



Labour Market Bulletin

Human Resource Centre of Canada

Cornwall/Hawkesbury

~ An Analysis of the Cornwall/Hawkesbury Area Labour Market ~ January to March 2004 ~

Volume 4, Issue 1 First Quarter 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, 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 weakened in First Quarter 2004.
- ▶ Quarterly unemployment rate averaged 7.5%-- up 2.1 percentage points from the previous quarter.
- ▶ Construction activity slowed as permit values declined, particularly in Cornwall's industrial and commercial building sectors. City officials anticipate the industry will turn-around in 2004 due to major projects on the books.
- ▶ Manufacturing shed jobs in textiles, steel, electronic assembly and plastics. The rise in the Canadian dollar affected profitability and competitiveness in the industry.
- ▶ Quarterly employment in Trade declined. However, the opening of a new Home Depot in Cornwall by Fall 2004 bodes well for future job prospects in the local industry. The new firm will create 225 jobs.
- ▶ Employment in Education and Health and Social Services expanded in response to increased registrations and higher client volumes.
- ▶ The local Accommodation and Foods Services industry experienced setbacks as tourism eased. Experts claimed that the SARS outbreak and the rising Canadian dollar were major contributing factors.

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) For further information contact:

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Note: In preparing this Bulletin, HRSDC has taken care to provide clients with labour market information from reliable sources that are 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

This section contains highlights of industry activities that have had an impact on the local labour market. This information derives 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 in Stormont, Dundas & Glengarry (S.D.G.) and Prescott-Russell (P.R.) work in the Primary Industries sector. The sector's largest component is Agriculture.

Source: 2001 Census.

The Seaway Valley Farmers' Energy Cooperative received a \$10.5 million contribution from the Federal Government to build an ethanol plant in Cornwall. The announcement was made in Winchester on February 13, 2004. Timeframes for construction have yet to be determined.

Consultants conducted a local agricultural market study to determine the profitability of growing alternative crops and livestock—both conventional and organic. Criteria used for the study included: the crops' or livestock's fit into an existing distribution system with identified buyers; their suitability for local soils and farming methods; and, their potential to be sold directly to the consumer or to be processed locally to create jobs. The aim was to study alternatives to existing mass market crops like corn and soybeans, whose profitability has slowly eroded over the years. The study recommended consideration be given by farmers to new alternatives, such as sunflower seed, organic pork, beans and peas, organic spelt, strawberries, raspberries and other small fruits, mutton and lamb, specialty mushrooms, canola for bio-diesel, organic rye, and millet. Copies of the report are available from the Ste-Anne Economic Development Committee (613) 674-2042.
28 January 2004 The Review.

Craig Pearson, Dean of the Ontario Agriculture College at the University of Guelph, was recently in Cornwall to speak at Eco Farm Day 2004, an event that attracted 270 organic growers from across Ontario and Quebec. Pearson said, "...Tomorrow's farming will be about using bio-resources to produce things for people." The respected speaker and agricultural specialist said customers today want a choice. Organic products, he said, will monopolize the market. Similarly, Tom Manley, chair of the Ottawa chapter of the Canadian Organic Growers (COG), said organic growers cannot keep up with customer demand. He estimates more than 6,000 acres of land in eastern Ontario—stretching from Belleville to the Quebec border—is now producing organic food. Five years ago, there was less than 3,000 acres of land set aside for organic growers.
02 March 2004 Standard Freeholder

The Dairy Farmers of Ontario report that milk is a stable revenue generator at this time in comparison to pork, beef, and cash crops. The 'per-head' value of a new cow now stands at \$27,100 (March 2004). In the past, farmers were able to offset some of this cost by selling off the meat of old dairy cows done giving milk, usually at a price of 50-60 cents a pound. However, the recent downturn in the beef industry due to Bovine Spongiform Encephalopathy (BSE) has driven meat prices down to 5-15 cents a pound. The Canadian beef industry has been suffering ever since BSE was discovered on an Alberta ranch last May. Locally, there are approximately 100 beef operations in the 5 Counties of S.D.G. and PR.
10 March 2004 Glengarry News,

Construction

About 8% of the combined labour force of S.D.G. and P.R. work in the Construction industry.
Source: 2001 Census.

The value of building permits for the City of Cornwall declined by \$8 million in 2003 from a year ago. A total of \$21.3 million worth of permits was issued in 2003 as opposed to \$29.0 million in 2002. Slower non-residential construction activity prompted the fall in value.
19 January 2004 Standard Freeholder

Industrial and commercial construction in the City of Cornwall is expected to improve in 2004. Officials anticipate that the ethanol plant, some hospital work, and the construction of a new Home Depot should improve numbers from 2003.

28 January 2004 Standard Freeholder.

The value of construction projects in Hawkesbury rose significantly last year when the Town issued permits totaling about \$19 million, up significantly from \$3.9 million in 2002. The abnormally-high increase resulted from several large projects such as the new \$6 million French-language public school, the new \$2 million Leclerc Foods warehouse, and the new \$943,000 Hawkesbury Industrial Investment Association building.
04 February 2004, The Review.

Manufacturing

About 16% of the combined labour force of S.D.G. and P.R. work in the Manufacturing industry. The industry is the largest local employer. *Source: 2001 Census.*



Manufacturing continues to struggle in this area as closures and down-sizing persist. Companies are struggling to compete with low-wage operations abroad.

Royal Windows & Covering Canada Inc. announced its plant closure effective January 30, 2004. Affected was a total of 40 employees, with approximately 20 being laid off at the end of January and the remainder at the end of March 2004. *20-January 2004 EI Staff.*

Ivaco, a local steelmaker, was granted bankruptcy protection in Fall 2003, under the Companies Creditors Arrangement Act. In filing for protection, Ivaco cited the strong Canadian dollar as well as higher costs for labour, energy, transportation, and U.S. anti-dumping duty deposits as major factors in its demise. The Ontario Supreme Court has since extended the period of protection to May 2004. During this time, Ivaco eliminated about 200 jobs, including 29 management and supervisory positions cut at the L'Orignal mill. Despite the downturn, positive signs are becoming evident that the company's profitability is returning. Reports show that orders are strengthening and that operations have stabilized. The company remains committed to a successful restructuring process and long-term sustainability. *24 March 2004 The Ottawa Citizen.*

Consoltex announced that it will close its Alexandria textile plant in an effort to cut costs. The work will be re-directed to the company's plant in Cowansville, Quebec. The Town of Alexandria will lose 160 direct jobs as a result. *28 January 2004 The Review*

United Tri-Tech, an east-end electronics manufacturing services firm, laid off 40 employees in March. The layoff impacted about 14 % of the company's estimated workforce of 300. *17 March 2004 Standard Freeholder.*

Both of the two local **Kraft Foods** plants avoided any cuts after the parent company announced layoffs totaling 6% of its total global work force. The Kraft plant in Williamstown, which employs 30 people, is the principal manufacturer of Swiss cheese for Kraft in Canada. The Ingleside location employs 350. *04 February 2004 Glengarry News.*

A decision by Dorel Industries, the parent company of **Ridgewood Industries**, to close a Toronto area plant will potentially result in local job openings. Dorel headquarters in Montréal is closing its Carina Furniture factory in Toronto due to its inability to meet efficiency targets and the impact of the strong Canadian dollar. Some of those jobs will be shifted to the company's Cornwall facility, although final numbers have yet to be confirmed by company officials. The plant, located in the city's east-end industrial park, specializes in ready-to-assemble furniture such as entertainment units, microwave stands and wall units. *14 February 2004 Standard Freeholder.*

Canadian Technical Tape has been selected 'Manufacturing Business of the Year' by the Cornwall Chamber of Commerce. The plant employs 90 people, with its facility on Rosemount Avenue having grown to almost 200,000 square feet since the company first started business in the city 38 years ago. *23-February 2004 Standard Freeholder.*

Formax Plastics, of Alexandria, is on the rebound and soon hopes to bring its workforce back to 30 people. The company is also getting ready to launch new products, including a new filtering technology that removes effluents from water. The company, which sees new opportunities in water and wastewater technology, previously reduced its staff from 30 to 12 to cut costs in efforts to compete with more profitable firms located offshore. *01 March 2004 Standard Freeholder.*

Transportation and Storage

Slightly more than 6% of the area's labour force works in the Transportation and Storage sector. (*Source: Census 2001*). This sector continues to perform well with hiring occurring in both trucking and warehousing.

Supply Chain Management (SCM) announced it will undergo another major expansion this Spring. An additional 232,231 square feet will be constructed at the south end of the distribution centre. This will house increased storage racking, as well as a conveyor belt. No estimated number of new jobs was available. *19 February 2004 Standard Freeholder.*

Five thousand Canadian National shop, craft, clerical and intermodal workers walked off the job on Feb. 20 when contract negotiations reached an impasse. Two local companies, BASF and Pioneer, that use rail transport for their raw materials report no major operational setbacks to date. *02 March 2004 Standard Freeholder.*

Trade

Almost 11% of the combined labour force of S.D.G. and P.R. work in Retail Trade. Retail is the second largest sector in the local labour force. Wholesale Trade accounts for 3.5% of the five-county labour force. *Source: 2001 Census.*

On January 19, 2004, the Planning Advisory Committee approved Home Depot's request to amend the Official Plan and Zoning bylaw changing the site from residential to commercial. Home Depot hopes to open in the Fall of 2004, creating up to 225 jobs. The \$15 million investment will also create up to 100 construction jobs. The property will generate \$190,000 in additional tax revenue to the city. *20 January 2004 Standard Freeholder.*



The Hawkesbury Home & Leisure show was held at the Robert Hartley Sports Complex May 1st and 2nd. More than 100 exhibitors were expected.

28 January 2004 *The Review*.

The Cornwall Chamber of Commerce selected Farm Boy, a grocery chain, as 'retail Business of the Year'. The chain grew from one local outlet 22 years ago. It now employs 750 people in seven stores.

23 February 2004 *Standard Freeholder*.

Landry's Country Store in Lancaster closed on March 15, 2004, putting 22 employees out of work. Mr. Landry would not comment on the reason for the closure.

22 March 2004 *Standard Freeholder*.

Educational Services

About 7% of the combined labour force of S.D. G. and P.R. work in Educational Services. This is the sixth largest industry locally. *Source: 2001 Census.*

Le Conseil des écoles publiques de l'Est de l'Ontario (CEPEO) will build a new elementary school in Casselman in response to growing enrolment in the region. The French-language public school, to be built on a 15-acre site in a residential area of the village, is scheduled to open in September 2005. Since the Board was created, its enrolment has increased by 60 % in the district, or by 10 % annually. CEPEO, which recently opened a new high school in Hawkesbury, administers 36 schools with total registrations of about 11,000.

24 March 2004 *The Review*.

Health and Social Services

About 10% of the combined labour force of the S.D.G. and P.R. work in Health and Social Services, making this industry the third largest in the area. *Source: 2001 Census.*

The Children's Aid Society, which cares for 340 children, has an annual operating budget of \$17.8 million. The number of children coming to the Society's care has been growing by 6 % annually. A high volume of referrals compelled the Society to more than double its workforce to 113 full-time employees from 50 over the past 4 years. At the same time, significant changes to provincial funding disbursements have seen the Society's budget mushroom to \$17.8 million from just under \$10 million in 1999.

06 February 2004 *Standard Freeholder*.

Accommodation and Food Services

About 6% of the combined labour force of S.D. G. and P.R. work in Accommodation and Food Services.

Source: 2001 Census.

Ten full-time and 15 part-time jobs were lost when the Priests Mill Restaurant in Alexandria was forced to close its doors February 5th.

06 February 2004 *Standard Freeholder*.

Twenty people lost their jobs when Nickels Restaurant on Brookdale Ave. in Cornwall closed March 21. There were 15 full-time and 5 part-time employees. The 1950's nostalgia-themed eatery did not disclose reasons for the closure. The restaurant opened here in April 1996.

25 March 2004 *Standard Freeholder*.

In 2003, Upper Canada Village welcomed 150,000 visitors and an additional 27,000 winter guests during the Village's Alight At Night tours. This represents a 12% drop in attendance from a year ago, and is largely attributable to the SARS outbreak.

Reports show that the economic contributions from conventions and major sporting events in the Cornwall area dropped to \$4.4 million in 2003, down substantially from \$8.7 million the previous year. Statistics show only 33 events were held in the community in 2003, attracting 11,740 people, compared to 49 events which drew 28,640 people in 2002. The statistics do not include conventions and events held at the NAV CANADA Training Institute or others with which Cornwall and Seaway Valley Tourism had no involvement. Several causes contributed to the drop-off, ranging from the SARS outbreak and the rising Canadian dollar, to the loss of the three week-end Jehovah Witness convention.

Labour/Collective Agreements

The United Food & Commercial Workers Union, Locals 175 & 633, partnered with the Upper Canada District School Board & TR Leger to offer their members the opportunity to earn a Grade 12 Diploma. There are more than 1,000 members in the Cornwall area. The union recognizes that the labour market is changing and that more credentials are now required to find work.

12 January 2004 *Standard Freeholder*.

A strike by Ontario's community college professors was averted in March as colleges and teachers agreed to a tentative deal just hours before a looming deadline. A strike would have suspended classes for 850 full-time students at St. Lawrence College's Cornwall campus. As many as 55 full- and part-time teachers would have been affected. The tentative two-year agreement creates a task force on contentious workload issues and includes a pay increase of 7.3 % over the life of the contract. The deal offers a 3% raise retroactive to Sept. 1, 2003; a 0.5% raise on April 1; a 2% raise on Sept. 1; and a 1.8% raise on April 1, 2005.

03 March 2004 *Standard Freeholder*.



Nationally, major collective bargaining settlements reached in February 2004 provided base rate wage increases averaging 3.5% annually over the term of the contracts, up from 3.3% in the previous month, and from an average of 2.6% for 2003. The February 2004 results are based on a review of 18 settlements with coverage of 27,290 employees.

HRSDC, Wage Settlement Bulletin, February 2004.

Other Labour Market News

According to the Manpower Employment Outlook survey, 23% of local companies are planning hiring sprees between April and June 2004. Debbie Rioux, of Manpower's Cornwall office, emphasized none of the employers plan to reduce their workforce. Another 70% expect to maintain their current staff levels. The remaining 7% are uncertain of their hiring plans. Employers in construction, wholesale and retail trade, and services were the most upbeat about their hiring plans for the second quarter.

16 March 2004 Standard Freeholder.



LABOUR FORCE TRENDS

(by Franca Piccin, Ontario Regional Economist – Eastern Office)

- **Quarterly job losses mount, extending gloomy conditions that began last Fall.**
- **Employment declines affect both sexes, all ages.**
- **Joblessness rises sharply quarter-over-quarter.**

Local labour market performance was marred by significant job loss during the First Quarter of 2004, effectively extending weak conditions that persisted since the Fall of 2003. Employment sank by 11,500, representing the second worse quarterly decline—in nominal terms—on record for the area. While both full- and part-time work registered decreases, those among the former accounted for 95% of the job loss. Widespread losses in both Goods- and Services-Producing Sectors of the economy impacted both sexes and all age groups.

Job search activity halted as employment prospects dwindled. The labour force contracted by 8,800 quarter-over-quarter, while the participation rate—a measure of labour market attachment—slid 3.6 percentage points to 60.3%. This rate compared unfavourably to Ontario’s 67.5% and Canada’s 66.5%.

Both unemployment (+2,700) and the unemployment rate (+2.1 percentage points) rose markedly over the quarter in response to job cuts. By the close of the quarter, unemployment stood at 11,500, while the unemployment rate rose to 7.5%. At this level, the local rate remained above the provincial average (7.1%), but below that set nationally (7.9%).

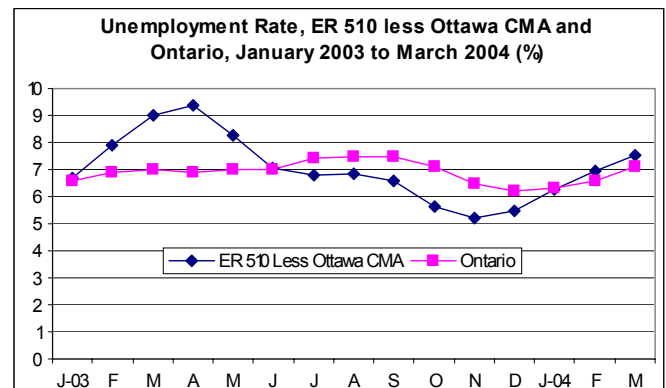
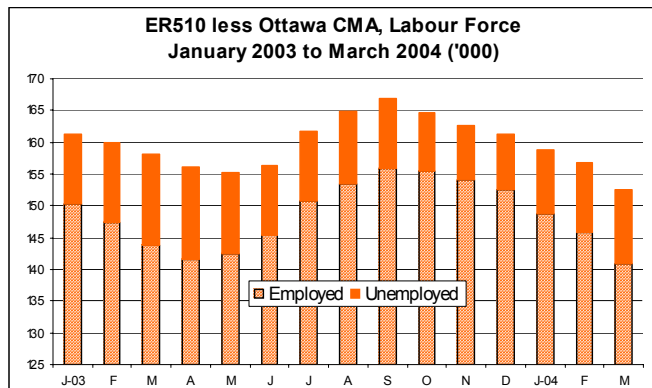
Year-over-year conditions were similarly lacklustre. Most major labour market indicators weakened relative to their positions a year ago.

Economic Region 510 less Ottawa CMA, Labour Force Trends

	January to March 2004	October to December 2003	January to March 2003	Change			
				Quarter/Quarter		Year/Year	
				Absolute	%	Absolute	%
Population 15+	252,800	252,400	250,900	400	0.2	1,900	0.8
Labour force	152,500	161,300	158,100	-8,800	-5.5	-5,600	-3.5
Employed	141,000	152,500	143,900	-11,500	-7.5	-2,900	-2.0
Full-time	110,300	121,200	109,300	-10,900	-9.0	1,000	0.9
Part-time	30,700	31,200	34,600	-500	-1.6	-3,900	-11.3
Unemployed	11,500	8,800	14,200	2,700	30.7	-2,700	-19.0
Not in Labour Force	100,300	91,100	92,800	9,200	10.1	7,500	8.1
Participation Rate	60.3	63.9	63.0	-3.6		-2.7	
Unemployment Rate	7.5	5.5	9.0	2.1		-1.4	
Employment Rate	55.8	60.4	57.4	-4.6		-1.6	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.



While widespread job losses struck both Goods- and Services-Producing Sectors of the labour market, the former experienced the largest quarterly drop in employment (-7,800). By comparison, the number of jobs in the Services-Producing Sector fell by 3,600.

Among **Goods-Producing** industries, **Construction** posted the most significant job decline at 7,200 quarter-over-quarter. A combination of slower building activity and reduced capital investments prompted the fallout. **Manufacturing** employment fell modestly by 900. Job advances in primary metal and wood products manufacturing were entirely wiped out by job cuts among producers of paper, food and beverage goods, furniture, and machinery.

Wholesale and Retail Trade (-4,200) led job losses in the **Services-Producing Sector**. Dismal job conditions which have persisted locally since the Fall of 2003 undermined consumer confidence during the quarter, weakening retail sales. Falling orders and reduced shipments among the area's key manufacturers pared employment in **Transportation and Warehousing** (-1,900). Freight trucking in particular was hit hardest. Elsewhere, quarterly job levels contracted by 1,100 in **Professional, Scientific, and Technical Services** in response to lesser demand for legal services, and for management, scientific, and technical consulting. One bright spot amid the litany of losses was job growth of 1,600 in **Educational Services**. Hiring by area elementary and secondary school boards contributed to the increase. Jobs in demand included early childhood educators, teaching assistants, social workers, administrative clerks, and cleaners.

Despite this quarter's setbacks, employment in the Goods-Producing Sector improved its position from a year ago (+5,800), due entirely to strengthened **Manufacturing** employment. In contrast, job levels in the Services-Producing Sector sank by 8,500. The decline was mainly attributed to job reductions in **Wholesale and Retail Trade**.

Definitions: *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* is that portion of the working age population who, during the Labour Force Survey reference week, were either employed or unemployed. The portion of the working age population that is neither employed nor unemployed is *not in the labour force*. The *participation rate* is the percentage of the working age population that is in the labour force. The *unemployment rate* is the percentage of the labour force that is unemployed. The *employment rate* is the percentage of the working age population that is employed.

Statistics Canada's Labour Force Survey (LFS) is the major source of data for this Review. As relatively small sample sizes are utilized in compiling sub-provincial estimates for the survey, there is a chance of variation due to sampling error. Therefore, the reader is cautioned that small changes in some time series could be wholly or partially due to these statistical sampling errors, and may not necessarily reflect actual events in the labour force. Data are three-month moving averages.

The Cornwall-Brockville-Smith Falls area is also known as 'Economic Region 510 less the Ottawa Census Metropolitan Area'

This area consists of the Census Divisions of: Stormont, Dundas and Glengarry United Counties; Prescott and Russell United Counties; Leeds and Grenville United Counties; and, Lanark County. Due to the economic structure of a large urban centre such as the Ottawa CMA, and its tendency to differ significantly from smaller, more rural, communities included within ER 510, labour force estimates in this report exclude the Ottawa CMA. In this way, any labour market activity occurring in smaller communities in the area can be better monitored without statistical biases or influences.

Economic Region 510 less Ottawa CMA, Employment by Industry

Industry Group	January to March 2004	October to December 2003	January to March 2003	Change			
				Quarter/Quarter		Year/Year	
				Absolute	%	Absolute	%
All Industries	141,000	152,500	143,900	-11,500	-7.5	-2,900	-2.0
Goods-Producing Sector	41,500	49,300	35,700	-7,800	-15.8	5,800	16.2
Agriculture	5,800	6,300	6,000	-500	-7.9	-200	-3.3
Forestry, Fishing, Mining, Oil and Gas	...	...	...	...	...	...	...
Utilities	2,000	...	...	...	...	...	...
Construction	6,800	14,000	7,900	-7,200	-51.4	-1,100	-13.9
Manufacturing	26,900	27,800	21,200	-900	-3.2	5,700	26.9
Services-Producing Sector	99,600	103,200	108,100	-3,600	-3.5	-8,500	-7.9
Trade	19,300	23,500	26,800	-4,200	-17.9	-7,500	-28.0
Transportation and Warehousing	8,000	9,900	8,700	-1,900	-19.2	-700	-8.0
Finance, Insurance, Real Estate and Leasing	3,900	3,900	5,400	0	0.0	-1,500	-27.8
Professional, Scientific and Technical Services	5,000	6,100	5,900	-1,100	-18.0	-900	-15.3
Business Building and Other Support Services	7,000	6,100	4,100	900	14.8	2,900	70.7
Educational Services	9,900	8,300	9,100	1,600	19.3	800	8.8
Health Care and Social Assistance	17,300	16,900	18,500	400	2.4	-1,200	-6.5
Information, Culture and Recreation	5,700	6,000	5,500	-300	-5.0	200	3.6
Accommodation and Food Services	8,500	8,100	8,100	400	4.9	400	4.9
Other Services	4,600	5,100	8,000	-500	-9.8	-3,400	-42.5
Public Administration	10,000	9,400	8,200	600	6.4	1,800	22.0



LABOUR SUPPLY AND DEMAND

Employment Insurance Claimload

The First Quarter 2004 claim load for the combined Cornwall-Hawkesbury area changed little from a year ago (17 fewer claims). Year-over-year, a reduction in claims by both sexes in Cornwall—largely due to seasonal factors in Construction and Retail Trade—was offset by a higher number of claims in Hawkesbury—resulting from an administrative coding adjustment on claims intake.

Regular Employment Insurance Claimants – Cornwall/Hawkesbury Area

	Jan-Mar 2004			Oct-Dec 2003			Jan-Mar 2003		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Cornwall	3372	1035	2337	2408	929	1479	4798	1317	3481
Hawkesbury	1525	525	1000	886	401	485	116	33	83
Total	4897	1560	3337	3294	1330	1964	4914	1350	3564

Source: HRCC administrative data C-356; 3 months averaged

Employment Opportunities

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.

Job vacancies reported during the First Quarter 2004 rose slightly from a year ago. (+9) The largest annual increase occurred in Trades and Transport occupations, where job opportunities rose by 31. Other groups that showed notable improvement were Business and Administration occupations (+18), and Manufacturing and Utilities jobs (+13). In contrast, Sales and Services occupations posted a year-over-year drop of 29 vacancies.

Employment Opportunities – Cornwall-Hawkesbury Area

Occupation Groups	Jan-Mar 2004	Oct-Dec 2003	Jan-Mar 2003
Total Vacancies	319	227	310
Management	6	13	22
Business & Administration	48	33	30
Natural & Applied Sciences	7	2	8
Health	26	7	29
Social Science & Education	20	6	17
Culture & Recreation	5	2	9
Sales & Service	92	96	121
Trades & Transport	86	38	55
Primary Industry	6	0	9
Manufacturing & Utilities	23	30	10

Source: HRCC Vacancies and Local Newspaper Ads.



Notes to Readers:

1. The **Cornwall/Hawkesbury CRHC area** is comprised of the five Counties of Stormont, Dundas & Glengarry, and Prescott-Russell..
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, and the C356 E.I. Administrative Data. Newspapers reviewed 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, and the Winchester Press.**
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>

