



Labour Market Bulletin

Human Resource Centre of Canada

Kingston/Pembroke Area

~ An Analysis of the Kingston/Pembroke Area Labour Market ~ July – September 2004 ~

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The Kingston/Pembroke HRCC Labour Market Bulletin is a quarterly report produced by the area Labour Market Information Analyst. This bulletin and other LMI products may also be found on our website.
(aussi disponible en français)

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Note: In preparing this bulletin, HRDC has taken care to provide clients with labour market information from reliable sources that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since the bulletin was published. Readers are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of HRDC.

An overview of the Kingston/Pembroke area, including Arnprior, Brockville, Carleton Place, Gananoque, Kingston, Pembroke, Perth, Prescott, Renfrew and Smiths Falls.

Local labour market conditions were relatively buoyant during the third quarter. Job creation picked up, particularly for full-time work. The number of job vacancies advanced both quarter-over-quarter, and year-over-year.

Stronger job growth led to a reduction in quarterly unemployment. Correspondingly, the number of regular Employment Insurance claimants dropped during the third quarter, reflective of seasonal improvements in job prospects over the summer months.

HIGHLIGHTS

- The City of Pembroke is tripling the size of its pollution control plant at a cost of \$30 million.
- Troy Manufacturing, a fiberglass products manufacturer near Brockville, filed for bankruptcy in July, affecting approximately 40 employees.
- Bombardier plans to permanently close its factory in Loyalist Township. Approximately 115 production jobs will be affected.
- Zellers at the Cataraqui Town Centre in Kingston is expanding its store. The firm hopes to increase its current complement of 160 staff by 20%.
- Food Basics opened a new store in the Pembroke Mall in July. It employs 140 people.
- Kingston’s StarTek held a job fair in August in its drive to hire another 350 call centre employees.
- The Rideau Regional Centre in Smiths Falls is slated to close in 2009, eliminating over 800 jobs.
- Regular Employment Insurance (EI) claimant levels fell 6.7% during the quarter.
- Advertised job vacancies rose by 39% during the quarter.



LABOUR MARKET NEWS

Highlights on industry activities that have an impact on the local labour market, this information is derived from several sources including local newspapers, newsletters and various publications. Please refer to “Notes to Readers” for additional information.

Agriculture

Local agricultural operations experienced reduced production of various crops due to a cooler and wetter than normal summer. The tomato crop was hit especially hard, with local farmers stating that crops were three to four weeks behind schedule.

Financial difficulties dogged the livestock auction stockyard outside Kingston. The border closure due to the BSE scare in 2003 reduced the demand for Canadian cattle and caused a steep decline in product price. If the stockyard closes, farmers will have to sell their stock elsewhere, incurring added expense.

Utilities

The City of Pembroke is tripling the size of its pollution control plant to bring it up to provincial standards. Costs are estimated at \$30 million, with the provincial and federal governments each contributing \$12 million. The City hopes to obtain the remaining costs from both levels of government.

The Town of Barry’s Bay has begun work on upgrades to its water treatment plant. On its completion in 2006, the project, costing just under \$4 million, will bring the facility into compliance with Ontario’s new Safe Drinking Water Act.

Manufacturing

Citing the need to restructure in order to meet rising electricity and natural gas costs, Alcan Chemicals reduced its workforce by more than 10%, cutting six full-time and two part-time employees from its Brockville plant. Forty-eight employees remain at the plant.

Troy Manufacturing, a fibreglass products manufacturer near Brockville, filed for bankruptcy in July, affecting approximately 40 employees. The company will be marketed to potential purchasers in its current line of manufacturing.

Bombardier Transportation plans to permanently close its factory in Loyalist Township. The plant has been closed for a year. Approximately 115 production workers turned down severance packages last year when the plant initially closed, hoping that they would be recalled. The company will contact them again about severance. However, 150 engineers, project managers and support staff will continue to work at Bombardier Transportation’s Total Transit System’s division.

Trade

Zellers at the Cataraqui Town Centre in Kingston is expanding from 96,000 to 120,000 square feet. The enlarged store will feature a supermarket, a beauty salon, and a restaurant. The store will incorporate a ‘movator’, which will replace the store’s escalators and accommodate shopping carts. Zellers hopes to increase its current complement of 160 staff by 20%.

The Canadian Food Industry Council states that the grocery industry is facing a serious shortage of grocers and other food-related retail occupations. It estimates that 6% of meat-cutter jobs are unfilled and that this will rise to 15% over the next five years as experienced people in this industry retire. Employment in retail is usually low-paying and tends to draw young, part-time workers who leave the industry in their mid-twenties.

Food Basics opened a new store in the Pembroke Mall in July. It employs 140 people.

The Agri-West Brockville Co-op, a farming supply outlet, closed in July. Other outlets in Kemptville and elsewhere in Eastern Ontario closed as well.

Local entrepreneurs purchased Brockville’s Sheridan Mews. They intend to refurbish the Mews to increase its value as a downtown tourist attraction, adding an open air market which could include vendors from the Farmers’ Market as well as artisans. The owners intend to preserve the location’s historical character while updating the buildings to current building codes.

Valley Pine has opened in Renfrew, selling pine lumber. Previously, people had difficulty obtaining small orders of pine for crafts or for upgrading their homes. Demand has increased for this product. The owner states that the store is bringing in tractor-trailer loads of products every 7 to 10 days.

Professional, Scientific and Technical Services

Kingston’s StarTek held a job fair on August 18, 2004 in its drive to hire another 350 call centre employees. The company now employs 1,750 people at its 2 Kingston locations. The majority of staff work as telephone customer care representatives. StarTek is the city’s largest private-sector employer.



Educational Services

St. Lawrence College reported a rise in the number of students starting new programs this year. Although enrolment of mature students is up, it has decreased for students coming directly from high school. Many high school students are remaining at the secondary level to improve their grades in preparation for post-secondary studies. St. Lawrence has hired seven new faculty members. Construction is proceeding on the residence expansion, which will provide 200 new beds. Work is also slated to expand the college's facilities for teaching skilled trades.

Health Care and Social Services

A Statistics Canada survey revealed that more than 3.5 million Canadians do not have a family doctor. When they finally seek medical assistance they are likely to go to hospital emergency rooms. In Ontario, more than 836,000 people – or 8.2 % of the population – do not have a primary care physician. One reason is that medical schools are not graduating the number of doctors required each year. Enrolments are increasing; however, doctors take at least eight years to complete training.

At a conference in Ottawa, Kingston-based John Rapin, Head of the Ontario Medical Association, stated that municipalities who succeed in attracting doctors to their communities often do so by essentially stealing them from other communities. Doctors are also lost through out-migration to other provinces. The OMA claims that more than 136 Ontario communities need doctors.

A nurse practitioner has set up a solo practice at the Queens Family Medicine Centre in Kingston. She will treat people who do not have a family physician and whose medical needs fall within the scope of what a nurse practitioner is authorized to do. Nurse practitioners are registered nurses who have received additional training so they can provide some of the same basic services doctors do. Estimates by local officials show that 20,000 people in Kingston do not have a family physician.

Construction began in August on a new 224-bed, long-term care facility at Brockville's St. Lawrence Lodge. Slated to open in 2006, the new retirement home will feature personal care centres with whirlpool baths, living and dining rooms, and activity areas. Once residents have moved into the new facility, the old one will be demolished. St. Lawrence Lodge is a municipal home for the aged operated in partnership with the City of Brockville, Town of Prescott, Town of Gananoque and the United Counties of Leeds and Grenville.

The Rideau Regional Centre in Smiths Falls will close in 2009, according to the Ontario Public Service Employees Union (OPSEU). The centre, which houses 435 residents with developmental disabilities, is the largest employer in Smiths Falls. This closure will mean a loss of over 800 jobs.

Residents of the facility are to be shifted into community-based accommodations.

Renfrew County's Emergency Medical Services now has a full complement of staff. As well, military emergency staff will work with Renfrew County's paramedics, resulting in paramedics from CFB Petawawa joining local staff to deliver on-site observation and hands-on work as directed by Renfrew County paramedics. This will give the military paramedics an opportunity to keep their skills updated when not on military assignment

Information, Culture and Recreation

The federal and provincial governments have pledged \$3.8 million to fund a restoration project at Fort Henry in Kingston. Wall and roof repairs are currently underway. The added funding will help repair the north wall inside the redoubt, which has suffered from water and ice damage over the years.

Paired with high gas prices, the cool and damp weather this summer affected some local tourist-related industries. For example, boat-tour operators reported attendance similar to last year, when SARS fears reduced annual tourism levels by approximately 30%. In response, Leeds and Grenville County mounted an advertising campaign geared toward people in Ottawa and Montreal. As a result, some local tourist destinations, such as Fort Wellington in Prescott, saw an increase in business.

Brockville's YMCA is terminating its fitness club at the Royal Brock Hotel, citing the high cost of staffing the swimming pool. Provincial health regulations require full-time lifeguards at the pool whenever the club is open. The YMCA attempted to comply, but found the cost too prohibitive. Four part-time lifeguards were laid off in September.

Accommodation and Food Services

Burger King's two restaurants in Kingston suddenly closed in August. The company plans to re-employ displaced employees if the restaurants reopen.

Public Administration

The City of Kingston has voted to support the hiring of 16 full-time firefighters. Currently the city is below the standard of 10 firefighters on the scene of a fire within 10 minutes, 90% of the time. The City has not specified when the new firefighters will be hired. In related news, the City is also drawing up a proposal to build a fire training centre next year. No further details were available at time of print.

Employees of the Shared Services Bureau in Kingston have been notified that their jobs will go to six other communities in Ontario, and that they must relocate or lose their jobs. Many



of the affected employees are former employees of the Ontario Ministry of Transportation. They went to Shared Services when the Ministry privatized some local services. Between 40 and 50 jobs could be affected. The workers were given a month to decide whether or not they wished to relocate or accept a severance package and possible retraining.

The Town of Prescott has dissolved its Police Service, and is now receiving its policing from the OPP. Six of the Prescott officers have since joined the OPP, two retired, and one was not re-hired. The OPP retained only one dispatcher. According to the Ontario Civilian Commission on Police Services, there were more than 200 municipal police forces in Ontario 15

years ago and now there are only 63. Growing populations and increased demands for better infrastructure have strained the resources of small municipalities like Prescott, prompting the amalgamation of some key services.

Parks Canada employees working on the Rideau Canal participated in rotating strikes beginning August 13, 2004. Approximately 70 lock workers walked out, effectively stranding up to 300 boats in the canal system between Kingston and Ottawa. Members of the Public Service Alliance of Canada, Parks employees have been without a contract for over a year. Additional pickets were set up at St. Lawrence Islands National Park near Brockville on August 27, 2004.



LABOUR FORCE TRENDS

Job creation in the **Cornwall-Brockville-Smiths Falls** area (Economic Region 510 less Ottawa) picked up during the third quarter, providing a sharp contrast to the sluggishness experienced locally over the last three consecutive quarters. Employment advanced by 2,600, with all of the growth occurring in full-time work (+6,200). The number of part-time jobs sank by 3,600. Despite the addition of new jobs, fewer individuals looked for work. The labour force slipped slightly (-700), prompting the participation rate—a measure of labour market attachment—to fall to 59.9% from last quarter's 60.3%. This rate marked a third-quarter record low for the area. It was also the lowest level reported among all Ontario centers. Comparable rates for Eastern Ontario, Ontario, and Canada stood at 66.5%, 69.2% and 68.4% respectively. The local rate's poorer showing translated into a record number of individuals not in the labour market (101,900). The combination of stronger job growth and weaker job-search activity led to a significant reduction in unemployment (-3,300). The unemployment rate also declined substantially, dropping to 5.7% from 7.8% a quarter ago—well below those of Eastern Ontario (6.2%), Ontario (7.1%), and Canada (7.1%).

The labour market weakened year-over-year. Relative to the third quarter of 2003, most labour market indicators worsened. Employment tumbled by 12,300, with both full- and part-time jobs experiencing setbacks. The labour force also contracted sizably (-14,700). The reduction helped to pare the unemployment rate down from 6.6%, but the improvement masked the striking increase of the number of individuals not in the labour force (+16,900).

Cornwall-Brockville-Smiths Falls (Economic Region 510 less Ottawa) - Labour Force Trends

	July to September 2004	April to June 2004	July to September 2003	Quarter/Quarter Change		Year/Year Change	
				Absolute	%	Absolute	%
Population 15 + ('000)	254,000	253,400	251,800	600	0.2	2,200	0.9
Labour Force ('000)	152,100	152,800	166,800	-700	-0.5	-14,700	-8.8
Employed ('000)	143,500	140,900	155,800	2,600	1.8	-12,300	-7.9
Unemployed ('000)	8,600	11,900	11,000	-3,300	-27.7	-2,400	-21.8
Not in Labour Force('000)	101,900	100,600	85,000	1,300	1.3	16,900	19.9
Participation Rate (%)	59.9	60.3	66.2	-0.4		-6.3	
Unemployment Rate (%)	5.7	7.8	6.6	-2.1		-0.9	
Employment Rate (%)	56.5	55.6	61.9	0.9		-5.4	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.

Labour market conditions in the **Kingston-Quinte-Pembroke** area excelled in the third quarter, building on gains set earlier in the spring. Employment roared ahead by 14,800—the second highest third-quarter increase on record. The majority of the jobs created were in full-time work (+12,800). The number of part-time jobs grew by 2,000. Brisk job creation prompted a record rise in the number of job seekers looking for work. The labour force expanded by 13,800, pushing the local participation rate—a measure of labour market attachment—up to 64.4% from 60.4% a quarter ago. While positive, the rate still remained below those of Eastern Ontario (66.5%), Ontario (69.2%), and Canada (68.4%). Unemployment dropped in the wake of upbeat job growth (-900). The unemployment rate also responded favourably, falling substantially to 5.8% from 6.6% in the second quarter. At this level, the local rate was below Eastern Ontario's 6.2%, Ontario's 7.1%, and Canada's 7.1%.

Relative to the third quarter of 2003, all labour market variables showed improvement. Employment climbed by 12,300, benefiting both full- and part-time work, while the unemployment rate declined from its position posted a year ago (down 0.3 percentage points from 6.1%).

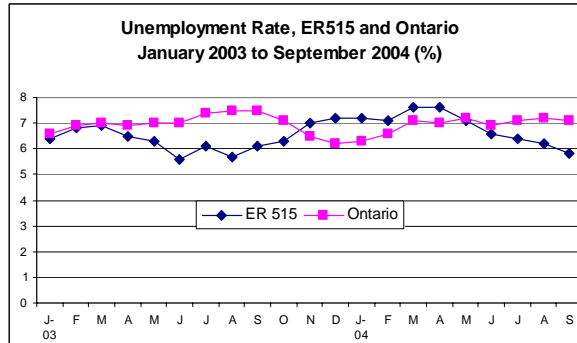
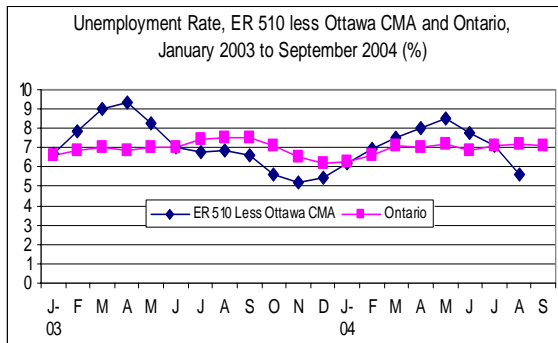
Kingston-Quinte-Pembroke (Economic Region 515) - Labour Force Trends

	July to September 2004	April to June 2004	July to September 2003	Quarter/Quarter Change		Year/Year Change	
				Absolute	%	Absolute	%
Population 15 + ('000)	339,600	339,000	338,400	600	0.2	1,200	0.4
Labour Force ('000)	218,600	204,800	206,300	13,800	6.7	12,300	6.0
Employed ('000)	206,000	191,200	193,700	14,800	7.7	12,300	6.4
Unemployed ('000)	12,700	13,600	12,600	-900	-6.6	100	0.8
Not in Labour Force('000)	121,000	134,300	132,100	-13,300	-9.9	-11,100	-8.4
Participation Rate (%)	64.4	60.4	61.0	4.0		3.4	
Unemployment Rate (%)	5.8	6.6	6.1	-0.8		-0.3	
Employment Rate (%)	60.7	56.4	57.2	4.3		3.5	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.





EMPLOYMENT BY INDUSTRY

Cornwall-Brockville-Smith Falls: By industry, quarterly job growth centered entirely in the **Services-Producing Sector** of the labour market, where employment rose by 3,000. In contrast, the **Goods-Producing Sector** remained relatively flat (-400).

Among the Services-Producing job creators, two industries dominated—**Professional, Scientific and Technical Services** and **Accommodation and Food Services**—each adding 1,200 jobs respectively. Growth in the first came from an increase in the industry’s management, scientific, and technical consulting component. Employment in the latter rose as new restaurants and bars opened locally. Elsewhere, **Public Administration** employment climbed by 1,100, sparked by provincial government hiring in policing, correctional, and environmental services. A similar rise occurred in **Information, Culture and Recreation** (+1,100), attributed mainly to new job creation at local entertainment venues, such as movie theatres. Curbing these combined gains were job upsets in **Business, Building and Other Support Services** (-1,400) and **Educational Services** (-1,300).

By comparison, no net job creation occurred in the Goods-Producing Sector this quarter. While **Construction** employment rallied by 3,500 as building activity rose during the summer months, jobs levels in **Agriculture** and **Manufacturing** fell by a combined 4,200.

Relative to the third quarter 2003, employment fell in both Goods- and Services-Producing Sectors by 8,300 and 4,100 respectively. Job reductions centered mainly in **Manufacturing** (-6,100); **Wholesale/Retail Trade** (-5,500); **Construction** (-2,700); and **Other Services** (-2,300).

Cornwall-Brockville-Smiths Falls (Economic Region 510 Less Ottawa) - Area Employment by Industry ('000)

Industry	July to September 2004	April to June 2004	July to September 2003	Quarter/Quarter Change		Year/Year Change	
				Absolute	%	Absolute	%
Total	143,500	140,900	155,800	2,600	1.8	-12,300	-7.9
Goods-Producing Sector	45,100	45,500	53,400	-400	-0.9	-8,300	-15.5
Agriculture	6,000	7,300	5,600	-1,300	-17.8	400	7.1
Forestry, Fishing, Mining, Oil and Gas	...	...	...	...	...	...	...
Utilities	...	...	...	...	...	...	...
Construction	12,800	9,300	15,500	3,500	37.6	-2,700	-17.4
Manufacturing	24,700	27,600	30,800	-2,900	-10.5	-6,100	-19.8
Services-Producing Sector	98,400	95,400	102,500	3,000	3.1	-4,100	-4.0
Trade	19,500	20,400	25,000	-900	-4.4	-5,500	-22.0
Transportation and Warehousing	8,200	7,300	8,600	900	12.3	-400	-4.7
Finance, Insurance, Real Estate and Leasing	5,500	5,600	4,000	-100	-1.8	1,500	37.5
Professional, Scientific and Technical Services	5,600	4,400	6,100	1,200	27.3	-500	-8.2
Business, Building and Other Support Services	3,300	4,700	3,900	-1,400	-29.8	-600	-15.4
Educational Services	7,000	8,300	6,900	-1,300	-15.7	100	1.4
Health Care and Social Assistance	16,400	15,600	16,400	800	5.1	0	0.0
Information, Culture and Recreation	7,600	6,500	8,100	1,100	16.9	-500	-6.2
Accommodation and Food Services	9,200	8,000	6,800	1,200	15.0	2,400	35.3
Other Services	5,300	5,100	7,600	200	3.9	-2,300	-30.3
Public Administration	10,700	9,600	9,300	1,100	11.5	1,400	15.1

Note: "... " indicates that data are too small to be expressed and are not appropriate for release. Totals may not add due to rounding.

Source: Statistics Canada. Labour Force Survey



Kingston-Quinte-Pembroke: By industry, both Goods- and Services-Producing Sectors of the economy reported strong job creation during the quarter. Employment in the **Goods Sector** rose 6,700, while that of its **Services-Producing** counterpart surged by 8,100. Among Goods Producers, the **Construction** industry was the job creation leader, adding 3,200 to employment. Robust home-building activity accounted for the gain. **Forestry, Fishing, Mining, Oil and Gas** jobs expanded by 2,700. This increase came from the industry's forestry component, where logging and lumber production picked up in response to strong housing starts and healthy commodity prices. Meanwhile, **Manufacturing** generated 1,700 new jobs. Activity centered in food and beverage products production, where rising consumer demand for convenience and specialty foods bolstered growth.

Wholesale/Retail Trade led job creation in the Services-Producing Sector this quarter. The industry's job level increased by 6,100. Growth came entirely from the retail component, fuelled by climbing consumer spending. Elsewhere, jobs in **Public Administration** advanced by 2,600 quarter-over-quarter. Municipal governments hired additional workers to administer local utilities and community services delivery. The number of **Transportation and Warehousing** jobs grew by 2,500. The industry's transit and sight-seeing segment contributed to the gain.

Year-over-year, the Services-Producing Sector was the clear job creation winner, generating new work for 11,900. This compared to the Goods Sector's smaller gain of 400. **Wholesale/Retail Trade** was again responsible for the Services-Producing Sector's strength, spawning 9,200 jobs. Other notable job gains in the Sector accrued to **Transportation and Warehousing** (+4,900), **Other Services** (+2,800); and **Health Care and Social Assistance** (+1,400). Moreover, sizable Goods-Producing contributions came from **Construction** (+3,000) and **Forestry** (+2,800).

Kingston-Quinte-Pembroke (Economic Region 515) - Area Employment by Industry ('000)

Industry	July to	April to	July to	Quarter/Quarter		Year/Year Change	
	September 2004	June 2004	September 2003	Absolute	%	Absolute	%
Total	206,000	191,200	193,700	14,800	7.7	12,300	6.4
Goods-Producing Sector	49,900	43,200	49,500	6,700	15.5	400	0.8
Agriculture	2,500	3,300	5,100	-800	-24.2	-2,600	-51.0
Forestry, Fishing, Mining, Oil and Gas	4,400	1,700	1,600	2,700	158.8	2,800	175.0
Utilities	...	1,500	4,700	...	...	...	...
Construction	16,200	13,000	13,200	3,200	24.6	3,000	22.7
Manufacturing	25,500	23,800	24,900	1,700	7.1	600	2.4
Services-Producing Sector	156,100	148,000	144,200	8,100	5.5	11,900	8.3
Trade	33,500	27,400	24,300	6,100	22.3	9,200	37.9
Transportation and Warehousing	12,300	9,800	7,400	2,500	25.5	4,900	66.2
Finance, Insurance, Real Estate and Leasing	8,500	7,700	10,800	800	10.4	-2,300	-21.3
Professional, Scientific and Technical Services	7,200	6,300	8,200	900	14.3	-1,000	-12.2
Business, Building and Other Support Services	7,200	8,400	6,800	-1,200	-14.3	400	5.9
Educational Services	13,900	15,700	16,300	-1,800	-11.5	-2,400	-14.7
Health Care and Social Assistance	26,900	28,000	25,500	-1,100	-3.9	1,400	5.5
Information, Culture and Recreation	5,500	6,000	6,700	-500	-8.3	-1,200	-17.9
Accommodation and Food Services	15,900	15,400	16,200	500	3.2	-300	-1.9
Other Services	10,700	11,400	7,900	-700	-6.1	2,800	35.4
Public Administration	14,400	11,800	14,100	2,600	22.0	300	2.1

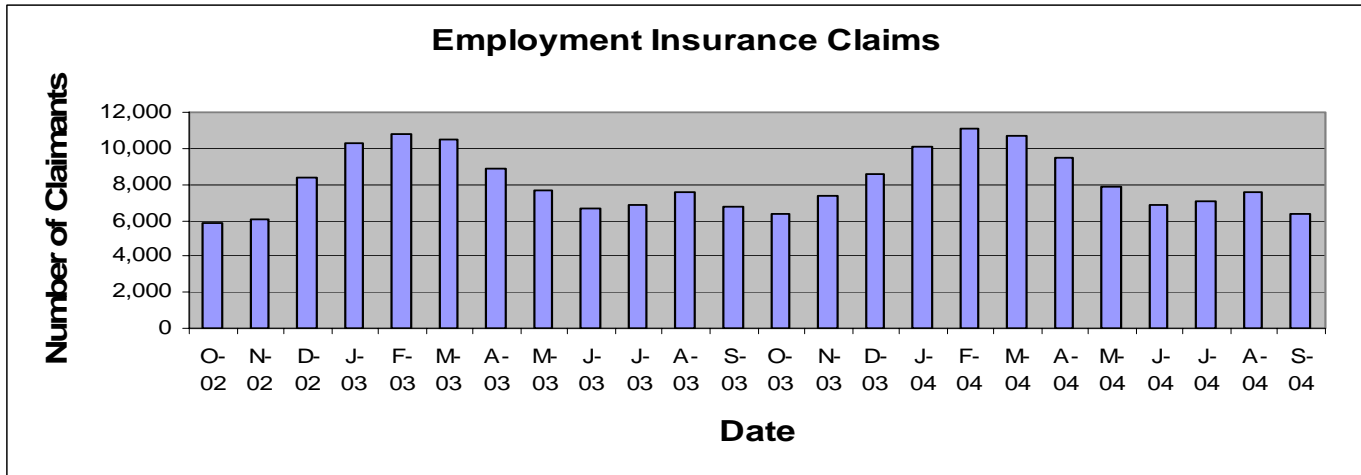
Note: "..." indicates that data are too small to be expressed and are not appropriate for release. Totals may not add due to rounding.
Source: Statistics Canada. Labour Force Survey



LABOUR SUPPLY AND DEMAND

Employment Insurance (E.I.) Claimload

The following chart shows the number of regular claimants--those unemployed and seeking work—in the Kingston/Pembroke area over the last two years. Readily apparent is the traditional seasonal drop in E.I. claims during the summer months. However, while the seasonal swing materialized in 2004, claims levels recorded during the summer months of this year were slightly higher than in either 2002 or 2003. The trend reversed itself in September 2004, when fewer claimants registered relative to the same period in the preceding two years.



Employment Opportunities

There was a substantial increase in vacancies in the Kingston/Pembroke area over last quarter (+1036) and last year (+1019). While most communities saw improvement in the number of job advertisements over last quarter, the increase was mainly concentrated in Kingston (+743) and Pembroke (+105).

Year-over-year, 8 of 10 communities recorded gains in vacancies of varying magnitudes, with Kingston and Brockville accounting for the majority of growth. By comparison, some smaller communities, notably Arnprior and Renfrew, experienced decreases.

Please note that all vacancy information is derived from local newspaper “help wanted” advertising. Data from HRSDC’s Job Bank is not being captured at this time for these statistics.

Employment Opportunities – Kingston/Pembroke Area

Occupations (NOC)	July – September 2004	April – June 2004	July – September 2003
Total Vacancies	3654	2618	2635
Arnprior	79	42	92
Brockville	467	448	288
Carleton Place	98	57	79
Gananoque	122	92	73
Kingston	1965	1222	1232
Pembroke	314	209	268
Perth	78	59	76
Prescott	43	35	25
Renfrew	142	125	165
Smiths Falls	346	329	337

Source: HRCC vacancies and local newspaper ads



Notes to Readers:

1. The **Cornwall-Brockville-Smiths Falls (Economic Region 510 less Ottawa)** area is comprised of the Counties of Prescott-Russell, Stormont-Dundas-Glengarry, Leeds-Grenville, and Lanark. Normally Economic Region 510 includes the Regional Municipality of Ottawa-Carleton, but we have factored out this area to make the data more representative of local trends. Economic Region 515 includes the Counties of Frontenac, Lennox & Addington, Hastings, Prince Edward, and Renfrew.
2. .
2. For the purpose of this publication, the **Kingston/Pembroke area** includes all of the above communities as well as Arnprior, Brockville, Carleton Place, Gananoque, Kingston, Pembroke, Perth, Prescott, Renfrew and Smiths Falls..
3. The information contained in the Labour Market News section is gathered using a variety of internal and external sources. The primary sources of information include **The Arnprior Chronicle Guide; Brockville Recorder & Times; Carleton Place Canadian; Gananoque Reporter; Kingston Whig Standard; Pembroke Daily Observer; North Renfrew Times; Perth Courier; Prescott Journal; Renfrew Mercury; Eganville Leader; and, Smiths Falls Record News (EMC).**
4. **Definitions – Labour Force Survey data**
Population 15+ (the working age population) consists of all persons 15 years of age and over residing in Canada with the exception of residents of the Territories, persons living on Indian Reserves, inmates of institutions and full-time members of the Canadian Armed forces. The **Labour Force** consists of people employed or unemployed and searching for work. Those who are neither employed nor unemployed and are not willing or able to supply labour services are considered **Not in the Labour Force**. The **Participation Rate** is the percentage of the working age population (15+) who are seeking work or are employed. The **Unemployment Rate** is the number of people who are unemployed and looking for work as a percentage of the number of people in the Labour Force. The **Employment Rate** is the number of people employed as a percentage of the working age population.
5. **Definitions - HRDC Corporate Data**
Employment Insurance claim load: The number of individuals with an active claim for regular Employment Insurance benefits. Data on Employment Insurance claimants is not an accurate measure of the absolute level of unemployment. The data does not include unemployed individuals who: 1/ have not met the program's eligibility requirements or 2/ have exhausted their benefit entitlement.
Employment Opportunities: Advertised employment opportunities are comprised of vacancies notified to the HRCC offices in our area and newspaper want ads. This data is not a count of all labour market activity; in practical terms, such a count is not feasible. This data is useful to track short and long-term changes in the demand for individual occupations. The total number of opportunities is equal to full-time plus part-time and casual.
6. This review uses data from **Statistics Canada's Labour Force Survey (LFS)**. In any survey there is a chance of variation due to sampling size. **Three-month moving averages** are used for selected labour force characteristics in an attempt to improve the reliability of this data. For further information on the Labour Force Survey, visit Statistics Canada's website at:
<http://www.statcan.ca/english/concepts/labour/index.htm>
7. For more information on Industrial and Occupational categories used in this review, visit **Statistics Canada's website** at:
<http://www.statcan.ca/english/concepts/index.htm>

