



Labour Market Bulletin

Kingston Area

Service Canada Centre

~ An Analysis of the Kingston Area Labour Market ~ January to March 2008 ~

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An overview of the Kingston Area, including the Kingston Census Metropolitan Area (CMA), and Frontenac County. This area also includes Loyalist Township in Lennox and Addington County.

Employment levels in the Kingston CMA increased almost 2% in the first quarter of 2008. Gains were primarily in full-time jobs with part-time contributing to a lesser extent. Because the labour force increased along with the number of unemployed, the unemployment rate increased to 5.7% from 5.1% in the fourth quarter of 2007.

In the Kingston-Quinte-Pembroke region, employment declined by 10,000 in the first quarter of 2008. Both full-time and part-time employment experienced losses. The labour force also declined this quarter but at a slower pace than employment. This resulted in a rise in the unemployment rate to 6.9% from 5.4% in the fourth quarter of 2007.

HIGHLIGHTS

- ▶ Construction activity remains strong.
- ▶ Funding for skilled trade training centres.
- ▶ Kingston General Hospital launches recruiting program for nurses.
- ▶ Numerous research facilities open in the City of Kingston.
- ▶ More 2006 Census data released by Statistics Canada.

The Kingston Area SCC 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 Web site.
(aussi disponible en français)

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Note: *In preparing this bulletin, Service Canada 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 Service Canada.*

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.

Construction

Numerous construction projects were announced this quarter. They include:

- Government of Ontario infrastructure funding:
 - Kingston \$10.0 million
 - South Frontenac \$2.5 million
 - Central Frontenac \$1.6 million
 - North Frontenac \$1.4 million
 - Loyalist Township \$0.4 million.
- Kingston's Grand Theatre Improvement Project received \$750,000 from the Government of Canada's Department of Canadian Heritage's Cultural Space Canada program.
- Kingston airport received \$1.6 million in funding from the Government of Canada under the Airport Capital Assistance Program to repave the main runway.
- The Wally Elmer Youth Centre will undergo extensive renovations. A full-time employee will be hired as arena operations expand to 12 hours a day, five days a week. The city has budgeted \$375,000 for current work and future planning at the facility.
- Kingston will receive over \$800,000 from the Government of Ontario to make repairs at aging affordable housing developments in the city. The money is part of the province's \$100-million program announced in their 2008 budget.
- Limestone District School Board trustees approved:
 - a \$1-million expansion at the Board office to be completed by the end of 2008.
 - a \$4-million tender for an addition at Bayridge Secondary School.

Manufacturing

Acumentrics Canada Ltd. is one of six companies to receive funding through the provincial government's Ontario Centres of Excellence program. These grants are given to environmentally friendly research projects. Acumentrics is using their \$2.5 million grant for a pilot project at the University of Toronto Hazel McCallion Academic Learning Centre. They hope their project will demonstrate that an innovative fuel cell system can provide low-cost, environmentally-friendly power and heating at the university library. The company is partnering with the University of Toronto, Queen's University, the University of Waterloo and Direct Energy Canada Inc.

Scott Industrial Group purchased the former Sonoco facility on Fortune Crescent in Kingston. They are converting the

plant into a pre-processing facility for turning organic waste into compost. Initially up to 15 people will be hired at the plant. Company officials have stated that that number could go up to 35. The new processing facility is expected to be completed by June 2008. Scott Industrial Group is building another processing plant on Joyceville Road just north of highway 401. The Noterra facility will finish the process performed at their new plant on Fortune Crescent of turning the organic waste into compost.

Professional, Scientific And Technical Services

Invista Inc. is building a new, multi-million dollar research plant adjacent to its airbag fibre plant in Kingston. The new facility will support the company's global nylon manufacturing operations in the United States, Europe and China.

Educational services

Four area skilled trade training centres received close to \$530,000 in funding from the Ministry of Training, Colleges and Universities. The money is to help the centres keep up with changing technological requirements and train more apprentices, trainees and workers. The breakdown is as follows:

- Labourers International Union of North America, Local 247 - \$350,000
- Greater Ontario Regional Council of Carpenters, Drywall and Allied Workers, Local 249 - \$97,000
- Millwright Regional Council of Ontario Local 1410 - \$17,000

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada received two grants totaling almost \$66,000 to help establish a mobile and static training centre.

A number of research facilities opened in Kingston during the first quarter of 2008. They include:

- The Sustainable Centre at Queen's University. Research at the Centre will focus on technologies that emphasize shifting society from fossil-fuel-based economy to a biological resources-based economy.
- The Queen's-RMC Fuel Cell Research Centre. Queen's University and Royal Military College (RMC) opened Canada's largest university-based fuel cell research facility. The Research Centre will show how to harness the full economic and environmental benefits of using fuel cells.

- Queen's University purchased 49 acres of land from Novelis Inc. where they plan to establish an Innovation Technology Park. The site is next to the Novelis Research and Development Centre in Kingston. The concept of the Innovation Park at Queen's University is to bring together academic and industrial researchers to conduct research in fields such as alternative energy and environmental technologies. The University is also leasing 85,000 square feet of the Novelis R&D facilities for both faculty-led research projects that have industrial partners, and small and medium-size research-focused companies that want to interact with Queen's researchers.

Queen's University is to receive \$8 million and St. Lawrence College \$1.9 million in funding from the Ministry of Training, Colleges and Universities. The money is part of the province's \$200-million investment in campus renewal projects. The funding will go towards completion of facility upgrades, energy efficiency and campus safety projects.

Health care and social services

The results of a door-to-door survey carried out by Statistics Canada in November 2007 indicate that 14.8% of those surveyed do not have a family doctor but 85.2% have access

to one. The surveyed population were permanent residents of the City of Kingston who were 18 years of age and older, and living in private dwellings. Not surveyed were residents of nursing homes, apartment buildings, prisons, CFB Kingston, and those living within the city boundaries north of the 401. The City of Kingston has already allocated \$200,000 in their 2008 budget for their doctor recruitment program. A copy of the report, *Kingston Survey of Emergency Preparedness and Doctor Accessibility*, is available at: <http://www.kingstoncanada.com>.

Kingston's Rideaucrest Home is hiring a new full-time registered practical nurse with funding they are receiving from the Ministry of Health and Long-Term Care.

Kingston General Hospital (KGH) launched a new recruiting program - "Start here, Grow here, Stay here". Officials at KGH estimate that they will need to hire 250 nurses a year for the next five years. Nurses are needed in internal medicine, respirology, gastroenterology, neurosciences, chronic kidney disease and palliative care. More information is available at: <http://www.kgh.on.ca/nursing>.

LABOUR FORCE TRENDS

(Source: East/East-Central Ontario Regional Economist, Research and Analysis, Ontario Region, Service Canada)

Kingston Census Metropolitan Area (CMA)

Conditions in the Kingston CMA labour market were mixed in the first quarter of 2008. Employment grew by 1,400 positions mostly from full-time job gains. At the same time the labour force increased 2.6% or 2,100, as an equal number of people reentered the workforce. Since the labour force increased more than the employed, unemployment increased over 14% (+600). As a result, the unemployment rate rose to 5.7% from 5.1% in the fourth quarter of 2007.

The Kingston CMA unemployment rate has tracked under the Ontario rate for seven consecutive quarters. Ontario's first quarter 2008 unemployment rate was 6.5%. When compared to other Ontario Census Metropolitan Areas (CMAs), the Ottawa-Gatineau (Ontario part) CMA posted the lowest unemployment rate (4.3%), and the Windsor CMA the highest rate (9.7%).

Conditions weaker year-over-year

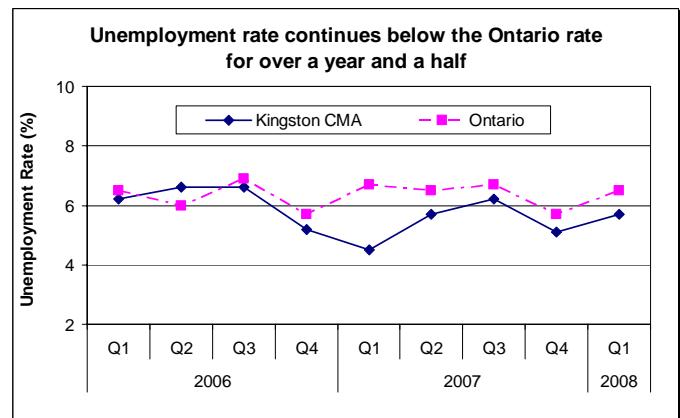
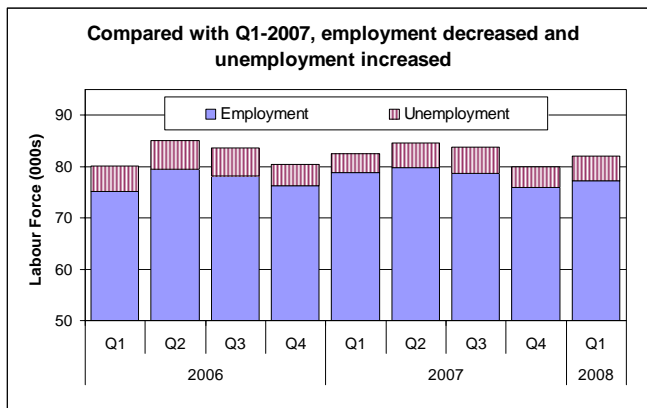
The Kingston CMA labour market saw weaker employment and unemployment figures year-over-year. Total employment fell by 1,500 workers from less part-time positions (-2,000), and slightly more full-time positions. Since the labour force reduced (-500) less than the number of employed (-1,500), unemployment increased by 1,000 people. As a result, the unemployment rate rose to 5.7% in the first quarter of 2008, from 4.5% a year ago.

The year-over-year variability in part-time employment and constant participation rate, suggests some labour market capacity to continue producing a small number of full-time jobs.

Kingston Census Metropolitan Area Labour Force Trends

	First Quarter 2008	Fourth Quarter 2007	First Quarter 2007	Change		Change	
				Quarter/Quarter Absolute	%	Year/Year Absolute	%
Population 15 +	125,900	125,900	125,900	0	0.0	0	0.0
Labour force	82,000	79,900	82,500	2,100	2.6	-500	-0.6
Employed	77,300	75,900	78,800	1,400	1.8	-1,500	-1.9
Full-time	60,400	59,200	60,100	1,200	2.0	300	0.5
Part-time	16,800	16,700	18,800	100	0.6	-2,000	-10.6
Unemployed	4,700	4,100	3,700	600	14.6	1,000	27.0
Not in labour force	43,900	46,000	43,400	-2,100	-4.6	500	1.2
Participation rate	65.1%	63.5%	65.5%	1.7		-0.4	
Unemployment rate	5.7%	5.1%	4.5%	0.6		1.2	
Employment rate	61.4%	60.3%	62.6%	1.1		-1.2	

Note: Totals may not add up due to rounding Source: Statistics Canada, Labour Force Survey



Economic Region 515

The Kingston-Quinte-Pembroke labour market was weaker in the first quarter of 2008. Full-time employment decreased 5.3% (-8,900) and part-time employment by 2.2% (-1,100). The net result was an employment decline of 4.6% (-10,000), while at the same time the labour force decreased by 3.1% (-7,200). Since employment fell further than the labour force, the number of unemployed increased almost 25%. As a result, the unemployment rate rose to 6.9% from 5.4% in the fourth quarter of 2007.

The Kingston-Quinte-Pembroke unemployment rate (6.9%) rose above the Ontario rate (6.5%) for first time in a year and a half. When compared to Ontario's 11 economic regions, Muskoka-Kawartha had the highest unemployment rate (9.4%), and Ottawa-Cornwall-Brockville the lowest rate (4.6%).

Conditions mixed year-over-year

The Kingston-Quinte-Pembroke labour force rose 4.7% (+10,000), while the working age population nudged upwards (+1,100) year-over-year. The number of employed persons increased over 3% (+6,700) annually, led primarily by part-time job growth (+5,900). However, employment growth did not match the increased labour force year-over-year and unemployment rose almost 30% (+3,500). As a result, the unemployment rate rose to 6.9% from 5.6% in the first quarter of 2007.

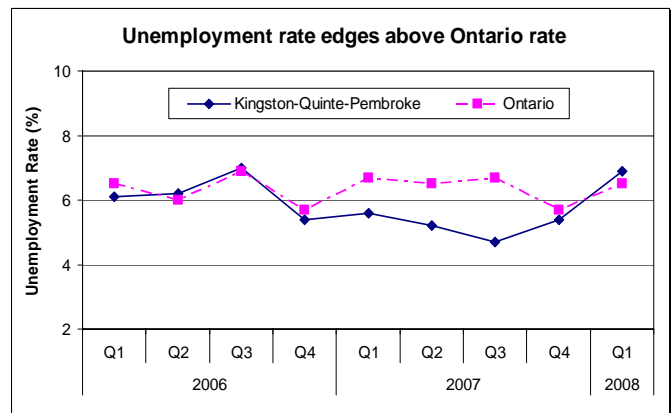
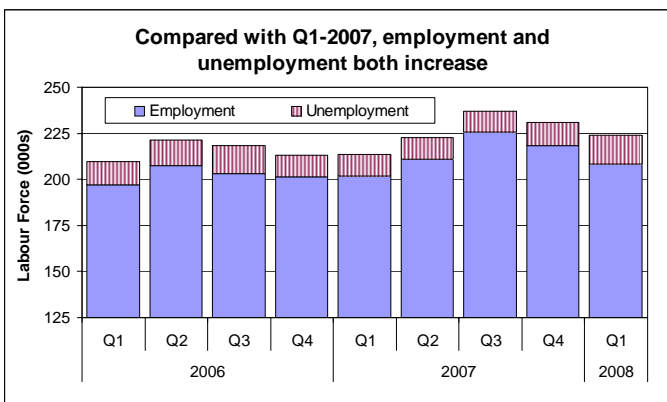
The decreased number of people not in the labour force caused the participation rate to rise over 2% from the first quarter of 2007. The employment rate rose almost 2% over the year from increased numbers of employed in a relatively unchanged working age population.

Kingston-Quinte-Pembroke (E.R. 515) Labour Force Trends

	First Quarter 2008	Fourth Quarter 2007	First Quarter 2007	Change		Year/Year Absolute	%
				Quarter/Quarter Absolute	%		
Population 15 +	359,600	359,600	358,500	0	0.0	1,100	0.3
Labour force	223,800	231,000	213,800	-7,200	-3.1	10,000	4.7
Employed	208,500	218,500	201,800	-10,000	-4.6	6,700	3.3
Full-time	160,500	169,400	159,700	-8,900	-5.3	800	0.5
Part-time	48,000	49,100	42,100	-1,100	-2.2	5,900	14.0
Unemployed	15,400	12,400	11,900	3,000	24.2	3,500	29.4
Not in labour force	135,700	128,600	144,700	7,100	5.5	-9,000	-6.2
Participation rate	62.2%	64.2%	59.6%	-2.0		2.6	
Unemployment rate	6.9%	5.4%	5.6%	1.5		1.3	
Employment rate	58.0%	60.8%	56.3%	-2.8		1.7	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.

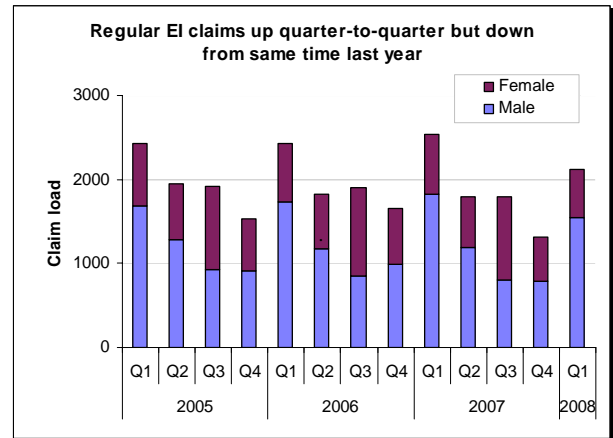


LABOUR SUPPLY AND DEMAND

Employment Insurance (EI) Claim load

The Kingston area typically has higher regular EI claim loads in the winter months and this year is no exception. However, it is also the lowest average claim load for this quarter in a number of years.

There was an average of 2,112 regular EI claims in the first quarter of 2008, up almost 62% from the previous quarter but down 16% from the same time last year. Much of the increase can be attributed to more males on claim. The number of males on claim almost doubled quarter-to-quarter. Compared to the same time last year, the number of males on claim is down 15%.



Regular Employment Insurance Claimants - Kingston Area

	January to March '08			October to December '07			January to March '07		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Kingston Area	2,112	560	1,552	1,308	512	796	2,529	709	1,821

Source: SCC administrative data National Labour Market Information System

Employment Opportunities

Due to programming difficulties, employment opportunities are not available at this time.

FROM THE AUTHOR'S DESK

Ontario's minimum wage increased on March 31, 2008. Adults (18 years of age and over) are entitled to \$8.75 an hour, students (under 18 years of age) \$8.20 an hour, and liquor servers \$7.60 an hour. Other increases are planned over the next two years. For more information, visit Ontario's Ministry of Labour Web site at: <http://www.labour.gov.on.ca/info/minimumwage/index.html>.

Job Descriptions: an Employers' Handbook is a new resource developed by Human Resources and Social Development Canada (HRSDC) to help small employers create job descriptions for their organizations. Using a typical job description from the [National Occupational Classification \(NOC\)](#), employers can add or delete relevant job information to suit their needs. A specialized corporate job description will assist employers with the hiring process by providing them with a specific job title along with a description of duties, education requirements and conditions of employment. The Handbook can be found online at: <http://www5.hrsdc.gc.ca/NOC-CNP/app/EmployersHandbook.aspx>.

More Census information

Statistics from the 2006 Census indicate that Central Frontenac Township was the only census subdivision in the Kingston area to experience a decline in the labour force between 2006 and 2001. In terms of joblessness, North Frontenac Township and the City of Kingston experienced the highest level of unemployment with unemployment rates of 8.3% and 7.0% respectively. South Frontenac Township had the highest labour market attachment with 68.4% of its population participating. More 2006 Census information is available on the Statistics Canada Web site at: <http://www12.statcan.ca/english/census/index.cfm>.

Kingston Area Labour Force by Census Subdivisions

Community	Labour Force	Employed	Unemployed	Participation rate %	Unemployment rate %
Frontenac County	75,205	70,150	5,050	63.9	6.7
Central Frontenac, Township	1,860	1,770	95	48.2	5.1
Frontenac Islands, Township	1,080	1,030	45	66.3	4.2
Kingston, City	61,240	56,935	4,300	64.1	7.0
Loyalist, Township	7,685	7,315	370	65.1	4.8
North Frontenac, Township	845	770	70	49.0	8.3
South Frontenac, Township	10,180	9,650	535	68.4	5.3

*Note: Totals may not add up and rates may differ due to rounding.
Source: Statistics Canada, 2006 Census*



Notes to Readers:

1. The **Economic Region 515: Kingston-Quinte-Pembroke** is comprised of the Counties of Frontenac; Lennox and Addington; Hastings; Prince Edward; and Renfrew.
2. 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 Kingston Whig-Standard newspaper*.
3. **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 – Service Canada Centre 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 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 Web site at: <http://www.statcan.ca/english/sdds/3701.htm>.
7. For more information on Industrial and Occupational categories used in this review, visit **Statistics Canada's Web site** at: <http://www.statcan.ca/english/concepts/index.htm>.

