CHATHAM-KENT
WORKFORCE
PLANNING BOARD

2025 Local Labour Market Plan

CHATHAM-KENT
Workforce
PLANNING BOARD

Canada

EMPLOYMENT ONTARIO

Ontario

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CONTENTS

1 INTRODUCTION

The Chatham-Kent Workforce Planning Board (CKWPB) was established in 2009. The board plans, facilitates and advocates for local workforce planning, identifying jobs of the future to ensure the Chatham-Kent workforce will meet these demands and act as a catalyst to attract new industries and businesses to the region. This Local Labour Market Plan (LLMP) is prepared annually to identify labour market trends in Chatham-Kent and to identify strategic actions to address labour market opportunities and challenges. The LLMP is intended to support residents seeking employment and assist employers to access the workforce they need to remain competitive.

1.1 NOTE ON CHATHAM-KENT'S STATISTICAL DEFINITION

Chatham-Kent is unique from a statistical perspective in that the Census Agglomeration (CA) and Census Division (CD) populations cover the same geography: the Municipality of Chatham-Kent and the Moravian 47 First Nation (Eelūnaapèewii Lahkèewiit/Delaware Nation). As of the 2021 Census, the municipality had a population of 103,988 and Delaware Nation had a population of 328 bringing the CA and CD population to 104,316.

Statistics Canada also publishes annual population estimates for municipalities, CAs and CDs. For some unexplained reason the CA and CD population estimates in the past few years have diverged slightly (by 23 in 2021 increasing to 93 in 2025). This is an immaterial difference in population, but it is being discussed here because the CA population is mostly used in this report in order to allow for comparison to other CA and CMA areas (Sarnia, London, Windsor). In certain instances, the CD population might be referenced for a specific reason.

Table 1: Population by year and geographic level

Geography	2021	2022	2023	2024	2025	% change (2021-2025)
Chatham-Kent (MU)	107,928	109,096	110,124	111,341	112,716	4.4%
Moravian 47 (IRI)	338	343	346	350	354	4.7%
Chatham-Kent (CA)	108,243	109,418	110,453	111,679	112,977	4.4%
Chatham-Kent (CD)	108,266	109,439	110,470	111,691	113,070	4.4%

Source: Statistics Canada Table: 17-10-0155-01.

2 SUMMARY OF LLMP FINDINGS

2.1 DEMOGRAPHIC, WORKFORCE AND INDUSTRY TRENDS

Category	Highlights
Population	• As of July 1, 2025, the population was an estimated 112,977. • The growth rate of 1.2 percent between 2024 and 2025 was the fastest in at least the past 30 years. • The overall population in 2025 is the largest since the founding of the municipality in 1998. • CK's population increased faster than Windsor, Sarnia, London, and the Province. • Net intraprovincial migration continues to be the top driver of population growth (+1,114). The top source communities include: Windsor, Toronto, rural Ontario, London and Sarnia. • Natural population growth is still negative (365 more deaths than births in 2025). • Non-permanent residents' growth was still significant in 2025 (up 487). This despite a decline across Ontario. • Permanent resident admissions to CK are on pace to decline slightly in 2025.
Workforce	• There were 52,000 employed in CK during an average month in 2025, up 1% over 2024. • The fastest growing industries were accommodations/food, health care, retail trade, construction, education, personal services and finance/insurance. • The number claiming Employment Insurance in CK rose 6% in 2025, but that was well below Windsor (+26%) and London (14%). • The younger workforce is growing faster (+15% between 2018-2023). Nevertheless, 33% of the workforce is aged 55 and older. • CK is more reliant on temporary foreign workers than many other communities (~2,000 during the year) – mostly to support agriculture. • The workforce participation rate among females aged 25-39 in CK is considerably lower than the country overall. • The number reporting social assistance and workers compensation benefits continues to rise.
Housing	• Housing starts jumped in 2025 reaching 470 (up from 294 last year). • The average price of homes sold has moderated after a spike in 2022. Between Dec. 2024 and Dec. 2025, the average selling price dropped by 13%. The average selling price of homes across Ontario is 2.2 times higher than CK. • Approximately half of the population in CK is not part of couple families (e.g. one parent families, persons living alone). Their capacity to afford housing is more limited (Section 4.6).
Income	• Between 2022 and 2023, the median income in CK rose faster than the country overall (5.4% versus 4.4%) – still 7% below the level across Canada. • Number reporting higher incomes (i.e. $100,000+) increased by 83% between 2018 and 2023, much faster than the growth in the number reporting under $100,000.

Category	Highlights
Job postings	● The number of job postings dropped 17% in 2025[1]. ● The top occupational groups continue to be health care, food services and sales related. ● The number of job postings for nurses was down 45%. ● There was growth in the number of postings for med techs, secondary school teachers, truck drivers and social workers – as well as multiple retail and financial customer service roles. ● There was a steep decline in the number of job postings for nurses, early childhood educators, accounting clerks and mechanics. ● 36% of jobs on offer featured a median wage below $20/hour. ● By industry, three of the top 10 for job postings were health care related. Municipal government job postings dropped 46% and administrative sector job postings were down 34%. ● 79% of the job postings were for full-time work.
Workforce demand	● Employment is expected to grow by 4,050 by 2035. ● Replacement demand is expected to exceed 16,000, with total workforce demand exceeding 20,000+. ● Health care will be the highest in-demand industry (3,670 jobs), followed by manufacturing (2,530) (limited growth but significant replacement demand). Retail trade and agriculture will also require significant new workers as well.
Population projections	● Statistics Canada released population projections for CK. Under no scenario does the working age population (15-64) increase between now and 2040. To meet the workforce demand projections, the municipal population needs to grow by an average of 1.6% per year (compared to 1.1% between 2021-2025). This would require total growth of 19,200. ● Efforts to increase workforce participation from the existing population (e.g. working after 65) would reduce the need to attract as much population.
Industry	● Number of employer businesses increased by 0.3% - 9 in total -between June 2024 and June 2025. ● Number of non-employer businesses was up again by 2.9%. ● The number with 100-499 employees dropped by five while the number with 500+ employees remained the same. ● There were less manufacturers, construction firms and transportation firms in 2025 compared to 2024. ● There were more wholesale trade, professional services, accommodations and food and arts, entertainment and recreation services firms.
Export economy	● In 2023, the community exported an estimated $7.5 billion worth of goods and services (Source: Lightcast). ● The value of exports dipped slightly between 2022 and 2023. ● When available, the 2024 and 2025 data should shine a better light on the potential impacts of tariffs and trade challenges.

[1]Between November 1st, 2024 to October 31, 2025.

2.2 KEY INSIGHTS FROM COMMUNITY ENGAGEMENT

Category	Highlights
Job Seeker Survey	● Only 20% of respondents were receiving income from Ontario Works (48% last year). ● Over 20% spend at least 20 hours per week looking for work. ● Non-government job search websites were the most used, followed by government websites (e.g. CK Jobs). ● The biggest frustration was the inability to get an interview (39%). ● When asked if they felt like they have equal opportunity when applying for jobs, 45% responded 'no', another 24% 'unknown' and only 31% said 'yes'. ● 58% were somewhat or very familiar with AI. Only 18% said familiarity with AI would be attractive to employers. ● The top assistance they would like to see: job trials to demonstrate their ability to do the job.
EmployerOne Survey	● 139 employers completed the 2025 Survey. Survey respondents represented 12,300 employees or approximately 24% of all employment in Chatham-Kent. ● When it comes to remote work, 93% of the workforce is back in the office or job site with a higher percentage in the coming year. ● Over 1,800 were separated from their employers in the past 12 months (15% of total employment). ● The employers collectively hired just over 1,700 new workers (meaning a net loss of employment among these 139 employers). ● 34% said that a lack of workers was a reason they turned down new business during the year (up from 31% last year). ● 28% reported that they had altered their business hours due to staffing shortages (26% last year). ● Only 17% invested in technology to address staffing shortages. ● 45% of respondents indicated that employee retention was a concern for their organization (50% last year). ● Nearly half of all employers had some vacant positions that were difficult to fill over the year. This was up from 42% last year. ● 44% of employers hired staff from outside CK during the year. ● Access to administrative talent had the most positive response with 47% rating access as good to excellent. ● Skilled labour continues to be the most challenging occupational group to recruit as 42% of employers indicate the availability as less than satisfactory (compared to 30% last year). ● Cost is the top barrier to providing training – same as last year – cited by 58% of employers. ● Compared to a recent Statistics Canada survey, it looks like Chatham-Kent employers are planning to invest in AI at a much higher rate. Overall, only 17% of Ontario employers are expecting to invest in AI compared to 41% of Chatham-Kent survey respondents. ● 62% say tariffs have impacted their business. The share rises to 83% among manufacturing employers. ● While the impact on employment has been minimal - 50% are unsure of the impact of tariffs on their workforce in the next 12-months. ● CK Jobs was cited as the most used to aid in employee supports (34% of employers) followed by Canada Summer Jobs (20%) and the Goodwill Career Centre (19%).

Category	Highlights
Stakeholder Insights - Employer and employer serving agency input	● The impact of U.S. tariffs and potential trade challenges are a concern but not necessarily showing up in the employment situation for most firms. ● The economic situation in Chatham-Kent may be softening – some interviewees indicated growing challenges. ● Some employers are starting to feel the impact of the reduction in temporary workers in Canada. ● The business community is concerned about the reduction in post-secondary education in the community. ● There is still a strong belief Chatham-Kent will need to attract more people to the region to fill gaps in the workforce. ● Childcare continues to be a challenge for many workers and job seekers. ● Competing with other communities on wages continues to be a challenge. ● The other barriers to recruiting and retaining workers in Chatham-Kent as identified by the meeting participants continue to be access to housing, competition from urban centres and a lack of full-time, permanent employment. ● Older workers are a potential untapped workforce. ● We need to continue to focus on getting the data needed to make informed decisions.

2.3 EMPLOYMENT ONTARIO PROGRAM TRENDS AND INSIGHTS

Program	Highlights
Literacy and Basic Skills (LBS) clients	● 192 clients in 2024/2025 – up 17%. 47% under the age of 25. ● Persons with a disability accounted for 49% of clients. ● 60% of clients were female. ● 54% had a goal of employment and 38% a goal of post-secondary education.
Better Jobs Ontario	● 28 clients - down from 31 clients last year, 93% of which were male. A majority being trained as transport truck drivers.
Integrated Employment Services	● 2,557 clients in 2024/2025, up from 629 clients last year. This includes clients that were formerly reported under Employment Ontario. ● Persons with a disability accounted for 48% of clients. ● 56% of clients were male. ● One in three (33%) were earning income from Ontario Works.
Apprenticeship	● 699 active apprentices in 2024/2025, up from 638 last year. ● 93% of new apprentices were male. ● 29% of new registrations were for Electrician - Construction and Maintenance, 10% for Tractor-Trailer Commercial Driver, 9% for Powerline Technician, and 6% for Residential Air Conditioning Systems Mechanic.

Program	Highlights
Canada Ontario Job Grant – Employer	● 25 employers used this program in 2024/2025, down from 35 last year. ● 92% of the employers were small (less than 50 employees). 52% used a private trainer while 44% used a Registered Private Career College. ● All employers reported an increase in trainee productivity and that the training met workforce needs.
Canada Ontario Job Grant – Participant	● 34 participants using this program in 2024/2024, down from 58 last year, 76% male. ● 94% were currently employed (most full-time).

2.4 STRATEGIC CONSIDERATIONS (SUMMARY)

- CK exporters need to consider expanding markets in Canada and outside of the United States. In the EmployerOne survey, 62% say tariffs have impacted their business. The share rises to 83% among manufacturers. Currently, this is not having a major impact on the workforce, but 50% of all employers said they are unsure of the future impact.
- The population is growing but not likely fast enough to support a growing workforce. It is likely the municipality will need to grow its overall population by 1.6% per year to meet future demand.
- The decline in TFWs has not impacted CK employers in a significant way yet, but there is considerable future risk (CK employers use TFWs at 3.5X the national level).
- The reduction in international students will harm college enrolment in CK and have trickle down effects on the workforce.
- CK has a growing and relatively large share of the population on social assistance and workers compensation. Are there potential workforce participants in this group? What skills development and other supports would help?
- The participation rate among 25 to 39-year-old women is well below the national level. Is this related to childcare or other factors?
- The number of families with children and only one employment income earner has increased significantly in recent years. This could be because of challenges with workforce participation such as a lack of childcare or other barriers.
- Housing starts were up strongly in 2025, but ensuring the right mix of housing will be key. CK needs housing options aligned with household income levels and options for both the rental and purchase markets.
- Projections suggest there will be strong demand for jobs in health care and social assistance, manufacturing, retail trade, construction and agriculture through 2035.
- CK will need to meet the demand for jobs across the spectrum.
- Apprentices are not staying long with employers. 54% of EmployerOne respondents said that after receiving accreditation apprentices are staying less than one year. This is a disincentive for employers to support apprenticeships.
- There has been a significant increase in employers investing in AI (41% expecting to invest in 2026). At least for now there does not seem to be much negative impact on the workforce.

3 2024 LLMP RECOMMENDED ACTIONS AND 2025 IMPLEMENTATION

The 2024 LLMP included three priorities:

1. Developing resources to support employers and job seekers.
2. Fostering local partnerships among employers, educators and agencies.
3. Enhancing research of local labour market.

The following activities were undertaken in the past year to address these priority areas:

3.1 PRIORITY AREA 1: DEVELOPING RESOURCES TO SUPPORT EMPLOYERS AND JOB SEEKERS

<table>
<tr><th>Action</th><th>Outcomes/Work</th></tr>
<tr><td>Continue to develop resources to support employers and job seekers. This can include continued career expos and job fairs and producing and promoting labour market information to help employers, job seekers, and key stakeholders to make informed decisions.</td><td>

Your Career in Chatham-Kent guide developed to provide job-seeking resources such as the lifestyle benefits of living in CK, CK Jobs' job board, Resume 101, Job Interview Cheat Sheet, and workforce statistics. The guide has been distributed to local secondary and post-secondary students and schools.
- Municipality of Chatham-Kent (CK Jobs and Community Attraction & Promotion)
Labour market resources available to employers and job seekers including the LMI data request tool, LMI presentations, interactive LMI data sets on CKWorkforce.ca and LMI Sector Reports.
- CK Workforce Planning Board and Municipality of Chatham-Kent (Community Attraction and Promotion)

Job Fairs in 2025, hosted by CK Jobs:

Workforce Week Job Fair
1,400 attendees
Date: March 5, 2025
Focus: Employers, apprenticeship information and career resources.
Concentrix Job Fair
Date: February 24, 2025
Focus: Multiple positions, bilingual roles, on-the-spot interviews.
CKJobs Open House
Date: September 15–24, 2025
Focus: Meet employers, resume reviews, career advice.
Tilbury Job Fair
Date: September 18, 2025
Focus: In-person job fair, on-the-spot interviews.
Bayshore Job Fair
Date: October 16, 2025
Focus: Healthcare roles (PSW, RPN), resume clinics.

Agriculture Student Career Showcase and Job Fair
Municipality of Chatham-Kent Community Attraction & Promotion and Job Prep Action Team at University of Guelph, Ridgetown
Date: November, 2025
Manufacturing Student Career Day
Municipality of Chatham-Kent (Economic Development Services)
Date: October, 2025

</td></tr>
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Action	Outcomes/Work
Continue to attract immigrants to Chatham-Kent to help address workforce demand. Recent changes made by the federal government will significantly curtail both the number of permanent residents and international students coming to Ontario – both of these have played an increasingly important role in the community's growth in recent years.	● Choose CK marketing campaign continued to target talent in GTA and across Ontario highlighting job opportunities, community supports and pathways to relocation, linking to LivingCK.ca. - *Municipality of Chatham-Kent (Community Attraction and Promotion)* ● Leverage Immigration to Strengthen Your Workforce webinar hosted, providing employer training on the Ontario Immigrant Nominee Program (OINP) and pathways to support workforce recruitment and retention - *Municipality of Chatham-Kent (Community Attraction and Promotion)*
Encourage more international student enrolment at the St. Clair College campus and also focus on retention and integration of new graduates into the local workforce.	● St. Clair College's International Education continues to lead the recruitment of international students. Choose CK digital content, hosted by the Municipality of Chatham-Kent is integrated. ● Early Childhood Education international students from St. Clair College engaged on local career pathways and community resources. ● St. Clair College's 2025 Student Orientation Marketplace supporting community connections and retention.
Develop a campaign to expose our employers to the potential of artificial intelligence (AI) to support workforce optimization and productivity.	● Chatham-Kent Workforce Planning Board is conducting a data and engagement drive research project looking at the impacts and demands on Chatham-Kent's workforce over the next five-year period. This research will be released in March 2026. ● Goodwill Career Centre – Chatham offers the Google AI Essentials course at no cost to residents, job seekers and community partners, to teach the practical skills to effectively use generative AI in work.
Develop sector-based workforce development strategies in high demand industries including manufacturing, health care, agriculture, transportation and retail.	● Chatham-Kent Ontario Health Team (CKOHT) Human Resources Working Group focuses on healthcare wide talent attraction and retention needs ● Physician Recruitment and Retention Task Force develops and implements strategies to sustain an integrated approach to recruitment and retention of Physicians. This Task Force consists of representatives from Family Health Teams, along with resource members from the Municipality of Chatham-Kent, the Chatham-Kent Ontario Health Team, and the Chatham-Kent Health Alliance. ● The Municipality of Chatham-Kent's CK Jobs program has delivered sector focused pre-employment training including the six-week customer service workshop in partnership with Walpole Island First Nations and the 12-week ECE Assistant program workshop which offered paid placements in local childcare centres and a college credit course through St. Clair College.

3.2 PRIORITY AREA 2: FOSTERING LOCAL PARTNERSHIPS AMONG EMPLOYERS, EDUCATORS, AND AGENCIES

Action	Outcomes/Work
Work with CK Economic Development, local Chambers of Commerce, and local employer bodies to connect local employers and educators to supports they need to address workforce challenges.	● The Employer Engagement Database connects Chatham-Kent employers and schoolboards to engage students on career exploration information and encourage them to plan for careers locally. The directory lists various ways that employers can engage with students by identifying their talent attraction needs, availability and preferred interaction methods (i.e. videos, workplace tours, in-class speaker sessions). - *Job Prep Action Team and Municipality of Chatham-Kent (Community Attraction & Promotion)* ● CKWPB engages identified partners on-going in Local Labour Market planning meetings and discussions, including through EmployerOne Survey outreach for annual information gathering.
Continue to focus on developing experiential learning opportunities for students and recent graduates. Among job seekers surveyed for the development of this LLMP, the top mentioned area of needed support was access to experiential learning (to show potential employers what they could do).	● Employer Guide to High School Co-op Placements information session was held to help employers better understand the process of offering co-op positions to high school students, with the goal of increasing access to experiential learning opportunities that allow students to showcase their job readiness. - *Job Preparation Action Team and Municipality of Chatham-Kent (Community Attraction & Promotion)* ● Starting Your Journey: Navigating Apprenticeships session held to help job seekers learn about apprenticeship opportunities directly from local Chatham-Kent employers. ● Municipality of Chatham-Kent (CK Jobs) ● Summer Employment Program for local high school students with diverse abilities placements. ● Community Living Chatham-Kent's JOBWORX Team ● Agriculture Career Day (November 2025) and Manufacturing Day (October 2025), connected students with local employers to explore careers. - *Municipality of Chatham-Kent (Community Attraction & Promotion and Economic Development Services)* ● Career Showcase with Grades 7/8 students with Mayor Canniff, highlighted careers in Tourism/Hospitality, AI in the workforce and tech careers, and careers in healthcare. ● Municipality of Chatham-Kent (Community Attraction & Promotion) ● During the March 5, 2025 Workforce Week job fair, Skills Ontario Trades & Tech Truck provided hands-on activities and simulators for youth aged 12 and older to explore skilled trades and emerging technologies. - *Municipality of Chatham-Kent (CK Jobs)*

3.3 PRIORITY AREA 3: ENHANCING RESEARCH OF LOCAL LABOUR MARKET

Action	Outcomes/Work
Conduct a survey of trade-exposed companies to assess potential tariff impacts and look for ways to support them moving forward. The Chatham-Kent economy is highly exposed to potential U.S. tariffs and potential countervailing tariffs.	● 2025 EmployerOne Survey added a section of questions related to tariffs to better understand impacts on local employers. ● CK Workforce Planning Board **EMPLOYER ENGAGEMENT FOR TARRIFF IMPACTS:** ● Webinar hosted by the Government of Ontario in partnership with U.S. Customs and Border Protection hosted to share essential guidance on cross-border shipping, documentation requirements, common mistakes, and tips to help companies navigate tariff impacts. ● Reach New International Markets & Innovate Your Business for Success training on April 17, 2025, to help local employers diversify supply chains and reduce tariff impacts ● Ontario Together Trade Fund (OTTF), the Regional Tariff Response Initiative (RTRI) with FedDev Ontario, the Canadian Market Diversification Program (CMDP), and the Protect Ontario Financing Program shared with employers to help businesses strengthen their competitiveness, diversify markets, and respond to ongoing U.S. trade disruptions. ● Opportunity for Canadian Businesses: Canada Trade Mission to Italy event with Honourable Maninder Sidhu, Minister of International Trade ● Tariff Resource Webpage to provide businesses with up-to-date information, funding opportunities, and tools to navigate U.S. tariff changes. ● TrilliumGIS database, maintained by the Trillium Network, which provides comprehensive data on Ontario's manufacturing sector, including establishments, supply chain connections, B2B opportunities, and innovation partnerships. - *Municipality of Chatham-Kent (Economic Development and Tourism Services)*
Develop a 'target' population growth rate tied to future workforce demand (replacement and growth demand). The Chatham-Kent population is growing but not likely fast enough to meet the needs of a growing workforce. A target population growth rate would help inform future housing demand and the future demand for the provision of public services.	● Comparative long-term analysis of Chatham-Kent's population trends compared to other communities within Ontario has been initiated to build toward this goal. - *Municipality of Chatham-Kent (Community Attraction & Promotion)*

Action	Outcomes/Work
Complete an inventory of training opportunities locally and look for gaps. Promote training opportunities to local employers. In the EmployerOne survey a fairly large share of employers said that training was not available locally or they didn't know what was available.	• On-going. • Training opportunities currently shared through networks and community partners including: the Municipality of Chatham-Kent's CK Jobs (including during Workforce Week), Community Attraction & Promotion, Economic Development & Tourism Services teams; Children and Youth Planning Network; CK Local Immigration Partnership; CK Workforce Planning Board social media channels; and Tri-County Literacy Network. • On November 6th, the Municipality of Chatham-Kent's CK Jobs team hosted an online webinar promoting the Better Jobs Ontario training program to 54 live attendees with an additional 139 views on Youtube.
Continue to monitor housing starts in the community and ensure partners understand the link between housing availability, population growth and addressing workforce demand.	• To be updated in the 2025 Local Labour Market Plan.
Continue to monitor employee 'turnover' in the community. The EmployerOne survey found an annual 'turnover' rate of 15% (15,400 employees, 2,400 separations). Statistics Canada's Labour Force survey reported that 10% of the workforce in 2024 left their employer (for all reasons).	• Turnover continues to be asked in the 2025 EmployerOne Survey.

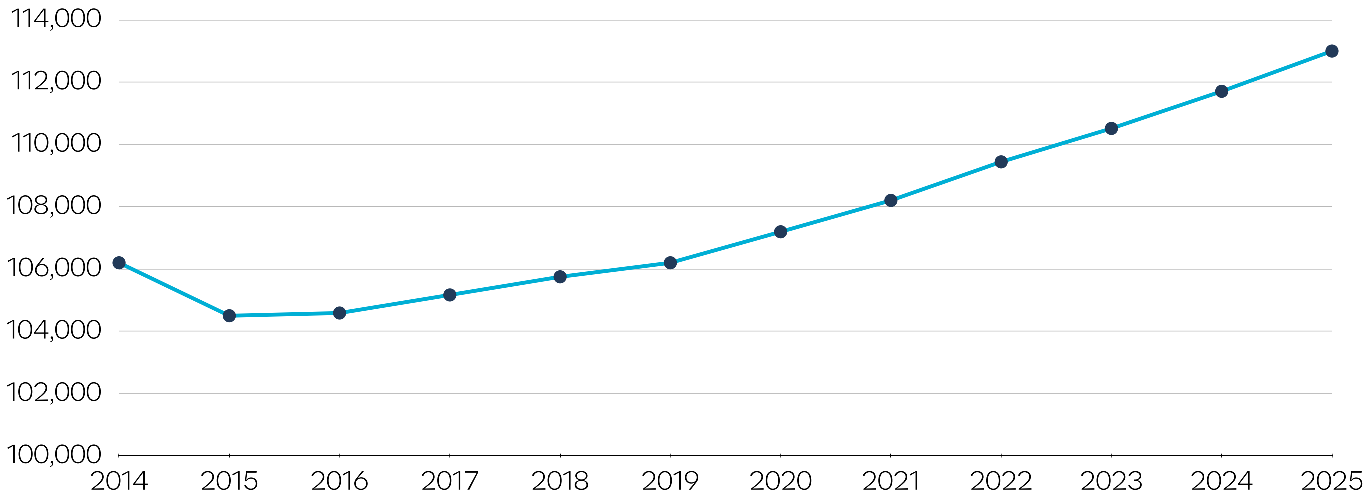
4 POPULATION AND DEMOGRAPHIC TRENDS

4.1 POPULATION TREND BY YEAR (ANNUAL)

The number of people living in Chatham-Kent (Census Agglomeration) has been on the rise since 2015 after several years of population decline. As of July 1, 2025, the population was an estimated 112,977. The five-year growth rate has been modest, averaging 1.0% per year between 2019 and 2025, but the growth rate of 1.2% between 2024 and 2025 was the fastest in at least the past 30 years.

In total, the population expanded by an estimated 1,300 people between July 1, 2024, and June 30, 2025. The overall population in 2025 is the largest since the founding of the municipality in 1998.

Figure 1: Population by year, Chatham-Kent



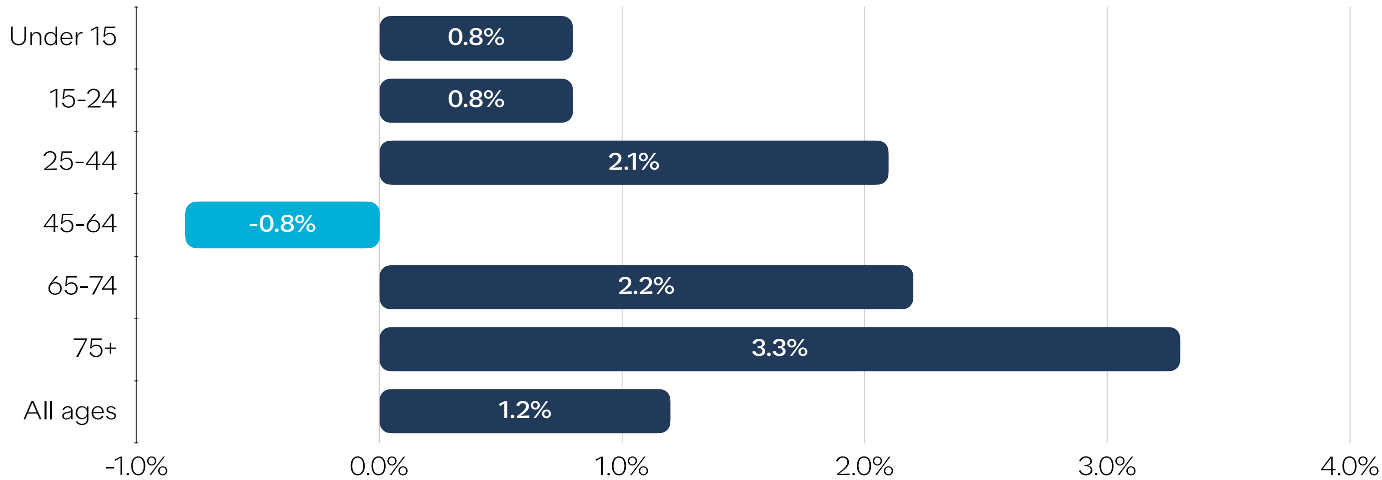
For the Census Agglomeration area. Source: Statistics Canada Table: 17-10-0135-01.

Chatham-Kent's population growth rate between 2024 and 2025 was faster than the Windsor CMA[2] (+0.8%), Sarnia CA (+0.2%), London CMA (+1.0%) and Ontario (+0.7%).

The population aged 25-44 is growing much faster than the population overall as shown in Figure 2. The decline in the population aged 45-64 is a continuing trend and represents a challenge for the future workforce as developed further below. Compared to the peer communities, Chatham-Kent has seen faster growth among the young population (under 25).

[2]Leamington is now part of the Windsor CMA.

Figure 2: Population change by age group, 2024 to 2025, Chatham-Kent



For the Census Agglomeration area. Source: Statistics Canada Table: 17-10-0135-01.

4.2 POPULATION CHANGE BY SOURCE (ANNUAL)

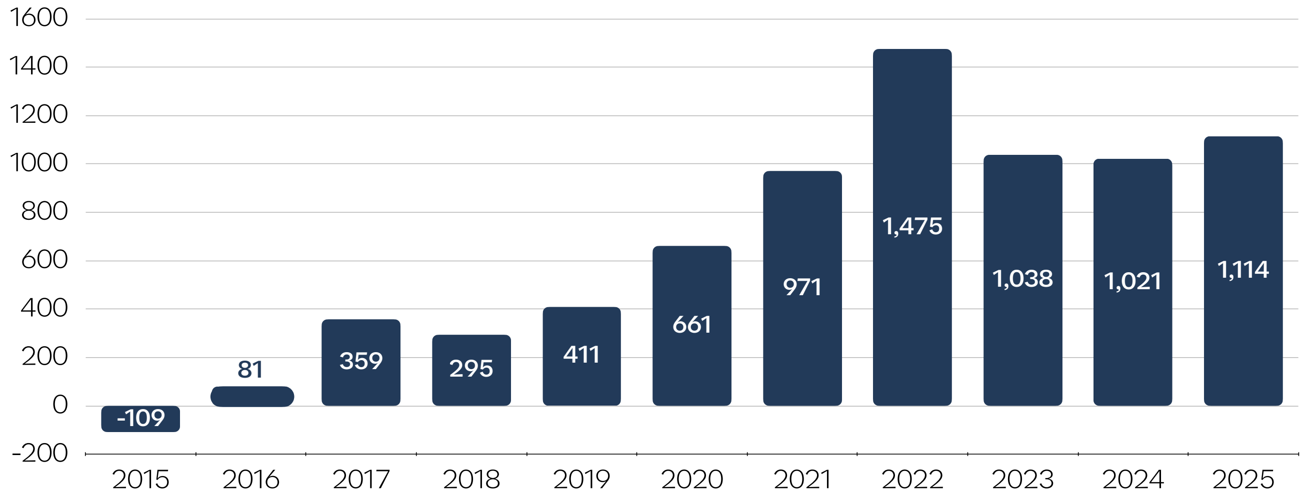
The natural population growth rate continues to be negative (more births than deaths on an annual basis). In 2015, there were more births than deaths in Chatham-Kent. In 2025, there were 135 deaths for every 100 births (in total 365 more deaths than births). The current age distribution of the population suggests this trend will continue, meaning population growth will need to come from inward migration. According to Statistics Canada, the number of immigrants settling in Chatham-Kent has been rising, with 245 arriving between July 1, 2024 and June 30, 2025. Net intraprovincial migration has been the main source of population growth in Chatham-Kent. The difference between the number of people moving in and out within Ontario has risen sharply. As shown in Figure 3, net intraprovincial migration went from negative (more moving out than in) a decade ago to 1,114 more moving in than out in 2025. Intraprovincial migration into Chatham-Kent accelerated after the pandemic[3].

Net interprovincial migration (movement outside the province of Ontario) in 2025 was negative, with a modest 68 more people moving out of Chatham-Kent than in from other provinces during the year. The other main source of population growth is net non-permanent residents. That number dipped slightly from 532 in 2024 to 489 in 2025.

Still, it is worth noting that non-permanent residents were the second highest source of population growth during the year. The federal government is looking to significantly reduce the number of non-permanent residents across the country. Across Ontario, the number of non-permanent residents declined by nearly 49,000 in 2025 after adding 368,000 to the population in 2024.This likely means the number in Chatham-Kent will continue to go down in the coming year and beyond.

[3]Note there could be immigrants in the intraprovincial migration data who were living elsewhere in the province before moving to Chatham-Kent.

Figure 3: Net intraprovincial migration by year, Chatham-Kent



For the Census Agglomeration area. Source: Statistics Canada Table: 17-10-0136-01.

Within Canada, the sources and destinations for migrants to and from Chatham Kent is available from Statistics Canada (but the published data is lagged by one year). The most recent data is for the 2023-2024 year. The following table shows the top 10 sources of migrants to Chatham-Kent. The top source was Windsor with 885 in-migrants in a single year. Toronto, rural Ontario, London and Sarnia round out the top five.

The top destinations for people moving out of Chatham-Kent included Windsor (660), rural Ontario (areas outside of CMAs/CAs), London, Sarnia and Toronto.

Table 2: Top 10 sources and destination for migrants to/from Chatham-Kent, 2023-2024

Moving from		Moving to	
Windsor (CMA), Ontario	855	Windsor (CMA), Ontario	660
Toronto (CMA), Ontario	628	Area outside CMAs/CAs, Ontario	351
Area outside CMAs/CAs, Ontario	405	London (CMA), Ontario	327
London (CMA), Ontario	370	Sarnia (CA), Ontario	270
Sarnia (CA), Ontario	180	Toronto (CMA), Ontario	174
Kitchener-Cambridge-Waterloo	165	Area outside CMAs/CAs, Alberta	67
Hamilton (CMA), Ontario	116	Kitchener-Cambridge- Waterloo (CMA)	52
St. Catharines - Niagara (CMA)	71	Edmonton (CMA), Alberta	48
Brantford (CMA), Ontario	55	Ottawa - Gatineau (CMA)	45
Woodstock (CA), Ontario	50	Hamilton (CMA), Ontario	40
Total	**1,746**	**Total**	**1,682**

Source: Statistics Canada Table: 17-10-0154-01.

4.3 MIGRATION CHARACTERISTICS BY AGE GROUP (ANNUAL)

The immigrants moving to Chatham-Kent are relatively young compared to the non-immigrant population. In 2025, 90% of immigrants were under the age of 45. In addition, most of the people moving to Chatham-Kent from other parts of Ontario are young, particularly families with children. In 2024, the under 15 population saw strong growth from net intraprovincial migration with 282 more individuals moving in than out in this age group (Table 3). There was modest growth from the 65+ population, but 87% of the total was under the age of 65.

Although a relatively small number overall, the region continues to lose more to other provinces in younger age groups (net interprovincial migration). In 2025, the population aged 15-44 dropped by 78 as a result of net interprovincial migration.

Table 3: Migration type by age group, 2024-2025, Chatham-Kent

	Under 15	15-24	25-44	45-64	65-74	75+	All
Immigrants	53	34	134	20	2	2	245
Net interprovincial migration	-16	-27	-35	16	-5	0	-68
Net intraprovincial migration	282	64	266	353	84	44	1,114
Net non-permanent residents	18	69	299	104	-3	0	487

For the Census Agglomeration area.
Source: Statistics Canada Table: 17-10-0136-01.

Table 4 shows the inward and outward migration by age group between 2019 and 2024. The community has seen positive net-migration in all age cohorts particularly the 25-44 age group.

Table 4: Inward and outward migration by age group, 2019-2024 combined, Chatham-Kent

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4,359	2,860	1,499
18-24	2,286	2,260	26
25-44	7,232	4,983	2,249
45-64	4,313	2,438	1,875
65+	2,202	1,569	633
Total	20,392	14,110	6,282

Source: Statistics Canada, Taxfiler data.

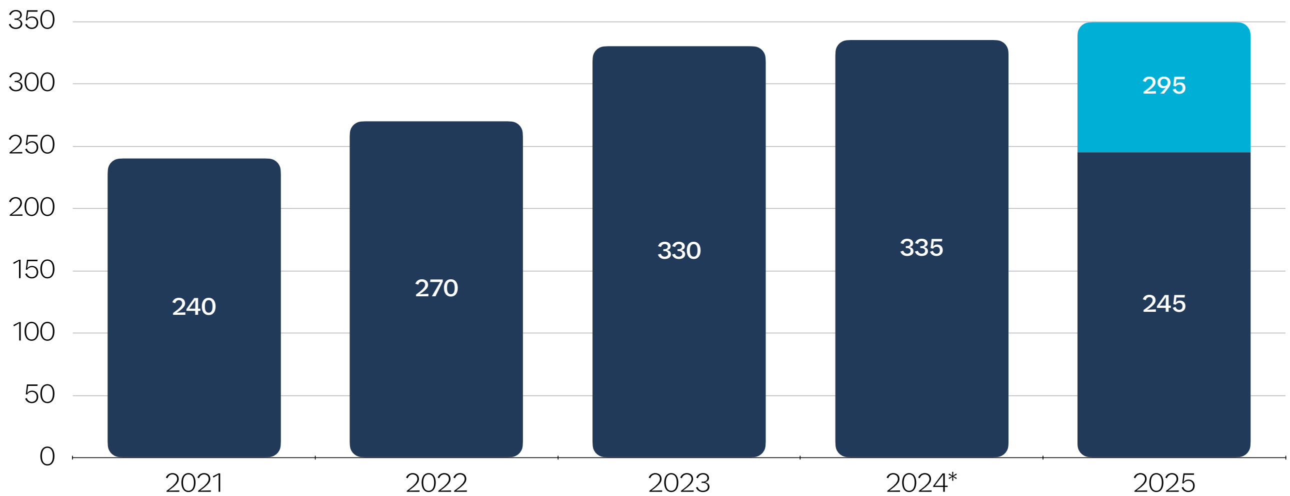
4.4 IMMIGRATION TRENDS (ANNUAL)

PERMANENT RESIDENT ADMISSIONS

Table 3 above includes the number of immigrants settling in Chatham-Kent between June 30, 2024 and July 1, 2025. The federal Department of Immigration, Refugees and Citizenship Canada (IRCC) publishes permanent resident admission data on a monthly basis.

The number of permanent residents directly settling in Chatham-Kent has been increasing compared to before the pandemic year of 2020. As shown in Figure 4, in the first 10 months of 2025 there were 245 permanent residents admitted to Canada with Chatham-Kent as their destination. That should result in a slightly lower year end total compared to 2024.

Figure 4: Permanent resident admissions by year, Chatham-Kent



*at the end of October. Projected by year end. Source: IRCC

While the number of immigrants has been rising in recent years, relative to population size, immigrant flows into Chatham-Kent are well below many peer communities in southwestern Ontario. Table 5 shows the permanent resident admissions per 10,000 population in four urban centres in the region. Chatham-Kent is at the low end of permanent resident admissions compared to neighbouring municipalities. Of note, some immigrants move to the community after first having settled elsewhere in Ontario or Canada. These individuals are shown in the annual population data as interprovincial or intraprovincial migrants.

Table 5: Permanent resident admissions per 10,000 population, selected municipalities

	Population	PR admissions*	PR admissions per 10,000 population
Chatham-Kent (CA), Ontario	112,977	245	22
London (CMA), Ontario	633,002	5,630	89
Windsor (CMA), Ontario	488,738	3,685	75
Sarnia (CA), Ontario	108,986	335	31

*January to October 2025.
Source: IRCC and Statistics Canada Table: 17-10-0142-01.

POST-GRADUATE WORK PERMIT HOLDERS

According to IRCC, there were 215 work permit holders under postgraduate employment in Chatham-Kent at the end of 2024. The year end 2025 numbers were not published as of the time of this writing, but the monthly data as of October indicates there were likely fewer in the community compared to the previous several years.

TEMPORARY FOREIGN WORKERS

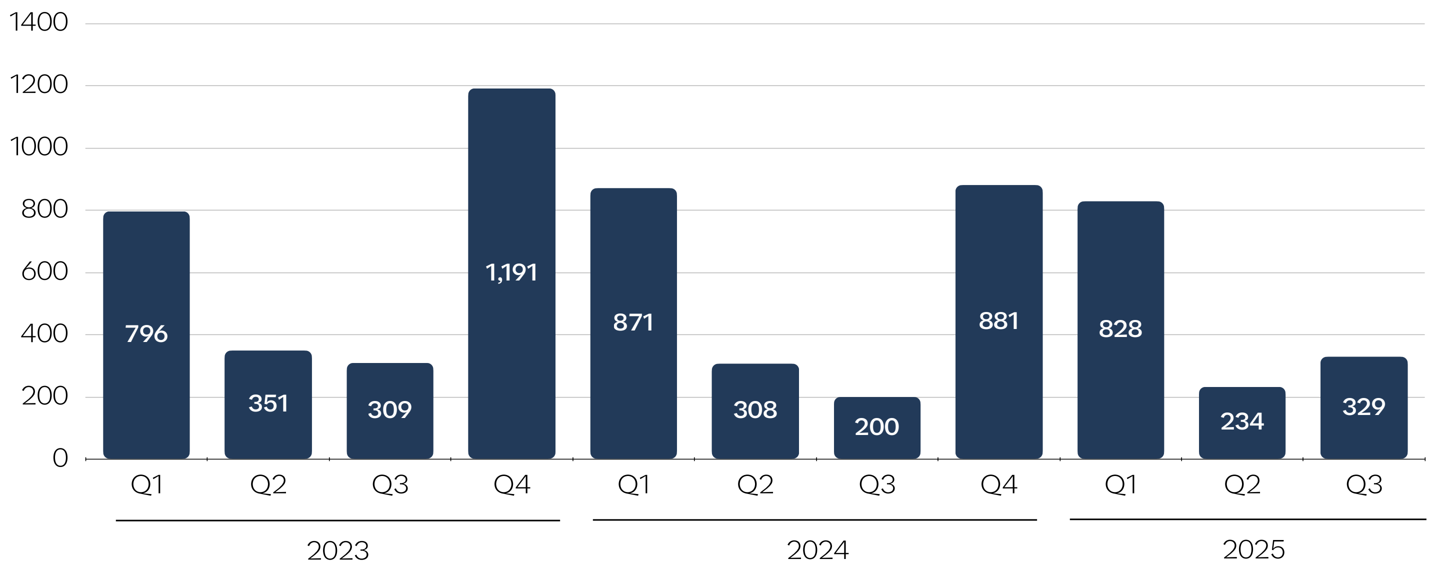
In recent years, a number of Chatham-Kent employers have relied on temporary foreign workers (TFWs), particularly for the agriculture sector. While the number of new approvals has gone down sharply across the country, Chatham-Kent has seen a slight increase. As a result, the community's share of TFWs has increased from 0.4% of the national total in the first three quarters of 2024 to 1.1% in the same period in 2025.

The number of Temporary Foreign Worker (TFW) Positions on Positive Labour Market Impact Assessments (LMIAs) by quarter is shown in Figure 5. The average quarterly amount approved in the first three quarters of 2025 is up slightly – 0.9%.

Overall, during the course of the year, there will likely be around 2,200 TFWs in the Chatham-Kent workforce, similar to 2024 and slightly lower than 2023 (2,490) and 2022 (2,350). But again, Chatham-Kent's share of national TFWs has been on the rise.

TFWs only represented four percent of the total workforce in 2022.

Figure 5: Temporary Foreign Worker (TFW) Positions on Positive Labour Market Impact Assessments (LMIAs) by quarter, Chatham-Kent



Source: IRCC

TEMPORARY FOREIGN WORKERS BY STREAM, OCCUPATION AND COMMUNITY

Table 6 shows the number of approved TFW positions in Chatham-Kent during the first three quarters of 2025 compared to the same period in 2024 and 2023. Overall, there were 0.9% more positions approved in 2025 compared to 2024. There was a slight increase in the number of approved positions under the low wage stream after a decline in 2024[4]. The primary agriculture stream saw a 25% decline so far in 2025. The top occupations were still related to farming. The restaurant sector had 43 approved positions in the first three quarters of 2025 up from 37 in the same period in 2024.

[4]Low-wage jobs are defined as those which pay below the median hourly wage for the province in which the job is based.

Table 6: Approved TFW positions in Chatham-Kent, comparison by timeframe							
	Q1 to Q3 2023 combined		Q1 to Q3 2024 combined		Q1 to Q3 2025 combined		
	Program stream*	Approved positions	Program stream*	Approved positions	Program stream*	Approved positions	Positions % change 24-25
High Wage	12	13	12	16	19	28	75%
Low Wage	38	263	33	110	31	119	8%
Primary Agriculture	58	606	65	684	87	516	-25%
Global Talent	1	1	0	0			
Permanent Resident Only	0	0	4	5	2	2	-60%
Total positions		883		815		665	-18%
OCCUPATION							
Labourers - Agriculture/Farm workers		795		737	79	575	-22%
Restaurant related		47		37	26	43	16%
Other		14		24	27	40	67%
Professional roles		17		10	5	5	-50%
Agricultural service contractors**		10		7	2	2	

*# of approved employers.
**includes farm supervisors and specialized livestock workers
Source: IRCC

The TFWs were spread out across Chatham-Kent. Chatham had the most approvals followed by Blenheim, Thamesville and Wheatley. Blenheim, Thamesville and Wheatley have seen cuts in the number of TFWs while Chatham has seen an increase.

COMMUNITY							
Blenheim		143		162		131	-19%
Bothwell		10		16		13	-19%
Chatham		164		190		222	+17%
Dresden		178		63		56	-11%
Ridgetown		13		3		0	-100%
Thamesville		176		157		99	-37%
Tilbury		3		1		2	+100%
Wallaceburg		49		49		39	-20%
Wheatley		127		154		72	-53%

Source: IRCC

4.5 HOUSING AND POPULATION GROWTH

As shown in Table 7, there are a certain number of housing starts each year in Chatham-Kent even when the population is not growing or in slight decline. There are several factors that drive housing starts even without population growth. Most notably this involves adult children leaving their parents' home and moving into their own accommodations. In effect, the average number of persons per household declines. This can also involve other factors such as an increase in student housing or temporary worker housing. Between 2009 and 2015, the population of Chatham-Kent declined and the community still averaged 132 new housing starts per year.

The population has since started to increase and housing starts expanded until 2022. There was a decline in the number of starts in 2023 and again in 2024. In 2025, there was robust growth in housing - up to 470 starts.
The other important factor in housing and population growth is the type of housing. Between 2006 and 2019, 85% of new homes built were single-detached dwellings . In the last few years, rental units and other types of housing account for a larger share. In 2025, single-detached units accounted for only 25% of housing starts.

This is an important development as a broader mix of housing is attractive to people looking to move into the community. Immigrants, in particular, prefer to rent accommodation when they first arrive before deciding to purchase. If there are few options to rent, it will make it harder for Chatham-Kent to attract newcomers.

Finally, it is important to align housing development to household income levels. Section 4.6 documents the rise in higher income earners in the community but Section 5.7 also shows that the majority of jobs on offer in the community in 2025 had below average wages.

Table 7: Housing starts by year, Chatham-Kent

Year	Starts per year	Population	Population growth	Starts per 1,000 growth
2009	85	108,751		
2010	103	107,500	-1,251	N/A
2011	113	106,674	-826	N/A
2012	137	106,004	-670	N/A
2013	136	105,492	-512	N/A
2014	234	105,151	-341	N/A
2015	118	104,522	-629	N/A
2016	119	104,771	+249	478
2017	179	105,259	+488	367
2018	143	105,756	+497	288
2019	227	106,074	+318	714
2020	409	106,975	+901	454
2021	567	108,028	+1,053	538
2022	545	109,049	+1,021	534
2023	362	110,513	+1,073	337
2024	294	111,705	+1,192	246
2025	470	112,977	+1,298	362

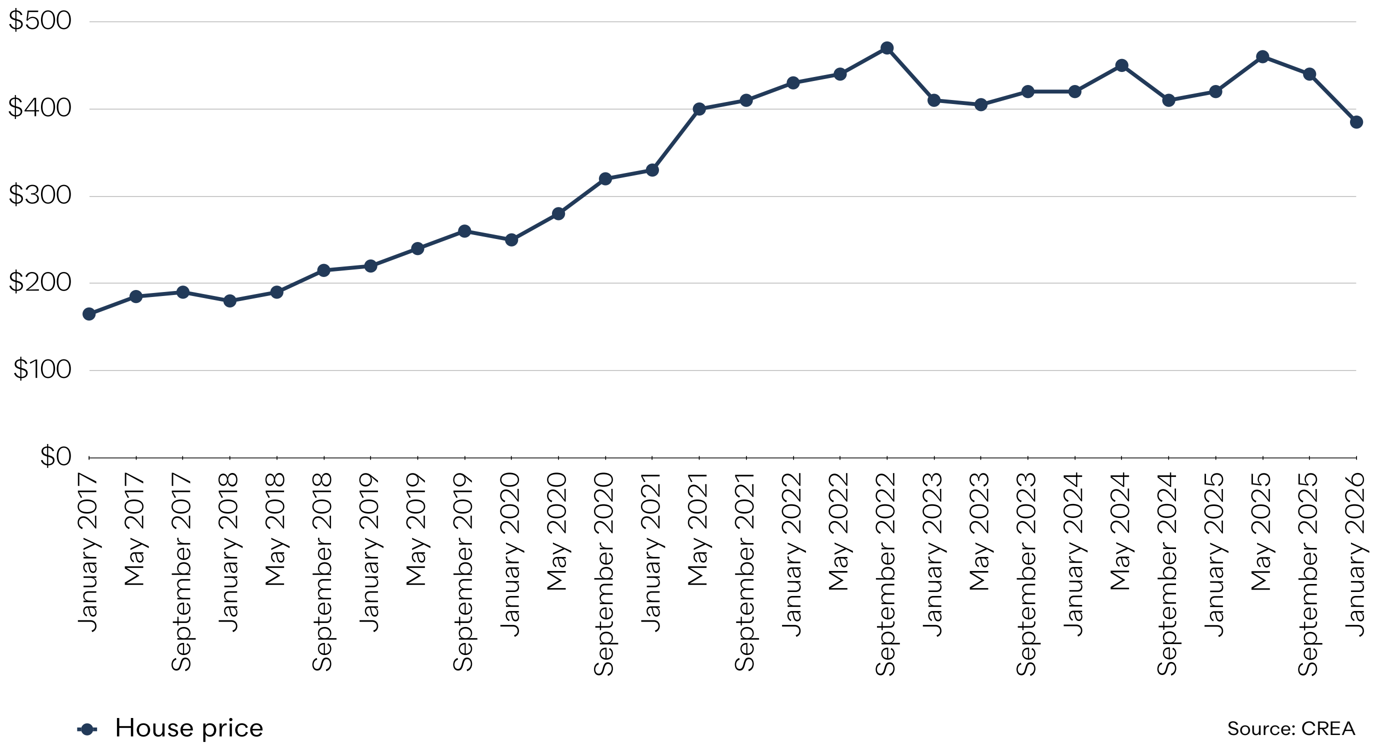
Source: Statistics Canada Table: 34-10-0155-01.

4.6 HOUSING COSTS AND AFFORDABILITY

According to the Chatham-Kent Association of Realtors, the average price of homes sold in December 2025 was $383,206, a decline of 13.2% from December 2024. The more comprehensive annual average selling price was $427,896, down 0.1% from all of 2024. As shown in Figure 6, the average price of housing in Chatham-Kent has been fairly stable since the price spike in early to mid-2022. To put housing prices in perspective, across Ontario the average selling price in December was $835,467 - 2.2 times higher than in Chatham-Kent.

According to Statistics Canada, the median family income for couple families increased by 7.1% between 2021 and 2023 while increasing only 5.6% for one-parent families.

Figure 6: Residential average house price by timeframe ($000s), Chatham-Kent



Source: CREA

Ideally, the amount of family income going towards shelter costs should be less than 30% of total income. For owner households, shelter costs typically include mortgage payments (principal and interest), property taxes, condominium fees, cost of electricity, cost of heat (e.g., natural gas, oil), cost of water and other municipal services. For renter households, shelter costs typically include monthly rent, costs of electricity, heat, water and other municipal services.

Table 8 shows the number of families by type in Chatham-Kent and the median family income in 2023. Assuming the 30% shelter cost threshold, couple families in Chatham-Kent on average could afford just over $2,500/month, while one-parent families could afford around $1,400/month. Persons not in census families (e.g. the elderly living alone, others living in one-person household) could only afford $905/month and still be under the 30% threshold. It is important for Chatham-Kent to have a mix of housing options at costs that align with the income profile of the community.

Table 8: Average monthly shelter cost threshold by family type, Chatham-Kent (2023)			
	Number	Median income	Average monthly shelter cost threshold
Couple families	27,570	$101,630	$2,541
One-parent families	5,670	$55,230	$1,381
Persons not in census families	20,840	$36,190	$905

Source: Statistics Canada Table: 11-10-0012-01.

4.7 INCOME TRENDS

The number of people reporting income to the Canada Revenue Agency (CRA) and living in Chatham-Kent rose by two percent between 2022 and 2023 and by 13% between 2018 and 2023. Dividend and interest income along with Old Age Security (OAS) and net federal supplements have seen the fastest five-year increases (22%) reflecting the growing number of retirees in the community. Canada Pension Plan (CPP) recipients have increased significantly and there are now 44% more living in Chatham-Kent compared to the province overall.

There was a spike in the number reporting Workers' Compensation Benefits in 2023 and now Chatham-Kent has 65% more collecting WCB relative to population size than Ontario overall. The number reporting employment income was up 11% between 2018 and 2023 but the number reporting self-employment income increased more slowly at six percent.

There were nearly 7,700 reporting Social Assistance Benefits in 2023, an eight percent increase over 2018. There are now 36% more living in Chatham-Kent and receiving SABs compared to the province overall.

Table 9: Income by source (2023), Chatham-Kent				
	#	1-year change	5-year change	Ontario = 1.00
Total income	90,350	2%	13%	
Total employment income*	61,200	1%	11%	0.94
Wages, salaries and commissions	55,490	1%	11%	0.93
Net self-employment income	10,230	0%	6%	1.00
Dividend and interest income	27,130	11%	22%	0.92
Employment Insurance (EI) benefits	7,960	-5%	21%	1.33
Old Age Security (OAS) and net federal supplements	26,570	3%	22%	1.36
Canada Pension Plan (CPP)	32,640	2%	15%	1.44
Federal Child Benefits	11,290	0%	10%	1.06
Harmonized Sales Tax (HST) Credit	32,190	7%	9%	1.09
Workers' Compensation Benefits	2,520	8%	16%	1.65
Social Assistance Benefits	7,690	0%	8%	1.36
Provincial Refundable Tax Credits and Family Benefits	39,330	-1%	11%	1.11
Private pensions	19,800	1%	15%	1.38

*Elsewhere in this report, employment data from Statistics Canada's Labour Force Survey which provides an estimate of employment each month. Also, the research firm Lightcast employment data is referenced. The data is this table is based on 2023 taxfiler data which shows everyone that earned employment income at some point during the year.

Source: Statistics Canada Table: 11-10-0007-01.

TAX FILERS BY TOTAL INCOME GROUP

Table 10 shows the breakdown of taxfilers in Chatham-Kent by age group and income level. It also shows the percentage change in the number of taxfilers by income level and shows how the concentration of taxfilers by income level compares to the country overall using an index where the Canadian level is set at 1.00. The most recent data is for 2023 as it is based on annual tax filing data.

Among all age groups, the largest group of taxfilers is in the $25,000 to $50,000/year range. Compared to the country overall, there are 20% more in this cohort. The higher income cohorts show a larger spread with the country overall. Based on 2023 tax data, 1,070 reported personal income of $200,000 or more, 54% less than the country overall relative to population size.

The top three income cohorts saw growth in the number of taxfilers by 77%, 103% and 91% respectively between 2018 and 2023.

Table 10: Taxfilers by age and income cohort, Chatham-Kent

All age groups	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	7,130	8%	-7%	0.83
$10,000-$25,000	17,240	19%	-16%	1.07
$25,000-$50,000	29,610	33%	8%	1.20
$50,000-$75,000	18,340	20%	35%	1.06
$75,000-$100,000	9,180	10%	61%	0.90
$100,000-$150,000	6,300	7%	77%	0.74
$150,000-$200,000	1,480	2%	103%	0.59
$200,000+	1,070	1%	91%	0.46
Total	90,350		13%	

Source: Statistics Canada Table: 11-10-0008-01.

Among the under 25 age group, there has been a significant decline in the number of individuals reporting income under $10,000 between 2018 and 2023. Overall, there were only 0.4% more taxfilers in this age group in 2023 compared to five years earlier. As of 2023, there were 9,480 tax filers in the under 25 age cohort.

Table 11: Taxfilers aged under 25 by income level, Chatham-Kent				
0 to 24 years	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	2,420	3%	-15%	0.82
$10,000-$25,000	3,250	4%	-9%	0.97
$25,000-$50,000	2,730	3%	25%	1.07
$50,000-$75,000	800	1%	135%	1.10
$75,000-$100,000	230	0%	475%	1.22
$100,000-$150,000	50	0%	0%	0.72
$150,000-$200,000	0	0%	0%	-
$200,000+	x	0%	0%	-
Total	9,480		0.4%	

Source: Statistics Canada Table: 11-10-0008-01.

There was a robust 24% increase in the number of taxfilers aged 25-34 between 2018 and 2023. There were strong gains among those in the higher income cohorts from a relatively small base. The number of taxfilers aged 25-34 earning between $50,000 and $75,000 rose by 46% over the five-year period.

Table 12: Taxfilers aged 25 to 34 years by income level, Chatham-Kent				
25 to 34 years	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	1,020	1%	24%	0.68
$10,000-$25,000	2,160	2%	-4%	0.93
$25,000-$50,000	4,240	5%	-5%	0.97
$50,000-$75,000	3,110	3%	46%	0.84
$75,000-$100,000	1,450	2%	101%	0.69
$100,000-$150,000	810	1%	170%	0.60
$150,000-$200,000	130	0%	117%	0.44
$200,000+	60	0%	200%	0.33
Total	12,980		21%	

Source: Statistics Canada Table: 11-10-0008-01.

There was a 20% increase in the number of taxfilers among the population aged 35-44, including a more than doubling of those reporting $100,000 or more in total income between 2018 and 2023. However, compared to the country overall, there is a large gap when it comes to high-income earners. There are 68% fewer earning $200,000 or more in Chatham-Kent compared to this cohort across the country.

Table 13: Taxfilers aged 35 to 44 years by income level, Chatham-Kent

35 to 44 years	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	860	1%	18%	0.74
$10,000-$25,000	1,700	2%	1%	0.99
$25,000-$50,000	3,360	4%	-12%	1.07
$50,000-$75,000	3,350	4%	36%	1.00
$75,000-$100,000	1,850	2%	54%	0.75
$100,000-$150,000	1,480	2%	76%	0.63
$150,000-$200,000	320	0%	167%	0.48
$200,000+	170	0%	183%	0.32
Total	13,090		20%	

Source: Statistics Canada Table: 11-10-0008-01.

The number of taxfilers in the 45-54 age group increased by one percent in the five-year period. Among those earning $200,000+, there was a 79% increase over the five years.

Table 14: Taxfilers aged 45 to 54 years by income level, Chatham-Kent

45 to 54 years	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	890	1%	-5%	0.88
$10,000-$25,000	1,660	2%	-19%	1.12
$25,000-$50,000	2,770	3%	-21%	1.07
$50,000-$75,000	2,720	3%	9%	0.99
$75,000-$100,000	1,630	2%	23%	0.81
$100,000-$150,000	1,560	2%	47%	0.72
$150,000-$200,000	380	0%	90%	0.56
$200,000+	250	0%	79%	0.38
Total	11,860		1%	

Source: Statistics Canada Table: 11-10-0008-01.

Among the 55-64 year old taxfilers, there was only a two percent increase between 2018 and 2023, with increases concentrated in the higher income cohorts. For example, there was a 35% increase in persons in this age group reporting at least $200,000 in annual income. Still, as a share of the total in this age group, there are 51% fewer reporting $200,000 or more.

Table 15: Taxfilers aged 55 to 64 years by income level, Chatham-Kent

55 to 64 years	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	1,570	2%	-9%	1.11
$10,000-$25,000	3,080	3%	-12%	1.36
$25,000-$50,000	3,890	4%	-17%	1.22
$50,000-$75,000	3,430	4%	20%	1.20
$75,000-$100,000	1,790	2%	35%	1.05
$100,000-$150,000	1,310	1%	56%	0.85
$150,000-$200,000	360	0%	57%	0.70
$200,000+	270	0%	35%	0.49
Total	15,700		2%	

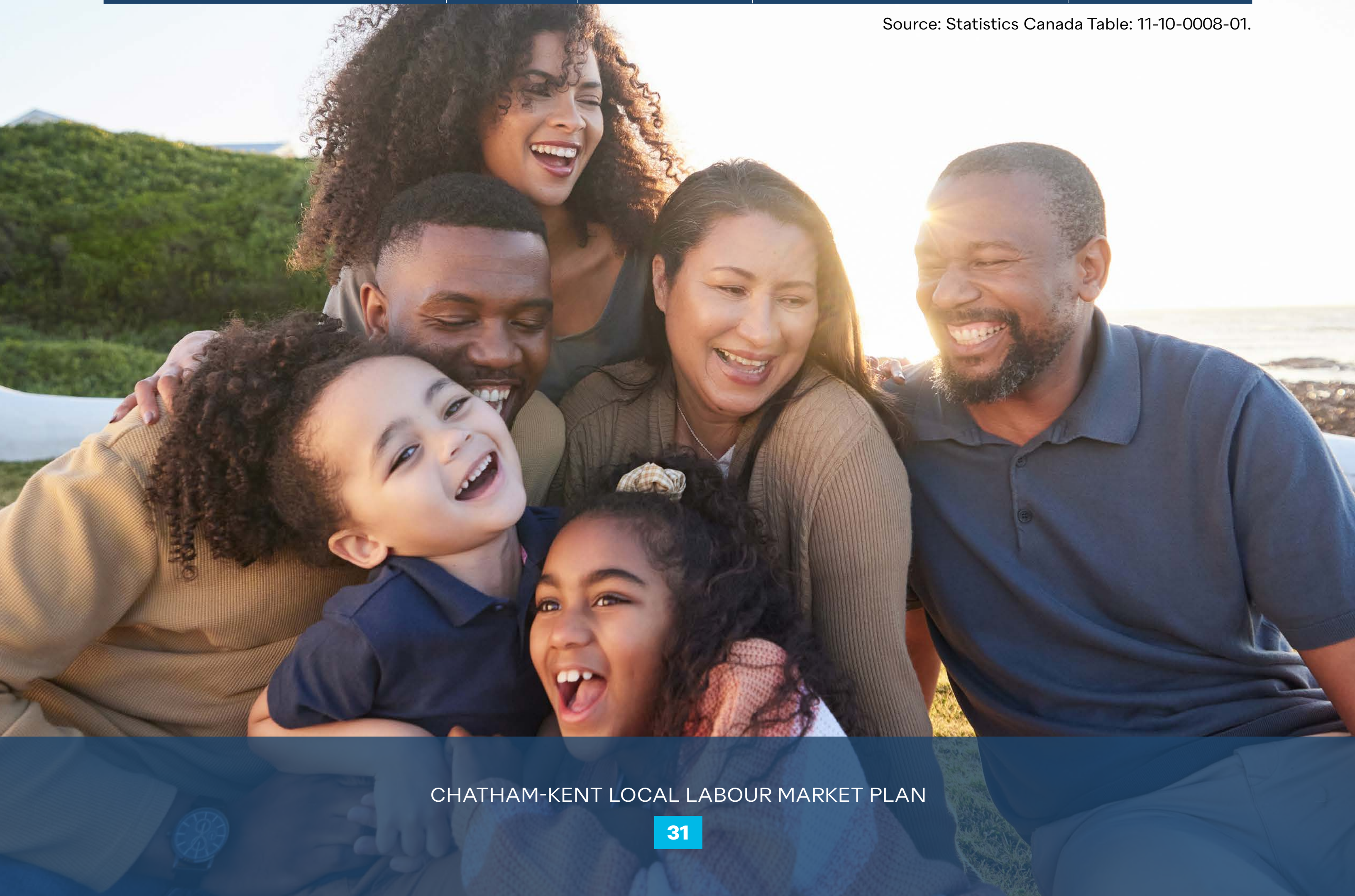
Source: Statistics Canada Table: 11-10-0008-01.

The 65+ cohort in Chatham-Kent is the most well off relative to the country overall. While a smaller share earns $100,000 or more compared to the country, the gap is the narrowest in this group (only 20% less). The number of taxfilers age 65+ reporting $75,000 in total income increased by 78% between 2018 and 2023. The share reporting $100,000-$150,000 in Chatham-Kent was higher than the country as a whole.

Table 16: Taxfilers aged 65+ by income level, Chatham-Kent

65+ years	#	% of total	% change 2018-2023	CAN=1.00
Less than $10,000	350	0%	-39%	0.59
$10,000-$25,000	5,400	6%	-28%	1.07
$25,000-$50,000	12,620	14%	45%	1.43
$50,000-$75,000	4,940	5%	50%	1.29
$75,000-$100,000	2,220	2%	107%	1.25
$100,000-$150,000	1,100	1%	116%	1.01
$150,000-$200,000	270	0%	145%	0.80
$200,000+	320	0%	129%	0.79
Total	27,220		24%	

Source: Statistics Canada Table: 11-10-0008-01.



MEDIAN INCOME

The median personal income for all taxfilers in Chatham-Kent was $41,630 in 2023 (the most recent year for available data) or approximately seven percent lower than the country overall. In 2023, the growth rate increased to 5.4% compared to 4.4% across the country. This fast increase was correlated to the increasing overall inflation that year.

Over the 2018 to 2023 timeframe, the median total income per person in Chatham-Kent increased by 20% compared to 22% across the country.

Table 17: Median personal income trends, Chatham-Kent

	Median total income - Canada	% change	Median total income - Chatham-Kent	% change	Canada = 1.00
2012	$31,320		$28,670		0.92
2013	$32,020	2.2%	$29,340	2.3%	0.92
2014	$32,790	2.4%	$30,080	2.5%	0.92
2015	$33,920	3.4%	$31,380	4.3%	0.93
2016	$34,420	1.5%	$32,070	2.2%	0.93
2017	$35,680	3.7%	$33,400	4.1%	0.94
2018	$36,760	3.0%	$34,690	3.9%	0.94
2019	$37,710	2.6%	$35,500	2.3%	0.94
2020	$40,630	7.7%	$38,430	8.3%	0.95
2021	$41,650	2.5%	$38,770	0.9%	0.93
2022	$43,090	3.5%	$39,490	1.9%	0.92
2023	$45,000	4.4%	$41,630	5.4%	0.93

Source: Statistics Canada Table: 11-10-0008-01.

5 WORKFORCE TRENDS

Statistics Canada publishes what are called 'small area estimates' of labour force characteristics for sub-provincial areas on a monthly basis. These estimates can be subject to a fairly significant standard error due to the survey sample size. In November 2025, the number employed was an estimated 52,790 down slightly from last year in November. The unemployment rate had not changed and the employment rate also dipped slightly.

Table 18: Chatham-Kent labour force statistics as of November 2025

	November 2024	November 2025	1 year change
Employment	53,020	52,790	-0.4%
Unemployment rate	5.6%	5.6%	0.0
Employment rate	56.4%	55.9%	-0.5 pp*

*percentage point change.
For the Census Agglomeration area.
Source: Statistics Canada Table: 14-10-0480-01.

Based on the Statistics Canada's small area estimates, Chatham-Kent's employment growth was slower than London, Sarnia and Windsor between November 2024 and November 2025. The unemployment rate in Chatham-Kent was lower than both Windsor and London but higher than Sarnia.

Table 19: Labour force statistics, November 2025, selected southern Ontario urban centres

	Employment	1 year change	Unemployment rate
Chatham-Kent, Ontario [CA]	52,790	-0.4%	5.6%
London, Ontario [CMA]	327,630	+0.7%	6.4%
Sarnia, Ontario [CA]	54,520	+3.7%	4.6%
Windsor, Ontario [CMA]	246,730	+1.6%	6.1%

For the Census Agglomeration and Census Metropolitan areas.
Sources: Statistics Canada Tables 14-10-0391-01 and 14-10-0385-01.

Another indicator of the unemployment situation is the monthly Employment Insurance (EI) recipient data. Based on the first 11 months of 2025, the number of EI claimants rose by 6.4 percent compared to the same period in 2024. This was a much lower increase compared to both London and Windsor but slightly faster than Sarnia.

Table 20: Average monthly Employment Insurance (EI) recipients by CA or CMA*

	Number of EI recipients*	1-year change	3-year change
Canada	870,492	9.1%	9.3%
Ontario	316,727	10.7%	19.5%
London, Ontario	12,520	14.1%	19.4%
Windsor, Ontario	11,287	26.4%	4.2%
Chatham-Kent, Ontario	2,607	6.4%	7.4%
Sarnia, Ontario	2,565	5.7%	8.8%

*January to November each year.
Source: Statistics Canada Table: 14-10-0453-01.

5.1 EMPLOYMENT BY INDUSTRY AND OCCUPATION

EMPLOYMENT BY INDUSTRY

Table 20 shows employment in Chatham-Kent by two-digit NAICS industry. The research firm Lightcast provides detailed employment industry estimates for communities such as Chatham-Kent between Statistics Canada census periods. Using the highest level NAICS[5] aggregation, the top employment sectors in Chatham-Kent were:

- Health care and social assistance with 8,019 workers.
- Manufacturing with 6,439 workers.
- Retail trade with 5,893 workers.
- Accommodation and food services with 4,102 workers.
- Construction with 3,881 workers.
- Educational services with 3,101 workers.
- Public administration with 2,693 workers.
- Agriculture with 2,515 workers.

[5]NAICS is the North American Industrial Classification System.

Using Location Quotient (LQ) analysis, which compares the local workforce to the national workforce based on employment intensity, the Chatham-Kent workforce is highly skewed towards agriculture, manufacturing and utilities. The high utilities sector LQ value has been mainly due to one firm. Other sectors with an above average employment concentration include retail trade, health care, accommodations and food services, wholesale trade and construction.

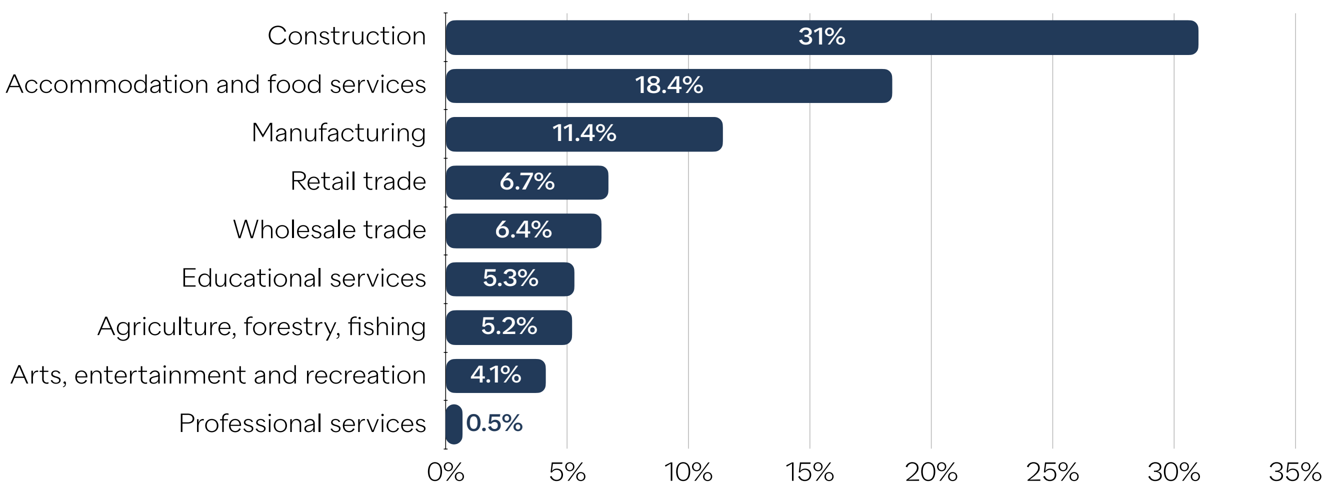
- Agriculture, forestry, fishing: LQ = 3.13
- Utilities: LQ = 2.76
- Manufacturing: LQ = 1.62
- Accommodation and food services: LQ = 1.20
- Health care and social assistance: LQ = 1.20
- Retail trade: LQ = 1.11
- Wholesale trade: LQ = 1.02
- Construction: LQ = 1.01

The fastest growing industries by employment between 2024 and 2025 were accommodation and food services with a 3.0% increase, construction which added 2.4%, professional, scientific and technical services up 2.4%, educational services up 2.1% and health care and social assistance up 2.1%. The utilities sector continues to shed employment dropping 1.7% between 2024 and 2025. Personal services shed 2.1% of total employment between 2024 and 2025.

A way to consider the longer-term changes in the structure of the economy is to use shiftshare analysis. This compares the employment concentration of industries in Chatham-Kent to the country overall for different timeframes. This is an important analysis because it takes into account employment growth and decline in a broader context. For example, employment in agriculture declined between 2015 and 2025, but it declined faster in the rest of the country and as a result Chatham-Kent's economy is more reliant on agriculture employment now than 10 years ago compared to the country as a whole.

Figure 7 shows the industries that are increasing their employment concentration compared to the country overall over the past decade. Construction, accommodation and food services and manufacturing have seen the largest positive 'shift' in employment over the decade.

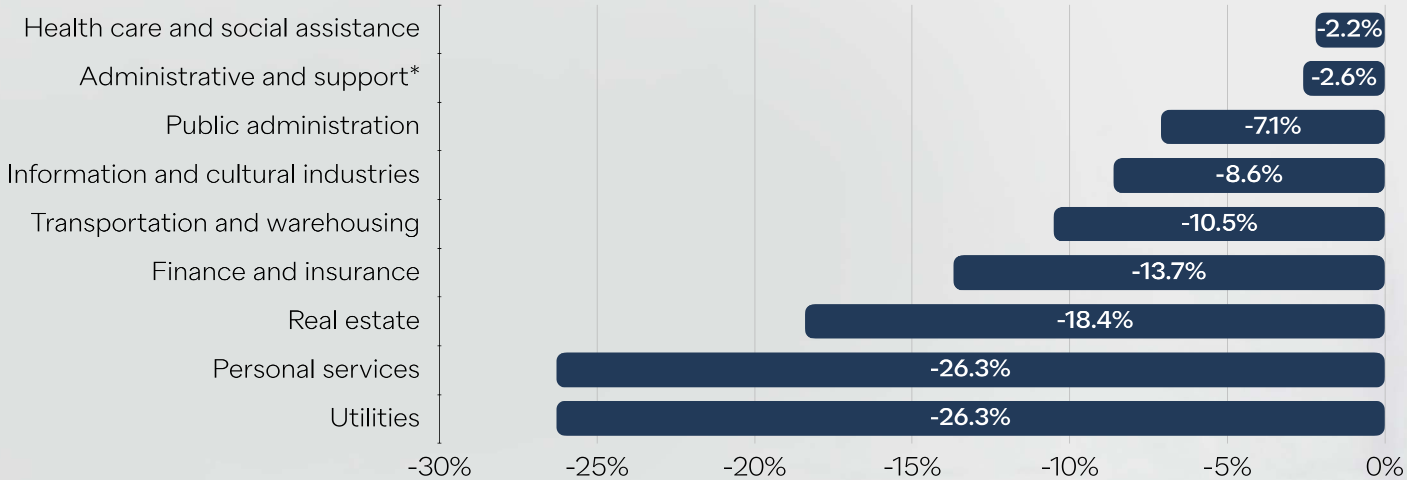
Figure 7: Industries that are increasing employment concentration in Chatham-Kent
Change in employment concentration between 2015 and 2025



Source: Jupia Consultants using Lightcast data.

On the flip side, Chatham-Kent has seen a substantial decline in the relative number of people employed in utilities, personal services, real estate, and finance and insurance. Again, employment in health care rose by nearly 1,300 over the decade (19%), but that was a slower growth rate than the country overall.

Figure 8: Industries that are decreasing employment concentration in Chatham-Kent
Change in employment concentration between 2015 and 2025



*includes waste management and remediation services.
Source: Jupia Consultants using Lightcast data.

Table 21 shows the 2025 employment by 2-digit NAICS industry as well as the one-year and five-year employment trend and the Location Quotient.

Table 21: Employment by industry, 2-digit NAICS, Chatham-Kent, 2025

	2025 jobs	1-year change	5-year change	LQ value
Total employment	51,932	1%	13%	
Health care and social assistance	8,019	2%	27%	1.20
Manufacturing	6,439	1%	14%	1.61
Retail trade	5,893	2%	6%	1.11
Accommodation and food services	4,102	3%	43%	1.21
Construction	3,881	2%	19%	1.01
Educational services	3,101	2%	11%	0.81
Public administration	2,693	1%	14%	0.78
Transportation and warehousing	2,515	0%	-11%	3.13
Agriculture, forestry, fishing and hunting	2,319	1%	-2%	0.95
Wholesale trade	2,186	0%	9%	0.87
Administrative and support services*	2,170	0%	10%	1.01
Other services (except public administration)	1,813	2%	24%	0.44
Professional, scientific and technical services	1,590	-2%	-9%	0.76
Finance and insurance	1,114	2%	19%	0.49
Information and cultural industries	959	1%	17%	1.00
Utilities	882	-2%	-24%	2.68
Unclassified	796	2%	22%	0.91
Arts, entertainment and recreation	679	1%	38%	0.68
Real estate and rental and leasing	614	1%	14%	0.58
Mining, quarrying, and oil and gas extraction	141	4%	52%	0.25
Management of companies and enterprises	26	-5%	-19%	0.09

*includes waste management and remediation services.
Source: Lightcast.

The more detailed NAICS data shows where the Chatham-Kent workforce has a high concentration of workers compared to the country overall. Using 4-digit NAICS industries, Table 22 shows the industries with the highest concentration (based on a minimum of 400 workers). Fabric mills has the highest LQ value. The sector employs 464 in Chatham-Kent, but it is not a large employer nationally and therefore has an LQ value of 54.60.

Other telecommunications services has the second highest LQ value with 14.6 times as many workers as a share of total employment followed by natural gas distribution with over 14 times as many workers as the country overall relative to overall workforce size.

Other sectors in Chatham-Kent with high concentrations of workers include farming, motor vehicle parts manufacturing, plastic products, business support services and nursing/residential care.

Chatham-Kent is a retail and services hub for a wider region as evidenced by the high concentration of employment in department stores, automobile dealerships, automotive repair, building supply dealers, etc.

Table 22: Employment by industry, highest LQ values, minimum 400 workers, 4-digit NAICS, Chatham-Kent	LQ value	2025 Jobs	1-year change
Fabric mills	54.60	464	7%
Other telecommunications	14.63	707	1%
Natural gas distribution	14.15	579	-3%
Metalworking machinery manufacturing	10.99	479	0%
Agricultural supplies merchant wholesalers	10.91	493	2%
Motor vehicle parts manufacturing	5.87	1,033	-2%
Farms	3.47	2,227	0%
Plastic product manufacturing	3.01	633	4%
Business support services	2.78	562	0%
Nursing care facilities	2.40	1,438	5%
Specialized freight trucking	1.98	460	0%
Automobile dealers	1.94	806	3%
Department stores	1.84	538	2%
Community care facilities for the elderly	1.69	604	0%
Foundation, structure, and building exterior contractors	1.63	693	4%
Automotive repair and maintenance	1.45	569	-1%
Full-service restaurants and limited-service eating places	1.38	3,615	3%
Local, municipal and regional public administration	1.36	1,667	1%
Individual and family services	1.29	692	1%
General freight trucking	1.26	639	-1%

Source: Lightcast

EMPLOYMENT BY OCCUPATION

Chatham-Kent has nearly twice as many people working manufacturing and utilities occupations as the country overall and 67% more working in natural resources, agriculture and related production occupations. The community has a larger share working in trades, transport and equipment operators and related occupations and more working in health occupations.

Table 23 shows the change in employment by occupation over a one- and five-year time frame. Over five years, the community has seen strong growth in natural and applied sciences and related occupations, occupations in education, law and social, community and government services, health occupations and occupations in manufacturing and utilities.

Table 23: Employment by occupation, 1-digit NOC[6], Chatham-Kent, 2025

	Jobs	1-year change	5-year change	LQ value
	51,932	1.4%	13%	
Sales and service occupations	12,830	1.6%	5%	1.04
Trades, transport and equipment operators and related occupations	9,008	1.5%	3%	1.05
Business, finance and administration occupations	6,318	1.6%	14%	0.69
Occupations in education, law and social, community and government services	5,919	0.4%	28%	0.93
Health occupations	5,696	1.9%	26%	1.38
Occupations in manufacturing and utilities	4,797	1.7%	22%	1.97
Natural and applied sciences and related occupations	3,619	1.3%	41%	0.73
Natural resources, agriculture and related production occupations	2,053	-0.2%	-15%	1.67
Occupations in art, culture, recreation and sport	810	0.0%	5%	0.50
Unclassified occupation	796	1.7%	22%	0.91
Legislative and senior management occupations	85	-0.7%	4%	0.55

Source: Lightcast

[6]NOC is the National Occupations Code

Table 24: Employment by occupation, highest LQ values, minimum 400 workers, 4-digit NOC, 2024

Occupation	Employment	LQ value
Machine operators and related workers in mineral and metal products processing and manufacturing	1,174	4.83
Mechanical, electrical and electronics assemblers and inspectors	754	3.42
Agriculture, horticulture and harvesting labourers and related occupations	570	3.03
Managers in agriculture, horticulture and aquaculture	838	2.82
Occupations in front-line public protection services	577	1.89
Medical technologists and technicians	488	1.87
Labourers in processing, manufacturing and utilities	618	1.80
Nursing and allied health professionals	1,668	1.62
Assisting occupations in support of health services	1,682	1.50
Civil and mechanical engineers	413	1.48
Technical sales specialists in wholesale trade and retail and wholesale buyers	540	1.37
Managers in manufacturing and utilities	424	1.37
Machining, metal forming, shaping and erecting trades	598	1.31
Transport truck and transit drivers	1,341	1.27
Food support occupations	1,789	1.26
Automotive service technicians	549	1.26
Social and community service professionals	533	1.25
Contractors and supervisors, technical industrial, electrical and construction trades and related workers	488	1.23
Cooks, butchers and bakers	683	1.21
Machinery and transportation equipment mechanics (except motor vehicles)	742	1.18

Source: Lightcast

5.2 LABOUR FORCE BREAKDOWN BY DEMOGRAPHIC CHARACTERISTICS

AGE GROUP

Using taxfiler data, Statistics Canada publishes annual data on the number who report employment income by age group and CA/CMA. The data is lagged and, as a result, the most recent figures are for 2023. As of the 2021 Census, 28% of the Chatham-Kent workforce was aged 55 or older. By 2023, using tax filer data, the share had increased to 33%. As shown in Table 25, there were over 20,100 people aged 55 and older living in Chatham-Kent who reported employment income in 2023. The municipality has 30% more aged 55 and older in the workforce compared to the country overall.

Table 25: Chatham-Kent workforce by age group

	Workforce	% of total	CAN=1.00	% change 2018-2023
0-33	19,800	32%	0.91	15%
34-54	21,290	35%	0.89	10%
55+	20,120	33%	1.30	9%
Total	61,200			

Source: Statistics Canada Table: 11-10-0039-01.

Compared to the peer communities, five-year employment growth in Chatham-Kent ranked third among the four behind London and Windsor. The most recent data indicates Windsor is facing significant challenges from U.S. tariffs, but from the 2018 to 2023 timeframe, the CMA had robust employment growth across all age groups.

Table 26: Growth in employment by age group, 2018 to 2023

	London	Chatham-Kent	Windsor*	Sarnia
0-33	21%	15%	n/a	15%
34-54	12%	10%	n/a	8%
55+	3%	9%	n/a	1%
Total	13%	11%	n/a	8%

*geographic boundaries expanded after 2021 adding all of Essex County.
Source: Statistics Canada Table: 11-10-0039-01.

The Chatham-Kent workforce is older than the other three peer communities as measured by the share of the workforce aged 55 and older. This is likely partially due to the higher concentration of workers in the agriculture sector which has the highest share of workers aged 65 and older of any industry. Farmers do not tend to retire at 65.

Table 27: Share of employment by age group, 2023

	London	Chatham-Kent	Windsor	Sarnia
0-33	38%	32%	37%	35%
34-54	37%	35%	36%	35%
55+	25%	33%	27%	30%

Source: Statistics Canada Table: 11-10-0039-01.

VISIBLE MINORITY STATUS

Because this data is only available through the 2021 Census, this data is unchanged from the 2024 Report

Just under 7% of the Chatham-Kent workforce at the time of the 2021 Census self-identified as a visible minority. This was considerably less than the national share of 27%. Table 27 shows the breakdown by visible minority population and compares the share to the national level using an index.

Overall, there are 76% fewer persons self-identified as a visible minority in Chatham-Kent's workforce compared to the country overall (Index = 0.24). However, as a share of the total visible minority population, Chatham-Kent has relatively more persons self-identified as Black, Southeast Asian and Latin American.

Table 28: Chatham-Kent workforce by visible minority status

Visible Minority	#	% of total	CAN=1.00	% change 2016-2021
Total Workforce 2021	49,020			
Total visible minority population	3,260	6.7%	0.24	+59.4%
South Asian	725	1.5%	0.19	+130%
Chinese	180	0.4%	0.08	+16%
Black	1,155	2.4%	0.57	+31%
Filipino	175	0.4%	0.12	+59%
Arab	155	0.3%	0.19	+63%
Latin American	285	0.6%	0.31	+128%
Southeast Asian	250	0.5%	0.46	+61%
West Asian	50	0.1%	0.10	+233%
Korean	75	0.2%	0.25	+15%
Japanese	35	0.1%	0.27	-13%
Visible minority, n.i.e.	30	0.1%	0.12	+50%
Multiple visible minorities	140	0.3%	0.37	+133%
Not a visible minority	45,760	93.3%	1.28	-5%

Source: Statistics Canada 2021 Census

GENDER

Because this data is only available through the 2021 Census, this data is unchanged from the 2024 Report

As of the 2021 Census, 53% of the Chatham-Kent workforce was male and 47% was female. This was slightly skewed towards males compared to the country overall (52% male). Table 29 shows the breakdown by gender and age group compared to the national level using an index. In general, the Chatham-Kent workforce for both men and women has a higher share over the age of 55 and a higher share under the age of 25 compared to the country overall. Twenty-eight percent of women in the Chatham-Kent workforce were over the age of 55, 25% more on a relative basis than the country overall (Index=1.25).

Table 29: Chatham-Kent workforce by gender and age group

Males	Workforce	% of total	CAN=1.00	% change 2016-2021
15-24	3,850	15%	1.16	-2%
25-54	14,595	57%	0.90	0%
55+	7,315	28%	1.17	-2%
Total	25,760			-1%

Females	Workforce	% of total	CAN=1.00	% change 2016-2021
15-24	3,370	14%	1.09	-11%
25-54	13,555	58%	0.90	-4%
55+	6,330	27%	1.25	-1%
Total	23,255			-4%

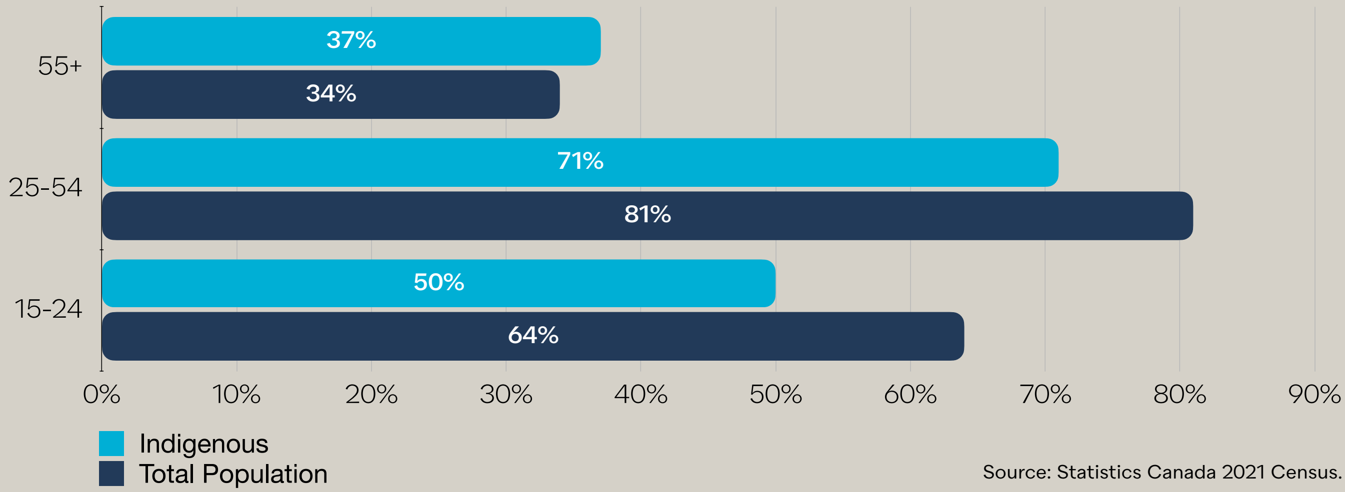
Source: Statistics Canada 2021 Census

INDIGENOUS WORKFORCE

Because this data is only available through the 2021 Census, this data is unchanged from the 2024 Report

As of the 2021 Census, there were 1,900 persons with Indigenous identity active in the Chatham-Kent workforce. The Indigenous population had a 56% participation rate compared to 57% among the population overall. There was a wider gap in the participation rate among the core aged workforce (25-54). The participation rate of the Indigenous population age 25-54 was 71% compared to 81% among the population overall. Among the young workforce aged 15-24, the Indigenous population had a lower participation rate of 50% compared to 64% of the total population.

Figure 9: Labour market participation rate by age group and Indigenous status, Chatham-Kent



Source: Statistics Canada 2021 Census.

IMMIGRANT/NON-PERMANENT RESIDENTS

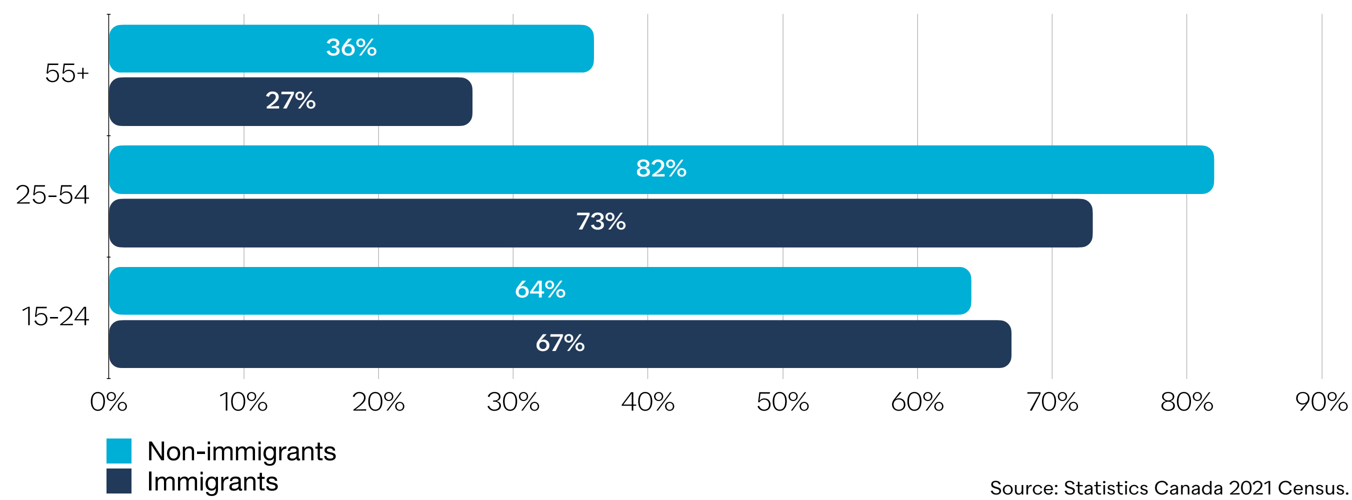
There were 4,400 immigrants and non-permanent residents in the Chatham-Kent workforce as of the 2021 Census (4,070 immigrants and 430 non-permanent residents). Chatham-Kent had 68% fewer immigrants and 73% fewer non-permanent residents as a share of the total workforce, compared to the country overall.

Immigrants in Chatham-Kent have a lower labour market participation rate among all three age groups except 15-24. Among the core aged group (25-54), 82% of non-immigrants participated in the workforce compared to 73% among the immigrant population.

2026 LLMP UPDATE

Statistics Canada does not publish data on immigrants and non-permanent residents in the workforce between Census periods. The 2025 EmployerOne Survey found that only 11 of 105 employers that took on new staff in 2025 hired immigrants during the year. However, there were approximately 2,200 temporary foreign workers in the municipality during the year, and it is likely the 4,070 immigrants in the workforce counted in the 2021 Census has increased. As a result, the 2026 Census should confirm that immigrants and non-permanent residents are taking on an increasing role in the local workforce.

Figure 10: Labour market participation rate by age group and immigrant status, Chatham-Kent



Source: Statistics Canada 2021 Census.

AGE BREAKDOWN OF THE WORKFORCE BY DEMOGRAPHIC CHARACTERISTICS

Because this data is only available through the 2021 Census, this data is unchanged from the 2024 Report

Table 30 shows the breakdown of the workforce in Chatham-Kent by age and demographic characteristic in comparison to the country overall. Thirty-two percent of the 4,500 people in the immigrant and non-permanent resident (NPR) workforce are over the age of 55 which is substantially more than the immigrant and NPR workforce across the country (41% higher). Across the three demographic groups, visible minority, immigrants and Indigenous, the workforce is older than the country overall. However, it also has a higher share under the age of 25 for each of these groups.

Table 30: Age breakdown by demographic characteristics, Chatham-Kent

All workers	Workforce	% of total	CAN=1.00	% change 2016-2021
15-24	7,225	15%	1.13	-3%
25-54	28,150	57%	0.90	-5%
55+	13,650	28%	1.21	+9%
Total	49,025			+2%
Immigrant and NPR*	**Workforce**	**% of total**	**CAN=1.00**	**% change 2016-2021**
15-24	480	11%	1.21	+109%
25-54	2,585	57%	0.84	+8%
55+	1,435	32%	1.41	+6%
Total	4,500			+13%
Visible minorities	**Workforce**	**% of total**	**CAN=1.00**	**% change 2016-2021**
15-24	605	19%	1.28	+98%
25-54	2,040	62%	0.89	+46%
55+	620	19%	1.21	+80%
Total	3,265			
Indigenous	**Workforce**	**% of total**	**CAN=1.00**	**% change 2016-2021**
15-24	340	18%	1.01	+11%
25-54	1,170	62%	0.97	+11%
55+	390	21%	1.11	+30%
Total	1,900			+14%

*NPR = non-permanent resident. Source: Statistics Canada 2021 Census.

5.3 LABOUR FORCE BY EDUCATION ATTAINMENT LEVEL

Because this data is only available through the 2021 Census, this data is unchanged from the 2024 Report Table 31 shows the education attainment levels and related statistics for the population aged 25-64 living in Chatham-Kent. Highlights include:

- The Chatham-Kent population 25-64 has a much higher share with a college diploma compared to the country overall, 31% have a college diploma (46% more in relative terms).
- The share with both college diplomas and with apprenticeship/trades training declined between Census periods.
- The Chatham-Kent population has considerably fewer individuals with a university degree but the gap with the country overall is shrinking. Between 2016 and 2021, there was a 22% increase in the 25-64 age group in Chatham-Kent with a university degree compared to a 15% increase across the country.
- The share of the 25-64 population without any formal education (less than high school) declined by 10% between 2016 and 2021 but is still at 14% of the population (17% of males). This is significantly higher than the country overall.
- Men are far more likely to have apprenticeship/trades education (10% compared to only 3% among the female population) but women are far more likely to have college (37% compared to 25%) and university education (19% versus 12%).
- The share of the 25-64 population with advanced degrees is well below the national level but has been rising in recent years except for those with degrees in medicine, dentistry, veterinary medicine or optometry.
  - According to the 2021 Census there were 150 residents with degrees in medicine, dentistry, veterinary medicine or optometry down slightly from 160 in 2016.

	Table 31: Educational attainment statistics, population aged 25-64, Chatham-Kent								
	2021 % of total			Canada = 1.00			% change 2016-2021		
	T	M	F	T	M	F	T	M	F
No certificate or diploma	14%	17%	12%	1.46	1.52	1.38	-10%	-9%	-13%
High school only	31%	34%	28%	1.34	1.39	1.29	+3%	+8%	-2%
Postsecondary certificate, diploma or degree	55%	49%	60%	0.82	0.76	0.86	+1%	-2%	+4%
Apprenticeship or trades certificate or diploma	6%	10%	3%	0.67	0.75	0.52	-16%	-14%	-20%
College*	31%	25%	37%	1.46	1.34	1.54	-3%	-3%	-2%
University certificate or diploma below bachelor level	2%	1%	2%	0.48	0.51	0.45	+21%	+9%	+32%
Bachelor's degree or higher	16%	12%	19%	0.47	0.42	0.51	+19%	+12%	+24%
Bachelor's degree	12%	9%	14%	0.54	0.46	0.61	+19%	+7%	+27%
University certificate or diploma above bachelor level	1.2%	1.2%	1.2%	0.54	0.64	0.48	+22%	+56%	+3%
Degree in medicine and related**	0.3%	0.3%	0.2%	0.34	0.44	0.27	-5%	-14%	+9%
Master's degree	2.2%	1.9%	2.5%	0.30	0.28	0.31	+20%	+17%	+22%
Earned doctorate	0.2%	0.2%	0.2%	0.19	0.20	0.18	+33%	+35%	+30%

T TOTAL M MALE F FEMALE

*or other non-university certificate or diploma
**includes dentistry, veterinary medicine or optometry
Source: Statistics Canada 2016, 2021 Census.

The workforce aged 15 and older is also profiled in the Census. Among those who were employed during the year, 14% had no formal education, 31% had a high school diploma, 7% obtained an apprenticeship or trades certificate or diploma, 31% were college graduates and 16% were university graduates. As shown in Table 32, Chatham-Kent has a much higher share of the workforce with a college diploma (44% more in relative terms) but only about half the share with a university degree. There are considerably more individuals without any formal education compared to the country overall (53% more in relative terms).

The pattern for the core workforce aged 25-54 is similar to that of the overall workforce except there are more university graduates (21%) and more college graduates (36%). In fact, the intensity of college educated workers is even more pronounced in this age group. There are 60% more college graduates in relative terms compared to the country overall.

Table 32: Educational attainment statistics, Chatham-Kent's workforce

Educational Attainment	% of total	Canada = 1.00	% of total	Canada = 1.00
	Aged 15+		Age 25-54	
No certificate, diploma, or degree	14%	1.53	9%	1.47
High (secondary) school diploma or equivalency certificate	31%	1.27	27%	1.38
Apprenticeship or trades certificate or diploma	7%	0.70	6%	0.64
College or other non-university certificate or diploma	31%	1.44	36%	1.60
University certificate or diploma below bachelor level	2%	0.52	2%	0.52
Bachelor's degree or higher	16%	0.49	21%	0.53

Source: Statistics Canada 2021 Census.

5.4 EMPLOYMENT AMONG OLDER RESIDENTS

Chatham-Kent has a higher share of residents age 65+ who are active in the workforce. In 2023, one out of every three persons aged 65 and older reported employment income in their annual tax filing. The share of older workers has remained at 33% of the total for almost a decade. These older workers are an important group to address workforce demand particularly in part-time and seasonal roles. There were 1,700 more people aged 65 and older in the workforce in 2023 compared to 2018.

The number of persons aged 65 and older declaring self-employment income is also on the increase. In 2023, based on taxfiler data, there were 2,930 with self-employment income up 20% over the previous five years.

5.5 FAMILIES AND WORKFORCE PARTICIPATION

The share of families with single-earners has been rising across Chatham-Kent in recent years. According to tax filling data, the number of single earner couple families (families with two adults but only one earning employment income) rose by 22% between 2018 and 2023 while the number of dual-earner couples increased by only six percent (Table 33). The number of lone parent families with employment income increased by 11%.

Table 33: Family structure by workforce participation, Chatham-Kent*

	2018	2023	% change
Dual-earner couple families	13,380	14,200	6%
Single-earner-male couple families	4,500	5,500	22%
Single-earner-female couple families	1,940	2,250	16%
Lone-parent families	3,220	3,590	11%

*families with or without children.
Source: Statistics Canada Table 11-10-0028-01.

When children are added to the family structure, the pattern is similar (Table 34). The number of male single earner couple families (with children) increased by 18%. Female single earner couple families (with children) increased by 14%. As of 2023, 24% of all families with children had only one employment income earner, an increase from 21% back in 2008.

This trend could reflect a lack of childcare options (or the economics of childcare) or inflexibility on the part of employers and could indicate a barrier to desired workforce participation.

Table 34: Family structure by workforce participation, families with children, Chatham-Kent

	2018	2023	% change
Dual-earner couple families	7,990	8,450	6%
Single-earner-male couple families	1,620	1,910	18%
Single-earner-female couple families	650	740	14%
Lone-parent families	3,220	3,590	11%

Source: Statistics Canada Table 11-10-0028-01.

5.6 POTENTIAL UNDERUTILIZED SOURCE OF LABOUR

BY AGE GROUP

Chatham-Kent's workforce participation rate is five percent below the country overall. By age group and gender there are some differences, particularly among young females. The workforce participation rate among women aged 25-39 is considerably below the national rate for women in that age group. This could be the result of challenges accessing childcare or some other barrier, or it could be a matter of personal choice.

Table 35: Workforce participation rate by age group (2023), Chatham-Kent

	Both		Males		Females	
	Rate (%)	CAN=1.00	Rate (%)	CAN=1.00	Rate (%)	CAN=1.00
All age groups	63.8	0.95	69.3	0.97	58.5	0.92
15 to 19 years	43.5	1.07	44.9	1.13	41.9	1.02
20 to 24 years	85.9	1.01	87.1	1.04	85.0	0.98
25 to 29 years	83.0	0.96	86.8	0.99	79.2	0.93
30 to 34 years	81.4	0.95	85.8	0.97	77.1	0.93
35 to 39 years	81.7	0.96	86.5	0.98	76.8	0.94
40 to 44 years	83.3	0.97	87.1	0.98	79.9	0.97
45 to 49 years	84.5	0.98	87.3	0.99	81.8	0.97
50 to 54 years	82.7	0.97	84.9	0.98	80.3	0.97
55 to 59 years	77.0	0.96	80.4	0.97	73.9	0.95
60 to 64 years	65.5	0.96	69.4	0.95	61.8	0.98
65 years and over	32.7	1.21	42.6	1.24	24.0	1.17

Source: Statistics Canada Table: 11-10-0023-01.

There has been a moderate shift in workforce participation by age group between 2018 and 2023. The share of females aged 15-19 participating in the workforce is down six percent compared to 2018, but a larger share of those aged 65+ are in the workforce. Among men, there has been a five percent shift in participation for those aged 60-64 and a four percent shift among those aged 30-34.

Table 36: Percentage change in the workforce participation rate, 2018 to 2023, Chatham-Kent

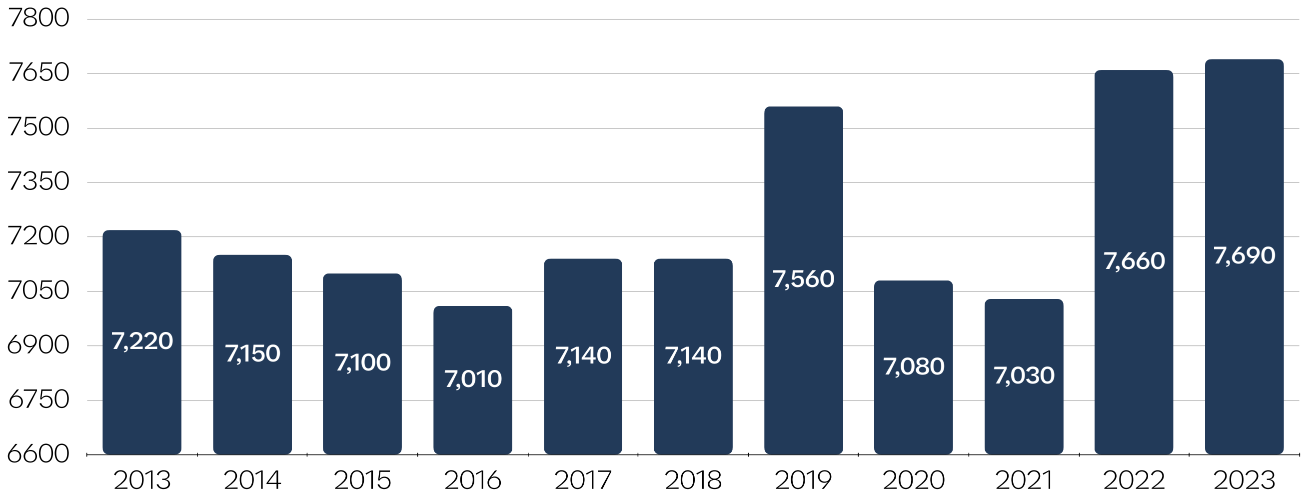
	Both	Males	Females
All age groups	-3%	-3%	-3%
15 to 19 years	-3%	-2%	-6%
20 to 24 years	0%	-1%	2%
25 to 29 years	-1%	-1%	0%
30 to 34 years	-3%	-4%	-2%
35 to 39 years	-3%	-2%	-5%
40 to 44 years	-2%	-2%	-2%
45 to 49 years	0%	0%	0%
50 to 54 years	0%	1%	-1%
55 to 59 years	1%	1%	0%
60 to 64 years	-2%	-5%	1%
65 years and over	-1%	-4%	4%

Source: Statistics Canada Table: 11-10-0023-01.

SOCIAL ASSISTANCE BENEFICIARIES

The number of persons living in Chatham-Kent and reporting social assistance benefits in their annual tax filing jumped to a level not seen in the past 20 years. A total of 7,690 reported receiving social assistance. Adjusted for population size, there are 48% more on social assistance in Chatham-Kent compared to the country overall. Is there potential for some of these folks to join the workforce? What are the barriers?

Figure 11: Number reporting social assistance income by year, Chatham-Kent



Source: Statistics Canada Table: 11-10-0007-01.

WORKERS' COMPENSATION BENEFICIARIES

The number of persons living in Chatham-Kent and reporting workers compensation benefits in their annual tax filing has been increasing slowly in recent years. In 2016 there were 2,150 reporting WCB benefits and, by 2022, the number was up to 2,520. Compared to the provincial level, there are 35% more receiving WCB benefits in Chatham-Kent relative to population size.

5.7 JOB POSTINGS

5.7.1 TOP POSTINGS BY OCCUPATION

ChathamKentJobs.com is the largest aggregator of job postings in the Chatham-Kent region. This section looks at trends in job postings in the area to highlight occupations that are in high demand and those for which there is increasing demand. The analysis looks at the 12-month period of November 1, 2024 to October 31, 2025 compared to the previous 12-month period.

There were 7,600 unique job postings in the Chatham-Kent area between November 1st, 2024 to October 31, 2025, a 17% drop, down from 9,200 in the previous 12-month period. Table 37 shows the top 25 four-digit occupations by the number of unique job postings in Chatham-Kent in 2025 (November 1, 2024 to October 31, 2025) compared to 2024 (November 1st, 2023 to October 31, 2024).

As shown in Table 36, the occupations in the most demand are concentrated in food services, retail, health care, transportation, and manufacturing. Food counter attendants top the list with 394 job postings - up 13% compared to the previous year. Registered nurses were the second highest with 309, but that was down by 45% year-over-year. Other health related jobs in demand in the top 25 included home support workers with 305 postings (up 3%), social workers with 113 postings (-14%) and licensed practical nurses (also called registered practical nurses) with 279 postings (+11%).

The retail trade sector had multiple occupations in the top 25 including retail salespersons, store shelf stockers, clerks and order fillers, other sales related occupations, retail sales supervisors and cashiers.

5.7.2 TOP POSTINGS BY FASTEST INCREASE/DECREASE

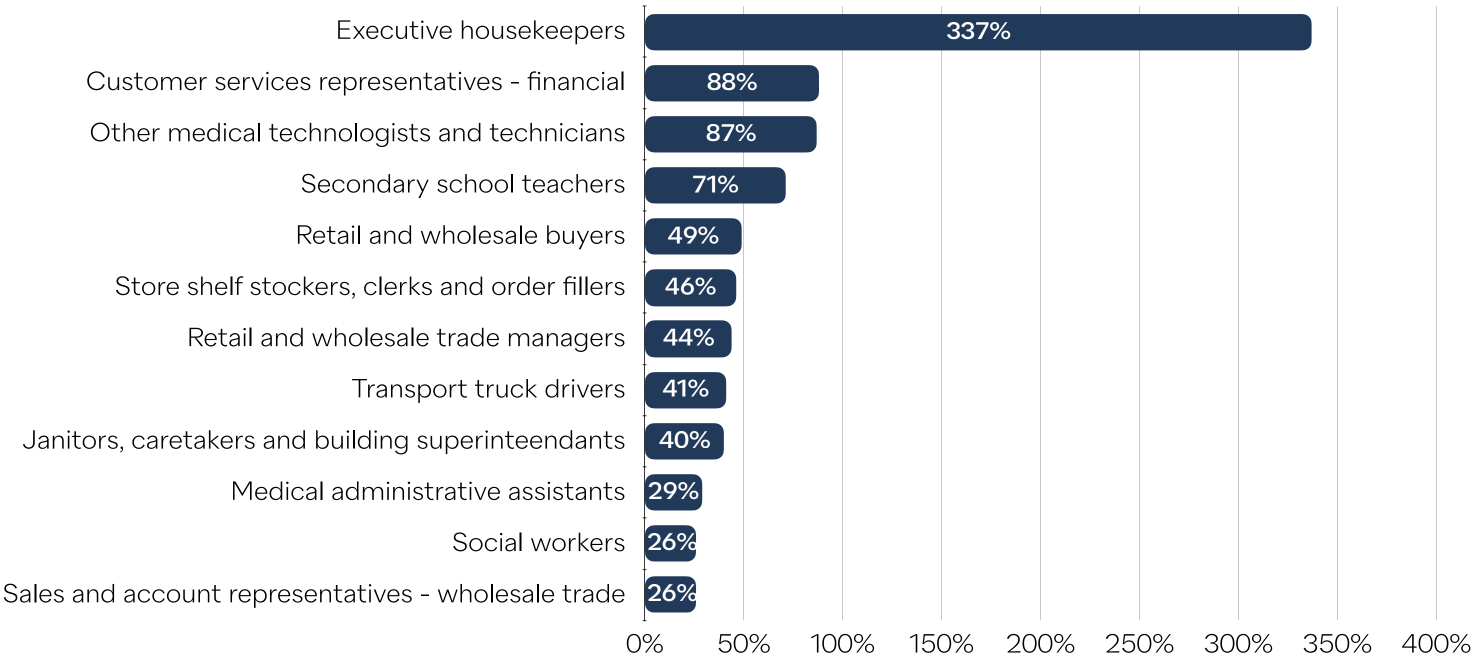
For occupations with a minimum of 40 postings, the fastest growing and declining are featured in Figures 13 and 14 below. There was a jump in demand for high school teachers, medical technicians and a variety of retail trade related occupations.

There was a significant decline in job postings for customer service reps (except financial). While nurses are still a top in-demand occupation, the number of postings dropped by 45%. There was also a 44% decline in the number of job postings for early childhood educators.

Table 37: Top 25 occupations by number of unique job postings and timeframe, Chatham-Kent*					
NOC	Description	2025*	2024*	% change	Median hourly wage
6711	Food counter attendants, kitchen helpers and related support occupations	394	349	13%	$19.50
3012	Registered nurses and registered psychiatric nurses	309	566	-45%	$48.00
4412	Home support workers, housekeepers and related occupations	305	295	3%	$23.00
3233	Licensed practical nurses	279	252	11%	$35.00
6421	Retail salespersons	260	288	-10%	$19.50
6622	Store shelf stockers, clerks and order fillers	167	114	46%	$25.00
7511	Transport truck drivers	164	116	41%	$27.00
6322	Cooks	152	162	-6%	$21.00
6733	Janitors, caretakers and building superintendents	129	92	40%	$22.50
0621	Retail and wholesale trade managers	114	73	56%	$27.00
4212	Social and community service workers	113	132	-14%	$27.00
6311	Food service supervisors	100	147	-32%	$21.00
9619	Other labourers in processing, manufacturing and utilities	98	143	-31%	$21.50
1221	Administrative officers	97	120	-19%	$28.00
0631	Restaurant and food service managers	97	119	-18%	$28.00
6623	Other sales related occupations	93	111	-16%	$19.60
6551	Customer services representatives - financial institutions	92	48	92%	$21.00
0125	Other business services managers	90	125	-28%	$26.50
6731	Light duty cleaners	83	80	4%	$21.00
1241	Administrative assistants	78	101	-23%	$25.80
9461	Process control and machine operators, food and beverage processing	77	64	20%	$28.00
7514	Delivery and courier service drivers	75	68	10%	$23.30
6611	Cashiers	74	76	-3%	$18.25
7452	Material handlers	69	74	-7%	$20.60
6211	Retail sales supervisors	69	81	-15%	$22.75

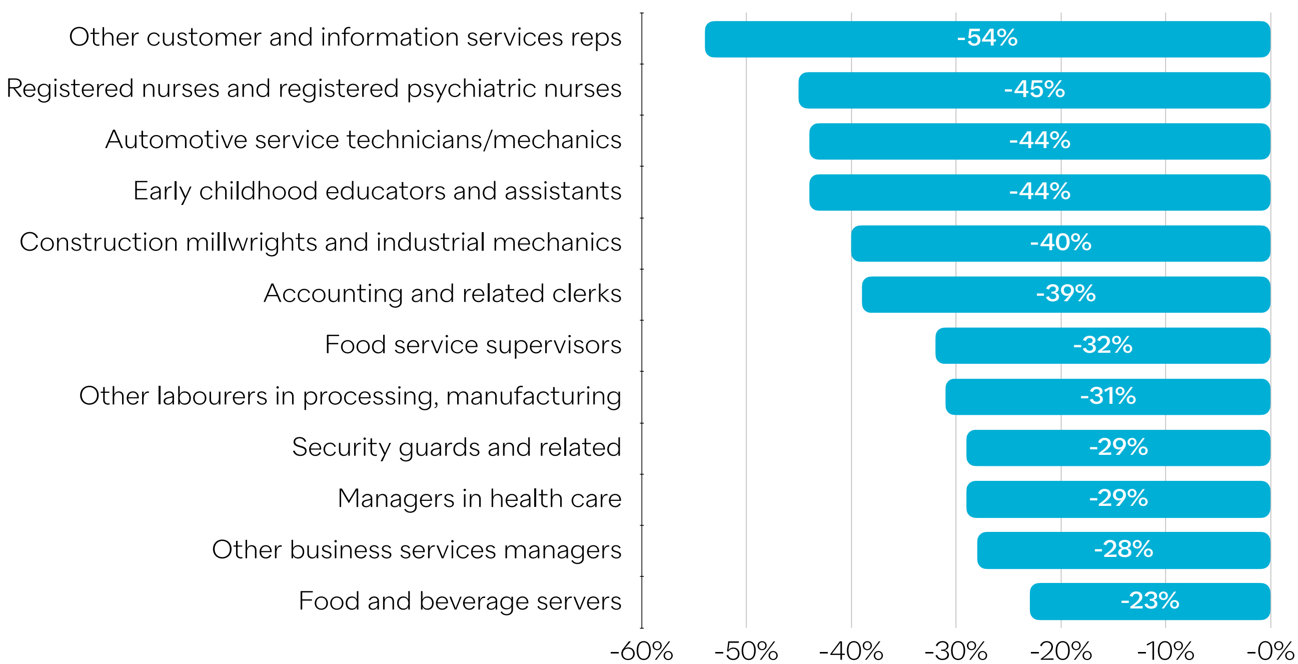
*2025=November 1, 2024-October 31, 2025. 2024=November 1, 2023-October 31, 2024.
Job postings for which there was an identified four-digit NOC code.
Source: ChathamKentJobs.com

Figure 12: Fastest increase in the number of job postings 2024 to 2025, Chatham-Kent



Minimum 40 postings in 2025.
Source: ChathamKentJobs.com.

Figure 13: Fastest decrease in the number of job postings 2024 to 2025, Chatham-Kent



Minimum 40 postings in 2025.
Source: ChathamKentJobs.com.

5.7.3 JOB POSTINGS BY WAGE RANGE

A majority of the top 25 occupations by number of job postings in 2025 offered below average wages. Overall, of the 2,807 job postings with an hourly wage listed, 36% were below $20/hour and another 40% were between $20 and $29/hour. There was a significant increase in the number of jobs with an identified hourly wage of between $30-$39/hour and $50-$59/hour.

Table 38: Job postings by hourly wage range*

Wage range	2024	2025	% change
<$20/hour	950	998	5%
$20–$29	999	1,120	12%
$30–$39	361	458	27%
$40–$49	136	134	-1%
$50–$59	54	65	20%
$60+	46	32	-30%

*Jobs for which there was an identified hourly wage.
Source: ChathamKentJobs.com.

5.7.4 JOB POSTINGS BY INDUSTRY

Table 39 shows the number of jobs by industry (3-digit NAICS) in 2025 compared to 2024. Health care dominated the top industries with three related industries in the top 10. The industries with the steepest declines in job postings in absolute terms were ambulatory health care services, administrative and support services, professional, scientific and technical services, and local, municipal and regional public administration. On a percentage change basis there was a sharp decline in the following industries:

- Administrative and support services
- Local, municipal and regional public administration
- Professional, scientific and technical services
- Credit intermediation and related activities
- Amusement, gambling and recreation
- General merchandise retailers
- Religious, grant-making and civic organizations

Table 39: Job postings by industry*				
Industry	2024	2025	# change	% change
Ambulatory health care services	955	804	-151	-16%
Hospitals	659	649	-10	-2%
Administrative & support services	951	626	-325	-34%
Food services & drinking places	610	611	1	0%
Nursing & residential care facilities	250	321	71	28%
Professional, scientific & technical services	363	272	-91	-25%
Educational services	240	245	5	2%
Local, municipal & regional public administration	387	210	-177	-46%
Social assistance	207	202	-5	-2%
Electrical equipment & appliance manufacturing	256	198	-58	-23%
Building material & garden equipment retailers	133	190	57	43%
Crop production	172	174	2	1%
Food & beverage retailers	160	166	6	4%
Religious, grant-making & civic organizations	211	152	-59	-28%
Motor vehicle & parts dealers	173	146	-27	-16%
Miscellaneous retailers	172	143	-29	-17%
Transportation equipment manufacturing	171	141	-30	-18%
Credit intermediation & related activities	190	133	-57	-30%
Amusement, gambling & recreation	169	128	-41	-24%
General merchandise retailers	155	114	-41	-26%

*Jobs for which there was an identified 3-digit NAICS industry.
Source: ChathamKentJobs.com.

5.7.5 JOB POSTINGS BY EDUCATIONAL REQUIREMENT

Most of the jobs posted on ChathamKentJobs.com do not specify an educational requirement. Table 40 shows the breakdown and the change between 2024 and 2025.

Table 40: Job postings by educational requirement*

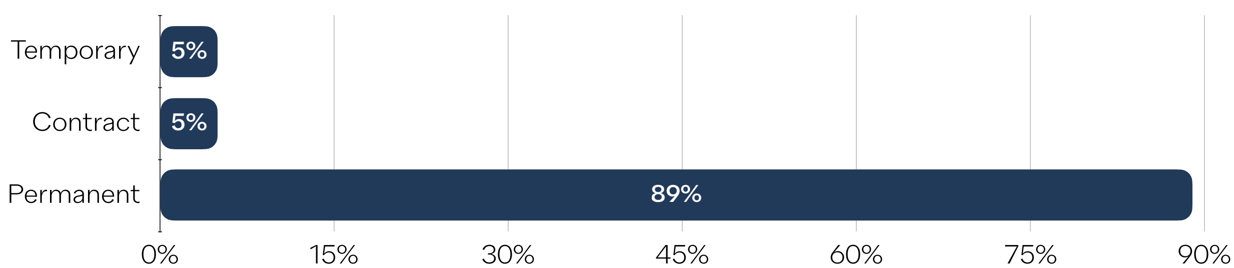
	2024	2025	% change
College Certificate or Diploma	361	163	-55%
Highschool Diploma or Equivalent	966	460	-52%
No Formal Education or Training Required	9	3	-67%
Post Graduate Degree	198	89	-55%
Post-Graduate Certificate	3	0	-100%
Unspecified	7,650	7,044	-8%
Total	9,187	7,759	-16%

Source: ChathamKentJobs.com.

5.7.6 JOB POSTINGS BY TYPE AND LOCATION OF WORK

Most of the jobs on offer were permanent positions (89%). Contract employment made up only five percent and temporary positions another five percent. Compared to last year, there was a 54% decline in the number of contract jobs offered and a 21% decline in the number of temporary jobs on offer. The number of permanent jobs was down 11%.

Figure 14: Unique job postings in 2024 by job permanency, Chatham-Kent*



*Job postings for which there was an identified four-digit NOC code.
Source: ChathamKentJobs.com

Seventy-nine percent of all job postings in 2025 were for jobs offering full-time work (Table 41) up from 75% last year.

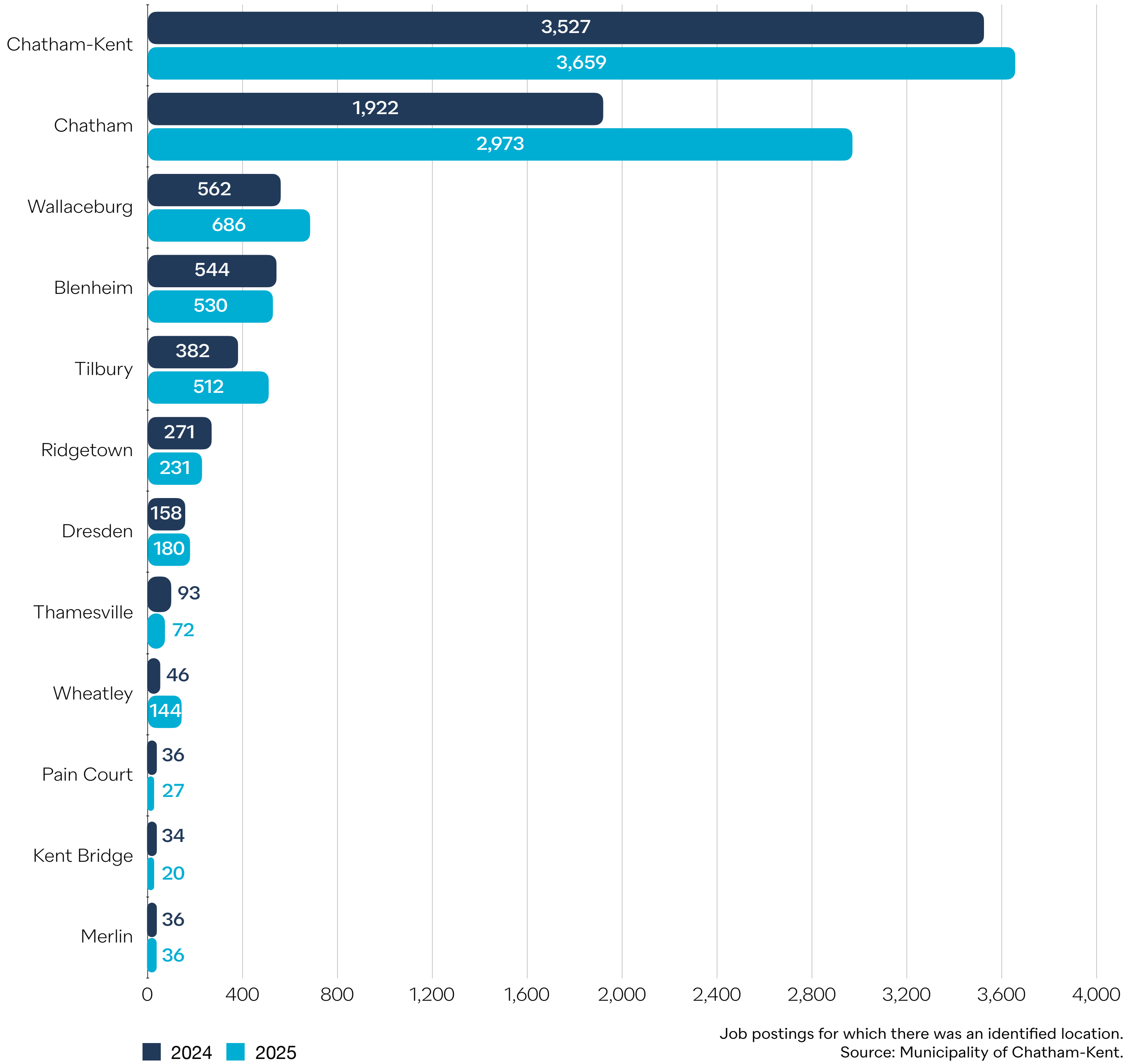
Table 41: Unique job postings in 2024 by full-time/part-time, Chatham-Kent*

	2024	2025	% change
Part-time	2,263	1,570	-31%
Full-time	6,924	6,038	-13%
Total	9,187	7,608	-17%

Job postings for which there was an identified four-digit NOC code.
Source: ChathamKentJobs.com.

Forty-five percent of all job postings in 2025 listed Chatham-Kent as the location of the job. Another 25% indicated Chatham and seven percent were in Wallaceburg (Figure 15). Chatham, Wallaceburg and Tilbury saw declines in 2025 while Blenheim, Ridgetown and Thamesville saw increases in the number of job postings.

Figure 15: Unique job postings in 2024 by location within Chatham-Kent



Job postings for which there was an identified location.
Source: Municipality of Chatham-Kent.

5.8 UPDATING FUTURE WORKFORCE DEMAND

5.8.1 WORKFORCE DEMAND BY OCCUPATION

In last year's LLMP, the future workforce demand was based on two-digit NOC occupational groups through 2031. This year, the report looks at workforce demand from an occupational perspective from 2025 to 2035.

Projecting future workforce demand at the local level is challenging for a variety of reasons including the unpredictability associated with industrial shifts, deployment of technology, productivity, etc. However, it is important to consider potential changes in workforce demand to support workforce development efforts. This section covers the expected demand in employment by occupation in the community using data from Statistics Canada and estimates by the data provider, Lightcast.

Table 42 shows the projected employment growth by two-digit NOC occupational groups through 2035. Overall, employment is expected to grow by an estimated 4,050 jobs between 2025 and 2035, an eight percent growth rate (an average of 0.8% per year). Some sectors will grow faster than others. Assisting occupations in support of health services are expected to add 570 positions by 2035 and professional occupations in health another 500 positions. The number working in technical and general trades combined will increase by 420.

The forecast assumes manufacturing employment will grow between now and 2035. Machine operators, assemblers and inspectors in processing, manufacturing and printing will increase by an estimated 240. Sales and retail-related occupations will broadly expand over the next decade.

There are occupational groups expected to shed workers over the next decade. They include:

- Harvesting, landscaping and natural resources labourers
- Middle management occupations in production and agriculture
- Labourers in processing, manufacturing and utilities
- Assisting occupations in education and in legal and public protection
- Care providers and legal and public protection support occupations
- Technical occupations in art, culture and sport
- Support occupations in art and culture

Table 42: Projected growth in employment by top 25 occupations, 2025-2035, Chatham-Kent			
Occupational group	2024 Jobs	2031 Jobs	% change
All occupations	51,930	55,980	8%
Sales and service support occupations	5,000	5,180	4%
Technical trades and transportation officers and controllers	4,240	4,540	7%
Sales and service reps and other customer services occupations	3,360	3,420	2%
Machine operators, assemblers and inspectors in manufacturing	2,960	3,200	8%
Professional occupations in law, education, social, community and government services	2,990	3,120	4%
Professional occupations in health	2,510	3,010	20%
Professional occupations in natural and applied sciences	2,110	2,470	17%
General trades	2,340	2,460	5%
Assisting occupations in support of health services	1,680	2,250	34%
Front-line public protection services and paraprofessional occupations in legal, social, community, education services	1,820	2,040	12%
Administrative and financial support and supply chain logistics	1,830	1,850	1%
Retail sales and service supervisors and specialized occupations in sales and services	1,750	1,850	6%
Administrative occs. and transportation logistics occupations	1,530	1,670	9%
Helpers and labourers and other transport drivers & operators	1,480	1,600	8%
Occupations in sales and services	1,480	1,520	3%
Technical occupations in health	1,260	1,500	19%
Professional occupations in finance and business	1,250	1,420	14%
Middle management occupations in retail and wholesale trade and customer services	1,240	1,370	10%
Technical occupations related to natural and applied sciences	1,180	1,250	6%
Administrative & financial supervisors & specialized admin. occs.	1,160	1,240	7%
Harvesting, landscaping and natural resources labourers	810	800	-1%
Middle management occupations in production and agriculture	880	700	-20%
Specialized middle management occupations in administrative services, financial and business services and communication	550	630	15%
Processing, manufacturing and utilities supervisors and utilities operators and controllers	600	630	5%
Middle management occupations in trades and transportation	580	580	0%

Source: Lightcast

Table 43 shows a projection of workforce demand based on replacement and growth components. Replacement demand assumes 85% of workers aged 55+ in 2025 will have exited the workforce by 2035. In total, the community will need to fill over 16,000 jobs from replacement and 4,040 from growth demand (total of 20,290). When including both growth and replacement demand, there are clear occupational groups that stand out. Health care occupations, technical and general trades, sales and service occupations and some administrative occupations will require significant new entrants between now and 2035.

The potential for change in these key occupations in Chatham-Kent highlights the need for a targeted focus of future workforce initiatives.

Table 43: Projected workforce demand by two-digit NOCs, 2025-2035, Chatham-Kent			
	Growth demand	Replacement	Total demand
All occupations	**4,040**	**16,250**	**20,290**
Technical trades and transportation officers and controllers	300	1,300	1,600
Sales and service support occupations	180	1,380	1,560
General trades	130	1,350	1,480
Sales and service representatives and other customer and personal services occupations	60	1,100	1,160
Professional occupations in health	500	470	970
Assisting occupations in support of health services	570	400	970
Machine operators, assemblers and inspectors in processing, manufacturing and printing	240	650	890
Admin. occupations and transportation logistics	140	690	830
Administrative & financial support & supply chain logistics	20	800	820
Middle management occupations in retail and wholesale trade and customer services	130	670	800
Helpers and labourers and other transport drivers, operators and labourers	120	670	790
Middle management occs. in production and agriculture	-180	970	790
Professional occupations in law, education, social, community and government services	130	620	750
Professional occupations in natural and applied sciences	360	270	630
Front-line public protection services and paraprofessional occupations in legal, social, community, education services	220	380	600
Occupations in sales and services	40	520	560
Administrative and financial supervisors and specialized administrative occupations	80	470	550
Professional occupations in finance and business	170	330	500
Technical occs. related to natural and applied sciences	80	390	470
Technical occupations in health	240	140	380
Labourers in processing, manufacturing and utilities	-40	420	380
Retail sales and service supervisors and specialized occupations in sales and services	100	190	290

Source: Growth demand from Lightcast. Replacement demand estimate developed by Jupia Consultants Inc. Numbers rounded.

5.8.2 WORKFORCE DEMAND BY INDUSTRY

Table 44 shows the projected workforce demand by industry through 2035. The top industries for new jobs will be health care and social assistance, manufacturing, retail trade, construction and agriculture.

Table 44: Projected workforce demand by two-digit NAICS, 2025-2035, Chatham-Kent

	Growth demand	Replacement	Total demand
All industries	**4,040**	**16,250**	**20,290**
Agriculture, forestry, fishing and hunting	-270	1,640	1,370
Mining, quarrying, and oil and gas extraction	10	70	80
Utilities	-70	260	190
Construction	410	1,000	1,410
Manufacturing	400	2,130	2,530
Wholesale trade	-70	630	560
Retail trade	340	2,080	2,420
Transportation and warehousing	140	1,110	1,250
Information and cultural industries	10	230	240
Finance and insurance	120	340	460
Real estate and rental and leasing	50	270	320
Professional, scientific and technical services	240	590	830
Administrative and support*	220	760	980
Educational services	260	850	1,110
Health care and social assistance	1,840	1,830	3,670
Arts, entertainment and recreation	70	220	290
Accommodation and food services	250	620	870
Other services (except public administration)	-100	820	720
Public administration	110	600	710
Undisclosed	80	200	280

*includes waste management and remediation services.
Source: Growth demand from Lightcast. Replacement demand estimate developed by Jupia Consultants Inc. Numbers rounded.

5.9 PROJECTING POPULATION GROWTH TO MEET WORKFORCE DEMAND

In November 2025, Statistics Canada released its detailed population projections through 2049 for Chatham-Kent and other municipalities across the country. There were 10 different projection scenarios presented ranging from low-growth to fast-aging. For all 10 scenarios including the 'high-growth' scenario, the working age population in the municipality decreases through 2040.

Table 45 shows the various scenarios. The HG: high-growth and SA: slow-aging scenarios lead to a modest population growth through 2040, but other demographic factors including the aging population mean that the working age population (15-64) declines in all 10.

Table 45: Projected population scenarios through 2040, Chatham-Kent

Projection scenario	2024	2040	Projected change	
			Total population	Age 15-64
LG: low-growth	111,703	101,864	-9%	-15%
M1: medium-growth	111,703	108,784	-3%	-10%
M2: medium-growth	111,703	109,875	-2%	-9%
M3: medium-growth	111,703	108,377	-3%	-10%
M4: medium-growth	111,703	109,718	-2%	-9%
M5: medium-growth	111,703	110,643	-1%	-8%
M6: medium-growth	111,703	107,097	-4%	-11%
HG: high-growth	111,703	118,043	+6%	-2%
SA: slow-aging	111,703	115,750	+4%	-3%
FA: fast-aging	111,703	104,015	-7%	-14%

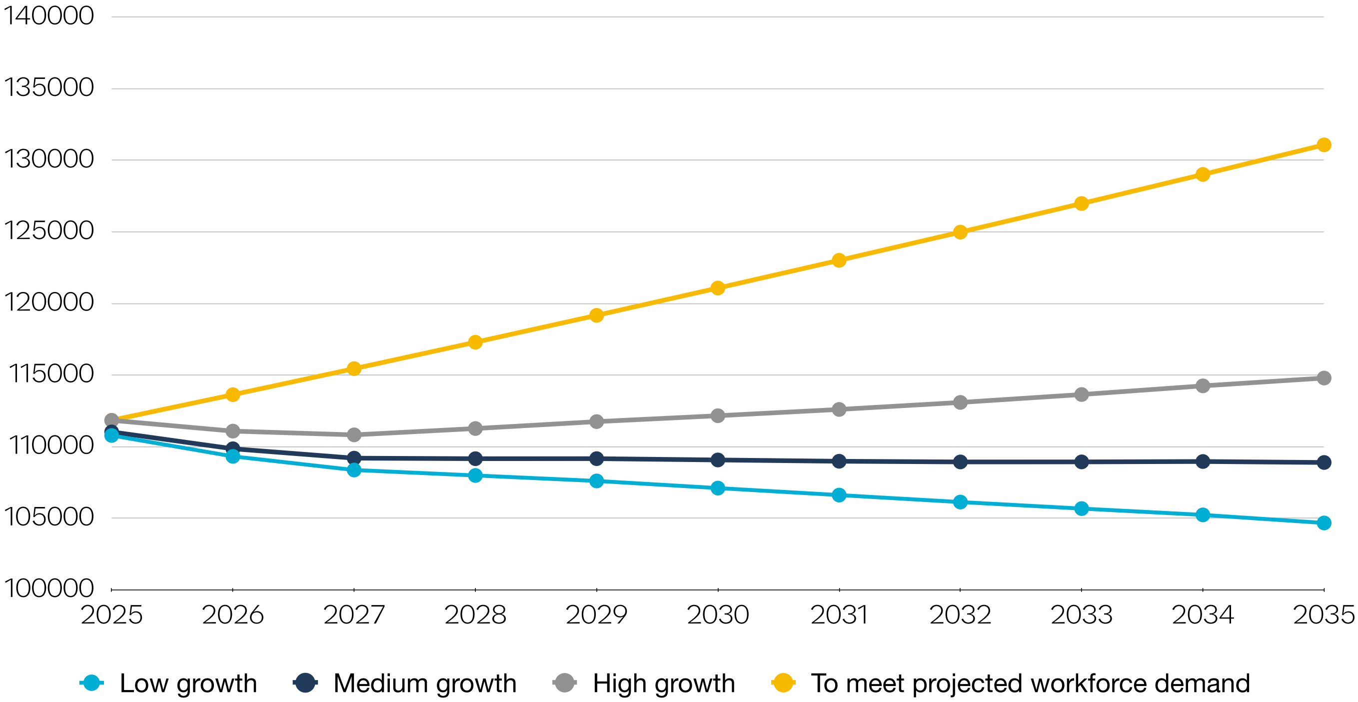
Source: Statistics Canada Table: 17-10-0162-01.

ALIGNING WITH WORKFORCE PROJECTIONS IN SECTION 5.8

The bottom line is that none of the Statistics Canada scenarios lead to enough population growth to meet the projected workforce demand developed in Section 5.8. The Chatham-Kent workforce is projected to grow at a 0.8% rate between 2025 and 2035. To meet this workforce growth rate without an increase in the workforce participation rate*, the overall population will need to increase by an average of 1.6% per year through 2035 (total growth of 19,200).

As a reminder, the municipality's population has increased by an average of 1.1% per year between 2021 and 2025. Sustaining the 1.1% growth rate would not be enough to meet workforce projections as outlined in Section 5.8.

Figure 16: Population growth scenarios for Chatham-Kent, 2025 to 2035



Sources: Low, medium and high-growth projections come from Statistics Canada Table: 17-10-0162-01.
To meet projected workforce demand projection developed by Jupia Consultants Inc.

***ADDRESSING FUTURE WORKFORCE DEMAND FROM WITHIN**

As discussed elsewhere in this report, efforts to boost the workforce participation rate among the 15-64 and 65+ age groups would reduce the need for overall population growth to meet workforce demand.

6 INDUSTRY TRENDS

6.1 BUSINESS COUNTS BY EMPLOYMENT LEVEL

The number of employer business establishments in Chatham-Kent increased slightly between June 2024 and June 2025 after declining slightly between June 2023 and June 2024 according to Statistics Canada's business counts. The number of non-employer businesses[7] increased by 2.9% (235 in total) after declining during the previous 12-month period.

Employer businesses (public and private sectors) increased by 0.3% (9 in total) after declining by 1.8% in the previous 12-month period. There were more small businesses in June 2025 compared to a year earlier. The number with 100-499 employees dropped by five while the number with 500+ employees remained the same.

The decline in the number of firms with 100-199 employees was in the following industries:

- Food crops grown under cover
- Fruit and vegetable canning, pickling and drying
- Seafood product preparation and packaging
- Other plastic product manufacturing
- Hair care and esthetic services

This does not mean the firms closed as they could have reduced employment and have fallen to a different employment level bracket.

Table 46: Business counts by employment level, Chatham-Kent

	June 2024		June 2025		
	#	% of total	#	% of total	% change
Without employees	8,061		8,296		+2.9%
Total, with employees	3,282		3,291		+0.3%
Micro 1 to 4 employees	1,620	49%	1,647	50%	+1.7%
Small 5 to 99	1,597	49%	1,584	48%	-0.8%
Medium 100-499	58	2%	53	2%	-8.6%
Large 500+	7	0%	7	0%	0.0%

Source: Statistics Canada business counts, June 2023, and June 2024.

[7]To be included in the counts data, a non-employer needs to have reported at least $30,000 in annual income in their annual tax filing with the Canada Revenue Agency.

Table 47 shows breakdown of employers by 2-digit NAICS industry and employment level as of June 2025. Manufacturing and health care have the most large employers (100+).

Table 47: Business counts by industry and employment level, Chatham-Ken t

	NAICS	1-4	5-99	100-499	500+
11	Agriculture, forestry, fishing and hunting	206	154	5	0
21	Mining, quarrying, and oil and gas extraction	6	6	0	0
22	Utilities	1	9	1	0
23	Construction	256	165	0	0
31-33	Manufacturing	53	104	18	0
41	Wholesale trade	44	87	1	0
44-45	Retail trade	144	269	5	0
48-49	Transportation and warehousing	91	53	0	0
51	Information and cultural industries	11	21	1	0
52	Finance and insurance	45	65	0	0
53	Real estate and rental and leasing	100	23	0	0
54	Professional, scientific and technical services	121	64	1	0
55	Management of companies and enterprises	5	9	0	1
56	Administrative and support*	72	53	2	1
61	Educational services	6	12	2	2
62	Health care and social assistance	138	144	12	1
71	Arts, entertainment and recreation	6	30	0	0
72	Accommodation and food services	50	155	2	0
81	Other services (except public administration)	189	118	1	0
91	Public administration	0	4	2	2
	Unclassified	103	39	0	0
	Total - employers	**1647**	**1584**	**53**	**7**

*Includes waste management and remediation services.
Source: Statistics Canada business counts, June 2024 and June 2025.

EMPLOYER BUSINESSES BY INDUSTRY

Between June 2024 and June 2025, the construction sector declined by 12 employer businesses, manufacturing by 10, transportation and warehousing by seven and finance and insurance by five. The professional, scientific and technical services sector added nine firms as did the wholesale trade sector. Accommodation and food services added eight new businesses and other services (except public administration) added five.

Table 48: Business counts by industry, employers, Chatham-Kent

	NAICS	June 2024	June 2025	# change	% change
11	Agriculture, forestry, fishing and hunting	366	365	-1	0%
21	Mining, quarrying, and oil and gas extraction	10	12	2	20%
22	Utilities	10	11	1	10%
23	Construction	433	421	-12	-3%
31-33	Manufacturing	185	175	-10	-5%
41	Wholesale trade	123	132	9	7%
44-45	Retail trade	422	418	-4	-1%
48-49	Transportation and warehousing	151	144	-7	-5%
51	Information and cultural industries	34	33	-1	-3%
52	Finance and insurance	115	110	-5	-4%
53	Real estate and rental and leasing	127	123	-4	-3%
54	Professional, scientific and technical services	177	186	9	5%
55	Management of companies and enterprises	15	15	0	0%
56	Administrative and support*	130	128	-2	-2%
61	Educational services	22	22	0	0%
62	Health care and social assistance	297	295	-2	-1%
71	Arts, entertainment and recreation	32	36	4	13%
72	Accommodation and food services	199	207	8	4%
81	Other services (except public administration)	303	308	5	2%
91	Public administration	8	8	0	0%
	Unclassified	123	142	19	15%
	Total - employers	3,282	3,291	9	0%

*Includes waste management and remediation services.
Source: Statistics Canada business counts, June 2024 and June 2025.

Table 49 shows the detailed industries that saw an increase in total employer businesses between June 2024 and June 2025. There were nine more management consulting firms, five more full-service restaurants and limited-service eating places, and four more grain farming operations.

Table 49: Change in business counts by detailed industry, employers, Chatham-Kent

	June 2024	June 2025	# change
Other grain farming	57	61	4
All other crop farming	41	44	3
Roofing contractors	13	16	3
Management consulting services	13	22	9
Exterminating and pest control services	5	8	3
Offices of optometrists	3	6	3
Offices of physical, occupational, and speech therapists and audiologists	8	11	3
Full-service restaurants and limited-service eating places	171	176	5
Automotive mechanical and electrical repair and maintenance	38	41	3
Undisclosed	123	142	19

5-digit NAICS industries. Minimum growth of 3 firms.
Source: Statistics Canada business counts, June 2024 and June 2025.

Table 50 shows the industries that witnessed a decline in total employer businesses between June 2024 and June 2025. There were five less physicians' offices, four fewer corn farming operations, four less clothing stores and four fewer lessors of residential buildings and dwellings.

Table 50: Change in business counts by detailed industry, employers, Chatham-Kent

NAICS	June 2024	June 2025	# change
Corn farming	40	36	-4
Finish carpentry contractors	21	18	-3
Site preparation contractors	27	24	-3
Clothing and clothing accessories retailers	21	17	-4
Sporting goods retailers	6	3	-3
Lessors of residential buildings and dwellings	54	50	-4
Accounting, tax preparation, bookkeeping and payroll services	44	41	-3
Janitorial services	31	28	-3
Offices of physicians	99	94	-5
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance	23	20	-3

6.2 CHATHAM-KENT'S EXPORTS-FOCUSED ECONOMY

Chatham-Kent's economy is heavily reliant on exports. The exports data estimated by Lightcast in Table 51 below is based on exports outside the community. This can mean elsewhere in Ontario, Canada and beyond. Unfortunately, the data is lagged and the most recent year for available information is 2023 – before the onset of trade tensions with the United States. In 2023, the community exported an estimated $7.5 billion worth of goods and services (Source: Lightcast).

Many of the exports-focused industries in Chatham-Kent sell into the United States market. Manufacturing sectors including motor vehicle parts manufacturing, motor vehicle manufacturing, spring and wire product manufacturing, metalworking machinery manufacturing, among others are likely to be impacted by U.S. steel and aluminum tariffs. The community's economic growth in recent years, including employment growth, has been tied to export industries. Farm exports, motor vehicle-related, chemicals and transportation have all seen growth in revenue over the 10-year period but some weakening in 2023. The value of farm exports declined by 10%.

Table 51: Selected industries by export values, Chatham-Kent ($Million)

Industry	2022	2023	1-year % change	10-year % change
Farms	$1,135.5	$1,021.9	-10%	62%
Natural gas distribution	$265.2	$255.8	-4%	-52%
Fabric mills	$387.1	$309.2	-20%	n/a
Basic chemical manufacturing	$241.4	$229.1	-5%	9%
Plastic product manufacturing	$189.1	$179.3	-5%	83%
Alumina and aluminum production/processing	$359.3	$331.1	-8%	882%
Spring and wire product manufacturing	$328.1	$328.2	0%	584%
Metalworking machinery manufacturing	$273.2	$243.4	-11%	69%
Other general-purpose machinery mfg	$112.3	$135.3	21%	45%
Motor vehicle manufacturing	$144.3	$150.0	4%	58%
Motor vehicle parts manufacturing	$878.9	$914.9	4%	12%
Agricultural supplies merchant wholesalers	$106.5	$106.6	0%	83%
Specialized freight trucking	$152.2	$155.5	2%	270%
Other telecommunications	$226.6	$200.3	-12%	53%
Nursing care facilities	$107.5	$111.4	4%	245%

Source: Lightcast

7 COMMUNITY ENGAGEMENT INSIGHTS

Extensive community engagement provided some additional context and insights to the economic and demographic analysis. The Local Labour Market Plan includes results of a job seeker survey, focus group meetings with members of the Chatham-Kent Workforce Planning Board local employment support agencies, and employers, as well as highlights from the 2025 EmployerOne Survey.

7.1 JOB SEEKER SURVEY

A survey of individuals seeking employment was conducted in November and early December 2025. It was shared by employment agencies to their clients/networks and shared through social media. The survey garnered 54 responses from a range of ages. Forty-eight percent heard about the survey from social media and 42% from CK Jobs (Municipality of Chatham-Kent).

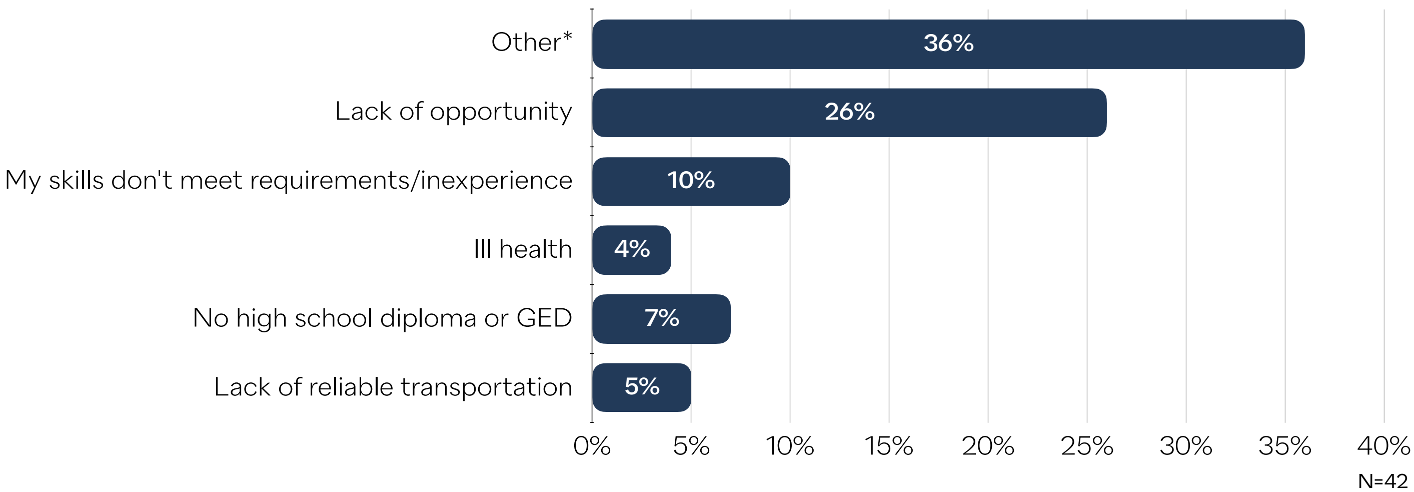
WHO RESPONDED

Job Seeker Category	Notes	
Gender	Female	52%
	Male	41%
	Gender non-binary	7%
Residence	Chatham	74%
	Blenheim	7%
	Wallaceburg	7%
Age	15-18 years old	4%
	19-24 years old	6%
	25-39 years old	35%
	40-54 years old	37%
	55- 64 years old	13%
	65+	4%
Status in Canada	Canadian citizen	96%
	Permanent resident/temporary	4%
Other characteristics	Persons with a disability	16%
	Indigenous	2%
	Newcomer	6%
	Racialized person	6%

Job Seeker Category	Notes	
Education	College	48%
	High school or equivalent	17%
	University degree (bachelor's degree)	15%
	No certificate or diploma	7%
	University degree above a bachelors	7%
	Some university (but not completed a degree)	4%
Employment Status	Apprenticeship	2%
	Not currently working	72%
	Nearly half were currently looking for work and 19% were unemployed but not looking for work. Two were on leave and two were not able to work.	

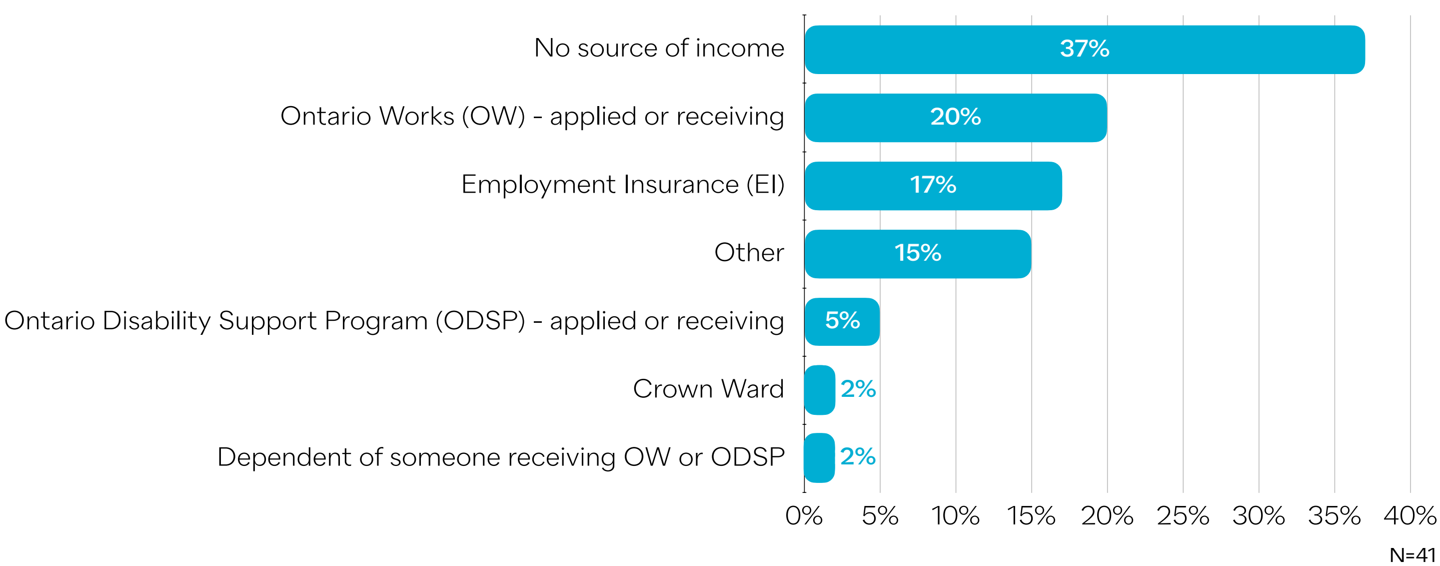
The most common reason for not working, according to the respondents, was a lack of opportunity (26%) followed by not having the skills or experience required for the available roles (10%). Seven percent did not have a high school diploma and five percent said a lack of reliable transportation. Among the 'other' responses were recently laid off and family responsibilities.

Figure 17: Reasons for not working



Of the respondents that were not currently working, nearly two out of five (37%) reported that they had no source of income, other referenced sources of income were Ontario Works (20%) and Employment Insurance (EI) income (17%).

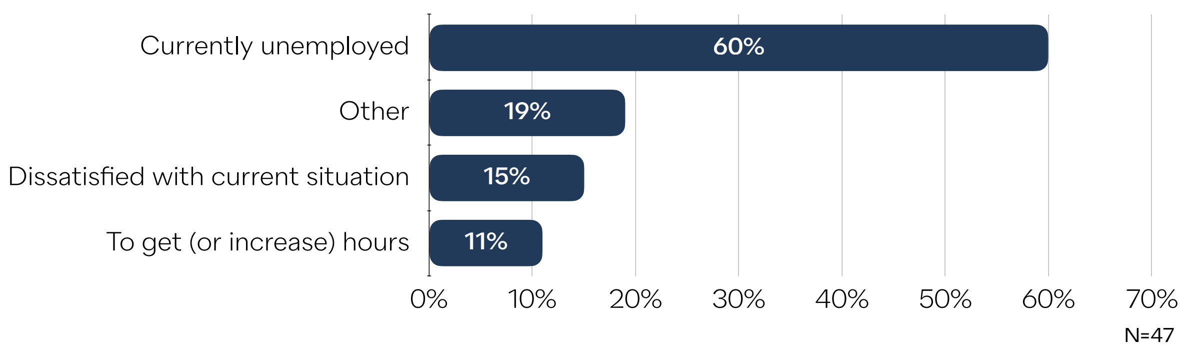
Figure 18: Main Source of Income



- Of those who were working, the top industries were healthcare and social assistance (6), manufacturing (3), construction (3) and retail trade (3).
- Of those job seekers that were currently working, 63% were working full-time at 30 or more hours per week. Eighty-one percent were permanent employees while 19% were temporary workers and none were on contract.
- Seventy-seven percent worked in Chatham.
- The most common mode of travel to work was to drive themselves (82%) with a reported commute of under 15 minutes (55%). Sixty-seven percent of the respondents reported that they had a reliable vehicle for work purposes.
- Most of the working respondents reported earning an hourly wage of less than $20/hour (55%). Three reported earning an hourly wage of $35/hour or more.
- Over half (57%) of the working respondents believed their current hourly wage was not aligned with their job requirements and responsibilities.
- Less than half of the employed respondents reported receiving non-wage benefits or perks from their employer. The two most mentioned were health and dental benefits (nine respondents) and retirement contributions (2 respondents).
- Fifty-six percent of employed respondents indicated their employer provides training or employee development opportunities and one in three said their employer offers a wellness program.
- When asked what the employer could do to retain these job seekers, the most common response by far was increasing wages (60%), followed by different benefits and opportunities for development.
- The largest share of respondents said they were looking for work in Chatham-Kent (92%), with only eight percent reported looking anywhere in Ontario and elsewhere in Canada. Three respondents were seeking work outside of Canada.

The reasons respondents reported they were actively looking for work included that they were unemployed (60%), dissatisfied with the current situation (15%) and to get an increase in hours (11%). The 'other' responses included to get a pay raise, toxic work environment and end of contract.

Figure 19: Reason for looking for work



- When asked to provide the type of work they are seeking, there was a wide range of responses ranging from administrative services to health care, retail and manufacturing.

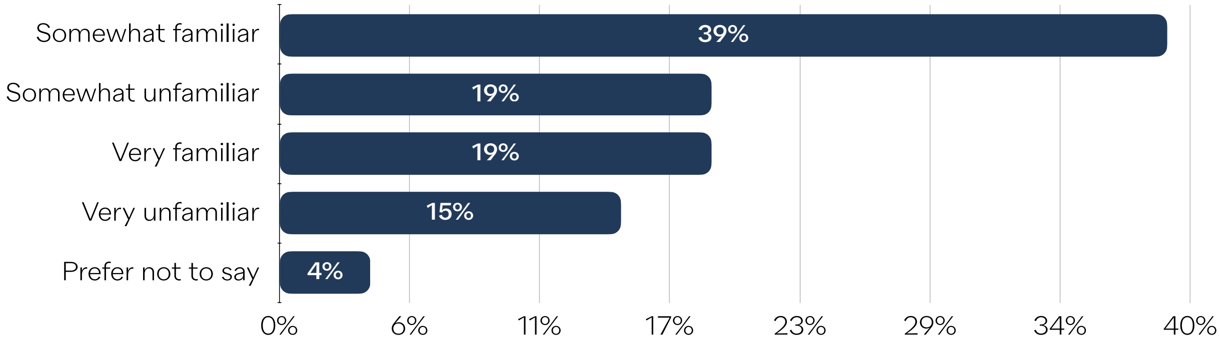
EQUAL OPPORTUNITY

When asked if they felt like they have equal opportunity when applying for jobs, 45% responded 'no', another 24% 'unknown' and only 31% said 'yes'. Survey respondents were asked to write in an answer but only seven did so.

AI AND EMPLOYMENT

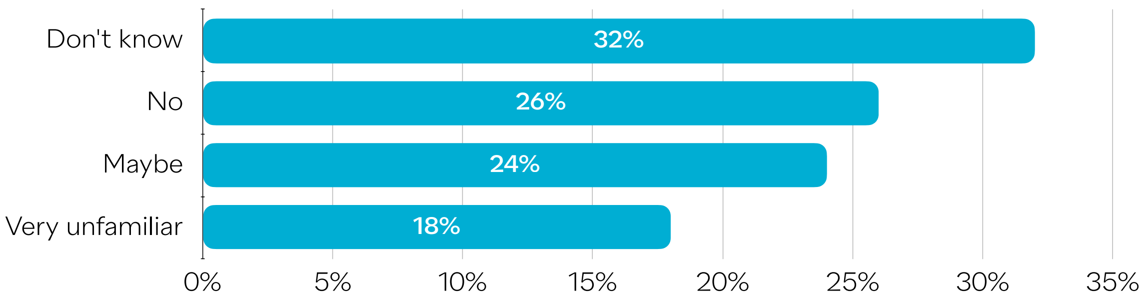
When asked if they were familiar with artificial intelligence (AI) technologies, nearly two out of five responded somewhat familiar. Only 15% said they were very unfamiliar with AI. When asked if they believed their familiarity with AI technologies would impact the success of their job search, the top response was 'maybe' (29%) followed by yes (27%). Twenty-eight percent responded 'no' or 'don't know' respectively.

Figure 20: Familiarity with AI technologies



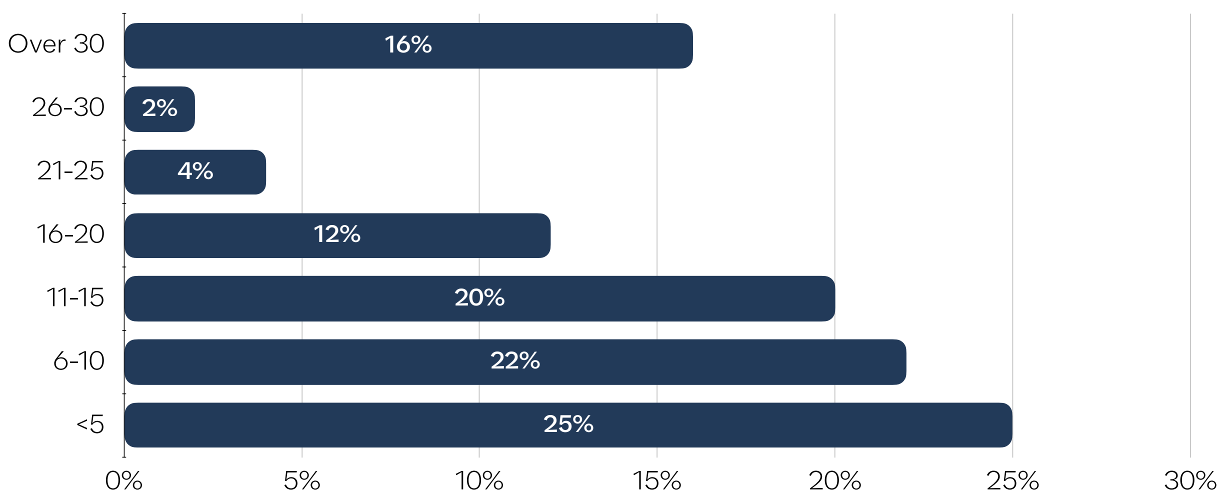
When asked if familiarity with AI technologies will make them more attractive to employers, only 18% said yes. Another 24% said maybe and one out of three (32%) said they didn't know.

Figure 21: Familiarity with AI supports attractiveness to employers, % of total



On average, the largest share of respondents reported spending less than five hours per week job hunting (25%) or 6-10 hours (22%). 16% of respondents spent at least 30 hours per week hunting for a new job.

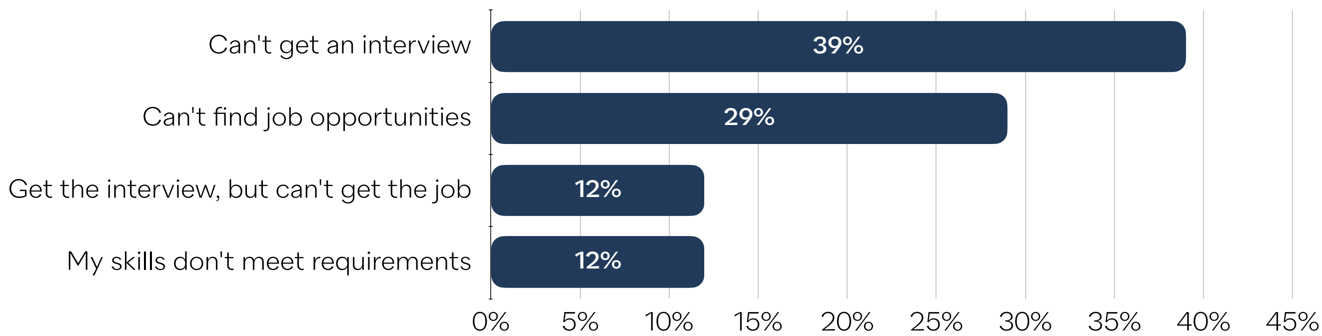
Figure 22: Time spent looking for work each week (hours)



- The top job search methods included non-government job search websites (43%), government websites (14%), Chatham-Kent Jobs (12%) and employment agencies (12%).

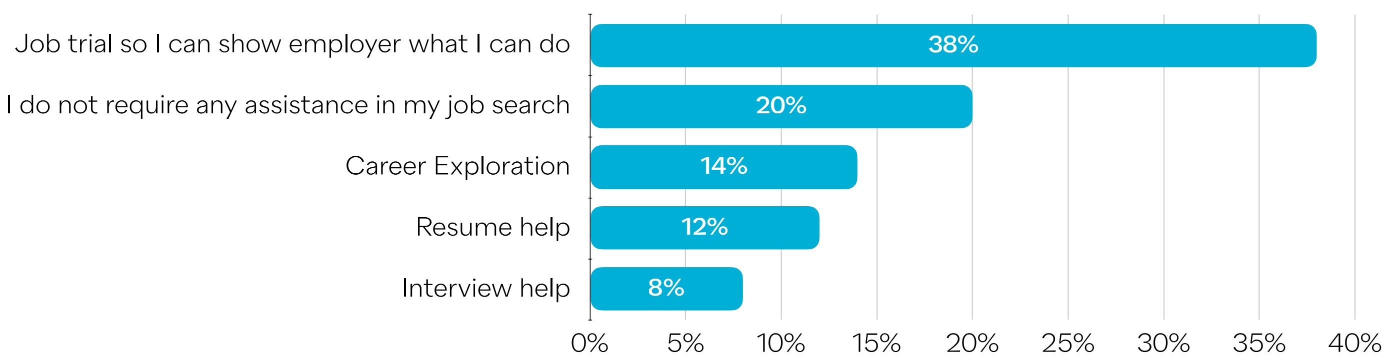
When asked about their biggest frustration when looking for work, the top responses were (in order): can't get an interview, can't find job opportunities, got the interview but didn't get the job, and my skills don't meet requirements.

Figure 23: Biggest frustration with the job search, % of respondents



When asked about the type of job search assistance they could benefit from the most common answers were job trials (38%), career exploration (14%) and resume development help (12%).

Figure 24: What kind of assistance would help you in your job search?



Thirty-eight of the respondents reported that they had received job search support from Chatham-Kent Employment and Social Services in the past year. Other sources of job search support came from the Goodwill Career Centre and Adult Language and Learning.

7.2 EMPLOYERONE SURVEY

Launched in 2015, the EmployerOne Survey is conducted annually by the Chatham-Kent Workforce Planning Board to gain insights into local workforce trends and to help build a stronger local workforce. The Survey provides employers a platform to share their input about workforce challenges and successes experienced in the previous calendar year, as well as projections that may affect their workforce in the following year. The 2025 EmployerOne Survey was open for the month of November, and reflects employer experiences between November 1, 2024 and October 31, 2025, as well as projections for November 1, 2025 to October 31, 2026.

The following is a summary of the key findings. The full report is available at www.CKWorkforce.ca

PROFILE OF SURVEY RESPONDENTS

- There were slightly fewer survey respondents this year than last (139 versus 148).
- Total employment represented by the survey respondents was 12,256. This was an amount equivalent to 24% of total employment across the municipality.
- The EmployerOne survey respondents this year were more reliant on recruitment outside the municipality as 23% of total employment came from outside Chatham-Kent (14% last year).
- The share of the workforce employed in remote work has been declining sharply in recent years. In the 2025 EmployerOne survey, 93% worked in the office or on-site on a full-time basis.

SEPARATIONS

- The employers covered in the EmployerOne survey witnessed 1,823 separations in the previous 12 months or an amount equivalent to 15% of the combined workforce of the surveyed employers. This is well above the 10% average across Ontario (see Section 3.1 for details).
- The cause of separations continues to be mostly quits as 62% of employers indicated employees had quit during the year, similar to the 2024 survey.
- In this year's survey, only five employers said over 50% of individuals who quit their jobs left the community compared to 16 last year.

IMPACT OF STAFFING SHORTAGES

- When asked if they had to turn down growth opportunities due to staffing shortages, 34% of all employers indicated they had (31% last year).
- Compared to the 2024 EmployerOne survey, slightly more employers had to alter business hours (28% versus 26% last year).
- To reduce the impact of staff shortages, 17% of employers invested in technology (AI, automation, etc.) compared to 15% last year.

EMPLOYEE RETENTION

- 45% of respondents indicated that employee retention was a concern for their organization (50% last year). High competition for workers and undesirable hours of work continue to be the top reasons why retention is a challenge.

EMPLOYEE RECRUITMENT AND RETENTION

- 81% of survey respondents had hired employees between November 1, 2024 and October 31, 2025. Combined, these employers hired 1,730 new employees over the 12-month period. However, they also witnessed a combined 1,823 separations in the same period, meaning these 130 employers had fewer total workers on October 31, 2025 than October 31, 2024.
- Nearly half of all employers had some vacant positions that were difficult to fill over the year. This was up from 42% last year.
- The top source of recruitment continues to be word of mouth/personal contacts/referrals/informal networks followed by online job boards/postings, social media and the employers' own website.
- More employers this year recruited nationally and internationally compared to last year.
- 58% of respondents did not have specific policies or practices to hire from targeted populations - considerably lower than the 2024 survey (73%). Twenty-five organizations target First Nations, Metis, or Inuit workers, 22 target people with disabilities and 20 target female workers.
- 14% of employers said childcare challenges impacted their ability to recruit or retain workers.
- CK Jobs was cited as the most used to aid in employee recruitment (34% of employers) followed by Canada Summer Jobs (20%) and the Goodwill Career Centre (19%). Compared to the 2024 EmployerOne survey, the top three sources used were the same.

- Skilled labour continues to be the most challenging occupational group to recruit as 42% of employers indicate the availability as less than satisfactory (only 32% provided a good to excellent rating).
- Recruiting technical labour is also challenging with only 37% providing a good to excellent rating.
- Administrative talent is the easiest occupational group to recruit from as 60% provide a good to excellent rating.
- Employee retention continues to be the top reason to offer training followed by improving competitiveness. This was similar to the 2024 survey.

TRAINING

- Cost is the top barrier to providing training – same as last year – cited by 58% of employers.
- Nearly one in three employers have entry-level employees that lack essential or foundational skills for their job. This is similar to the share last year. The top essential skills that are lacking include problem solving, communications, adaptability and creativity.
- Thirty-five percent of employers said they hired apprentices during the year or 28% of total responses (similar to the 27% in last year's survey). The manufacturing companies had the highest share of apprentices (61% of the firms hired apprentices) and construction (44%).
- In the last twelve months (November 1, 2024 to October 31, 2025) these firms combined brought on 88 new apprentices. When asked about the coming year, November 1, 2025 to October 31, 2026, these firms are expecting to bring on another 95 new apprentices.
- Retaining apprentices after they complete their accreditation remains a challenge. Over half of employers (54%) say the apprentices stay less than one year after accreditation.

INVESTING IN ARTIFICIAL INTELLIGENCE (AI)

- Compared to a recent Statistics Canada survey, it looks like Chatham-Kent employers are planning to invest in AI at a much higher rate. Overall, only 17% of Ontario employers are expecting to invest in AI compared to 41% of Chatham-Kent survey respondents (See Section 9.1 for a discussion about survey methodology). In the 2024 survey, only 30% of employers said they were expecting to use AI.
- AI is not expected to negatively impact employment by much in 2026.
- AI will mostly be used to improve internal business practices such as training, workflow development and data management.
- Of the nearly 60% of employers not investing in AI, the main reasons were a lack of relevancy, privacy or security and limited knowledge of the capabilities of AI. Some of the flaws associated with early use of AI were mentioned by a number of employers. Cost was only cited as a barrier by three employers.

IMPACT OF U.S. TARIFFS

- Tariffs are a serious concern in Chatham-Kent – 62% say tariffs have impacted their business. The share rises to 83% among manufacturing employers.
- There was considerable variation by industry. Eighty-three percent of employers in manufacturing and construction said they have been impacted and 69% of employers in the other services (except public administration) sector. More than half of employers in agriculture, arts, entertainment, and recreation and accommodation and food service said tariffs were impacting their business.
- Only 10% of employers have reduced employment as a result of tariffs and among those the reduction was small. However, looking to the future in 2026, only 42% of employers indicate they expect no change in employment as a result of tariffs in the coming year - 50% are unsure of the impact.

7.3 CHATHAM-KENT WORKFORCE PLANNING BOARD AND EMPLOYMENT SUPPORT ORGANIZATIONS MEETINGS

In November and December 2025, consultations were held with the Chatham-Kent Workforce Planning Board and a number of organizations providing employment supports in the community in addition to the Chamber of Commerce. The current state of the workforce was discussed at these meetings including trends in the types of clients being served. The organizations engaged included:

- Community Attraction and Promotion, MCK
- Employment and Social Services, MCK
- Economic Development, MCK
- Adult Language and Learning
- Tri-County Literacy Network
- Lambton Kent District School Board
- YMCA
- VisionUS
- Community Living of Chatham-Kent
- Goodwill Career Centre

A few key highlights from these meetings included:

- The impact of U.S. tariffs and potential trade challenges are a concern but not necessarily showing up in the employment situation for most firms.
- The economic situation in Chatham-Kent may be softening – some interviewees indicated growing challenges.
- Some employers are starting to feel the impact of the reduction in temporary workers in Canada.
- Due in large part to the decline in international students, enrolment is down at St. Clair College, and some programs have been discontinued locally.
- The business community is concerned about the reduction in post-secondary education in the community.
- There is still a strong belief Chatham-Kent will need to attract more people to the region to fill gaps in the workforce.
- Childcare continues to be a challenge for many workers and job seekers.
- Competing with other communities on wages continues to be a challenge.
- The other barriers to recruiting and retaining workers in Chatham-Kent as identified by the meeting participants, continue to be access to housing, competition from urban centres and a lack of full-time, permanent employment.
- Promoting workforce diversity remains an important priority for many employers and for the employment support organizations. The demographic makeup of the workforce is changing and more employers need to make this a focus.
- Older workers are a potential untapped workforce.
- We need to continue to focus on getting the data needed to make informed decisions.
- When trying to attract workers, we need to do a better job promoting Chatham-Kent's quality of life and affordable housing (relative to other regions).

8 EMPLOYMENT ONTARIO PROGRAM CLIENTS

This section provides a summary of client data for those individuals accessing the following Employment Ontario programs:

- Canada Ontario Jobs Grant (COJG)
- Employment Service (ES)
- Literacy and Basic Skills (LBS)
- Ontario Employment Assistance Service (OEAS)
- Better Jobs Ontario (BJO)
- Youth Job Connection (YJC)
- Youth Job Connection Summer (YJC-S)
- Apprenticeship (APPR)
- Integrated Employment Services (IES)

INTEGRATED EMPLOYMENT SERVICES

Employment Service (ES) clients are now reported as part of the Integrated Employment Services (IES) numbers. The Integrated Employment Services program provides a wide variety of supports to job seekers looking for work including resume development, counselling, matching with retraining programs, etc. There were 2,557 clients of Integrated Employment Services in 2024/25 up significantly from the 629 clients last year (including former ES clients). Nearly half (48%) were aged 25-44, another 23% were aged 15-24 and 26% aged 45-64. Fifty-six percent were male. Nineteen percent had not completed high school, 36% had a high school diploma and the rest had some form of post-secondary training. Nearly half (48%) of clients were persons with a disability,17% were racialized, 8% Indigenous and 7% newcomer to Canada.

Thirty-two percent were earning income from Ontario Works, 11% from the Ontario Disability Support Program and 10% from the Employment Insurance program. Twenty-six percent reported no source of income.

LITERACY AND BASIC SKILLS (LBS) CLIENTS

There were 192 Literacy and Basic Skills clients in 2024/25 (119 new and 73 carry-over) up from 172 last year (+12%). The most clients were aged 15 to 24 (47%), followed by 25 to 44 (38%) and 45-64 (14%). Over half of the Literacy and Basic Skills clients are female (60%).

Figure 25: CK Literacy and Basic Skills Learners by Age

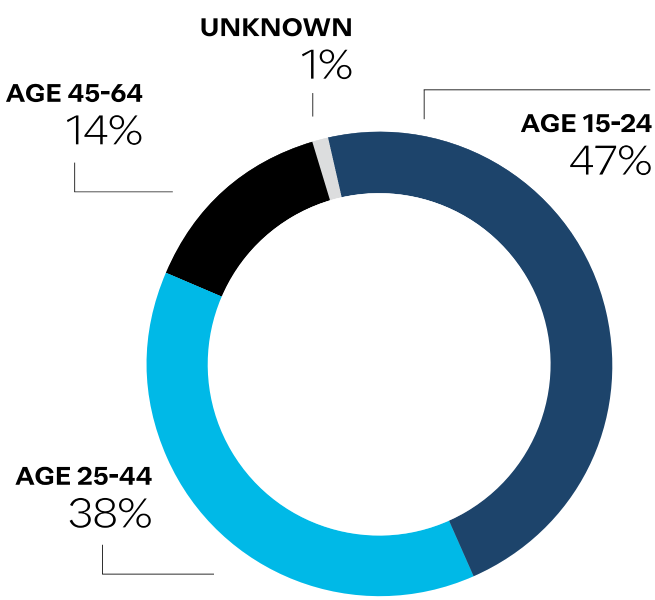
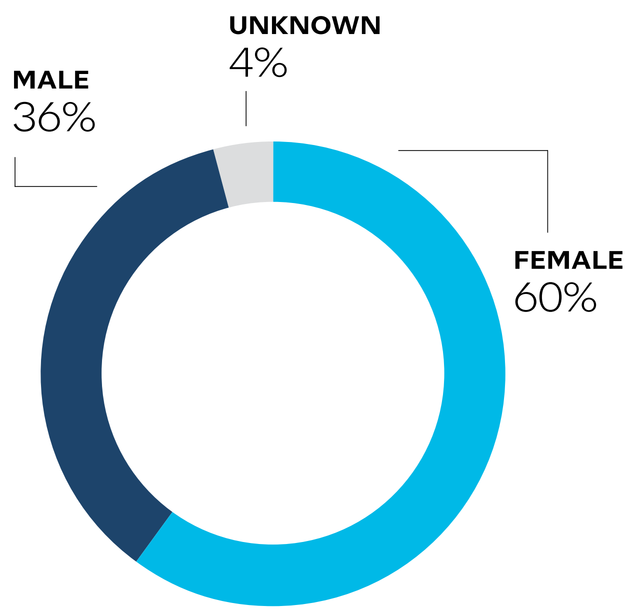


Figure 26: Literacy and Basic Skills Learners by Gender



The majority of Literacy and Basic Skills learners were unemployed (64%) while 29% were employed part-time. Notable designated groups included persons with disabilities (49%), racialized (15%) and members of an Indigenous group (19%).

The Learners' goal paths include 54% were seeking employment and another 38% were in the program to ultimately attain post-secondary education. Table 52 shows the learners' progress by detailed goal path. Among those seeking full-time employment, 33% of clients have hit the goal.

Table 52: Learners' goal path and progress

a	% of Apprenticeship Goal Path of Employed Full-time Labour Force Attachment	N/A
b	% of Employment Goal Path of Employed Full-time Labour Force Attachment	33%
c	% of Independence Goal Path of Employed Full-time Labour Force Attachment	33%
d	% of Post Secondary Goal Path of Employed Full-time Labour Force Attachment	33%
e	% of Secondary School Credit Goal Path of Employed Full-time Labour Force Attachment	NA/
f	% of Apprenticeship Goal Path of Employed Part-time Labour Force Attachment	2%
g	% of Employment Goal Path of Employed Part-time Labour Force Attachment	13%
h	% of Independence Goal Path of Employed Part-time Labour Force Attachment	N/A
i	% of Post Secondary Goal Path of Employed Part-time Labour Force Attachment	84%
j	% of Secondary School Credit Goal Path of Employed Part-time Labour Force Attachment	2%

BETTER JOBS ONTARIO

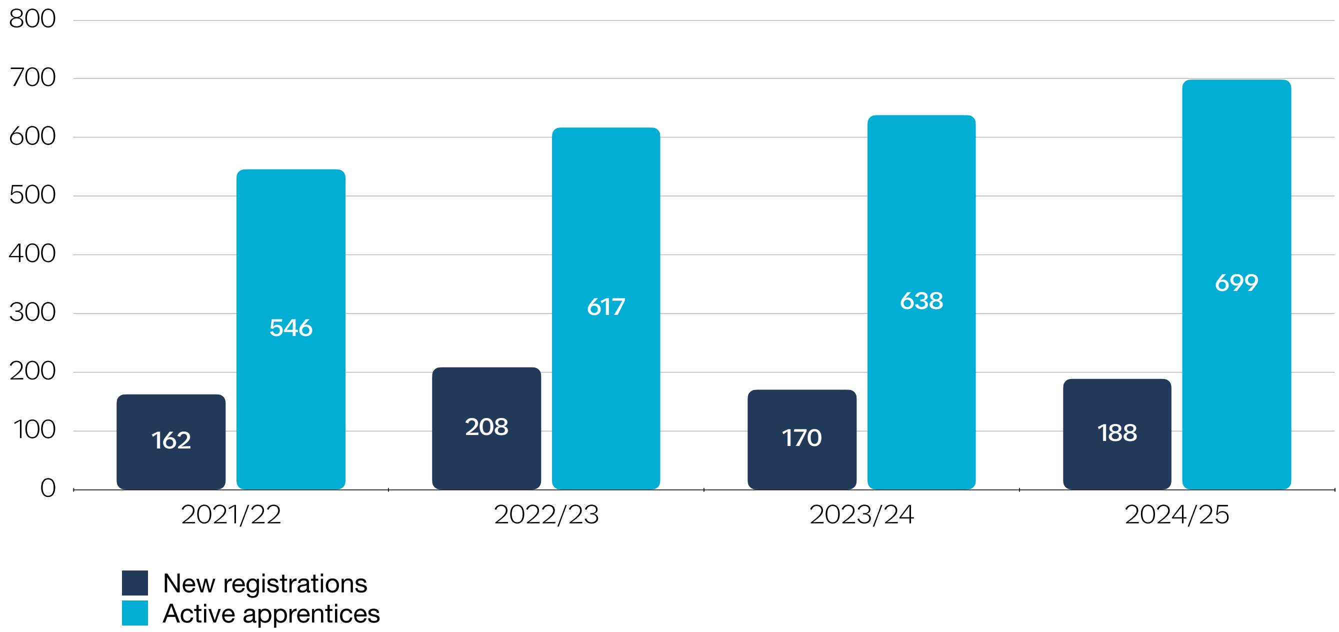
The Better Jobs Ontario program helps unemployed and laid-off people get training for jobs that are "in-demand". The program had 28 clients in Chatham-Kent during 2024/25 down from 31 in the previous year. Almost all (93%) were males and 61% were aged 25-44. Fifty-four percent were collecting Employment Insurance. Due to privacy issues, most of the detailed program data was not published but 20 (71%) of the clients were being trained as transport truck drivers.

APPRENTICESHIP

The number of active apprentices increased in 2024/25.There were 699 active apprentices in Chatham-Kent in the 2024/25 and 188 new registrations compared to 638 and 170 respectively in 2024/25. The number of Certificates of Apprenticeship was not published. There were 38 Modular Training Registrations (20% of new registrations). Over half (54%) of new registrations were between the ages of 15 and 24 and 40% between the ages of 25-44.

While much of the data was suppressed for privacy reasons, 29% of new registrations were for Electrician - Construction and Maintenance, 10% for Tractor-Trailer Commercial Driver, nine percent for Powerline Technician and six percent were for Residential Air Conditioning Systems Mechanic.

Figure 27: New and active apprenticeships, 2021/2022 to 2024/2025



CANADA ONTARIO JOB GRANT – EMPLOYER

There were 25 employers using this program in 2024/2025 down from 35 last year. Most of the employers were small (less than 50 employees) (92%). Over half (52%) used a private trainer while 44% used a Registered Private Career College. All employers reported an increase in trainee productivity and 80% said the training met workforce needs.

CANADA ONTARIO JOB GRANT – PARTICIPANT

There were 34 participants using this program in 2024/25 down from 58 last year, half between the ages of 15-24 and 44% between the ages of 25-44. Seventy-six percent were male. Nearly all (94%) were currently employed (most full-time).

9 STRATEGIC CONSIDERATIONS FOR THE 2026 PLAN

Theme	Considerations	Potential action(s)
CK exporters need to consider expanding markets in Canada and outside of the United States.	In the EmployerOne survey, 62% say tariffs have impacted their business. The share rises to 83% among manufacturers. Currently this is not having a major impact on the workforce, but 50% of all employers said they are unsure of the future impact.	Profile the potential workforce impacts from increased tariffs on CK exports to the United States.
The population is growing but not likely fast enough to support a growing workforce.	The CK population increased faster between 2024 and 2025 than any year since its founding but not quite fast enough to meet the projected workforce demand between 2025 and 2035. It is likely the municipality will need to grow its overall population by 1.6% per year to meet future demand (unless the participation rate among the current population can be increased). This would require growing the population by 19,200 between 2025 and 2035.	Continue to focus on supporting population growth through talent attraction and retention efforts.
The decline in TFWs has not impacted CK employers in a significant way yet, but there is considerable future risk.	CK uses TFWs at 3.5X the national level. The federal government's curtailment of immigrants and temporary workers could harm local industries in the years ahead.	Continue to engage with employers and make the case for the importance of TFWs in CK.
The reduction in international students will harm college enrolment in CK.	International students have been an important source of labour, both during their studies and post-graduation. After graduation, at least some stayed on to work in the community. The federal government's curtailment of international students could have a significant impact on the workforce in the years ahead.	Make the case for more international students with post-secondary education partners using hard data and employer feedback.
CK has a growing and relatively large share of the population on social assistance and receiving workers compensation benefits.	Are there potential workforce participants in these groups? What skills development and other supports would help?	Engage with this population to determine opportunities.
The participation rate among 25–39-year-old women is well below the national level.	Is this related to childcare or other factors?	Develop supports that lead to a boost in workforce participation among this group.

Theme	Considerations	Potential action(s)
The number of families with children and only one employment income earner has increased significantly in recent years.	This could be because of challenges with workforce participation such as a lack of childcare or other barriers.	Identify ways to help boost workforce participation rates.
Housing starts were up strongly in 2025, but ensuring the right mix of housing will be key.	CK needs housing options aligned with household income levels and options for both the rental and purchase markets.	Municipality of Chatham-Kent has completed the Housing Needs Assessment and will be completing the Strategic Housing Action Plan (SHAP) in 2026.
Projections suggest there will be strong demand for jobs in health care and social assistance, manufacturing, retail trade, construction and agriculture through 2035.	Many of the top vacant jobs today are in these same sectors.	Develop sector-specific workforce development plans. Continue targeted career-day programs with local school boards.
CK will need to meet the demand for jobs across the spectrum	A majority of the jobs on offer in 2025 were below the median wage and around half of all workers are employed either part-time or part-year. Historically, many part-time and summer jobs were filled by students. The recent growth in young people is positive, but there are still 22% less aged 15-24 in the community compared to 2005.	Efforts to boost young people in the community and the workforce. This could include attracting more students (to study and work) and convincing more young people to work while they study. Only 45% of men and 42% of women aged 15-19 participated in the workforce in 2023.
Apprentices are not staying long with employers.	54% of EmployerOne respondents said that after receiving accreditation apprentices are staying less than one year. This is a disincentive for employers to support apprenticeships.	More research to understand this trend and look for solutions.
Artificial Intelligence	There has been a significant increase in employers investing in AI (41% expecting to invest in 2026). At least for now, there does not seem to be much negative impact on the workforce.	Further research into training opportunities to ensure the workforce benefits from AI adoption.

Theme	Considerations	Potential action(s)
A lot of needed training is not offered in CK.	According to the EmployerOne survey, cost and local availability of training are the two top barriers to training.	Educate employers about existing training programs and look to fill gaps.
The arts, entertainment and recreation sector seems particularly challenged this year.	Examples: 75% turned down growth opportunities due to workforce challenges, 40% had altered business hours and 63% of firms say retention is a challenge. All employers in the survey are planning to hire in 2026. Cost of training was cited as a barrier by 86% of employers in the sector. More than half say tariffs are impacting their business.	Research what workforce and supports are required for a sustainable sector, including talent attraction, training, and retention.

10 RECOMMENDED ACTIONS

The recommended actions build on the actions of the previous Local Labour Market Plans with three priority areas:

1. Developing resources to support employers and job seekers.
2. Fostering local partnership among employers, educators, and agencies.
3. Enhancing research on the local labour market.

DEVELOPING RESOURCES TO SUPPORT EMPLOYERS AND JOB SEEKERS

- Continue to develop resources to support employers and job seekers. This can include continued career expos and job fairs and producing and promoting labour market information to help employers, job seekers and key stakeholders to make informed decisions.
- Continue to attract immigrants to Chatham-Kent to help address workforce demand. Recent changes made by the federal government will significantly curtail both the number of permanent residents and international students coming to Ontario – both of these have played an increasingly important role in the community's growth in recent years.
- Look for opportunities to boost post-secondary student enrolment in the community and also focus on retention and integration of new graduates into the local workforce.
- Develop a campaign to expose our employers to the potential of artificial intelligence (AI) to support workforce optimization and productivity.
- Continue to support sector-based workforce development strategies in high demand industries including health care, and enhance strategies in manufacturing, agriculture, transportation and retail.
  - → This could include the arts and culture sector. The EmployerOne survey found this sector facing particular workforce-related challenges.

FOSTERING LOCAL PARTNERSHIP AMONG EMPLOYERS, EDUCATORS, AND AGENCIES

- Continue to collaborate through the Job Preparation Action Team to connect local employers and educators to supports they need to address workforce challenges in the long-term, and efforts to address upskilling priorities in the immediate term
- Continue to focus on developing experiential learning opportunities for students and recent graduates. Among job seekers surveyed for the development of this LLMP, the top mentioned area of needed support was access to experiential learning (to show potential employers what they could do).

ENHANCING RESEARCH ON THE LOCAL LABOUR MARKET

- Chatham-Kent Economic Development Services to continue direct engagement with trade-exposed companies to assess potential tariff impacts and look for ways to support them moving forward. The Chatham-Kent economy is highly exposed to potential U.S. tariffs and potential countervailing tariffs.
  - → Continue to report findings to key stakeholders, including to municipal leadership and employment service providers to support workforce.
- Develop a 'target' population growth rate tied to future workforce demand (replacement and growth demand). The Chatham-Kent population is growing but not likely fast enough to meet the needs of a growing workforce. A target population growth rate would help inform future housing demand and the future demand for the provision of public services.
- Complete an inventory of training opportunities locally and look for gaps. Promote the training opportunities to local employers. In the EmployerOne survey a fairly large share of employers said that training was not available locally or they didn't know what was available.
- Continue to monitor housing starts in the community and ensure partners understand the link between housing availability, population growth and addressing workforce demand.
- Continue to monitor employee 'turnover' in the community. The 2025 EmployerOne survey found an annual 'turnover' rate of 15%. Statistics Canada's Labour Force survey reported that 10% of the workforce across Ontario left their employer (for all reasons).

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