EASTERN ONTARIO TRAINING BOARD
COMMISSION DE FORMATION DE L'EST ONTARIEN

Local Labour Market Plan

2026

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.

We would also like to acknowledge Employment Ontario and the Ministry of Labour, Immigration, Training and Skills Development for providing the resources and guidance required to produce the updated Local Labour Market Plan 2026 for the United Counties of Stormont, Dundas and Glengarry and the United Counties of Prescott and Russell.

EASTERN ONTARIO TRAINING BOARD
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United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell United Counties (PR) 2026

EXECUTIVE SUMMARY

The Eastern Ontario Training Board (EOTB) is one of a network of 25 workforce development boards across Ontario. Their mandate is to engage communities and community partners in local labour market development. Annually, the Eastern Ontario Training Board releases a Local Labour Market Plan for the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell (PR) summarizing the most recent labour market data available; independent research; and consultations with employers, economic developers, educators and employment service providers that have taken place over the past year. This qualitative and quantitative foundation results in a compilation of actions supporting local workforce development and a 3-year Action Plan focused on four key 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 DEMAND

There was an increase in the number of businesses operating in both SDG and PR in the two-year period between 2023 and 2025. The number of total businesses in SDG increased by 789 and by 879 businesses in PR. However, the total business count includes businesses with employees as well as individual owner-operators without employees. When looking at the change in the number of businesses with employees only, there was a slight decrease of 18 or 0.5% in SDG while the number of businesses with employees in PR increased by 123 (4.5%).

With a significantly greater rate than both Ontario and Canada, SDG and Prescott-Russell have a high concentration of employment in Agriculture, forestry, fishing and hunting; Retail trade and Health care and social assistance. SDG has a high employment concentration in Manufacturing; Transportation and warehousing and Accommodation and food services. Employment concentration in Prescott-Russell is also observed in Construction; Other (Personal and Household) Services and Public Administration.

The total number of job postings issued in SDG in 2025 was slightly more than in 2024. There were 4,171 postings issued in 2024 compared with 4,284 in 2025 – an increase of 113 or 2.7%. In Prescott-Russell, there were slightly fewer online job postings issued in 2025. In 2024, there were 2,305 postings compared with 2,039 in 2025 or 266 fewer postings, a decrease of 11.5%.

Strategic location along the St. Lawrence River; history; unique French, English and Indigenous cultures; and numerous sports facilities make tourism an important economic driver in the region. There is no formal tourism sector identified within the North American Industry Classification system used across North America including Statistics Canada. Instead, we rely on a compilation of sub-sectors. We have used ten sub-sectors including transportation, arts, entertainment and recreation, accommodation and food services to take a deeper look at the tourism sector.

LABOUR MARKET DEMAND

Lightcast Analyst estimates over 3,150 tourism-related jobs in SDG as of 2025 and over 2,500 in PR. That job count is projected to grow by 4% in SDG and 5% in PR by 2028.

Looking at the concentration of employment in the tourism sector, SDG and PR exceed the national and provincial employment levels for the Food services and drinking places sector. In addition, PR exceeds national and provincial levels for the Transit and ground passenger travel sector and SDG for the Heritage institutions sector.

There are 47 occupations in SDG and 43 in PR employing ten or more people operating in the tourism sector as of 2024 with entry-level opportunities evident at all education levels.

With 34 of the 47 tourism-related occupations (72%) relying on a workforce age 50 and older as of the 2021 Statistics Canada Census, SDG businesses are likely facing labour market shortages caused by an aging workforce.Similarly, in Prescott-Russell, 25 of 43 tourism-related occupations or 58% are impacted by an aging workforce.

As with most occupations and with some exceptions such as basic travel agents, tourism will almost certainly be one of those sectors where generative Artificial Intelligence (AI) transforms the composition of work activities without eliminating occupations. The rapid analysis of mountains of data will lead to highly customized travel options marketed to targeted audiences more quickly. Travel itineraries will be based on the customer's preferences, history and benefits. AI-powered concierges will offer around-the-clock, real-time assistance.

LABOUR MARKET SUPPLY

At 6.3%, the unemployment rate in the Ottawa Economic Region has been slowly increasing since 2023, however, it continues to be considerably lower than in other areas of Ontario.

Participation rate is a calculation of the percentage of people who are either working or looking for work. At 66%, local labour force participation mirrors the provincial rate.

The number collecting Employment Insurance regular benefits as of October 2025 has increased compared to the previous year. In SDG, 1,000 individuals were receiving Employment Insurance as of October 2025 as compared to 890 in 2024, a 12% increase. In PR, 770 individuals were collecting Employment Insurance benefits as of October 2025 as compared to 600 in 2024 or a 28% increase.

The number of people moving into the region continues to increase. Between 2019 and 2024, there was a net in-migration of 9,171 people into SDG and 9,720 in Prescott and Russell. The greatest level of net in-migration was observed in the core working age cohort of people age 25 to 44.

Despite some indication of decreasing labour market demand, the EOTB team continues to hear employers' concerns with a lack of entry-level workers demonstrating job readiness. There is a lack of skills related to reliability, work ethic, communication and adaptability. Some employers have had success in hiring newcomers however, language barriers can create challenges. Many local employers are actively incorporating artificial intelligence into the workplace. Rural employers identified that their workers are often faced with the lack of available transportation and childcare leading to employers' attendance and retention challenges.

EMPLOYMENT ONTARIO DATA

In SDG, 2,217 people received Integrated Employment Services in 2024-2025 – a slight 2.2% decrease from the previous year. Fifty percent of clients were age 25 to 54 and 71% either had no income or relied on Ontario Works or the Ontario Disability Support Program.

In PR, 2,309 people participated in Integrated Employment Services in 2024-2025 – a 39% increase from the previous year. Twenty percent of participants were age 15 to 24; 53% age 25 to 44 and 29% age 45 and older. Seventy percent of clients either had no income or relied or Ontario Works or ODSP benefits.

In Eastern Ontario, participation in Integrated Employment Services increased by 17% when compared to the previous year. Participation across Ontario decreased by 23% compared to 2023-2024.

In SDG, 541 new learners participated in LBS in 2024-2025. The number of new plus carry-over learners equalled 821. This is a 7% increase from the previous year. Three of every four participants relied on Ontario Works or Ontario Disability Support Program or had no source of income. Fifty percent of learners secured employment at the completion of training while 7% continued their education or training.

In PR, 96 new learners participated in LBS. The number of new plus carry-over learners equalled 301. Growth of the program remained stable when compared to 2023-2024. Forty percent of learners rely on Ontario Works, OSDP or have no income at all. Twenty percent of learners secured employment at the conclusion of the program.

In Eastern Ontario the number of new and carry-over learners remained stable, decreasing by 0.5% from the previous year. The number of learners in Ontario decreased by 2%.

EMPLOYMENT ONTARIO DATA

In SDG, there were 849 new apprenticeship registrations in SDG during 2024-2025 – a 3% increase from the previous year. The number of active apprentices increased significantly from 2,619 in 2023-2024 to 4,665 in 2024-2025 (78%). There were 256 Certificates of Apprenticeship issued in 2024-2025, 2% fewer than in 2023-2024.

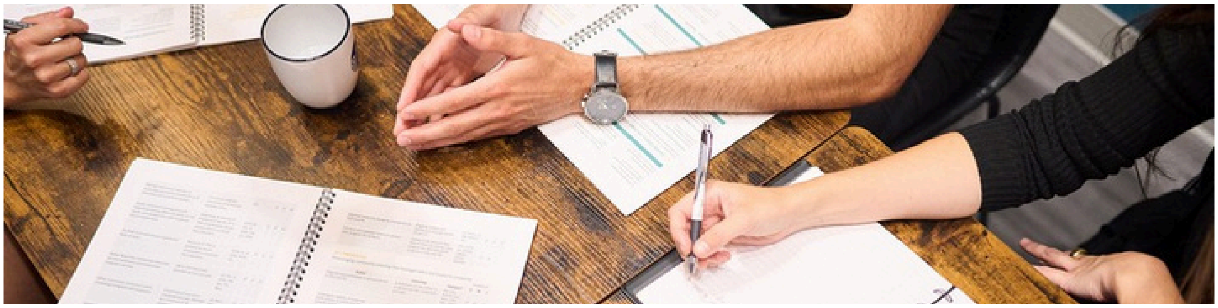
In PR, there were 195 new apprenticeship registrations or 19 more than in the previous year – an increase of 11%. In 2024-2025, there were 732 active apprentices in PR – a 14% increase from 2023-2025. Forty-nine Certificates of Apprenticeship were issued last year, a drop of 25% from 2023-2024.

In Eastern Ontario, the number of new apprentice registrations increased by 14% and by 10% in Ontario overall. The number of active apprentices increased in Eastern Ontario by 22% in 2024-2025 and by 11% in Ontario. The number of Certificates of Apprenticeship decreased by 4% in both Eastern Ontario and the province as a whole.

Thirty-six companies in SDG and 29 in Prescott-Russell participated in the Canada Ontario Job Grant (COJG) program in 2024-2025. Sixty-nine workers in SDG and 57 in PR obtained training through the program. The number of employers in Eastern Ontario participating in COJG decreased 9% from the previous year while the number of trainees decreased 10%. In Ontario, business participation decreased by 13% while the number of trainees decreased 10%.

Forty-six individuals in SDG and 55 in PR participated in training supported by Better Jobs Ontario. Almost fifty percent of the instruction focused on truck driver training. Participation in this initiative continues to grow in both Eastern Ontario and Ontario overall.

INTRODUCTION



Established in 1998, the Eastern Ontario Training Board (EOTB) is one of a network of 25 workforce development boards across Ontario. Our mandate is to engage communities and community partners in local labour market development. By conducting and analyzing local labour market research, trends and planning processes, we work to develop community partnerships to find solutions to local issues.

Each year, EOTB releases a Local Labour Market Plan for the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott and Russell (PR) summarizing the most recent labour market data available; independent research; and consultations with employers, economic developers, educators and employment service providers that have taken place over the past year. This qualitative and quantitative foundation results in a compilation of actions supporting local workforce development and a 3-year Action Plan focused on four key 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.

As we move into 2026, we find ourselves at a time of unprecedented geopolitical, social and technological change. Fundamental changes like the shift from free trade to the enactment of tariffs, supply chain disruptions and the implementation of generative Artificial Intelligence have introduced economic instability. The recent shift to lower immigration targets as well as the decision to shrink the federal public service may lead to a tighter labour market in some sectors and a surplus in others. All of this puts more pressure on business owners as they consider new suppliers and markets at the same time as employee stress increases with the likelihood that they will be required to adapt their skills.

LABOUR MARKET DEMAND

One of the first measures that provides some insight into activity in the region's economy is Canada Business Counts data, released by Statistics Canada semi-annually.

Table 1A compares the number of businesses operating in SDG in June 2025 with the number operating in June 2023.

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

Table 1A: Change in Number of Businesses June 2023-June 2025 - SDG

Sector	No. of Businesses Jun 2023	No. of Businesses Jun 2025	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	1,374	1,424	50	3.6
Mining, Oil and Gas Extraction, Quarrying	7	11	4	57.1
Utilities	29	25	(-4)	(-13.8)
Construction	1,026	1,063	37	3.6
Manufacturing	245	267	22	9.0
Wholesale Trade	240	232	(-8)	(-3.3)
Retail Trade	769	746	(-23)	(-3.0)
Transportation and Warehousing	470	610	140	29.8
Information and Cultural Services	60	67	7	11.7
Finance and Insurance	384	373	(-11)	(-2.9)
Real Estate and Leasing	1,999	2,191	192	9.6
Professional, Scientific and Technical Services	731	735	4	0.5
Management of Companies and Enterprises	55	49	(-6)	(-10.9)
Admin. Support, Waste Mngmt., Remediation	327	374	47	14.4
Educational Services	62	74	12	19.4
Health and Social assistance	583	699	116	19.9
Arts, Entertainment and Recreation	123	143	20	16.3
Accommodation and Food Services	309	317	8	2.6
Other Personal and Household Services	708	772	64	9.0
Public Administration	27	24	(-3)	(-11.1)
Businesses not classified by industry	774	895	121	15.6
Total	**10,302**	**11,091**	**789**	**7.7**

Source: Statistics Canada, Canada Business Counts, June 2023 and June 2025

Labour Market Demand

The increase in the number of businesses operating in SDG over the past two years is noteworthy. With 789 additional businesses, one of the most noteworthy increases by both number and percentage took place in the Transportation and warehousing sector. Significant growth also took place in the number of businesses operating in the Real estate and leasing; Health care and social assistance; and other personal and household services sectors.

In SDG, 70.5% of all businesses are operated by individual entrepreneurs with no employees while 1,910 or 29% are businesses with at least one employee. As most workers, jobseekers and graduates work in the local labour market as employees, it's worthwhile to examine changes in the number of businesses with employees and the sectors in which they operate.

Sectors experiencing significant growth, in SDG:

- Transportation & Warehousing
- Real Estate & Leasing
- Health Care & Social Assistance

Table 1B highlights that the number of businesses with employees decreased by 18 enterprises (-0.5%) between 2023 and 2025.

The greatest decreases took place in the Retail trade; Construction; and Professional, scientific and technical services sectors while the greatest increase took place in the Transportation and warehousing sector.

Table 1B: Change in Number of Businesses with one or more employees June 2023-June 2025 - SDG

Sector	No of Businesses Jun 2023 with employees	No. of Businesses Jun 2025 with employees	Absolute Change	Percent change
Agriculture, Forestry, Fishing, Hunting	269	258	(-11)	(-4.1)
Mining, Oil and Gas Extraction, Quarrying	5	7	2	40.0
Utilities	6	5	(-1)	(-16.7)
Construction	459	436	(-23)	(-5.0)
Manufacturing	154	160	6	3.9
Wholesale Trade	130	131	1	0.8
Retail Trade	462	435	(-27)	(-5.8)
Transportation and Warehousing	160	195	35	21.9
Information and Cultural Services	25	22	(-3)	(-12.0)
Finance and Insurance	89	98	9	10.1
Real Estate and Leasing	127	129	2	1.6
Professional, Scientific and Technical Services	237	223	(-14)	(-5.9)
Management of Companies and Enterprises	8	6	(-2)	(-25.0)
Admin. Support, Waste Mngmt., Remediation	140	147	7	5.0
Educational Services	18	22	4	22.2
Health and Social assistance	312	313	1	0.3
Arts, Entertainment and Recreation	36	41	5	13.9
Accommodation and Food Services	209	209	0	0.0
Other Personal and Household Services	274	259	(-15)	(-5.5)
Public Administration	26	23	(-3)	(-11.5)
Businesses not classified by industry	135	144	9	6.7
Total	**3,281**	**3,263**	**(-18)**	**(-0.5)**

Source: Statistics Canada, Canada Business Counts, June 2023 and June 2025

Increase in Transportation and Warehousing

Labour Market Demand

Finally, table 1C identifies the sectors with largest companies employing 100 or more as of June 2025.

Table 1C: Number of businesses with 100 or more employees operating in SDG

Industries	Employee Size Range	Employee Size Range	Employee Size Range
	100-199	200-499	500+
Construction	3	1	0
Manufacturing	4	6	1
Wholesale Trade	1	0	0
Retail Trade	5	1	0
Transportation and Warehousing	6	4	1
Finance and Insurance	1	0	0
Real Estate and Leasing	1	0	0
Administration and Waste Management	2	1	0
Educational Services	0	1	0
Health Care and Social Assistance	9	9	1
Accommodation and Food Services	1	0	0
Other Services	1	0	0
Public Administration	8	0	1

Source: Statistics Canada, Canada Business Counts, June 2025

Health Care and Social Assistance Employee Size Range 500+

Table 2A shows that the number of total businesses in Prescott-Russell also increased significantly over the past two years.

As of June 2025, there were 10,088 total businesses operating in the area, an increase of 879 businesses (9.5%) from 2023.

Table 2A: Change in Number of Businesses June 2023 to June 2025 - PR

Sector	No of Businesses Jun 2023	No. of Businesses Jun 2025	Absolute Change	Percent change
Agriculture, Forestry, Fishing, Hunting	908	948	40	4.4
Mining, Oil and Gas Extraction, Quarrying	6	6	0	0.0
Utilities	30	29	(-1)	(-3.3)
Construction	1,405	1,467	62	4.4
Manufacturing	180	191	11	6.1
Wholesale Trade	180	190	10	5.6
Retail Trade	555	551	(-4)	(-0.7)
Transportation and Warehousing	268	288	20	7.5
Information and Cultural Services	57	62	5	8.8
Finance and Insurance	405	413	8	2.0
Real Estate and Leasing	1,733	1,903	170	9.8
Professional, Scientific and Technical Services	790	854	64	8.1
Management of Companies and Enterprises	55	55	0	0.0
Admin. Support, Waste Mngmt., Remediation	322	387	65	20.2
Educational Services	71	85	14	19.7
Health and Social assistance	568	678	110	19.4
Arts, Entertainment and Recreation	110	127	17	15.5
Accommodation and Food Services	181	200	19	10.5
Other Personal and Household Services	616	692	76	12.3
Public Administration	17	17	0	0.0
Businesses not classified by industry	752	945	193	25.7
Total	**9,209**	**10,088**	**879**	**9.5**

Source: Statistics Canada, Canada Business Counts, June 2023 and June 2025

Noteworthy increases in the Health Care and Social Assistance; Real Estate & Leasing; Other Personal & Household Services; Administrative Support & Waste Management; and Professional, Scientific & Technical Services sectors.

Labour Market Demand

Table 2B shows there were 2,849 businesses with employees operating in the area as of June 2025, compared with 2,726 in 2023 or an increase of 123 enterprises (4.5%)

In Prescott-Russell, the number of businesses with employees in Prescott-Russell also increased.

Table 2B: Change in Number of Businesses with one or more employees June 2023 to June 2025 - PR

Sector	No of Businesses Jun 2023	No. of Businesses Jun 2025	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	194	207	13	6.7
Mining, Oil and Gas Extraction, Quarrying	2	3	1	50.0
Utilities	7	9	2	28.6
Construction	633	629	(-4)	(-0.6)
Manufacturing	93	103	10	10.8
Wholesale Trade	79	89	10	12.7
Retail Trade	309	311	2	0.6
Transportation and Warehousing	101	99	(-2)	(-2.0)
Information and Cultural Services	24	25	1	4.2
Finance and Insurance	72	74	2	2.8
Real Estate and Leasing	102	115	13	12.7
Professional, Scientific and Technical Services	238	246	8	3.4
Management of Companies and Enterprises	9	6	(-3)	(-33.3)
Admin. Support, Waste Mngmt., Remediation	130	143	13	10.0
Educational Services	14	16	2	14.3
Health and Social assistance	216	232	16	17.4
Arts, Entertainment and Recreation	34	32	(-2)	(-5.9)
Accommodation and Food Services	114	135	21	18.4
Other Personal and Household Services	211	215	4	1.9
Public Administration	16	16	0	0.0
Businesses not classified by industry	128	144	16	12.5
Total	**2,726**	**2,849**	**123**	**4.5**

Source: Statistics Canada, Canada Business Counts, June 2023 and June 2025

The greatest increase took place in the Accommodation and Food Services and Health Care and Social Assistance sectors. The most significant decrease took place in the Construction sector with four fewer businesses with employees operating in 2025 compared to 2023.

Table 2C identifies the sectors where the largest companies employing 100 or more operate in Prescott-Russell as of June 2025.

Table 2C: Number of businesses with 100 or more employees operating in Prescott-Russell

Industries	Employee Size Range	Employee Size Range	Employee Size Range
	100-199	200-499	500+
Mining, Quarrying and Oil and Gas Extraction	0	1	0
Construction	2	0	0
Manufacturing	5	2	1
Wholesale Trade	1	0	0
Retail Trade	6	0	0
Transportation and Warehousing	4	1	0
Educational Services	0	1	1
Health Care and Social Assistance	3	1	1
Arts, Entertainment and Recreation	0	0	1
Accommodation and Food Services	1	0	0
Public Administration	2	3	0

Source: Statistics Canada, Canada Business Counts, June 2025

Manufacturing Industry
Employee Size Range 500+

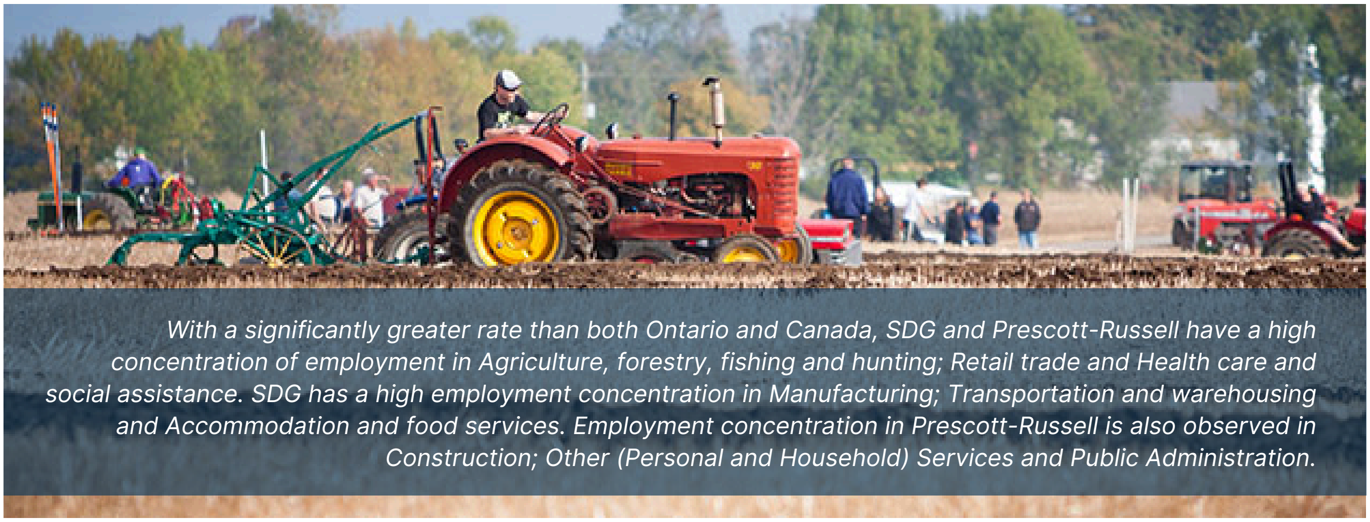
With Canada set at 1.0, Table 3 identifies the employment concentration in SDG and PR as compared to Ontario and Canada (at 1.0).

Lightcast Analyst data provides a calculation of the concentration of local workers within each industry relative to the national average.

Table 3: Employment Concentration within Sectors

Industries	2025 Employment Concentration		
	SDG	PR	Ontario
Agriculture, Forestry, Fishing and Hunting	1.85	1.60	0.66
Mining, Quarrying, Oil and Gas Extraction	0.07	0.06	0.36
Utilities	0.89	0.29	0.99
Construction	0.87	1.18	0.89
Manufacturing	1.52	0.86	1.13
Wholesale Trade	0.62	0.63	1.12
Retail Trade	1.34	1.12	0.95
Transportation and Warehousing	1.45	0.80	0.95
Information and Cultural Industries	0.58	0.55	1.07
Finance and Insurance	0.45	0.69	1.22
Real Estate and Leasing	0.38	0.37	1.07
Professional, Scientific and Technical Services	0.44	0.64	1.15
Management of Companies and Enterprises	0.20	0.19	1.05
Administrative Support and Waste Management	0.82	0.84	1.17
Educational Services	0.86	1.03	0.99
Health Care and Social Assistance	1.29	0.99	0.92
Arts, Entertainment and Recreation	0.82	0.78	0.97
Accommodation and Food Services	1.08	0.96	0.96
Other Services (except Public Administration)	0.81	1.21	0.94
Public Administration	0.98	2.20	0.98
Unclassified	0.94	0.94	0.91

Source: Lightcast Analyst



With a significantly greater rate than both Ontario and Canada, SDG and Prescott-Russell have a high concentration of employment in Agriculture, forestry, fishing and hunting; Retail trade and Health care and social assistance. SDG has a high employment concentration in Manufacturing; Transportation and warehousing and Accommodation and food services. Employment concentration in Prescott-Russell is also observed in Construction; Other (Personal and Household) Services and Public Administration.

Table 4 identifies the number of online job postings by industry posted in 2025.

Job postings are always a clear indicator of labour market demand.

Table 4: Number of job postings & median hourly advertised wage by industry in SDG and P-R 2025

Industries	SDG		P-R	
	No. of Postings	Median Hourly Advertised Wage	No. of Postings	Median Hourly Advertised Wage
Agriculture, Forestry, Fishing and Hunting	5	n/a	n/a	n/a
Mining, Quarrying, Oil and Gas Extraction	1	$30.00	n/a	n/a
Utilities	10	$43.55	n/a	n/a
Construction	14	$38.31	28	$31.56
Manufacturing	160	$25.14	83	$27.54
Wholesale Trade	31	$18.91	3	$17.76
Retail Trade	655	$22.21	191	$21.91
Transportation and Warehousing	137	$32.08	37	$23.85
Information and Cultural Industries	39	$30.89	6	$19.51
Finance and Insurance	131	$25.35	75	$29.18
Real Estate and Leasing	40	$21.90	11	$52.08
Professional, Scientific and Technical Services	54	$25.33	37	$37.55
Management of Companies and Enterprises	13	n/a	4	n/a
Administrative Support / Waste Management	75	$22.10	38	$20.38
Educational Services	541	$30.13	262	$30.44
Health Care and Social Assistance	362	$31.23	214	$27.94
Arts, Entertainment and Recreation	14	$28.65	5	$25.90
Accommodation and Food Services	243	$24.04	133	$25.26
Other Services (except Public Administration)	64	$38.95	16	$51.92
Public Administration	140	$25.34	36	$63.27
Total	**2,820**	**$27.57**	**1,179**	**$28.78**

Source: Lightcast Analyst

The total number of job postings issued in SDG in 2025 was slightly more than in 2024. There were 4,171 postings issued in 2024 compared with 4,284 in 2025 – an increase of 113 or 2.7%.

In Prescott-Russell, there were slightly fewer online job postings issued in 2025. In 2024, there were 2,305 postings compared with 2,039 in 2025 or 266 fewer postings, a decrease of 11.5%.

Labour Market Demand

Clearly, there is demand across all sectors of the economy; however, there is one sector in the region with significant historical success and future growth potential that appears to be absent from the data – tourism. This is because tourism was not identified as a sector within the North American Industry Classification System when it was established in 2022. Instead, the tourism sector is comprised of a cluster of sub-sectors. The largest tourism and recreation sub-sectors are Food Services and Drinking Places, Accommodation Services, Transit and Ground Transportation and Amusement, gambling and recreation industries. With both Cornwall and SDG and Prescott-Russell prioritizing the growth of the industry through municipal Tourism Development departments with established Tourism Strategies, let's take a more comprehensive look at the sector.

Table 5 identifies the sub-sectors making up the Travel and Tourism sector along with the past, current and projected number of jobs in SDG and Prescott-Russell.

Projections are developed via Lightcast Analyst algorithms using multiple Statistics Canada data inputs including Census data; Business Counts; Survey of Employment, Payroll and Hours; Labour Force Survey; the Canadian Occupational Projection System and the Post-Secondary Student Information System. As with all statistical data, information, including projections, is based on historical performance. Projections do not factor in 'jolts' to the economy resulting from global actions such as shifts in government trade policy or local events like the closing or opening of a large employer.

Table 5: Historical and Projected Job Growth in SDG and PR Tourism sector

NAIC	Industry	2022 Historical Jobs		2025 Current Jobs		2028 Projected Jobs	
		SDG	PR	SDG	PR	SDG	PR
481	Air transportation	63	65	89	92	99	104
482	Rail transportation	26	22	42	26	46	28
485	Transit and ground passenger transport	297	628	263	600	253	617
532	Rental and leasing services	65	53	73	85	80	97
561	Admin support (travel agent/tour guide)	47	63	55	79	60	87
711	Performing arts, spectator sports	<10	73	<10	86	<10	94
712	Heritage institutions	132	53	176	65	182	70
713	Amusement, gambling and recreation	418	394	456	401	476	418
721	Accommodation services	330	207	356	296	371	328
722	Food services	2,865	2,041	3,159	2,539	3,286	2,688

With Canada set at 1.0, Table 6 identifies the employment concentration in SDG and PR's tourism sector as compared to Ontario and Canada (at 1.0).

There are 127 additional jobs projected in SDG's tourism sector by 2028 (4% growth) while an additional 149 jobs or 5% growth are projected in PR. Lightcast Analyst data also provides a calculation of the concentration of local workers within each industry relative to the national average.

Table 6: Employment Concentration within Sectors

NAIC	Industry	Employment Concentration 2025		
		SDG	PR	Ontario
481	Air transportation	0.49	0.56	0.86
482	Rail transportation	0.40	0.27	0.68
485	Transit and ground passenger transportation	0.86	2.16	1.14
532	Rental and leasing services	0.46	0.59	0.90
711	Performing arts, spectator sports & related industries	0.04	0.66	0.90
712	Heritage institutions	2.39	0.98	0.75
713	Amusement, gambling and recreation industries	0.81	0.79	1.02
721	Accommodation services	0.73	0.67	0.79
722	Food services and drinking places	1.14	1.02	0.99

Source: Lightcast Analyst

SDG and Prescott-Russell exceed the national and provincial employment levels for the Food services and drinking places sector. In addition, Prescott-Russell exceeds national and provincial levels for the Transit and ground passenger travel sector and SDG for the Heritage institutions sector.

Finally, Lightcast Analyst data allows us to identify the occupations that comprise an industry.

Tables 7A and B provide a breakdown of the occupations that employ ten or more people in SDG and PR's tourism sector.

Table 7A: Numbers employed by occupation in SDG's tourism sector

NOC	Occupation	Employed in Industry (2024)	Projected Employed (2029)	Percent of Total Jobs in Industry	Median Hourly Wage 2024*
65201	Food counter attendants, kitchen helpers	1,027	1,135	22.8	$16.61
65200	Food and beverage servers	449	492	10.0	$19.10
63200	Cooks	391	411	8.7	$18.01
65100	Cashiers	275	300	6.0	$16.16
73301	Bus drivers, subway operators and other transit	207	188	4.6	$21.75
54100	Program leaders/instructors in recreation/sport	167	179	3.7	$17.32
62020	Food service supervisors	160	163	3.5	$19.58
64300	Maitre d'hotel and hosts/hostesses	149	177	3.3	$16.90
62200	Chefs	128	134	2.8	$23.11
65211	Operators/attendants-amusement & recreation	98	104	2.2	$17.38
60030	Restaurant and food service managers	95	112	2.1	$30.20
65310	Light duty cleaners	88	91	2.0	$19.28
64301	Bartenders	71	68	1.6	$20.86
63202	Bakers	51	54	1.1	$16.48
75201	Delivery service drivers and distributors	47	50	1.0	$19.19
73300	Transport truck drivers	45	45	1.0	$25.54
64100	Retail salespersons and visual merchandisers	43	47	0.9	$17.74
85121	Landscaping & ground maintenance labourers	38	40	0.8	$21.48
11202	Prof. occupations in advertising & marketing	31	30	0.7	$37.71
73201	General building maintenance	30	32	0.7	$26.35
62010	Retail sales supervisors	27	29	0.6	$20.71
12200	Accounting technicians and bookkeepers	25	25	0.6	$31.72
14101	Receptionists	24	23	0.5	$19.82
75200	Taxi and limousine drivers and chauffeurs	23	26	0.5	$17.41

Table 7A: Numbers employed by occupation in SDG's tourism sector - Continued

NOC	Occupation	Employed in Industry (2024)	Projected Employed (2029)	Percent of Total Jobs in Industry	Median Hourly Wage 2024*
64314	Hotel front desk clerk	23	34	0.5	$17.84
64409	Other customer/info service representatives	23	23	0.5	$23.49
53100	Registrars, restorers, interpreters-museums	21	21	0.5	$23.69
13100	Administrative officers	18	19	0.4	$30.54
64101	Sales & account representative-wholesale	18	19	0.4	$32.48
62022	Accommodation, travel, tourism supervisors	16	19	0.3	$24.67
11100	Financial auditors and accountants	16	16	0.3	$40.73
60031	Accommodation service managers	15	18	0.3	$42.70
62024	Cleaning supervisors	15	15	0.3	$26.44
14200	Accounting and related clerks	14	14	0.3	$24.60
65312	Janitors, caretakers and heavy-duty cleaners	14	14	0.3	$19.69
64311	Pursers and flight attendants	14	16	0.3	$30.28
13110	Administrative assistants	13	14	0.3	$28.54
75101	Material handlers	12	12	0.3	$21.59
51101	Conservators and curators	12	14	0.3	$40.26
10010	Financial managers	12	12	0.3	$62.59
65102	Store shelf stockers, clerks and order fillers	12	13	0.3	$16.67
70012	Facility operation and maintenance managers	11	11	0.3	$47.26
70020	Managers in transportation	11	14	0.3	$57.08
10011	Human resource managers	11	12	0.2	$52.08
53201	Coaches	11	12	0.2	$20.39
00018	Senior managers – public and private sector	11	<10	0.2	$93.49
72410	Auto service technicians, truck & bus mechanics	10	<10	0.2	$30.13

* * Median wage is provided for 2024 and for the Ottawa Economic Region which includes Ottawa, SDG and Prescott-Russell

Table 7B: Numbers employed by occupation in PR's tourism sector

NOC	Occupation	Employed in Industry (2024)	Projected Employed (2029)	Percent of Total Jobs in Industry	Median Hourly Wage 2024*
65201	Food counter attendants, kitchen helpers	821	935	20.3	$16.61
73301	Bus drivers, subway operators and other transit	495	519	12.3	$21.75
65200	Food and beverage servers	359	407	8.9	$19.10
63200	Cooks	310	336	7.7	$18.01
65100	Cashiers	222	251	5.5	$16.16
62020	Food service supervisors	127	134	3.1	$19.58
54100	Program leaders/instructors-recreation/sport	123	130	3.0	$17.32
64300	Maitre d'hotel and hosts/hostesses	121	148	3.0	$16.90
62200	Chefs	100	108	2.5	$23.11
60030	Restaurant and food service managers	76	91	1.9	$30.20
65211	Operators/attendants-amusement & recreation	74	80	1.8	$17.38
65310	Light duty cleaners	65	74	1.6	$19.28
64301	Bartenders	58	58	1.4	$20.86
64321	Casino workers	53	51	1.3	$22.60
73300	Transport truck drivers	46	48	1.1	$25.54
64100	Retail salespersons and visual merchandisers	41	50	1.0	$17.74
63202	Bakers	40	45	1.0	$16.48
75201	Delivery drivers and door-to-door distributors	36	40	0.9	$19.19
11202	Professional occ'ns in advertising and marketing	29	30	0.7	$37.71
85121	Landscaping and ground maintenance labourers	28	29	0.7	$21.48
12200	Accounting technicians and bookkeepers	25	26	0.6	$31.72
62010	Retail sales supervisors	24	28	0.6	$20.71
73201	General building maintenance workers	23	27	0.6	$26.35
72410	Auto service technician, truck/bus mechanics	23	24	0.6	$30.13
64409	Other customer & info service representatives	22	24	0.5	$23.49
70020	Managers in transportation	21	27	0.5	$57.08
14101	Receptionists	19	18	0.5	$19.82
64314	Hotel front desk clerks	17	28	0.4	$17.84
72024	Supervisors, motor transport, ground transit	17	19	0.4	$33.28

Table 7B: Numbers employed by occupation in PR's tourism sector - Continued

NOC	Occupation	Employed in Industry (2024)	Projected Em-ployed (2029)	Percent of Total Jobs in Industry	Median Hourly Wage 2024*
13100	Administrative officers	17	18	0.4	$30.54
11100	Financial auditors and accountants	16	17	0.4	$40.73
62022	Accommodation, tourism related supervisors	15	22	0.4	$24.67
64311	Pursers and flight attendants	14	17	0.3	$30.28
14200	Accounting and related clerks	14	14	0.3	$24.60
13110	Administrative assistants	13	14	0.3	$28.54
10010	Financial managers	13	13	0.3	$62.59
60031	Accommodation service managers	12	16	0.3	$42.70
64101	Sales/account reps - wholesale trade	12	15	0.3	$32.48
75200	Taxi and limousine drivers and chauffeurs	11	14	0.3	$17.41
62024	Cleaning supervisors	11	12	0.3	$26.44
53201	Coaches	11	12	0.3	$20.39
53202	Sports officials and referees	10	12	0.3	$19.25
65312	Janitors, caretakers, heavy-duty cleaners	10	10	0.3	$19.69

* * Median wage is provided for 2024 and for the Ottawa Economic Region which includes Ottawa, SDG and PR

Source: Lightcast Analyst

Labour Market Demand

The second digit of the NOC code identifies the level of education usually required to perform the job.

0.	Occupations require a high degree of leadership and responsibility but no specific educational requirement
1.	Occupations usually require a university degree
2.	Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations
3.	Occupations usually require a college diploma or apprenticeship training of less than two years; or more than six months of on-the-job training
4.	Occupations usually require a secondary school diploma; or several weeks of on-the-job training
5.	Occupations usually require short-term work demonstration and no formal education

With this information in mind, it is evident that there are opportunities for individuals with all levels of education within the tourism sector.

Table 8 identifies all those tourism occupations in SDG and PR where at least one census division has a workforce with 25% or more of the workforce age 50 or older as of the 2021 Statistics Canada Census.

Table 8: Occupations with 25% or more workers age 50 and over

NOC	Occupation	SDG		P-R	
		No Age 50+	Percent Age 50+	Number Age 50+	Percent Age 50+
00018	Senior managers-public and private sector	255	60.0	n/a	n/a
10010	Financial managers	85	65.4	110	53.7
10011	Human resource managers	50	45.5	n/a	n/a
11100	Financial auditors and accountants	55	25.0	145	41.4
11202	Prof. occupations in advertising/marketing	65	31.7	50	17.5
12200	Accounting technicians and bookkeepers	270	71.1	210	59.2
13100	Administrative officers	270	43.2	420	45.2
13110	Administrative assistants	340	52.3	525	47.5
14101	Receptionists	125	40.3	165	41.8
14200	Accounting and related clerks	270	55.7	280	54.4
60030	Restaurant and food service managers	75	31.3	145	39.7
60031	Accommodation service managers	30	54.5	20	44.4
62010	Retail sales supervisor	60	33.3	30	21.4
62020	Food service supervisors	55	27.5	25	17.9
62200	Chefs	20	30.8	0	0
63200	Cooks	70	20.9	75	24.2
63202	Bakers	20	17.4	30	28.6
64100	Retail salespersons/visual merchandisers	425	35.6	380	36.9
64101	Sales/account representatives-wholesale	50	50.0	60	70.6
64409	Other customer & info service reps	235	30.5	185	35.2
65102	Store shelf stockers, clerks, order fillers	250	26.2	275	27.8
65200	Food and beverage servers	45	25.0	10	12.5
65211	Operators in amusement parks	n/a	n/a	10	25.0
65310	Light duty cleaners	365	54.9	255	48.1
65312	Janitors, caretakers, heavy-duty cleaners	325	65.7	100	51.3
70012	Facility operation/maintenance managers	130	63.4	100	46.5
70020	Managers in transportation	60	66.7	55	45.8
72410	Auto service tech's, bus/truck mechanics	195	26.7	185	32.2
73201	General building maintenance workers	185	52.9	160	52.5
73300	Transport truck driver	920	57.1	550	51.9
73301	Bus drivers and other transit operators	195	66.1	265	72.6
75101	Material handlers	470	35.2	n/a	n/a
75200	Taxi and limousine drivers and chauffeurs	75	75.0	30	50.0
75201	Delivery drivers/door-to-door distributors	135	47.4	95	47.5
85121	Landscaping/ground maintenance worker	80	25.4	100	28.2

Source: Lightcast Analyst; Statistics Canada Census 2021

Labour Market Demand

With 34 of the 47 tourism-related occupations (72%) relying on a workforce age 50 and older as of the 2021 Statistics Canada Census, SDG businesses are likely facing labour market shortages caused by an aging workforce. **In Prescott-Russell, 25 of 43 tourism-related occupations or 58% are impacted by an aging workforce.**

There are indicators of economic growth of the sector in Cornwall, Ontario. At the annual "Year in Review" gathering conducted on December 4, 2025, Mayor Justin Towndale reported that **the city had experienced a 26% increase in visitors and an 11% increase in visitor spending and overnight stays.** There was a 60% increase in visitors from the United States. Local investments through the Tourism Development Fund and the Tourism Innovation Challenge seek to support growth in the sector.

Tourism is similarly supported in Prescott-Russell. The region has developed and is now implementing its Economic and Tourism Development Strategy (2024-2029) emphasizing sustainable growth, leveraging local resources and creating diverse, year-round experiences. The key focus includes agri-food and culinary tourism; outdoor recreation; history and culture and family fun driven by the Calypso Waterpark.

Source: Lightcast Analyst; Statistics Canada Census 2021

The impact of Generative Artificial Intelligence

Generative Artificial Intelligence (AI) are artificial intelligence systems that are capable of creating new content, such as text, images, music or computer code. Research conducted by the Institute for Research on Public Policy (Canada), "Harnessing Generative AI: Navigating the Transformative Impact on Canada's Labour Force", one of the most recent studies on the impact of Artificial Intelligence, identified three dimensions of impact on work and the workforce:

1. The impact of AI varies substantially across different types of skills and work activities. Clerical and any occupation requiring the processing of a significant amount of data are most at risk while those involving human interaction, social perception, and instruction demonstrate markedly lower vulnerability.

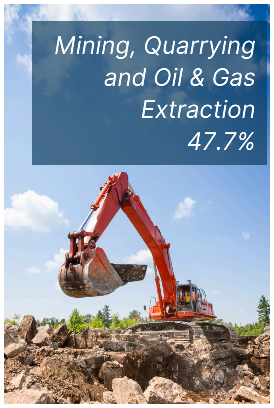
Cornwall in 2025 – A Year in Review, https://www.cornwall.ca/Modules/News/index.aspx?newsId=d6f68bd0-6e3f-4323-87d1-5596983e4ef5

2. Rather than eliminating entire occupations, generative AI is more likely to transform the composition of work activities within jobs resulting in a moderate automation risk or partial rather than complete automation.

3. Significant variations exist across industries and regions. They project that regions like the north and industries like mining, construction and manufacturing are more at-risk of automation as there are ongoing labour market shortages and a greater share of high-risk employment.

Oschinski, Matthias and Walia, Ruhani, "Harnessing Generative AI: Navigating the Transformative Impact on Canada's Labour Market, Institute of Research on Public Policy, May 2025, p. 3

The top five industries with the highest share of high-risk occupations include:



In sectors like transportation, warehousing, manufacturing and construction, generative AI can optimize workflows, analyze data, generate schedules and support customer service.

Corrigan, Caitlan C. and Ikonnikova, Svetlana, A review of the use of AI in the mining industry: Insights and ethical considerations for multi-objective optimization, 2024

With some exceptions such as basic travel agents, tourism will almost certainly be one of those sectors where generative AI transforms the composition of work activities without eliminating occupations. The rapid analysis of mountains of data will lead to highly customized travel options marketed to targeted audiences more quickly. Travel itineraries will be based on the customer's preferences, history and benefits. AI-powered concierges will offer around-the-clock, real-time assistance. Most often, this personalization fosters customer loyalty and repeat business.

Satguru Travel, Top 5 Benefits of Generative AI in Travel, Jan 17 2025, https://satgurutravel.com/benefits-of-generative-ai-in-travel-industry/#:~:text=Conclusion,the%20risks%20if%20approached%20correctly.

As noted, the elimination of entire occupations as a result of the implementation of generative AI is less common throughout the labour force than the transformation of jobs as AI is integrated into the workplace. For this reason, researchers at the Institute of Research on Public Policy (Canada), highlight the importance of incorporating AI literacy into secondary, post-secondary and adult learning levels.

Digital literacy training should also include complementary skills such as critical thinking, problem-solving and leadership skills. These skills are vital in an AI-augmented workforce and exhibit low automation risk. Human oversight and ethical engagement with AI tools should also be emphasized.

Oschinski, Matthias and Walia, Ruhani, "Harnessing Generative AI: Navigating the Transformative Impact on Canada's Labour Market, Institute of Research on Public Policy, May 2025, p. 32

LABOUR MARKET SUPPLY

Since 2022, we have used the Statistics Canada Census conducted in 2021 to identify changes in the general population as well as the employed labour force. The next national Census will be conducted by Statistics Canada in May 2026. It will introduce several changes to questions related to the labour force including allowing respondents to identify themselves as retired and show a hybrid arrangement as their work condition. There are also changes to the duration of college education. Employment information gathered by the Census is used to assess the economic conditions of communities and specific populations such as Indigenous people and immigrants. Industry and occupation information is used to forecast job opportunities. Results of the May 2026 census will begin to become available late in 2026 or early in 2027.

While the census is conducted every five years, the Labour Force Survey is conducted by Statistics Canada monthly. This survey, administered randomly to approximately 65,000 Canadian households, provides key economic data on labour force demographics, employment, unemployment, hours worked, industries and occupations. While the Census provides data for small geographic areas such as census amalgamations and divisions, the Labour Force Survey labour force characteristics data is produced for larger geographic areas such as economic regions. The unemployment rate in the Ottawa Economic Region has been slowly increasing since 2023, however, it continues to be considerably lower than in other areas of Ontario.

Labour Market Supply

Table 10: Annual unemployment rates in the Ottawa Economic Region

Geography	2021	2022	2023	2024	2025
Ottawa Economic Region	6.3%	4.3%	4.4%	5.7%	6.3%
Ontario	8.1%	5.6%	5.6%	7.0%	7.7%

Source: Statistics Canada. Table 14-10-0464-01, Labour force characteristics by province, territory and economic region, annual

Table 11 looks at the participation rate in Eastern Ontario as compared to Ontario.

Participation rate is a calculation of the percentage of people who are either working or looking for work. At 66%, the local rate mirrors the provincial rate.

Table 11: Annual participation rate in the Ottawa Economic Region

Geography	2021	2022	2023	2024	2025
Ottawa Economic Region	65.4%	65.5%	67.3%	67.9%	66.0%
Ontario	65.2%	65.4%	65.6%	65.3%	65.0%

Source: Statistics Canada. Table 14-10-0464-01, Labour force characteristics by province, territory and economic region, annual

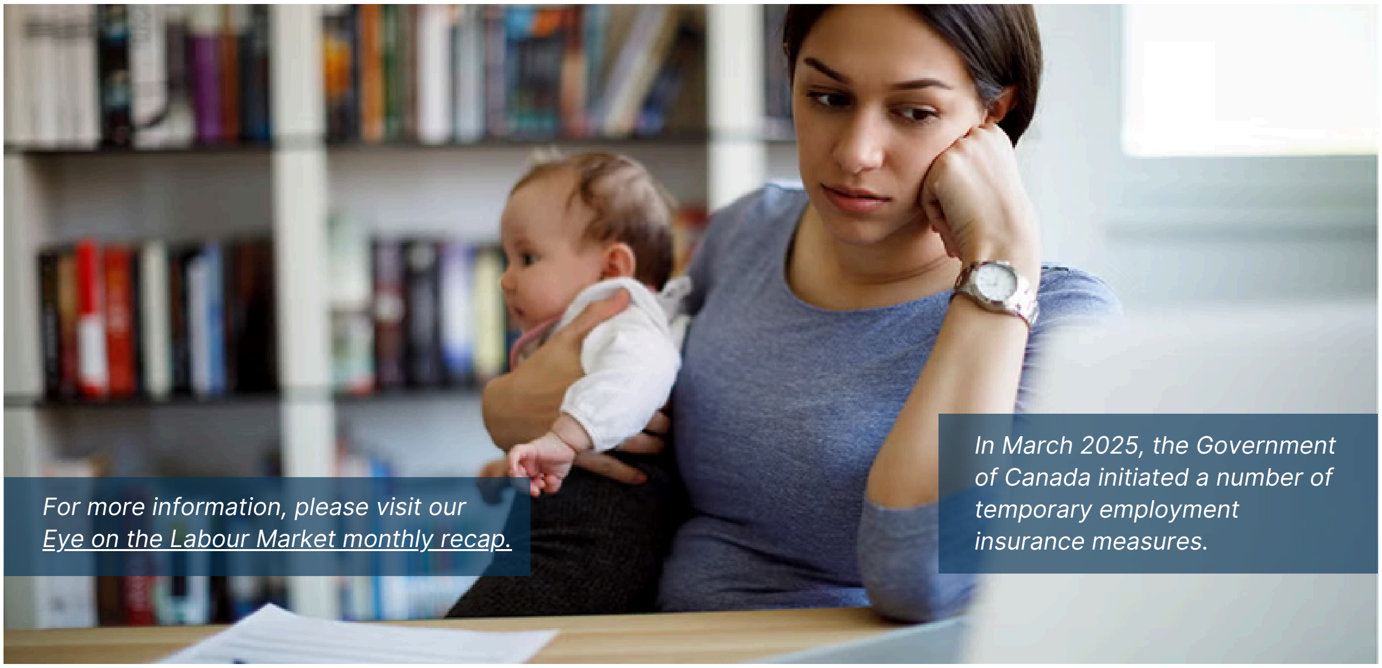
Table 12 compares the number of people collecting Regular Employment Insurance benefits in October 2024 with October 2025.

The number collecting these benefits remained stable. In SDG, 1,000 individuals received Employment Insurance as of October 2025 as compared to 890 in 2024, a 12% increase. In PR, 770 individuals were collecting Employment Insurance benefits as of October 2025 as compared to 600 in 2024 or a 28% increase.

Table 12: Change in number collecting Regular Employment Insurance – Oct 2024 and Oct 2025

Age Range	Oct 2024		Oct 2025		Difference Recipients - Males		Difference Recipients - Males	
	Males	Females	Males	Females	Number	Per Cent	Number	Per Cent
United Counties of Stormont, Dundas and Glengarry								
15 to 24	70	30	70	30	0	0.0	0	0.0
25 to 54	350	200	370	220	20	5.7	20	10.0
55 and over	150	90	190	120	40	26.7	30	33.3
Prescott-Russell								
15 to 24	40	20	70	20	30	75.0	0	0.0
25 to 54	220	150	280	180	60	27.3	30	20.0
55 to 64	90	80	130	90	40	44.4	10	12.5

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



Labour Market Supply

Table 13 highlights Migration in and out of SDG and PR between 2019 and 2024.

Statistics Canada Taxfiler data measures the number of people moving in and out of our region.

Table 13: Migration in and out of SDG and PR

Stormont, Dundas and Glengarry - 2019 to 2024			
Age Range	**Total In-Migration**	**Total Out-Migration**	**Net Migration**
0 to 17	4,891	2,790	2.101
18 to 24	2,613	2,310	303
25 to 44	9,334	5,518	3,816
45 to 64	5,008	2,634	2,374
65 +	2,425	1,848	577
Total	**24,271**	**15,100**	**9,171**

Prescott and Russell – 2019 to 2024			
Age Range	**Total In-Migration**	**Total Out-Migration**	**Net Migration**
0 to 17	6,038	3,327	2,711
18 to 24	2,080	2,218	(-138)
25 to 44	10,878	6,296	4,582
45 to 64	5,665	3,747	1,918
65 +	2,715	2,068	647
Total	**27,376**	**17,656**	**9,720**

Source: Statistics Canada Taxfiler data, 2025

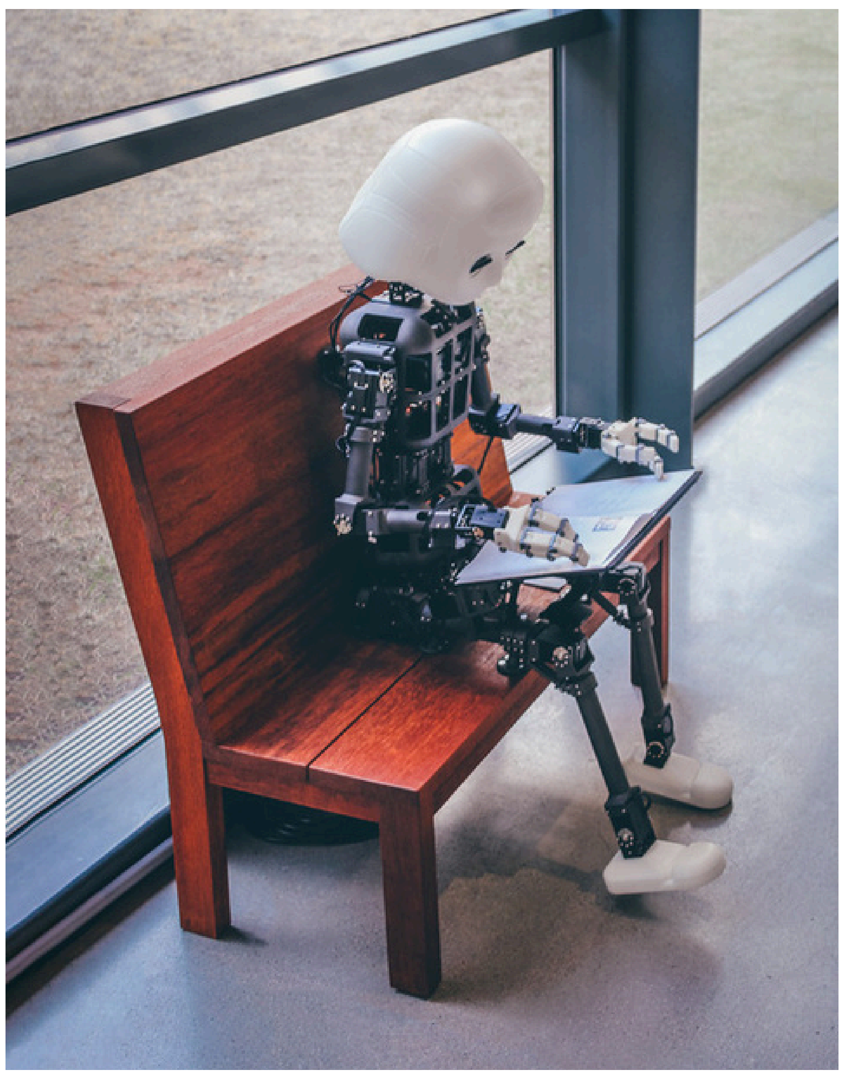
WHAT WE'VE HEARD

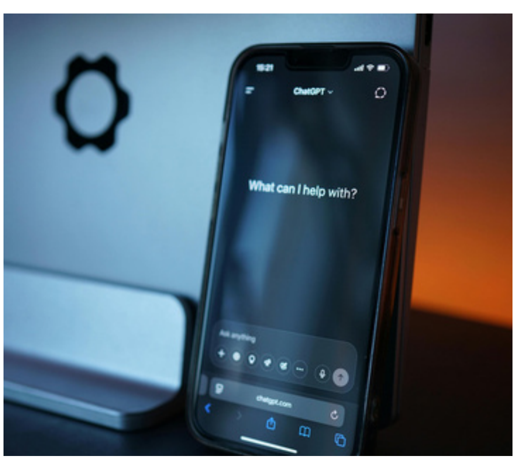
Despite indicators of weakening labour market demand, employers continue to express concern about a lack of entry-level workers demonstrating job-readiness.

There is a lack of skills related to reliability, work ethic, communication and adaptability. This creates challenges related to maintaining a positive workplace culture. Some employers have had success in hiring newcomers however, it can create challenges related to language barriers and translation support.

Employers in rural locations face additional challenges including limited transportation options and childcare availability. This can impact attendance and staff retention. Health care organizations are struggling to find trained staff in their rural locations. Dentists are increasingly concerned with a shortage of dental assistants and dental hygienists.

Artificial intelligence is being actively incorporated by local employers. For example, it is being used to facilitate email correspondence and, by one employer, to support tasks related to the development of a new facility.





EMPLOYMENT ONTARIO DATA 2024-2025

Over the past several years, Employment Ontario data has been shared annually with the Eastern Ontario Training Board to provide further insight into service use and encourage collaboration to address local labour market demand and supply. The following analysis examines service usage in 2024-2025 compared to the previous year, 2023-2024.

Employment Services

SDG

2,217 people received Integrated Employment Services in 2024-2025, 49 fewer than the 2,266 people who accessed the service in 2023-2024.

24% of Employment Services clients were age 15 to 24. 50% of clients were age 25 to 44.

1,577 participants (71%) relied on Ontario Works or Ontario Disability Services Program or had no source of income. 28% of clients reported a disability; 28% were racialized and 21% identified as newcomers.

P-R

2,309 people participated in Integrated Employment Services in Prescott and Russell in 2024-2025. This is a significant increase of 647 participants (40%) since 2023-2024.

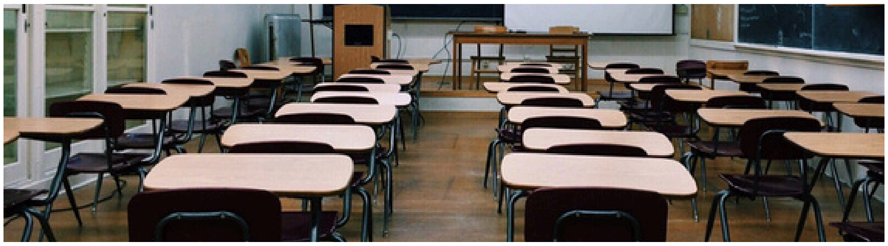
One in five clients were age 15 to 24; 53% were age 25 to 44 and 29% were age 45 and older.

71% of clients either had no income or relied on Ontario Works or Ontario Disability Support Program benefits. 70% of participants were francophones, 38% were racialized; 36% reported a disability and 21% identified as newcomers.

EASTERN-ONTARIO / ONTARIO

Participation in Employment Services in Eastern Ontario increased by 17%. Participation across Ontario overall decreased by 23%.

Literary Basic Skills



SDG

541 new learners participated in LBS in 2024-2025 as compared to 474 in the previous year – an increase of 67 new learners (14%). The number of carry-over learners decreased by 9.

P-R

96 new learners participated in LBS in 2024-2025 as compared to 133 in 2023-2024 – a decrease of 28%.

The number of carry-over learners increased from 166 in 2023-2024 to 205 in 2024-2025 (24%).

Literary Basic Skills - *Continued*

SDG

The number of new plus carry-over learners increased by 58 learners (8%)

Three of every four participants relied on Ontario Works or Ontario Disability Support Program or had no source of income.

202 or 50 percent of learners secured employment.

58 or 7% of learners continued with education or training.

P-R

The number of new plus carry-over learners remained stable increasing from 299 in 2023-2024 to 301 in 2024-2025.

40% of learners are reliant on Ontario Works or Ontario Disability Support program benefits or have no income at all.

20% of learners secured employment at the conclusion of the program.

EASTERN-ONTARIO / ONTARIO

The number of new and carry-over LBS learners in Eastern Ontario in 2024-2025 remained stable, decreasing by 0.5%.

The number of new and carry-over LBS learners in Ontario overall decreased by 3%. The number of new and carry-over e-learners decreased 2%.

Apprenticeship

SDG

There were 849 new apprenticeship registrations in SDG during 2024-2025 as compared to 828 the previous year, an increase of 3%.

The number of active apprentices increased significantly from 2,619 in 2023-2024 to 4,665 in 2024-2025 (78%).

There were 256 Certificates of Apprenticeship issued in 2024-2025, 2% fewer than the previous year.

54 Modular training registrations took place in 2024-2025 as compared to 72 in 2023-2024.

P-R

There were 195 new apprenticeship registrations or 19 more than in 2023-2024. This is an increase of 11%.

In 2024-2025, there were 732 active apprentices compared to 643 in 2023-2024 – an increase of 14%.

Forty-nine Certificates of Apprenticeship were issued in 2024-2025 compared to 65 the previous year (a 25% increase).

48 modular training registrations took place in 2024-2025 as compared to 35 in 2023-2024. This is a decrease of 13 registrations (37%)

EASTERN-ONTARIO / ONTARIO

The number of new apprentice registrations increased by 14%in Eastern-Ontario and by 10% in Ontario overall.

The number of active apprentices increased by 22% in Eastern-Ontario and by 11% in Ontario in 2024-2025.

The number of Certificates of Apprenticeship issued in 2024-2025 decreased by 4% in both Eastern-Ontario but increased by 4% in Ontario overall.

Modular training registrations decreased 14% in Eastern Ontario and by 6% in the province overall.

Canada Ontario Job Grant

SDG

Thirty-six companies in SDG participated in the Canada Ontario Job Grant (COJG) program.

In SDG, the number of workers benefitting from training decreased from 139 in 2023-2024 to 69 in 2024-2025.

100% of SDG employers believed the training increased employee productivity. 91% of SDG employers also felt the training met their employees' needs.

P-R

29 companies in Prescott-Russell participated in the Canada Ontario Job Grant (COJG) program.

In PR participation was stable year-to-year. Fifty-seven participated in training in 2024-2025 as compared to 58 in 2023-2024.

100% of PR employers believed the training increased employee productivity.

100% of PR employers also felt the training met their employees' needs.

EASTERN-ONTARIO / ONTARIO

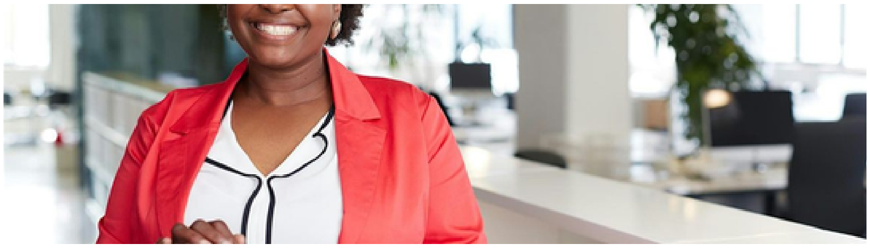
The number of employers in Eastern Ontario participating in COJG decreased 9% in 2024-2025 from 553 in 2023-2024 to 502 in the past year.

The number of Eastern Ontario workers benefitting from training decreased from 1,562 in 2023-2024 to 1,399 in 2024-2025 (-10%).

In Ontario, 2039 employers took advantage of the COJG program in 2024-2025. This is 308 fewer (-13%) than the previous year. 94% of employers indicated the training contributed to worker productivity and 97% believed the training met their needs.

The number of workers across Ontario receiving training through COJG decreased by 826 sliding from 8,706 in 2023-2024 to 7,880 in 2024-2025 (-10%).

Better Jobs Ontario



SDG

The number of people in SDG participating in Better Jobs increased from 41 in 2023-2024 to 46 in 2024-2025 – an increase of 12%. Fifty percent of Better Jobs learners participated in truck diver training.

P-R

In PR, 55 individuals participated in Better Jobs Ontario, an increase of 6 learners (12%) from the previous year. Forty percent of all Better Jobs Ontario learners participated in truck driver training.

EASTERN-ONTARIO / ONTARIO

Participation in the program increased by 7% in 2024-2025 from 971 in 2023-2024 to 1,035 participants in 2024-2025.

Across Ontario, participation in Better Jobs Ontario increased by more than 700 to 4,111 (21%).

ACTION PLAN 2026-2027

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

Collaborative actions identified by the community:

- 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

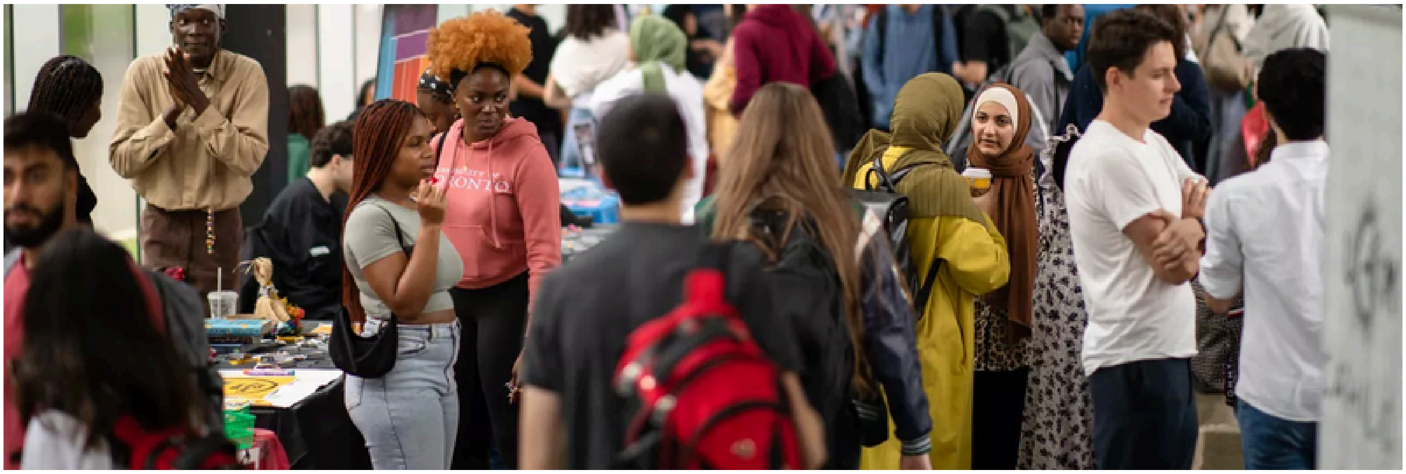
			Timeframe*		
Action	**Outcomes**	**Partners****	**S**	**M**	**L**
Communicate with employers and business associations to market EO services	Maintain yournextjob.ca training info. Sponsor youth entrepreneur award at annual CoC event. Co-award winner with ACCF for community contribution.	ACCF, SCG, CoC, 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 skills shortages.	Programs and services developed meeting worker and employer labour market needs.Communicate findings to educators and employment service providers.	SCG, EOTB, EmployersED			✓
Analyze and act on results of 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 a minimum of one employer roundtable. Share information with Service Coordination Group.	Partner to meet employer needs.	EOTB, SCGEmployers			✓
Conduct quarterly open forum virtual meetings with local employers.	Hear, understand, partner and respond to employer needs	EOTB, SCGEmployers, ED			✓
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 by the community:

- 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

			Timeframe*		
Action	**Outcomes**	**Partners****	**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.	Increase users by 10% annually. (Site attracted approx. 7,000 users in 2025)	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, CSEPR, OW, SLC, PPRC			✓
Monitor federal, provincial and other websites to identify programs suitable to our existing and potential workforce and employers.	Respond to a minimum of two Request for Proposals. Identify and engage a minimum of two service, educator or employer partners.	EOTB, SCG, Employers, ED	✓		
Maintain Youth Engagement Sub-committee of Service Coordination Group.	Conduct a minimum of four Youth Engagement Sub-committee meetings.	SCG			✓
Engage service providers in strategies to address new and emerging multiple barriers faced by clients	Identify/confirm client needs. Develop and implement appropriate action. 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, CSEPR, OW, SLC, TCL, Mun.			✓



Key Priority # 3 – Promote in-demand occupations

Collaborative actions identified by the community:

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

			Timeframe*		
Action	Outcomes	Partners**	S	M	L
Analyze, summarize and publish labour market information data as released from various sources.	Publish monthly “Eye on the Labour Market” report for SDG and PRUpdate and promote labourmarketinfo.com website as custom data becomes available	EOTB, SCG			✓
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,			✓
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 one career ladder in 2026-2027. Add two ‘real person’ stories to existing ladders.	EOTB, OW		✓	

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

Collaborative actions identified by the community:

- 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.

			Timeframe*		
Action	Outcomes	Partners**	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 2027	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, JZ, GIAG, CSEPR			✓
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	Timeframe* M	Timeframe* L
Partner with ACCFutures and Chambers for small business week	Provide small business with relevant labour market information and workforce development strategies	ACCFuturesCoC			✓
Participate in job fairs to attract workers outside of the area	Participate in a minimum of one job fair in SDG and PR.	Mun., CESOC, EOTB, LCC, JZ, GIAG, CSEPR	✓		
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			✓
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.	Respond to a minimum of two Request for Proposals. Identify and engage a minimum of two service, educator or employer partners.	EOTB, SCG, Employers, ED			✓

ACRONYM GLOSSARY

AACCF – Akwesasne Cornwall and the Counties Futures
CESOC – Conseil Économique et Social d'Ottawa Carleton
CoC – Chamber of Commerce
CSEPR – Centre de Services à l'emploi Prescott-Russell Employment Services Centre
EN – Employ-Ability Network
ED – Economic Developers
EO – Employment Ontario
EOTB – Eastern Ontario Training Board
GIAG – Glengarry Inter-Agency Group
JZ – Job Zone d'emploi
LIP – Local Immigration Partnership SDG and PR
LCC - La Cité Collegiale
Mun. – Municipalities including economic development representatives
OW – Ontario Works
PPRC – Performance Plus Rehabilitative Care Inc.
SCG – Service Coordination Group members
SLC – St. Lawrence College
TCL – Tri-County Literacy
TRL – T.R. Leger, Upper Canada District School Board
VC – Vibrant Communities
WCG – WCG Services

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