



EASTERN ONTARIO
TRAINING BOARD

COMMISSION DE FORMATION
DE L'EST ONTARIEN

2025 LOCAL LABOUR MARKET PLAN

Cornwall, Stormont, Dundas,
Glengarry, Prescott-Russell



Thank you

The Eastern Ontario Training Board would like to thank all of the individuals, organizations and companies that continue to provide information and validation of the content of this Local Labour Market Plan.

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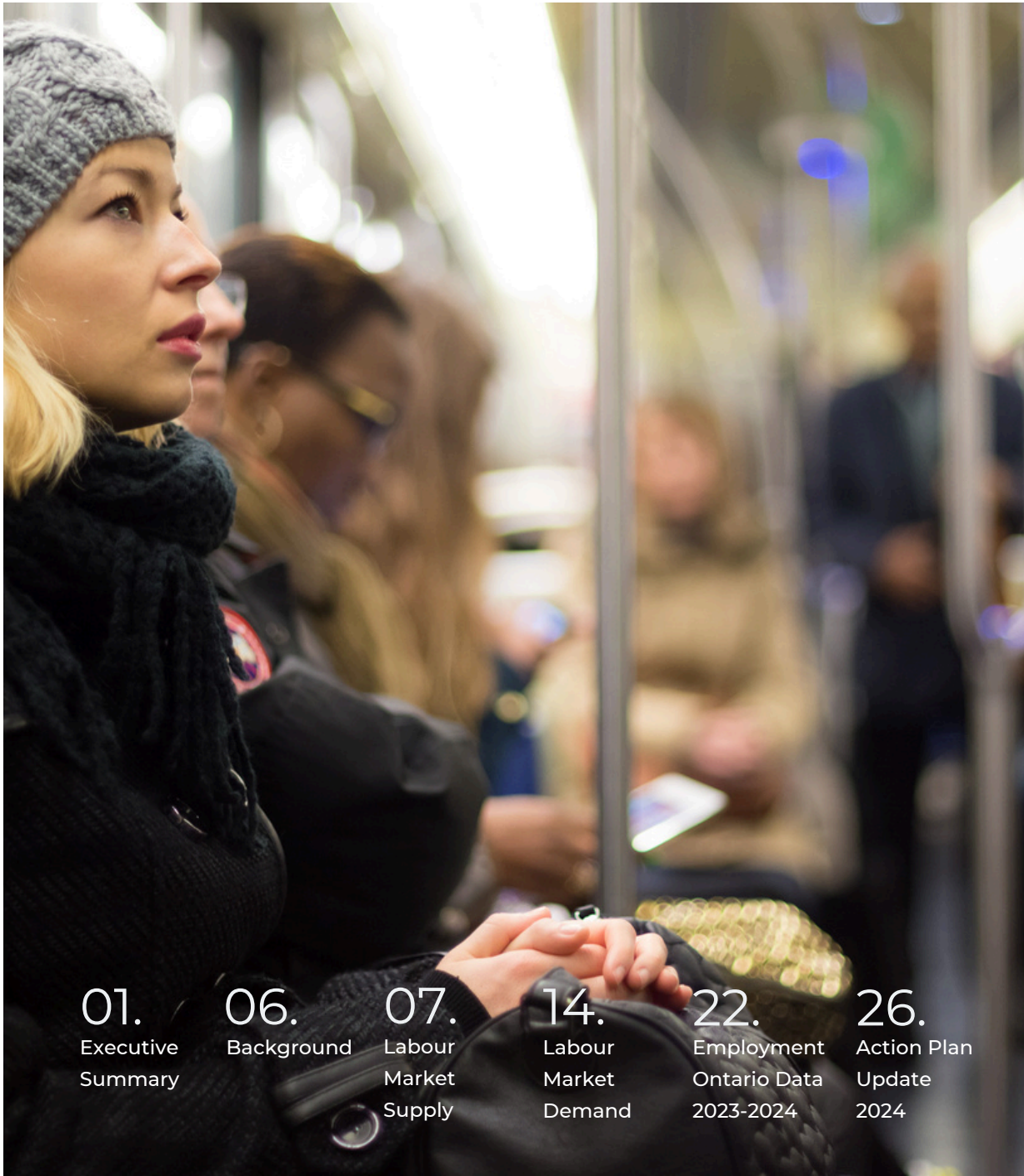


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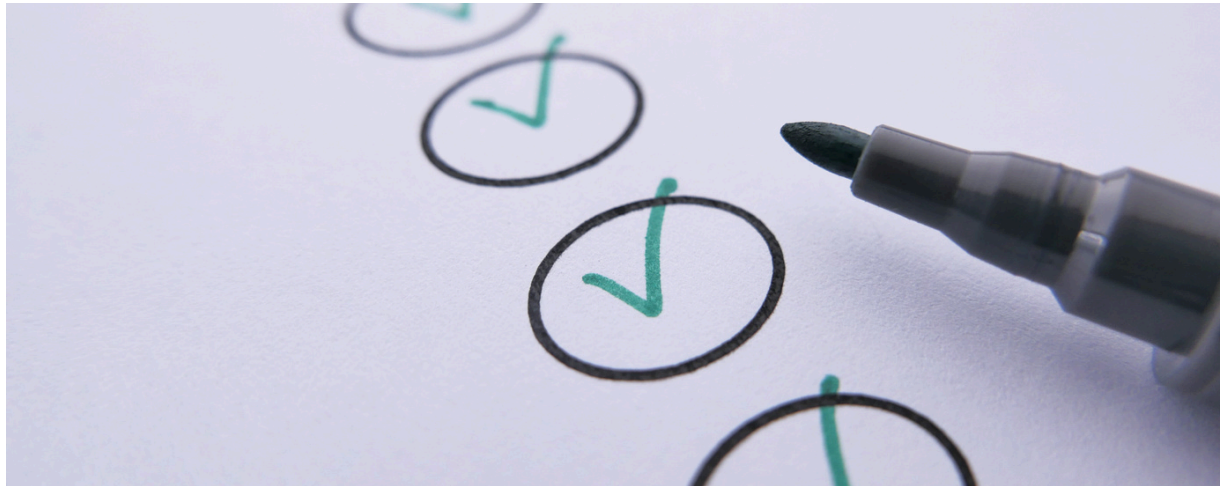
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EXECUTIVE SUMMARY

This report provides the third of three annual updates to our three-year action plan 2022-2025. In 2023, EOTB together with community partners agreed that the priorities first identified in 2012 and confirmed in 2021 no longer fully reflected current economic and workforce development challenges and opportunities. On November 29, 2023, 27 local stakeholders representing employers, employer associations, economic development officers, educators, and employment service providers came together to confirm the following four new priorities for workforce development planning and to discuss collaborative actions to address these priorities:



01

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

02

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

03

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

04

Assist employers to attract, retain and promote existing workers.

LABOUR MARKET SUPPLY

While the population in SDG had grown by 1% between 2016 and 2021, the number of people age 15 to 54 decreased by 2,800 people while the number age 55 and older increased by 3,950. In Prescott-Russell, in the same five years, the population increased by 7%, the number of people age 15 to 25 decreased by 220 while the number age 55 and older grew by 5,580.

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

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

After four years of annual decreases, the unemployment rate in the Ottawa Economic Region increased in 2024. After four years of annual decreases, the unemployment rate in the region increased in 2024, However it 5.8%, the rate locally continues to remain lower than in the rest of Ontario at 7%.

The annual participation rate in the Ottawa Economic Region peaked in 2024 at 69.1% considerably higher than across Ontario where the rate is 65.1%.

A comparison of the one-year period between October 2023 and October 2024 shows that the number receiving Regular Employment Insurance benefits was stable in SDG. The greatest increase was in males age 30 to 54 with 60 more males in this demographic in receipt of benefits in 2024 – an increase of 27%.

SDG experienced a net in-migration between 2017 and 2022 of 5,958 individuals while PR experienced a net in-migration of 8,013 during the same time period.

An analysis of the occupations employing the most people in SDG and PR by level of education, number of job postings issued in 2024 and number and percentage of workers age 55 and older highlights labour market demand at all levels of education.



LABOUR MARKET DEMAND

There was growth in the number of businesses operating in almost all sectors of the SDG economy. There are 822 more businesses operating in the area, an increase of 8.3%. The Professional, Scientific, Technical Services; Construction, Health and Social Assistance; Administrative Support, Waste Management and Remediation Services and Public Administration sectors continue to grow. After a decrease in the number of businesses operating in the Accommodation and Food Services and Personal and Household Services (Other Services) sectors between 2020 and 2022, the sectors experienced an increase in the number of businesses between 2022 and 2024.

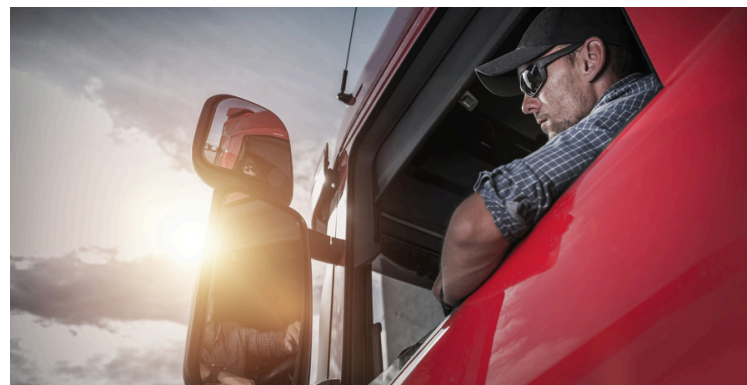
Growth in the number of businesses between 2022 and 2024 in PR is very similar to SDG. During these two years, PR experienced an increase of 880 businesses operating in the area – a 10% increase to 9,691. Growth took place in almost all sectors of the economy with the greatest increases observed in the Professional, Scientific, Technical Services and Personal and Household Services (Other Services).

In SDG, more businesses are operating in the Agriculture, Forestry, Fishing and Hunting; Retail Trade; and Personal and Household (Other) Services as compared to the composition of businesses across the province. Similar to SDG, in PR there is a greater concentration of businesses in the Agriculture, Forestry, Fishing and Hunting; and Personal and Household (Other) Services compared to Ontario. There is also a higher concentration of enterprises operating in the Construction sector in PR.

At 156, 154 and 106 respectively, Transport Truck Drivers, Shippers and Receivers and Cooks are the three occupations generating the most online job postings in 2024 in SDG. In PR, the top three

occupations generating job postings were Home Support Workers (137), Food Services Supervisors (53) and Retail and Wholesale Trade Managers (52). A list of the top 25 occupations in SDG and PR by the number of job postings is provided.

Meetings of employers in the manufacturing and health care sectors in SDG and PR discussed labour market shortages, challenges in recruiting and retaining staff and strategies to address these concerns. In general, we continue to hear about the importance of life skills including reliability and work ethic from employers. Many are experiencing difficulty filling vacancies and retaining employees. EOTB will be conducting the EmployerOne Survey early in 2026. Survey results will be available in March 2026 and provide additional insights into labour market demand.



EMPLOYMENT ONTARIO DATA

Employment Ontario data provided annually to EOTB highlighted that participation in Assisted Employment Services and Literacy and Basic Skills programs in both SDG and PR increased in 2023-2024 when compared to 2022-2023 levels.

Participation in Assisted Employment Services in SDG increased by 386 or 29% last year. In PR, participation increased by 163 clients (18%). In Eastern Ontario, participation in Assisted Employment Services decreased 2% between 2022-2023 and 2023-2024. In Ontario, participation decreased by 9% in the past year.

Participation in Unassisted Employment Services in SDG decreased 19% while usage in PR decreased 14% between 2022-2023 and 2023-2024. In Eastern Ontario participation in unassisted services decreased by 45% and by 17% in Ontario.

There was a significant increase in the number receiving Assisted Employment Services with no or very limited income. 434 clients in 2023-2024, or one in four clients, relied on Ontario Works subsidies compared to 180 in 2022-2023, an increase of 141% from 2022-2023. At the same time, 759 or 44.6% of participants indicated no source of income. This is an increase of 168 people as compared to the previous year. In PR, as in SDG, the number of participants with either no income or minimum income has increased in the past year. In 2023-2024, 446 or 42% of participants have no source of income while as additional 174 (17%) rely on Ontario Works subsidies.

In SDG, 973 clients or 57% exited services for employment. This is markedly lower than in past years where the success rate was 70%. In 2023-2024, 235 (14%) sought education or training after receiving Assisted Employment Services. This is similar to past years. In PR, 728 of 1,069 clients (68%) left services for employment,

while 88 or 8% exited for training. This also is lower than in the past. In 2022-2023, 75% of clients left for employment while 15% went on to education or training.



EMPLOYMENT ONTARIO DATA

The number of new Literacy and Basic Skills (LBS) learners in SDG increased by 22 learners from 2022-2023 to 2023-2024 (452 to 474). Carry-over learner numbers decreased by 22. Net total of new and carry-over learners remained stable at 763 participants. Participation in the Literacy and Basic Skills program in PR continues to be stable over the past year. The number of new learners increased from 129 to 133 learners (3%) while the number of carry-over learners increased by 22 (15%). The total net new and carry-over learners increased from 273 to 299 (9.5%). In Eastern Ontario, net new learners increased by 27% and in Ontario by 25%.

Participation in the Canada Ontario Job Grants program grew in both SDG and PR as did the number of individuals trained through the program.

With the exception of Better Jobs Ontario in Prescott Russell, participation in all other programs administered by Employment Services decreased.

The number of new Apprenticeship registrations in SDG decreased slightly from 848 to 828 (-2%) while the number of active apprentices increased from 2,442 to 2,619 (7%) in 2023-2024. Certificates of Apprenticeship issued increased from 230 to 261 (14%). Modular training registrations increased significantly in the past year from 31 in 2022-2023 to 72 in 2023-2024 (132%).

The number of new Apprenticeship registrations in PR decreased slightly from 186 to 176 (-5%) while the number of active apprentices increased from 623 to 643 (3%) in 2023-2024. Certificates of Apprenticeship issued increased from 52 to 65 (25%). Modular training registrations decreased in the past year from 38 in 2022-2023 to 35 in 2023-2024 (-8%). The number of new Apprenticeship registrations grew by 5% in Eastern Ontario while decreasing by 3% in Ontario overall.

In Eastern Ontario the number of active apprentices increased by 10% and by 6.5% in Ontario. Certificates of Apprenticeship issued increased by 7% in Eastern Ontario and by 3% in Ontario. In Eastern Ontario, modular training registrations increased by 32% while increasing by 13% in Ontario overall.

Throughout the year Employment Ontario service providers in SDG and PR have increasingly recognized the changing demographics and declining employment readiness of the clients they serve. An increasing number of clients are facing multiple barriers including mental health challenges, addiction problems and a lack of permanent housing. This situation is reflected in the increasing number of clients who are either relying on Ontario Works subsidies or who have no income at all. The impact is also seen in the decreasing success rate of Assisted Employment Services in the past year.



BACKGROUND



Early in 2022, the Eastern Ontario Training Board (EOTB) released a three-year evidence-based plan for workforce development in the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell United Counties (PR). This 2025 report is the second of three annual updates.

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

01

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

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03

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

04

Assist employers to attract, retain and promote existing workers.

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

LABOUR MARKET SUPPLY



In last year's update, we used Statistics Canada Census Data 2016 and 2021 to demonstrate that the population in the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell United Counties (PR) is aging. While the population in SDG had grown by 1% between 2016 and 2021, the number of people age 15 to 54 decreased by 2,800 people while the number age 55 and older increased by 3,950. In Prescott-Russell, in the same five years, the population increased by 7%, the number of people age 15 to 25 decreased by 220 while the number age 55 and older grew by 5,580.

We also utilized the census to examine positive changes in educational attainment. In SDG, the number of people without a secondary school diploma decreased between 2016 and 2021. While the number with a college or university credential increased significantly, the number with an Apprenticeship or Trades certificate decreased by 985.

In PR, the number of individuals with no certificate or diploma also decreased between 2021 and 2016 while the number with a secondary school diploma only has increased. Like SDG, the number with an Apprenticeship or Trades certificate decreased in this five-year period. However, at 7.7% of the total labour force in SDG and 8.1% in PR in 2021, the percentage of the total labour force with an Apprenticeship designation is significantly more than in Ontario where 5% has an apprenticeship certificate or diploma. In SDG as of 2021, 26% of the population has a college diploma while 14% has a university degree. In Prescott-Russell, one in four people has a college diploma while 19% has a university credential. This report will demonstrate labour market demand at all levels of educational attainment.



Labour Force Status

Table 1 highlights the annual unemployment rates in the Ottawa Economic Region of eastern Ontario. After four years of annual decreases, the unemployment rate in the region increased in 2024, However it remains consistently lower than in the rest of Ontario.

Table 2 looks at the participation rate in our area as compared to Ontario. Participation rate is a calculation of the percentage of people who are either working or looking for work. The participation rate in the Ottawa economic region continues to increase peaking in 2024 at 69.1%

Table 1: Annual Unemployment Rates in Eastern Ontario

Geography	2020	2021	2022	2023	2024
Ottawa Economic Region	7.4%	6.3%	4.4%	4.5%	5.8%
Ontario	9.8%	8.1%	5.6%	5.7%	7.0%

Sources: Statistics Canada Table 14-10-0393-01 and Table 14-10-0385-01, Labour force characteristics, annual

Table 2: Annual Participation Rates in Eastern Ontario

Geography	2020	2021	2022	2023	2024
Ottawa Economic Region	64.3	65.5	65.6	67.3	69.1
Ontario	63.7	65.2	65.4	65.5	65.0

Sources: Statistics Canada Table 14-10-0393-01 and Table 14-10-0385-01, Labour force characteristics, annual

Labour Market Supply

Labour Force Status

Table 3 compares the number of people collecting Regular Employment Insurance benefits in October 2024 with October 2023. The number collecting these benefits was slightly higher in 2024 as compared to the previous year. In SDG, 810 individuals were receiving Employment Insurance in October 2024 as compared to 740 in October 2023, an increase of 9.5%. In Prescott-Russell, 550 individuals were collecting Employment Insurance benefits in October 2024 as compared to 530 in 2023. This is an increase of 3.8%. Table 3 provides a further breakdown of recipients by age and gender. The group that experienced the most significant increase were males age 30 to 54 in SDG.

Table 3: Change in number collecting Regular Employment Insurance – Oct 2023 and Oct 2024

	Oct 2022		Oct 2023		Difference Recipients - Males		Difference Recipients - Female	
	Males	Females	Males	Females	Number	%	Number	%
United Counties of Stormont, Dundas and Glengarry								
Age 15-29	140	50	140	60	0	0.0	10	20.0
Age 30-54	220	160	280	160	60	27.3	0	0.0
Age 55-64	100	70	100	70	0	0.0	0	0.0
Prescott and Russell United Counties								
Age 15-29	90	40	80	50	(-10)	(-11.1)	10	25.0
Age 30-54	160	120	170	120	10	6.3	0	0.0
Age 55-64	70	50	70	60	0	0.0	10	20.0

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



Migration Characteristics

Table 4 uses residents' annual tax returns to track migration in and out of the region. Between 2017 and 2022, there was a net in-migration of 5,958 people into SDG and 8,013 into Prescott-Russell. The only demographic experiencing a net out-migration are those age 18 to 24. This is typical as youth leave the area for post-secondary education. Attracting these individuals back to the area as they complete their education is an important workforce development strategy.

Table 4 - Migration in and out of SDG and Prescott-Russell

United Counties of Stormont, Dundas and Glengarry – 2017 to 2022			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	4,433	2,636	1,797
18 to 24	2,119	2,389	(-270)
25 to 44	7,114	5,174	1,940
45 to 64	4,803	2,696	2,107
65 +	2,177	1,793	384
Total	20,646	14,688	5,958
Prescott and Russell United Counties – 2017 to 2022			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	5,600	3,300	2,300
18 to 24	1,954	2,468	(-514)
25 to 44	9,651	6,176	3,475
45 to 64	5,588	3,771	1,817
65 +	2,795	1,860	935
TOTAL	25,588	17,575	8,013

Source: Statistics Canada Taxfiler data



We've already identified that the census 2021 has pointed to an aging workforce locally as compared to the previous census conducted in 2016 as well as an increase in educational attainment. To highlight that there are employment and career opportunities in SDG and PR at all levels of education, we can use the Census 2021 to explore the occupational composition of the labour force by level of education.

Composition of the Local Labour force in SDG and PR

Tables 5A and B look at the ten occupations that employ the greatest number of people in SDG and PR as of the Census 2021 for each level of education. The analysis demonstrates that there is a good cross-section of jobs at every level of education as well as significant indicators of current and future demand.

The Employment Outlook information included in Tables 5A and 5B is an indicator provided by the Service Canada Job Bank. Any occupation can be looked up at <https://www.jobbank.gc.ca/trend-analysis/search-job-outlooks>.

Table 5A: Occupations that employ the most people in SDG by educational attainment

Occupation	Total Employed	No. of Job Postings Jan 1 - Dec 31 2024	No. and Percent Age 55+		Employment Outlook
			No.	%	
Secondary School or Less					
Transport truck drivers	1,610	156	855	46.2	Moderate
Material handler	1,340	101	335	21.7	Moderate
Retail salesperson & visual merchandiser	1,195	99	490	27.8	Moderate
Food counter attendant & kitchen helper	1,165	62	220	13.7	Good
Retail and wholesale trade managers	975	102	390	35.0	Moderate
Cashiers	945	52	245	18.9	Limited
Store shelf stockers, clerks & order fillers	955	36	229	17.6	Moderate
Construction Trades Helpers & Labourers	745	13	170	18.9	Moderate
Light duty cleaners	670	82	325	38.0	Very Good
Shippers and receivers	540	154	185	30.0	Moderate
Apprenticeship or Trades Certificate or Diploma					
Automotive service, truck/bus mechanic	730	15	150	19.0	Good
Carpenter	480	20	175	30.7	Moderate
Electrician (except industrial & power)	315	6	45	12.9	Moderate
Welders	295	13	90	27.3	Moderate
Construction millwright/industrial mech.	270	12	115	37.7	Moderate
Automotive service, truck/bus mechanic	730	15	150	19.0	Good
Carpenter	480	20	175	30.7	Moderate
Electrician (except industrial & power)	315	6	45	12.9	Moderate
Welders	295	13	90	27.3	Moderate
Construction millwright/industrial mech.	270	12	115	37.7	Moderate
Plumbers	215	3	15	6.7	Moderate
Hairstylists and Barbers	155	3	115	28.4	Moderate
Heating, Refrig., Air Conditioning Mech.	130	4	0	0.0	Moderate
Contractors/supervisors, electrical trades	120	0	20	16.0	Good
Auto body, refinishing & glass technician	100	2	40	33.3	Good

Table 5A: Occupations that employ the most people in SDG by educational attainment (Continued)

Occupation	Total Employed	No. of Job Postings Jan 1 - Dec 31 2024	No. and Percent Age 55+		Employment Outlook
			No.	%	
College (A = 2 or more years education / B = less than 2 years or more than 6 months on-the-job training)					
Nurses aide, orderlies, patient associates	1,490	8	380	22.2	Good
Managers in agriculture	1,450	0	840	54.5	Undetermined
Administrative assistants	645	51	275	35.7	Moderate
Administrative officers	620	24	245	34.0	Moderate
Licensed practical nurses	620	26	55	16.9	Very Good
Social & community service workers	535	24	145	23.9	Good
Early childhood educators & assistants	490	19	65	10.9	Good
Accounting and related clerks	485	25	265	47.7	Good
Police officers (except commissioned)	355	4	70	19.2	Good
Elem. & second. school teacher assistants	340	44	110	28.2	Good
University Certificate, Diploma or Degree					
Registered nurses & reg'd psych. Nurses	1,020	16	280	25.5	Very Good
Elementary & kindergarten teachers	865	14	210	20.8	Good
Secondary school teachers	410	27	90	18.2	Good
Senior managers - public & private sector	430	0	220	47.8	Undetermined
Prof. occ. in marketing & advertising	200	4	45	19.6	Moderate
Financial auditors and accountants	225	5	25	10.2	Good
Human resource professionals	190	10	25	11.9	Good
Social workers	180	5	40	20.5	Good
General practitioners, family physicians	105	0	35	33.3	Very Good
Lawyers and Quebec notaries	95	12	30	33.3	Moderate
Religious leaders	95	2	0	0.0	Undetermined

Table 5B: Occupations that employ the most people in PR by educational attainment

Occupation	Total Employed	No. of Job Postings Jan 1 - Dec 31 2024	No. and Percent Age 55+		Employment Outlook
			No.	%	
Secondary School or Less					
Retail salesperson & visual merchandiser	1,025	45	410	31.1	Moderate
Retail and wholesale trade managers	965	52	320	29.9	Moderate
Managers in agriculture	935	0	480	48.7	Undetermined
Cashiers	855	43	150	14.1	Limited
Construction Trades Helpers & Labourers	800	10	215	22.1	Moderate
Food counter attendants, kitchen helpers	730	38	170	17.1	Good
Store shelf stockers, clerks & order fillers	630	34	155	20.8	Moderate
Light duty cleaners	530	40	250	37.3	Very Good
Other info and customer service reps	525	31	135	22.5	Limited

Table 5B: Occupations that employ the most people in PR by educational attainment

(Continued)

Occupation	Total Employed	No. of Job Postings Jan 1 - Dec 31 2024	No. and Percent Age 55+		Employment Outlook
			No.	%	
Apprenticeship or Trades Certificate or Diploma					
Auto service tech, truck & bus mechanics	580	8	120	20.0	Good
Electricians (except industrial and power)	485	0	35	6.5	Moderate
Carpenters	490	7	170	31.5	Moderate
Plumbers	300	0	20	6.3	Moderate
Welders & related machine operators	185	7	15	7.5	Good
Heating, Refrigeration, AC Mechanic	180	1	10	14.6	Moderate
Hairstylists and barbers	140	2	45	15.8	Moderate
Plasterers, drywall installers	120	0	15	11.5	Good
Sheet metal workers	120	0	0	0.0	Good
Contractor/supervisors, mechanic trades	110	0	35	30.4	Good
College (A = 2 or more years education / B = less than 2 years or more than 6 months on-the-job training)					
Administrative officers (B)	925	12	320	32.0	Moderate
Nurses aides, orderlies, patient assoc. (B)	800	23	290	32.6	Good
Early childhood educators & assistants (A)	765	25	105	11.9	Good
Social and community service workers (A)	515	8	95	16.7	Good
Police officers (A)	410	0	55	12.6	Good
Bus Drivers and other Transit (B)	365	3	380	70.4	Very Good
Accounting technicians & bookkeepers (A)	355	6	155	41.3	Very Good
Executive assistants (A)	285	2	55	19.0	Moderate
Elem. & secondary teacher assistants (B)	260	23	90	30.0	Good
Computer & info systems managers (A)	260	0	50	18.5	Good
University Certificate, Diploma or Degree					
Elementary/kindergarten school teachers	1,065	18	190	15.7	Good
Reg'd nurses & Reg'd Psychiatric nurses	670	22	175	23.8	Very Good
Senior managers-public & private sectors	575	0	210	34.1	Undetermined
Secondary school teachers	555	20	95	15.6	Good
Human resource professionals	465	12	75	15.5	Good
Financial auditors and accountants	345	2	140	36.8	Good
Information system specialists	410	0	120	27.6	Very Good
Occ.s in marketing & public relations	280	3	25	7.9	Moderate
Social workers	245	8	0	0.0	Good
Social policy researcher/program officers	210	1	45	19.6	Moderate

Additional information about these occupations is available at EOTB's website, www.labourmarketinfo.com.



Labour Market Info
SDG/PR/OTTAWA-CARLETON



LABOUR MARKET DEMAND

Canada Business Counts data, released semi-annually by Statistics Canada, continues to provide insight into pandemic recovery in the region's economy.

Tables 6A and B compares the number of businesses operating in SDG and PR as of June 2024 with the number operating in June 2022.

It must be noted that some changes in the numbers of businesses operating in each sector may be caused by boundary changes established through the assignment of postal codes within Census Divisions by Statistics Canada.

Table 6A: Change in Number of Businesses June 2022-June 2024 - SDG

Sector	No. of Businesses Jun 2024	No. of Businesses Jun 2022	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	1,410	1,348	62	4.6
Mining, Oil and Gas Extraction, Quarrying	10	10	0	0.0
Utilities	30	29	1	3.4
Construction	1,053	973	80	8.2
Manufacturing	253	247	6	2.4
Wholesale Trade	233	235	(-2)	(-0.9)
Retail Trade	757	769	12	1.6%
Retail Trade	782	756	26	3.4
Transportation and Warehousing	526	418	108	25.8
Information and Cultural Services	66	61	5	8.2
Finance and Insurance	385	400	(-15)	(-3.8)
Real Estate and Leasing	2,127	1,938	189	9.8
Professional, Scientific and Technical Services	735	681	54	7.9
Management of Companies	50	59	(-9)	(-15.3)
Administrative & Support Services, Remediation	359	302	57	18.9
Educational Services	71	65	6	9.2
Health and Social assistance	619	521	98	18.8
Arts, Entertainment and Recreation	130	119	11	9.2
Accommodation and Food Services	312	302	10	3.3
Personal and Household Services (Other Services)	745	698	47	6.7
Public Administration	24	15	9	60.0
Businesses not classified by industry	844	765	79	10.3
Total	10,764	9,942	822	8.3

Source: Statistics Canada, Canada Business Counts, June 2022 and June 2024

Labour Market Demand

There was growth in the number of businesses operating in almost all sectors of the SDG economy. There are 822 more businesses operating in the area, an increase of 8.3%. The Professional, Scientific, Technical Services; Construction, Health and Social Assistance; Administrative Support, Waste Management and Remediation Services and Public Administration sectors continue to grow. After a decrease in the number of businesses operating in the Accommodation and Food Services and Personal and Household Services (Other Services) sectors between 2020 and 2022, the sectors experienced an increase in the number of businesses between 2022 and 2024.

Growth in the number of businesses between 2022 and 2024 in PR is very similar to SDG. During these two years, PR experienced an increase of 880 businesses operating in the area – a 10% increase to 9,691. Growth took place in almost all sectors of the economy with the greatest increases observed in the Professional, Scientific, Technical Services and Personal and Household Services (Other Services). The large increase in the Real Estate and Leasing sector can be attributed to self-employed individuals with no employees.

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



822

More businesses operating in SDG (in almost all sectors)



880

More businesses operating in PR (in almost all sectors)



Increase in Professional, Scientific, Technical Services in both SDG and PR regions.

Table 6B: Change in Number of Businesses June 2022-June 2022 - PR

Sector	No of Businesses Jun 2020	No. of Businesses Jun 2023	Absolute Change	Percent Change
Utilities	27	32	(-5)	(-15.6)
Construction	1,485	1,391	94	6.8
Manufacturing	191	174	17	9.8
Wholesale Trade	191	172	19	11.0
Retail Trade	562	534	28	5.2
Transportation and Warehousing	294	262	32	12.2
Information and Cultural Services	61	52	9	17.3
Finance and Insurance	413	408	5	1.2
Real Estate and Leasing	1,811	1,620	191	11.8
Professional, Scientific and Technical Services	827	720	107	14.9
Management of Companies	58	56	2	3.6
Administrative & Support Services, Remediation	346	289	57	19.7
Educational Services	79	61	18	29.5
Health and Social assistance	589	496	93	18.8
Arts, Entertainment and Recreation	117	114	3	2.6
Accommodation and Food Services	195	182	13	7.1
Personal and Household Services	659	524	135	25.8
Public Administration	17	15	2	13.3
Businesses not classified by industry	838	762	76	10.0
Total	9,691	8,811	880	10.0

Source: Statistics Canada, Canada Business Counts, June 2022 and June 2024



Labour Market Demand

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

Tables 7A and B examine the composition of the economies of SDG and PR by the number of businesses within each sector as compared to Ontario.

Table 7A: Distribution of Businesses by Sector as of June 2024 - SDG

Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing, Hunting	1,410	13.1	3.8
Oil and Gas Extraction, Quarrying and Mining	10	0.1	0.1
Utilities	30	0.3	0.1
Construction	1,053	9.8	11.5
Manufacturing	253	2.4	2.8
Wholesale Trade	233	2.2	2.8
Retail Trade	282	7.3	2.4
Transportation and Warehousing	526	4.9	10.0
Information and Cultural Services	66	0.6	1.8
Finance and Insurance	385	3.6	6.5
Real Estate and Leasing	2,127	19.8	29.6
Professional, Scientific and Technical Services	735	6.8	16.8
Management of Companies and Enterprises	50	0.5	1.0
Admin. Support, Waste Mngmt., Remediation	359	3.3	4.9
Educational Services	71	0.7	1.4
Health and Social assistance	619	5.8	9.1
Arts, Entertainment and Recreation	130	1.2	1.9
Accommodation and Food Services	312	2.9	3.6
Other Services	745	6.9	2.5
Public Administration	24	0.2	0.1
Unclassified	844	7.8	14.2
Total	10,264		

Source: Statistics Canada, Canada Business Counts, June 2024

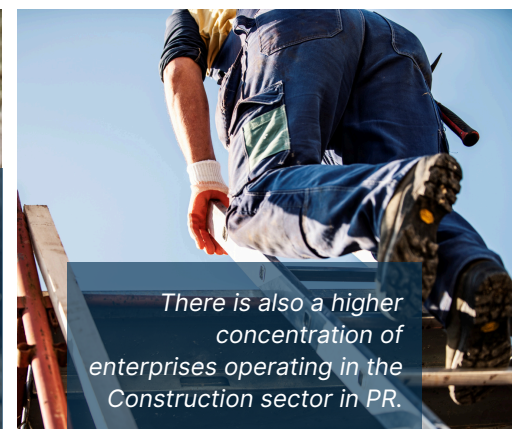
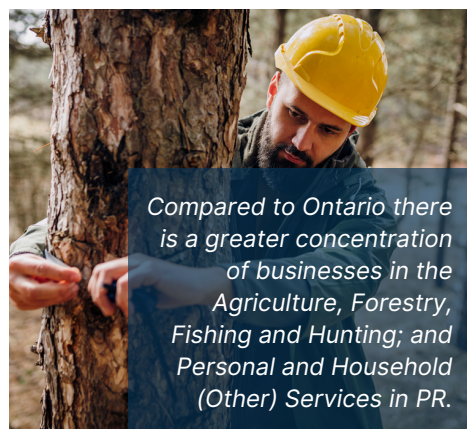


Table 7B: Distribution of Businesses by Sector as of June 2024 - PR

Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing, Hunting	925	9.5	3.8
Oil and Gas Extraction, Quarrying and Mining	6	0.1	0.1
Utilities	27	0.3	0.1
Construction	1,485	15.3	11.5
Manufacturing	191	2.0	2.8
Wholesale Trade	191	2.0	2.8
Retail Trade	562	5.8	2.4
Transportation and Warehousing	294	1.0	10.0
Information and Cultural Services	61	0.6	1.8
Finance and Insurance	413	4.3	6.5
Real Estate and Leasing	1,811	18.7	29.6
Professional, Scientific and Technical Services	827	8.5	16.8
Management of Companies and Enterprises	58	0.6	1.0
Admin. Support, Waste Mngmt., Remediation	346	3.6	4.9
Educational Services	79	0.8	1.4
Health and Social assistance	589	6.1	9.1
Arts, Entertainment and Recreation	117	1.2	1.9
Accommodation and Food Services	195	2.0	3.6
Other Services	659	6.8	2.5
Public Administration	17	0.2	0.1
Unclassified	838	8.6	14.2
Total	9,691		

Source: Canada Business Counts, June 2024



Labour Market Demand

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

Tables 8A and B identify the top 25 occupations by the number of job postings as well as the average advertised wage for jobs posted in SDG and PR between January 1 2024 and December 31 2024.

Table 8A: Top 25 Occupations Advertised in SDG - Jan 1, 2024 to Dec 31, 2024

NOC	Occupation	Number of Online Job Postings	Average Hourly Wage (where available)
73300	Transport truck driver	156	\$31.54
14400	Shippers and receivers	154	\$21.67
63200	Cooks	106	\$20.35
44101	Home support workers and caregivers	105	\$24.01
60020	Retail and wholesale trade managers	102	\$25.88
75101	Material handlers	101	\$23.15
64409	Other customer and information service representatives	100	\$24.44
64100	Retail salesperson and visual merchandisers	99	\$20.96
75201	Delivery service drivers and door-to-door distributors	91	\$29.63
62020	Food service supervisors	89	\$21.50
65310	Light duty cleaners	82	\$19.72
65201	Food counter attendants and kitchen helpers	62	\$21.75
65100	Cashiers	52	\$17.45
13110	Administrative assistants	51	\$27.49
64101	Sales and account representatives – wholesale trade	46	\$26.66
62101	Retail and wholesale buyers	45	\$18.39
43100	Elementary and secondary school teacher assistants	44	\$26.51
60030	Restaurant and food service managers	40	\$28.15
14100	General office support workers	39	\$25.08
41210	College and other vocational instructors	36	\$44.53
64410	Security guards and related security service occupations	36	\$20.25
65102	Store shelf stockers, clerks and order fillers	36	\$18.00
65312	Janitors, caretakers and heavy-duty cleaners	35	\$23.18
63102	Financial sales representatives	33	\$27.14
41220	Secondary school teachers	27	\$35.06

Source: Vicinity Jobs

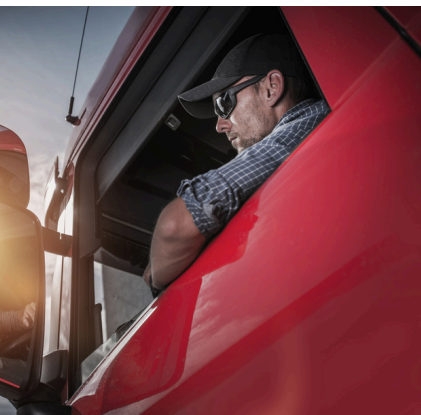


Table 8B: Top 25 Occupations Advertised in PR - Jan 1, 2024 to Dec 31, 2024

NOC	Occupation	Number of Online Job Postings	Average Hourly Wage (where available)
44101	Home support workers and caregivers	137	\$21.87
62020	Food service supervisors	53	\$20.82
60020	Retail and wholesale trade managers	52	\$27.74
63200	Cooks	46	\$20.80
64100	Retail salespersons and visual merchandisers	45	\$18.50
65100	Cashiers	43	unavailable
75201	Delivery service drivers and door-to-door distributors	42	\$27.70
65310	Light duty cleaners	40	\$19.03
65201	Food counter attendants and kitchen helpers	38	\$18.56
65102	Store shelf stockers, clerks and order fillers	34	\$20.35
64409	Other customer and information services representatives	31	\$22.71
75101	Material handlers	30	\$22.97
32101	Licensed practical nurses	25	\$27.93
42202	Early childhood educators and assistants	25	\$22.24
14101	Receptionists	24	\$20.37
14100	General office support workers	23	\$22.01
33101	Nurse aides, orderlies, and patient service associates	23	\$29.09
43100	Elementary and secondary school teacher assistants	23	\$25.45
31301	Registered nurses and registered psychiatric nurses	22	\$32.34
64101	Sales and account representatives – wholesale trade	22	\$26.73
73300	Transport truck drivers	21	\$46.94
13110	Administrative assistants	20	\$24.55
41220	Secondary school teachers	20	\$39.75
41221	Elementary school and kindergarten teachers	18	\$39.64
33103	Pharmacy technical assistants and pharmacy assistants	17	\$19.35

Source: Vicinity Jobs



WHAT WE ARE HEARING

“Housing is a growing concern... workforce recruitment was a growing concern... (and will) emerge as one of the concerns moving forward”.

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



1. Shawna O'Neill, Standard Freeholder, Cornwall's 2024 Year in Review Highlights Progress, Going Green, Dec 12 2024

At a meeting of SDG and PR manufacturers conducted in September 2024, employers raised concerns about employee absenteeism, a lack of general soft skills, employee morale including gossip and rumours resulting in a toxic work environment, and delays caused by union requirements in areas like job postings. Lack of day care and transportation were additional challenges. Strategies to address these challenges included reframing recruitment and changing language to appeal to a more diverse range of potential employees, increasing wages and benefits, conducting employee surveys and hiring newcomers. Employers who had hired newcomers expressed concern with the lack of translation services especially in areas like Health and Safety.

Two meetings of long-term care employers examined labour market shortages in health care locally. Current and projected needs based on the growth of their facilities included Personal Support Workers, Registered Practical Nurses, Nurse Practitioners, Food Service Attendants and Cooks. Several strategies to address these shortages were discussed.

In general, we continue to hear about the importance of life skills including reliability and work ethic from employers. Many are experiencing difficulty filling vacancies. Others are struggling to retain employees. EOTB will be conducting the EmployerOne Survey early in 2026. Survey results will be available in March 2026 and provide additional insights into labour market demand.

In his annual “Year in Review” delivered in December 2024, Bob Peters, Division Manager of Economic Development for the City of Cornwall, spoke about business growth and organizational success from across the region. But he also pointed out challenges including supply chain issues, housing shortages, workforce recruitment and a lack of local skilled trades, stating, “Housing is a growing concern... workforce recruitment was a growing concern... (and will) emerge as one of the concerns moving forward”.¹



22. EMPLOYMENT ONTARIO DATA 2023-2024

Over the past several years, Employment Ontario data has been shared annually with the Eastern Ontario Training Board to provide further insight about service use and encourage collaboration to address local labour market demand and supply. The following analysis examines service usage in 2023-2024 compared to the previous year, 2022-2023.

Assisted, Unassisted Employment Services and Literacy & Basic Skills programming

Participation in Assisted Employment Services and Literacy and Basic Skills programming increased in 2023-2024 compared to the previous year.

Assisted Employment Services



SDG

1,709 clients received Assisted Employment Services last year or 386 more than in 2022-2023 – an increase of 29%.

There was a significant increase in the number receiving Assisted Employment Services with no or very limited income. 434 clients in 2023-2024, or one in four clients, relied on Ontario Works subsidies compared to 180 in 2022-2023, an increase of 141% from 2022-2023. At the same time, 759 or 44.6% of participants indicated no source of income. This is an increase of 168 people as compared to the previous year. In the past year, 32% of all participants in Assisted Services indicated that they had been separated from the labour force for one year or more.

973 clients or 57% exited services for employment. This is markedly lower than in past years where the success rate was 70%. In 2023-2024, 235 (14%) sought education or training after receiving Assisted Employment Services. This is similar to past years.

P-R

1,069 clients received Assisted Employment Services in 2023-2024. This is an increase of 163 clients from 2022-2023 (18%).

The number of newcomers seeking Assisted Employment Services continues to increase from 41 in 2022-2023 to 85 in 2023-2024 – an increase of 107%. The number of clients identifying a disability also increased from 76 to 143 in 2023-2024. This is an increase of 88%. As in SDG, the number of participants with either no income or minimum income has increased in the past year. In 2023-2024, 446 or 42% of participants have no source of income while an additional 174 (17%) rely on Ontario Works subsidies.

728 of 1,069 clients (68%) left services for employment while 88 or 8% exited for training. This also is lower than in the past. In 2022-2023, 75% of clients left for employment while 15% went on to education or training.

EASTERN-ONTARIO / ONTARIO

In Eastern Ontario, participation in Assisted Employment Services decreased 2% between 2022-2023 and 2023-2024. In Ontario, participation decreased by 9% in the past year.

In 2023-2024 in Eastern Ontario 57.1% of Assisted Employment Services participants left for employment and 13.5% for further education or training. In Ontario, 61.8% of clients left for employment while 13.7% continued on to education or training.



Unassisted Employment Services



SDG

3,081 clients in SDG received Unassisted Employment Services in 2023-2024 - a decrease of 712 clients over the previous year or 19%.

P-R

1,924 clients received Unassisted Services last year compared to 2,237 in 2022-2023 – a decrease of 313 clients or -14%.

EASTERN-ONTARIO / ONTARIO

The number participating in Unassisted Employment Services in Eastern Ontario decreased by 45% between 2022-2023 and 2023-2024 and by 17% in Ontario

Literary Basic Skills



SDG

The number of new Literacy and Basic Skills (LBS) learners in SDG increased by 22 learners from 2022-2023 to 2023-2024 (452 to 474). Carry-over learner numbers decreased by 22. Net total of new and carry-over learners remained stable at 763 participants.

Referrals from Employment Service Providers to LBS increased slightly in 2023-2024 to 54. This was an increase of 8%. Referrals from LBS to Employment Services increased significantly from 77 in 2022-2023 to 111 in 2023-2024, an increase of 44%. Employment was the goal of 502, or two of every three learners. In the past year, 171 of 481 clients or 36% left services for employment while 63 or 13% exited into education or training.



P-R

Participation in the Literacy and Basic Skills program in PR continues to be stable over the past year. The number of new learners increased from 129 to 133 learners (3%) while the number of carry-over learners increased by 22 (15%). The total net new and carry-over learners increased from 273 to 299 (9.5%)

Referrals into LBS from Employment Services decreased in the past year from 115 to 80 (-30%) while referrals to Employment Services decreased from 82 to 68 (-17%).

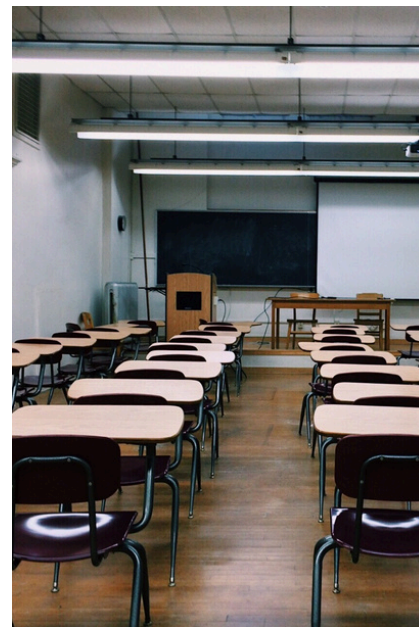
Employment was the goal of 76% of LBS participants. In 2023-2024, 50 or 50% of the 101 participants exiting LBS services left for employment while 19% continued their education or training.



EASTERN-ONTARIO / ONTARIO

In Eastern Ontario, net new learners in Literacy and Basic Skills increased 27% while in Ontario net new learners increased by 25%

In Eastern Ontario, 23% of learners left LBS for employment and 29% continued in education or training. In Ontario 11% of learners left for employment and 20% for education or training.



Programs administered by Employment Services in SDG recorded the following level of activity between 2022-2023 and 2023-2024:

Canada Ontario Job Grant



SDG

Twenty-nine companies, or 11 more than in 2022-2023, took advantage of the COJG program in 2023-2024. The number of workers obtaining training increased from 119 to 139 (17%). Employers were fully satisfied that the training met the needs of their workforce and had increased productivity.

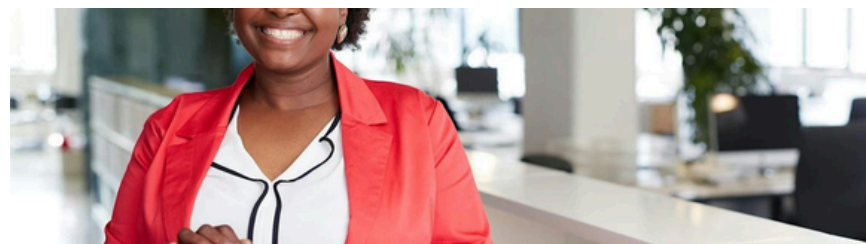
P-R

Company participation increased from 22 to 24 (9%). The number of workers obtaining training increased from 42 to 58 (38%). Employers in PR were equally happy with the training feeling that it had met the needs of their employees and had improved productivity.

EASTERN-ONTARIO / ONTARIO

The number of Eastern Ontario companies participating decreased by 16% and by 5% in Ontario. The number of trainees in Eastern Ontario decreased by 6% and by 3% in Ontario.

Better Jobs Ontario



SDG

The number of participants decreased from 47 to 41 (-13%).

P-R

The number of participants increased from 31 to 51 (65%).

EASTERN-ONTARIO / ONTARIO

Participation in Eastern ON decreased by 21% and increased by 11% across Ontario.

Youth Job Connection



SDG

Participation decreased from 100 to 79 (-21%).

P-R

Participation increased from 38 to 42 (11%).

EASTERN-ONTARIO / ONTARIO

Participation decreased by 48% in Eastern ON and by 18% across Ontario.

Youth Job Connection Summer

SDG

Participation decreased from 58 to 40 (-31%).

P-R

Participation decreased from 42 to 32 (-24%).

EASTERN-ONTARIO / ONTARIO

Participation in Eastern ON also decreased significantly by 78% and by 24% in Ontario.

Apprenticeship



SDG

The number of new Apprenticeship registrations in SDG decreased slightly from 848 to 828 (-2%) while the number of active apprentices increased from 2,442 to 2,619 (7%) in 2023-2024. Certificates of Apprenticeship issued increased from 230 to 261 (14%). Modular training registrations increased significantly in the past year from 31 in 2022-2023 to 72 in 2023-2024 (132%).

P-R

The number of new Apprenticeship registrations in PR decreased slightly from 186 to 176 (-5%) while the number of active apprentices increased from 623 to 643 (3%) in 2023-2024. Certificates of Apprenticeship issued increased from 52 to 65 (25%). Modular training registrations decreased in the past year from 38 in 2022-2023 to 35 in 2023-2024 (-8%).

EASTERN-ONTARIO / ONTARIO

The number of new Apprenticeship registrations grew by 5% in Eastern Ontario while decreasing by 3% in Ontario overall. In Eastern Ontario the number of active apprentices increased by 10% and by 6.5% in Ontario. Certificates of Apprenticeship issued increased by 7% in Eastern Ontario and by 3% in Ontario. In Eastern Ontario, modular training registrations increased by 32% while increasing by 13% in Ontario overall.



Throughout the year Employment Ontario service providers in SDG and PR have increasingly recognized the changing demographics and declining employment readiness of the clients they serve. An increasing number of clients are facing multiple barriers including mental health challenges, addiction problems and a lack of permanent housing. This situation is reflected in the increasing number of clients who are either relying on Ontario Works subsidies or who have no income at all. The impact is also seen in the decreasing success rate of Assisted Employment Services in the past year.

ACTION PLAN UPDATE 2025-2026

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

Key Priority # 1 – Identify skills in demand and promote training to upskill

Collaborative actions identified at community consultation Nov 2023:

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

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Communicate with employers and business associations to market EO services.	Maintain yournextjob.ca training info. Sponsor youth entrepreneur award at annual CoC event. Co-award winner with ACCF for community contribution.	ACCF, SCG, CoC, WCG			✓
Deliver Labour Market Help Desk services in SDG and PR.	Respond to a minimum of 35 inquiries per year.	EOTB			✓
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. Communicate findings to educators and employment service providers.	SCG, EOTB, Employers			✓
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, Employers, SCG, SLC, ED	✓		
Conduct two employer roundtables. Share information with Service Coordination Group.	Partner to meet employer needs.	EOTB, SCG, Employers			✓
Actively participate on the Health Human Resources Project team Great River Ontario Health team.	Share info with partners. Take action to meet employer needs.	EOTB, SCG		✓	
Maintain “www.yournextjob.ca” community calendar of workshops and webinars available to all employers, jobseekers and incumbent workers.	Community calendar promoting all EO services available online.	SCG			✓

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

Collaborative actions identified at community consultation Nov 2023:

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

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Coordination of Employment Ontario services to meet the needs of jobseekers, workers, newcomers and employers.	Partners continue structured promotion, assessment and referrals.	SCG, WCG			✓
Maintain and promote “Your Next Job” website as a repository of online job postings in SDG and PR from multiple local and national job posting websites.	A minimum of 50 users access the website in year one; 100 in year two and 150 in year three.	EOTB, SCG			✓
Deliver short-term training and work experience helping diverse candidates, differently-abled, at-risk youth, unemployed and under-employed secure employment.	Depending on severity of employment barrier, 65 to 70% of participants secure employment or continue their education.	EOTB, SC, TCL, JZ, GIAG, OW, SLC, PPRC			✓
Wrap up and analyze results: Women’s Employment Readiness Pilot Program including measurements for intervention effectiveness – COMPLETE 3 31 2024.	A minimum of 30 participants with 21 achieving employment.	EOTB, JZ, GIAG, OW, SLC			
Facilitate work experiences in graduates’ fields of study – COMPLETED MAR 31 2023.	Minimum of 75% of participants secure employment or continue their education.	EOTB, SC, JZ, GIAG, KCSA, TCL			
Maintain Youth Engagement Sub-committee of Service Coordination Group.	Conduct a minimum of four Youth Engagement Sub-committee meetings.	SCG			✓
Co-host Young Adult Living youth series.	Collaborative activity focused on inspiring young adults to get engaged with community and workforce.	CAS		✓	
Engage service providers in strategies to address new and emerging multiple barriers faced by clients.	Identify/confirm client needs. Develop tools and workshops. Track results.	EOTB, SCG			✓
Deliver Newcomer Employment Welcome Services settlement and employment integration services.	100 to 150 newcomers provided services annually.	LIP, TRL, JZ, GIAG, OW, SLC, TCL, Mun.			✓

Key Priority # 3 – Promote in-demand occupations

Collaborative actions identified at community consultation Nov 2023:

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

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Analyze, summarize and publish labour market information data as released from various sources. Ensure distribution to secondary and post-secondary educators.	Publish monthly "Eye on the Labour Market" report for SDG and PR Update and promote labourmarketinfo.com website as custom data becomes available.	EOTB, SCG			✓
Develop 'career ladders' promoting careers launched through entry-level work. Evaluate use as a tool for workforce development and training of new and incumbent workers.	Develop and test a minimum of two career ladders in year one. Evaluate use of career ladders in year two.	EOTB, OW		✓	
Conduct and evaluate Financial Literacy pilot program for students. COMPLETED JUNE 2024.	Conduct and evaluate Year Two of Financial Literacy pilot program for 400 EN and FR students in SDG and PR.	OTF, EOTB, JA, UCDSB, CSBEO, CEPEO, CSDCEO			

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

Collaborative actions identified at community consultation Nov 2023:

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

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Chair Local Immigration Partnership Council to welcome newcomers to SDG and PR.	Assist newcomers to obtain info and services required. Partner with community and employers to promote benefits of hiring newcomers.	LIP members			✓
Maintain Welcome Guide for Immigrants to SDG and PR.	Ongoing update and distribution through NEWS, TR and ES.	LIP, Mun., JZ, OW, NEWS, TRL			✓
Maintain Newcomer Ambassador Group to promote area to newcomers.	Newcomers representing 11 countries now participating. To increase to 13 by 2024.	TRL, NEWS, LIP			✓
Deliver Community Connections event connecting immigrants with employers.	A minimum of one event conducted annually. Attended by a minimum of 20 employers and 100 newcomers annually.	LIP, Mun., SDC			✓
Organize and participate in annual job fair in SDG and PR for the general population.	A minimum of one online or in-person job fair conducted annually.	EN, SCG, MCA, CoC, Mun. OW, SDC, CESOC, LCC			✓

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

Action	Outcomes	Partners**	Timeframe*		
			S	M	L
Partner with ACCFutures and Chambers for small business week.	Provide small business with relevant labour market information and workforce development strategies.	ACCFutures, CoC			✓
Investigate viability of employer participation in online job fairs organized outside of SDG and PR. Participate in non-local job fair to attract workers outside of the area.	Participate in a minimum of one job fair outside of SDG and PR.	Mun., CESOC, EOTB, LCC	✓		
Host in-person and online employer training sessions.	Minimum of two online or in-person training sessions conducted annually.	SCG, CoC, ACCF, EN, SDC		✓	
Partner with African Caribbean and International Assoc. of Eastern Ontario to promote integration of newcomers into employment.	Partnership activities to be planned and implemented.	ACIAEO, LIP, NEWS			✓
Complete annual Local Labour Market Plan with updated LMI, EO data analysis and consultation feedback.	Publish new three-year plan for workforce development, 2026 to 2029.	EOTB, SCG, EN, SLC, OW Mun. CTCA			✓
Participate on various boards and committees representing workforce development. Provide LMI as requested.	Serve on Vibrant Communities, Downtown BIA, Employ-Ability Network, Municipal Housing Committee. Serve on panels of experts as required.	EOTB, VC, DBIA, EN			✓
Develop private and public sector funding proposals as required to address service needs and build business and community capacity.	A minimum of two proposals developed annually.	EOTB			✓



ACRONYM GLOSSARY

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

