



Labour Market Bulletin

Human Resource Centre of Canada

CORNWALL/HAWKESBURY AREA

~ An Analysis of the Cornwall/Hawkesbury Area Labour Market ~ April - June 2004 ~

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An Overview of the Cornwall and Hawkesbury Area

The Cornwall/Hawkesbury Management Area includes the five Counties of Stormont, Dundas, Glengarry, and Prescott and Russell, as well as the Canadian part of the Akwesasne Reserve. The 5 Counties contain 11 Townships in addition to the Cities of Cornwall and Clarence-Rockland, the Town of Hawkesbury, and the Village of Casselman. The area covers 5,305 square kilometres.

The area's total population is 185,968 (2001 Census), up 654 from 1996. While Stormont, Dundas, and Glengarry's (S.D. & G.'s) population dropped by 3.1% over the period, Prescott-Russell's (P.R.'s) rose by 3.3%.

HIGHLIGHTS

- ▶ Labour market conditions altered little during the second quarter with most major labour market indicators remaining flat from a quarter ago. While the area recorded little growth, this quarter's results marked a pause in a string of significant job losses that marred the area since the fall of 2003.
- ▶ The Cornwall Planning Advisory Committee (PAC) approved the construction of 56,600 square feet of retail space at a cost of \$3.5 million. The added retail space could support about 250 new jobs.
- ▶ Guildcrest Homes announced it will hire 30 construction labourers to keep up with the demand for its products.
- ▶ The federal government approved \$10.5 million in funding to support the construction of an ethanol plant in Cornwall. Construction should begin shortly on the facility, whose total cost could reach \$48 million.
- ▶ Canlyte Inc.'s Cornwall facility is investing \$5 million to expand and purchase new equipment, creating an additional 325 jobs over the next 3 to 5 years.
- ▶ The A&P supermarket in Hawkesbury closed May 28. About 40 people were left without work.
- ▶ The area recorded a quarterly decline of 703 Employment Insurance (EI) claims, representing a decrease of 21% from a quarter ago.
- ▶ Total quarterly job vacancies rose slightly to 329 from 319 in the previous quarter. The Trades and Transport, as well as the Sales and Services occupational groups led activity.

The Cornwall/Hawkesbury 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, HRSDC 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 HRSDC.



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

About 6% of the combined labour force of Stormont, Dundas & Glengarry (S.D.&.G.) and Prescott-Russell (P-R) work in the primary industries as described in the North American Industry Classification System (NAICS) code 11. The largest primary industry is Agriculture.

Source 2001 Census.

Only two of the four major field crops in SD&G have fared well in the first half of the summer. Corn and wheat have done well, while soybeans and hay have not. Winter-kill and a cool, wet June are the main causes for the poor yields so far. Strawberry crops suffered as well. *LMIA*

Ontario's 21,000 beef farmers have lost \$200 million as a result of the fallout from the BSE scare. The province's 4,200 sheep farmers also sustained a hit of \$4.3 million, while 5,400 dairy farmers estimated a loss of \$50 million. Ontario Agriculture Minister Steve Peters announced the commitment of \$7 million thus far to help the livestock industry. . *Standard Freeholder* 19/06/04

As a result of the BSE scare, local meat processors have tripled profits due to the combination of low prices that they are paying to process beef, along with no reduction in demand for beef products from consumers. *LMIA*

Construction

About 8% of the combined labour force of S.D. & G. and P-R work in Construction (NAICS code 23). *Source 2001 Census*

Housing starts continue at a robust pace. There are also large institutional projects underway including the construction of a community pool, curling club, and at least three new schools in the area. The demand for skilled trades is reaching peak levels not seen in recent years. *LMIA*

A new retail/commercial site will be developed across the road from the new Home Depot property. The Cornwall Planning Advisory Committee (PAC) has approved a plan for up to 5 buildings totalling 56,600 feet at a cost of \$3.5 million. The new centre could support about 250 new jobs. Construction could begin as early as this year. *Standard Freeholder* 23/06/04

Guildcrest Homes, a modular home builder, announced it will hire 30 construction labourers to keep up with the demand for its products. The jobs are permanent and most were filled through a job fair on April 7th in Morewood, north of Chesterville. *Standard Freeholder* 07/04/04

Maple Grove Estates, at the corner of Pitt Street and Tollgate Road, off Sunset Boulevard, is in Phase 1 of a new plan that will see the construction of 13 single family homes on the property. Phase 2 will consist of 44 single-family homes. The 42-foot wide lots are smaller than typical residential properties, making them more affordable. *Standard Freeholder* 09/04/04

The *Canadian Construction Outlook* released by Scotiabank, states that construction activity should advance at an inflation-adjusted 5% this year and next, about double the pace of national output growth. The article adds that residential construction in particular is expected to grow at an average annual rate of 6% through 2005. Growth in the commercial sector is targeted at around 4% on average over the next two years. On the industrial side, expansions are getting a boost from the resource sector, especially in the oil and gas and metals areas where projects are encouraged by rising prices and demand. 13/04/04

Manufacturing

About 16% of the combined labour force of S.D.&.G. and P-R work in Manufacturing (NAICS code 31-33). The industry is the largest employment generator locally. *Source 2001 Census*.

Manufacturing reported mixed results in the area during the quarter, experiencing both expansions and closures.

The federal government approved \$10.5 million in funding to support the construction of an ethanol plant in Cornwall. Construction should begin shortly on the facility, whose total cost could reach \$48 million. Shareholders expect the plant will take in about 7.5 million bushels of corn each year and produce 75 million litres of ethanol. *Glengarry News* 16/06/04

Iroquois Water recalled nearly 60 workers laid off last fall. The company landed \$5.2 million in new contracts with casinos. One is for \$1.2 million with the Ontario Lottery and Gaming Commission to provide bottled water and custom



labelling at a number of casinos in Ontario. They also have a \$4-million contract to provide bottled water to the MGM Grand Casino in Las Vegas. *Standard Freeholder* 06/04/04

Canlyte Inc.'s Cornwall facility on Education Road is investing \$5 million to expand and purchase new equipment, creating an additional 325 jobs over the next 3 to 5 years. Canlyte, which currently employs 260 people, is a manufacturer and supplier of lighting equipment. The new addition will more than double the original planned capacity of the facility. *Standard Freeholder* 14/05/04

Former workers of the closing Consoltex Inc. plant are already making headway toward new careers thanks to a special job agency which officially opened May 27. The Consoltex Action Centre began operating the last week of April under a joint effort by Human Resources Skills Development Canada and the Ministry of Training, Colleges and Universities. *Standard Freeholder* 14/05/04

Ivaco Inc. announced that the Ontario Superior Court of Justice has extended the firm's court protection under the Companies' Creditors Arrangement Act until August 13. According to a company official, Ivaco continues to make good progress in its restructuring efforts. As part of these efforts, the sale of certain non-core assets, including two real estate properties, is underway. Ivaco is a Canadian corporation and is a leading North American producer of steel, fabricated steel products, and precision machined components. Ivaco's modern steel operations include Canada's largest rod mill. *The Review* 30/06/04

Fourteen people in Long Sault were laid-off temporarily during the second week of April by the Montreal-based Gildan Activewear. The affected employees did not receive their salaries, but continued receiving company benefits. The Long Sault plant, which was acquired in 2001, employed 134 people prior to the layoff notices. *Standard Freeholder* 09/04/04

According to the *Globe and Mail*, manufacturing wages in China are \$1.30 (U.S.) an hour compared with \$3.20 an hour in Mexico. The Canadian wage and benefit rate of \$23.80 an hour compares favourably with U.S. rates of \$33.60 and Japan at \$23.90, but companies here can't compete on labour costs alone with China, Mexico and other low-wage countries such as South Korea. Companies most vulnerable to competition from auto parts imported from China and other Asian countries are suppliers that make products with high labour content and little value-added, such as companies assembling electronic products and brakes. Stamping companies and others with more capital-intensive operations are less vulnerable to competition from low-wage countries. Wages represent about 15% of overall costs for parts makers in Canada and the United States. *The Globe and Mail* 01/04/04

Trade

Almost 11% of the combined labour force of S.D. & G. and P-R, work in retail trade (NAICS code 44-45). Retail is the second largest employment-generating industry locally. Wholesale trade has 3.5% of the 5-county labour force. *Source 2001 Census.*

McDonald's opened in Morrisburg the week of June 7th. The new site shares a building with the McEwans on Highway 2, and includes a drive-through. The restaurant hired 30 people. The operation is owned by Luc and Danny Harvey who own several other locations, including three restaurants in Cornwall. Gabe Prieur will manage the new location. *Morrisburg Leader* 02/06/04

Chez Ginette is a popular bridal boutique in Eastern Ontario. It not only caters to brides but also has considerable business for prom dresses, travel clothes, shoes and lingerie. After 15 years of operating from a 1200-square-foot store in the Moose Creek Mall, the store moved to a larger location at the corner of McLean Road and Highway 138. It has a staff of 18 people and 6 seamstresses. *Glengarry News* 16/06/04

The A&P supermarket in Hawkesbury closed May 28. The store closed after anchoring the Hawkesbury mall for 30 years. About 40 people were left without work. *The Review* 05/05/04

The National Bank is closing its branch in Chrysler and transferring accounts to Casselman effective August 23rd. Total job loss is not known at this time. *Chesterville Record* 09/06/04

Education/Training

About 7% of the combined labour force of S.D.&G. and P-R work in educational services, the sixth largest industry locally (NAICS code 61). *Source 2001 Census.*

The French language Catholic school board of eastern Ontario is building a new school for 300 students in North Lancaster. The new school will be 37,000 square feet in size and cost \$5 million. It will meld together the student populations of three existing schools in South Glengarry including Ste. Therese in North Lancaster, Ste. Marie in Green Valley, and St. Joseph in Lancaster. The opening of l'Ecole elementaire catholique de l'Ange-Gardien is slated for January 2005. *Standard Freeholder* 12/05/04

St. Lawrence College and Laurentian University struck a deal to bring the nursing program back to Cornwall. It will begin again in September 2005. The college is delivering the program, and the university is providing the degree. In 2001, the Ontario government passed legislation requiring all nurses in the province to have a university degree. This partnership will allow local nursing students to receive that degree without having to leave home. *Standard Freeholder* 11/06/04



Lincien College of Business and Technology, a privately run college, closed due to bankruptcy on May 17th. The school was only offering one course for survey technicians. There were 11 students enrolled in the 20-week program which cost \$10,000. The high-tech meltdown sapped demand for many of the courses the school had run earlier. *Standard Freeholder* 22/05/04

One out of every three adult Canadian workers, an estimated 4.8 million people, participated in some type of formal job-related training in 2002 in order to learn new skills or upgrade existing ones. *The Daily (Statistics Canada)* 03/05/04

According to the National Graduates Survey, about one-half of college and bachelor graduates from the Class of 2000 left school owing money for their education, mostly in the form of government student loans. One in five graduates who owed money was debt-free two years after graduation. *The Daily (Statistics Canada)* 03/05/04

Healthcare

About 10% of the combined labour force of the S.D. & G. and P-R work in Health and Social Services ranking it the third largest industrial employer in the area (NAICS code 62.) *Source 2001 Census.*

South Glengarry is seeking a new doctor following the retirement of Dr. Donald Conway. Recruitment efforts are encountering difficulty, given that current estimates by the province report a shortage of 1,000 family doctors across Ontario. However, more places for students are now being made available in medical schools in the province. Local officials hope that medical students will be attracted by the area's rural lifestyle, and help them to balance family responsibilities with professional commitments. *Glengarry News* 16/06/04

Glengarry Memorial Hospital will soon be able to hire an extra nurse, as a result of \$60,000 in funding being provided by the provincial government. *Glengarry News* 16/06/04

The Cornwall Community Hospital will receive a total of \$420,000 for seven new full-time nurses, including one at the Janet Macdonell Pavilion. As well, the Winchester Hospital received \$120,000 to respond to nursing retirements and rising demands in the emergency department. The announcement is part of a \$25-million total provincial investment to create 400 new full-time positions in Ontario hospitals. In addition, more than 2,000 new full-time positions will be created in long term care, home care and primary care facilities in 2004-05. *Standard Freeholder* 05/06/04

The Community Care Access Centre for the Eastern Counties (CCACEC), which serves about 10,000 people, finalized contracts with Saint Elizabeth Health Care and Bayshore Health Care for the provision of government-funded nursing

services to its clients. The total estimated value of the contracts is \$7 million annually. The agreements provide the delivery framework for general nursing services, oncology and palliative nursing services, technical nursing services, wound, ostomy and continence consultation services. *The Review* 19/05/04

Economics

Major Cornwall businesses are all very concerned about a 12% hike in electricity rates effective July 1. Insurance, natural gas, and gasoline costs are all escalating and will ultimately be passed on to consumers. *Standard Freeholder* 12/05/04

Debbie Rioux, of Manpower Temporary Services, said Cornwall area employers expect to be hiring at a strong pace during the third quarter of 2004. The survey reports that 23% of the companies interviewed plan to hire during July to September 2004. *Standard Freeholder* 17/06/04

Stormont, Dundas and Glengarry's Community Futures Development Corporation (CFDC) was awarded \$670,280 in federal funding to support economic growth and diversification in rural communities. It is part of the regular funding CFDC receives from Industry Canada. About \$300,000 of the funding will support the corporation's ongoing operations and another \$200,000 will provide financing for local small and medium sized companies. The remaining funds will help two other projects under Industry Canada's innovation and knowledge-based economy initiative. About \$125,000 is being provided to invest in a local company for the commercialization of a new product, while the remaining \$45,280 will enable the completion of regional economic analysis. *Standard Freeholder* 20/04/04

Canadian homeowners extracted \$29 billion in home equities and saved an additional \$7 billion in mortgage interest payments through refinancing over the past two years, according to *Home Is Where the Money Is*, a Canadian Imperial Bank of Commerce (CIBC's) economic report released in early April. The bank's chief economist states that historically low mortgage rates have helped Canadians refinance their mortgages at a pace never seen before - nearly one in two mortgage holders refinanced between 2002 and 2003. In addition, the combination of surging home prices and falling interest rates put \$36 billion of extra purchasing power in the hands of mortgage holders. This is equivalent to the annual income generated from the creation of one million new jobs. 13/04/04

Labour

In the amalgamation of labour unions at the Cornwall hospitals, the Ontario Nurses Association (ONA) won the vote by 172 to 113 over the Ontario Public Service Employees



Union (OPSEU) to represent nursing staff. ONA had represented staff at the General Hospital while OPSEU had been at the Hotel Dieu. CUPE won the election to represent clerical and cleaning staff, again over OPSEU, in a vote of 326 to 66. *LMIA* 21/05/04

Around the world an estimated 2 million workers are killed on the job every year. Last year 359,353 workers were injured in Ontario, while another 552 died. *Standard Freeholder* 29/04/04



LABOUR FORCE TRENDS

*Produced by the Eastern Ontario Area Economist Office, Economic Analysis and Information Directorate
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Labour market conditions altered little during the Second Quarter with most major labour market indicators remaining flat from a quarter ago. While the area recorded little growth, this quarter's results marked a pause in a string of significant job losses that marred the area since the Fall of 2003. Employment remained virtually unchanged, hovering at 140,900. A respectable gain in full-time employment (+3,300) was nullified by a drop in part-time work (-3,400).

Mixed job prospects kept job-search activity to a minimum, leaving indicators that measure labour market attachment close to last quarter's positions. Both the labour force and the participation rate either moved upward fractionally or remained unchanged.

However, the small, positive change in the labour force—coupled with weak employment results—was sufficient to prompt joblessness to grow. The unemployment rate rose marginally, reaching 7.8% from 7.5% in the previous quarter. Comparable rates for Canada and Ontario stood at 7.2% and 6.9% respectively.

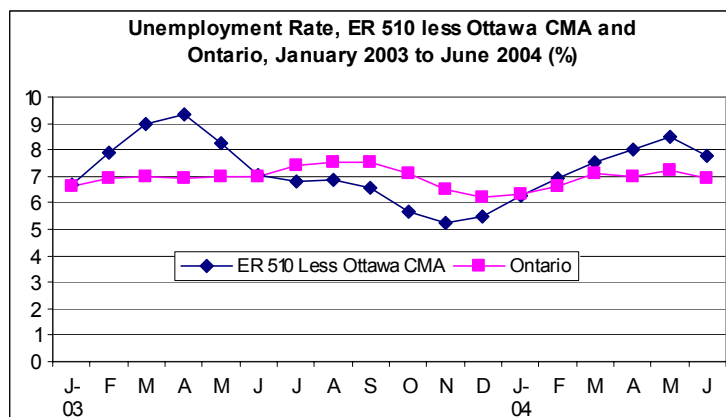
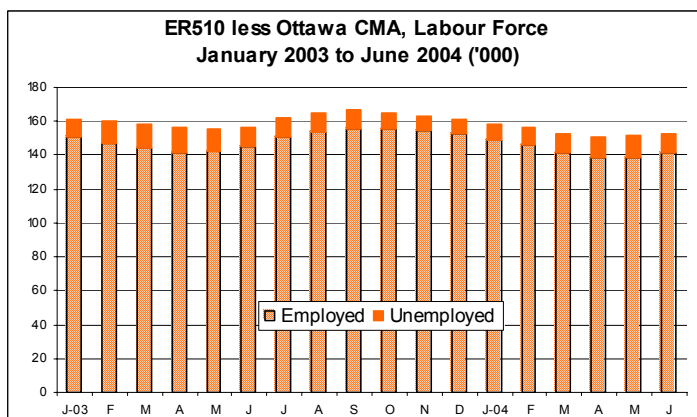
Year-over-year, labour market performance deteriorated. Both labour force and employment levels contracted significantly from a year ago. The magnitude of the job cuts helped to push the unemployment rate up notably from its 7% level registered during the Second Quarter of 2003.

Cornwall-Brockville-Smith Falls Area Labour Force Trends

	April to June 2004	January to March 2004	April to June 2003	Change			
				Quarter/Quarter		Year/Year	
				Absolute	%	Absolute	%
Population 15+	253,400	252,800	251,300	600	0.2	2,100	0.8
Labour force	152,800	152,500	156,300	300	0.2	-3,500	-2.2
Employed	140,900	141,000	145,300	-100	-0.1	-4,400	-3.0
Full-time	113,600	110,300	112,600	3,300	3.0	1,000	0.9
Part-time	27,300	30,700	32,700	-3,400	-11.1	-5,400	-16.5
Unemployed	11,900	11,400	11,000	500	4.4	900	8.2
Not in Labour Force	100,700	100,300	95,100	400	0.4	5,600	5.9
Participation Rate (%)	60.3	60.3	62.2	0.0		-1.9	
Unemployment Rate (%)	7.8	7.5	7.0	0.3		0.8	
Employment Rate (%)	55.6	55.8	57.8	-0.2		-2.2	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey



Employment by Industry

By industry, employment results were mixed. Strong gains in the Goods-Producing Sector (+4,000) were completely quashed by significant losses on the Services-Producing side of the economy (-4,200).

Goods-Producing employment rallied on the strength of its **Construction** and **Agriculture** components, where job levels grew by 2,500 and 1,500 respectively. Renewed building activity contributed to the former, while the latter benefited from the start of the growing season, coupled with some recovery from the recent BSE (Mad-Cow) fallout. Employment in **Manufacturing**, the sector's stalwart in terms of size, rose only slightly. Job advances in printing, and food, beverage, paper, chemical and plastics fabrication were countered by job declines in transportation equipment, and metal product manufacturing.

Among **Services-Producing** employers, job creation was strongest in **Finance, Insurance, Real Estate, and Leasing** (+1,700). Growth stemmed from the Finance side of the industry where commercial banking and lending was brisk. Elsewhere, **Trade** employment expanded by 1,100, entirely due to new positions created in wholesaling and goods distribution. Completely wiping out these gains were job cuts in **Business, Building and Other Support Services** (-2,300), **Health Care and Social Assistance** (-1,700), and **Educational Services** (-1,600). Contributing factors included: decreased demand for office administrative support; a reduction in ambulatory health care services; and, the winding down of the school year.

Relative to a year ago, Goods-Producing employment climbed upward (+3,600), while the number of Services-Producing jobs fell appreciably (-8,000), driven by cuts in Trade and Health Care.

Cornwall-Brockville-Smith Falls Area Employment by Industry

Industry Group	April to June 2004	January to March 2004	April to June 2003	Change			
				Quarter/Quarter		Year/Year	
				Absolute	%	Absolute	%
All Industries	140,900	141,000	145,300	-100	-0.1	-4,400	-3.0
Goods-Producing Sector	45,500	41,500	41,900	4,000	9.6	3,600	8.6
Agriculture	7,300	5,800	5,400	1,500	25.9	1,900	35.2
Forestry, Fishing, Mining, Oil and Gas	--	--	--	--	--	--	--
Utilities	700	2,000	500	-1,300	-65.0	200	40.0
Construction	9,300	6,800	12,900	2,500	36.8	-3,600	-27.9
Manufacturing	27,600	26,900	22,700	700	2.6	4,900	21.6
Services-Producing Sector	95,400	99,600	103,400	-4,200	-4.2	-8,000	-7.7
Trade	20,400	19,300	28,800	1,100	5.7	-8,400	-29.2
Transportation and Warehousing	7,300	8,000	8,400	-700	-8.8	-1,100	-13.1
Finance, Insurance, Real Estate and Leasing	5,600	3,900	4,600	1,700	43.6	1,000	21.7
Professional, Scientific and Technical Services	4,400	5,000	5,400	-600	-12.0	-1,000	-18.5
Business Building and Other Support Services	4,700	7,000	3,400	-2,300	-32.9	1,300	38.2
Educational Services	8,300	9,900	8,400	-1,600	-16.2	-100	-1.2
Health Care and Social Assistance	15,600	17,300	18,700	-1,700	-9.8	-3,100	-16.6
Information, Culture and Recreation	6,500	5,700	5,200	800	14.0	1,300	25.0
Accommodation and Food Services	8,000	8,500	7,800	-500	-5.9	200	2.6
Other Services	5,100	4,600	6,300	500	10.9	-1,200	-19.0
Public Administration	9,600	10,000	6,500	-400	-4.0	3,100	47.7

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 Claimload

The area recorded a quarterly decline of 703 Employment Insurance (EI) claims, representing a decrease of 21% from a quarter ago. The drop reflected seasonal changes that typically impact claimloads at this time of year. In particular, spring and summer months tend to experience increased job creation in construction, tourism, and other weather-dependent activity.

There was a modest increase in the claimload year-over-year (less than 4%).

Regular Employment Insurance Claimants - Cornwall/Hawkesbury Area

Area	April - June 2004			Jan-Mar 2004			April - June 2003		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Cornwall	2,669	924	1,746	3,372	1,035	2,337	3,529	1,147	2,383
Hawkesbury	1,094	396	648	1,525	525	1,000	55	19	36
Total	3,714	1,320	2,394	4,897	1,560	3,337	3,584	1,166	2,419

Source: HRCC Administrative Data C-356

Employment Opportunities (missing graphic showing timeseries of vacancies)

Caution: Complete HRSDC job vacancy statistics were not available at the time of this document's publication due to a transition to a new order taking system. Consequently, only vacancies published in the local newspapers have been included in this month's analysis of employment opportunities. For this reason, the data should be used with extreme caution. If this data is included in a time series of employment opportunity statistics, HRSDC vacancy activity must be removed from the historical data in order to ensure a consistent data set is being used.

Total quarterly vacancies rose slightly to 329 from 319 in the previous quarter. The Trades and Transport, as well as the Sales and Services occupational groups led activity, rising by 36 and 17 vacancies respectively. In contrast, other key groups such as Business/Administration, Health, and Manufacturing all saw their numbers decrease quarter-over-quarter.

Vacancies grew considerably on an annual basis, increasing by 153 from the same period a year ago. Driving this advance were gains in Trades and Transport, and Sales and Services jobs.

Employment Opportunities - Cornwall/Hawkesbury

Occupations (NOC)	April to June '04	January to March '04	April to June '03
Total Vacancies	329	319	176
Management	8	6	22
Business/Administration	30	48	24
Natural & Applied Sciences	12	7	8
Health	17	26	16
Social Science & Education	8	20	9
Culture & Recreation	5	5	2
Sales & Service	109	92	41
Trades & Transport	122	86	43
Primary Industry	6	6	3
Manufacturing & Utilities	12	23	8

Newspapers scanned include the Chesterville Record, Glengarry News, Iroquois Chieftain, Le Carillon, Le Journal de Cornwall, Le Reflet/the News, Morrisburg Leader, National Post, Seaway News, Standard Freeholder, The Globe and Mail, The Ottawa Citizen, The Review, Toronto Star, Statistics Canada Daily and the Winchester Press.



Notes to Readers:

1. The Cornwall/Hawkesbury areas comprised of the five Counties of Stormont, Dundas, Glengarry, and Prescott and Russell, as well as the Canadian part of the Akwesasne Reserve.
2. For the purpose of this publication, the **Cornwall/Hawkesbury area** includes all of the above communities as well as Alexandria, Casselman, Morrisburg, Martintown, Lancaster, Chesterville, Winchester, Alfred, L'Orignal, Rockland and Van Kleek Hill.
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 **Statistics Canada Labour Force Survey Data, the National Labour Market Information System, Statistics Canada 2001 Census, the C356 E.I. Administrative Data, and local newspapers.**
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 - HRSDC 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>

