport and equipment operator positions. The greatest reasons for anticipated job openings over the next 12 months are Seasonal/Temporary work, 42.1%, and Shortage of work, 15.8%.

### Distribution of Total Employers by 3-Digit Industry

#### DISTRIBUTION OF TOTAL EMPLOYERS BY 3-DIGIT INDUSTRY

**DISTRIBUTION OF EMPLOYERS - RENFREW COUNTY JUNE 2018**

<table>
<thead>
<tr>
<th>NAICS</th>
<th>Renfrew Distribution %</th>
<th>Ontario Distribution %</th>
<th>Distribution Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>112 - Animal production and aquaculture</td>
<td>4.7%</td>
<td>1.3%</td>
<td>3.4%</td>
</tr>
<tr>
<td>111 - Crop production</td>
<td>3.4%</td>
<td>1.76%</td>
<td>1.6%</td>
</tr>
<tr>
<td>238 - Specialty trade contractors</td>
<td>7.3%</td>
<td>6.03%</td>
<td>1.2%</td>
</tr>
<tr>
<td>811 - Repair and maintenance</td>
<td>3.6%</td>
<td>2.0%</td>
<td>1.6%</td>
</tr>
<tr>
<td>113 - Forestry and logging</td>
<td>1.6%</td>
<td>0.1%</td>
<td>1.5%</td>
</tr>
<tr>
<td>721 - Accommodation services</td>
<td>1.7%</td>
<td>0.4%</td>
<td>1.3%</td>
</tr>
<tr>
<td>523 - Securities, commodity contracts, and other financial investment and related activities</td>
<td>3.0%</td>
<td>4.6%</td>
<td>-1.6%</td>
</tr>
<tr>
<td>484 - Truck transportation</td>
<td>1.5%</td>
<td>3.8%</td>
<td>-2.3%</td>
</tr>
<tr>
<td>531 - Real estate</td>
<td>16.8%</td>
<td>19.2%</td>
<td>-2.4%</td>
</tr>
<tr>
<td>541 - Professional, scientific and technical services</td>
<td>7.2%</td>
<td>14.3%</td>
<td>-7.1%</td>
</tr>
</tbody>
</table>

**Source:** Canadian Business Patterns

These tables highlight the industries with the largest distribution difference between employers in Renfrew County, Lanark County and the Province of Ontario. Included are industries with the greatest positive and negative differences.

Renfrew County has a higher percentage of employers in Animal production and aquaculture, Crop production and Specialty trade contractors than the Province of Ontario. Despite being the home of Canadian Nuclear Laboratories, Renfrew County has a lower percentage of Professional, scientific and technical services than the province.

#### DISTRIBUTION OF EMPLOYERS LANARK COUNTY JUNE 2018

<table>
<thead>
<tr>
<th>NAICS</th>
<th>Lanark Distribution %</th>
<th>Ontario Distribution %</th>
<th>Distribution Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>238 - Specialty trade contractors</td>
<td>9.2%</td>
<td>6.0%</td>
<td>3.2%</td>
</tr>
<tr>
<td>112 - Animal production and aquaculture</td>
<td>3.3%</td>
<td>1.3%</td>
<td>2.0%</td>
</tr>
<tr>
<td>111 - Crop production</td>
<td>2.8%</td>
<td>1.8%</td>
<td>1.0%</td>
</tr>
<tr>
<td>523 - Securities, commodity contracts, and other financial investment and related activities</td>
<td>3.2%</td>
<td>4.6%</td>
<td>-1.4%</td>
</tr>
<tr>
<td>541 - Professional, scientific and technical services</td>
<td>12.6%</td>
<td>14.3%</td>
<td>-1.7%</td>
</tr>
<tr>
<td>484 - Truck transportation</td>
<td>1.2%</td>
<td>3.8%</td>
<td>-2.6%</td>
</tr>
<tr>
<td>531 - Real estate</td>
<td>16.9%</td>
<td>19.2%</td>
<td>-2.4%</td>
</tr>
</tbody>
</table>

**Source:** Canadian Business Patterns

Lanark County has a higher percentage of Specialty trade contractors, Animal production and aquaculture, and Crop production compared to the Province of Ontario.
### FASTEST GROWING INDUSTRIES AT THE 2-DIGIT NAICS LEVEL

The following graphs show the fastest growing industries according to place of work status at the 2-digit NAICS classification in Renfrew and Lanark Counties. Figures show the change in jobs in each industry from 2017 to 2018.

**NAICS = North American Industry Classification System**

The fastest growing industries in Renfrew County are Health care and social assistance, Accommodation and food services, and Construction. In Lanark County, the fastest growing industries are Accommodation and food services, Health care and social assistance, and Construction.

### FASTEST GROWING INDUSTRIES - RENFREW COUNTY 2017-2018

<table>
<thead>
<tr>
<th>Industry</th>
<th>2017 Jobs</th>
<th>2018 Jobs</th>
<th>Change in Jobs</th>
<th>Earnings per Worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>6,098</td>
<td>6,283</td>
<td>185</td>
<td>$42,520</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>3,237</td>
<td>3,312</td>
<td>75</td>
<td>$14,628</td>
</tr>
<tr>
<td>Construction</td>
<td>2,700</td>
<td>2,763</td>
<td>63</td>
<td>$49,277</td>
</tr>
<tr>
<td>Administrative Support, Waste Management and remediation Services</td>
<td>1,752</td>
<td>1,774</td>
<td>22</td>
<td>$34,092</td>
</tr>
<tr>
<td>Other services (except public administration)</td>
<td>1,278</td>
<td>1,299</td>
<td>21</td>
<td>$34,092</td>
</tr>
<tr>
<td>Arts, entertainment and recreation</td>
<td>629</td>
<td>639</td>
<td>10</td>
<td>$22,540</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>765</td>
<td>774</td>
<td>9</td>
<td>$47,330</td>
</tr>
<tr>
<td>Transportation and warehousing</td>
<td>788</td>
<td>797</td>
<td>9</td>
<td>$35,390</td>
</tr>
<tr>
<td>Real Estate and rental leasing</td>
<td>376</td>
<td>383</td>
<td>7</td>
<td>$31,716</td>
</tr>
<tr>
<td>Utilities</td>
<td>768</td>
<td>773</td>
<td>5</td>
<td>$28,371</td>
</tr>
</tbody>
</table>

Source: EMSI Analyst projection 2018

### FASTEST GROWING INDUSTRIES - LANARK COUNTY 2017-2018

<table>
<thead>
<tr>
<th>Industry</th>
<th>2017 Jobs</th>
<th>2018 Jobs</th>
<th>Change in Jobs</th>
<th>Earnings per Worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation and Food Services</td>
<td>2,333</td>
<td>2,452</td>
<td>119</td>
<td>$14,096</td>
</tr>
<tr>
<td>Health Care and social assistance</td>
<td>3,675</td>
<td>3,774</td>
<td>99</td>
<td>$40,737</td>
</tr>
<tr>
<td>Construction</td>
<td>1,760</td>
<td>1,801</td>
<td>41</td>
<td>$48,223</td>
</tr>
<tr>
<td>Educational Services</td>
<td>1,583</td>
<td>1,614</td>
<td>31</td>
<td>$58,697</td>
</tr>
<tr>
<td>Other Services (except public administration)</td>
<td>896</td>
<td>921</td>
<td>25</td>
<td>$28,281</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>716</td>
<td>737</td>
<td>21</td>
<td>$44,711</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>3,635</td>
<td>3,654</td>
<td>19</td>
<td>$21,669</td>
</tr>
<tr>
<td>Administrative support, waste management and remediation services</td>
<td>631</td>
<td>644</td>
<td>13</td>
<td>$45,025</td>
</tr>
<tr>
<td>Public Administration</td>
<td>1,275</td>
<td>1,288</td>
<td>13</td>
<td>$61,408</td>
</tr>
<tr>
<td>Arts, entertainment and recreation</td>
<td>434</td>
<td>446</td>
<td>12</td>
<td>$29,114</td>
</tr>
</tbody>
</table>

Source: EMSI Analyst projection, 2018
The following tables show the top 20 industries in Renfrew County and Lanark County broken down by employee size range. Industries are listed based on number of employers.

The three industries in Renfrew County that have the greatest number of employers are Real estate, Specialty trade contractors, and Professional, scientific and technical services. Specialty trade contractors and Professional, scientific and technical services have remained in the top five since 2008, while Real estate has experienced significant growth. The growth in the real estate sector is most likely attributed to new housing developments in the Petawawa area. Due to posting cycles of military personnel at Garrison Petawawa, there is a higher turnover rate in the real estate market.

The three industries in Lanark County that have the greatest number of employers are Real estate, Professional, scientific and technical services and Specialty trade contractors. Professional, scientific and technical services and Specialty trade contractors have remained in the top three while Real estate has been steadily working its way to the top since 2008.

According to the 2018/2019 Employer One Survey Results, the two government and educational programs that were the most accessed by local businesses are Co-op Placement, 55.0%, and Wage Subsidy, 48.3%.

Source: Canadian Business Patterns
**Local Intelligence** – According to the 2018/2019 Employer One Survey Results, employers listed that the minimum level of education that staff required upon hire was a High School Diploma, 56.8%, Work Experience and No Certification, 27.0%, and College Diploma, 16.2%. These three categories were chosen by 88.1% of the respondents. The remaining three categories of Apprenticeship/Trade Certificate, Undergraduate Degree and Professional Accreditation or Graduate Degree total 11.9% of responses. This suggests there are excellent opportunities for entry-level workers to join the local workforce.

**HIGHEST RANKED OCCUPATIONS BY NOC SKILL TYPE**

The following graphs show the highest ranked occupation categories according to NOC Skill Type in Ontario, and Renfrew and Lanark Counties. Figures show the occupations as a percentage of the total labour force 15 years of age and over in each region as well as the median hourly earnings for each category.

In both Renfrew and Lanark Counties, as well as Ontario, the highest percentage of residents are employed in Sales and service occupations; 28.0% in Renfrew County and 27.2% in Lanark County, and 25.3% in Ontario as a whole. NOC = National Occupation Code

**ONTARIO**

<table>
<thead>
<tr>
<th>Top 8 Occupational Categories 2018</th>
<th>Median Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales and service occupations</td>
<td>$14.73</td>
</tr>
<tr>
<td>Business, finance and administration occupations</td>
<td>$24.53</td>
</tr>
<tr>
<td>Trades, transport and equipment operators and related occupations</td>
<td>$29.90</td>
</tr>
<tr>
<td>Occupations in education, law and social, community and government services</td>
<td>$33.00</td>
</tr>
<tr>
<td>Natural and applied sciences and related occupations</td>
<td>$35.20</td>
</tr>
<tr>
<td>Management occupations</td>
<td>$42.34</td>
</tr>
<tr>
<td>Health occupations</td>
<td>$29.32</td>
</tr>
<tr>
<td>Occupations in manufacturing and utilities</td>
<td>$20.01</td>
</tr>
</tbody>
</table>

**RENFREW COUNTY**

<table>
<thead>
<tr>
<th>Sales and service occupations</th>
<th>Median Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trades, transport and equipment operators and related occupations</td>
<td>$13.92</td>
</tr>
<tr>
<td>Business, finance and administration occupations</td>
<td>$24.64</td>
</tr>
<tr>
<td>Occupations in education, law and social, community and government services</td>
<td>$24.30</td>
</tr>
<tr>
<td>Health occupations</td>
<td>$32.66</td>
</tr>
<tr>
<td>Natural and applied sciences and related occupations</td>
<td>$29.36</td>
</tr>
<tr>
<td>Management occupations</td>
<td>$31.05</td>
</tr>
<tr>
<td>Occupations in manufacturing and utilities</td>
<td>$20.13</td>
</tr>
</tbody>
</table>

**LANARK COUNTY**

<table>
<thead>
<tr>
<th>Sales and service occupations</th>
<th>Median Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trades, transport and equipment operators and related occupations</td>
<td>$14.00</td>
</tr>
<tr>
<td>Business, finance and administration occupations</td>
<td>$24.83</td>
</tr>
<tr>
<td>Occupations in education, law and social, community and government services</td>
<td>$22.87</td>
</tr>
<tr>
<td>Management occupations</td>
<td>$31.99</td>
</tr>
<tr>
<td>Natural and applied sciences and related occupations</td>
<td>$29.49</td>
</tr>
<tr>
<td>Occupations in manufacturing and utilities</td>
<td>$42.48</td>
</tr>
</tbody>
</table>

**Source:** EMSI Analyst projection, August 2018

**ALGONQUINS OF PIKWAKANAGAN UPDATE 2018**

Algonquins of Pikwakanagan First Nation (AOPFN) is situated on the shores of Golden Lake and the Bonnechere River in Renfrew County. We are located off Highway 60 and a thirty minute drive from Pembroke, Ontario. The First Nation consists of various departments that provide services to the membership of AOPFN.

The Economic Development department continuously works hard to create and maximize opportunities beneficial to AOPFN by establishing meaningful partnerships to build capacity in the AOPFN organization and community. AOPFN has also created and implemented the AOPFN Consultation and Engagement with the Government of Ontario & Private Sector Protocol with regards to consultations in the Algonquin traditional territory.

The Economic Development department manages the industrial and retail buildings which have two units available for office space. The buildings are located at 473 Kokomis Inamo, on reserve and there are 15 offices available. Any individual is able to rent an office space at these units. Currently, unit 1 of the Industrial building hosts a weekly BINGO on Monday nights, where everyone is invite to attend.

The Economic Development department also oversees employment services. Taylor Ozawanimke, Employment Development Officer can assist on and off members with training and funding initiatives. To access funding applications for education through Kagita Mikam, the applicant must be a status member of the Algonquins of Pikwakanagan First Nation. You can reach Taylor at (613) 625-2800 ext. 253 for more information regarding funding support.

If you would like to learn more about Algonquins of Pikwakanagan First Nation, visit us on Facebook or check out our website at https://www.algonquinsofpikwakanagan.com/.

For information, please contact the AOPFN administration office at (613) 625-2800.

Amanda Two-Axe Kohoko
Research Coordinator
EMPLOYMENT ONTARIO CLIENT DATA

The Ministry of Training, Colleges and Universities (MTCU) has made Employment Ontario data reports available for the purpose of the LLMP Report. The Labour Market Group of Renfrew & Lanark applies this data to make a comparative analysis using the baseline information from the 2017-2018 fiscal year. If you work in employment, literacy or economic development services, this information may be useful to compare to your statistical findings. Infographics are available upon request from the Labour Market Group of Renfrew & Lanark.

In Renfrew & Lanark Counties there are...
16 Service Providers
3630 Employment Service Assisted Clients
504 Literacy & Basic Skill Learners

EMPLOYMENT SERVICE: CLIENTS BY AGE GROUP IN RENFREW & LANARK

- 1.9% 65+
- 32.2% 45-64
- 39.4% 25-44
- 26.5% 15-24

LITERACY & BASIC SKILLS: CLIENTS BY AGE GROUP IN RENFREW & LANARK

- 5% 65+
- 36.1% 45-64
- 35.5% 25-44
- 23.4% 15-24

In Renfrew & Lanark Counties, the majority of Employment Services assisted clients* fall between the ages of 25 and 44.

The age category with the most significant change from last year is the 45 to 64 year-olds with an increase in number of clients by 1.0%.

The majority of Literacy and Basic Skills Clients fall between the ages 45 and 64.

The age category with the most significant change from last year is the 45 to 64 year-olds with a decrease of clients by 3.5%.

In Renfrew & Lanark Counties there were 89 internationally trained individuals out of 3,630 Employment Assisted Clients

The percentage of Employment Service clients with employment insurance in Renfrew & Lanark Counties has decreased by 2.8% for the 2017/2018 year.

The provincial number of clients without a source of income has climbed 0.9% from last fiscal year.

In Renfrew and Lanark, the top source of income for LBS learners in 2017/18 was Employment (22.8%) and Ontario Works (18.7%).

Top 2 Sources of Income for Employment Service Clients

<table>
<thead>
<tr>
<th>Source of Income</th>
<th>RENFREW &amp; LANARK</th>
<th>ONTARIO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>40.6%</td>
<td>18.1%</td>
</tr>
<tr>
<td>Ontario Works</td>
<td>15.5%</td>
<td>15.0%</td>
</tr>
<tr>
<td>No Source of Income</td>
<td>46.4%</td>
<td>76.8%</td>
</tr>
</tbody>
</table>

Top 2 Sources of Income for Literacy and Basic Skill Learners

<table>
<thead>
<tr>
<th>Source of Income</th>
<th>RENFREW &amp; LANARK</th>
<th>ONTARIO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>22.8%</td>
<td>18.7%</td>
</tr>
<tr>
<td>Ontario Works</td>
<td>30.2%</td>
<td>24.5%</td>
</tr>
<tr>
<td>No Source of Income</td>
<td>46.4%</td>
<td>57.8%</td>
</tr>
</tbody>
</table>

Highest Age Category of Second Career Program Clients

- 25 to 44 years old

Literacy & Basic Skills Top 3 Learner Goal Paths

<table>
<thead>
<tr>
<th>Goal Path</th>
<th>RENFREW &amp; LANARK</th>
<th>ONTARIO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>59.3%</td>
<td>41.9%</td>
</tr>
<tr>
<td>Secondary School</td>
<td>35.3%</td>
<td>22.8%</td>
</tr>
<tr>
<td>Independent</td>
<td>16.5%</td>
<td>8.3%</td>
</tr>
</tbody>
</table>

The Employment goal pathway continues to be the most common goal for LBS learners in Renfrew and Lanark Counties with 59.3% of learners with this goal. Secondary School is the second top learner goal pathway for LBS learners in Renfrew and Lanark Counties at 22.8%.

The number of Second Career clients in Renfrew and Lanark counties decreased by 2.4% since last year. There is a significant increase in the number of 25-44 year-olds with a jump of 11.6%.

*Assisted client numbers do not reflect the total number of clients visiting Employment Ontario Providers.
### Educational Attainment at Intake (Employment Service Clients)

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Renfrew &amp; Lanark</th>
<th>Ontario</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completion of Secondary</td>
<td>29.0%</td>
<td>32.0%</td>
</tr>
<tr>
<td>Certificate/Diploma</td>
<td>30.2%</td>
<td>32.0%</td>
</tr>
<tr>
<td>Less than Grade 12</td>
<td>14.6%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Other (Some Apprenticeship/College/University)</td>
<td>10.4%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Applied/Associate/Bachelor Degree</td>
<td>6.0%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Certificate of Apprenticeship/Journey Person</td>
<td>2.7%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Less than Grade 9</td>
<td>1.6%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Post Graduate</td>
<td>1.1%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

### Apprenticeship

- **Renfrew & Lanark**
  - Total Apprenticeships Issued: 159
  - Modular Training Registrations: 163
  - New Registrations: 545
  - Active Apprentices: 1,485

### Top Exit Outcomes for Employment Service Clients

- **Renfrew & Lanark**: 71.5%, **Ontario**: 69.5%
- **Employed**: 69.5%
- **In Training/Education**: 10.9%
- **Unemployed**: 12.4%
- **Unknown**: 8.2%
- **Other (Independent, Unable to Work, Volunteer)**: 3.6%

### Top 3 Trades for New Apprenticeship Registrations

- **Renfrew & Lanark**
  1. Automotive Technician
  2. Electrician
  3. Truck and Coach

- **Ontario**
  1. Electrician
  2. Automotive Technician
  3. Hairstylist

### Employment Service - Top 3 Employed Outcome, Occupations (NOC)

- **Ontario**
  1. Service support and other service occupations, n.e.c.
  2. Trades helpers, construction labourers and related occupations
  3. Labourers in processing, manufacturing and utilities

- **Renfrew & Lanark**
  1. Accommodation and Food Services
  2. Administrative and Support and Waste Management and Remediation Services
  3. Service support and other service occupations

### Employment Service - Top 3 Employed Outcome, Industries (NAIC)

- **Ontario**
  1. Accommodation and Food Services
  2. Administrative and Support and Waste Management and Remediation Services
  3. Retail Trade

- **Renfrew & Lanark**
  1. Accommodation and Food Services
  2. Construction
  3. Retail Trade

Employment remains the top exit outcome for Employment Services Clients in Renfrew and Lanark Counties at 71.5%, compared to the Province at 69.5%.

The top three employment occupation outcomes for Employment Services clients in Renfrew and Lanark Counties are Service support and other service occupations, n.e.c., Trades helpers, construction labourers and related occupations and Labourers in processing, manufacturing and utilities occupations.

The top three employment industry outcomes for Employment Services clients in Renfrew and Lanark Counties are the same as last year; Accommodation and Food Services, Construction and Retail Trade.
EMPLOYER PROGRAMS OFFERED BY EMPLOYMENT SERVICES

Local Employment Ontario Employment Services offer a wide variety of programs and services that support employers when they are hiring new employees. These services are free to all Ontario employers.

Employers are a key partner in helping ES providers assist unemployed individuals with gaining sustainable employment. They connect with hundreds of job seekers annually and can help businesses find the right person for the job. In some cases, they offer training incentives to employers to help pay training costs. This can include short job trials or extended placement experiences. They also offer an apprenticeship signing bonus to employers who qualify, when they commit to training an apprentice in a skilled trade occupation.

The Canada-Ontario Job Grant provides an opportunity for employers to invest in their workforce. The grant offers direct financial support to help pay training costs. This can include short job trials or extended placement experiences. They also offer an apprenticeship signing bonus to employers who qualify, when they commit to training an apprentice in a skilled trade occupation.

The Youth Job Link Program is designed to provide youth, including students, between the ages if 15 and 29 who face few barriers to employment with access to non-intensive employment and career resources and information.

Ontario’s Government has introduced the new Employing Youth Talent Incentive Program to help small businesses and employers hire and retain youth aged 15-29. These incentives are delivered through the Employment Service and Youth Job Connection Programs and offer employers $2000 to hire and retain youth.

ES providers can also assist employers in the hiring process. They will post job opportunities, host job fairs and job expos, pre-screen applicants and make their centres available to hold interviews.

Local Employment Ontario Employment Services offer industry recognized employment and safety-related online training courses. For more information, please visit your Local Employment Ontario Service Provider.

www.ontario.ca/employmentontario

LOCAL IMMIGRATION PARTNERSHIP PROJECT

The Local Immigration Partnership (LIP) was established in Renfrew and Lanark Counties in 2011 in response to a future workforce shortage identified by the Labour Market Group of Renfrew & Lanark through research and community consultations. The purpose of LIP is to improve settlement outcomes for new Canadians living in the region.

Five key outcomes:
1. Newcomers have positive employment opportunities, achieved through collaboration with employers and the community.
2. More newcomers are engaged in personalized language training.
3. The response to LIP is positive, widespread and effective.
4. All newcomers have a comprehensive, clear and relevant resource guide.
5. All service providers, in all sectors, are prepared and willing to assist newcomers or direct them to the appropriate service(s).

Highlights:
• Seventeen private sponsorship groups for Refugees were formed in 2015/16. The LIP provided a settlement plan co-development, offering over 280 intercultural competency training sessions named “Welcoming Syrians”, and tackled the challenge of access to English as a Second Language learning.
• The Ontario Ministry of Citizenship and Immigration funded the continuation and expansion of the program to serve all newcomer learners, in addition to Syrian Refugees until March 2020.
• Improved language outcomes and significant movement in settlement and integration into their host communities.
• The Federal Department of Immigration, Refugees and Citizenship Canada funded the local Community Settlement Initiative; one of the 100 successful applications Nation-wide.

The evolution of this work is promising for the sustainable future of our local economies.
Moving forward, the LIP of Renfrew & Lanark is embarking on three strategic directions,
1. A Municipal Engagement Plan - The LIP has been actively working with the staff and elected official of the City of Pembroke in order to assist the City with moving their welcoming communities work forward.
2. Secondary Migration Pilot - Urban areas experience a surplus of workers either unemployed or underemployed. The LIP will test an initiative named Secondary Migration Pilot in order to develop the key relationships with the supply of labour in Ottawa and demand for labour locally.
3. Youth Engagement and Education - Working with the Renfrew County Youth Network, local youth design Welcome Parties to help make newcomer youth feel a better sense of belonging. The concept is entirely youth led and is a promising practice for effective youth engagement, as well as improved valuation of diversity in the long run for our future leaders in the community.

The Local Immigration Partnership of Renfrew & Lanark would like to thank the countless volunteers, partners, leaders, and community champions who support our work and engage in your own meaningful welcoming activities. Also, without the tremendous support of Algonquin College, key partners like the Labour Market Group, and our generous government and non-government funders, this work would not be possible.

Chela Breckon
Community Settlement Initiative Manager
The Employer One Survey provides Renfrew and Lanark County businesses, service providers and educators with valuable insights into local skill and human resource requirements. It is designed to collect information from employers on a range of labour issues, such as recruitment difficulties and current and future skill shortages. This survey is the first in a series and represents our baseline year. The value will be increased in the years following as we establish labour force trends with our local employers.

**Highlights**

**128 employers completed the survey**

- The top three industries represented are 17% Retail Trade, 18% and Accommodation and 14% Health care and social assistance.
- 2695 employees are employed full year, full-time.
- 64% of businesses plan on hiring over the next year.
- 63% of businesses had difficulty filling positions over the last year.

The leading reasons positions are hard to fill are Lack of applicants, 66% and 42% lack work ethic.

- Basic job training, 62%
- Health & safety, 56%
- and Orientation of new employees 49%

are the most common types of training that businesses will focus on over the next year.

The most common programs accessed by businesses are Wage Subsidy, 48% and Co-op Placement, 55%.

The top three competencies for future employees are; Work ethic, dedication and dependability, Self-motivated/ability to work with little to no supervision and Teamwork/Interpersonal.

The Employer One Survey provides Renfrew and Lanark County Businesses, service providers and educators with valuable insights into local skills and human resources requirements. It is designed to collect information from employers on a range of labour issues, such as recruitment difficulties and current and future skill shortages.

The results assist your community to accurately respond to business needs.

- Identify & expand opportunities for growth
- Plan for the future
- Access customized workforce profiles for your organization immediately
- Compare regional results
- Ensure Renfrew and Lanark Counties have a sustainable workforce

The Employer One Survey is unique due to its focus on our rural regions. Predominantly, the data available covers a greater geographical area and does not directly reflect our regions and industries.

To view Survey Results from the 2018/2019 Employer One Survey, please visit our website at: [www.renfrewlanark.com](http://www.renfrewlanark.com) (Available March 2019)
The Labour Market Group of Renfrew and Lanark (LMG) coordinate a yearly professional development event as part of a service coordination strategy to align workforce development issues. Along with Employment Services and Literacy and Basic Skills agencies across the region, the LMG facilitates this half-day workshop to identify issues, problem-solve, and report on goals and outcomes during the previous year.

On this year’s agenda, the LMG reported on current labour market information which focuses heavily on the workforce demands and lack of both entry-level and skilled workers. Chela Breckon from the Renfrew and Lanark Community Settlement (CSI) Initiative reported on the recent acquisition of funds to open settlement service offices and to work on both direct and secondary migrations to the area. These funds are a significant win for the region and, along with the Local Immigration Partnership, important work is being done to ensure newcomers to the area feel both welcome and have assistance in their transition. Creating a welcoming and accessible environment is essential in helping to meet workforce demands and contribute to the region’s economic sustainability and success. Settlement offices are located in both Renfrew and Lanark Counties.

With the lack of skilled workers in the area, The Rideau Ottawa Valley Learning Network (ROVLN) did its part by running a pilot program called Career Access to the Trades. The plan was funded by Ontario Access to the Trades and was facilitated by the local Literacy and Basic Skills (LBS) teams to provide a job readiness curriculum for clients interested in working in the trades. In true partnership fashion, Employment Services (ES) also played an essential role in presenting this option to their clients as well. The region has a curriculum for LBS clients who are interested in a trades career. Lisa Ambaye, Executive Director, presented the background, goals, and outcomes and congratulated the areas hardworking LBS and ES teams for their contribution to the development and execution of the project.

Hellen Lavric
Renfrew County Coordinator - Labour Market Group

HEALTH CARE LABOUR MARKET FORUM 2018

Supported by: The Renfrew County Community Futures Development Corporation
Friday November 23, 2018 | Clarion Hotel Pembroke

Background: In the fall of 2017, Algonquin College's Pembroke Campus hosted a forum to address a critical labour market shortage in Renfrew County's manufacturing sector. The conference brought together more than 50 people connected to the manufacturing industry as well as education, economic development, and labour market planning specialists. The facilitated session produced several excellent ideas to help alleviate the workforce shortages and also provided solid baseline information that detailed the extent of the issue and some of the barriers that needed to be overcome to address this issue identified. Based on the success of this event, Algonquin College expanded this initiative to the Health Care sector. Highly respected and effective facilitator, Erik Lockart of Queens University, conducted the full-day session.

The Need: In January of 2019, Algonquin College held an intake for the Personal Support Worker program at Bonnechere Manor in Renfrew. This program is being offered at the long-term care facility as a means of helping the Manor secure more personal support workers. In recent years, the Manor and several other health care providers in Renfrew County have identified that it has become increasingly challenging to secure PSWs and they are now concerned about their future workforce. This difficulty is particularly problematic in this sector because of an aging population. The recently released national census data for Renfrew County indicates the average age in the region is now 45 years old and that the fastest growing segment of the population is over 65 years of age. This trend means there will be increased pressure on the health care and social services sector moving forward, requiring a robust workforce to manage the needs of the elderly.

The Plan: Algonquin College held a full-day session for the Health Care Sector on November 23, 2018, in Pembroke. Employers within health care were invited to attend these sessions. A keynote speaker, David Coletto made a presentation on becoming an employer of choice to millennials. Information gathered from surveys completed by employers in advance of the forum set the context for the day by better explaining the pressure points that are being felt by the sector in securing a workforce. The facilitator then used a series of questions to bring together ideas/recommendations from the group to develop a strategy to address these challenges. The group will now work at prioritizing these recommendations, providing a blueprint for community collaboration.

For the full report, please visit our website at this address: [LINK]
GRAPHIC RECORDING: HEALTH CARE FORUM

HEALTH CARE LABOUR MARKET FORUM
ADDRESSING THE WORKFORCE CHALLENGES OF RENFREW COUNTY’S HEALTH CARE PROVIDERS

MILLENIALS
DAVID COLETTO
THROW OUT THE ASSUMPTIONS!
FILLING JOBS WE HAVE AVAILABLE
RETAINING EMPLOYEES

APPLICATIONS
JOBS
CREATE A MILLENNIAL FRIENDLY WORKPLACE

23% OF RURAL POPULATION IS UNDER 40
COMPARED TO THE 70% NATIONAL AVERAGE.

TECH-SAVVY
ENTREPRENEURIAL
MOST EDUCATED GENERATION

BABY BOOMERS
GEN X
MILLENNIALS
GEN Z
BIGGEST POPULATION

AFTER DEVICES CONNECTED AT HOME
494%

BUT DON’T ACTUALLY CALL THEM

SURVEY RESULTS
IN THE WORKFORCE

WHAT IS THE IMPACT?
DO THEY HAVE THE TOOLS TO SUCCEED?
TELL YOUR STORY
WHAT MAKES YOU UNIQUE?
HOW DO YOU COMMUNICATE?

COMMUNITY ACTION PLAN
ERIK LOCKHART

WHAT DO WE ALREADY PROVIDE?
WHAT ARE WE MISSING?
WHERE DID YOU ADVERTISE?

APPROPRIATENESS OF POSITIONS
PSW, R.N., R.P.N.
YOUNG PEOPLE KNOW DISRUPTION
MORE FUNDS AVAILABLE

ACTION PLANS
1. ESTABLISH A WORKING GROUP: REGULAR MEETINGS
2. OPTIONS TO OFF-LOAD NON-CARE TASKS
3. DEVELOP PARTNERSHIPS
4. VOLUNTEER PROGRAM TO WORK WITH SENIORS
5. BUILD LOCAL CAPACITY
6. SUPPORT WORKERS THROUGH TECHNOLOGY

BY: LAURA HANEK
PROJECT COORDINATOR - LABOUR MARKET GROUP
**ACTION PLAN REVIEW**

The following is a brief summary of the projects undertaken from 2016-2017 and the outcomes achieved.

<table>
<thead>
<tr>
<th>PROJECT 1: EMPLOYER ONE SURVEY (2016-2017)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Description</strong></td>
</tr>
<tr>
<td><strong>Measurable Outcomes</strong></td>
</tr>
<tr>
<td><strong>Project Outputs</strong></td>
</tr>
<tr>
<td><strong>Key Partners</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>PROJECT 2: SERVICE COORDINATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Description</strong></td>
</tr>
<tr>
<td><strong>Measurable Outcomes</strong></td>
</tr>
<tr>
<td><strong>Project Outputs</strong></td>
</tr>
<tr>
<td><strong>Key Partners</strong></td>
</tr>
</tbody>
</table>

**PLAN OF ACTION 2018/2019**

The following Plan of Action has been developed to address the current and future local labour market challenges in Renfrew and Lanark Counties. Project 1 focuses on gathering and distributing Local Labour Market Information, and Project 2 focuses on service coordination. The goal of the projects is to provide clear and accurate information to employers and job seekers within the region. Below is a summary of the activities the Labour Market Group will be leading through 2019.

<table>
<thead>
<tr>
<th>PROJECT 1: EMPLOYER ONE SURVEY (2017-2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Description</strong></td>
</tr>
<tr>
<td><strong>Issue/Priority</strong></td>
</tr>
<tr>
<td><strong>Measurable Outcomes</strong></td>
</tr>
<tr>
<td><strong>Key Partners</strong></td>
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<tr>
<td><strong>Measurable Outcomes</strong></td>
</tr>
</tbody>
</table>
APPENDIX A: COMMUNITY CONSULTATION PARTICIPANTS

The LMG of Renfrew Lanark engages with hundreds of employers and community partners every year. Below is a partial list of the organizations and businesses we are proud to work with.

- ABC
- Accut Work Service
- Adult Learning and Training Centre
- Al-Cha Rentals
- Algonquin Cinemas
- Algonquin of Pikwàkanagàn
- Anderson's Your Independent Grocer
- Aeronor Aerospace
- Arnprior and District Memorial Hospital
- Arnprior Builders' Supplies
- Barclay Dick and Son Farm Supply Ltd.
- Barns Bus Lines Ltd.
- Bell, Trucker's Plus
- Bernadette McCaffrey House
- Blendz Smoovthie Shop & Healthy Eatery
- Blik Swimming Pools and Hot Tubs
- Bob Hackett Janitorial Services and Sales
- Bonnechere Caves
- Brougham Food Mart
- Bubble Technology Industries
- Buchanan's Sand and Gravel
- Bunsmaster
- Calabogie & Area Business Assoc.
- Buchanan's Sand and Gravel
- Calabogie Motor Inn
- Calabogie Peaks Resort
- Canadian Nuclear Laboratories
- Canadian Tire
- Carleton Place & District Chamber of Commerce
- Carleton Place & District Memorial Hospital
- Carson Lake Lumber Ltd
- Champlain Trail Museum
- City of Pembroke
- Coco Jerry's Restaurant
- Community Living Association, Lanark
- Community Living Ottawa Valley
- Community Resource Centre (Killaloe)
- County of Renfrew
- Couples Resort Inc.
- Creative HCB Design
- DCC - Wellspring Dental
- Deep River and District Hospital
- Deep River Family Chiropractic
- DENOCC ENERGY SYSTEMS LTD.
- Department of National Defence
- Donna Watt Insurance and Financial Services Inc.
- Dupax Paint (PPC)
- E.T.M Industries
- East Side Marie's, Pembroke
- Eastway Group
- Economic Development & Employmentability Network of Ontario
- EGM Insurance Brokers Ltd.
- EIP Manufacturing Inc.
- Ensyn Technologies
- Equator Coffee Roasters
- ETM Industries Inc.
- Excellence in Manufacturing Consortium
- Finnigan's Roadhouse
- First Step Opticians
- Flint and Honey
- Fortunaten Madison Valley Inn
- Forward Thinking Marketing & Media
- Fraser Enterprises
- Full Spectrum Gear Inc.
- Garrison Petawawa
- Gary Ron's Cabinet Making Ltd.
- Gemmill's Garden Centre
- General Fine Craft
- Giant Tiger
- Ginesis Inc
- Greater Amoy Chamber of Commerce
- Guild Forest Products Limited
- Hart Laundry
- Harvey's/Swiss Chalet
- Heathervale Farms
- Heliconia
- HGS
- Highland Bus Services
- Holiday Inn Express
- Home Hardware
- Howling Designs
- Huberts Nursery
- Industrial Research Assistance
- Integrated Health Centre
- J A PATTERSON ELECTRIC LTD
- J. Quattrocchi & Co. LTD
- Janna & Kerry's Over Easy Bar & Grill
- Johnstone Inc.
- K&D Seigel Exteriors
- Kenwood Corporate Centre
- KI Pembroke
- Killarney Enterprise
- Kreativ Hair Studio
- LACROIX SIGNS
- Lanark Cedar
- Lanark County Interval House
- Lanark Transportation
- Lanark North Leeds Enterprise Centre
- Literary Link & Eastern Ontario
- Lockwood's Ron's Building Centre
- Logos Land Resort
- Long Shot Sports Cafe
- Lutheran Camp and Conference Centre
- Magnellan Aerospace Haley Industries
- Mid-Town Cleaners
- Ministry of Agriculture Food and Rural Affairs
- Ministry of Citizenship and Immigration
- Ministry of Community and Social Services
- Ministry of Economic Development and Trade
- Ministry of Small Business & Consumer Services
- Ministry of Tourism, Culture and Sport
- National Research Council
- Mission Thrift Store
- Mississippi Mills Chamber of Commerce
- Mississippi Valley Textile Museum
- Mitchell's Contracting
- M&M Consulting
- Moscow Metro
- Multihull Drug Mart Petawawa
- Murray Bros. Lumber Company
- Nick's Chicken House
- NIB Niki's Paddle Shack Inc.
- North Renfrew Long-Term Care Centre
- Northern Credit Union
- Northern Reflections
- Nylcone Canada
- ontzr
- Ottawa Valley Glass
- Our Lady Seat of Wisdom College
- Pacific Safety Products
- Parwest Building Products
- Pembroke Business Improvement Area
- Pembroke Lake Ltd.
- Pembroke Mall
- Pembroke Pentagon Tabernacle
- Pembroke Refrigeration LTD
- Pembroke Regional Hospital
- Perth & District Chamber of Commerce
- Perth & Smiths Falls District Hospital
- Perth Downtown Committee
- Perth Home Hardware
- Petawawa Toyota
- Phoenix Centre
- PillarPharma
- Pineridge Children's Centre
- Quality Homes and Renovations
- Rapid Media
- RBRVM Historical Society
- Renfrew & Area Chamber of Commerce
- Renfrew County Child Poverty Action Network
- Renfrew County District School Board - OVAP
- Renfrew County United Way
- Renfrew Golf Club
- Renfrew Industrial Commission
- Renfrew Victoria Hospital
- Riverside Heights
- ND Foods Ltd
- Rosa Integration
- Roseburg MDI Inc.
- Royal Tax Services
- Saugeen Electric
- ScotiaBank Pembroke
- Smith's Falls & District Chamber of Commerce
- Speedpro Signs
- St. Francis Herb Farm
- St. Jean Flooring
- Staples Business Depot
- Stone Farms
- T.R. Leger School, Brockville
- The Commonwealth Mutual Insurance Group
- The Delphi Group
- The Phoenix Centre
- Times Fiber
- Town of Killaloe
- Town of Petawawa
- Township of Greater Madawaska
- Township of Killaloe, Hargray & Richards
- Township of Laurentian Valley
- Township of Smith's Falls
- Triacta Power Technologies
- Upper Ottawa Valley Chamber of Commerce
- Valley Artisans' Co-op
- Valley Automation
- Valley Gunsmithing Inc.
- Valley Workwear
- Value Village
- Virtus Westend Plaza
- W. Murphy Enterprises Inc.
- Willis College
- Wise Move Realty Inc.
- Women's Shelter and Support Services
- VK Consulting

APPENDIX B: INFORMATION SOURCES

- www.statcan.gc.ca
- Algonquin College - Pembroke
- www.algonquincollege.com/pembroke
- Algonquin College - Perth
- www.algonquincollege.com/perth
- Algonquin of Pikwàkanagàn First Nation
- algonquinofpikwakanagan.com
- County of Lanark Website
- www.county.lanark.on.ca
- County of Renfrew Website
- www.countyofrenfrew.on.ca
- EMSI Analyst Tool
- www.economicmodeling.com
APPENDIX C: HEALTH CARE COMMUNITY CONSULTATION

Access Health Care ___________________________ Tammy Schwartz
Algonquin College _____________________________ Lisa Benoit
Ron Brazeau ____________________________ Karen Davies
Annie Tambo _________________________ Brent Dick
Arnprior Regional Health ________________________ Elaine Dubnik
Bayshore _______________________________ Donna Anderson
Sarah Gardiner ___________________________ Paty St. Denis
Brentford Community Futures Development Corp _________________________ Jennifer White
Diane McKinnon ____________________________________________
Caretone ________________________________ Sharon Maye
Cassett Care ___________________________________ Tami Sandrelli
Count of Renfrew _________________________________ Jill Eady
David Wybou ________________ Shelly Yantzi
Deep River District Hospital _____________________________ Janna Hotson
Michelle Robertson ___________________________
The Grove Nursing Home _____________________________ Carol Beatrice
Local Health Integration Network (LHIN) _____________________________ Janet Brookes
Marshall __________________________________________ Erin Richards

APPENDIX D: COMMUNITY PARTNERS

Algonquin College _____________________________ Jamie Bramburger
Amanda Davis ________________ Brant Dick
Melanie Burton _______________ Jeff Ross
Lisa Benoit ____________________________
Algonquin of Pwibwakiminigmi ______________________ Amanda Two-Axe Beheko
Taylor Oshawanime _____________ Christine Lightbody
Canadian Career Academy _____________________________ Rob Probert
Laura Bennett _________________ Kim Fields
County of Renfrew, Ontario Works _____________________________ Jennifer Dombroskie
County of Lanark, Ontario Works _____________________________ Lisa Michaud
Enterprise Renfrew County, Pembroke _____________________________ Kim Fraser
Colleen Sadler ______________________ Robert Hall
Garrison Petawawa ___________ Seabean Boucher
Ministry of Training Colleges and Universities _____________________________ Laurie Martel
ontec Employment Resource Services _____________________________ Cathy Hunt
Rhonda Morrow ___________________________ Michelle Toop
PMBRF Employment Services _____________________________ Chantal Rook
Renfrew County Community Futures Development Corporation _____________________________ Kelley Lemenchick
Diane McKinnon ____________________________
Renfrew County District School Board _____________________________ Ivan Saatzi
Melissa Friske ____________________________ Alex Harris
Renfrew Industrial Commission _____________________________ Ron Braune

APPENDIX E: STATISTICS DATA DEFINITIONS

Business Pattern Data: The Canadian Business Patterns database provided by Statistics Canada identifies the number of business establishments (employers) within a Census Division (CD). The database also identifies the number of employers by detailed industry and for nine different employee size ranges. Canadian Business Pattern data is available every six months (June and December) with an approximate five week time lag for release.

Census Division (CD): A Census Division is a group of neighbouring municipalities joined together for the purposes of regional planning. Census Division is the general term for provincially legislated areas such as county and regional districts.

Census Metropolitan Area (CMA): A Census Metropolitan Area is a large urban area (known as urban core) together with adjacent urban and rural areas (known as urban and rural fringes) that have a high degree of social and economic integration with the urban core. A CMA has an urban core population of at least 100,000.

Economic Region (ER): Statistics Canada defines an Economic Region as a geographic unit generally composed of several Census Divisions within a provinces. Economic Regions enable reliable labour force estimates for areas that too small on their own, so they are grouped with a neighbouring region(s).

Employment: The employment numbers in the Base Profile relate to total employment, including full and part-time.

Employment Rate: Refers to the number of persons employed in the week (Sunday to Saturday) prior to Census Day (May 16, 2006), expressed as a percentage of the total population 15 years of age and over. For persons in the labour force, by Human Resources and Skills Development Canada in collaboration with various social service organizations and ethno-cultural organizations.

Readers should note that Statistics Canada states: "Caution must be exercised when National Household Survey estimates are compared with estimates produced from the 2006 Census long form, especially when the analysis involves small geographic areas. Users are asked to use the NHS’s main quality indicator, the global non-response rate, in assessing the quality of the NHS estimates and determining the extent to which the estimates can be compared with the estimates from the 2006 Census long form.” The LMG attempts to make observations based on close approximations of all available data. The information in this report should be used as part of an analysis from other sources and in collaborating with other like-minded organizations. For further information, see http://goo.gl/wOYrlZ.

n.e.c.: Not Elsewhere Classified. An occupational qualifier occasionally used in the labels of major, minor and unit groups to refer to occupations not elsewhere classified.

NOC: The National Occupational Classification (NOC) was developed by Human Resources Skills Development Canada in collaboration with Statistics Canada to describe in a consistent framework the work done by Canadians.

Local: Local refers to the CD or CMA or the area relevant in the particular context.

Local Knowledge or Intelligence: Local knowledge refers to information, not impressions or perspectives without benefit of support, received from local business groups, educational institutions, economic development bodies, key sector informants, service providers and community leaders.

Median age: The median age is a ‘x’ that exactly half of the population is older than ‘x’ and the other half is younger than ‘x’.

NAICS: The North American Industry Classification System (NAICS) is the system used by the statistical agencies of Canada, the United States and Mexico to classify business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the economy.

National Household Survey (NHS): Starting in 2011, information previously collected by the mandatory long-form census questionnaire is collected as part of the voluntary National Household Survey (NHS). The NHS provides information about the demographic, social and economic characteristics of people living in Canada. The information from the survey provides data to support federal, provincial, territorial and local government planning and policy making, as well as being used by various social service organizations and ethno-cultural organizations.

n.o.c.: Not Elsewhere Classified. An occupational qualifier occasionally used in the labels of major, minor and unit groups to refer to occupations not elsewhere classified.

Occupation (based on the National Occupational Classification for Statistics Canada 2006 (NOC–S 2006). The type of work done by persons aged 15 and over. Occupation is based on the job the person holds and the description of his or her duties. The 2006 and 2011 Censuses of Population are classified according to the National Occupational Classification for Statistics Canada 2006 (NOC–S 2006). For comparisons with data from the 1991 and 1996 censuses, the variable Occupation (historical) should be used.

Taxfiler: Statistics Canada, Small Area and Administrative Data Division (Taxfiler) generates a wealth of socio-economic and demographic data derived from personal income tax returns submitted each year by Canadians. Data is usually available about 18 months after the year in question.
A Skilled Workforce Contributing to a Prosperous Ontario

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