

2021

Local Labour Market Plan



Pandemic Disruption

A third update to the 2018 — 2021 Strategic Workforce Development Plan for Hastings, Prince Edward and Lennox and Addington Counties



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EXECUTIVE SUMMARY

As we entered into the 2020-2021 operational year, Ontario was just beginning to feel the affects of the global COVID-19 Pandemic that was growing around the world. On March 17, 2020, Ontario entered a State of Emergency and essentially, life as we knew it ground to a halt. This left people feeling uncertain about not only what was happening at the time, but also what the future would bring. Business owners worried about keeping the doors open. Workers stressed about how they were going to make ends meet as many businesses simply stopped operating.

Today, we are now over a year since COVID-19 first became a Public Health Emergency of International Concern and almost one full year into the declared pandemic state. Ontario is still dealing with the waves of this pandemic and it is expected to have to continue addressing it through various measures for some time to come.

Having experienced two lockdowns and a Stay at Home order, the workforce across Hastings, Prince Edward and Lennox and Addington Counties has not been immune to the affects of the Pandemic. Preliminary data suggests that that region did see business closures but the extent is still not truly understood. Business opening and closing data from Statistics Canada shows a drop of 102 businesses between January and November 2020, however this just means they stopped paying payroll. Business counts from December 2020 and June 2021 will assist to better understand what is happening. As well, the Business Conditions Survey done in August/September 2020 will be conducted again and this will help understand the economic impact that has taken place.

In this report we continue to focus on business counts as well as the Health care and Agriculture industries as a follow up to the 2020 Local Labour Market Plan. The Forestry industry has been added in with Agriculture as these two industries will be of interest moving forward.

As you read through the data, I am sure you will find the information related to the affect the pandemic has had very interesting. However, there is much more to understand moving forward. We are still in a pandemic and even as things begin opening up, the workforce may still take some time to return to where it was.



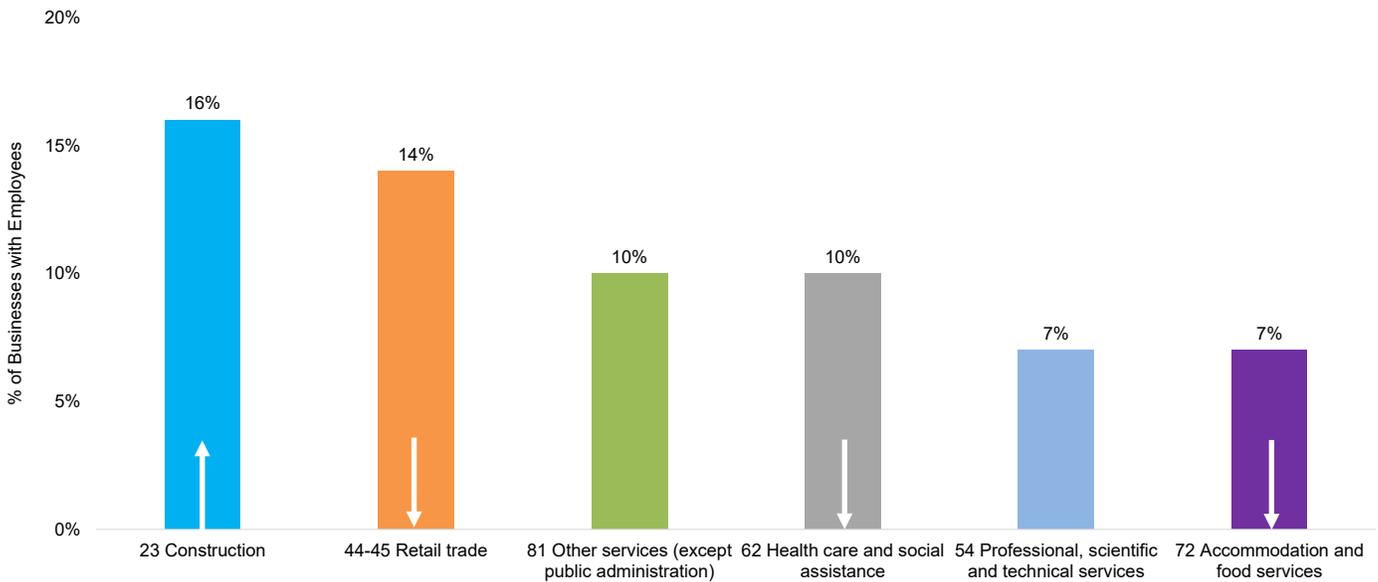
Brad Labadie
Executive Director
Centre for Workforce Development

BUSINESS COUNT UPDATE

HASTINGS COUNTY

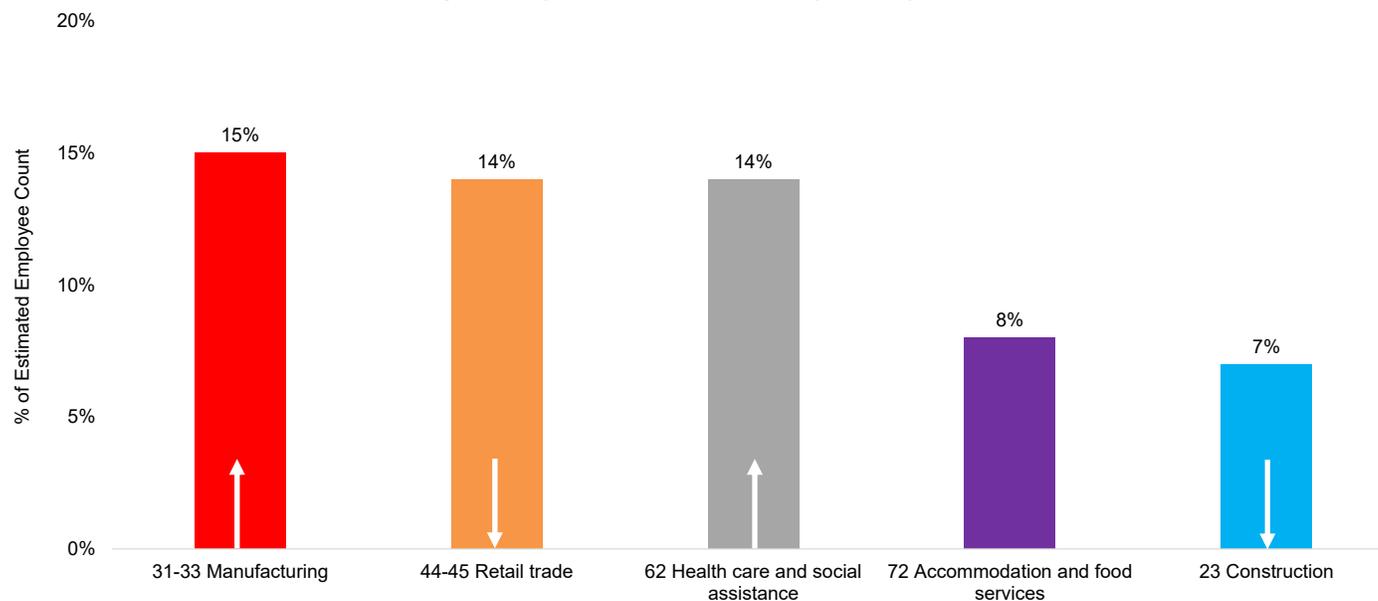
The top five industries remained the same as those in the past reports with Retail, Health care and Accommodation and food services seeing minor decreases. Construction saw a slight increase in businesses. Manufacturing and Health care saw a slight increase in employee count while Construction and Retail saw slight decreases.

Hastings County - Top Six Industries by Business Count



Source: Statistics Canada, Canada Business Counts June 2020

Hastings County - Top Five Industries by Employee Count



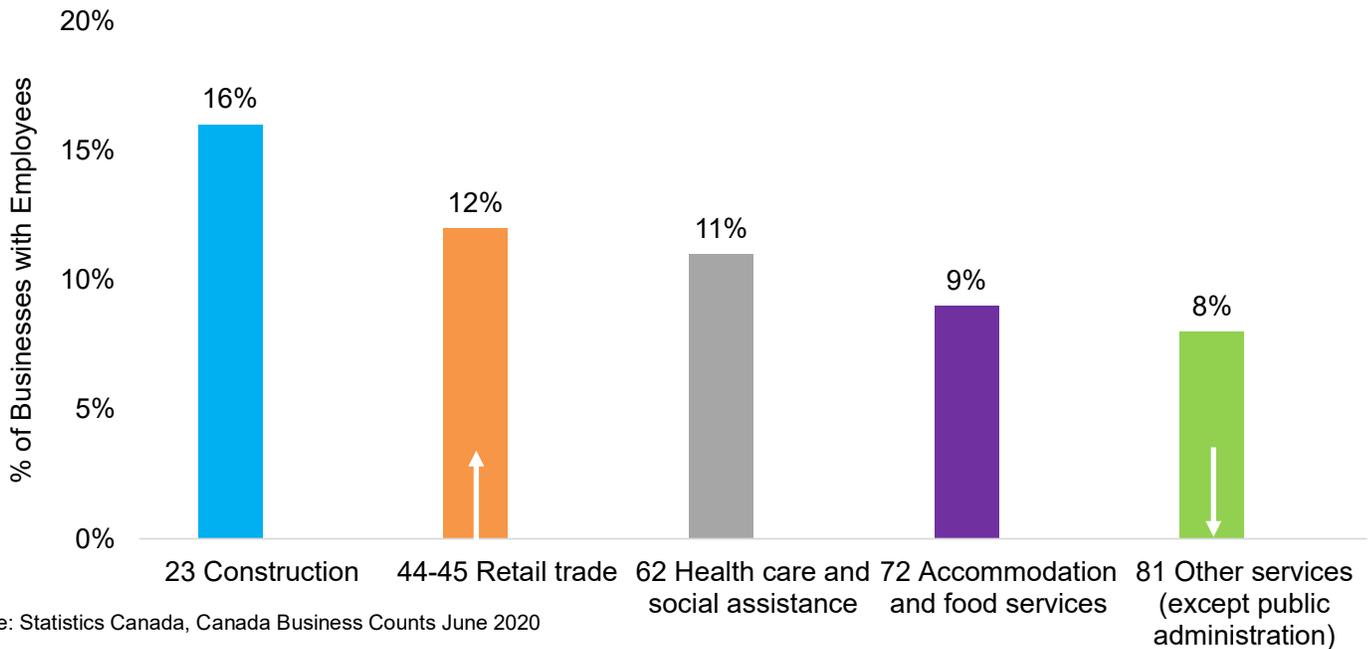
Source: Statistics Canada, Canada Business Counts June 2020, Special Calculations

BUSINESS COUNT UPDATE

PRINCE EDWARD COUNTY

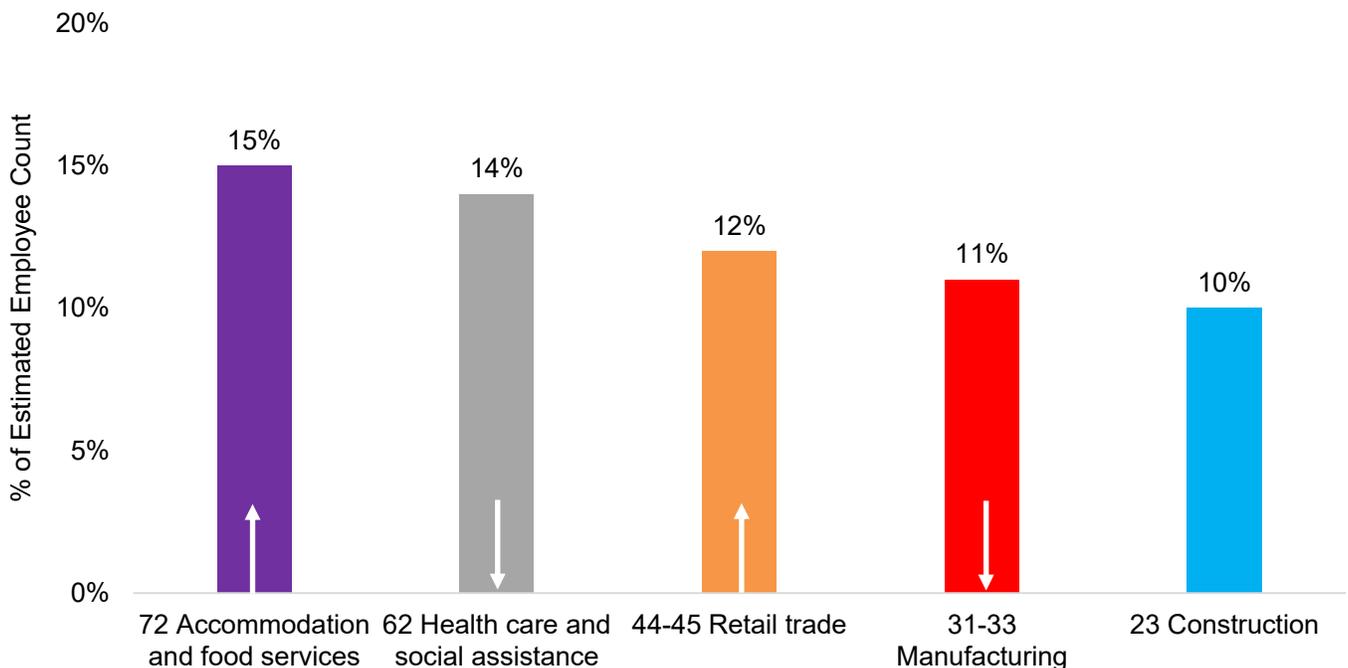
The top five industries saw a slight change with Retail seeing a minor increase in Business Counts and Other services a minor decrease. Estimated Employee Counts resulted in changes as well with Accommodation and food services and retail seeing minor increases. Minor decreases in Health care, Manufacturing and Agriculture with the latter no longer in the top five. Construction returned to the top five.

Top 5 Industries by Business Count - Prince Edward County



Source: Statistics Canada, Canada Business Counts June 2020

Top 5 Industries by Employee Count - Prince Edward County



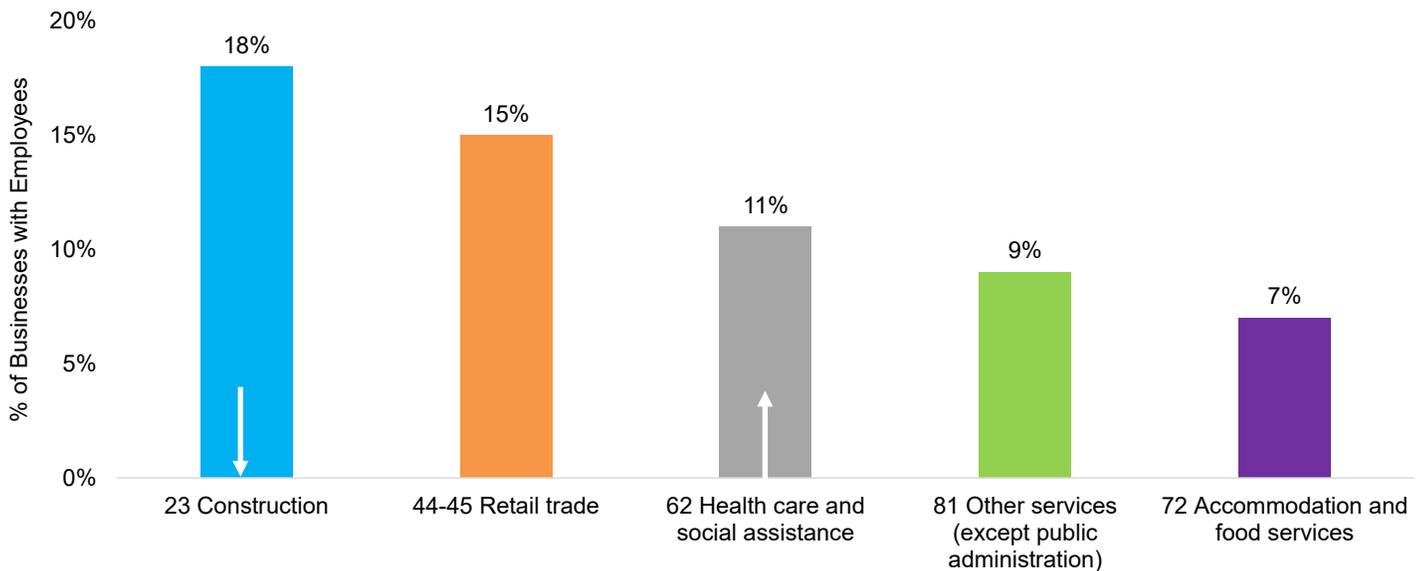
Source: Statistics Canada, Canada Business Counts June 2020, Special Calculations

BUSINESS COUNT UPDATE

LENNOX AND ADDINGTON COUNTY

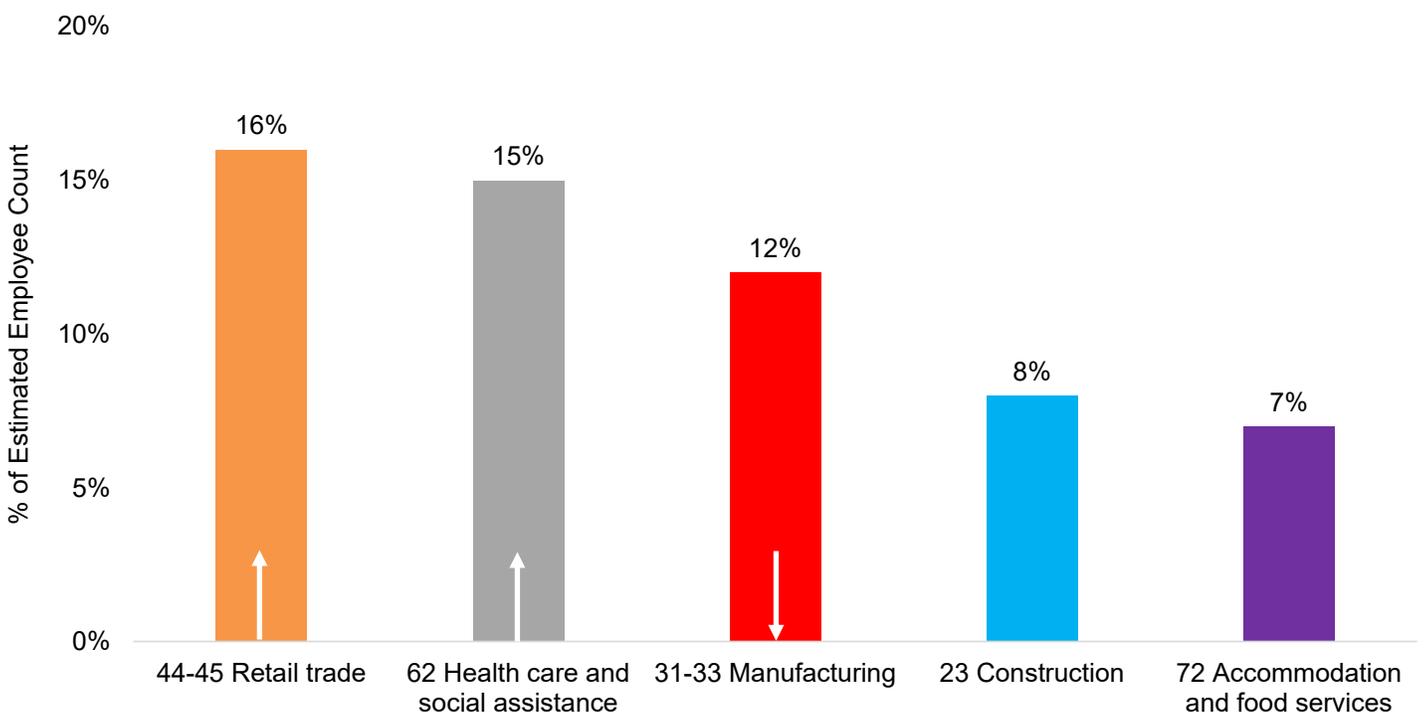
The top five industries remained the same as previous updates. Construction saw another minor decrease while Health care saw a minor increase. Estimated employee counts show Retail and Health care having slight increases while Manufacturing saw a decrease.

Top 5 Industries by Business Count - Lennox and Addington County



Source: Statistics Canada, Canada Business Counts June 2020

Top 5 Businesses by Employee Count - Lennox and Addington County



Source: Statistics Canada, Canada Business Counts June 2020, Special Calculations

HEALTH CARE INDUSTRY

In March 2020, prior to the COVID-19 Pandemic being declared in Ontario, a forum was held with health care workers, employers and community support agencies to review the findings of an employee survey as well as labour market information about occupations in health care. Participants in the forum identified where the industry should be in 5 years, their strengths and assets as well as gaps and needs. They then established key initiatives and actions to address the labour force issues the local health care industry is facing. This industry may now be facing increased challenges as a result of COVID-19.



Our Five Year Vision of Success

- Better communication and streamlining across all agencies
- Integrated Mental Health Services with both clinical and community care
- Ensuring better work-life balance and enough bench strength among current staff
- Offering better compensation and benefits
- Providing better high school guidance for health care and pre-health care
- Landing more local specialists and becoming a local “hub” of specialists; resulting in more available, consistent health care with better patient/provider ratio

Strengths and Assets

- Leading in point of care testing
- Stroke protocol and recovery, COPD Project
- Access to post-secondary training
- Provide access to substance abuse services
- Wide variety of jobs available
- Existing healthcare providers

HEALTH CARE INDUSTRY

Gaps and Needs

- High physical and mental demand with no support. Shift work can be difficult and inflexible, often part time hours are not guaranteed.
- Lack coordination, structure and consistency in all agencies, communication gaps between primary care and community care (very confusing for clients).
- Retention, keeping people in long term employment.
- Funding for continuing education.
- Health care career awareness (there are more jobs than nursing or doctors), career fairs etc.
- Problems attracting, finding and keeping students to pursue careers in health care.
- Adult education. Ongoing education is important, laddered credential programs within the area are lacking.
- Recognition and support for health care workers (workforce often does not feel valued).

Key Initiatives and Actions

- Early exposure/awareness about health care careers: work with the local board of education to ensure students are exposed to the variety of health care careers locally; get into the schools at earlier grade levels; educate the guidance counsellors.
- Better marketing of health care career pathways: What is health care? What are the opportunities? e.g. Video marketing.
- Promote our strengths/successes: what we do well (stroke care, point of care testing, etc.).
- CFWD to be at the table with Quinte Ontario Health Team assisting development of new health care model.
- Encourage communication to front end: better info to front line workers within agencies (to share, inspire, engage, improve care).
- More collaboration among agencies or bring them all together.
- Needs assessment for frontline workers: increased focus on hiring, streamlining administrative positions.

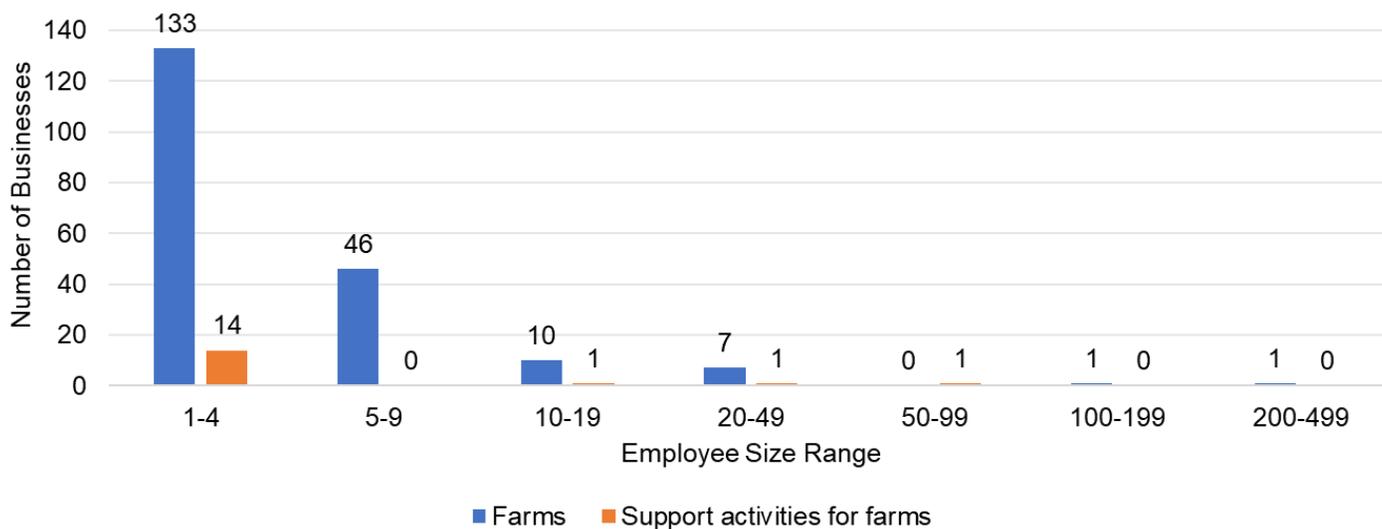


In 2020, CFWD began the first in a series of video shoots that will showcase various local health care career paths. This first video encompassed the path of a Personal Support Worker (PSW). Not only did it address the growing career opportunities locally, the participants spoke to why they love living in this region. Special thanks to the staff from Cheshire Homes and Hastings Manor for helping make this happen. Watch for the marketing of this video throughout 2021!

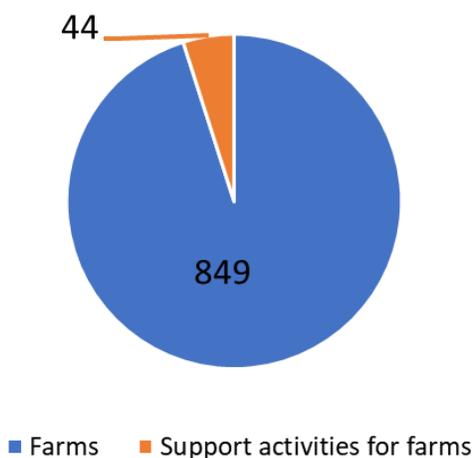
AGRICULTURE AND FORESTRY INDUSTRY

Following on from the research done by Harvest Hastings and which was shared in the 2020 Local Labour Market Plan update, CFWD began looking into Labour Market Information about the agriculture industry. Additionally, anecdotal conversations with community members from the Madoc and Tweed areas indicated that the forestry industry was growing in that area and businesses were having difficulty finding skilled workers. Below are a series of data tables presented at consultations in February 2020 with people in these two industries. The source for the data is Emsi, 2020.

Agriculture Business Counts June 2020
Hastings, Prince Edward and Lennox and Addington Counties



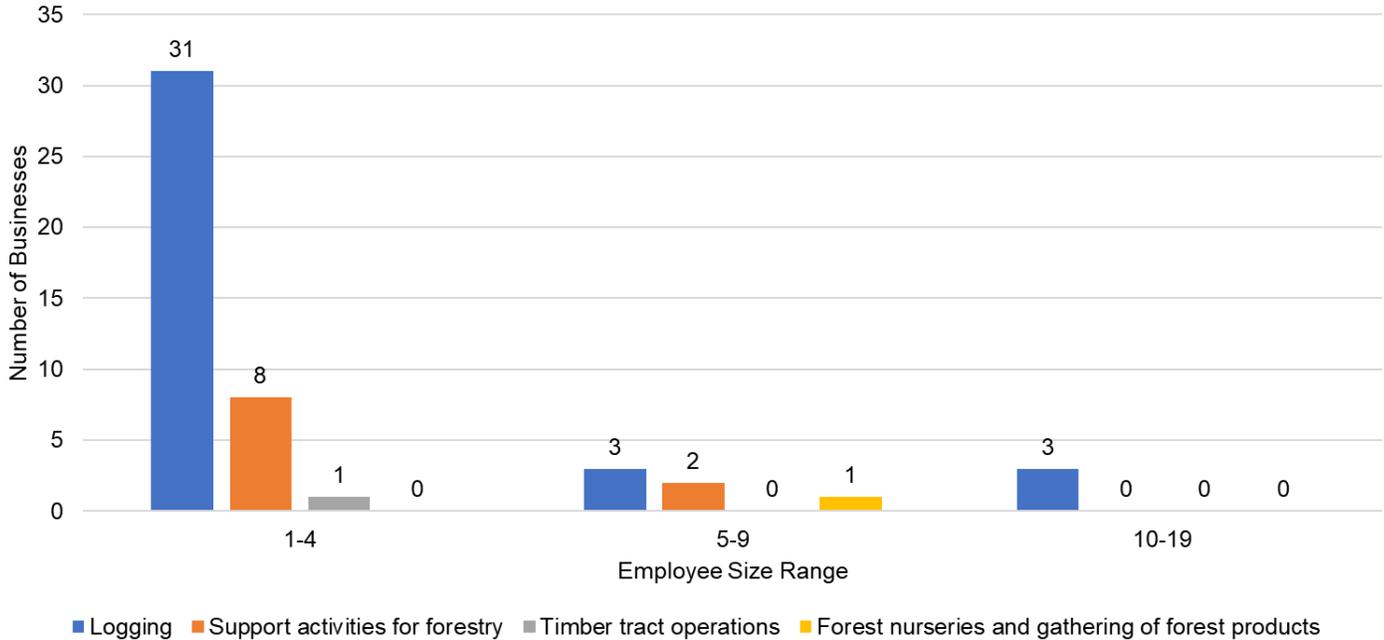
Indeterminate Agriculture Business Counts June 2020
Hastings, Prince Edward and Lennox and Addington Counties



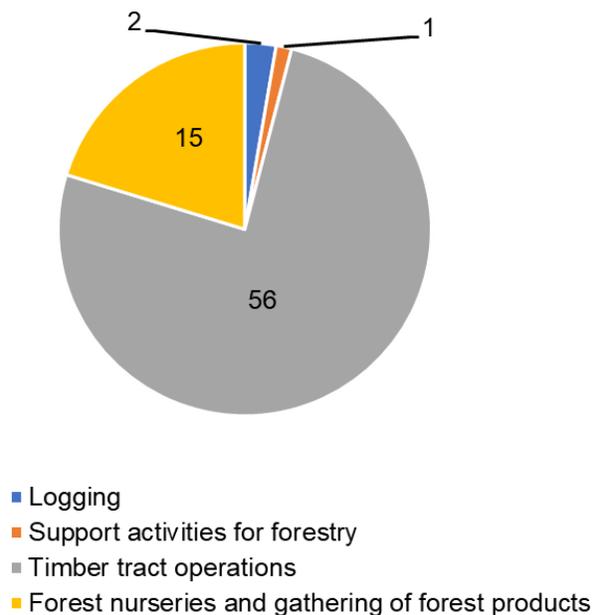
Indeterminate businesses are ones that do not maintain an employee payroll, but may have a workforce which consists of contracted workers, family members or business owners.

AGRICULTURE AND FORESTRY INDUSTRY

Forestry Business Counts June 2020
Hastings, Prince Edward and Lennox and Addington Counties



Indeterminate Forestry Business Counts June 2020
Hastings, Prince Edward and Lennox and Addington Counties



AGRICULTURE AND FORESTRY INDUSTRY

Below is a selection of occupation projections related to agriculture and businesses that support agriculture. Numbers in red are a projected decrease in employment per occupation.

Description	% Change (2019 - 2028)
Accounting technicians and bookkeepers	93%
Construction trades helpers and labourers	75%
Store shelf stockers, clerks and order fillers	74%
Supervisors, supply chain, tracking and scheduling co-ordination occupations	66%
Heavy equipment operators (except crane)	61%
Heavy-duty equipment mechanics	56%
Accounting and related clerks	55%
Agricultural and fish products inspectors	50%
Biological technologists and technicians	45%
Industrial butchers and meat cutters, poultry preparers and related workers	38%
Shippers and receivers	38%
Transport truck drivers	37%
Material handlers	33%
Aquaculture and marine harvest labourers	32%
General office support workers	25%
Testers and graders, food and beverage processing	24%
Butchers, meat cutters and fishmongers - retail and wholesale	(2%)
Agricultural service contractors, farm supervisors and specialized livestock workers	(4%)
General farm workers	(18%)
Nursery and greenhouse workers	(21%)
Managers in agriculture	(25%)
Harvesting labourers	(30%)
Pest controllers and fumigators	(49%)
Managers in aquaculture	(54%)
Managers in horticulture	(57%)
Agricultural representatives, consultants and specialists	(80%)

AGRICULTURE AND FORESTRY INDUSTRY

Below is a selection of occupation projections related to forestry and businesses that support forestry. Numbers in **red** are a projected decrease in employment per occupation.

Description	% Change (2019 - 2028)
Labourers in wood, pulp and paper processing	54%
Accounting technicians and bookkeepers	34%
Other wood processing machine operators	30%
Lumber graders and other wood processing inspectors and grad	26%
Underground production and development miners	25%
Sawmill machine operators	24%
Administrative officers	15%
Accounting and related clerks	7%
Administrative assistants	6%
Logging and forestry labourers	(6%)
Logging machinery operators	(7%)
Heavy-duty equipment mechanics	(9%)
Forestry technologists and technicians	(11%)
Heavy equipment operators (except crane)	(14%)
Transport truck drivers	(16%)
Managers in natural resources production and fishing	(20%)
Silviculture and forestry workers	(21%)
Chain saw and skidder operators	(22%)
Material handlers	(30%)
Woodworking machine operators	(32%)
Forestry professionals	(33%)
Conservation and fishery officers	(36%)
Construction millwrights and industrial mechanics	(38%)
Air pilots, flight engineers and flying instructors	(39%)
Supervisors, logging and forestry	(54%)
General office support workers	(100%)
Nursery and greenhouse workers	(100%)
Fire chiefs and senior firefighting officers	(100%)
Managers in horticulture	(100%)
Pest controllers and fumigators	(100%)

AGRICULTURE AND FORESTRY INDUSTRY

Industry Consultation

In February 2021, CFWD held consultations with business owners and other individuals with ties to the agriculture and forestry industries. Participants were asked to provide input to three areas

- Where do you see your industry in five years?
- What strengths, assets and gaps?
- What are your needs?

Outlined below is a consolidation of the participants input which will be used as a guide to develop strategies that address the workforce issues both industries are facing.

Where do you see your industry in five years?

- Technology in agriculture is huge and there is a great deal of room to grow
 - ◆ Better tie to technology that is being implemented and developed
 - ◆ Technology playing a role in increasing the yields in a big way
- Increase shoes and boots at farmgate
- In 5 years see the industry where it is today
- More sustainability in food production and food security locally
- Better development of food distribution locally
- Better government assistance programs for small farms especially organic farmers to make food more affordable and available locally
- Climate change – mitigation of global climate agreements – adaption required – this area could become a lead/model on how this is being addressed-**Education will be key**
- Sustainable forestry - Forestry side seeing more use of sustainable wood products locally
- More use of wood in construction

Strengths

- Ability to have that cross connection to other aspects of agriculture
- Diversity of agriculture industry
- Younger people moving to the area starting organic farms – working together in a coop fashion - promotion
- Very vital beef industry – **Our beef farmers are supplying some of the best beef in Ontario**
- CSA model that is used in the operation of organic farming – big Toronto market – the CSA is a no waste model in organic farming
- 60% forest coverage in the region – already working on climate change impact of forest industry

AGRICULTURE AND FORESTRY INDUSTRY

Assets

- 60% forest coverage in the region – already working on climate change impact of forest industry
- Land – not as highly developed as many other areas
- Land not in production but that can be brought back into production
- Location 401 corridor is an asset
- Location to Toronto Ottawa Montreal
- Data management – trade development crop analysis
- Large knowledge base of existing farmers – experienced farmers in the area
- Knowledge of newer organic culture
- Ecotourism is an undeveloped area and has great potential for development and growth
- Large maple syrup industry

Gaps

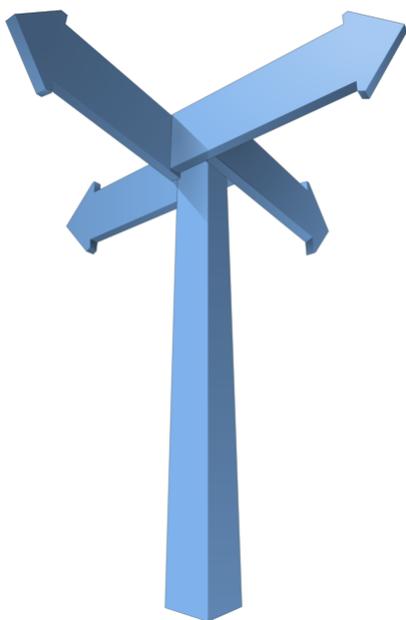
- Biggest concern is with the aging population, no skilled workers are coming in behind for both forestry and agriculture industries - average farmer is aging out
- Shortage of foresters/forest technician- need more wood producers in this region
- Vast number of farmers have off farm jobs to survive
- Farmers should not have to “moonlight” in order to survive
- Lack of good cost effective/adequate local distribution network
- No government support for small farmers – lack of local offices to support farmers (OMAFRA)
- Lack of local labs to support farmers and conduct testing locally in a timely fashion
- Dwindling supply of large animal vets
- Lack of a pool of workers that farmers could draw from as required
- Lack of students getting accreditation for work skills/experience gained on farms



AGRICULTURE AND FORESTRY INDUSTRY

Needs

- Tech focus to increase efficient operations
 - ◆ Good programs available right now with regards to forestry but need better promotion
 - ◆ Workforce – millennials have grown up with technology so natural process to utilize this more – attractive for them to pursue
 - ◆ Education in Technology – some resistance to change from the ‘old ways’
- Support services – farm or farm related jobs
 - ◆ Local Ontario Ministry of Agriculture, Food and Rural Affairs offices no longer exist – used to be able to go to them locally – big need for this
- Lack of number/availability of (local) butchers/abattoirs – are there local training/programs for this occupation?
- Opportunity for new business/entrepreneurs but lots of red tape and regulations
- Training for new people to enter the industry
- Mobile abattoir
- More local labs needed to conduct testing locally in a timely fashion
- Need to educate people that agriculture is a viable career path
- Farm Labour pool
- Childcare support for young farmers—lack of local places for young farmers to access this support
- Recognition for student work experience gained on farms

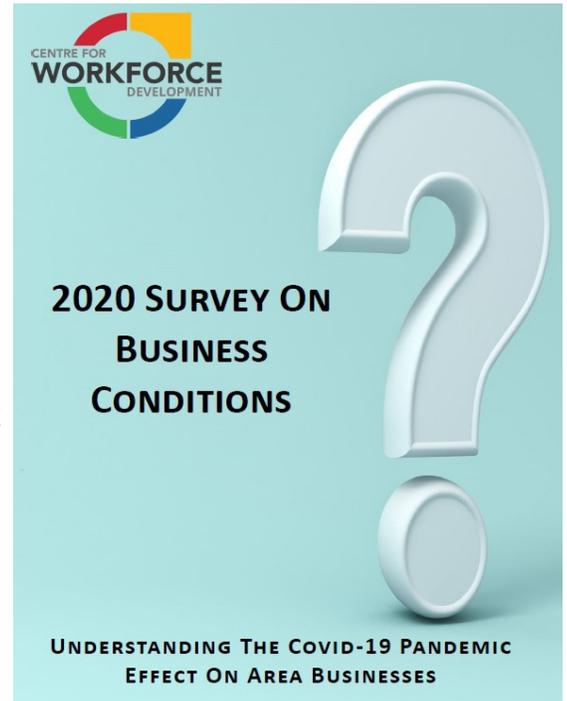


What's Next?

A lot of good information was gathered during the consultation meetings, from both an economic and workforce development perspective. Despite what the occupational projections indicate, people in these industries believe there is room for growth and expansion. There are also some key “needs” that cannot be accomplished without both trained individuals and viable locations. CFWD will focus on this sector over the next couple of years with the intention of helping the community develop a strategy with actionable items that can address the concerns raised.

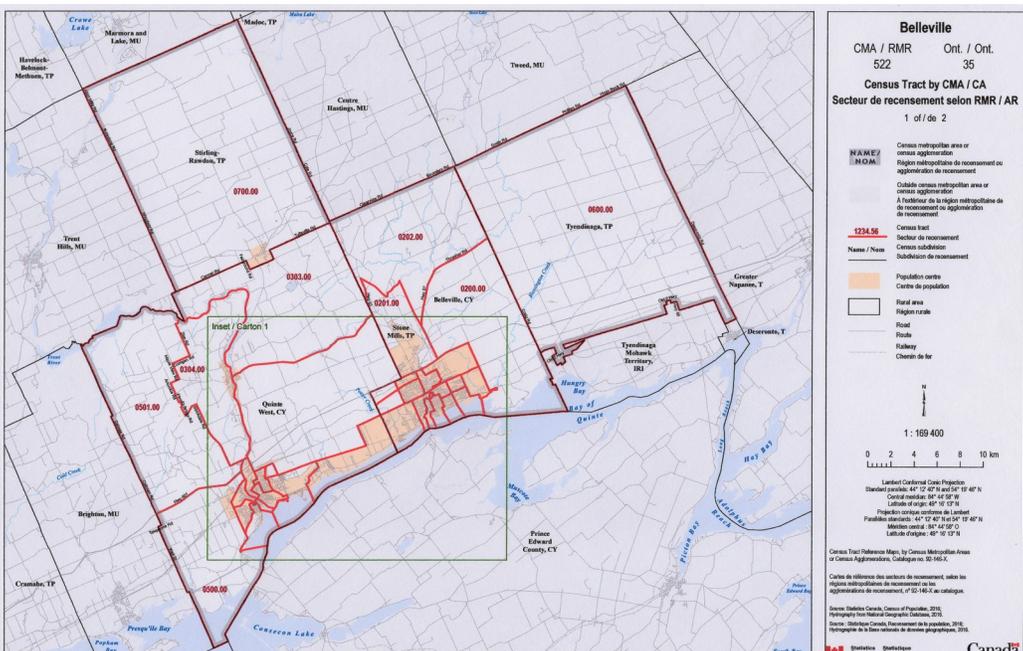
Pandemic Affect on the Labour Force

Ontario is now almost a full year into the COVID-19 Pandemic. Several organizations across Ontario have conducted surveys of both businesses and workers in an attempt to understand the affect that the pandemic is having across the economy. There is some debate about when surveys should be conducted in order to best understand what is occurring. CFWD chose to reach out to businesses in August/September 2020 to better understand how they were being affected. The survey results, released in November 2020, showed that although many businesses had been affected to some degree, most were resilient and managing to maintain themselves, if even in a limited manner. The biggest concern that came out of this report was the fact many of the businesses had not accessed any of the Federal or Provincial support funds that had been established. A copy of the survey results is available on the CFWD website.



Over the past several months, CFWD has been tracking several areas of data to better understand what is happening to the local labour force. This report will share four of these key pieces of data.

- Business Openings and Closures
- Employment Insurance Claimant Information
- Belleville Census Metropolitan Area (CMA) Total Employment by Selected Industries (This is relatively new data that became available as of January 2021.)
- Economic Region 3515 Kingston-Pembroke Employment Changes



The image to the left layouts out what the boundaries of the Belleville Census Metropolitan Area (CMA) include. This CMA contains the City of Belleville, City of Quinte West, Township of Stirling-Rawdon and Tyendinaga Township. The information and image source is from Statistic Canada.

Pandemic Affect on the Labour Force

Business Opening and Closures

This is a relatively new experimental data source from Statistics Canada that became available in 2020. Since this is experimental in nature, the data must be used with caution as Statistic Canada continues to update the tables. The following tables compare January to November 2019 to the same time frame for 2020. During 2019 there is a consistent churn in the number of businesses with a small increase over the time period. In 2020 however, by October the continuing businesses dropped by 102. A business closure in the context of this data does not mean that a business has permanently closed their doors. The “closure” definition is based on having stopped paying payroll. This data is used strictly as an indicator which needs to be combined with other data such as business counts to better understand what is happening. Because of the experimental nature of this data, CFWD will continue to follow this, along with other sources, and provide an update to the community in mid-2021.

Belleville CMA	January	February	March	April	May	June	July	August	September	October	November
Opening Businesses 2020	76	52	74	59	93	166*	139	109	103	85	75
Opening Businesses 2019	64	91	81	83	79	79	61	93	75	79	77
Continuing Businesses 2020	2,292	2,296	2,240*	2,083*	1972*	1,955*	2,055	2,112	2,139	2,173	2190
Continuing Businesses 2019	2,282*	2,279	2,284	2,291	2,290	2,296	2,290	2,279	2,289	2,279	2,274
Closing Businesses 2020	81	77	85	276*	172	122	80	65	63	59	57
Closing Businesses 2019	202*	75	76	85	85	89	106	92	87	92	91

* Use with caution

Source: Statistics Canada. Table 33-10-0270-01 Experimental estimates for business openings and closures for Canada, provinces and territories, census metropolitan areas, seasonally adjusted (Special Calculations)

Employment Insurance Claimant Information

The following tables reflect EI Claimant information for each of Hastings, Prince Edward and Lennox and Addington Counties. This data is an indicator of how the pandemic affected the labour force. Increases in claimant numbers from January as compared to November are found in red. Source for all the tables is Statistics Canada. Table 14-10-0323-01 Employment insurance beneficiaries by census division, monthly, unadjusted for seasonality. It should be noted that the Canada Emergency Response Benefit (CERB) ended in September 2020. This would account for the dramatic increase in claimants starting in October 2020.

EI Claimant Metrics	Hastings Census Division											
	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020
All types of income benefits												
Males												
15 years and over	2,020	1,990	2,080	1,880	1,210	680	530	410	340	2,020	2,190	2,600
15 to 24 years	250	260	240	220	130	60	40	30	30	230	270	350
25 to 54 years	1,210	1,180	1,270	1,160	770	440	350	280	240	1,230	1,290	1,520
55 years and over	560	550	570	500	310	180	140	110	70	570	630	740
15 to 29 years	540	540	530	480	300	150	110	90	80	470	540	680
30 to 54 years	920	900	990	900	600	350	280	220	190	990	1,020	1,190
55 to 64 years	430	430	440	390	240	140	110	80	50	380	420	500
Females												
15 years and over	1,580	1,570	1,840	1,690	1,510	1,250	1,160	1,060	1,000	3,110	3,170	3,360
15 to 24 years	160	170	170	180	160	140	130	120	120	370	370	430
25 to 54 years	1,160	1,150	1,330	1,220	1,130	970	920	860	830	2,080	2,130	2,230
55 years and over	260	260	340	290	230	140	110	80	60	660	680	710
15 to 29 years	560	560	610	600	560	500	490	470	460	930	940	1,010
30 to 54 years	760	750	890	810	730	610	560	510	480	1,520	1,560	1,650
55 to 64 years	220	230	290	240	190	120	100	70	50	530	540	570

Pandemic Affect on the Labour Force

In both the previous and following tables covering Hastings County, data shows that by December 2020 both males and females were being impacted by the pandemic. However, the increase in females receiving benefits is significantly more than males.

EI Claimant Metrics	Hastings Census Division											
	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020
Regular benefits												
Males												
15 years and over	1,820	1,790	1,840	1,680	1,030	560	400	290	220	1,730	1,890	2,270
15 to 24 years	240	250	230	210	120	60	30	20	20	210	250	330
25 to 54 years	1,080	1,050	1,100	1,010	630	340	250	170	130	1,020	1,100	1,310
55 years and over	500	490	510	460	280	170	120	100	70	510	540	640
15 to 29 years	500	500	470	430	260	120	80	60	40	410	480	620
30 to 54 years	820	800	860	790	490	270	200	130	110	820	860	1,010
55 to 64 years	390	380	390	360	220	130	100	70	50	330	350	420
Females												
15 years and over	560	550	780	670	560	360	280	180	110	1,830	1,860	1,990
15 to 24 years	40	40	40	50	40	20	10	10	10	230	230	270
25 to 54 years	340	320	480	410	340	220	170	100	60	1,090	1,110	1,180
55 years and over	180	180	250	210	180	110	100	70	50	520	520	550
15 to 29 years	100	100	120	120	100	60	40	20	10	400	410	470
30 to 54 years	280	270	400	340	280	190	140	90	50	910	930	980
55 to 64 years	160	160	220	180	150	100	90	60	50	410	410	440

In the following tables covering Lennox and Addington County, the data clearly indicates a significant impact on females. In some age categories, males saw a drop in the number claiming benefits of any kind. For regular benefits, all male age categories saw decreases while females all increased.

EI Claimant Metrics	Lennox and Addington Census Division											
	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020
All types of income benefits												
Males												
15 years and over	650	640	660	590	390	220	180	130	100	470	540	660
15 to 24 years	80	80	70	60	40	20	10	10	0	50	60	80
25 to 54 years	410	400	420	390	260	150	130	90	80	290	320	400
55 years and over	160	160	170	140	90	60	40	30	20	130	170	190
15 to 29 years	190	190	190	160	110	50	40	20	20	110	130	170
30 to 54 years	300	300	310	290	190	110	100	70	70	220	250	310
55 to 64 years	130	120	130	120	80	50	40	20	20	90	110	130
Females												
15 years and over	430	430	500	420	390	320	300	290	270	750	780	830
15 to 24 years	50	50	60	50	40	30	30	30	30	80	80	80
25 to 54 years	330	320	370	320	300	260	250	250	230	500	520	540
55 years and over	60	60	80	50	40	30	20	10	10	170	180	200
15 to 29 years	150	150	160	150	130	110	110	110	120	230	230	230
30 to 54 years	230	220	270	230	210	180	170	160	140	360	370	390
55 to 64 years	50	50	70	40	40	30	20	10	10	130	140	160

Pandemic Affect on the Labour Force

EI Claimant Metrics	Lennox and Addington Census Division											
	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020
Regular benefits												
Males												
15 years and over	600	590	600	540	350	190	140	100	70	400	470	580
15 to 24 years	80	80	70	60	40	10	10	10	0	40	60	70
25 to 54 years	380	370	380	350	230	120	100	70	50	240	270	350
55 years and over	150	150	160	130	90	50	40	30	20	110	150	160
15 to 29 years	180	170	170	150	90	40	30	20	10	100	120	160
30 to 54 years	280	270	280	260	170	90	70	60	40	190	210	260
55 to 64 years	120	120	120	110	70	40	40	20	20	80	100	110
Females												
15 years and over	150	140	210	160	130	90	70	50	30	410	430	460
15 to 24 years	20	20	20	20	20	10	0	0	0	50	50	50
25 to 54 years	90	80	120	90	70	50	50	30	20	230	240	250
55 years and over	40	40	60	40	40	30	20	10	10	140	150	170
15 to 29 years	30	30	40	40	30	20	10	10	10	90	90	90
30 to 54 years	80	70	110	80	60	50	40	30	10	190	200	200
55 to 64 years	30	30	60	40	40	20	20	10	10	110	120	130

Prince Edward County data indicates an impact for both males and females. However, like both Hastings County and Lennox and Addington County, females were impacted at rates higher than males.

EI Claimant Metrics	Prince Edward Census Division											
	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020
All types of income benefits												
Males												
15 years and over	310	330	310	250	150	90	60	50	30	250	280	370
15 to 24 years	40	40	40	30	10	0	0	10	0	30	20	50
25 to 54 years	170	180	170	140	90	60	40	30	20	140	170	210
55 years and over	100	110	110	80	50	30	20	10	10	80	90	110
15 to 29 years	80	90	80	70	30	20	10	10	10	50	60	90
30 to 54 years	130	130	130	110	70	50	30	30	10	120	140	170
55 to 64 years	80	90	80	60	40	20	10	10	10	50	50	70
Females												
15 years and over	270	260	260	240	210	160	140	120	110	340	390	430
15 to 24 years	20	20	30	20	20	10	10	10	10	30	40	40
25 to 54 years	180	170	180	170	160	120	110	100	90	230	250	280
55 years and over	70	60	50	40	40	20	20	10	10	80	100	110
15 to 29 years	80	70	80	70	60	50	40	40	40	70	90	100
30 to 54 years	120	120	130	130	110	90	80	70	60	180	190	220
55 to 64 years	50	50	40	40	30	20	10	10	10	60	70	80

Pandemic Affect on the Labour Force

EI Claimant Metrics	Prince Edward Census Division											
	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020
Regular benefits												
Males												
15 years and over	280	300	280	220	130	70	50	30	20	210	250	330
15 to 24 years	40	40	40	30	10	0	0	10	0	20	20	40
25 to 54 years	150	160	150	120	80	50	30	20	10	120	150	190
55 years and over	90	100	90	70	40	20	10	10	10	70	80	100
15 to 29 years	80	80	70	60	30	10	10	10	10	50	50	80
30 to 54 years	110	120	110	90	60	40	20	20	0	100	120	160
55 to 64 years	70	80	70	60	30	20	10	10	10	40	50	60
Females												
15 years and over	150	140	140	120	90	50	40	30	20	200	240	280
15 to 24 years	10	10	10	10	10	0	0	0	0	20	30	40
25 to 54 years	80	90	90	80	60	30	20	20	10	110	130	150
55 years and over	60	50	50	40	30	20	20	10	10	70	90	90
15 to 29 years	30	30	30	30	20	0	0	0	0	30	50	60
30 to 54 years	60	60	70	60	50	30	20	10	10	90	110	130
55 to 64 years	40	40	40	30	30	20	10	10	10	50	60	60

Belleville Census Metropolitan Area (CMA) Total Employment by Selected Industries

The Belleville CMA is one of the smaller CMA's in Canada. Statistics Canada uses a reporting threshold of 1500 as the cut-off point for data suppression. Thus, any data below 1500 will be suppressed. For this report, only selected key industries are being shared where there is enough data to provide a good overview of the industry. As the CMA grows, CFWD will continue to monitor for changes in the data provided and share new information with the community as it becomes available.

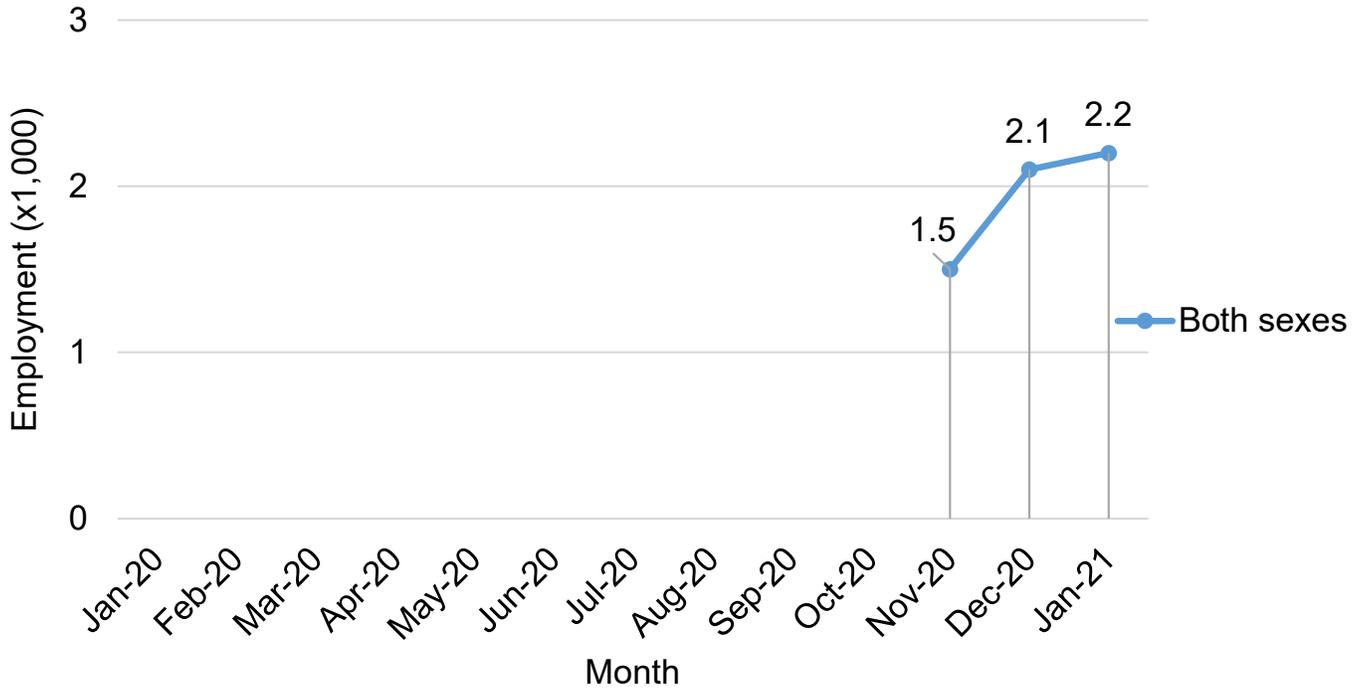
The tables, covering 2020, show combined male and female numbers where female data can be included. In some cases, the female data was suppressed and could not be included. Some tables will only show a portion of 2020 due to suppressed data. The data is presented by two-digit North American Industry Classification System (NAICS) codes.

The source for all tables is: Statistics Canada. Table 14-10-0380-01 Labour force characteristics, three-month moving average, seasonally adjusted.

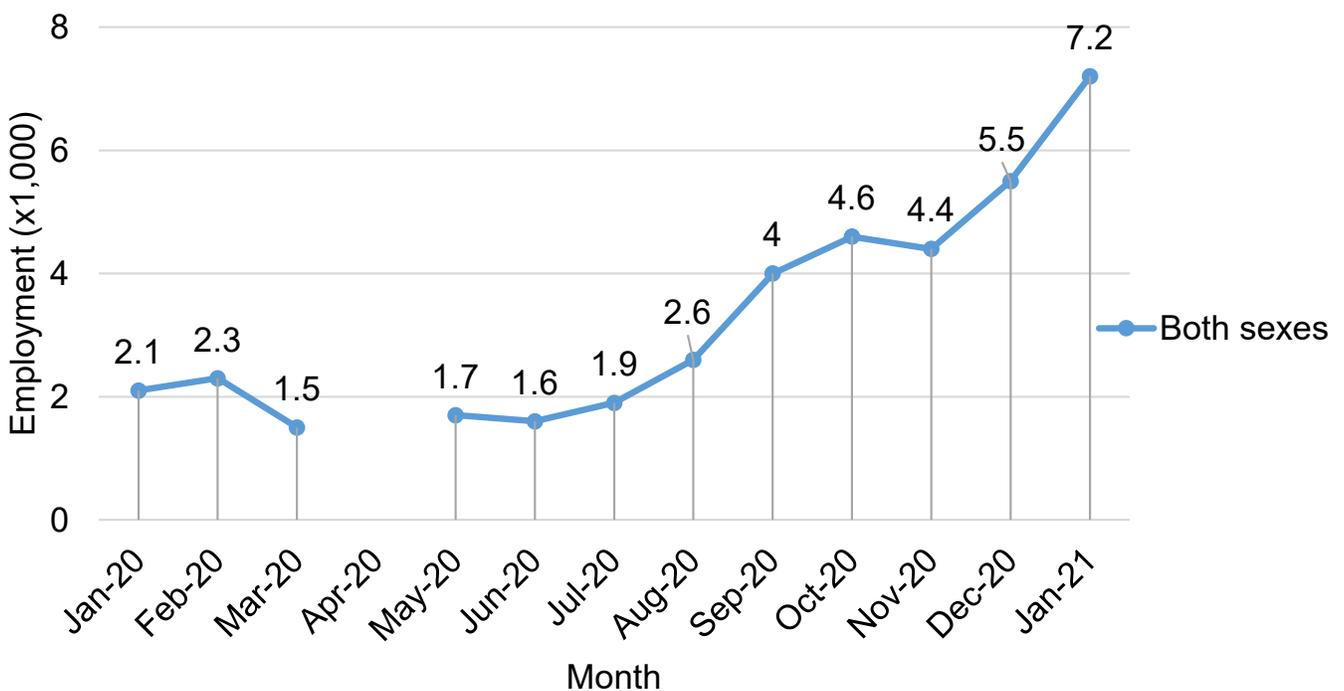
Some of the data revealed surprising information. For example, Agriculture, forestry, fishing and hunting saw an interesting increase in employment near the end of 2020 as did Construction and Retail. On the other hand, Manufacturing, which is already struggling to fill the numerous vacancies across the region, saw a significant drop in the employed labour force. Health care also showed a significant loss in employment. This warrants further detailed follow up.

Pandemic Affect on the Labour Force

Total Employment, Belleville CMA
NAICS 11 Agriculture, forestry, fishing and hunting

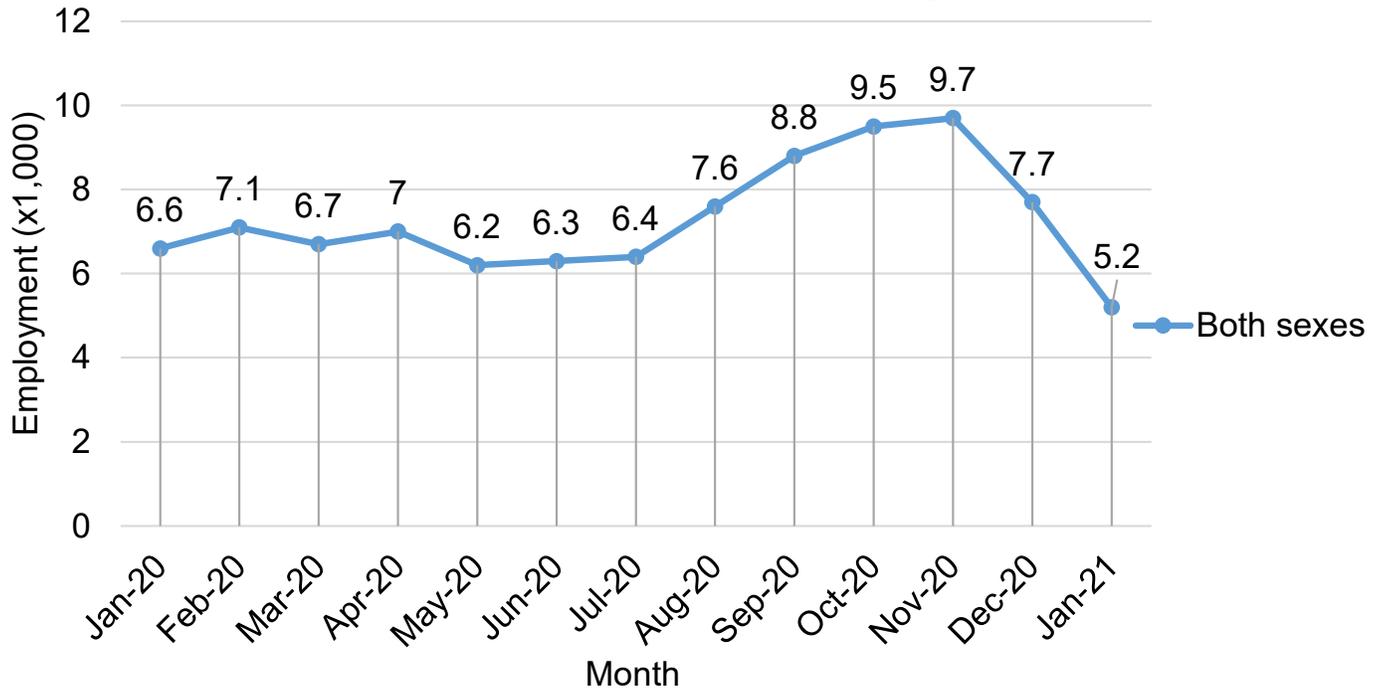


Total Employment, Belleville CMA
NAICS 23 Construction

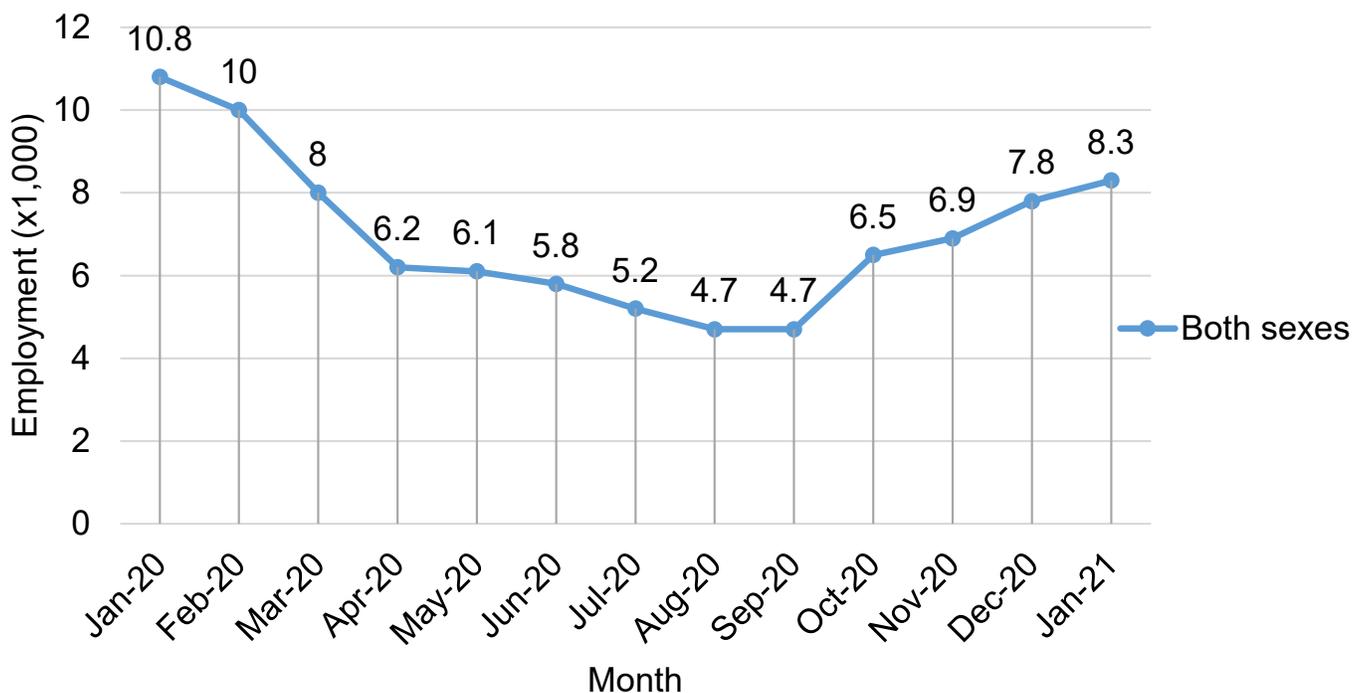


Pandemic Affect on the Labour Force

Total Employment, Belleville CMA NAICS 31-33 Manufacturing

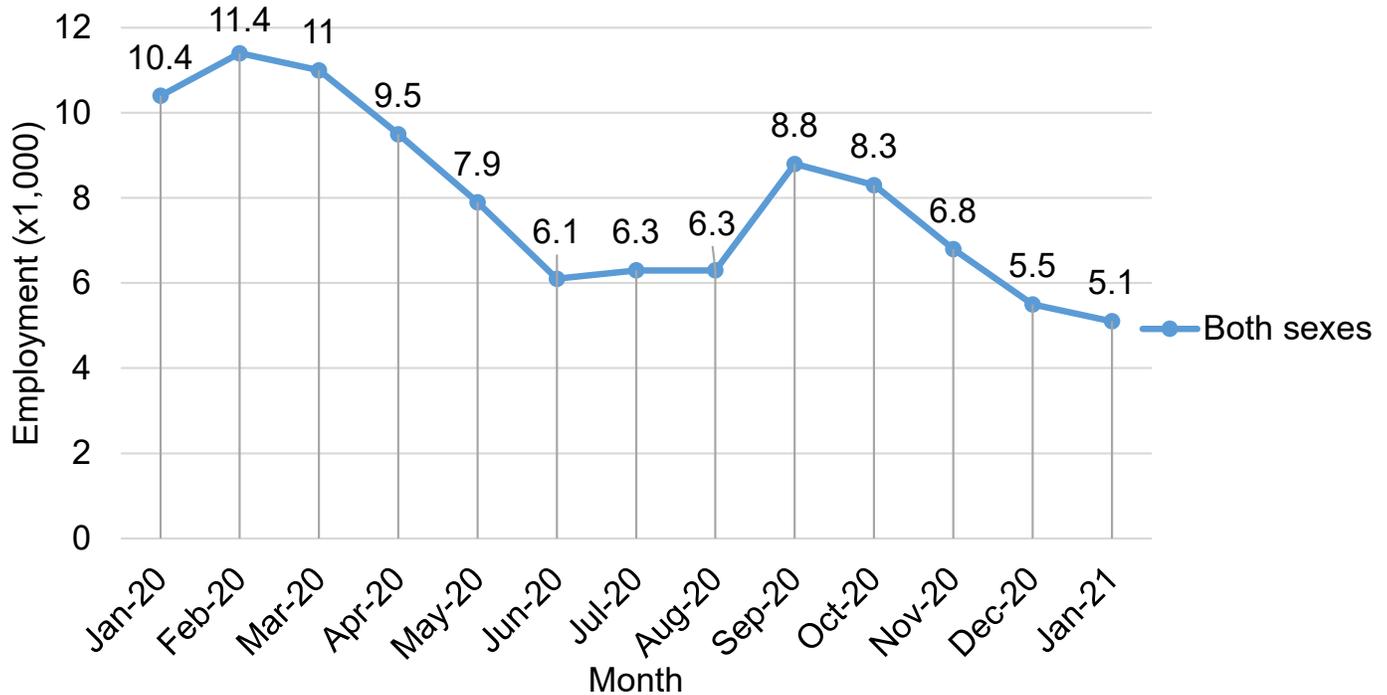


Total Employment, Belleville CMA NAICS 44-45 Retail trade

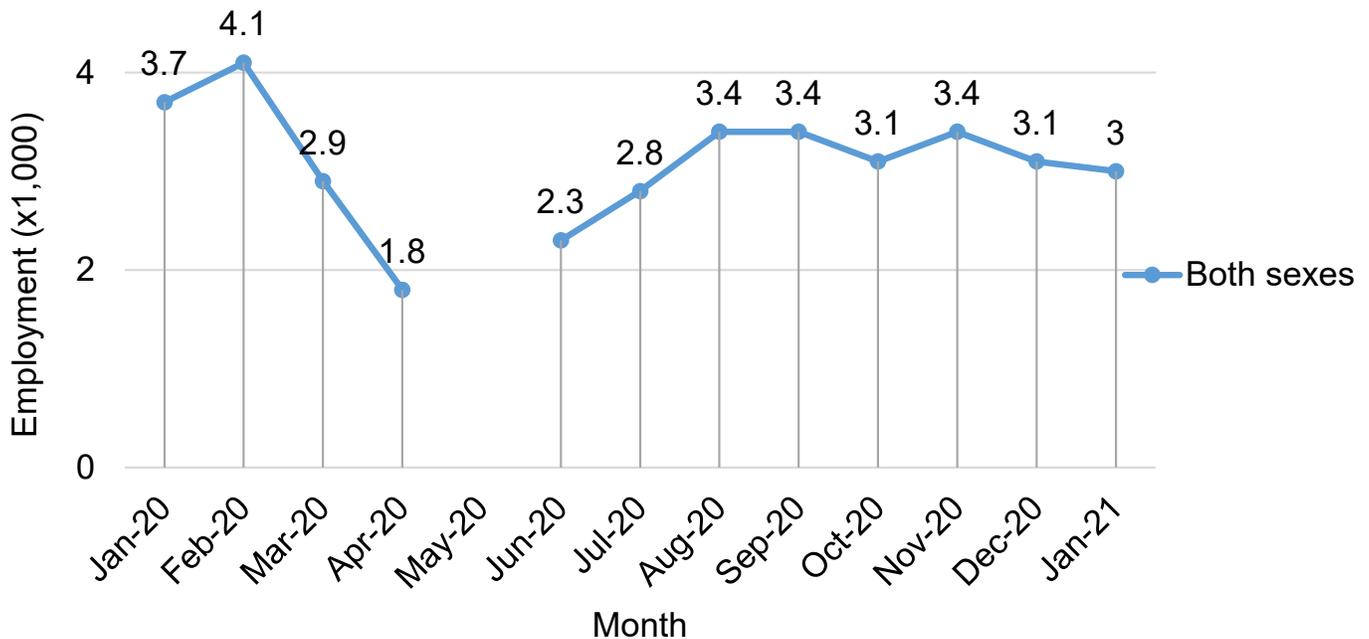


Pandemic Affect on the Labour Force

**Total Employment, Belleville CMA
NAICS 62 Health care and social assistance**



**Total Employment, Belleville CMA
NAICS 72 Accommodation and food services**



Pandemic Affect on the Labour Force

Economic Region 3515 Kingston-Pembroke Employment Changes

Just as Employment Insurance (EI) Claimant data showed females being adversely affected by the pandemic, so too does the age range employment changes across the Kingston-Pembroke Economic Region. One thing to note however, is that across the broader economic region, males 25-54 appear to have been more impacted than that age range locally. As well, females were significantly impacted across the broader region in part-time employment. Overall, the data from EI Claimants at the Census Division levels indicates that females in Hastings, Prince Edward and Lennox and Addington Counties were impacted at a greater rate than the larger economic region.

Change in Total Employment Mar 2020 - Nov 2020 Kingston-Pembroke, Ontario				
Age Cohort	Males		Females	
	#	%	#	%
15 to 24 years	2,100	16.54%	-2,800	-20.29%
25 to 44 years	-6,300	-13.40%	2,100	4.99%
45 to 54 years	-3,500	-18.42%	0	0.00%
55 to 64 years	5,000	24.27%	-700	-3.15%
65 years and over	300	5.45%	600	15.79%

Change in Full-time Mar 2020 - Nov 2020 Kingston-Pembroke, Ontario				
Age Cohort	Males		Females	
	#	%	#	%
15 to 24 years	1,800	21.18%	-2,100	-32.31%
25 to 44 years	-8,500	-19.06%	4,400	13.13%
45 to 54 years	-3,300	-18.23%	600	3.39%
55 to 64 years	3,300	19.30%	700	4.27%
65 years and over	1,200	38.71%	#N/A	#N/A

Pandemic Affect on the Labour Force

Change in Part-time Mar 2020 - Nov 2020 Kingston-Pembroke, Ontario				
Age Cohort	Males		Females	
	#	%	#	%
15 to 24 years	300	7.14%	-700	-9.59%
25 to 44 years	2,100	84.00%	-2,400	-27.59%
45 to 54 years	#N/A	#N/A	-600	-23.08%
55 to 64 years	1,700	48.57%	-1,300	-22.81%
65 years and over	-800	-34.78%	-800	-25.81%

Change in NILF Mar 2020 - Nov 2020 Kingston-Pembroke, Ontario				
Age Cohort	Males		Females	
	#	%	#	%
15 to 24 years	-2,000	-17.24%	-3,500	-29.91%
25 to 44 years	900	16.98%	1,900	21.11%
45 to 54 years	5,200	200.00%	-2,400	-51.06%
55 to 64 years	-700	-5.47%	3,100	18.45%
65 years and over	2,400	6.05%	800	1.52%

*NILF - Not in the labour force

As one can see from the data shared in this section, there is still a number of unknowns that CFWD will continue to assess and share with the community as information becomes available. This will include the results of the EmployerOne Survey and the Worker Impact Survey. Both will help provide a deeper insight into the affects from both the supply side and demand side of the workforce.

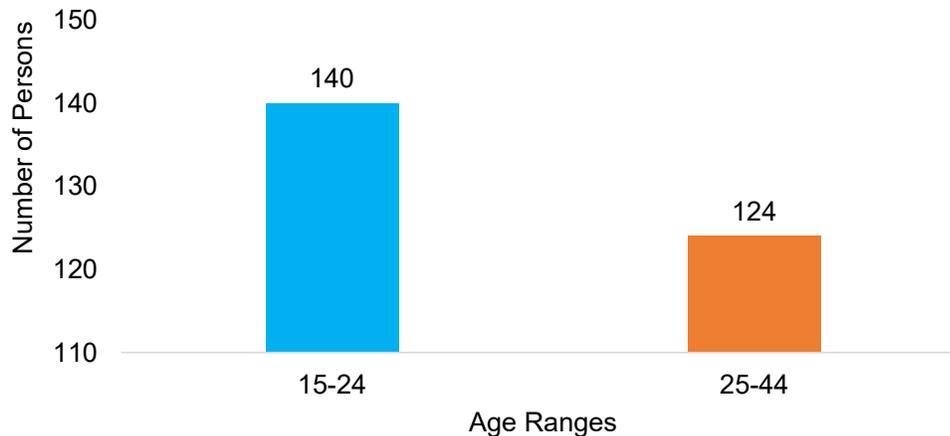


EMPLOYMENT ONTARIO PROGRAMS

The Ministry of Labour, Training and Skills Development (MLTSD) provides data updates on various program areas administered through the Employment Ontario Service Provider Network. The organizations that deliver the programs are broken into Employment Services and Literacy and Basic Skills Services. The following data update, covering the 2019-20 fiscal year, is presented to provide an overview to the community of what is occurring across the program areas. The data is presented with a note of caution as any data numbers below 10 are suppressed by MLTSD and will not be reflected in the data presented. For this reason no direct analysis of this data is done, however it is reviewed with the Service Provider Network. The numbers in all tables and charts, unless expressed as a percentage, indicate number of clients. Suppression throughout also affects data presentation thus some numbers will not appear to add up properly.

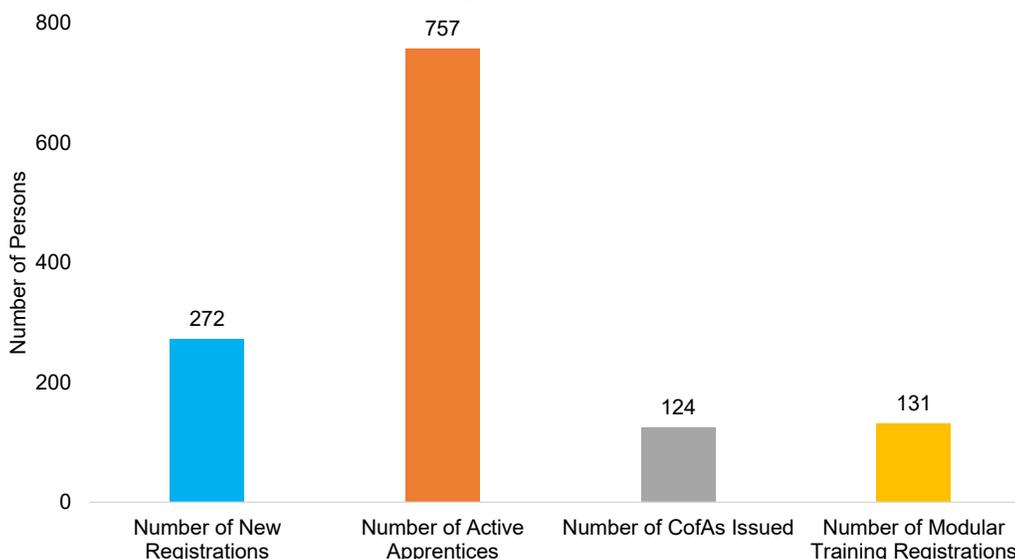
Apprenticeships

New Apprentice Age Ranges Across Hastings, Prince Edward, Lennox and Addington Counties



There was a minor decrease in 15-24 age range over the previous time frame however, the 25-44 age range saw a 15% decrease. There were no reported new apprentices identified in the 45-64 age range.

Apprenticeship Across Hastings, Prince Edward, Lennox and Addington Counties



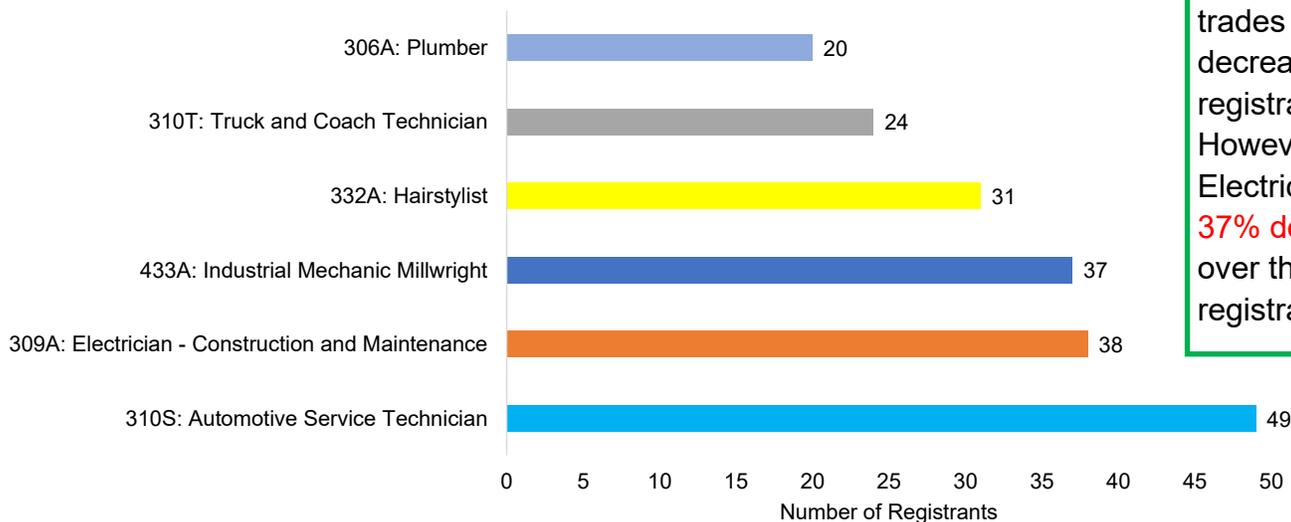
Most areas saw decreases as compared to 2017-18. New registrations dropped by 11%. The Modular Training Registrations however saw a significant increase of 49%.

EMPLOYMENT ONTARIO PROGRAMS

New Apprentice Gender



New Apprentice Registration by Trades Across Hastings, Prince Edward, Lennox and Addington Counties

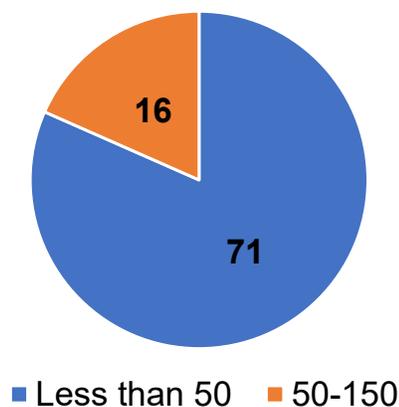


Most reported trades saw small decreases in registration. However, 309A Electrician saw a **37% decrease** over the 2018-19 registrations

Canada - Ontario Job Grant (COJG)

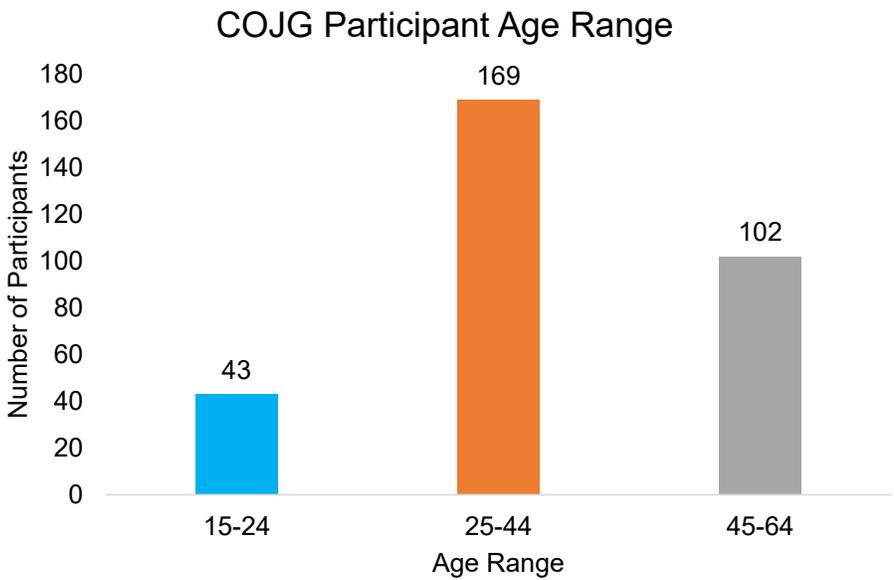
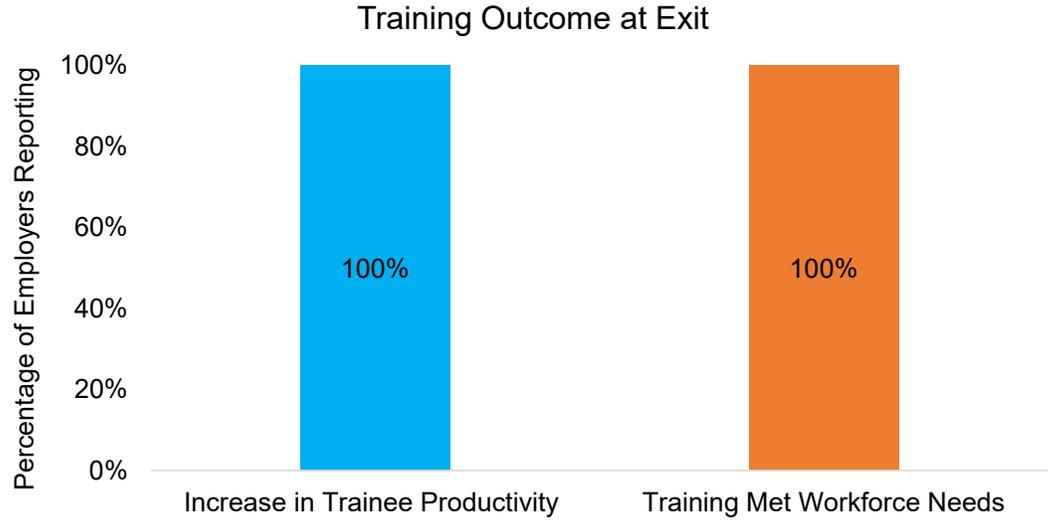
In the Employer Stream, there were 98 participating employers with 97 of these falling within the "Under 25" category. This category means there were 25 or less participants in training. Overall there was a **decrease** in the Employer Stream by **26%**.

Number of Employees in Participating Company

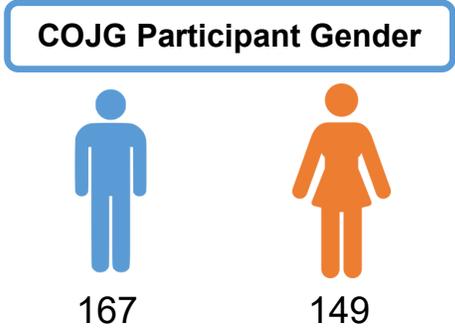


EMPLOYMENT ONTARIO PROGRAMS

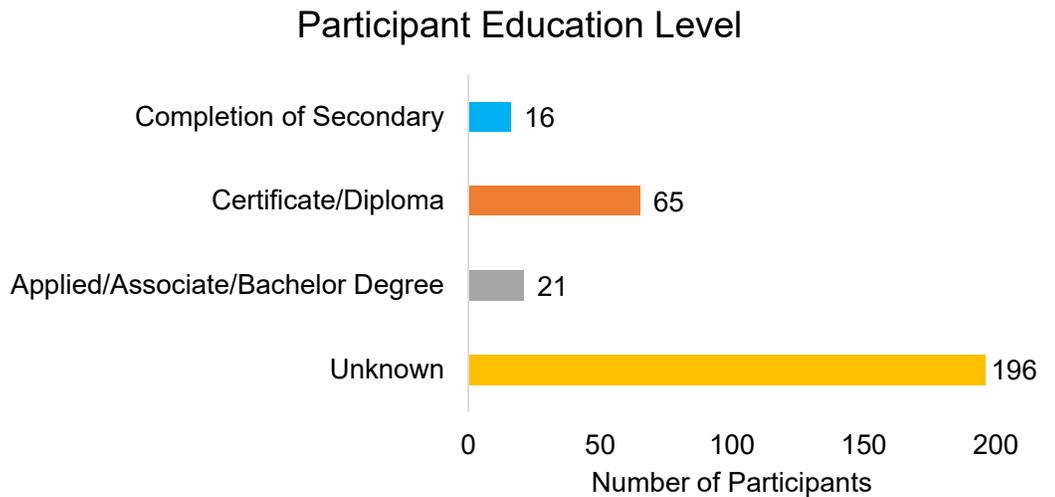
This table refers to employer satisfaction with the program and whether it met their expectations. In both cases, employers reporting were 100% satisfied with the outcomes.



There were a total of 318 participants in the COJG program.



78% of the participants were employed full-time.
 15% were employed part-time.
 6% were unemployed



EMPLOYMENT ONTARIO PROGRAMS

Employment Services

Assisted Service Clients¹



Both assisted clients and unassisted clients saw a slight decrease from the previous fiscal year.

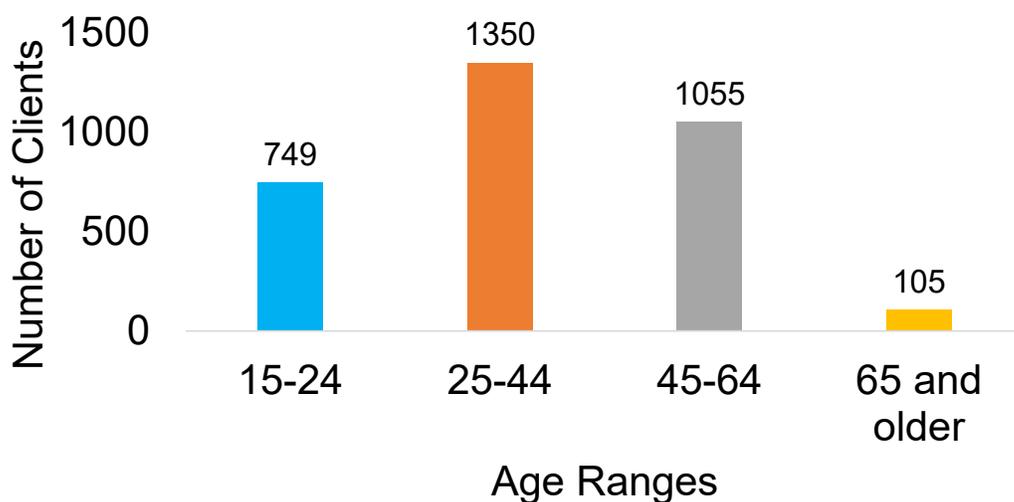
Unassisted R&I Clients²



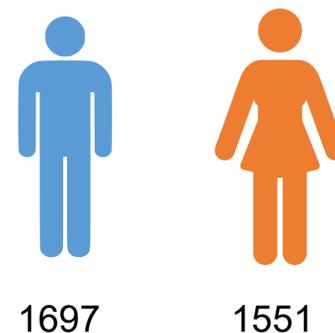
3261

5986

Assisted Client Age Range



Assisted Client Gender

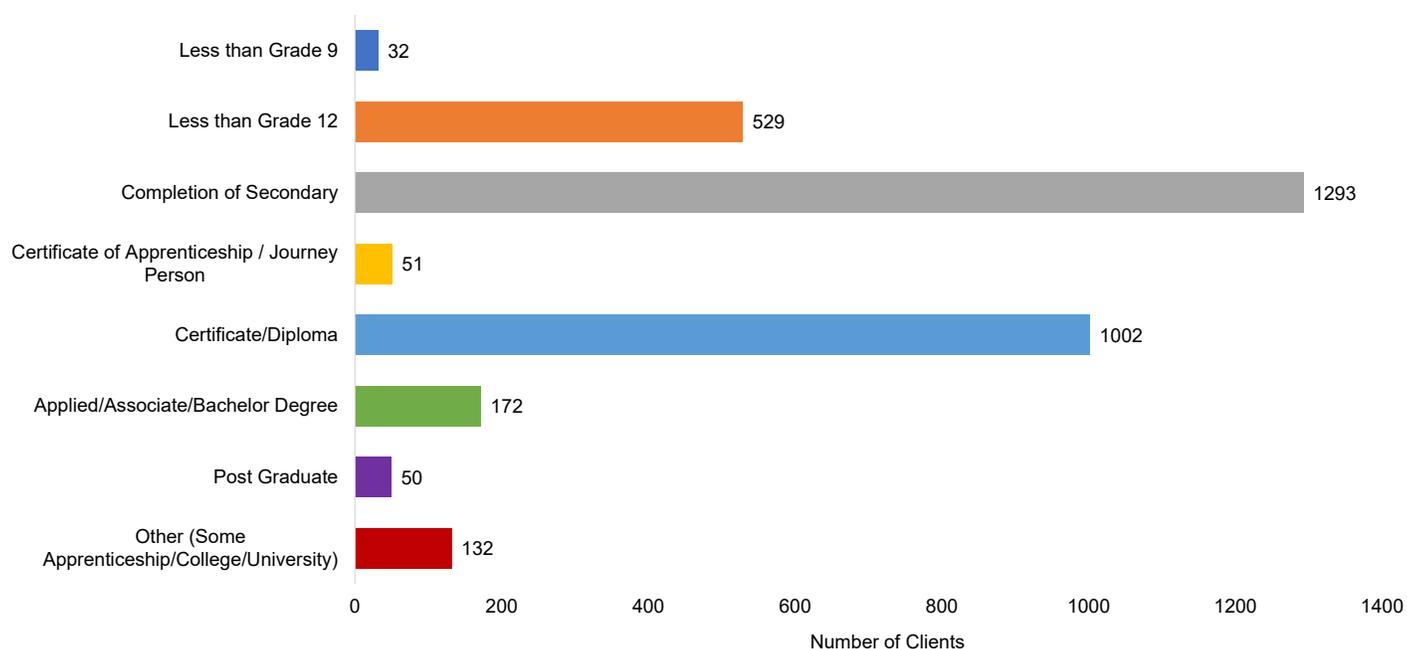


¹ Assisted Clients are unemployed and not participating in full time training or education. Components include Job Search, Job Matching, Placement and Incentive and Job/Training Retention.

² (R&I) - The Resource and Information (RI) component is a resource that is available to everyone in the community including the employed, under-employed, job seekers, students, laid off workers, apprentices, internationally trained and employers. There are no eligibility or access criteria for RI.

EMPLOYMENT ONTARIO PROGRAMS

Assisted Client Highest Education Level at Program Entry



Designated Groups

Aboriginal Group	181
Francophone	26
Internationally Trained Professionals	126
Newcomer	87
Person with Disability	695
Visible Minority	121

Labour Force Attachment

Employed Full Time	79
Employed Part Time	51
Self Employed	20
Under Employed	44
Unemployed	3058

Top Five Layoff Occupations

Service support and other service occupations, n.e.c.	260
Trades helpers, construction labourers and related occupations	235
Service representatives and other customer and personal services occupations	217
Labourers in Processing, Manufacturing and Utilities	215
Transport and heavy equipment operation and related maintenance occupations	159

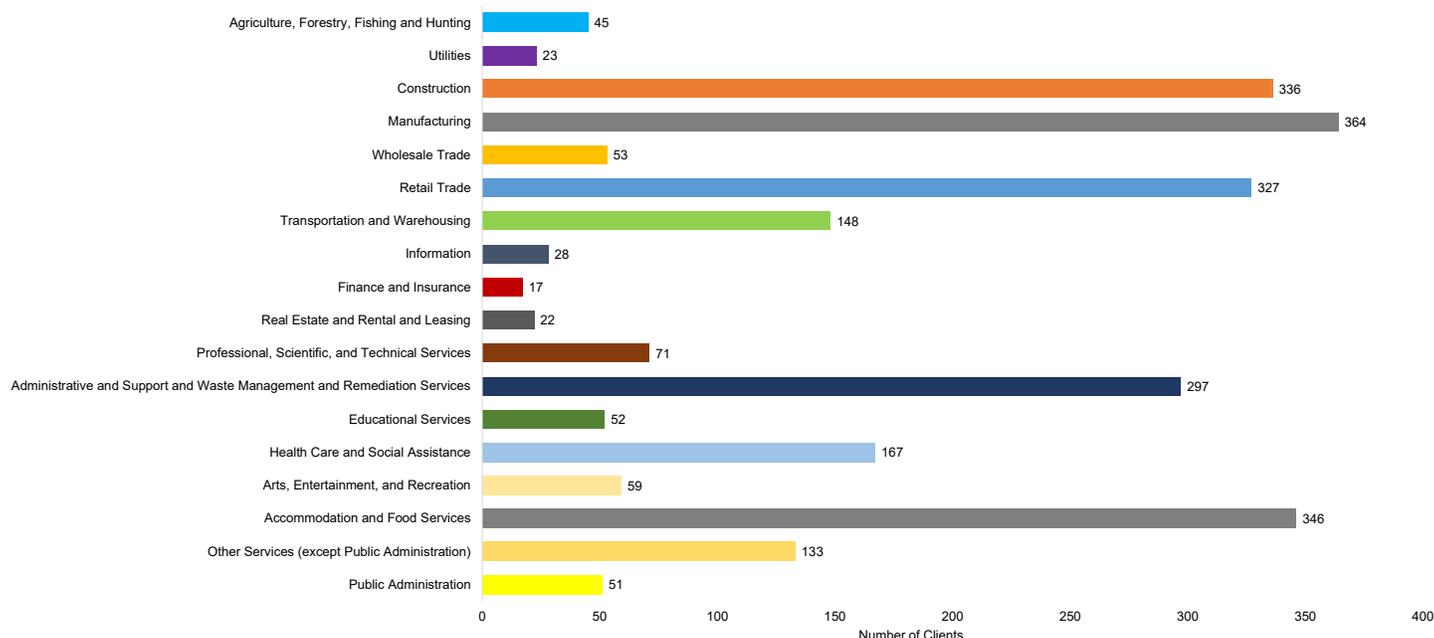
* n.e.c. means "not elsewhere classified"

EMPLOYMENT ONTARIO PROGRAMS

Remaining Client Numbers Layoffs by 2-Digit Occupations

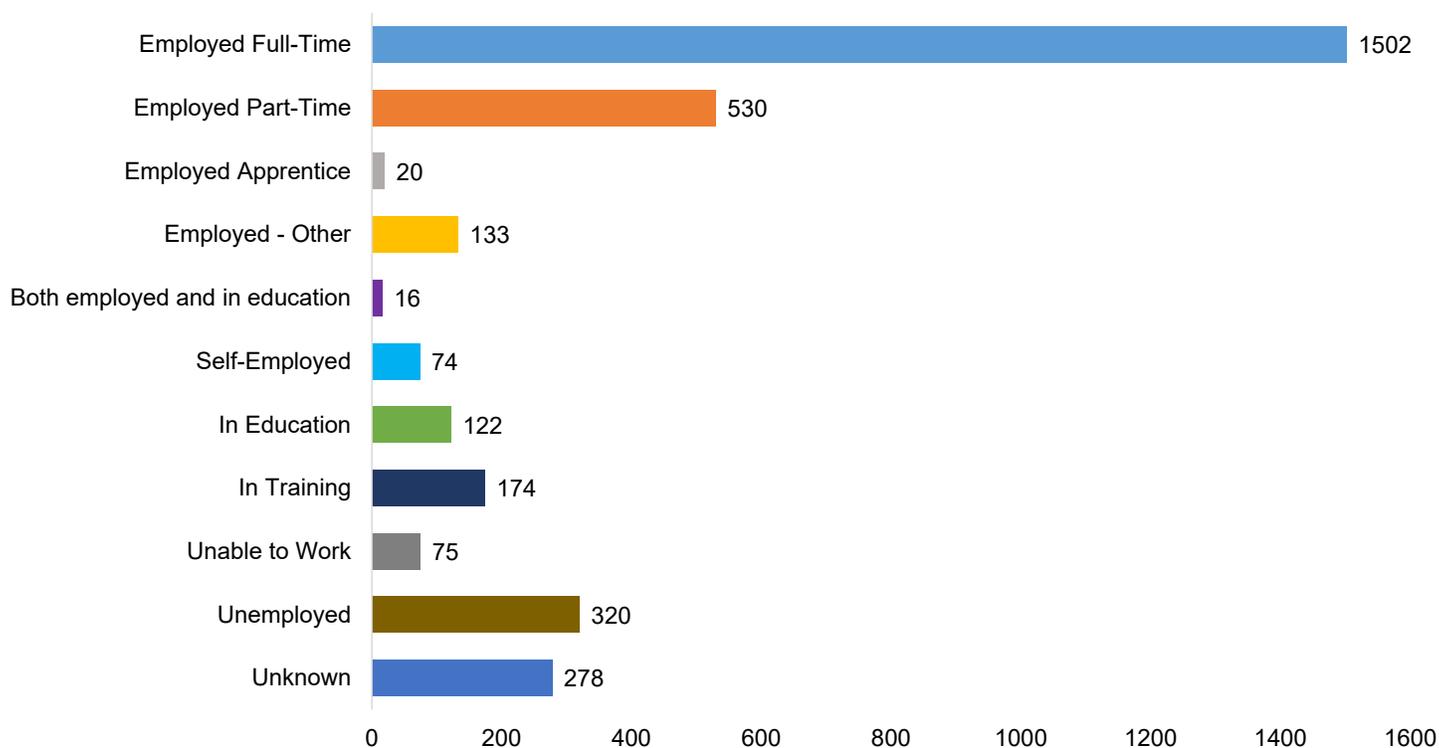
Industrial, electrical and construction trades	144	Office support occupations	49
Sales support occupations	132	Maintenance and equipment operation trades	49
Service supervisors and technical service occupations	124	Technical Occupations Related to natural and applied sciences	46
Other installers, repairers and servicers and material handlers	109	Technical occupations in art, culture, recreation and sport	39
Sales representatives and salespersons - wholesale and retail trade	94	Assemblers in Manufacturing	32
Administrative and financial supervisors and administrative occupations	83	Specialized middle managers occupations	23
Care providers and educational, legal and public protection support occupations	72	Workers in natural resources, agriculture and related production	21
Processing and manufacturing machine operators and related production workers	70	Retail sales supervisors and specialized sales occupations	19
Harvesting, landscaping and natural resources labourers	59	Middle management occupations in trades, transportation, production and utilities	17
Paraprofessional occupations in legal, social, community and education services	52	Assisting occupations in support of health services	17
Middle management occupations in retail and wholesale trade and customer services	50	Professional occupations in education services	15
Distribution, tracking and scheduling co-ordination occupations	50	Technical occupations in health	14
		Professional occupations in Law and Social, Community and Government Services	13
		Professional occupations in natural and applied sciences	12

Assisted Client Layoff Industry



EMPLOYMENT ONTARIO PROGRAMS

Detailed Outcome at Exit



*Other (employed in a more suitable job, employed in a professional occupation/trade, employed in area of training/choice)

Employed Outcome Top Five Industries

Manufacturing	111
Retail trade	87
Accommodation and food services	72
Administrative and support and waste management and remediation services	58
Construction	65

Employed Outcome Top Five Occupations

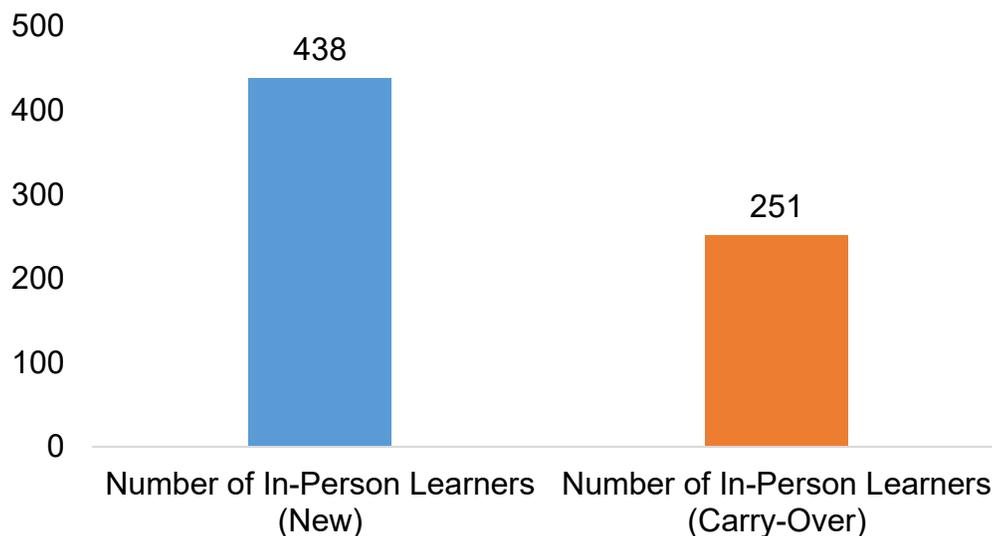
Labourers in processing, manufacturing and utilities	77
Service representatives and other customer and personal services occupations	60
Trades helpers, construction labourers and related occupations	55
Service support and other service occupations, n.e.c.	45
Sales support occupations and Transport and heavy equipment operation and related maintenance occupations (tied)	32

* n.e.c. means "not elsewhere classified"

EMPLOYMENT ONTARIO PROGRAMS

Literacy and Basic Skills (LBS)

Client Numbers



The number of new learners saw a very minor increase while the number of carry-over clients was reduced by 76 from the previous reporting period.

LBS Client Gender ³

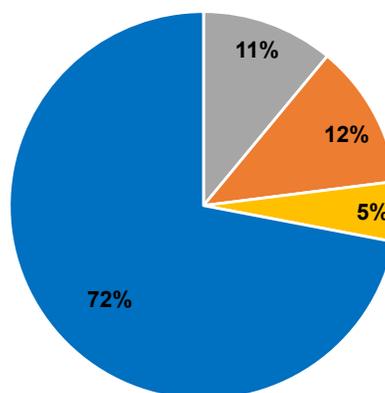


268



419

Labour Force Attachment



■ Employed Full Time ■ Employed Part Time ■ Self Employed ■ Unemployed

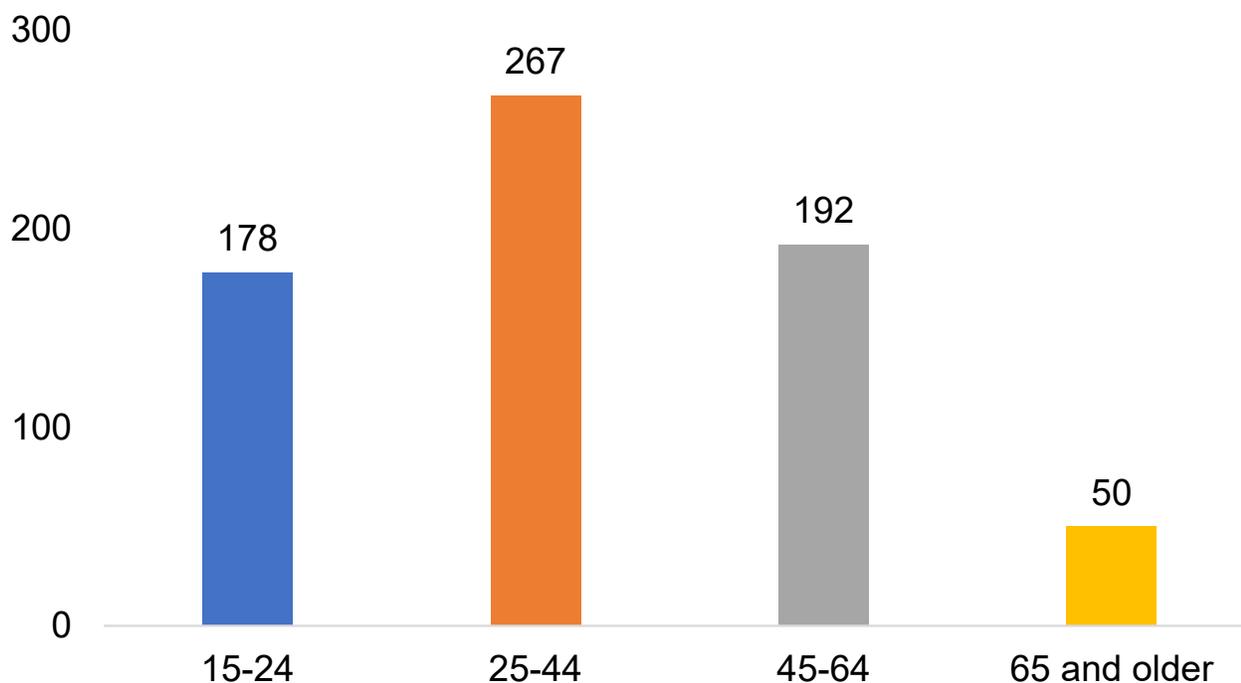
Designated Groups ⁴

Aboriginal Group	60
Francophone	12
Newcomer	27
Person with Disability	306
Visible Minority	31

³ Other gender category numbers were suppressed ⁴ Deaf and Deaf/Blind categories were suppressed

EMPLOYMENT ONTARIO PROGRAMS

Clients by Age Range



Client Source of Income

Dependent of OW/ODSP	39
Employed	120
Employment Insurance	51
No Source of Income	104
Ontario Disability Support Program	151
Ontario Works	115
Other	115
Crown Ward and Unknown categories contained suppressed data.	

Number of Learners by Sector

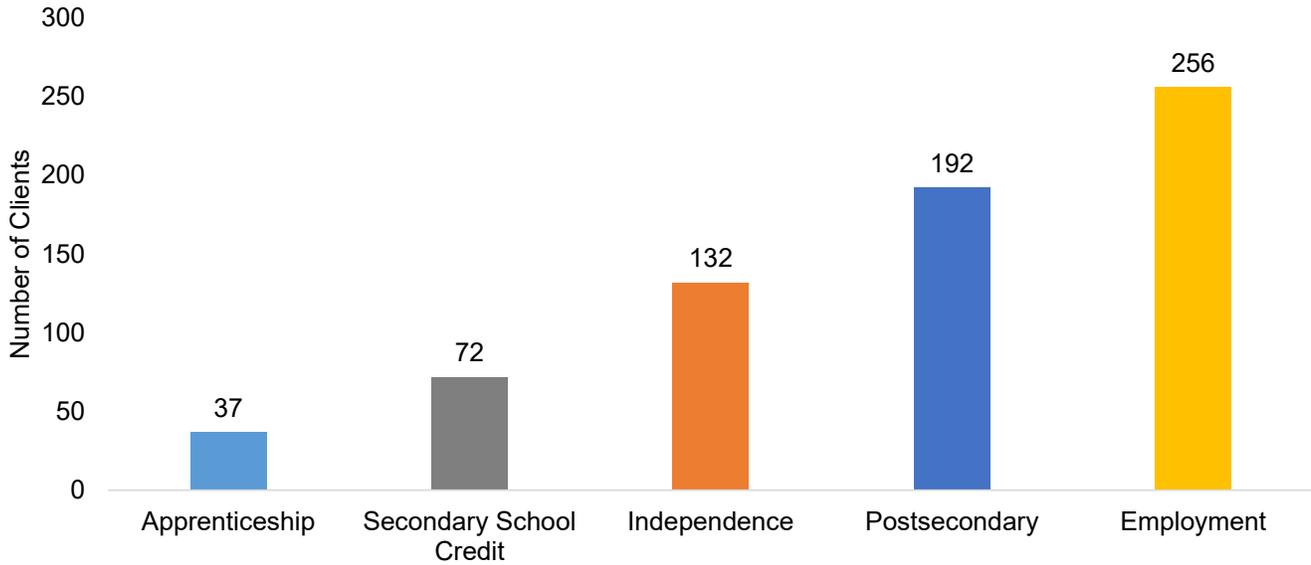
Community Agency	445
Community College	244

Where Were Clients Referred In From?

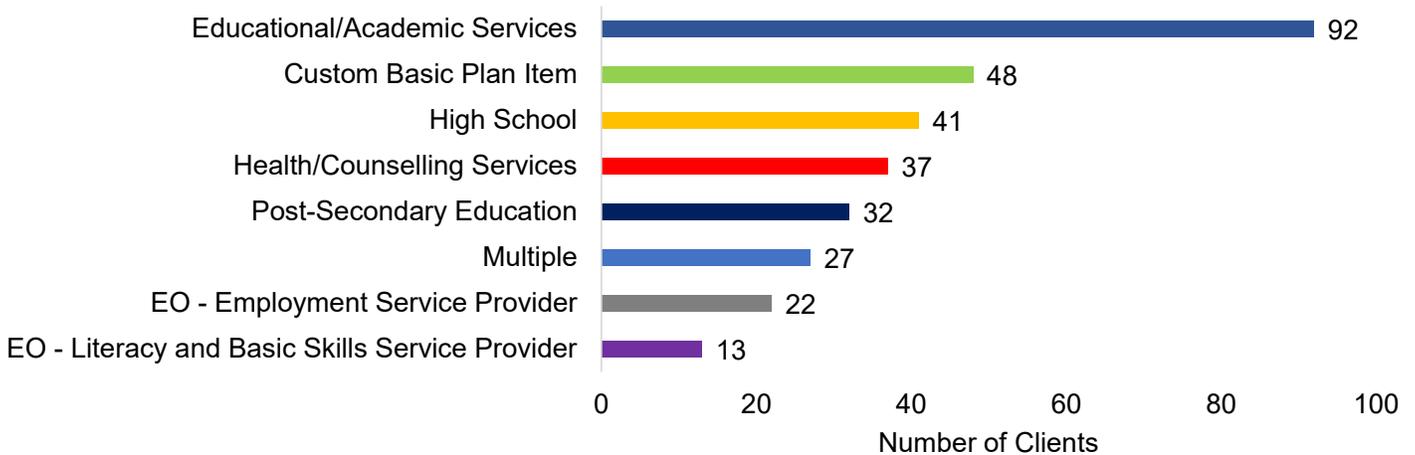
EO - Employment Service Provider	106
Informal Word of Mouth/Media Referral	274
Ontario Works	66
Other - Structured/Formal Referral	173
13 Categories contained suppressed data and made up the remainder of referrals.	

EMPLOYMENT ONTARIO PROGRAMS

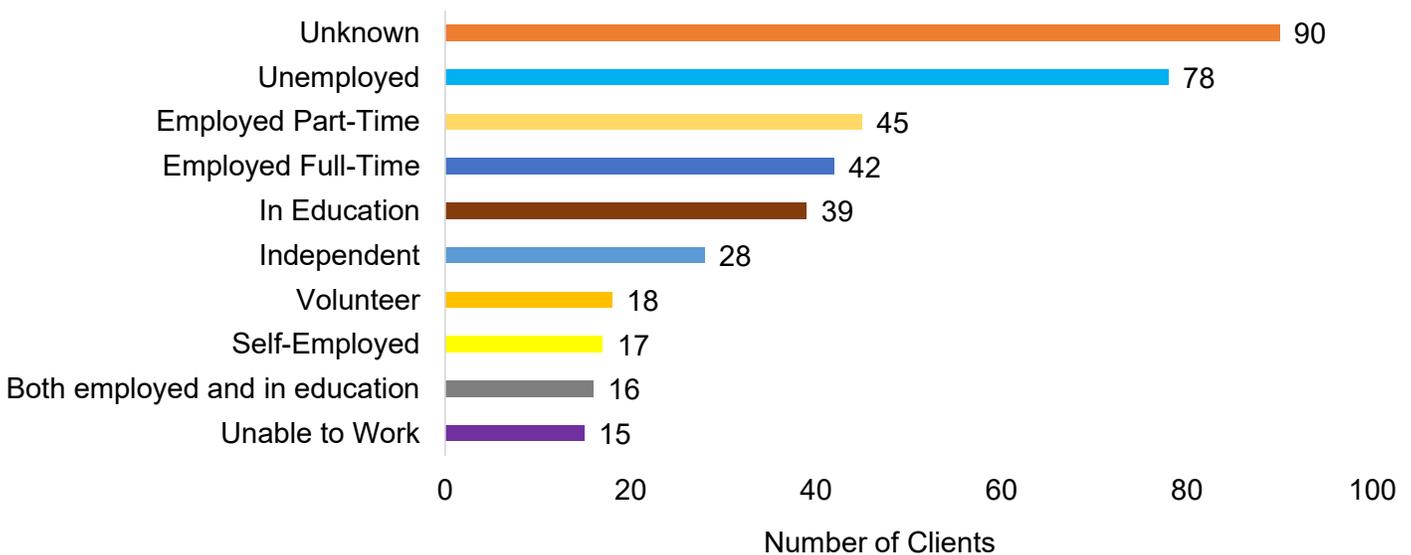
Learners Goal Path



Referral Out to Community and Other Programs/Resources



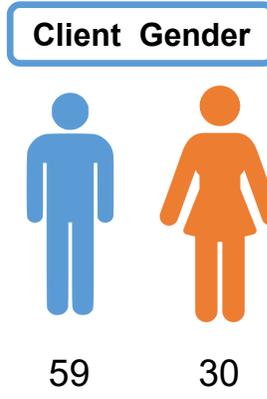
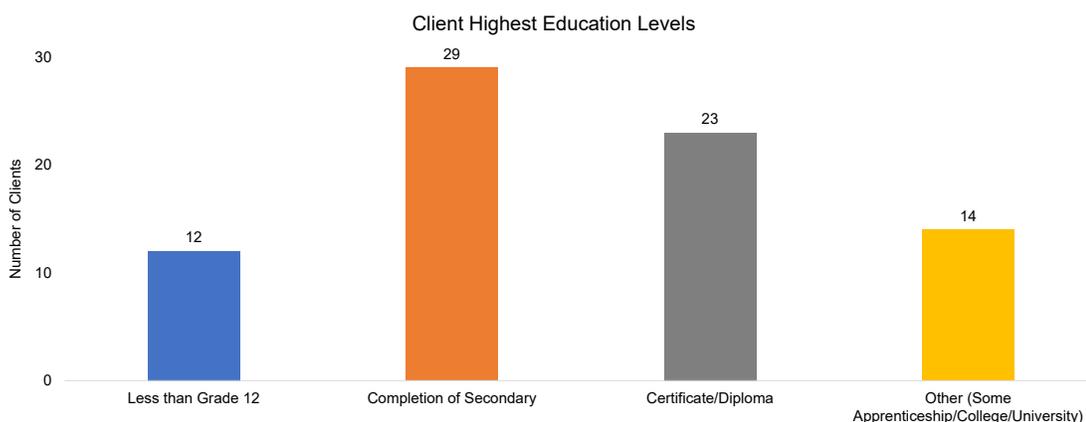
Detailed Outcome at Program Exit



EMPLOYMENT ONTARIO PROGRAMS

Second Career

There were a total of 89 clients assisted through the Second Career program, a **decrease** of **21%** over the previous period.



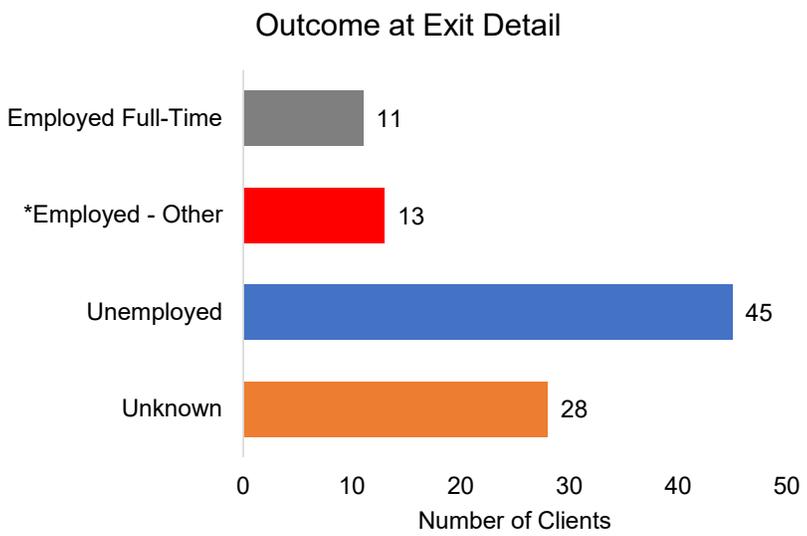
39% of clients in this program went into Transport Truck Driver Training and 14% went into Social and Community Service Workers. Although client numbers across other training programs are suppressed, data does indicate that 47% went into other approved skilled training programs. A number of the programs were health care related which has a high occupation demand locally.

Client Age Ranges

25-44	49
45-64	33
Other age ranges were suppressed.	

Length of Time Out of Employment/Training

Less than 3 months	41
3 - 6 months	23
6 - 12 months	11
Other categories were suppressed.	



Several categories of Detailed Exit data were suppressed, however, clients did fall in the categories of Employed Part-Time, Self-Employed, In Education and In Training.

* Unemployed is number of clients at completion of training. 12 month follow-up shows 66 were employed, 28 were unknown. All other categories were suppressed.

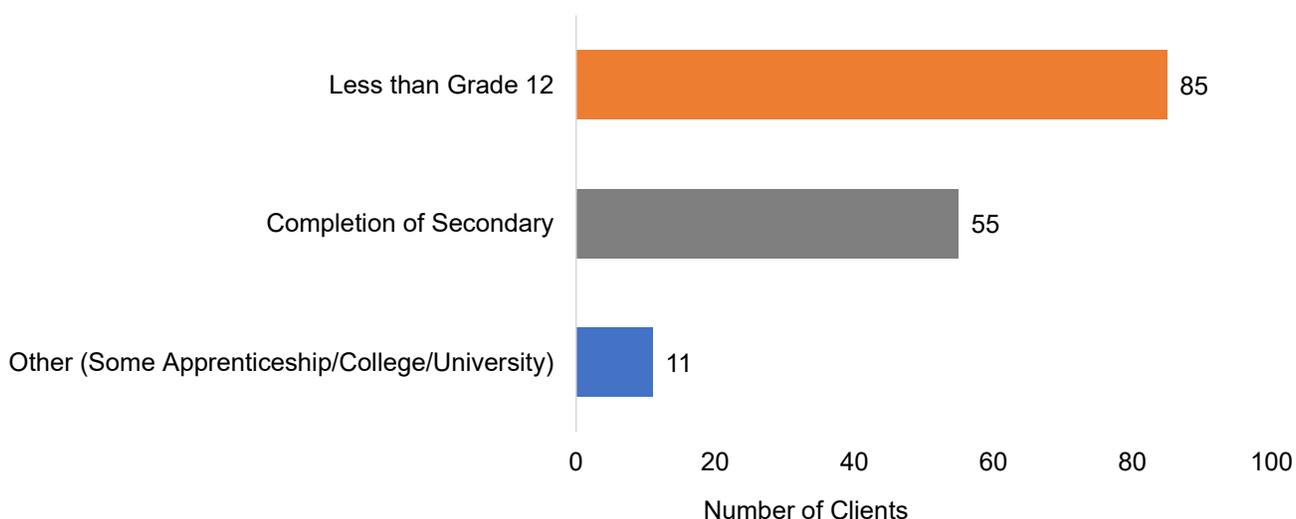
*Employed - Other (employed in a more suitable job, employed in a prof occ/trade, employed in area of training/choice)

EMPLOYMENT ONTARIO PROGRAMS

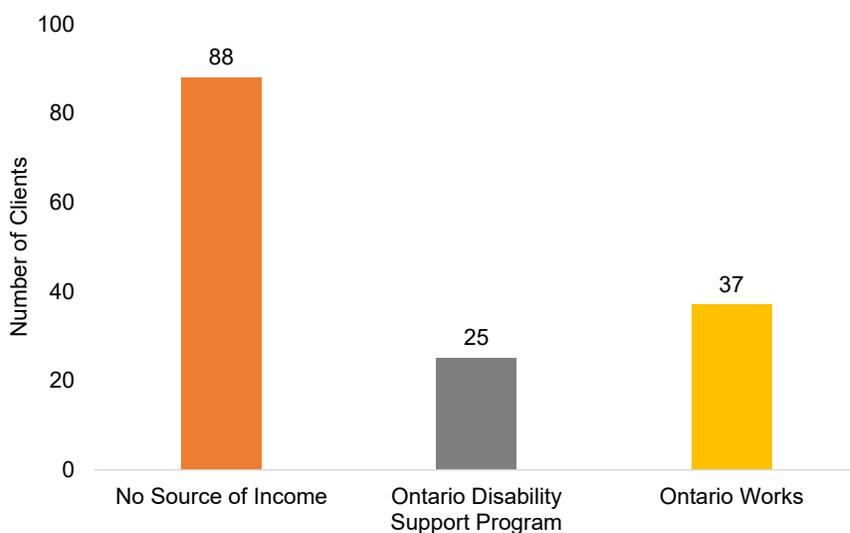
Youth Job Connection (YJC)

There were a total of 162 clients assisted through the Youth Job Connection program.⁵ There was a 37% decrease in people accessing this program over the last reporting period of 2018-2019.

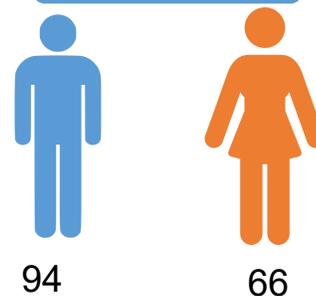
Client Highest Education Levels at Intake



Client Income Source



Client Gender



Client Age Ranges

15-24	143
25-44	18

Client Designated Groups

Aboriginal Group	27
Person with Disability	83

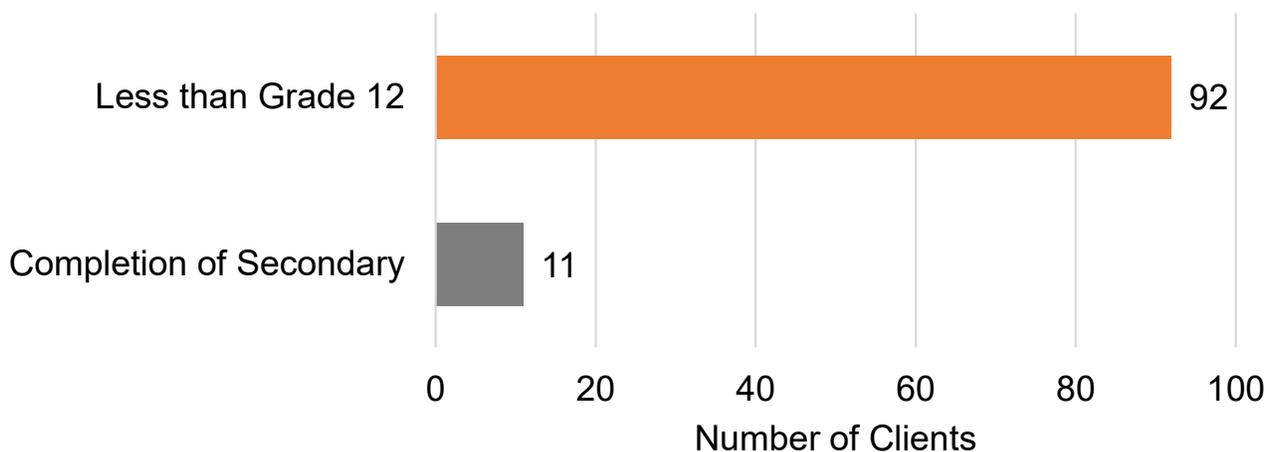
⁵ Client data across all areas was suppressed in numerous categories, so client numbers will not always equal the total number of clients in the program.

EMPLOYMENT ONTARIO PROGRAMS

Youth Job Connection (YJC) SUMMER

There were a total of 110 clients assisted through the Youth Job Connection Summer program.⁶ This has not previously been reported on.

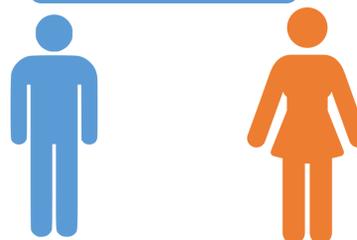
Client Highest Education Levels at Intake



Client Income Source

The majority of the clients in YJC Summer reported no source of income. There were other categories that contained suppressed data.

Client Gender



61

47

Client Age Ranges

There were 109 clients in the 15-24 age range for this program. The remaining client age range was noted as Unknown.

Client Designated Groups

Aboriginal Group	12
Person with Disability	21

⁶ Client data across all areas was suppressed in numerous categories, so client numbers will not always equal the total number of clients in the program.

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Address the need to improve the soft and technical skills of job seekers and to retain these people once hired in the manufacturing sector.

Goal	Activity	Update
<p>Job seekers have access to a pre-employment program that provides integrated soft and technical skills development.</p> <p>Goal Completed.</p>	<p>Develop a short-term enhanced training program to be delivered through post-secondary or adult education training paths.</p>	<p>Loyalist Knowledge and Training Centre has incorporated training programs through QEDC Elevate Plus Manufacturing Skills Advance Ontario (SAO) that address this. As well, the Enrichment Centre is running an SAO project for the service sector that is modeled after the Elevate Plus program.</p> <p>Other SAO projects include Elevate Plus Military, Steel and Aluminum and Cannabis.</p>
<p>Employers be provided with the resources, training and support that they require to implement and maintain an effective orientation and onboarding process. Goal to complete 2021.</p>	<p>Existing HR Toolkit to be updated with current Human Resource hiring practices and legal requirements as well as being enhanced to include orientation and onboarding.</p>	<p>The HR Toolkit has undergone several revisions and is now expected to be released in Spring 2021. This was delayed slightly due to the pandemic.</p>
<p>Employers be provided with the resources, training and support that they require to develop the soft skills necessary to effectively support employees to excel at their job.</p> <p>Goal completed.</p>	<p>Develop a short-term enhanced training program for supervisors and managers to be delivered through post secondary, adult education or service provider training paths.</p>	<p>Loyalist Training and Knowledge Centre has developed a series of training programs for managers and these continue to be delivered.</p>
<p>Solutions be identified and actioned to address the areas of concern related to flexible training options, marketing of manufacturing and improved transportation options.</p> <p>Goal completed but is still ongoing via partners.</p>	<p>Develop and implement a strategy to address the issues identified. This includes marketing manufacturing as a Career of Choice.</p>	<p>Marketing is being included in the larger Eastern Ontario Manufacturing Strategy.</p> <p>Transportation is a high priority with City of Belleville. The new on-demand transit solution implemented has been very successful. More Quinte Region options being developed. Prince Edward County has launched County Transit that connects routes into Belleville and Quinte West.</p> <p>QEDC is refreshing the Proudly Made in Bay of Quinte campaign.</p>

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Implementing a plan to rapidly respond to changes in workforce staffing and training needs across manufacturing in Eastern Ontario.

Goal	Activity	Update
<p>Coordinate collaboration to deliver an integrated workforce development plan.</p> <p>Goal ongoing will continue into 2021.</p>	<p>Development of a plan through the Ontario East Economic Development Commission in partnership with Eastern Region Local Boards.</p>	<p>The Ontario East Economic Development Commission continues to move forward components of the Eastern Ontario Manufacturing Workforce Development Project. CFWD sits as part of the steering committee for this project.</p>

Understanding “true” Labour Market Information data

Goal	Activity	Update
<p>Locally the participation rate has been on a steady decline. However, participation rates do not reflect people who may be actively seeking employment but fall under such programs as Ontario Works.</p> <p>Goal completed. Next goal to be developed in 2021-22.</p>	<p>Detailed research to obtain a better understanding of the “true” unemployment and participation rates of people in the Board catchment area. From this better assessment of available labour skills and training needs of potential employees can be developed.</p>	<p>Throughout 2019 and early 2020, CFWD lead research into low participation rates across Eastern Ontario. Final report and strategies was released in mid-March 2020 and submitted to the Ontario government for consideration of the recommendations. The pandemic has delayed further discussions on implementation of recommendations.</p>

Equality in Skilled Trades

Goal	Activity	Update
<p>Provide a better understanding to employers hiring in skilled trades occupations about the advantage of hiring underrepresented groups including women, aboriginal and persons with disabilities.</p> <p>Goal being addressed through Skills Development Fund submission.</p>	<p>Further develop relationships with: local women’s groups; Aboriginal communities, employers and employment agencies; person with disabilities groups; visible minority groups; and organizations supporting designated groups (as defined by the Employment Equity Act).</p> <p>Host an educational event for employers.</p>	<p>In 2019, CFWD participated in Provincial research on the In-Demand Skilled Trades. Local level research identified both gaps and trends which were shared with the community. CFWD is partnered with Peterborough Workforce Development Board and Ontario East Economic Development Commission to host Edge Factor Community LMI Hubs which include promotion of skilled trades. Employer involvement has been key. Additionally CFWD is partnering on a Skills Development Fund proposal that would assist in addressing the training, attraction and retention of underrepresented groups.</p>

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Skilled Trades Handbook Update

Goal	Activity	Update
<p>The skilled trades handbook developed by CFWD is several years old. It needs to be brought up to date to better define training, education and career paths. It also needs to clearly identify assistance paths for apprentices.</p> <p>Goal completed.</p>	<p>A revamp of the existing skilled trades handbook will be undertaken. It will include additional information to assist both potential and current apprentices with understanding education and training options, along with how to access assistance through Literacy and Basic Skills.</p>	<p>The Skilled Trades Handbook was redone over the Summer and early Fall of 2018. It was released November 9, 2018.</p> <p>A further update was done in 2020 and is available on CFWD's website as some trades were removed by the Ontario Government.</p>

Employment Ontario Service Provider Data

Goal	Activity	Update
<p>To provide a better analysis of Employment Ontario Service Provider programs in order to gain an improved understanding of gaps in service or opportunities for clients.</p>	<p>Work with the Ministry of Labour, Training and Skills Development (MLTSD) (previously MTCU) on providing more concise data for analysis.</p>	<p>Concerns have been shared with MLTSD around suppressed numbers as this does not allow for a proper analysis of gaps in training or opportunities.</p>

Regional HR Strategy

Goal	Activity	Update
<p>Build A More Skilled (Soft Skills & Hard Skills) Workforce.</p>	<p>Develop a process to network and connect community partners and stakeholders to create a shared vision of a "skilled workforce".</p> <p>This activity will be revisited as part of new three-year strategic plan.</p>	<p>Belleville Chamber will implement a survey based on focus groups already held that will target parents of Grades 6-8. Based on results events will be planned in collaboration with community partners to showcase skill sets required.</p> <p>CFWD and Belleville Chamber also looking at establishing an Industry Education Council.</p>
	<p>Create stronger connections between employers and schools through activities like job shadowing, co-ops and work prep programs.</p> <p>Activity underway.</p>	<p>CFWD has taken on two projects to address this. Hosting of the Edge Factor Community LMI Hub. Lead on the Elementary Skilled Trades workshop development for Grades 5-8 in partnership with the school boards, Skills Ontario and Loyalist College.</p>

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Regional HR Strategy		
Goal	Activity	Update
<p>Build A More Skilled (Soft Skills & Hard Skills) Workforce. (Cont'd)</p> <p>The HR Steering Committee combined these two activities in 2019.</p> <p>Goals delayed due to pandemic but will continue forward in 2021.</p>	<p>Define the “soft skills” necessary for today’s workforce and develop a program to build them.</p> <p>Encourage education that includes a focus on employment needs & prepares students for the workforce.</p>	<p>Soft Skilled Solutions program now has more than 30 members of the community trained and currently arranging for employers to receive the “Train the Trainer” program.</p> <p>Chambers are looking at how they can assist in pushing this training out to their members.</p> <p>Loyalist College is continuing to develop their Student Graduate Attributes Program.</p> <p>HR Steering Committee looking at ways to better inform parents/ students on job needs now in the local community. Ideas and collaboration methods to be developed throughout 2020. (This was delayed in 2020 due to pandemic)</p>
<p>Create Greater Understanding of the Benefits of Doing Business in Our Region.</p>	<p>Conduct future-focused research & strategy for business development.</p>	<p>Belleville Economic and Destination Development Committee has developed a strategic plan that is in its final approval stages by Council. This combined with other local BR&E updates could be guiding information for any future development and research across the Region.</p>
	<p>Involve youth in a youth-led attraction strategy.</p> <p>Activity to be followed up in 2021-22.</p>	<p>The 2019 Youth-2-Youth Summit built upon the first one and will see further strategies developed. CFWD to share with the community when report is completed.</p>
	<p>Create intentional government & business communication and collaboration strategies (structures & processes).</p> <p>Ongoing activity .</p>	<p>HR Steering Committee to work with Chambers and Municipalities to develop list of current and future activities to build on.</p>

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Regional HR Strategy		
Goal	Activity	Update
Attract, Recruit & Retain Qualified Candidates to our Region.	<p>Develop integrated 24/7 transportation options across the region.</p> <p>This will be an ongoing activity moving forward.</p>	<p>Belleville's pilot transit expansion has been very successful – expanded to 3 buses, 1 traditional route, 2 on demand that are attached to an app.</p> <p>Prince Edward County launched County Transit in 2020.</p> <p>Quinte West new program has been funded for 2021.</p>
	<p>Host collaborative social gatherings in workplaces and the community, for workers and their families.</p>	<p>META/CFWD continuing to look at a Doors Open Style of event. This has been delayed due to the pandemic.</p> <p>HR Committee is looking at developing an event for students. This has been delayed due to the pandemic.</p>
	<p>Create a regional ambassador/mentorship program to increase regional pride.</p>	<p>Regional Tourism Board is continuing its lead on developing strategies to address this.</p> <p>CFWD lead the development of a Rural Immigration Strategy that will include ambassador and mentorship as well. This report was released in late 2020. Next steps are being develop to implement suggested strategies.</p>
	<p>Use and capitalize on social media to centralize and coordinate recruitment and retention efforts.</p>	<p>The Regional Marketing Board through its Quinte Jobs website has piloted sharing snapshots of 8 high paying jobs (\$50K +) in the region. This is shared out through social media. They have partnered with META to track the metrics of this pilot.</p>

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Regional HR Strategy

Goal	Activity	Update
Clarify, Simplify, Streamline & Address Regulations in Innovative Ways	Deepen the understanding of the need for regulations.	HRPA Eastern Ontario Chapters did touch on regulations and legislation at its conferences in 2018 and 2019. The HR Steering Committee is looking into developing a series of lunch and learns for employers that could address some of the issues identified. CFWD sponsored a series of workshops through the Prince Edward County Chamber of Commerce in early 2020 that covered some legislative topics. Due to the pandemic, the Next HRP Eastern Conference will not take place before 2022.
	Reduce & simplify regulation applications.	
	Reduce & clarify the need for "Red Tape".	

Regional Workforce Group

Goal	Activity	Update
Although each County, Municipality and community have unique challenges, they also face similar labour force issues. The Regional Workforce Group would identify and focus on the shared challenges, applying a collaborative approach to addressing workforce development as well as provide ongoing advice to CFWD.	Develop a Regional Workforce Strategy.	Key leaders within the Board's catchment area have been invited to participate in the group. The first meeting was held in December 2018. This group continues to evolve as there were changes to leadership at two of the school boards. The pandemic has delayed further development of this group. In 2021, CFWD will bring them back together to discuss next steps for the group.
	Assist in providing direction to CFWD activities.	
	Provide a central resource for CFWD community consultations and research.	

Youth

Goal	Activity	Update
Education Council	To develop an Industry Education Council that will connect and partner with business and education to help students explore careers, gain meaningful workplace experiences and discover a vibrant connection to the workforce and the future.	Discussions have taken place with Belleville Chamber of Commerce about further development of this activity. The pandemic has delayed further development of this initiative until at least late 2021. CFWD has identified a series of events that could be used as a model to establish an Industry Education Council.

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Youth

Goal	Activity	Update
Soft Skills development for high school and post-secondary youth through part-time job opportunities.	A job fair specifically for students from Loyalist College and high schools that targets part-time job opportunities with local employers. Job fairs traditionally target full-time positions for adults or older youth not in the education system so this would provide an opportunity youth would not normally have.	The pandemic has resulted in job fairs moving to a virtual environment. Because of this, it actually could provide a great opportunity for this type of job fair to be held and address the local need to fill part-time job opportunities. CFWD will work with Loyalist and the school boards to look at the potential to hold such an event in late 2021 or early 2022.
Entrepreneurship Promotion	Develop entrepreneurial workshops for students to better understand how to run their own business. Use these workshops to have local entrepreneurs as guest speakers to ensure the youth have engaging mentors.	Some discussion has taken place at youth meetings through United Way but no solid plans have been developed yet.
Creative Economy	Develop a local ‘arts’ council where creative minds who work in the area can connect students to proper resources to follow their passions (filmmakers, photographers, graphic artists, writers, painters etc.)	No Action to Date

Opportunities for Military Personnel

Goal	Activity	Update
To develop a better understanding of the local workforce opportunities for family members of posted military personnel.	Conduct detailed research at a local level on the gaps and opportunities for military family members, including youth, that can address their struggle in finding meaningful employment.	This activity is being addressed through an Elevate Plus Military pilot program that has been specifically designed for members of 8 Wing Trenton and their families.
To develop a better understanding of local workforce opportunities for retiring military personnel.	Conduct detailed research at a local level on the opportunities for retiring military members that can address their struggle in finding meaningful employment upon leaving the Canadian Forces.	See above

LONG RANGE ACTIONS – YEAR THREE IMPLEMENTATION UPDATE

Health Care Industry

Goal	Activity	Update
To develop a better understanding of the local Health Care Industry needs.	Conduct detailed research at a local level on the Health Care industry to obtain a better understanding of labour force issues the industry is facing.	In January/February 2020, a research survey was conducted with employees in the health care industry.
	Conduct a forum to present the finding of the research and obtain feedback towards a Health Care Labour Force Strategy.	A forum in March 2020 presented the findings of the employee research where input helped develop HR Strategy for the region.
	Develop and release a strategy for the local community. Activities as a result of the strategy release will continue to be developed and implemented.	The strategy was released and the steering committee has prioritized the actions. PSW video completed and in marketing phase.

Construction Industry

Goal	Activity	Update
To develop a better understanding of the local Construction Industry needs.	Conduct detailed research at a local level on the Construction industry to obtain a better understanding of labour force issues the industry is facing.	Construction event held for high school students. In 2019 In-Demand Skilled Trades research done which covered these occupations in the construction industry. Elementary Skilled Trades Project initiated in 2020 will introduce students Gr. 5-8 to construction trades through hands on workshops.
	Conduct a forum to present the finding of the research and obtain feedback towards a Construction Labour Force Strategy.	The In-Demand research was presented at a forum, however, local level strategy was not discussed at this point. Further follow-up is expected.
	Develop and release a strategy for the local community.	On hold pending the outcomes of the Provincial In-Demand Skilled Trades research.

Tourism Sector

Goal	Activity	Update
To develop a better understanding of the local Tourism Sector needs.	Conduct detailed research at a local level on the Tourism sector to obtain a better understanding of labour force issues the industry is facing.	Research done in Prince Edward County by County Workforce Partnership and provincially by Ontario Tourism Education Corporation (OTEC). Pilot training in place. Elementary Skilled Trades Project addressing culinary career paths.
	Conduct a forum to present the finding of the research and obtain feedback towards a Tourism Labour Force Strategy.	Both County Workforce Partnership and OTEC have presented findings and received feedback.
	Develop and release a strategy for the local community.	HEAT program being delivered in Prince Edward County. OTEC Pilot in Quinte West.

Conclusions

As a community, we are continuing to address labour force issues and move the “needle” on workforce development in a forward direction. This year certainly saw challenges as a result of COVID-19, yet at the same time, there are significant opportunities in the labour force. Manufacturing and Health Care both are growing with numerous job opportunities across all occupation areas, yet data would suggest a loss of employees in the workforce. This will definitely warrant further research in partnership with our economic development and health care partners. This past year there were further components of the Long Range Actions that were addressed by the community including development of manufacturing, health care, construction and hospitality videos. Consultation with the agriculture and forestry sectors clearly indicated that a better understanding of the workforce for these industries needs to be undertaken and perhaps an HR Strategy developed.

Despite the pandemic, there is still lots of work to be done as workforce opportunities across Hastings, Prince Edward and Lennox and Addington Counties continue to grow. It is a great area to come live, work and play!

Ask Questions! Provide Input! Get Involved!



Special Thanks

The Centre for Workforce Development would like to thank all of our community partners who have provided input to this process over the last year. Whether it was being a part of an action taking place or a simple conversation about the labour force, the Board and community cannot move the needle on workforce issues in a positive manner without you.

Thank you everyone!

Algonquin Lakeshore District School Board
Bancroft Chamber of Commerce
Bay of Quinte Regional Marketing Board
Belleville Chamber of Commerce
Belleville Economic Development
Belleville Economic and Destination
Development Committee
Brighton Quinte West Family Health Team
Business and Professional Women's Network
Career Edge
Cheshire Homes
Community Learning Alternatives
École Secondaire Publique Marc-Garneau
Enrichment Centre for Mental Health
Greater Napanee Economic Development
Harvest Hastings
Hastings and Prince Edward District School
Board
Hastings County Economic Development
Hastings Manor
HRPA Quinte and District
John Howard Society
Kingston Literacy & Skills
Lennox and Addington Economic Development
Limestone District School Board
Loyalist College

Loyalist Community Employment Services
Madoc Chamber of Commerce
Manufacturing Resource Centre
META Employment Services
Military Resource Family Centre
Mohawks of the Bay of Quinte
Napanee Chamber of Commerce
Northumberland Economic Development
Ontario East Economic Development
Commission
Ontario Tourism Education Corporation
(OTEC)
Prince Edward County Chamber of Commerce
Prince Edward County Community
Development
Prince Edward Learning Centre
Quinte Economic Development Commission
Quinte Health Care
Quinte Home Builders Association
Quinte West Chamber of Commerce
Quinte West Economic Development
RTO9 Regional Tourism Organization
Sir James Whitney School for the Deaf
Small Business Centre
Trenval
United Way Hastings and Prince Edward



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