



# LOCAL LABOUR MARKET PLAN

Stormont, Dundas, Glengarry | Prescott and Russell

2022-2025





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Transitioning workers to meet labour market shortages.	Advancing workforce development and succession planning.	Encouraging community planning that leverages talent and supports prosperity.	Gathering, analyzing and communicating meaningful labour market information.

# LABOUR MARKET DEMAND

Early in 2021, the Eastern Ontario Training Board conducted a survey of businesses operating in SDG and PR. Of the 252 respondents, more than 75% indicated the pandemic had a negative impact on their business resulting from a loss of revenue, staff lay-offs, absenteeism, labour market shortages and supply chain disruptions.

Canada Business Counts data, released by Statistics Canada semi-annually provides some

of the first insights into the actual impact of the pandemic on the business communities of SDG and Prescott-Russell. Tables 1A and B compares the number of businesses operating in each sector of the economy in June 2021 as compared to June 2020. During this one-year period, there was a decrease of 18 businesses operating in SDG (0.2%) and 57 businesses in Prescott-Russell (0.6%). In Ontario, during the same timeframe the total number of businesses decreased by 1.7.

With 35 fewer businesses operating in SDG and 23 in Prescott-Russell, the greatest decline in the number of businesses took place in the agricultural sector. The loss of 15% of businesses operating in the Information and Cultural Services sector in SDG is noteworthy. Businesses in this sector focus on software publishing and telecommunications. There was also a significant loss of retail businesses in Prescott and Russell.

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2021



**Table 1A: Change in Number of Businesses Jun 2020 to Jun 2021 – Stormont, Dundas and Glengarry**

<b>Industry</b>	<b>No. of Businesses June 2020</b>	<b>No. of Businesses Jun 2021</b>	<b>Absolute Change</b>	<b>Per Cent change</b>
Agriculture, Forestry, Fishing, Hunting	1,383	1,348	(-35)	(-2.5%)
Mining, Oil and Gas Extraction, Quarrying	10	9	(-1)	(-10.0%)
Utilities	29	34	5	17.2%
Construction	965	975	10	1.0%
Manufacturing	238	238	0	0.0%
Wholesale and Distribution	237	234	(-3)	(-1.3%)
Retail Trade	757	755	(-2)	(-0.3%)
Transportation and Warehousing	417	402	(-15)	(-3.6%)
Information and Cultural Services	66	56	(-10)	(-15.2%)
Finance, Insurance and Real Estate	2,134	2,175	41	1.9%
Professional, Scientific, Technical Services	659	666	7	1.1%
Admin Support/Management	356	383	27	7.6%
Educational Services	62	63	1	1.6%
Health and Social Services	526	536	10	1.9%
Arts, Culture, Sports and Recreation	131	128	(-3)	(-2.3%)
Accommodation and Food Services	326	317	(-9)	(-2.8%)
Personal and Household Services	731	716	(-15)	(-2.1%)
Public Administration	15	14	(-1)	(-6.7%)
Unclassified	698	673	(-25)	(-3.6%)
<b>TOTAL</b>	<b>9,740</b>	<b>9,722</b>	<b>(-18)</b>	<b>(-0.2%)</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2021

**Table 1B: Change in Number of Businesses Jun 2020 to Jun 2021 – Prescott and Russell**

<b>Industry</b>	<b>No. of Businesses June 2020</b>	<b>No. of Businesses Jun 2021</b>	<b>Absolute Change</b>	<b>Per Cent change</b>
Agriculture, Forestry, Fishing, Hunting	953	930	(-23)	(-2.4%)
Mining, Oil and Gas Extraction, Quarrying	7	8	1	14.3%
Utilities	37	33	(-4)	(-10.8%)
Construction	1,351	1,351	0	0.0%
Manufacturing	177	169	(-8)	(-4.5%)
Wholesale and Distribution	179	172	(-7)	(-3.9%)
Retail Trade	545	495	(-50)	(-9.2%)
Transportation and Warehousing	263	308	45	17.1%
Information and Cultural Services	59	56	(-3)	(-5.1%)
Finance, Insurance and Real Estate	1,948	1,926	(-22)	(-1.1%)
Professional, Scientific, Technical Services	719	714	(-5)	(-0.7%)
Admin Support/Management	347	329	(-18)	(-5.2%)
Educational Services	70	67	(-3)	(-4.3%)
Health and Social Services	528	531	3	0.6%
Arts, Culture, Sports and Recreation	122	135	13	10.7%
Accommodation and Food Services	192	182	(-10)	(-5.2%)
Personal and Household Services	642	645	3	0.5%
Public Administration	15	15	0	0.0%
Unclassified	652	683	31	4.8%
<b>TOTAL</b>	<b>8,806</b>	<b>8,749</b>	<b>(-57)</b>	<b>(-0.6%)</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2021

To better understand the impact of the pandemic on the local labour force we also looked at the change in the number of owner-operated businesses as compared to businesses with employees.

>>> TABLES 2A and 2B provide this analysis by industry.

**TABLE 2A** Number of Businesses With and Without Employees operating in SDG

	Jun 2020		Jun 2021	
	Without Employees	With Employees	Without Employees	With Employees
Agriculture, Forestry, Fishing, Hunting	1,133	250	1,100	248
Mining, Oil and Gas Extraction, Quarrying	4	6	4	5
Utilities	22	7	27	7
Construction	525	440	553	422
Manufacturing	98	140	94	144
Wholesale and Distribution	100	137	105	129
Retail Trade	298	459	317	438
Transportation and Warehousing	262	155	256	146
Information and Cultural Services	37	29	33	23
Finance, Insurance and Real Estate	1,922	212	1,948	227
Professional, Scientific and Technical Services	433	226	442	224
Management/Administrative & Support Services	226	130	244	139
Educational Services	42	20	44	19
Health and Social Services	232	294	243	293
Arts, Culture, Sports and Recreation	89	42	86	42
Accommodation and Food Services	106	220	110	207
Personal and Household Services	433	298	444	272
Public Administration	0	15	0	14
Businesses not classified by industry	562	136	554	119
<b>TOTAL</b>	<b>6,524</b>	<b>3,216</b>	<b>6,604</b>	<b>3,118</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2021

>>> In SDG, the number of businesses operated by a single individual with no employees increased by 80 businesses or 1.2% while the number of businesses with employees decreased by 98 or 3.0%

**TABLE 2B Number of Businesses With and Without Employees operating in PR**

	Jun 2020		Jun 2021	
	Without Employees	With Employees	Without Employees	With Employees
Agriculture, Forestry, Fishing, Hunting	737	216	719	211
Mining, Oil and Gas Extraction, Quarrying	3	4	4	4
Utilities	29	8	26	7
Construction	769	582	771	580
Manufacturing	81	96	77	92
Wholesale and Distribution	99	80	95	77
Retail Trade	248	297	211	284
Transportation and Warehousing	166	97	196	112
Information and Cultural Services	34	25	29	27
Finance, Insurance and Real Estate	1,778	170	1,766	160
Professional, Scientific and Technical Services	492	227	499	215
Management/Administrative & Support Services	231	116	211	118
Educational Services	54	16	52	15
Health and Social Services	338	190	341	190
Arts, Culture, Sports and Recreation	87	35	100	35
Accommodation and Food Services	67	125	70	112
Personal and Household Services	416	226	443	202
Public Administration	2	13	2	13
Businesses not classified by industry	539	113	576	107
<b>TOTAL</b>	<b>6,170</b>	<b>2,636</b>	<b>6,188</b>	<b>2,561</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2021

**>>> In PR, the number of businesses operated by a single individual with no employees increased by 18 businesses or 0.3% while the number of businesses with employees decreased by 75 or 2.8%**

The increase in the number of owner-operated businesses and decrease of businesses with employees could imply sectors where staff lay-offs occurred while the owner maintained the business. As the economy recovers re-hiring or new hiring may take place.

Canada Business Counts data provides us with useful insights into the economic impact of the

pandemic, however, EMSI Analyst is a tool that assists in forecasting growth. EMSI Analyst combines several Statistics Canada datasets including the Census, Canada Business Counts, Labour Force Survey, Survey of Employment, Payroll and Hours and the Post-Secondary Student Information System into a master set of data that facilitates growth projections of industries and occupations.

There are 778 jobs projected to be created in the next three years with the greatest growth in Health and Social Assistance; Retail Trade; Arts Culture, Sports and Recreation and Transportation and Warehousing sectors.

>>> **TABLES 3A**

showcases projected growth in SDG industries between 2022 & 2025.

**TABLE 3A: Projected Job Creation by Sector 2022 to June 2025 – SDG**

Sector	No. of Jobs 2022	No. of Jobs 2025	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	965	967	2	0.2%
Mining, Oil and Gas Extraction, Quarrying	22	24	2	9.9%
Utilities	330	330	0	0.0%
Construction	2,475	2,540	65	2.6%
Manufacturing	4,736	4,767	31	0.7%
Wholesale Trade	1,827	1,803	(-24)	(-1.3%)
Retail Trade	5,943	6,074	131	2.2%
Transportation and Warehousing	2,650	2,733	83	3.1%
Information and Cultural Services	265	245	(-20)	(-7.5%)
Finance and Insurance	753	787	34	4.5%
Real Estate and Leasing	295	245	(-50)	(-16.9%)
Professional, Scientific and Technical Services	994	1,043	49	4.9%
Management of Companies	148	160	12	8.1%
Administration and Support, Waste Management	1,589	1,560	(-29)	(-1.8%)
Educational Services	2,360	2,339	(-21)	(-0.9%)
Health and Social Services	6,973	7,325	352	5.0%
Arts, Culture, Sports and Recreation	538	629	91	16.9%
Accommodation and Food Services	2,094	2,141	47	2.2%
Personal and Household Services	1,126	1,167	41	3.6%
Public Administration	2,933	2,902	(-31)	(-1.1%)
Businesses not classified by industry	658	671	13	1.9%
<b>TOTAL</b>	<b>39,674</b>	<b>40,452</b>	<b>778</b>	<b>2.0%</b>

Source: EMSI Analyst

>>> **TABLE 3B** highlights the twenty industries in SDG projected to experience the greatest job growth between 2022 and 2025.

**TABLE 3B** Top 20 industries with the greatest projected job growth in SDG

Industry	2022 Jobs	2025 Jobs	Absolute Increase	Per cent Increase
623 Nursing and residential care facilities	2,225	2,428	203	9.1%
452 General merchandise stores	1,776	1,876	100	5.7%
622 Hospitals	2,091	2,162	71	3.4%
722 Food services and drinking places	1,922	1,988	66	3.4%
621 Ambulatory health care services	1,707	1,769	62	3.6%
238 Specialty trade contractors	1,628	1,690	62	3.8%
493 Warehousing and transportation	826	876	50	6.1%
541 Professional, scientific and technical services	994	1,043	49	4.9%
713 Amusement, gambling & recreation industries	296	341	45	15.2%
712 Heritage institutions	207	248	41	19.8%
911 Federal government public administration	682	721	39	5.7%
445 Food and beverage stores	1,349	1,387	38	2.8%
484 Truck transportation	920	957	37	4.0%
562 Waste management and remediation services	300	336	36	12.0%
813 Religious, grant-making, civic & similar org's	385	417	32	8.3%
311 Food manufacturing	1,361	1,392	31	2.3%
446 Health and personal care stores	593	621	28	4.7%
811 Repair and maintenance	531	556	25	4.7%
522 Credit intermediation and related activities	509	533	24	4.7%
339 Miscellaneous manufacturing	326	347	20	6.2%

Projected job creation  
in the next 3 years

775 SDG

1,666 PR



>>> **TABLE 3C** highlights more consistent growth across most sectors in Prescott and Russell resulting in the creation of 1,666 jobs.

The greatest growth is projected in Health and Social Services and Retail Trade sectors followed by Accommodation and Food Services and Construction.

**TABLE 3C: Projected Job Creation by Sector 2022 to June 2025 – PR**

Sector	No. of Jobs 2022	No. of Jobs 2025	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	927	913	(-14)	(-1.5%)
Mining, Oil and Gas Extraction, Quarrying	31	34	3	9.7%
Utilities	93	93	0	0.0%
Construction	2,385	2,427	42	1.8%
Manufacturing	2,621	2,651	30	1.1%
Wholesale Trade	910	941	31	3.4%
Retail Trade	3,989	4,114	125	3.1%
Transportation and Warehousing	1,009	975	(-34)	(-3.4%)
Information and Cultural Services	145	146	1	0.5%
Finance and Insurance	624	661	37	5.9%
Real Estate and Leasing	269	260	(-9)	(-3.3%)
Professional, Scientific and Technical Services	771	805	35	4.5%
Management of Companies	2	0	(-2)	(-100%)
Administration and Support, Waste Management	926	950	24	2.6%
Educational Services	2,565	2,589	24	0.9%
Health and Social Services	3,707	3,878	171	4.6%
Arts, Culture, Sports and Recreation	231	227	(-4)	(-1.7%)
Accommodation and Food Services	1,571	1,630	68	4.3%
Personal and Household Services	990	991	1	0.1%
Public Administration	1,162	1,139	(-23)	(-2.0%)
Businesses not classified by industry	433	442	9	2.1%
<b>TOTAL</b>	<b>24,200</b>	<b>25,866</b>	<b>1,666</b>	<b>7.0%</b>

Source: EMSI Analyst

>>> **TABLE 3D** highlights the twenty industries in Prescott and Russell projected to experience the greatest job growth between 2022 and 2025.

**TABLE 3D: Top 20 industries with the greatest projected job growth in PR**

Industry	2022 Jobs	2025 Jobs	Absolute Increase	Per cent Increase
445 Food and beverage stores	1,115	1,179	64	5.7%
722 Food services and drinking places	1,503	1,563	60	4.0%
452 General merchandise stores	714	770	56	7.8%
621 Ambulatory health care services	895	949	54	6.0%
623 Nursing and residential care facilities	1,462	1,508	46	3.1%
622 Hospitals	727	771	44	6.1%
541 Professional, scientific and technical services	771	805	34	4.4%
624 Social assistance	622	651	29	4.7%
238 Specialty trade contractors	1,556	1,583	27	1.7%
611 Educational services	2,565	2,589	24	0.9%
562 Waste management and remediation services	175	194	19	10.9%
522 Credit remediation and related activities	408	426	18	4.4%
236 Construction of buildings	747	765	18	2.4%
446 Health and personal care stores	611	628	17	2.8%
444 Building material and garden supplies dealers	352	368	16	4.5%
417 Machinery, equipment, supplies wholesalers	342	358	16	4.7%
332 Fabricated metal product manufacturing	304	319	15	4.9%
311 Food manufacturing	501	515	14	2.8%
484 Truck transportation	303	316	13	4.3%
488 Support activities for transportation	71	83	11	16.1%
524 Insurance carriers and related activities	160	171	11	6.9%
312 Beverage & tobacco product manufacturing	377	388	11	2.9%

Source: EMSI Analyst

EMSI Analyst also provides projections at the occupational level.

>>> **TABLES 4A and B** identify those occupations with the greatest projected growth between 2022 and 2025 in SDG and PR. The tables also include the skill level requirement generally necessary to enter the occupation.

Occupations with projected growth are available at all skills levels in both sdg and prescott and russell.

SKILL LEVEL A	SKILL LEVEL B	SKILL LEVEL C	SKILL LEVEL D
This skill level typically requires a university level education.	This skill level requires college or apprenticeship education	This skill level requires a secondary school diploma and/or job-specific training	This skill requires on-the-job training.
<b>SKILL LEVEL 0</b> Level 0 are managerial occupations and usually considered Level Skill A.			

**TABLE 4A: Top 20 Occupations with the Greatest Projected Growth – SDG**

Sector	No. of Jobs 2021	No. of Jobs 2024	Absolute Change	Per Cent change	Skill Level Requirement
3413 Nurse aides, orderlies, patient associates	1,023	1,114	91	8.9%	C
3012 Registered nurses & reg'd psychiatric nurses	1,062	1,132	70	6.6%	A
6711 Food counter attendants, kitchen helpers	955	1,013	58	6.1%	D
4212 Social and community service workers	472	522	50	10.6%	B
6611 Cashiers	1,218	1,265	47	3.9%	D
6421 Retail salespersons	1,642	1,682	40	2.5%	C
7511 Truck transport drivers	964	1,000	36	3.7%	C
6513 Food and beverage servers	426	458	32	7.5%	C
6622 Store shelf stockers, clerks, order fillers	822	853	31	3.8%	D
6341 Hairstylists and barbers	146	172	26	17.8%	B
6211 Retail sales supervisors	703	723	20	2.8%	B
6731 Light duty cleaners	434	452	18	4.1%	D
8432 Nursery and greenhouse workers	138	155	17	12.3%	C
5254 Leaders/instructors in recreation and fitness	275	290	15	5.4%	B
0423 Managers in social, community, corrections	168	183	15	8.9%	A
4165 Health policy researchers, project officers	194	209	15	7.4%	A
1121 Human resources professionals	248	263	15	6.0%	A
6322 Cooks	404	418	14	3.5%	B
7611 Construction trades helpers and labourers	349	362	13	3.7%	D
7452 Material handlers	754	766	12	1.6%	C

Source: EMSI Analyst and Statistics Canada NOC matrix

**TABLE 4B: Top 20 Occupations with the Greatest Projected Growth – PR**

Sector	No. of Jobs 2021	No. of Jobs 2024	Absolute Change	Per Cent change	Skill Level Requirement
6611 Cashiers	814	852	39	4.7%	D
6711 Food counter attendants, kitchen helpers	685	720	35	5.1%	D
3012 Registered nurses and reg'd psychiatric nurses	445	447	32	7.2%	A
6421 Retail salespersons	967	997	30	3.1%	C
3413 Nurses aides, orderlies and patient associates	587	617	30	5.1%	C
6622 Store shelf stockers, clerks and order fillers	457	482	25	5.5%	D
6513 Food and beverage servers	326	351	25	7.7%	C
4212 Social and community service workers	259	284	25	9.7%	B
6211 Retail sales supervisors	456	476	20	4.4%	C
7511 Transport truck drivers	451	467	16	3.5%	C
4214 Early childhood educators and assistants	429	444	15	3.5%	B
4030 Secondary and elementary school teachers	807	821	14	1.7%	A
7611 Construction trades helpers and labourers	307	320	13	4.2%	D
4413 Elementary/secondary teacher assistants	328	341	13	4.0%	C
8432 Nursery and greenhouse workers	123	136	13	10.6%	C
6341 Hairstylists and barbers	117	129	12	10.3%	B
0711 Construction managers	143	155	12	8.4%	A
6411 Sales and account representatives	284	296	12	4.2%	C
6731 Light duty cleaners	253	263	10	4.1%	D
7514 Delivery and courier drivers	157	167	10	6.4%	C
2234 Construction estimators	89	99	10	10.9%	B

Source: EMSI Analyst and Statistics Canada NOC matrix

While EMSI Analyst provides data that is useful for longer-term planning, recovery from the pandemic introduced strong immediate labour market demand. Vicinity Jobs, a tool used to collect and analyze online job postings, helps to better understand immediate demand.

>>> TABLES 5A and B highlight those occupations that generated the most online job postings in SDG and Prescott and Russell between January 1 2021 to September 30 2021 as well as the Skill Level Requirement necessary to secure entry level work.

**TABLE 5A: Twenty occupations generating the greatest number of job postings in SDG between January 1 2021 and September 30 2021**

<b>NOC</b>	<b>Occupation</b>	<b>Number of Job Postings</b>	<b>Skills Level Requirement</b>
6551	Other customer and information services representatives	280	C
6421	Retail salespersons	137	C
4412	Home support workers (PSW), housekeepers	105	C
1521	Shippers and receivers	82	C
0621	Retail and wholesale trade managers	63	O
7514	Delivery and courier service drivers	54	C
6322	Cooks	52	B
6711	Food counter attendants, kitchen helpers	51	D
6731	Light duty cleaners	51	D
6541	Security guards and related security service occupations	46	C
7511	Transport truck drivers	44	C
3414	Other assisting occupations in support of health services	40	C
6411	Sales and account representatives – wholesale trade	40	C
1411	General office support workers	37	C
6611	Cashiers	37	D
6733	Janitors, caretakers and building superintendents	37	D
7452	Material handlers	37	C
1241	Administrative assistants	34	B
6235	Financial sales representatives	32	B

**TABLE 5B: Twenty occupations generating the greatest number of job postings in Prescott and Russell between January 1 2021 and September 30 2021**

<b>NOC</b>	<b>Occupation</b>	<b>Number of Job Postings</b>	<b>Skills Level Requirement</b>
4413	Elementary and secondary school teacher assistants	31	C
4412	Home support worker (PSW), housekeeper	72	C
6421	Retail salesperson	41	C
6552	Other customer and information services representatives	40	C
6235	Financial sales representatives	33	B
7514	Courier and delivery service drivers	31	C
6541	Security guards and related security service occupations	26	C
0621	Retail and wholesale trade managers	23	O
7511	Transport truck drivers	23	C
3012	Registered nurses and registered psychiatric nurses	18	A
6711	Food counter attendants, kitchen helpers	18	C
7452	Material handlers	17	C
4214	Early childhood educators and assistants	16	B
6322	Cooks	15	B
6611	Cashiers	14	D
1122	Professional occupations-business management consulting	13	A
3414	Other assisting occupations in support of health services	13	C
0111	Financial managers	12	O

1411	General office support workers	12	C
6733	Janitors, caretakers and building superintendents	12	D
6211	Retail sales supervisors	11	B
6222	Retail and wholesale buyers	11	B
7611	Construction trade helpers and labourers	11	D

Source: Vicinity Jobs

During the period from January 1 2021 to September 30 2021, there were 3,087 online job ads posted in SDG and 1,389 in Prescott and Russell as compared to 1,560 in SDG and 1,101 in PR during the same period in 2020. As with projected job creation, current labour market demand exists at all skill levels.

Along with local labour market demand by occupation, the online postings during this time period also offer insights into employers' skill requirements.

>>> TABLES 6A and B highlight general communication, digital, specialized skills and tool and equipment skills most in demand. The per cent share provided for a particular skill is calculated as the share of all postings that list the skill requirement, out of all postings with identified requirements in the corresponding skill group. The sum of the shares of all skills exceeds 100% because a single job posting usually lists multiple skills requirements.



**TABLE 6A: Top Communication, Digital, Specialized and Tool and Equipment Skills in Demand – Jan 1 to Sep 30 2021 - United Counties of Stormont, Dundas and Glengarry**

Top Skills in Demand – Online Job Postings	Number of Times Identified	Percent of Total Postings
<b>Interpersonal Communication Skills</b>		
Communication skills	1,006	44.2%
Customer service	974	42.8%
Teamwork	861	37.9%
Flexibility	623	27.4%
Fast-paced setting	525	23.1%
Attention to detail	517	22.7%
Organizational skills	489	21.9%
Leadership	479	21.1%
Bilingual	411	18.1%
English language	392	17.2%
Interpersonal skills	364	16.0%
<b>Digital Skills</b>		
Microsoft Office	176	33.8%
Microsoft Excel	161	31.0%

Microsoft Word	154	29.6%
Microsoft Outlook	75	14.0%
Microsoft PowerPoint	66	12.7%
Point of Sale POS Systems/Software	65	12.6%
Microsoft Suite	43	8.3%
Point of Sale POS Software	40	7.7%
Microsoft Windows	39	7.5%
Customer relationship management CRM software	26	5.0%
Oracle	24	4.6%

#### Specialized Skills

Occupational health and safety	422	36.3%
Sales	202	17.4%
Budgeting	105	9.0%
Analytical skills	75	6.4%
Continuous improvement	70	6.0%
Project management	65	5.6%
Office administration	57	4.9%
Quality assurance	55	4.7%
Event planning	48	4.1%
Business intelligence	45	3.9%
Key performance indicators	44	3.8%

#### Tool and Equipment Skills

Forklifts	66	20.9%
Conveyors	63	19.9%
Computer terminals	44	13.9%
Paging systems	25	7.9%
Power tools	22	7.0%
Material safety data sheets (MSDS)	13	4.1%
Face masks	12	3.8%
Alarm systems	8	2.5%
HVAC equipment	7	2.2%
Scaffolding	7	2.2%
Grinding machines	6	1.9%

**TABLE 6B: Top Communication, Digital, Specialized and Tool and Equipment Skills in Demand – Jan 1 to Sep 30 2021 – Prescott and Russell United Counties**

Top Skills in Demand – Online Job Postings	Number of Times Identified	Percent of Total Postings
<b>Interpersonal Communication Skills</b>		
Customer service	506	44.2%
Teamwork	468	40.9%
Communication skills	433	37.8%
Bilingual	381	33.3%
English language	313	27.3%
Flexibility	302	26.4%

Interpersonal skills	258	22.5%
French language	257	22.4%
Planning	240	21.0%
Fast-paced setting	228	19.9%
Attention to detail	198	17.3%

#### Digital Skills

Microsoft Office	153	39.2%
Microsoft Word	137	35.1%
Microsoft Excel	134	34.4%
JavaScript	68	17.4%
Microsoft PowerPoint	68	17.4%
Microsoft Outlook	62	15.9%
Point of Sale Systems/Software	39	10.0%
Microsoft Suite	30	7.7%
Microsoft Windows	30	7.7%
SAP	27	6.9%
Salesforce.com Salesforce CRM	18	4.6%

#### Specialized Skills

Occupational health and safety	87	18.5%
Project management	73	15.5%
Analytical skills	70	14.9%
Accounting	65	13.8%
Risk management	57	12.1%
Sales	55	11.7%
Budgeting	43	9.1%
Office administration	40	8.5%
Continuous improvement	25	5.3%
Quality assurance	24	5.1%
Business development	23	4.9%
Data analysis	23	4.9%

#### Tool and Equipment Skills

Forklifts	17	18.1%
Conveyors	16	17.0%
Bobcats	8	8.5%
Concrete mixers	8	8.5%
Concrete vibrators	8	8.5%
Nail guns	8	8.5%
Scaffolding	8	8.5%
Air compressors	7	7.4%
Air guns	7	7.4%
Cable cutters	7	7.4%
Circular saws	7	7.4%
Reciprocating saws	7	7.4%



During his annual Year in Review presentation on December 16 2021, Cornwall Economic Development Manager, Bob Peters report that building permits were expected to reach \$96 million in 2021. This is very close to the \$100 million reached in 2019, the last non-pandemic year, and is impressive considering that industrial vacancy rates are at an all-time low and the affordable housing and worker shortage issues have become more pronounced since 2019.<sup>1</sup>

Several industrial activity highlights were provided including the official unveiling of a \$20 million warehouse order-fulfillment system in Cornwall, the first of its kind for the company anywhere in the world. Olymel welcomed foreign workers from the Philippines and Mauritius to help alleviate labour market shortages.<sup>2</sup>

Consultations with employers conducted by EOTB throughout the year identified a growing demand

for home care providers and early childhood educators as well as ongoing strong labour market demand for entry level workers particularly in the manufacturing, warehousing, hospitality and construction sectors. Employers emphasized that while initial employment opportunities are often for general labourer work, their aging workforce provides extensive opportunities for workers who demonstrate interest and motivation. Employers also expressed their frustration with the current volatility of the labour force. For example, many spoke about candidates not coming in for scheduled job interviews or who left days after being employed.

<sup>1</sup>Todd Hambleton, Cornwall Economic Year in Review: city continues to build momentum, Dec 16 2021

<sup>2</sup>.Ibid, <https://www.standard-freeholder.com/news/local-news/cornwall-economic-year-in-review-city-continues-to-build-momentum>

## LABOUR MARKET SUPPLY

While the tools available to assess labour market demand are increasingly extensive, information to better understand local labour market supply is sparser. This will be alleviated somewhat when data from the most recent Statistics Canada Census conducted in May 2021 will begin to be released in February 2022.

In the meantime, we can use Statistics Canada Taxfiler data to measure the number of people moving in and out of our region.



>>> Population growth as a result of people moving into the area continues to climb.

A total of 5,030 people moved into the region between 2014 and 2019 or almost double the net in-migration of 2,529 between 2013 and 2018.

**TABLE 7: Migration in and out of SDSG and PR**

**United Counties of Stormont, Dundas and Glengarry – 2014 to 2019**

Age Range	Total Out-Migration	Total In-Migration	Net Migration
0 to 17	3,582	2,608	974
18 to 24	1,828	2,535	(-709)
25 to 44	5,428	4,990	438
45 to 64	4,105	2,853	1,252
65 +	1,874	1,764	110
<b>Total</b>	<b>16,815</b>	<b>14,750</b>	<b>2.065</b>

## Prescott and Russell – 2014 to 2019

Age Range	Total Out-Migration	Total In-Migration	Net Migration
0 to 17	4,160	3,062	1,098
18 to 24	1,751	2,715	(-964)
25 to 44	7,194	5,921	1,273
45 to 64	4,545	3,728	817
65 +	2,315	1,574	741
<b>Total</b>	<b>19,965</b>	<b>17,000</b>	<b>2,965</b>

Source: Statistics Canada Taxfiler data, 2020

The central location of the region, midway between Ottawa and Montreal combined with the move to remote work may present an opportunity for both urban and rural areas of the region. As noted by the Brookfield Institute in their report, Will Canadians continue to work, play and live online after Covid-19, a record number of Canadians are leaving big cities for greener areas.

They anticipate that, “Canada’s rural areas may experience unprecedented population growth in the coming years. Local economic development opportunities may follow as demand for restaurants, shops, services, and other businesses is created”.<sup>3</sup>

By 2030, they envision the return of thriving main streets in rural communities across Canada and an

expansive growth of supportive broadband infrastructure.<sup>4</sup>

To help Canadians better understand the impact of the pandemic on employment, Statistics Canada is now releasing data on the gender and age of Employment Insurance recipients.

>>> TABLES 8A and B offer an analysis of the number of males and females in SDG collecting regular benefits (does not include individuals receiving parental benefits, sick leave, etc.) from Sep 2020 and Sep 2021.

>>> TABLES 8C and D provide this information for Prescott and Russell.

### TABLE 8A: Number of Employment Insurance (Regular Benefits) Recipients – SDG

Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021	Jul 2021	Aug 2021	Sep 2021	Oct 2021
<b>Males – Age 15 to 24</b>												
130	150	190	360	400	360	330	310	250	220	220	180	130
<b>Males – Age 25 to 54</b>												
740	780	980	1,510	1,620	1,520	1,370	1,150	1,000	970	930	770	490
<b>Males – Age 55 and Over</b>												
400	420	540	810	890	840	830	700	610	670	630	490	290
<b>Total Males – Age 15 and Older</b>												
1,280	1,340	1,710	2,680	2,920	2,720	2,530	2,160	1,850	1,850	1,780	1,450	910

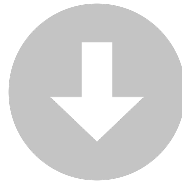
3. Heather Russek, Jessica Thornton, Darren Elias, Will Canadians continue to work, play and live online after Covid-19, Feb 10 2021, [https://brookfieldinstitute.ca/our-live-online-and-future\\_of-work-in-canada-covid19/](https://brookfieldinstitute.ca/our-live-online-and-future_of-work-in-canada-covid19/)

4. Ibid

**TABLE 8B: Number of Employment Insurance (Regular Benefits) Recipients – SDG**

Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021	Jul 2021	Aug 2021	Sep 2021	Oct 2021
<b>Females – Age 15 to 24</b>												
140	140	140	260	240	210	290	300	240	230	230	160	110
<b>Females – Age 25 to 54</b>												
740	760	800	1,110	1,100	990	1,150	1,140	1,090	1,470	1,440	770	420
<b>Females – Age 55 and Over</b>												
420	440	450	610	620	580	680	660	610	770	750	460	220
<b>Total Females – Age 15 and Older</b>												
1,300	1,340	1,400	1,980	1,960	1,770	2,130	2,110	1,940	2,470	2,420	1,390	740

The number of males collecting regular employment insurance benefits in SDG peaked at 2,920 in February 2021 while the number of females collecting benefits did not peak until Jul 2021



when the number of recipients hit 2,470. After peaking the number of all recipients steadily declined until, in October 2021, there were fewer total recipients than in October 2020.

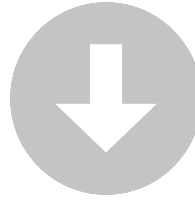
**TABLE 8C: Number of Employment Insurance (Regular Benefits) Recipients – Prescott-Russell**

Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021	Jul 2021	Aug 2021	Sep 2021	Oct 2021
<b>Males – Age 15 to 24</b>												
110	130	160	270	280	250	210	180	160	150	150	130	100
<b>Males – Age 25 to 54</b>												
570	580	750	1,070	1,160	1,040	900	770	660	660	620	490	310
<b>Males – Age 55 and Over</b>												
310	350	430	630	660	620	600	500	430	490	490	360	200
<b>Total Males – Age 15 and Older</b>												
990	1,070	1,340	1,970	2,090	1,910	1,710	1,440	1,250	1,310	1,260	980	610

**TABLE 8D: Number of Employment Insurance (Regular Benefits) Recipients – Prescott Russell**

Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021	Jul 2021	Aug 2021	Sep 2021	Oct 2021
<b>Females – Age 15 to 24</b>												
130	120	110	200	190	170	230	240	190	160	140	90	50
<b>Females – Age 25 to 54</b>												
500	500	530	730	700	640	750	720	680	1,050	1,010	450	220
<b>Females – Age 55 and Over</b>												
280	280	290	390	380	350	440	410	390	540	520	280	130
<b>Total Females – Age 15 and Older</b>												
910	890	930	1,320	1,270	1,160	1,420	1,370	1,250	1,750	1,670	810	410

As in SDG, the number of males collecting regular Employment Insurance Benefits peaked in February 2021 at 2,090 while the number of females peaked in July 2021 at 1,750. Again, the total number of recipients decreased steadily after peaking with fewer recipients in October 2021 as compared to October 2020.



>>> Fewer people in SDG and PR were collecting Employment Insurance in October 2021 than in October 2020.

## EMPLOYMENT ONTARIO DATA 2020-2021

Over the past several years, Employment Ontario data has been shared annually with the Eastern Ontario Training Board to provide further insight about service use and encourage collaboration to address local labour market demand and supply. In our plan update released early in 2021, we noted that the overall use of many Employment Ontario programs in the region has decreased since 2017-2018. With the disruption resulting from the COVID-19 pandemic throughout 2020-2021, it is not surprising that the number of individuals seeking Employment Ontario services fell again in the past year.

In November 2021, the Labour Market Information Council and Future Skills Centre released new research, Are Adults Making Use of Career Services in Canada? that shows our region is not unique. In fact, few Canadian adults are taking advantage of

career services despite a pandemic that has dramatically impacted Canada's job market. With large numbers of Canadians reportedly rethinking their careers, the study found that only one in five adults age 25 to 64 have used career services in the past five years. Among 3,000 Canadians surveyed, use of career services is highest among men and those with post-secondary education, immigrants and unemployed people. Men (23%) are more likely to use career services than women (18%); adults with post-secondary education (29%) are more likely to use career services than those with less education (17%); immigrants to Canada (27%) accessed career services more than Canadian citizens (17%) and unemployed persons (27%) accessed career services more than the employed (24%) and those not in the labour force (10%). These results were not significantly

different across all regions of Canada and, comparing Canada to other countries, adults in Canada use career services less often. Awareness and access are the top barriers. One in five respondents did not know career services existed and a further 21% reported time or cost-related barriers. Despite this, nearly everyone who engaged with career services reported some positive impact. The most sought-after support included skills requirements of jobs, job vacancies, work search strategies, education and training programs and salary information.<sup>1</sup>

The following highlights compare Employment Ontario program activity from April 2020 to March 2021 in the United Counties of Stormont, Dundas and Glengarry and Prescott and Russell with the previous year, 2019-2020. Local results were very similar to those experienced across Ontario.

<sup>1</sup> Majority of Canadians not accessing career services despite unprecedented job market shake-up, Ontario Labour Market Report Online, review of Labour Market Information Council and Future Skills Centre report, Are Adults Making use of Career Services in Canada, November 2021





These results were shared with Employment Ontario service providers early in November, 2021. Service providers reinforced strong labour market demand as they continued to experience challenges in encouraging jobseeker participation in employment services. All services indicated their satisfaction with ongoing service-to-service collaboration

## ACTION PLAN 2022 - 2025

The Eastern Ontario Training Board (EOTB) and their partners are establishing a new three-year plan to support workforce development in the United Counties of Stormont, Dundas and Glengarry and Prescott and Russell United Counties. These short, medium and long-term actions will contribute to our region’s efforts to:



### Re-building

the local economy through the availability of a resilient and skilled labour force



### Re-engaging

with workers as they return to the workforce and students as they prepare for their future



### Re-igniting

our resilient local economy via actions and strategies outlined in our Workforce Development

### KEY PRIORITY # 1

#### Transitioning workers to meet labour market shortages

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Use statistical data and employer feedback to coordinate services and educators to address labour market shortages.	Programs and services developed meeting worker and employer labour market needs.	SCG, EOTB, Employers	✓	✓	✓
Coordination of Employment Ontario services to meet the needs of jobseekers, workers, newcomers and employers.	Partners continue structured promotion, assessment and referrals.	SCG	✓	✓	✓
Maintain and promote “Your Next Job” website as a repository of online job postings in SDG and PR from multiple local and national job posting websites.	A minimum of 50 users access the website in year one; 100 in year two and 150 in year three.	EOTB, SCG	✓	✓	✓

Maintain community calendar of work-shops and webinars available to all jobseekers and incumbent workers.	Community calendar promoting all EO services available online.	SCG	✓	✓	✓
Deliver short-term training and work experience helping differently-abled, at-risk youth, unemployed and under-employed secure employment	Depending on severity of employment barrier, 65 to 70% of participants secure employment or continue their education	EOTB, SC, TCL, JZ, GIAG, OW, SLC, PPRC	✓	✓	✓
Facilitate work experiences in graduates' fields of study	Minimum of 75% of participants secure employment or continue their education	EOTB, SC, JZ, GIAG, KCSA, TCL	✓	✓	✓
Deliver Newcomer Employment Welcome Services settlement and employment integration services	100 to 150 newcomers provided services annually	LIP, TRL, JZ, GIAG, OW, SLC, TCL, Mun.	✓	✓	✓
Deliver Community Connections event connecting immigrants with employers.	A minimum of one event conducted annually. Attended by a minimum of 20 employers and 100 newcomers annually.	LIP, Mun., SDC	✓	✓	✓
Communicate with employers and business associations to market EO services.	Maintain upcomingtraining.ca website. Sponsor youth entrepreneur award at annual CoC event. Co-award winner with ACCF for community contribution.	ACCF, SCG, CoC	✓	✓	✓
Develop, promote, distribute career videos.	Develop a minimum of two career videos annually.	EOTB, EF, Employers	✓	✓	✓
Develop 'career ladders' promoting careers launched through entry-level work. Evaluate use as a tool for workforce development and training of new and incumbent workers.	Develop and test a minimum of two career ladders in year one.	EOTB, OW	✓		
Maintain Newcomer Ambassador Group to promote area to newcomers.	Newcomers representing 11 countries now participating. To increase to 13 by 2023.	TRL, NEWS, LIP	✓	✓	✓



Maintain Welcome Guide for Immigrants to SDG and PR.	Ongoing update and distribution through NEWS, TR and ES.	LIP, Mun., JZ, OW, NEWS, TRL	✓	✓	✓
Conduct and evaluate Financial Literacy pilot program for students.	Conduct and evaluate Year One of Financial Literacy pilot program for 400 EN and FR students in SDG and PR.	OTF, EOTB, JA, UCDSB, CSBEO, CEPEO, CSDCEO	✓	✓	

### KEY PRIORITY # 3

#### Encouraging community planning that leverages talent and supports prosperity

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Organize and participate in annual job fair in SDG and PR.	A minimum of one online or in-person job fair conducted annually.	EN, SCG, ACCESS, CoC, Mun. OW, SDC, CESOC, LCC	✓	✓	✓
Investigate viability of employer participation in online job fairs organized outside of SDG and PR. Participate in non-local job fair to attract workers outside of the area.	Participate in a minimum of one job fair outside of SDG and PR.	Mun., CESOC, EOTB, LCC	✓	✓	✓
Chair Local Immigration Partnership Council to welcome newcomers to SDG and PR.	Assist newcomers to obtain info and services required. Partner with community and employers to promote benefits of hiring newcomers.	LIP members	✓	✓	✓
Partner with African Caribbean and International Assoc. of Eastern Ontario to promote integration of newcomers into employment.	Partnership activities to be planned and implemented.	ACIAEO, LIP, NEWS	✓	✓	✓
Participate on various boards and committees representing workforce development. Provide LMI as requested.	Serve on Cornwall Police Services Board, Cornwall Innovation Centre Board, Vibrant Communities, Downtown BIA, Employ-Ability Network, Municipal Housing Committee. Serve on panels of experts as required.	EOTB, CPS, CREATE, VC, DBIA, EN	✓	✓	✓
Develop private and public sector funding proposals as required to address service needs and build business and community capacity.	A minimum of two proposals developed annually.	EOTB	✓	✓	✓

## KEY PRIORITY # 4

### Gathering, analyzing and communicating meaningful labour market information

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Analyze and publish Statistics Canada Census 2020 data as released.	Update and promote labourmarketinfo.com website as custom data becomes available.	EOTB, SCG, OW	✓	✓	
Analyze, summarize and communicate data obtained through www.yournextjob.ca local online job posting website.	Publish quarterly “Eye on the Labour Market” report for SDG and PR.	EOTB	✓	✓	✓
Conduct bi-annual EmployerOne Survey of local employers.	Analyze employer feedback, share with educators and service providers. Develop service and training responses based on feedback.	EOTB, SCG, SLC		✓	✓
Complete annual Local Labour Market Plan with updated LMI, EO data analysis and consultation feedback.	Publish annual update of three-year plan.	EOTB, SCG, EN, SLC, OW Mun. CTCA		✓	✓
Deliver Labour Market Help Desk (Eastern Ontario) services in SDG and PR.	Respond to a minimum of 35 inquiries per year.	EOTB, WDBs in Eastern Ontario	✓	✓	

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

# ACRONYM GLOSSARY

**ACCF** | Akwesasne, Cornwall and the Counties Futures  
**ACESS** | Akwesasne Career & Employment Support Services  
**ACIAEO** | African Caribbean & International Assoc. of Eastern Ontario  
**CEPEO** | Conseil des écoles publiques de de l'Est ontarien  
**CESOC** | Conseil Économique et Social d'Ottawa Carleton  
**CoC** | Chamber of Commerce  
**CPS** | Cornwall Police Services  
**CREATE** | Cornwall Regional Entrepreneurs Artists & Technologists Exchange  
**CSBEO** | Catholic District School Board of Eastern Ontario  
**CSDCEO** | Conseil scolaire de district catholique de l'Est ontarien  
**CSEPR** | Le Centre de services à l'emploi de Prescott-Russell  
**CTCA** | Crossroads Truck and Career Academy  
**DBIA** | Downtown Business Improvement Area  
**EF** | Edge Factor  
**EN** | EmployAbility Network  
**EO** | Employment Ontario  
**EOTB** | Eastern Ontario Training Board  
**GIAG** | Glengarry Inter-Agency Group  
**JA** | Junior Achievement  
**JZ** | Job Zone d'emploi  
**KCSA** | KC Spencer and Associates  
**LCC** | La Cité collégiale  
**LIP** | Local Immigration Partnership, SDG and PR  
**Mun.** | Municipalities including economic development representatives  
**NEWS** | Newcomer Employment Welcome Services  
**OTF** | Ontario Trillium Foundation  
**ODSP** | Ontario Disability Support Program  
**OW** | Ontario Works  
**PPRC** | Performance Plus Rehabilitative Care  
**SC** | Service Canada  
**SCG** | Service Coordination Group members (Carrefour Formation pour adultes, CSEPR, EOTB, GIAG, Iohahi:io Adult Education, JZ, LaCite, MJA, ODSP, OW, SLC, TCL, TRL  
**SDC** | Social Development Council of Cornwall and Ara  
**SLC** | St. Lawrence College  
**TCL** | Tri-County Literacy  
**TRL** | T.R. Leger, Upper Canada District School Board  
**UCDSB** | Upper Canada District School Board  
**VC** | Vibrant Communities  
**WDB** | Workforce Development Boards of Eastern Ontario

